

**Ministry of Gender, Child and Social Welfare /  
Ministry of Finance and Planning  
Republic of South Sudan**

**Environmental and Social Management Framework  
(ESMF)**

**South Sudan  
Women's Social and Economic Empowerment Project  
(P176900)**

**29 August 2022**

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## Abbreviations and Acronyms

BoQ	Bill of Quantity
CDD	Community-Driven Development
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CESMP	Contractor's Environmental and Social Management Plan
CoC	Code of Conduct
CPA	Comprehensive Peace Agreement
CSO	Civil Society Organization
DRC	Democratic Republic of Congo
E&S	Environmental & Social
EHS	Environment, Health and Safety
EHSG	Environmental Health and Safety Guidelines
EIA	Environmental Impact Assessment
EMAP	Environmental Management Action Plan
ESF	Environmental and Social Framework
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESF	Environmental and Social Framework
ESIA	Environment and Social Impact Assessment
ESS	Environmental and Social Standards
EU	European Union
FM	Financial Management
FPIC	Free, Prior and Informed Consent
GDP	Gross Domestic Product
GBV	Gender-Based Violence
GoSS	Government of South Sudan
GRM	Grievance Redress Mechanism
GRS	Grievance Redress Service
GOSS	Government of South Sudan
HIV/AIDS	Human Immunodeficiency Virus / Acquired Immune Deficiency Syndrome
HQ	Headquarter
HSSE	Health, Safety, Social & Environmental
IASC	Inter-Agency Standing Committee
ICR	Implementation Completion Report
IDA	International Development Association
IDP	Internally Displaced Person
ILO	International Labor Organization
IOM	International Organization for Migration
IPV	Intimate Partner Violence
IUCN	International Union for Conservation of Nature
LMP	Labor Management Plan
M&E	Monitoring and Evaluation
MGCSW	Ministry of Gender, Child and Social Welfare
MIS	Management Information System

MOH	Ministry of Health
MPI	Multidimensional Poverty Index
MWRI	Ministry of Water Resources and Irrigation
NGO	Non-Governmental Organization
OHS	Occupational Health and Safety
PAD	Project Appraisal Document
PDO	Project Development Objective
PMU	Project Management Unit
POM	Project Operations Manual
PPE	Personal Protective Equipment
PSC	Project Steering Committee
PSEA	Prevention of Sexual Exploitation and Abuse
SEA	Sexual Exploitation and Abuse
SEP	Stakeholder Engagement Plan
SGB	Small and Growing Businesses
SH	Sexual Harassment
SMP	Security Management Plan
SPLA	Sudan People's Liberation Army
SPLA-IO	Sudan People's Liberation Army -in-Opposition
SRA	Security Risk Assessment
SSPDF	South Sudan People's Defense Force
STI	Sexually Transmitted Infection
TA	Technical Assistance
TOR	Terms of Reference
TPM	Third Party Monitor
UN	United Nations
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNSDCF	United Nations Sustainable Development Cooperation Framework
UNW	UN Women
WB	World Bank
WECC	Women's Economic Community Centers
WEOF	Women Entrepreneurial Opportunity Facility
YDI	Youth Development Index



## Executive Summary

Gender inequalities in South Sudan are high. The country ranks in the bottom third of the worldwide “life-course gender gap” on the Human Development Index.<sup>1</sup> South Sudanese women and girls have fewer choices and opportunities over the course of their life compared to men and boys and have less agency and options for self-determination. Girls are often excluded from educational opportunities and asked to take on domestic and caretaking responsibilities. Early marriage is a significant problem in South Sudan.<sup>2</sup> Furthermore, South Sudan’s maternal mortality ratio is one of the highest in the world. Women have far less access to financial services and to digital technology compared to men. For women to fulfil their potential in South Sudan, a substantive and sustained focus on women’s economic empowerment by government as well as development partners is required.

This Project will build on small-scale women empowerment activities implemented and financed by development partners. Specifically, it will build on the Women’s Economic Community Centers (WECCs), which have been implemented by UN Women in coordination with the Ministry of Gender, Child and Social Welfare (MGCSW) and funded by donors, such as Sweden, Japan, Germany and Norway. Important policy objectives will be advanced with a better resourced MGCSW, which will include support to national and state coordination mechanisms and addressing the weak functionality of gender focal points within ministries and commissions. The project will also provide support to women in business through trainings, mentorship, and access to finance.

The South Sudan Women’s Social and Economic Empowerment Project (SSWEEP) has been developed with a budget of USD 70 million financed through a grant from the International Development Association (IDA). It will be implemented by the MGCSW with the assistance of UN Women.

The Project Development Objective (PDO) is to increase girls; and women’s access to livelihood, entrepreneurial and GBV services and to strengthen the government’s capacity to provide these services. The Project consists of 4 components: Component 1: Community Empowerment Support to Women and Girls; Component 2: Women’s Entrepreneurial Opportunity Facility; Component 3: Services for Survivors of GBV; and Component 4: Institutional Strengthening and Project Management.

The environmental and social risk classification for the project is *High*. The Environmental Risk Rating of the Project is *Moderate*. Most of the Project’s environmental risks and impacts stem from the planned construction works. The locations for infrastructure are not known yet. The construction of 5 new women economic centers, safe houses and the headquarters for the MGCSW and the rehabilitation of other buildings will be small in nature and will be located away from sensitive environmental habitats. Expected risks and impacts include typical civil works concerns, such as disruption/erosion of soil structure, spoils and soil compaction through movement of machinery, air, water and soil pollution through solid and liquid waste, noise and vibration linked to machinery, air pollution through dust from machinery and vehicles, selective destruction of plant cover, and Occupational Health and Safety (OHS) hazards. The Social Risk

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<sup>1</sup> UNDP Human Development Index <https://www.hdr.undp.org/en/countries/profiles/SSD>. The life-course gender gap of the Human Development Index compiles 12 indicators that analyze gender gaps in choices and opportunities across the lifespan, including education, labor and work, political representation, time use, and social protection. The women’s empowerment dashboard of the index compiles 13 woman-specific empowerment indicators in three categories – reproductive health and family planning, violence against women and girls, and socioeconomic.

<sup>2</sup> 52 percent of girls are married before the age of 18, 28 percent of these girls are pregnant at age of 18.

Rating of the Project is *High*. The project contains contextual risks in relation to the ongoing fragility in South Sudan, to the current Covid-19 pandemic, to a lack of accessibility of large parts of the country, general safety and security risks for project workers and beneficiaries, as well as a potential lack of access of beneficiaries to project benefits. Furthermore, South Sudan's general government institutions and services are considerably weak, especially at the local level. GBV incidences in South Sudan significantly hamper the safety of women and pose a contextual challenge as well. The SEA/SH risks for the Project are rated *High*. The prevalence of violence against women and girls in South Sudan is among the highest in the world. Intimate partner violence (IPV), sexual violence and early marriage are common.

To comply with the prescriptions of World Bank ESS1 and other relevant ESSs, the borrower has prepared an Environmental and Social Management Framework (ESMF), an Environmental and Social Commitment Plan (ESCP), a Stakeholder Engagement Plan (SEP), a Security Risk Assessment (SRA) and a Security Management Plan (SMP).

The risks and impacts will be managed through the mitigation hierarchy approaches (avoid, minimize, mitigate and compensate) included in this ESMF and subsequently in all sites-specific E&S management plans, during the implementation stage once the detailed characteristics of sub-project sites are confirmed. No irreversible adverse environmental impacts are foreseen since most of these risks and impacts are small in scale, localized, mostly site specific and easily manageable through these proposed mitigation measures.

The ESMF sets forth the basic principles and prerogatives the Project will be complying with during implementation once the physical footprints are known, including the preparation of site specific Environmental and Social Impact Assessments (ESIA) or Environmental and Social Management Plans (ESMP). All environmental and social (E&S) instruments (ESCP, ESMF, ESIA, ESMPs) will be the subject of consultation with the beneficiaries and institutional stakeholders. All E&S instruments will be publicly disclosed both in-country and on the project website prior to the physical start of project or activity implementation.

This ESMF is prepared in compliance with the Environmental and Social Framework (ESF) of the World Bank, as well as the South Sudan Environmental and Social Management regulations.

The MGCWS will be the implementing agency and will take on the overall lead and coordination role of the Project. UN Women will be contracted and will be responsible for the delivery of most activities while also assisting in building the capacity of the MGCSW in Project Management. In addition, an independent and competitively sourced firm will act as Implementing Partner (IP) for the implementation of the Women's Entrepreneurial Opportunity Facility. This IP will be contracted by UN Women. The PMU will be embedded in the MGCWS. It will monitor UN Women's performance vis-à-vis the Output Agreement and the project progress, it will help solve technical or political bottlenecks, and agree on any course correction necessary. The MGCSW will monitor project activities through its staff at the state level. However, its role will otherwise be limited to procurement, financial management, and to project management, project oversight, and capacity development. It will ensure the implementation of stakeholder engagements based on the Project's SEP and will administer the GRM and communication activities. The PMU will include qualified staff and resources to support the management of all E&S risks and impacts of the Project. A Project Steering Committee will maintain oversight and guidance to the overall Project.

The Project will provide a Grievance Redress Mechanism (GRM) to all stakeholders. The GRM will be a distinct mechanism that will allow stakeholders at the community level to provide feedback on project

activities, its impacts and social and environmental mitigation measures. The GRM will be operated for affected individuals and parties, while a separate workers’ grievance mechanism will be set up to allow all Project workers to raise workplace concerns, as provided under ESS2. The project GRM provides for multiple channels through which complaints can be registered in a safe and confidential manner. A complaint should be related to the project components and/or to its implementation and management. Any complaint not directly related to the project will be referred to the appropriate responsible government body.

The Project will deploy a Monitoring & Evaluation mechanism to measure the success rate of the activities, determine whether interventions have prevented or mitigated negative risks and impacts and to determine whether further interventions are required or monitoring is to be extended in some areas. The goal of regular inspection activities will be to ensure that sub-component activities comply with the plans and procedures laid out in this ESMF and in potential ESIA’s or ESMPs that have been prepared for specific subprojects. Furthermore, the PMU will receive reports from UN Women and from the Third-Party Monitoring( TPM) and prepare quarterly progress reports to the World Bank. These will include environmental, social , health and safety performance of the project, including but not limited to the implementation of the ESCP, status of the preparation and implementation of E&S instruments required under the ESCP, stakeholder engagement activities, and the functioning of the GRM.

The estimated costs for the implementation of the ESMF will be USD 1,692,000. It includes costs for the implementation of the SEP and the GBV/SEA Action Plan but excludes any security risk mitigation measures.

Table 1 Estimated Costs of ESMF implementation

	Required Resources	USD
<b>Risk Management Unit / PMU – Monitoring of E&amp;S</b>		
1.	Human Resources:	
	Social Safeguards Specialist	Incl. in PMU staff costs
	Environmental Safeguards Specialist	Incl. in PMU staff costs
	Gender Specialist	Incl. in PMU staff costs
	GBV Specialist	Incl. in PMU staff costs
2.	Logistics / Travel for monitoring and supervision	200,000
<b>Grievance Redress Mechanism hotline</b>		
3.	Hotline and other mechanisms (48 months x 6250 USD)	300,000
<b>Implementation of Risk Mitigation Measures</b>		
	Risk Mitigation Measures (estimates based on previous project implementation)	500,000
5.	SEP implementation	300,000
8.	Trainings and Capacity Building	200,000
<b>Annual Audit of ESMF</b>		
9.	Costs for recruitment of independent consultant	40,000
	<b>TOTAL</b>	<b>1,540,000</b>

# 1. Introduction

Gender inequalities in South Sudan remain high. The country ranks in the bottom third of the worldwide “life-course gender gap” on the Human Development Index.<sup>3</sup> South Sudanese women and girls have fewer choices and opportunities over the course of their life compared to men and boys and have less agency and options for self-determination. More than 2.2 million children (over 70 percent) are out of school. Girls are the largest group among them.<sup>4</sup> Girls are often excluded from educational opportunities and asked to take on domestic and caretaking responsibilities. Early marriage is a significant problem in South Sudan. Furthermore, South Sudan’s maternal mortality ratio is one of the highest in the world with 1,150 per 100,000 live births.<sup>5</sup> Women have far less access to financial services and to digital technology compared to men. In 2017, only 5 percent of women had an account at a formal financial institution compared with 13 percent of men. 22 percent of women had access to a mobile phone compared to 31 percent of men.<sup>6</sup>

For women to fulfil their potential in South Sudan, a substantive and sustained focus on women’s economic empowerment by government as well as development partners is required. At the community level, the project will build on small-scale women empowerment activities implemented and financed by development partners. Specifically, it will build on the Women’s Economic Community Centers (WECCs), which have been implemented by UN Women in coordination with the Ministry of Gender, Child and Social Welfare (MGCSW) and funded by donors, such as Sweden and Norway. Important policy objectives will be advanced with a better resourced MGCSW, which will include support to national and state coordination mechanisms and addressing the weak functionality of gender focal points within ministries and commissions. The project will also provide support to women in business through trainings, mentorship, and access to finance.

## 1.1 Project Components

**The Project Development Objective (PDO)** is to increase girls; and women’s access to livelihood, entrepreneurial and GBV services and to strengthen the government's capacity to provide these services.

Component 1: Community Empowerment Support to Women and Girls: Support to increase women’s and girls’ access to social and livelihoods support services through a community-based approach, focusing on the construction of WECCs (based on community participation in the identification of specific locations and design), which will offer a core package of integrated services in women and girl friendly spaces. A WECC in each state capitol of five states will be constructed. The component will further provide a range

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<sup>3</sup> UNDP Human Development Index <https://www.hdr.undp.org/en/countries/profiles/SSD>. The life-course gender gap of the Human Development Index compiles 12 indicators that analyze gender gaps in choices and opportunities across the lifespan, including education, labor and work, political representation, time use, and social protection. The women’s empowerment dashboard of the index compiles 13 woman-specific empowerment indicators in three categories – reproductive health and family planning, violence against women and girls, and socioeconomic.

<sup>4</sup> UNICEF, South Sudan – Getting girls back to the classroom after COVID-19 school closures, March 11, 2021. [https://www.unicef.org/media/94931/file/Getting%20girls%20back%20to%20the%20classroom%20after%20COVID-19%20school%20closures%20\(South%20Sudan\).pdf](https://www.unicef.org/media/94931/file/Getting%20girls%20back%20to%20the%20classroom%20after%20COVID-19%20school%20closures%20(South%20Sudan).pdf)

<sup>5</sup> UNDP 2020 Human Development Indicators at <https://www.hdr.undp.org/en/countries/profiles/SSD>

<sup>6</sup> G20 Financial Inclusion Indicators from the World Bank Global Partnership for Financial Inclusion at <https://datatopics.worldbank.org/g20fidata/>

of economic and life skills trainings to women, girls and men. Other locations, such as other existing community centers or town halls will be identified by the MGCSW for outreach services. The WECCs will be strategically selected to benefit multiple communities and ethnic groups and foster trust between communities. In order to reach more direct beneficiaries and the most vulnerable in society, efforts will be made to include IDPs, the disabled and the ex-combatants. Beneficiaries will be identified through community participation. The new WECC facilities will meet climate adaptation and mitigation measures) (e.g. climate-resilient construction standards for building, flood proofing, use of resource and energy efficiency measures, and renewable energy sources through the installation of solar panels). Under this component, rapid climate vulnerability assessments will be conducted prior to construction, to identify the locations for each WECC and to allow the preparation of an Environmental Management Action Plan (EMAP) for each WECC.

Once constructed, the WECCs will provide social and livelihood support services and activities, including support to social services (strengthening women's and girl's social capital, voice and agency through networking and organizational capacity, training in life skills, group management, peacebuilding and advocacy, and basic literacy training), access to GBV emergency response and referrals, support to livelihoods (support to village savings and loan accounts, business skills training, technical market skills training. Market/business skills training will be undertaken in accordance with the business needs of each community with a priority on income generating activities. Business plans will be developed to support the implementation of livelihood subgrants under the project.

Component 2: Women's Entrepreneurial Opportunity Facility: focus on women owned Small and Growing Businesses (SGBs), which require both technical and financial support to grow domestically, internationally and/or exploit new sector opportunities. The component will fill the market gap which is preventing SGBs from expanding or entering new market sectors. The facility will not target micro-enterprises and there are no direct linkages to component 1. The component will provide a complementary set of technical assistance and grants to women-owned SGBs. The selection of beneficiary businesses will be done by an independent panel of experts under the component's governance mechanism.

TA activities will advise businesses on how to develop context-specific products and services as well as providing structured technical and strategic advice to accelerate business growth and improve capabilities. At least 10 percent of the Community Development Grants (CDGs) will be reserved to support SGBs' activities related to climate change mitigation or adaptation measures (for example, clean energy investments, climate change capacity training plan, adaptation plan, waste management plan).

### Component 3: Services for Survivors of GBV:

#### *Subcomponent 3a: National GBV Hotline and Coordination*

This subcomponent will strengthen the existing national GBV helplines in South Sudan to expand access to GBV services and information for survivors of GBV. The GBV helpline will enable women and girls who experience, or persons who know someone who is experiencing violence in any form to get immediate, up-to-date information on where the nearest relevant authority or service provider is located. The helpline will be toll free, establish a national and state level referral directory, operate 24x7, provide remote counselling and psychosocial support and refer survivors to existing services. Referral services will include psychosocial support, health, police, child support, legal aid, economic empowerment, and shelter and involve civil society organizations (CSOs) that are part of the referral pathways in each state.

In addition, the subcomponent will focus on two inter-related areas of support to GBV survivors: (a) enabling the capacity of the MGCSW to coordinate an integrated system; and (b) outreach and awareness amongst the general population in terms of available services. A key feature of the capacity building will be to establish a professional cadre of social workers through development of a syllabus for social workers and accreditation.

*Subcomponent 3b: A Safe House Facility for Survivors of GBV:* support the construction of a new purpose-built facility or rehabilitation of an existing facility in Juba. Through the safe house, women and girls who have experienced violence will receive basic protection services and resources, which will enable them to recover from the traumatic violent experiences and seek legal remedy. The services provided will include accommodation, protection, clothing, medical care, and counseling. Specialist services, such as legal support, will be provided by specialized CSOs. Construction of the safe house will follow climate adaptation and mitigation measures and will meet climate resilient standards. The safe house will have a residential capacity of between 60-100 persons once completed. The project will explore financing and construction of two additional smaller safe houses. The location of the safehouses will be agreed with the MGCSW based on demand, safety, availability of staffing and security. The MGCSW will be responsible for operation and maintenance of the safe house once it is completed.

**Component 4: Institutional Strengthening and Project Management**

*Subcomponent 4a: Institutional Strengthening:* Construction of a new headquarters for the MGCSW. The building will be built to climate resilient standards and equipped with solar energy.

Furthermore, this subcomponent will support the training and accreditation of social workers through the National Training Institute.

In addition, this subcomponent will provide Technical Assistance (TA) for the MGCSW and key stakeholders. Based on an institutional capacity needs assessment, the subcomponent will finance trainings, workshops, and conferences to build management skills and provide mentoring.

**Sub-component 4b: Project Management**

This subcomponent will finance the staffing of a Project Management Unit (PMU) and includes the costs of project oversight through the project steering committee (PSC). Costs for the PMU will cover consultants for (a) procurement and financial management (FM); (b) Monitoring and Evaluation (M&E); (c) progress reporting; and (d) compliance with environmental and social standards (ESS). The subcomponent will also finance the renting of office space for the project duration given the current constraints at the MGCSW. A key function of the PMU will be capacity building support to the MGCSW in the areas of procurement, FM, M&E, E&S, technical management and oversight, and general project monitoring. This subcomponent will also cover the costs of implementation of stakeholder engagement activities; grievance mechanism (GM); and project communications activities.

*Table 2 Indicative list of subprojects*

<b>Component</b>	<b>Activity</b>	<b>Technical Complexity</b>
<b><u>Component 1:</u></b> Community Empowerment Support to Women and Girls	Construction of 5 WECCs	High
	Livelihood and life skills	Medium
	Support to value chain development	Medium
	Second chance education	Low

	Mobile Training and Community Mobilization	Low
	Gender norms and behavior training	Low
	Outreach and sensitization for political leaders	Low
<u>Component 2: Women's Entrepreneurial Opportunity Facility</u>	Setting up women's opportunity facility	Low
	TA and advisory services	Low
	Access to grants	Low
<u>Subcomponent 3a: Services to GBV survivors: GBV Hotline</u>	National GBV hotline	Low
	Support capacity building and training for staff	Low
	Technical trainings on norms change	Low
<u>Subcomponent 3b: Services to GBV survivors: Safe houses for survivors of GBV</u>	Construction of Juba safe house	High
	Outreach to women's groups, disabled and vulnerable groups	Low
	Provision of essential services to GBV survivors	Low
	Implementation of MGCSW guidelines for safe houses (management, training of staff)	Low
<u>Subcomponent 4a: Institutional Strengthening</u>	Construction of HQ for MGCSW	High
	Capacity building and training	Low

## 1.2. Project Beneficiaries and Geographical Locations

**Project Beneficiaries:** The primary beneficiaries of the project will be (a) women and adolescent girls who will receive social and livelihoods services through the WECCs or associated community outreach; (b) women-owned SGBs in urban and peri-urban areas who receive TA and financing; (c) survivors of GBV who received access to social and livelihood services; and (d) staff of the MGCSW both at national and state levels, including a cohort of social workers.

Under Component 1, it is anticipated that the direct female beneficiaries will be 30,000 women and 6,000 adolescent girls (36,000 direct beneficiaries). Up to 210,000 persons are estimated to benefit indirectly as household members. The project also aims to reach 12,000 men and boys directly - 48,000 direct beneficiaries will benefit through a combination of social and livelihood activities. Under Component 2 the project will target 1,000 women that receive technical assistance and 200 will receive subgrants. Rather than targeting the very poor, it aims to support already established women-owned SGBs. 4 to 5 women-owned SGBs will graduate to the next level through access to market-based finance. Under Component 3 the project is targeting 2,000 survivors who have reported cases to the national helpline by the end of the project, half of whom will receive follow-on services. The project will train a total of 20 staff from the MGCSW and CSOs on GBV hotline protocols and a further 20 MGCSW staff on safe house operating procedures. The project is also targeting 60-100 women in the first year of operation to received services at the Juba safe house, which is constructed under the component. Under component 4 the project will construct a new headquarters building to benefit the staff of the MGCSW in Juba (estimated to be about 60). The project will provide training and capacity building to MGCSW staff at the national and state levels, estimated at 400-450 staff. In addition, standardized training and accreditation will be provided to 400 social workers under the MGCSW.

**Project locations:** The project for the most part will operate nationwide; it will target all ten states. Five States will each receive a new WECC. Most activities will focus on urban and peri-urban areas. Service delivery under Component 1 will be nationwide through existing structures. Support to women entrepreneurs through the Women Entrepreneurial Opportunity Facility (WEOF) will be national in scope

and a key objective of the implementing agency will be to ensure effective communication of the facility to women. It is most likely the SGBs accessing the facility will be from urban centers. The GBV hotline will initially be piloted in a small number of states (to be determined), with the ambition to extend it nationally once the model is proven and working. The GBV safe house will serve only Juba. The training of the cohort of social workers will be national. The new headquarters for the MGCSW will be in Juba and will have national responsibilities.

### 1.3 Objective of the ESMF

This ESMF has been developed as the E&S instrument for assessing, managing and monitoring E&S risks and impacts of the project given that the full nature, scope and geographical locations were not exactly known at the time of preparing the ESMF. The ESMF establishes the screening processes and tools to be directly implemented by Implementing Partners (IPs) and contractors in assessing the risks and impacts of the sub-projects. This will facilitate the recommendation of appropriate mitigation and monitoring measures for each subcomponent and/or activity.

The ESMF describes the policy and legal framework in which the E&S Standards are embedded, including national legislation and policies, international commitments of South Sudan, the World Bank Environmental and Social Framework (ESF) and supporting instruments. It further lays out an environmental and socio-economic baseline; classifies the E&S risks and tables E&S risks and mitigation measures in the format of an Environmental and Social Management Plan (ESMP). The document then explains the institutional and implementation arrangements for the project and for the ESMF and lays out the Monitoring Plan for the ESMF. It also lists the Project Grievance Redress Mechanisms (GRM) and explains anticipated trainings and capacity development initiatives for E&S compliance. Specific E&S instruments, designed for the risk mitigation of the project are annexed to this ESMF. These include a Gender-Based Violence (GBV) / Sexual Exploitation and Abuse (SEA) / Sexual Harassment (SH) Action Plan, procedures for the management of contractors, Cultural and Chance Find Procedures, Labor Management Procedures, and an E&S Screening Report Format.

### 1.4. Approach and Methodology

The methodology used to develop this ESMF was based on literature review, a social assessment and stakeholder consultations.

The literature review aimed to review relevant documentation and understand the context in which the ESMF is applied. The literature reviews included the review and consultation of the following:

- Review of ESMF of similar projects in the region financed by the WB;
- Review of South Sudan's policies, laws, procedures, regulatory and administrative frameworks to determine the relevant legal requirements for the project;
- ESS of the WB in order to determine their applicability to the project;
- Existing documents related to the project, such as the Environmental and Social Commitment Plan - ESCP, Stakeholder Engagement Plan - SEP, the appraisal ESRS, the Project Appraisal Document (PAD);
- Documents and literature on environmental and social aspects of the project areas;
- Information on sensitive habitats and species.

#### Consultations



- Multiple rounds of consultations were conducted by the World Bank with a variety of stakeholders during missions to Juba in November-December 2021 and February 2022.
- Further broad consultations, including at the community level were undertaken by UN Women on behalf of the MGCSW in selected project locations, including Juba (Central Equatoria), Wau (Western Bahr-el-ghazal), and Bentiu (Unity State) in August 2022.

## 2. Policy and Legal Framework

This section provides a discussion of the policy and legal framework for environmental and social management and conservation in South Sudan under the auspices of this project.

### 2.1 National Regulatory and Policy Framework

Since its Independence in July 2011, the Government of the Republic of South Sudan (GoSS) has adopted a new constitution, as well as policies and legislation related to E&S standards. Some legislation from the previous 'Southern Sudan' remains in place. At the same time, other laws and regulations are being drafted, with the aim of enhancing sustainable socio-economic development. The policies and laws provide procedures to be followed in the planning and implementation of activities in order to utilize resources.

**Transitional Constitution of the Republic of South Sudan of 2011:** includes numerous provisions in regards to the environment. Article 41 (1) provides that the people of South Sudan shall have a right to a clean and healthy environment and (2) that every person shall be obliged to protect the environment and (3) that future generations shall have the right to inherit an environment protected for the benefit of present and future generations. Specific measures to ensure the objectives above include: The prevention of pollution and ecological degradation, the promotion of conservation and the securing of ecologically sustainable development and the use of natural resources while promoting rational economic and social development to protect the bio-diversity of South Sudan. Furthermore, Article 166 (6) expects local governments to involve communities in decision-making in the promotion of a safe and healthy environment.

The purpose of the **South Sudan Draft Environmental and Protection Bill (2013)** is to protect the environment and to promote ecologically sustainable development that improves the quality of life for both the present and future generations. Section 18 of the South Sudan Draft Environmental and Protection Bill introduces the requirement for Environmental Impact Assessments. An Environmental Impact Assessment (EIA) is defined as a systematic examination conducted to determine whether or not a project will have any adverse impact on the environment and prescribe mitigation measures. The objective of the EIA is to ensure that environmental considerations are explicitly addressed and incorporated into the development decision-making process and to anticipate and avoid, minimize or offset the adverse significant biophysical, social and other relevant effects of development proposal, among others.

In addition, Section 32, Cap 5, intends to introduce the requirement for Environmental Audits. An Environmental Audit is defined as the systematic, documented, periodic and objective evaluation of how well environmental organization, management and equipment are performing in conserving the environment and its resources. The main objectives of an Environmental Audit are to: Assess how far project activities and programs conform with the approved environmental management plans as well as with the required environmental quality standards. To provide mechanisms for coherent implementation procedures of a project so as to mitigate adverse environmental impacts and provide regulatory bodies with a framework for ensuring compliance with, and the performance of an environmental management plan.

Section 20, Cap 5, intends to introduce the requirement for Environmental Monitoring, defined as the continuous determination of actual and potential effects of any activity or phenomenon on the environment, whether short or long term. The bill mandates the line ministries to: monitor environmental phenomena with a view to assessing possible changes in the environment and their possible impacts. In addition, they must monitor the operations of any industry, project or activity with a view to determining its immediate and long-term effect on the environment. They need to compel the proponent to carry out a baseline survey to identify basic environmental parameters in the project area before implementation (except where a baseline survey has been carried out). Finally, they have to determine the parameters and measurable indicators to be used in monitoring of projects and conduct measurement of environmental changes that have occurred during implementation.

**The South Sudan Forest Policy (2012)** was formulated to broadly protect the roles forests play in the ecological stability of rivers, lakes, swamps and agricultural production systems. It also ensures that there are optimal benefits from forestry and agro-forestry activities for food security and poverty alleviation among our rural communities. The policy integrates forest sector actions with rural development efforts to ensure that the rural population of South Sudan shall have access to basic needs such as sustainable household food security, shelter, wood fuel, safe clean water, sanitation and health facilities, primary education, good local governance, empowerment and self-reliance.

**The Agriculture Policy Framework (2012-2017)** of the Ministry of Agriculture, Forestry, Cooperatives and Rural Development emphasizes the need to transform agriculture from a traditional/subsistence system to achieve food security through a science-based, market oriented, competitive and profitable agricultural system without compromising the sustainability of the natural resources for generations to come. In order to achieve the above, it developed key strategic objectives that include: Priority policies that quickly boost agricultural production, the availability of agricultural inputs (including a credit facility at affordable cost) the rehabilitation and expansion of rural infrastructure including feeder roads and markets, the development and provision of research and extension services and market linkages.

**The Wildlife Conservation and National Parks Act (section 5)** recognizes that wildlife constitutes an important national natural wealth and is part of the heritage of South Sudan and therefore needs to be conserved, protected and utilized for the benefit and enjoyment of all its people. Section 6 vests the administration and execution of the policy to the Secretariat headed by the Director General of the Secretariat of Wildlife Conservation, Environment Protection and Tourism. The Secretariat's objectives and functions are as follows: The conservation, management and administration of parks, controlled areas and other protected game reserves. The development, in cooperation with other competent authorities, of Tourism (based on the wildlife in South Sudan) and the development of other forms of rational utilization of the wildlife and environment resources. The control of hunting and management and preservation, conservation and the protection of wildlife and environmental resources along with the control of trade in protected animals and trophies. The promotion of education and dissemination of information about wildlife resources in South Sudan (In cooperation with competent authorities). The training of wildlife officers, non-commissioned officers and game scouts and other personnel of the Secretariat. The development and carrying out of research on wildlife and environmental resources with a view to their optimum preservation, conservation, management and protection. The management and administration of zoological gardens. Finally, the administration and enforcement of the provision of this Act and the attainment of its objectives.

**The Public Health (Water and Sanitation) Act (2008)** emphasizes the prevention of the pollution of air and water and also encourages improvement in sanitation. Key provisions include the protection of the

sanitation of the environment and it encompasses the measure to address the pollution of water and air. The following are measures geared towards control of pollution of water: Measures to prevent pollution of water for consumption; Measures destined to prevent pollution of potable water; Anyone who offers the public water to drink or human food, and which includes frozen food should ensure that the water conforms to the portability regulations; Management and disposal of hazardous wastes; and storage of wastes on the premises of waste generators. The Public Health Act (2008) also provides the need for the protection of pollution of water through the enforcement of regulations and measures necessary to combat all elements of pollution and protect the natural level of the environment and public health.

**The Labour Act (Act No. 64 of 2017):** The Act establishes a legal framework for the minimum conditions of employment, labor relations, labor institutions, dispute resolution and provisions for health and safety in the workplace. It further reinforces the right to equal remuneration for work of equal value as guaranteed by the constitution. Section 6(1) of the Labour Act provides that 'No person shall discriminate, directly or indirectly, against an employee or job applicant in any work policy or practice'. Section 6(2) also forbids discrimination by any Trade Union, Employers Association or Federation. Section 6(3) defines discrimination as 'any distinction, exclusion or preference with the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation' based on a series of grounds including sex and pregnancy or childbirth. However, implementation of the act is weak.

While the Labour Act provides additional protections for children, it lacks clarity on prohibitions on the worst forms of child labor.

**As per Section 12 of the Labor Act,** the general minimum age for work is 14 (which is in accordance with ILO standards on minimum age where a country's economy and educational facilities are insufficiently developed). Section 10 spells out that forced labor is prohibited.

Article 12(2) allows children between the ages 14 and 18 to engage in the worst forms of child labor, violating international standards. The compulsory education age (13) is inconsistent with minimum age for work (14).

**The South Sudan Access to Information Act (Act No. 65 of 2013)** spells out that every citizen shall have the right of access to information. It focuses on the right to access information held by public bodies in South Sudan. The purpose of the Act is to give effect to the constitutional right of access to information, promote maximum disclosure of information in the public interest and establish effective mechanisms to secure that right.

**The Environment Policy of South Sudan, from 2016,** provides guidelines for a wide range of responses to environmental management. These include the promotion of effective, widespread, and public participation in the conservation and management of the environment.

**The Child Act (Act No. 10 of 2008):** The Child Act regulates the prohibition on child labor, the protection of children and young persons and hazardous child labor.

**The National Gender Policy (2012 – 2017):** The goal of achieving gender equality in South Sudan is anchored in the country's Transitional Constitution and guided by a vision of equality as an inalienable right for all women, men and children, and gender equality as a human right. Article 16 of the Transitional Constitution states:

- Women shall be accorded full and equal dignity of the person with men.

- Women shall have the right to equal pay for equal work and other related benefits with men.
- Women shall have the right to participate equally with men in public life.

The Policy aims at a country free from all forms of discrimination and violence, where women, men and children enjoy their human rights on the basis of equality and non-discrimination in all spheres of national life. It is underpinned by the commitment of the Government of South Sudan to uphold and protect the rights and dignity of all the people. Its achievement will be measured by the attainment of a rights-based legal and policy framework, equality before the law and access to justice for all without any discrimination based on gender, disability, age, religion, ethnicity, or any other social construct.

The guiding principles for the policy reflect national commitments as enshrined in the Transitional Constitution and the Bill of Rights. It reaffirms the principle of women’s rights as human rights and the recognition gender-based discrimination as a serious impediment to development. This policy emphasizes an integrated approach for addressing the challenges faced by the women and men of South Sudan, thereby avoiding piecemeal impact and results.

The institutional arrangement for the implementation of the policy focuses on the Ministry of Gender, Child and Social Welfare (MGCSW). The Ministry was set up as the lead institution for the National Gender Machinery, supported by the position of Presidential Adviser on Gender and Human Rights. The implementation of the policy is coordinated by the Republic of South Sudan through the MGCSW as the lead institution of the gender machinery with the mandate “to promote gender equality, social justice, and safeguard the rights and welfare of women, children, persons with disability and other vulnerable groups.” The MGCSW has the responsibility of coordinating a “gender management system” bringing together all the stakeholders, so as to ensure a coherent and coordinated approach to managing and implementing the policy. All the Ministry’s five Directorates<sup>7</sup> have a role in the coordination and implementation of this gender management system. This mandate is derived from the Transitional Constitution (2011), Articles 138 and 139, Presidential decrees of 26 June 2006 and 29 July 2009. Their roles in the implementation of the Policy are in line with the core functions of the ministry to:

- Develop policies and programs for the promotion of gender equality, child and social welfare.
- Mainstreaming gender equality, and disability into national development.
- Ensure the welfare and respect of the rights of persons with disabilities and socially vulnerable groups.
- Manage programs and institutions for children and social welfare.

## 2.2 International Conventions Signed and Ratified by South Sudan

**The 1992 United Nations Framework Convention on Climate Change.** The primary purpose of the Convention is to establish methods to minimize global warming and in particular the emission of greenhouse gases. The Convention was adopted in 1992 and came into force in 1994. The main authority for the implementation is the Ministry of Environment, Water and Climate. South Sudan acceded to the convention on 17 February 2014.

**United Nations Convention on Biological Diversity.** The Convention has three main goals which are: The conservation of biological diversity or biodiversity, the sustainable use of its components and the fair and

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<sup>7</sup> The following are the Ministry’s directorates, Directorate of Gender, Directorate of Planning, Directorate of Administration and Finance, Directorate of Child Welfare, and Directorate of Social Welfare.

equitable sharing of benefits arising from genetic resources. South Sudan acceded to the Convention on 17 February 2014.

**Vienna Convention on the Protection of the Ozone Layer:** The Vienna Convention was an intergovernmental negotiation for an international agreement to phase out ozone depleting substance in March 1985. It ended in the adoption of the Vienna Convention for the Protection of the Ozone Layer. The Convention encourages intergovernmental cooperation on research, systematic observation of the ozone layer, the monitoring of CFC production and the exchange of information. The GoSS acceded to the convention on 12 January 2012.

**The Ramsar Convention for the Conservation and Sustainable Utilization of Wetlands:** The Convention is an international treaty for the conservation and sustainable utilization of wetlands, recognizing the fundamental ecological functions of wetlands and their economic, cultural, scientific and recreational value. South Sudan has been party to the Convention since 10 October 2013. South Sudan has currently one site designated as Wetlands of International Importance.

**Convention on the Rights of the Child:** The Convention on the Rights of the Child from 1989 is the most comprehensive compilation of international legal standards for the protection of the human rights of children. It acknowledges children as individuals with rights and responsibilities according to their age and development, as well as members of a family or community. This includes non-discrimination, the best interest of the child, the right to life, survival and development and the right to participation. South Sudan has been party to the Convention since 23 January 2015.

**ILO 182 Worst Forms of Child Labor Convention (1999).** The convention calls for immediate action to prohibit and eliminate the worst forms of child labor. The predefined forms of child labor include all forms of slavery, trafficking of children, debt bondage or any other form of bonded labor, forced or compulsory labor, commercial sexual exploitation of children, prostitution and the production of pornography, as well as work that is likely to harm the health, safety or morals of children. South Sudan ratified the convention in 2012.

**ILO Convention 138, Minimum Age.** The convention provides for the possibility of initially setting the general minimum age at 14 (12 for light work) where the economy and educational facilities are insufficiently developed. South Sudan has informed the ILO that it has set the general minimum age at 14 years. South Sudan ratified the convention in 2012.

**Constitution of the International Labor Organization:** The constitutional principle is that universal and lasting peace can be established if it is based on social justice. The ILO has generated such hallmarks of industrial society as the eight-hour work day, maternity protection, child labor laws, and a range of other principles. South Sudan has been a member of the ILO since 29. April 2012.

**ILO Convention 098 on Right to Organize and Collective Bargaining.** South Sudan ratified the convention in 2012.

**ILO Convention 029 on Forced Labor.** The Objective of the convention is to suppress forced labor in all its forms. South Sudan ratified the convention in 2012.

**ILO Convention 100 on Equal Remuneration.** The convention aims at equal remuneration for work of equal remuneration between men and women. South Sudan ratified the convention in 2012.

**ILO Convention 111 on Discrimination.** The convention calls upon states to enable legislation prohibiting all forms of discrimination and exclusion on any basis, including race, sex, religion, etc. South Sudan ratified the convention in 2012.

**Convention on the Elimination of all forms of Discrimination against Women.** CEDAW places explicit obligations on states to protect women and girls from sexual exploitation and abuse. South Sudan ratified the Convention on 3 September 2014.

**Convention on the Elimination of all forms of Discrimination against Women.** CEDAW places explicit obligations on states to protect women and girls from sexual exploitation and abuse, among other issues. South Sudan ratified the CEDAW in 2014. The accession to CEDAW enabled the country to address issues of customary law involving women's right to inherit and own productive assets, as well as their lack of voice and decision making in family and community matters and the denial of their right of choice to found a family especially in rural settings.

**Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa in October 2017 and the African Convention for Protection and Assistance of Internally Displaced Persons in Africa (The Kampala Convention).** South Sudan made several reservations to key provisions including Article 6 that discourages polygamous marriages and Article 14 on reproductive rights - family planning and abortion.

**UN Security Council Resolution 1325/2000 on Women, Peace and Security.** The Government of South Sudan developed the National Action Plan 2015-2020 for the implementation of the UN Security Council Resolution 1325 on Women, Peace and Security.

**The Beijing Declaration and Platform for Action (1995)** is an agenda for women's empowerment, which consists of 12 areas of concerns, including women and the environment, women in power and decision-making, the girl child, women and the economy, women and poverty, violence against women, human rights and women etc... South Sudan committed to the implementation of the Declaration.

**The Protocol to the African charter on Human and Peoples' Rights on the Rights of Women in Africa (Maputo Protocol)** is an international human rights instrument established by the African Union, which came into effect in 2005. South Sudan has not officially ratified the Protocol, but has passed the Parliamentary motion for ratification and through its Ministry of Gender, Child and Social Welfare and Religious Affairs has indicated reservations on several Articles.

### 2.3 World Bank Environmental and Social Management Framework and Relevant Standards (ESS)

The Environmental and Social Framework (ESF) sets out the World Bank's commitment to sustainable development through a Bank Policy and a set of Environmental and Social Standards (ESSs) that are designed to support borrowers' projects with the aim of ending extreme poverty and promoting shared prosperity. The short summary of several relevant Environmental and Social Standards (ESSs) from the Bank's ESF are presented below.

The ESSs set out the requirements for borrowers relating to the identification and assessment of environmental and social risks and impacts associated with projects supported by the Bank through

Investment Project Financing. The Bank believes that the application of these standards, focusing on the identification and management of environmental and social risks, will support borrowers in their goal to reduce poverty and increase prosperity in a sustainable manner for the benefit of the environment and their citizens.

The standards will:

- (a) support borrowers/clients to achieve good international practice relating to environmental and social sustainability;
- (b) assist borrowers/clients to fulfil their national and international environmental and social obligations;
- (c) enhance nondiscrimination, transparency, participation, accountability and governance;
- (d) enhance the sustainable development outcomes of projects through ongoing stakeholder engagement.

The relevant ESS that the borrower and the project will meet through the project life cycle, are as follows:

**ESS 1: Assessment and Management of Environmental and Social Risks and Impacts.** ESS1 sets out the client's responsibilities for assessing, managing and monitoring environmental and social risks and impacts associated with each stage of a project supported by the Bank through Investment Project Financing, in order to achieve environmental and social outcomes consistent with the Environmental and Social Standards (ESSs).

The E&S assessment will be based on current information, including a description and delineation of the project and any associated aspects and environmental and social baseline data at an appropriate level of detail sufficient to inform characterization and identification of risks and impacts and mitigation measures. The assessment will evaluate the project's potential environmental and social risks and impacts, with a particular attention to those that may fall disproportionately on disadvantaged and/or vulnerable social groups; examine project alternatives; identify ways of improving project selection, siting, planning, design and implementation in order to apply the mitigation hierarchy for adverse environmental and social impacts and seek opportunities to enhance the positive impacts of the project. The environmental and social assessment will include stakeholder engagement as an integral part of the assessment, in accordance with ESS10.

According to ESS1 the client will manage E&S risks and impacts of the project throughout the project life cycle in a systematic manner, proportionate to the nature and scale of the project and the potential risks and impacts. The client is thereby responsible for cascading compliance with standards along the chain of implementing partners, contractors and subcontractors.

**ESS 2 – Labor and Working Conditions.** ESS 2 recognizes the importance of employment creation and income generation in the pursuit of poverty reduction and inclusive economic growth. Borrowers can promote sound worker-management relationships and enhance the development benefits of a project by treating workers in the project fairly and providing safe and healthy working conditions. ESS2 applies to project workers including fulltime, part-time, temporary, seasonal and migrant workers.

The Borrower has developed and will implement written labor management procedures applicable to the project. These procedures will set out the way in which project workers will be managed, in accordance with the requirements of national law and this ESS. The procedures address the way in which this ESS applies to different categories of project workers including direct workers, and the way in which the



Borrower will require third parties to manage their workers in accordance with ESS 2. ESS 2 requires also a grievance redress system which allows workers to raise their grievances.

**ESS 3 – Resource Efficiency and Pollution Prevention and Management.** ESS 3 recognizes that economic activity and urbanization often generate pollution to air, water and land, and consume finite resources that may threaten people, ecosystem services and the environment at the local, regional and global levels. The current and projected atmospheric concentration of greenhouse gases (GHG) threatens the welfare of current and future generations. At the same time, more efficient and effective resource use, pollution prevention and GHG emission avoidance, and mitigation technologies and practices have become more accessible and achievable. This ESS sets out the requirements to address resource efficiency and pollution prevention and management throughout the project life cycle consistent with GIIP.

This ESMF includes sections on resource efficiency and pollution prevention and management. Assessment of risks and impacts and proposed mitigation measures related to relevant requirements of ESS3, including raw materials, water use, air pollution, hazardous materials and hazardous waste are included within scope of the ESMF, and ESMPs as relevant.

**ESS 4 – Community Health and Safety.** ESS4 recognizes that project activities, equipment and infrastructure can increase community exposure to risks and impacts. In addition, communities that are already subjected to impacts from climate change may also experience an acceleration or intensification of impacts due to project activities.

ESS 4 addresses the health, safety, and security risks and impacts on project-affected communities and the corresponding responsibility of borrowers to avoid or minimize such risks and impacts, with particular attention to people who, because of their particular circumstances, may be vulnerable. While not explicitly mentioned, prevention and mitigation of different forms of gender-based violence, specifically Sexual Exploitation and Abuse, is covered by ESS4. This ESMF includes mitigation measures for anticipated risks in relation to ESS4. In addition, a Security Management Plan (SMP) has been prepared to mitigate security risks.

**ESS 5 – Land Acquisition, Restrictions on Land Use, and Involuntary Resettlement.** ESS 5 recognizes that project-related land acquisition and restrictions on land use can have adverse impacts on communities and persons. Project-related land acquisition or restrictions on land use may cause physical displacement (relocation, loss of residential land or loss of shelter), economic displacement (loss of land, assets or access to assets, leading to loss of income sources or other means of livelihood), or both. The term “involuntary resettlement” refers to these impacts. Resettlement is considered involuntary when affected persons or communities do not have the right to refuse land acquisition or restrictions on land use that result in displacement.

Experience and research indicate that physical and economic displacement, if unmitigated, may give rise to severe economic, social and environmental risks: production systems may be dismantled; people face impoverishment if their productive resources or other income sources are lost; people may be relocated to environments where their productive skills are less applicable and the competition for resources greater; community institutions and social networks may be weakened; kin groups may be dispersed; and cultural identity, traditional authority, and the potential for mutual help may be diminished or lost. For these reasons, involuntary resettlement should be avoided. In this Project, there will not be any involuntary land acquisition. Any sub-project requiring involuntary resettlement will be screened out; all land status and absence of encroachments will be verified; and all Voluntary Land Donations (VLD) will be

in accordance with all requirements of ESS5 and the respective provisions of the ESMF. VLD should not occur if it requires physical relocation, loss of structures or fixed assets on the affected portion of land which will be the basis for involuntary resettlement.

**ESS 6 – Biodiversity Conservation and Sustainable Management of Living Natural Resources.** ESS 6 recognizes that protecting and conserving biodiversity and sustainably managing living natural resources are fundamental to sustainable development. Biodiversity is defined as the variability among living organisms from all sources including, inter alia, terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are a part; this includes diversity within species, between species and of ecosystems. Biodiversity often underpins ecosystem services valued by humans. Impacts on biodiversity can therefore often adversely affect the delivery of ecosystem services.

ESS 6 recognizes the importance of maintaining core ecological functions of habitats, including forests, and the biodiversity they support. Habitat is defined as a terrestrial, freshwater or marine geographical units or airways that supports assemblages of living organisms and their interactions with the non-living environment. All habitats support complexities of living organisms and vary in terms of species diversity, abundance and importance. This ESS also addresses sustainable management of primary production and harvesting of living natural resources.

ESS 6 recognizes the need to consider the livelihood of project-affected parties, including Indigenous Peoples, whose access to, or use of, biodiversity or living natural resources may be affected by a project. The potential, positive role of project affected parties, including Indigenous Peoples, in biodiversity conservation and sustainable management of living natural resources is also considered.

Since exact location of construction sub projects under this Project are not known yet, there is a risk of construction activities encroaching upon local sensitive habitats. Subprojects with proposed activities located within or close to critical natural habitats will be excluded from financing. Also, the screening procedure will ensure proposed investments are designed and implemented in ways that avoid adverse impacts on biodiversity and promote sustainable management of natural resources.

**ESS 7 - Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities.** This ESS applies to distinct social and cultural groups. The terminology used for such groups varies from country to country, and often reflects national considerations. ESS 7 uses the term “Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities,” recognizing that groups may be referred to in different countries by different terms. Such terms include “Sub-Saharan African historically underserved traditional local communities,” “indigenous ethnic minorities,” “aboriginals,” “hill tribes,” “vulnerable and marginalized groups,” “minority nationalities,” “scheduled tribes,” “first nations” or “tribal groups.”

ESS 7 contributes to poverty reduction and sustainable development by ensuring that projects supported by the Bank enhance opportunities for Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities to participate in, and benefit from, the development process in ways that do not threaten their unique cultural identities and well-being.

Key requirements under ESS7 include that the World Bank determines whether indigenous peoples/Sub-Saharan African historically underserved traditional local communities are present in, or have collective attachment to the project area; and that the borrower develops a rigorous consultation strategy and identifies means through which the borrower undertakes effective consultation with people identified

for purposes of ESS 7 on the project design and implementation. The majority of communities in South Sudan meet the criteria for SSAHUTLCs. The gap filling measure includes the use of the SEP to ensure consultations are undertaken. As such, the project design and the project documents ensure their inclusion and their feedback into the Project design.

**ESS 8 – Cultural Heritage.** ESS8 recognizes that cultural heritage provides continuity in tangible and intangible forms between the past, present and future. People identify with cultural heritage as a reflection and expression of their constantly evolving values, beliefs, knowledge and traditions. Cultural heritage, in its many manifestations, is important as a source of valuable scientific and historical information, as an economic and social asset for development, and as an integral part of people’s cultural identity and practice. ESS8 sets out measures designed to protect cultural heritage throughout the project life cycle. Given the planned construction under the Project, this ESS is applicable. Chance find procedures are included in this ESMF (See Annex 2).

**ESS 10 – Stakeholder Engagement and Information Disclosure.** This ESS recognizes the importance of open and transparent engagement between the Borrower and project stakeholders as an essential element of good international practice. Effective stakeholder engagement can improve the environmental and social sustainability of projects, enhance project acceptance and make a significant contribution to successful project design and implementation.

The client will engage with stakeholders throughout the project life cycle, commencing such engagement as early as possible in the project development process and in a timeframe that enables meaningful consultations with stakeholders on project design. The nature, scope and frequency of stakeholder engagement will be proportionate to the nature and scale of the project and its potential risks and impacts.

Stakeholder engagement is an inclusive process conducted throughout the project life cycle. Where properly designed and implemented, it supports the development of strong, constructive and responsive relationships that are important for successful management of a project’s environmental and social risks. Stakeholder engagement is most effective when initiated at an early stage of the project development process and is an integral part of early project decisions and the assessment, management and monitoring of the project’s environmental and social risks and impacts.

In consultation with the Bank, the borrower has prepared a Stakeholder Engagement Plan (SEP) proportionate to the nature and scale of the project and its potential risks and impacts. Disclosure of information shall be undertaken through the implementation of the SEP. The SEP also outlines the establishment of a functioning GRM.

A gap analysis of the national legislation and World Bank ESS is presented in Annex 5.

#### 2.4. WBG Environmental, Health and Safety (EHS) Guidelines and Technical Notes

The project will further apply the WBG General EHS Guidelines from 2007, which are guidelines that contain the performance levels and measures that are acceptable to the WB. Where the national regulations differ from the levels and measures presented in these guidelines, the project will aim for whichever is more stringent.

The following Good Practice Notes were also consulted to ensure that mitigation measures developed are aligned with best industry practices: Addressing sexual exploitation and abuse and sexual harassment (SEA/SH) in investment; Projects financing involving in major civil works, 2020; Addressing Gender based violence in Investment Project Financing involving major civil works, 2018; Gender, 2019; Road Safety, 2019; and Managing the risks of adverse impacts on communities from temporary project induced labor influx, 2016.

The WB Technical Note “Public Consultations and Stakeholder Engagement in WB-supported operations when there are constraints of conducting public meetings” (2020), has also been applied. This Technical Note makes due reference to the WHO technical guidance in dealing with COVID-19, including: Risk Communication and Community Engagement Action Plan Guidance Preparedness and Response; Risk Communication and Community Engagement (RCCE) readiness and response; COVID-19 risk communication package for healthcare facilities; Getting your workplace ready for COVID-19; and a guide to preventing and addressing social stigma associated with COVID-19.

### 3. Environmental and Socio-Economic Baseline

This section presents the environmental and social baseline compiled for South Sudan from a literature review. Future screening for more subprojects will involve collection of further environmental and social data if needed.

#### 3.1 Environmental Baseline

The following section describes key environmental features of the country as the project activities shall be carried out in various areas of the country. The sensitive ecosystems and protected areas have been identified and further subproject screening will identify related risks.

**Geography and Climate:** South Sudan is a landlocked country that falls almost entirely (96 per cent) within the Nile River Basin in East-Central Africa. It is bordered to the north by Sudan, by Ethiopia and Kenya to the east, Uganda and the Democratic Republic of the Congo (DRC) to the south and in the west by the Central African Republic. It occupies an area of 658,842 km<sup>2</sup>. The country is covered by extensive grasslands, wetlands and tropical forests. Its natural assets include significant agricultural, mineral, timber and energy resources. The climate is mostly hot and dry, with seasonal rains that allow for two or three harvests a year in the country's green belt. Apart from oil, however, its natural resources are largely unexploited and only 4.5 percent of its potential arable land is cultivated.

The major geographical features of South Sudan are the White Nile, which flows north from Central Africa's uplands and dominates the center of the country and the vast Sudd swamp, one of the world's largest wetlands. The Sudd swamp is fed by the White Nile and covers over 100,000 km<sup>2</sup>, more than 15 percent of the country's area. Rising out of the northern and central plains are the southern highlands along the border with Uganda and Kenya. The Ethiopian highlands border the country to the east, and the Congo River basin highlands are on the southern and western margins.

The climate of South Sudan is characteristically hot and dry, with seasonal rains brought on by the annual migration of the Inter-Tropical Convergence Zone. Temperatures range from 25 to 40°C. The growing season is generally between 100 to 250 days, depending on the agro-ecological zone (MOE, 2014). Rain typically falls unevenly across the country and the northeast is drier and precipitation increases towards the southwest.

There is a wetter green belt along the southern border that includes Western, Central and Eastern Equatoria, which has bimodal rainfall regimes from April to June and from August to October, enabling two or three harvests a year.<sup>8</sup> Annual rainfall in the green belt ranges from 800 mm to 2,500 mm.<sup>9</sup> Rain in the rest of the country occurs between April and October. It is often heavy and continual, leading to beneficial seasonal floods that improve soil fertility, grass and pasture growth and create fish ponds.<sup>10</sup> Rainfall in the arid zone can be as low as 300 mm per year.<sup>11</sup>

**Climate and Environmental Trends:** Although South Sudan contributes little to global greenhouse gas emissions and its development trajectory promises to focus on clean energy, it is highly vulnerable to the

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<sup>8</sup> BRACED, Building Resilience and Adaptation to Climate Extremes and Disasters, 2016, accessed at: <http://www.braced.org>

<sup>9</sup> Ministry of Environment, 2014.

<sup>10</sup> BRACED, 2016

<sup>11</sup> Ministry of Environment, 2014

impacts of rising temperatures and increased rainfall variability due to climate change. Between the 1970s and the 2000s, the country's central and southern regions experienced one of the world's highest increases in temperatures (as much as 0.4°C per decade). By 2060, South Sudan overall will get warmer by about 1°C over and above 2020 values.

This warming trend has already affected the country's rainfall patterns. Since the mid-1970s, its average precipitation declined between 10 to 20 per cent and the variability in the amount and timing of rainfall from year to year also increased. Average rainfall is expected to decline by 10-20 per cent for any observed warming of more than 1°C.

These changes make South Sudan one of the five countries in the world most vulnerable to the impacts of climate change, which are likely to be devastating. Almost 80 per cent of households depend on crop farming or animal husbandry as their primary source of income, and these farmers and pastoralists rely heavily on seasonal rains, but if the current climate change trend continues, rain-fed agriculture may become unsustainable. In turn, loss of livelihoods will increase conflict over rights and access to water and natural resources. South Sudan needs to achieve political stability and legalize and implement its draft policies and plans so that it can act on its climate change adaptation and mitigation priorities.

The meteorological data shows that temperatures in South Sudan are rising and the weather is becoming drier<sup>12</sup> and it is likely that these changes are related to global climate change. Since the mid-1970s, average temperatures have increased by 1°C, while some regions have experienced temperature rises of up to 0.4°C per decade.<sup>13</sup> Warming trends lead to decreased evapotranspiration and declining precipitation. Since the mid-1970s, South Sudan has experienced a decline of between 10 to 20 per cent in average precipitation as well as increased variability in the amount and timing of rainfall from year to year.<sup>14</sup> There is also some evidence that the onset of rain now occurs one month later.<sup>15</sup>

If the trend continues, by 2025 it is likely that the drying experienced in the north-eastern regions of Upper Nile, Jonglei and Eastern Equatoria will extend across the country, potentially affecting Bahr el Ghazal, Tonj and Unity in the North and Central Equatoria in the South.<sup>16</sup> The Intergovernmental Panel on Climate Change regional models suggest that by the end of the 21st Century, most of Uganda, Kenya and South Sudan will experience drier weather in August and September.<sup>17</sup>

It is projected that average temperatures in South Sudan will rise by 1°C by 2060, with lower increases in the south.<sup>18</sup> Climate changes can, besides its direct impact on food production, also lead to increased conflicts over scarce resources: pastoralists are forced to move to where there is pasture and water, often leading to conflicts with other groups of pastoralists or with farmers. It is not known how climate changes will affect the Nile.

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<sup>12</sup> Richardson, T. (2011, 2011). Pastoral Violence in Jonglei. Washington, DC: Inventory of Conflict and Environment (ICE), Trade Environment Database (TED), American University; USAID. (2016). Climate Risk Profile. South Sudan. Washington, DC: United States Agency for International Development (USAID). Retrieved December 2019, from <https://www.climatelinks.org/resources/climate-change-risk-profile-south-sudan>

<sup>13</sup> BRACED, 2016.

<sup>14</sup> USAID, 2016.

<sup>15</sup> BRACED, 2016.

<sup>16</sup> BRACED, 2016.

<sup>17</sup> IPCC. (2014a). Africa. In: Climate Change 2014: Impacts, Adaptation, and Vulnerability. Part B: Regional Aspects. Contribution of Working Group II to the Fifth Assessment Report of the Intergovernmental Panel on Climate Change. International Panel on Climate Change.

<sup>18</sup> USAID, 2016

South Sudan recently prepared its first National Adaptation Plan for Climate Change in 2021. The Plan's primary objectives are to reduce vulnerability to the impacts of climate change by building adaptive capacity and resilience; and to facilitate the integration of climate change adaptation into relevant new and existing policies, programmes, and activities.<sup>19</sup>

Disaster Vulnerability: South Sudan is susceptible to natural hazards, especially drought and floods but climate change is exacerbating their intensity, frequency and duration. In addition, multiple socioeconomic stressors, including the ongoing conflict, poverty, famine and economic and political instability, create a state of extreme fragility and vulnerability to the impacts of these natural hazards. Given the population's dependence on seasonal rains to support their livelihoods, the severe disruption of rainfall patterns combined with increased vulnerability will jeopardize the capacity of huge numbers of people to sustain themselves, a situation that is already occurring in several parts of the country.

Floods and droughts have always been a part of life in South Sudan and people have developed strategies to cope with them. However, anthropogenic global warming is contributing to increased climate changes at present. The changes will bring forth frequent extreme rainfall and flooding, and long-term stressors, including the gradual increases in temperature and changes to seasonal precipitation patterns. These stresses have already had increased impacts on the socio-economic health of South Sudan, including through loss of pasture and livestock, reduction of critical habitats, and reduction in river flows.<sup>20</sup>

Between worsening risks of floods and drought as the climate warms and fluctuates, men and women are affected in different ways. For men and boys, their work typically tends to be livestock herding and migration, while women and girls are exposed to climate impacts because of the high dependency on natural resources and prevailing gender inequalities.

In 2020, over 700,000 people were affected by severe flooding in Jonglei and Eastern Nile states—with nearly 85,000 people displaced in Jonglei. Floods forced migrant herders to seek new routes in Jonglei, Eastern Lakes and Terekka in 2020, creating conditions for increased tensions. From January to May 2020, UNMISS reported 415 violent incidents between communities, and data from 2019 also showed escalating violence among the Dinka, Nuer and Murle communities in Jonglei.<sup>21</sup>

In South Sudan, 95% of livelihoods depend on traditional rainfed agriculture, crop farming, pastoralism and animal husbandry. Climate shocks, like droughts and floods, create resource scarcity and increasing competition between communities—with women impacted in multiple ways. An IUCN 2020 study, among the most comprehensive of its kind, reviewed over 1,000 sources of information, 100 case study submissions, analyzed 300 survey participant responses, and expert-informant interviews, finding several areas where GBV-environment linkages act as barriers to equitable, effective, rights-based conservation and sustainable development.<sup>22</sup>

Chief among these is access to and control of natural resources. In South Sudan, reports of GBV have been connected to illegal logging. The lack of legal frameworks in the aftermath of civil conflict in 2013 led to an increase in illegal timber exports—eroding livelihoods for women. Deterioration in agriculture markets

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<sup>19</sup> Republic of South Sudan, First National Adaptation Plan for Climate Change, Juba, 2021.

<sup>20</sup> Republic of South Sudan, First National Adaptation Plan for Climate Change, Juba, 2021, p.13

<sup>21</sup> UNMIS, Escalating Intercommunal Conflict could unravel the Peace Agreement, 9 June 2020, accessed at: <https://unmiss.unmissions.org/escalating-intercommunal-conflict-could-unravel-peace-agreement>

<sup>22</sup> IUCN, Gender-based violence and environment linkages, 2020, accessed at: <https://portals.iucn.org/library/node/48969>

forced women, mostly farmers, to find work in the illegal logging sector, where they face increased discrimination and risks of sexual violence working in forests.<sup>23</sup>

Agriculture: Agriculture is the backbone of the subsistence economy of South Sudan, accounting for one-third of GDP in 2009. About 81 percent of households cultivate land, about 22 percent of the population is engaged in fishing and 74 percent of the population keeps livestock. There is an estimated total of 38 million livestock in the country, compared to its human population of 12.3 million. A huge variety of crops are grown in South Sudan, where the diversity of soil and climatic conditions provide multiple options for different cereals, legumes, fruits and vegetables.

Climate and soils are primary determinants of the type of agricultural occupations that can be undertaken along with how, where and when they occur. Generally, mixed cultivation takes place in the Green Belt, and livestock rearing and extensive cultivation are practiced in the Iron- stone Plateau and semi-arid zones.<sup>24</sup>

In South Sudan about 80 percent of the population lives in rural areas where subsistence agriculture is the mainstay of people's livelihoods. The agriculture sector is characterized by small, hand-cultivating household units belonging to larger family aggregations practicing different combinations of rain-fed agriculture, livestock grazing and pastoralism, wild food harvesting and fishing.<sup>25</sup> About 81 percent of households cultivate land, 74 percent own livestock and 22 percent engage in fishing.<sup>26</sup>

Although agriculture is the backbone of the subsistence economy of South Sudan<sup>27</sup> production is very low. A 2012 analysis showed that the total value of agricultural production (or "realized potential") was about US\$800 million (US\$600 million from crops) or less than US\$300 per hectare which is much lower than production in neighboring countries. In 2009, the agriculture sector contributed one-third of the country's GDP.

Individual households cultivate an average of between 0.84 and 2.4 hectares of cereals and other crops<sup>28</sup> which are usually grown in mixed and / or sequential plantings (mixed cropping and inter-planting). Sorghum and millet, the main cereal crops, are usually grown with sesame while root crops such as cassava are often inter-planted with groundnuts, maize, pumpkins or other vegetables. Most farmers practice shifting cultivation<sup>29</sup> an agricultural system based on field rotation rather than crops. Typically, crops are grown for several years or until yields decline appreciatively, and then the land is left to fallow.

Livestock: In addition to rain-fed farming, livestock keeping is the other dominant agricultural land use in South Sudan. Livestock are a productive livelihood asset, providing pastoralists with milk, which constitutes their main diet, but they also play a key role in socio-cultural life, especially for pastoralist peoples such as the Dinka, Nuer, Shilluk and Mundari.<sup>30</sup> For those who keep cattle, the animals are

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<sup>23</sup> Open Global Rights, Illegal logging fuels conflict and violence against women in South Sudan, accessed at: <https://www.openglobalrights.org/illegal-logging-fuels-conflict-and-violence-against-women-in-south-sudan/>

<sup>24</sup> European Union, (2016). Seed policy status in South Sudan. European Union, International Cooperation and Development.

<sup>25</sup> MOAF, 2013; EU, 2016.

<sup>26</sup> RSS, 2015.

<sup>27</sup> BRACED, 2016,

<sup>28</sup> UNDP. (2012). Investing in Agriculture for Food Security and Economic Transformation. United Nations Development Programme South Sudan.

<sup>29</sup> EU, 2016; UNDP, 2012,

<sup>30</sup> USAID, 2014; MOE, 2014.



traditionally the most significant source of prestige, providing the currency for marriage dowries, fines and other societal dealings, which account for about 80 per cent of cattle transactions.

**Forests:** The total area of forest cover in South Sudan is thought to be almost 20,000,000 ha, which represents about 30 percent of the country's total land area. Of this total, gazetted forest reserves account for 3.1 percent and plantation forests represent 0.1 percent. Plantations consist mostly of teak forests thought to be the oldest such forests in Africa and the largest plantations of its kind in the world. Acacia plantations for Gum Arabic are also important.

South Sudan's forests are in danger of disappearing; the annual deforestation rate is likely between 1.5 and 2 percent. The main drivers and pressures are population growth and the increased demand for fuelwood and charcoal, the conversion of forests to urban areas and uncontrolled fires and timber harvesting. This has led to the degradation or deforestation of parts of the country's natural forest areas and woodlands, localized soil erosion, biodiversity loss and altered hydrological and nutrient cycles. Generally, land degradation in South Sudan shows that 4.32 percent out of the country's land was degraded.<sup>31</sup>

Sustainably managing its forest resources offers South Sudan the opportunity to provide jobs and income and to maintain the ecological goods and services they provide. The Government aims to set aside about 20 per cent of natural forests as reserve forests to protect them from deforestation and it has an ambitious afforestation program, amongst other plans and strategies. It has also made ambitious commitments related to forests under its Intended Nationally Determined Contributions for climate adaptation and mitigation. However, on-going conflicts prevent the forests from being developed and sustainably managed to provide goods and services for future generations.<sup>32</sup>

**Biodiversity and Protected Areas:** South Sudan is covered in a rich diversity of ecosystems which are dynamic complexes of plant, animal and microorganism communities and their non-living environment, interacting as functional units. South Sudan's large range of ecosystems is most commonly divided into the following categories: Lowland forest; Mountain forest; Savannah woodland; Grassland savanna; Sudd swamps and other wetland, and Semi-arid region.

South Sudan's wide range of habitats supports a very rich diversity of both animal and plant species. However, the variety and number of different species is unknown. A glimpse of the richness of species is provided in a 2015 study by biologists who took 105,000 motion-controlled photos in an area of about 7,770 km<sup>2</sup> of dense forest in former Western Equatoria State. They found a total of 37 species, including four species never before documented in South Sudan: the African golden cat (*Caracal aurata*), water chevrotain (*Hyemoschus aquaticus*), red river hogs (*Potamochoerus porcus*), and giant pangolin (*Manis gigantea*). It also captured chimpanzees, bongos, leopard, forest buffalo, honey badger and the rare forest elephant.<sup>33</sup> Forest elephants (*Loxodonta cyclotis*) are smaller than savannah elephants and tend to inhabit densely wooded rain forests. They play a crucial role in the ecosystem because they are voracious fruit eaters whose dung spreads tropical fruit tree seeds extensively. Numbers have declined dramatically over the last two decades however, primarily due to ivory poaching for international wildlife trafficking, and

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<sup>31</sup> Republic of South Sudan, Land Degradation Neutrality Target Setting. Final Report, March 2020.

<sup>32</sup> RSS, 2016.

<sup>33</sup> Howard, 2015; Patinkin, 2015.

the species is critically endangered. Their presence in Western Equatoria is far to the north and east of forest elephants' previously known range.<sup>34</sup>

The IUCN Red List of Threatened Species for South Sudan lists 4 critically endangered species and 11 endangered species. The hooded vulture (*Necrosyrtes monachus*), Rüppell's griffon (*Gyps rueppellii*), white-backed vulture (*Gyps africanus*) and white-headed vulture (*Trionocephus occipitalis*) are all critically endangered. Endangered species include three mammals: The Cape hunting dog (*Lycaonpictus*), common chimpanzee (*Pan troglodytes*) and the Nile lechwe (*Kobus megaceros*); six birds: Basra reed warbler (*Acrocephalus Griseldis*), Egyptian eagle (*Neophronpercnopterus*), lappet-faced vulture (*Torgostracheliotos*), Natal thrush (*Geokichla guttata*), Saker falcon (*Falco cherrug*) and Steppe eagle (*Aquila nipalensis*). Two plants, *Aloe erensii* and *Aloe macleayi*, while currently not threatened, are restricted to South Sudan (IUCN, 2016).

The protected areas in South Sudan are shown in Figure 2.

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<sup>34</sup> Patinkin, 2015.

# SOUTH SUDAN PROTECTED AREAS AND PROPOSED EXTENSIONS

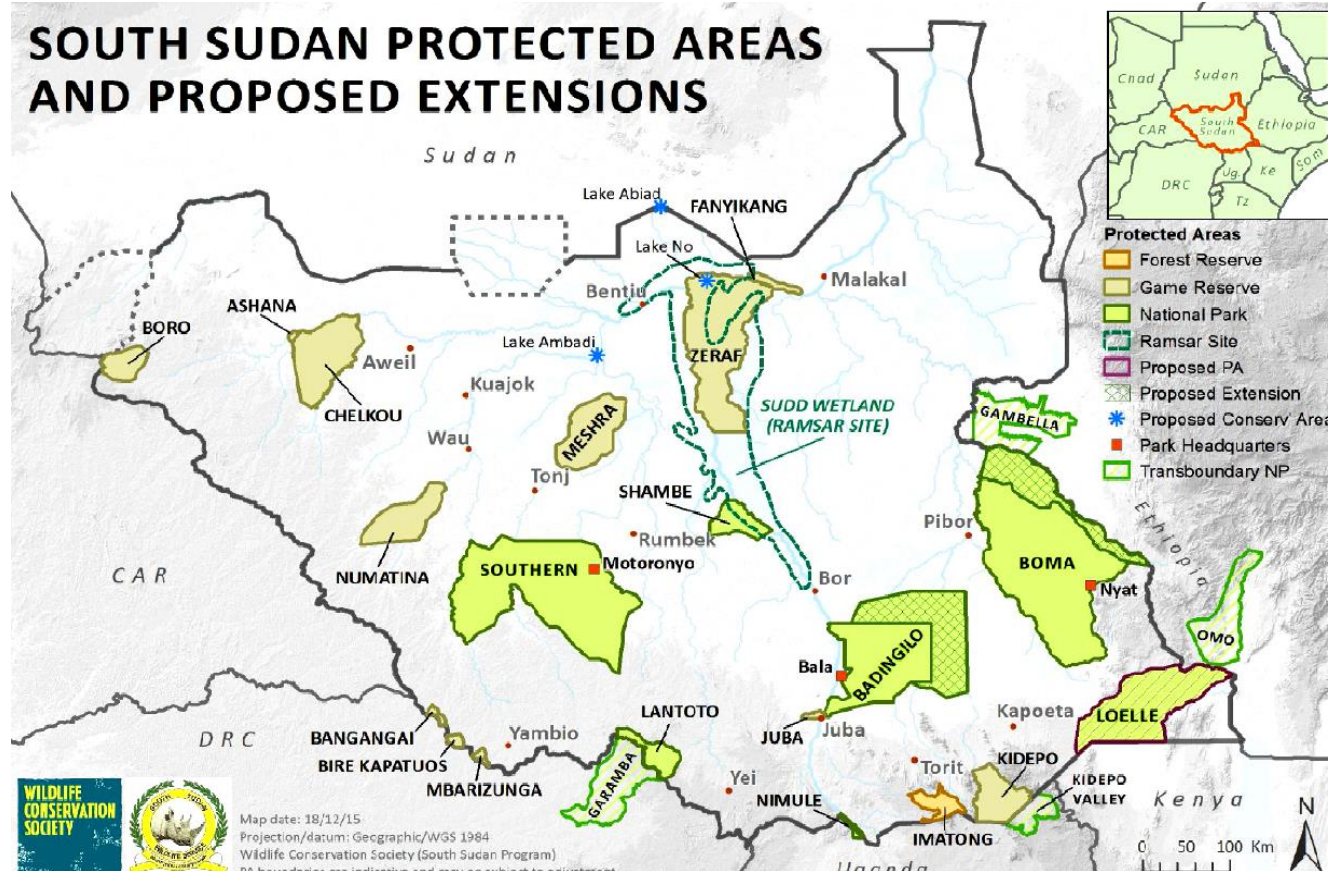


Figure 1 Protected Areas in South Sudan (source: Ministry of Environment, 2015)

South Sudan’s remarkable biodiversity is of global significance – the Sudd swamp is one of the world’s largest tropical wetlands and the country is home to one of the planet’s greatest circular wildlife migrations. Biodiversity is also of extreme national importance since the country’s ecosystem goods and services are the foundation of South Sudan’s socioeconomic development.

**Water Resources and Wetlands:** South Sudan’s water resources are unevenly distributed both spatially across the country, and temporally, since water quantities vary substantially between years depending on periodic major flood and drought events. The Nile River hydrological basin covers most of the country. Water is held in perennial rivers, lakes and wetland areas, in seasonal pools, ponds, rivers, streams and extensive flood plains. Water demand is still low given the country’s relatively small population, density and the lack of industrial development but it is expected to increase rapidly in the future with projected population growth and economic development. In 2007, the Ministry of Water Resources and Irrigation reported that the impact of human activities on the availability and quality of water resources was already evident and a growing concern. There is increased pollution, reduced river flows, declining water tables in urban areas and both surface and ground waters are becoming contaminated.<sup>35</sup>

About 7 percent of South Sudan is covered by vast expanses of tropical freshwater wetlands that occur at the confluence of the White Nile’s main tributaries. They have a significant influence on the Nile’s

<sup>35</sup> MWRI. (2007). Water Policy. Juba: Ministry of Water Resources and Irrigation (MWRI), Government of South Sudan. Retrieved November 14, 2016

hydrologic regime, storing and releasing water, retaining suspended solids, decreasing dissolved oxygen concentrations, increasing acidity and dissolved carbon dioxide concentrations, reducing sulphate concentrations, increasing total dissolved solids concentrations and losing water to evapotranspiration (NBI, 2012).

The Sudd, an inland delta of the White Nile, is the country's largest wetland, covering about 5 per cent of the country's land area. It is made up of lakes, swamps, marshes and extensive flood plains. It includes the Bahr el Jebel swamps, the Bahr el Ghazal swamps, the wetlands at the Baro-Pibor-Akobo confluence and the Machar marshes.<sup>36</sup>

In 2016, South Sudan's Ministry of Environment and Forestry reported that over the past two decades, water flow in a number of previously perennial rivers along the border with the Central African Republic had become seasonal. One of the main ecological impacts of decreased water flow is river siltation. A large part of the sediment created in the White Nile headwaters becomes confined in the Equatorial Lakes, held in the Sudd marshes or deposited along the river course downstream of the Sudd; thus, over its low-gradient course, the Nile's flow is very sluggish.<sup>37</sup> Other impacts include the congestion of irrigation channels, water-table declines, receding wetland areas and the loss of vegetation due to the lack of water. In turn, the loss of ecosystem goods and services is having adverse effects on the livelihoods of people who depend on wetlands within South Sudan.<sup>38</sup>

It is thought that large areas of South Sudan are underlain by rich aquifers that are recharged by seasonal rainfall and river flooding, with some of these underground water reservoirs extending across international boundaries. There is little information on the distribution and hydrology of these under-ground waters, or about the rates of water extraction and the impacts of human activities, such as potential over-abstraction and pollution.<sup>39</sup>

Water quantity and quality in South Sudan have declined in the past two decades. In a number of previously perennial rivers, for example, water flow has become seasonal. Lower water flows can lead to siltation. Large quantities of sediment are held in the Sudd marshes or deposited along the river course downstream of the Sudd. With municipal wastewater, sewage and industrial effluents running straight into water sources due to a lack of wastewater and sanitation management, water quality is declining in urban areas and contaminated water is responsible for recurring incidences of gastrointestinal diseases. Other significant threats to water resources include the construction of large hydroelectric dams and other related development schemes within the Nile Basin, the overuse of agrochemicals and spillage during oil exploration, which risk polluting the Sudd wetlands.

### 3.2 Socioeconomic Baseline

South Sudan became independent from Sudan in 2011, following protracted war with the neighbor country. However, in 2013 additional civil war among internal factions – along ethnic and clan lines - left the country shattered. In September 2018 a peace agreement was signed between the warring factions. The peace deal moved forward in 2020, when the key opponents agreed to form a unity government. The ceasefire between the two has since held. However, the agreement has otherwise proven extremely

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<sup>36</sup> NBI. (2012). State of the River Nile Basin. Entebbe, Uganda: Nile Basin Initiative (NBI). <http://sob.nilebasin.org/>

<sup>37</sup> NBI, 2012.

<sup>38</sup> MOE, 2016.

<sup>39</sup> MWRI, 2007.

fragile. An insurgency in the nation's south has continued and local violence has continued to flare up. General elections in 2023 may threaten elements of the peace deal from 2018.<sup>40</sup>

South Sudan remains one of the least developed countries in the world. High levels of vulnerability arising from two decades of civil war have forced a sizeable proportion of the population to rely on humanitarian relief assistance to meet their livelihood needs. Key education and health indicators are among the lowest in the world. Infrastructure is virtually non-existent and a public administration system has to be developed almost from scratch. Low levels of income and purchasing power, together with disruption associated with conflict and very limited infrastructure, have constrained economic activity and market development.

As of 2020, South Sudan has a total population of 11,193,729. 49.9 percent of the population is female, and 50 percent is male. The total labor force consists of 4,581,565 people. International migrants number 824,122.<sup>41</sup> South Sudan also has an extremely young population, with 73 percent of the population aged under 30.<sup>42</sup>

Economic Outlook and Macroeconomic Performance: The country's economy has essentially collapsed since 2016. According to the World Bank, it depends on crude oil, which accounts for 90 percent of government revenue and 60 percent of GDP. The crude oil made up 95 percent of total exports from South Sudan in 2016. Oil production is considered the key for economic growth in the short and medium term.<sup>43</sup> Exports of goods and services otherwise declined to 61.1 percent of GDP in 2017, from 66.3 in 2016. A World Bank economic brief estimates that the economy contracted by 3.5 percent during 2018 due to mismanagement and conflict. Due to conflict and economic shocks, the economy had negative GDP growth for five of the past seven years. Inflation has left food prices high. The cost of the minimum expenditure basket increased by 489 percent between May 2016 and May 2018.<sup>44</sup> Foreign investment has been volatile due to the conflict situation. Since then a decline in the oil and non-oil sectors and several concurrent shocks, such as Covid-19, have led to predictions by the World Bank that the economy will contract by -4.1 per cent. Declining exports and private consumption, as well as the effects of Covid-19, floods, locust invasion and higher subnational conflict intensity have contributed to this outlook. The oil sector now accounts for more than one-third of the GDP (90 per cent of central government revenue and more than 95 per cent of the country's exports).<sup>45</sup>

Covid-19 has severely affected the country's economy, as it impacts economic growth and development, while further driving vulnerabilities. In December 2021, 12,873 cases of coronavirus have been recorded in South Sudan, as well as 133 deaths.<sup>46</sup> Increased incidents in security and the Covid-19 containment measures have put additional strain on the already weak healthcare system in the country. Furthermore,

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<sup>40</sup> International Crisis Group, *Towards a Viable Future in South Sudan*, February 2021, accessed at:

<https://www.crisisgroup.org/africa/horn-africa/south-sudan/300-toward-viable-future-south-sudan>

<sup>41</sup> The World Bank, *South Sudan*, accessed at: <https://data.worldbank.org/indicator/SP.POP.DPND?locations=SS>

<sup>42</sup> Office of the Secretary-General's Envoy on Youth, *UN Secretary-General's Envoy on youth visits South Sudan*, accessed at: <https://www.un.org/youthenvoy/2020/02/un-secretary-generals-envoy-on-youth-visits-south-sudan/>

<sup>43</sup> The World Bank, *South Sudan. Economic Brief*, April 2019, p. 3.

<sup>44</sup> The World Bank, *South Sudan, Linking the Agriculture and Food Sector to Job Creation Agenda*, Sustainable Development Group World Bank, June 2019, p. 1

<sup>45</sup> The World Bank, *South Sudan, Economic Update, Socio-Economic Impacts of Covid-19*, July 2021, accessed at: <https://documents.worldbank.org/en/publication/documents-reports/documentdetail/440961614950205838/south-sudan-economic-update-socioeconomic-impacts-of-covid-19>

<sup>46</sup> Worldometer Covid-19, *South Sudan*, accessed at: <https://www.worldometers.info/coronavirus/country/south-sudan/>

jobs have been lost due to Covid-19, especially in the non-farming self-employment sector. This has come along with a loss of revenue and income.<sup>47</sup>

South Sudan ranks last (180 out of 180 economies)<sup>48</sup> on Transparency International's Corruption Perception Index 2021.<sup>49</sup>

Human Development: South Sudan ranks 185 out of 189 countries on the Human Development Index, with a score of 0.433. However, the 2020 HDI Index did not yet reflect the outcomes of the COVID-19 pandemic.<sup>50</sup>

South Sudan has further one of the world's worst health indicator outcomes globally. South Sudan's maternal mortality ratio is one of the highest in the world with 1,150 per 100,000 live births.<sup>51</sup> 1.4 million children are expected to suffer from acute malnutrition in 2021.<sup>52</sup> Life expectancy at birth is 58 years for men and 60 years for women.<sup>53</sup> 8.3 million people in South Sudan are in need of humanitarian assistance, and 2 million are internally displaced, with 2.3 million refugees that originated from South Sudan and 329,000 refugees in South Sudan.<sup>54</sup>

The conflict situation further undermines any attempts of establishing sustainable services or simply delivering health and other services. For example, a World Bank study shows that there is perceived non-neutrality in service delivery across areas held by the government or opposition forces, as well as limited oversight and ability by the government to provide satisfactory justification and evidence of supplies, drugs, and services arriving at their intended destinations.<sup>55</sup>

Education in South Sudan has been similarly undermined by displacement, hyperinflation, civil conflict and food insecurity. The average duration of schooling is 4.8 years.<sup>56</sup> According to a UNICEF report, there has been a significant increase in out-of-school children from 2.2 million in 2018 to 2.8 million in 2021. In addition, school closures due to Covid-19 and non-payments of salaries for teachers increased the risk of drop-outs for teachers.<sup>57</sup>

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<sup>47</sup> The World Bank, July 2021, p. vi-vii.

<sup>48</sup> The World Bank, South Sudan, Linking the Agriculture and Food Sector to Job Creation Agenda, Sustainable Development Group World Bank, June 2019, p. 1

<sup>49</sup> Transparency International, Corruption Perception Index 2021, accessed at:

<https://www.transparency.org/en/cpi/2021/index/ssd>

<sup>50</sup> UNDP, Human Development Report 2020, Inequalities in Human Development in the 21<sup>st</sup> Century. Briefing Note for countries on the 2020 Human Development Report: South Sudan, 20120.

<sup>51</sup> UNDP 2020 Human Development Indicators at <https://www.hdr.undp.org/en/countries/profiles/SSD>

<sup>52</sup> UNICEF, South Sudan, accessed at: <https://www.unicef.org/southsudan/all-together-prevent-child-malnutrition>

<sup>53</sup> World Health Organization, Situation Report issue #25, 9-15 July 2018, accessed at:

[https://www.afro.who.int/sites/default/files/2018-07/South%20Sudan%20Situation%20Report%20Issue%20%23%2025\\_8-15%20July%202018%20.pdf?ua=1](https://www.afro.who.int/sites/default/files/2018-07/South%20Sudan%20Situation%20Report%20Issue%20%23%2025_8-15%20July%202018%20.pdf?ua=1)

<sup>54</sup> OCHA, South Sudan, Humanitarian Snapshot, November 2021, accessed at:

[https://reliefweb.int/sites/reliefweb.int/files/resources/south\\_sudan\\_humanitarian\\_snapshot\\_november\\_0.pdf](https://reliefweb.int/sites/reliefweb.int/files/resources/south_sudan_humanitarian_snapshot_november_0.pdf)

<sup>55</sup> The World Bank, HNP Knowledge Brief on Strengthening Service Delivery Resilience in FCV Settings. Case: South Sudan, January 2019, p.1.

<sup>56</sup> The World Bank, South Sudan, Linking the Agriculture and Food Sector to Job Creation Agenda, Sustainable Development Group World Bank, June 2019, p. 1

<sup>57</sup> UNICEF, Education in South Sudan, Briefing Note, September 2021, accessed at:

[https://www.unicef.org/southsudan/media/7946/file/Education%20Briefing%20Note\\_2021%20Q3.pdf](https://www.unicef.org/southsudan/media/7946/file/Education%20Briefing%20Note_2021%20Q3.pdf)

Sub-Saharan African Historically Underserved Traditional Local Communities (SSAHUTC): Most of the communities meet the criteria of SSAHUTC, as they have distinct identities and aspirations and are often disadvantaged by traditional models of development. South Sudan consists of a broad variety of ethno-linguistic groups. Those entail three sub categories of speakers of the Nilo-Saharan language family: speakers of *West Nilotic* languages (Dinka, Nuer, Atuot); speakers of *Western Nilotic / Luo* languages (Shilluk, Anuak, Maban in Upper Nile and Ethiopian borderlands; Acholi in Eastern Equatoria; and Jur-Luo in Western Bahr el-Ghazal); and speakers of *Eastern Nilotic* languages (Eastern and Central Equatoria: Bari, Lotuho and Teso). Furthermore, there are speakers of the *Niger-Congo* language family, including the Zande in Western Equatoria.<sup>58</sup>

Social Structure: For pastoralists, such as the Nilotic Dinka, Nuer and Atuot the search for pasture shapes most of their socio-cultural life. They may migrate from homesteads on high grounds in the wet season to mobile cattle camps on the dried-out swamps in the dry season. Closely linked to this lifestyle is a social structure, which gives preference to an ‘acephalous’ (‘headless’) socio-political organization rather than a central authority. Similarly, systems of exchange are based on social connections established through marriage rather than open markets.<sup>59</sup>

Farming communities, on the other hand, present a settled lifestyle. This usually goes along with central authority and/or hierarchical leadership structure, such as kingdoms or provincial chiefs (the latter were often instated by foreign rulers). For example, early accounts of the Zande kingdom around Yambio showed state-like elements, such as tribute paying, taxation or the death penalty. Both, the Shilluk and Anuak (Luo speakers) had systems of sacral kingship, which differed from the secular authoritarianism of the Zande state.

In many cases ‘traditional’ authorities were invented or established by outsiders in order to act as intermediaries for taxation, labor mobilization, and other forms of coercion. This was especially instrumental vis-à-vis the acephalous societies, as they were otherwise difficult to engage with or to rule over. This means that there needs to be a careful contextual analysis before entering a new area to create understanding about the actual representativeness of ‘traditional authorities’ for a community. Alongside these instated authorities existed other and older forms of authorities, which were based on local concepts of origin, power and authority.<sup>60</sup> Many of the different forms of social structures in South Sudan are therefore based on the kinship concepts of a ‘segment’ or a lineage. Wealth is still a major marker in the social strata and the size of cattle herds – among the pastoralist societies - is a significant indicator for wealth.

‘Civil society’, however, is a difficult term in South Sudan, as most people belong to communities defined by lineages. Markets, on the other hand are poorly developed and most societies have been militarized so that distinctions between civilian and combatant young men are difficult. Literature mostly treats ‘civil society’ as organizations that are dependent on foreign resources and deploying foreign rhetoric of rights and development.<sup>61</sup>

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<sup>58</sup> Joseph H. Greenberg (ed), *Universals of Human Language*, Cambridge Mass. MIT Press, 1963

<sup>59</sup> Naomi Pendle, Marco Pfister, Martina Satschi, Mareike Schomerus, Danielle Stein, Eddie Thomas, Craig Valters, *Local Socio-Political Organization and Implications for Community-Driven Development in South Sudan An Analysis of Existing Literature*, prepared for the World Bank, unpublished, 2012, p. 14.

<sup>60</sup> Pendle et al, 2012, p. 15.

<sup>61</sup> Pendle et al, 2012, p. 25.

Furthermore, it is important to understand that ethnic groups can be heterogenous. As different experiences in the recent civil war have shown, those differences can even occur in the same localities. Many of the recent clashes have taken place in an intra-ethnic manner, such as among Nuer clans in Unity State.

In the context of ESS 7, the overwhelming majority of the ethnic and social groups in South Sudan meet the criteria of ESS 7 as 'Sub-Saharan African Historically Underserved Traditional Local Communities'. The only exclusions are recent immigrants from other countries. This means that the entire project is embedded in the principles of ESS7, rather than the targeting of a few selected groups.

Formal and Informal Governance Structure: After a general agreement in the 2005 Comprehensive Peace Agreement (CPA) that governance in South Sudan needs to be decentralized, the 2009 Local Government Act decentralized and devolved decision-making powers from the national level to the states, to county and sub-county (payam) levels and to bomas. County commissioners and county legislative councils are elected representatives. Participation at the county level in decision-making fora must therefore be as inclusive as possible, representing the different interest groups at the payam level. At the county level citizens' development committees are formed for this reason.<sup>62</sup> However, since 2011 many powers have been moved back to the central level in order to create a strong executive government model. Furthermore, the states also exercise a significant amount of power as they appoint state governors and control resources.<sup>63</sup>

In 2015 the national government decided to form an additional 18 states to the existing 10 states. It added another 4 States in 2017, making it a total of 32, from an initial number of 10 at the signing of the CPA (2005) and independence (2011). The move was perceived to expand the patronage network of the President's Dinka tribe and his supporters.<sup>64</sup>

Traditional authorities, in their various forms, have been integrated into local governance structures in order to improve service delivery, access to justice and eradicate poverty. The Local Governance Act deals with the distribution of powers between county, payam and traditional leaders. Chiefs can be elected conventionally or according to traditional practice. However, in addition to the fact that many traditional authorities historically had been appointed and empowered by outside sources, their power was further eroded in the recent civil war. Massive displacement of populations saw new chiefs emerging, factions of the conflict appointed their own chiefs, and existing traditional chiefs often had to side with the dominant political and militant groups in a given area.<sup>65</sup>

Other organizations outside of the government structures exist. These associations can include women's groups, youth or ethnicity-based urban groups, providing support systems for rural – urban migrants. However, especially youth groups can also turn into militant organizations at times. Town politicians can mobilize rural constituencies around ethnicities of clan lines for support.<sup>66</sup> This is repeated at the national level, where there are general fears of domination of Dinka and Nuer influence in government.

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<sup>62</sup> Iffat Idris, Local governance in South Sudan: an overview, K4D Helpdesk Report, November 2017, p.2

<sup>63</sup> Ditto

<sup>64</sup> Ditto

<sup>65</sup> Iffat Idris, Local governance in South Sudan: an overview, K4D Helpdesk Report, November 2017, p.3

<sup>66</sup> Pendle et al, 2012, p. 25



The lack of resources from the center means that local governments have to help themselves through taxation: ‘Formal institutions associated with the state have continued to govern based on extraction, unable to deliver the services that populations... so desperately need’.<sup>67</sup> Instead of accountability, governments have generally prioritized security.

This has resulted in a division where development partners deliver services, and the governments deliver security. Humanitarian partners, in turn, face a perception of bias if they serve particular areas over others. People interpret the contours of aid delivery as favoring one side over the other. On the other hand, the military factions thereby have experience in manipulating aid flows.<sup>68</sup>

**Livelihoods, Labor and Employment:** Livelihoods in South Sudan are largely influenced by the ecology of a region. For example, the Sud swamps and southern clay plains with their water-logged soils of the flood region of the Upper Nile and the eastern Bahr el-Ghazal are better for cattle herding rather than farming. Farming, on the other hand, is a prominent lifestyle in the waterlogged territory of the Nile’s west bank, the Congo-Nile watershed and the forests of the border to the Democratic Republic of Congo (DRC).

Livelihoods in South Sudan have therefore been relying on agricultural production, cattle rearing, fishing, gathering of wild foods as well as trade. Cattle have particular economic and cultural significance among some specific groups.

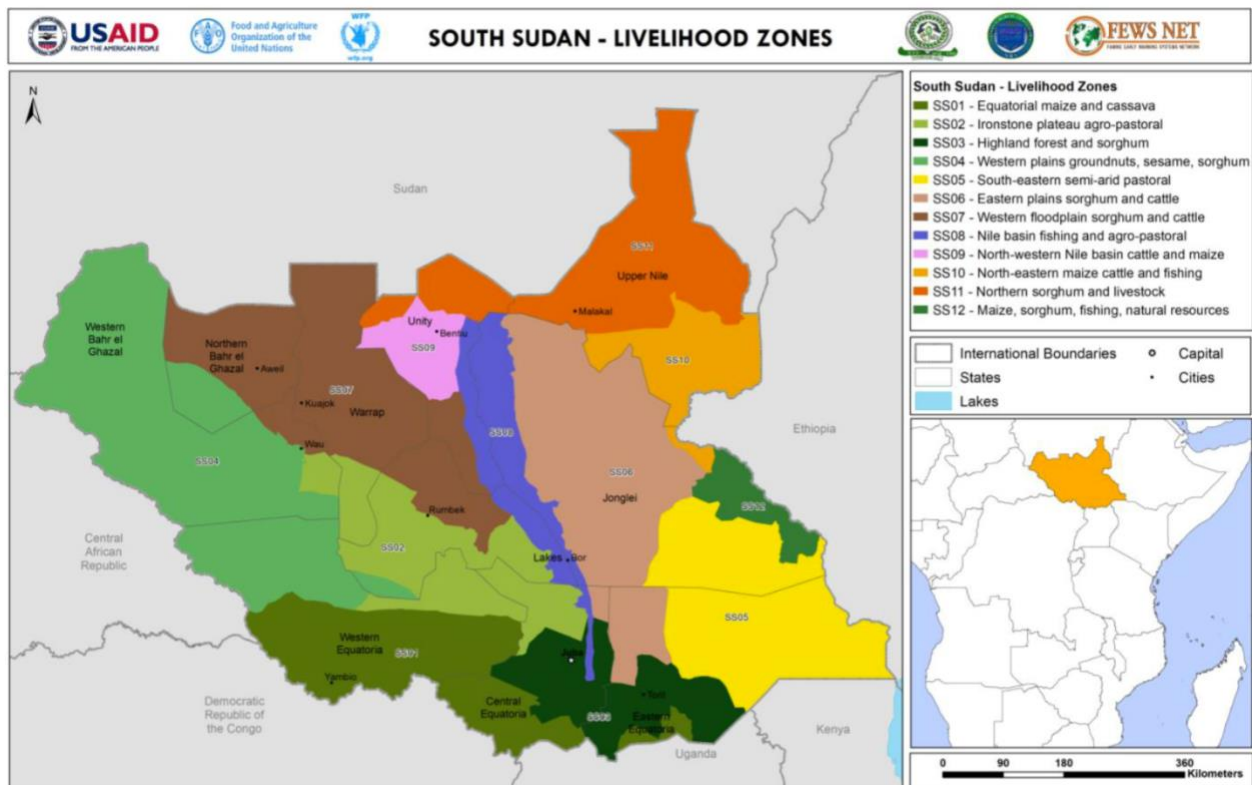


Figure 2 Livelihood zones in South Sudan

<sup>67</sup> IOM, Case Study Wau, unpublished, 2019

<sup>68</sup> IOM, Case Study Rubkona, unpublished, 2019.

The livelihood system in South Sudan is predominately subsistence small-holder agriculture, among which about 12-15% of the population depends on fishing for their livelihoods.<sup>69</sup>

Livestock production also provides an important livelihood base for large groups of people but is hampered by disease and environmental degradation. Localized conflict is therefore driven by politics, control of livestock and cycles of retribution rather than competition over land and water resources, as one research by the Secure Livelihood Research Consortium claims. The research shows that attempts to link livelihoods to peacebuilding were based on incomplete analysis, and livelihoods reconstruction should be based on more contextual analysis.<sup>70</sup> It is key to better understand the links between conflicts and livelihood before engaging in programming in a particular local context.

For example, in Jonglei State cattle-raiding remains the primary reason for constraints to livelihoods through a decline in livestock ownership. Raiding was rampant in 2012-2013. Traditional cattle raiding became a commercial and political activity. Conflict was less about directly controlling grazing lands and access to water than it was about ownership of cattle and the relevance this plays in many other cultural aspects such as marriage, age sets and emphasizing masculinity. But it was also about power and ethnic competition and cycles of revenge. This insecurity became the cause of poor livelihoods outcomes. However, these social dynamics were overlooked as a cause of conflict. Livelihoods were severely stressed, but it was political disagreements and power struggles as well as unresolved leadership issues from the previous civil war era that led to the re-emergence of widespread violence in 2013.<sup>71</sup>

In addition, the road network is poor and many areas of the country are not accessible by road, particularly in the wet season, which provides a major obstacle for marketing and commercialization of agricultural production. Inadequate transport infrastructure poses a major problem for movement of people and commodities within and between states. Although efforts have been made to rehabilitate some of the main trunk roads, the conditions of most of the main roads, especially in the wet season, hinder transportation of goods particularly perishable products. High transportation cost is a disincentive to farmers in potential surplus production areas from expanding production.

While there are plenty of natural resources, grazing land, water, timber and oil, South Sudan is one of the poorest and least developed countries in the world. Conflict has constrained food production, trade and access to markets. Livelihoods have been largely destroyed in years of conflict.<sup>72</sup> There had been a key assumption that after the civil war recovery would take off. However, this did not happen and the outbreak of renewed armed conflict in 2013 and continued local level conflicts prevented any growth.

Livelihoods have further been determined by rapid urbanization, especially by youth and returnees; by influx of foreign workers looking for economic opportunities; and the limited capacity of major demands placed on the government.<sup>73</sup> Employment opportunities both in the public and private sector are few but are increasing due to urbanization. Employment in South Sudan is underpinned by low-productivity, unpaid work in the agricultural sector, with informal employment as the main source of income. Petty trading also provides a source of income for many households in the rural towns and around market centers.

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<sup>69</sup> UNDP, 2012

<sup>70</sup> Secure Livelihoods Research Consortium, Livelihoods and conflict in South Sudan, October 2016, p. 1.

<sup>71</sup> Secure Livelihoods Research Consortium, Livelihoods and conflict in South Sudan, October 2016, P.3

<sup>72</sup> The World Bank, South Sudan, Economic Brief, April 2019, p.3.

<sup>73</sup> Daniel Maxwell, Kirsten Gelsdorf and Martina Santschi, Livelihoods, basic services and social protection in South Sudan, Feinstein International Center, July 2012, p. ii.

Poverty escalates during the dry season and in most parts of the country periods of 3-6 months per year of food deficit is common. During these periods, most families move around for income generation, i.e. selling of charcoal, doing casual labor etc. The World Bank estimates that more than half of South Sudan's population is currently facing a food crisis.

Security and Conflict Environment: In July 2011 South Sudan declared its independence from Sudan. However, conflict continued in different ways. In 2012, widespread intra-communal conflicts, including cattle raids and militia activity continued to divide the country and prevent peace and development. In December 2013 a civil war broke out in the northern parts and Juba, causing major displacement of people as well as increasing food insecurity. Continued cross-border conflict with Sudan further led to the exit of traders from Sudan, while insecurity also affected trade routes from Uganda. Due to rising political disputes, in 2016, conflict intensified and expanded to the southern parts of South Sudan, resulting in mass displacements to Uganda and Sudan and the closure of the Sudanese border. This period rendered over half of the total population to dependence on humanitarian assistance. The government declared a state of emergency.<sup>74</sup>

After five years of protracted civil war, a peace agreement was signed in September 2018, which was expected to reinforce a permanent ceasefire, create an enabling environment for the delivery of humanitarian aid and support reforms for social and economic reconstruction as well as the creation of a new transitional government of national unity by May 2019. Conflict has persisted since and little reform activities have taken place as the government has focused on security. This has severely hampered any positive development, including in the economic sector. As the World Bank economic brief describes 'Peace and reconciliation are required to achieve macroeconomic stability and support a return to positive economic growth.'<sup>75</sup> On 22 February 2020, a new Unity Government was formed that represents the key conflict parties, and Riek Machar was sworn in as the first vice president sealing the peace deal in Juba. Since, localized conflicts have continued to flare up.

In addition, since the 2018 peace deal, a rebellion has flared up in the southern multi-ethnic Equatoria region. The region's leader has been rejecting the agreement on the basis that it does not reflect the core grievances of the population, and has been calling for greater autonomy of the region. On and off fighting, including south and west of the capital Juba, has caused internal displacements as well as people fleeing to neighbor countries.<sup>76</sup>

Conflict dynamics in the last five years have varied in the different areas of South Sudan and it is difficult to distill a common narrative. Different types of conflict prevail throughout South Sudan. Inter-communal conflicts are mostly based on tensions between pastoralist groups and relate to cattle raiding and competition over pasture; tensions between pastoralists and agriculturalists about land use/natural resources and tensions between neighboring communities over administrative or communal boundaries (state resources).<sup>77</sup> Added to these key types of conflicts are nowadays the spread of weapons, militarization of society following decades of civil war, strategies of warlords to mobilize support along ethnic identities, and the impacts of war on inter-community relations.<sup>78</sup> These types of inter-communal,

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<sup>74</sup> FEWS Net, Livelihoods Zone Map Descriptions for the Republic of South Sudan (updated), Washington DC, 2018, p.5-6.

<sup>75</sup> The World Bank, South Sudan. Economic Brief, April 2019, p. 3.

<sup>76</sup> International Crisis Group, South Sudan's Other War: Resolving the Insurgency in Equatoria, 2021, accessed at: <https://www.crisisgroup.org/africa/horn-africa/south-sudan/b169-south-sudans-other-war-resolving-insurgency-equatoria>

<sup>77</sup> Pendle et al 2012, p.37.

<sup>78</sup> Pendle et al, 2012, p.38.

and not necessarily political, conflict can pose significant risks for project implementation, as it may temporarily destabilize a project area, and as it may fuel underlying tensions between communities, which can play out over development or aid resources.

Furthermore, since the signing of the CPA state resources have increased. That means that competition over those resources increases as well. Access to these resources is usually defined through a patronage system, including through membership in the government or army system. The weak government further exacerbates this phenomenon.

Another significant risk for conflict and insecurity is the increased formation of youth gangs, which is described in the section on youth below. These gangs are responsible for the rapid spread of criminal activity, which has begun to destabilize some areas of South Sudan. Criminality can similarly pose risks on project activity, for example where it heightens general violence or GBV crimes, or in the theft of people’s assets.

South Sudan has been undergoing rapid urbanization. This is where numerous ethnic groups come together, causing cultural change and disintegration. Tensions in towns emerge due to different social and economic strata rather than between members of different ethnic groups. However, others have observed that there are significant tensions between different ethnic groups in towns. In any case, this mix of society has led to the erosion of conflict resolutions mechanisms usually applied within the group, while in some cases those mechanisms have been able to adjust, in many they leave conflicts unresolved.<sup>79</sup>

The World Bank categorized the key features of the conflict in South Sudan as follows<sup>80</sup>:

*Table 3 Key features of conflict*

<b>Geography of Violence</b>	Since 2016, the conflict has spread throughout the entire territory, particularly the formerly peaceful Equatorial states, although some locations are more stable than others.
<b>Multi-actor</b>	There has been a proliferation of armed groups and a weakening of command and control, meaning power-sharing, security commitments, rule of law and access is uncertain.
<b>Control of territory</b>	There are many different parts of the territory under influence of different groups; however, armed groups are not able to rigidly control territory or battle-lines.
<b>Conflict at multiple levels</b>	There are a number of different armed conflicts in the country – some relate to the fragmentation of the elites but many are local-level (e.g. over water or pasture resources)
<b>Predation</b>	Armed groups predate on resources from either the local population, such as livestock, or from aid agencies such as food stocks, vehicles or equipment.
<b>Seasonality</b>	The pattern is for the main warring parties to slow down offensives in the rainy season, although at the local level skirmishes and banditry can increase.

<sup>79</sup> Pendle et al, 2012, p. 33

<sup>80</sup> The World Bank, South Sudan. Approaches to Targeting in South Sudan, June 2019, p. 26

<b>Ethnic identity</b>	There are some 64 different ethnic groups in South Sudan; ethnic identity is instrumentalized by elites and has become part of inter-group armed conflict, making it a critical factor for determining equity.
<b>Gender-based violence</b>	Gender-based violence at the hands of both armed groups and partners/family members has reached epidemic levels, affecting as many as 65 percent of women and girls with great impunity.

Conflict can lead to the cancelation of programming, which has happened in South Sudan. Such cancelation can have negative effects on those expecting assistance. The World Bank study on the canceled ‘Youth Startup Business Program in South Sudan’ researched youth grant recipients, and the impacts of the cancelation of the program due to the outbreak of violence in late 2015. It found a strong reduction in beneficiaries’ trust levels. Some of the beneficiaries that experienced cancelation were also less likely to migrate in order to escape from conflict activities, probably because they expected assistance.<sup>81</sup>

It is therefore important that the Project maintains strong communication links to explain to communities why project activities may be canceled. This can be done by targeting different population groups through different kinds of media. It will also depend on what type of communication may be possible in the case of conflict or ongoing violence. For example, it is more likely that it is possible to transmit messages through the radio rather than organizing community meetings.

Furthermore, the country is planning to hold General Elections in 2023, which could potentially lead to violence and insecurity again, given that the national factions are still in place.

### 3.3. Gender Equality Dynamics

Education: GBV, including early marriage, together with conflict greatly affects women and girls’ education. Secondary net enrolment rates are the lowest in the region at 6 percent for boys and 4 percent for girls. Similarly, only 18 percent of girls and 33 percent of boys complete primary education. Almost 31 percent of the schools have suffered attacks since 2013 and of all schools that were open since then, a quarter became non-functional by 2016<sup>82</sup>.

The primary completion rate for the country as a whole, for both sexes, decreased by nearly half, from 46.1 percent in 2000 to 24.64 percent in 2010, the latest year for which data are available. This masks an acute difference between men and women: 31.7 percent for men, and 18.3 percent for women.

Completion also varies widely by income quintile even for females: the richest 20% of females living in urban areas in the country have a primary completion rate of 51.4%. This compares to 1.5% of the poorest 20% living in rural areas.

In 2018, literacy rates between women and men with 47.4 percent (47.9 percent respectively, for those aged 15-24. However, for the bulk of the population 15 and older, literacy rates diverge significantly by sex: 40.3 percent for men and 28.9 percent for women. This means the total illiterate female population is 1.2 times larger than that of men.

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<sup>81</sup> Angela Müller, Utz Pape and Laura Ralston, Broken Promises. Evaluating and Incomplete Cash Transfer Program, Policy Research Working Paper 9016, The World Bank, Washington DC 2019.  
<sup>82</sup> World Bank, 2019. Strengthening Gender Outcomes in Social Protection and Poverty Focused Programs in South Sudan

Government expenditure on education is both low—and unpredictable. At 4 percent of total government expenditure at the time of independence, spending on education see-sawed as high as 4.1 percent in 2014, but dropped precipitously to 0.8 percent in 2016, and has yet to recover.

Health services: Women often face inaccessibility to health facilities for fear of conflict-related GBV. Many survivors of GBV continue to suffer from the physical and psychological impact of violence, and report feelings of depression, hopelessness, anxiety, and suicide and have difficulty focusing, sleeping, and performing routine tasks. Existing health services across South Sudan offer inadequate medical and psychosocial support to survivors<sup>83</sup>. In a CARE study it was found that among GBV survivors only 37 percent reported the incident to police or hospitals and received any psychological support<sup>84</sup>. Besides, GBV further entails the risks of becoming infected with HIV among women who have experienced violence maybe up to three times higher than among those who have not.

South Sudan holds statistics for the 11 of the 12 gender-related SDG 3 indicators on Good Health and Wellbeing (the one missing is on current tobacco use).

Of these 11 indicators:

- Six are pointing towards negative pathways for health, namely, higher infant and under-five mortality, new HIV infections, adolescent births and poisoning.
- Maternal mortality and suicides rates are stagnating with unchanged values.
- Universal health coverage and the share of women of reproductive age with their family planning needs met with modern methods does not have trend data.
- And just one indicator is moving in the direction of progress: the proportion of births attended by skilled health personnel.<sup>85</sup>

South Sudan's high maternal mortality rate is of deep concern. Women's low status and child marriages cause the high Maternal Mortality Rate in South Sudan, which is one of the highest in the world. Despite increasing births attended by skilled health personnel, at only 19.4 percent, the pattern points to too few medical personnel and facilities, and gender-based discrimination limiting women's access to medical treatment.

The prevalence of contraceptives is only 4 percent. Pregnancy at young age is a major cause of obstructed labor. Among teenage girls, 40.1 percent are married. Among women aged between 20 and 24, 51.5 percent got married before they reached 18, and 8.9 percent before they turned.

HIV/AIDS prevalence was 3.04 percent in 2009. HIV prevalence is on the rise due to low levels of knowledge and high risk behaviors with movement of IDPs, refugees and foreign laborers. The cultural norms allow men to have multiple sexual partners and prevent women from negotiating safe sex. The use of condoms is limited.

Conflict-induced displacement has also altered family structures and affected the livelihoods of South Sudanese households. With very limited or no access to livelihood or productive assets and isolation from

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<sup>83</sup> OHCHR (2019), Report of the Commission on Human Rights in South Sudan

<sup>84</sup> CARE (2014), The girl has no Rights, GBV in South Sudan.

<sup>85</sup> UN Women, South Sudan Country Data, accessed at: <https://data.unwomen.org/country/south-sudan>

their kinship network, women face even higher levels of insecurity and marginalization. At the same time, and depending on the nature of displacement, women may struggle to fulfil both traditional male and female roles within the family in the absence of male relatives<sup>86</sup>.

Access to safe water and sanitation influences health, education, especially girls' education, and labor. Unclean water causes water borne diseases such as diarrhea and cholera. In 2010, estimates suggested access to safe water was 68% for South Sudan at the national level; however, rural access was likely half at 34%. The government aimed to improve access to safe water in the rural areas from the baseline of 34% in 2010 to 40% in 2013.<sup>87</sup> According to World Health Statistics, it has been improved to 59% as of 2015.

Water is fetched by women and girls. Adult women fetch water (85.6%, girls aged 15 years and below 8.8%) 231 while men and boys collect water for sale. Fetching water is time consuming work for women and girls, and long travel to water points puts women at risk of sexual harassment and sexual violence. Reducing time spent fetching water would increase time for economic activities for women.

In 2017, 62.8% of the population practiced open defecation—down from 71.1% in 2011, marking significant progress on this measure. The share of open water bodies—rivers, groundwater—with good ambient water quality stands a firm 100%.

Economic dependence and GBV: Economic dependence of women vis-a-vis their abusers in the case of domestic violence can perpetuate the abuse. A recent study by IOM found that 75 percent of women reported having experienced some form of physical, sexual or psychological violence by their intimate partners.<sup>88</sup> Women and girls often stay because of economic dependence on their abusers, which compromises their safety, health, well-being and personal agency. Intimate Partner Violence (IPV) remains the most common form of GBV, which means women and girls are most at risk in their own homes, from their husbands and other family members<sup>89</sup>.

A significantly lower share of women is able to access traditional finance: A significantly lower share of women is able to access traditional finance. The proportion of adults (15 years and older) with an account at a financial institution or mobile-money-service provider (percentage of adults aged 15 years and older) is 4.71 percent for women, and 12.5 percent for men.<sup>90</sup>

Data from around the world suggests women's entrepreneurship is largely on the rise in recent decades, with anecdotal evidence suggesting a similar trends in South Sudan. A 2021 small study in Juba (n=35) identified most women entrepreneurs starting businesses in restaurants and fruit juice services (31.4 percent) followed by tailoring businesses (20 percent).<sup>91</sup> Among major problems faced by South Sudanese women entrepreneurs, the leading challenge identified was start-up finance (94 percent of respondents) and trust between suppliers and customers (65 percent). Finance for working capital rounded the top 3 problems noted as major by 65 percent of respondents.

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<sup>86</sup> Strengthening Gender Outcomes in Social Protection and Poverty Focused Programs in South Sudan

<sup>87</sup> SSDP

<sup>88</sup> IOM GBV KAPs survey, 2017.

<sup>89</sup> UNICEF, South Sudan GBV Briefing Note, 2019

<sup>90</sup> UN Women, South Sudan Country Data, accessed at: <https://data.unwomen.org/country/south-sudan>

<sup>91</sup> IJARBAS, The Role of South Sudanese Women Entrepreneurs in Small Business Development and Sustainability, 27 September 2021, accessed at: <https://www.ijarbas.com/2021/09/27/the-roles-of-south-sudanese-women-entrepreneurs-in-small-business-development-and-sustainability/>

Women's participation: Rural and conservative areas are often more biased against women, which curtails female participation in productive and decision-making activities in the community. This situation is a challenge for the empowerment of women and can further exacerbate their position of exclusion in society. Project activities need to ensure that women are informed and participate in community based-mechanisms. In this regard, men need to be involved in project activities with a transformational approach to encourage gender equal attitudes.

As of the last election in May 2021, women account for 32.4 percent of members of parliament in South Sudan. This is slightly above the global percentage of women MPs, at 25.9 percent.

Nonetheless, their decision-making power is still limited. A study of 1,200 households found that both men and women uphold traditional perspectives on gender roles, with beliefs that a woman should obey her husband in all things (men 51 percent; women 49 percent); a woman's role is taking care of her home and family (men 54 percent; women 51 percent); the husband should decide to buy the major household items (men 54 percent; women 47 percent); and a man should have the final word about decisions in the home (men 59 percent; women 58 percent).<sup>92</sup>

Throughout South Sudan's wars, women have been engaged in grassroots peace processes. Yet women continue to struggle to play an active role in peace negotiations. In the pre-negotiation phase, for instance, between the Republic of South Sudan and the SPLM-IO in 2014, women's participation was relegated to the plenary session, reducing their impact on the peace talks and the final agreement. Women's underrepresentation in the pre-negotiation phase limited the chances of having women's issues being included in a more profound manner in the final agenda and in the actual peace agreement. While several chapters of the final agreement mentioned women, in many instances the references are shallow and undefined.<sup>93</sup>

Women comprised 15 percent of delegates leading the negotiations for the 2015 peace agreement and 25 percent during the 2018 negotiations. While all signatories representing conflict parties in the 2018 peace agreement were men, women constituted seven out of 17 (41 percent) of civil society signatories.<sup>94</sup>

Covid-19: The Covid-19 crisis has further impacted gender equality, as pre-existing differences were further exacerbated. For example, women who are the majority of the frontline health workers, caregivers at home and in the community, were overwhelmed with the responsibilities under the pandemic. Restrictions imposed by the government were experienced differently by different genders. Despite lockdowns, women continued to go to the markets to sell their produce for fear of loss of livelihood, placing themselves at greater risks.<sup>95</sup>

Poverty: Among South Sudan's population, 50.6 percent live under the international poverty line (USD 1 a day). This contrasts with 82.3 percent living below the national poverty line. The multidimensional poverty index (MPI) for South Sudan shows 58 percent of South Sudanese experience multidimensional poverty, is the second highest after Niger among Sub-Saharan African countries (60.1 percent). Due to the growing human costs of the prolonged conflict – coupled with COVID-19 effects – the poverty rate for both sexes is expected to rise in the coming years.<sup>96</sup>

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<sup>92</sup> World Vision International, FEED II, Gender Analysis Report, August 2021, accessed at: <https://www.wvi.org/publications/report/south-sudan/feed-ii-gender-analysis-report>

<sup>93</sup> Ibid.

<sup>94</sup> Peace & Freedom, South Sudan, accessed at: <https://1325naps.peacewomen.org/index.php/south-sudan/>

<sup>95</sup> Ministry of Gender, Child and Social Welfare, A Rapid Gender Analysis of Covid-19, Juba 2020.

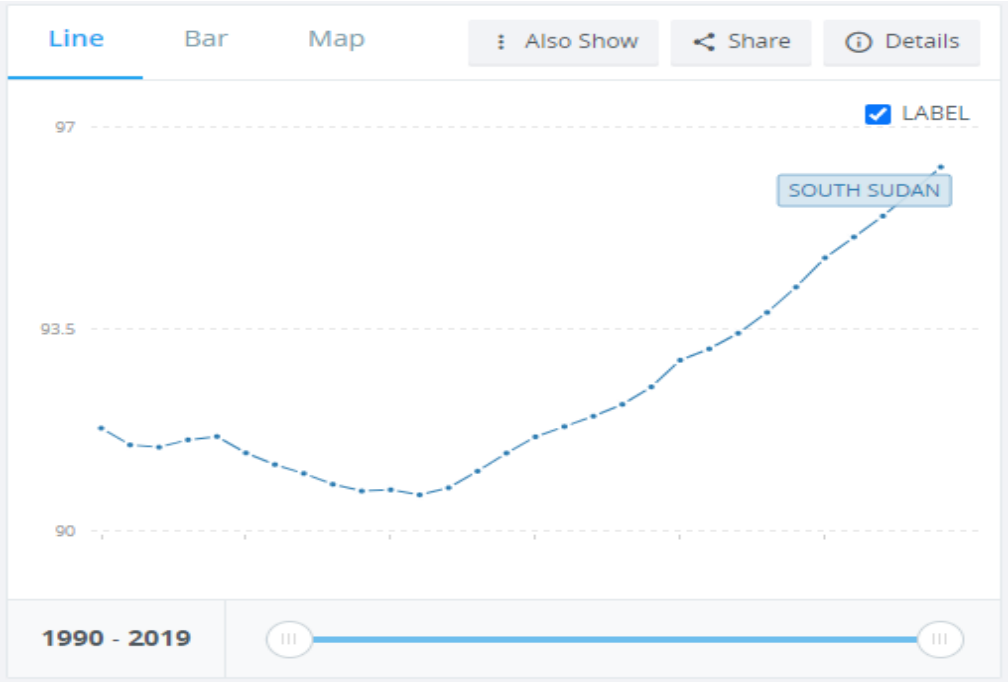
<sup>96</sup> GOSS, National Baseline Household Survey (NBHS)



Inequality across multiple dimensions is high—but declining overall. Drivers of inequality stem from inequality in education and health rather than from that in income.<sup>97</sup> There is also a stark gap between the urban and the rural: 55.4 percent of the rural population and 24.4 percent of the urban population are in poverty.<sup>98</sup> In addition, 92.5 percent of the poor live in rural areas.

Resulting gender gaps remain pronounced: For instance, even though poverty is high among both men and women in South Sudan, poverty has a feminine face, as more female-headed households are poor (57 percent) compared to male-headed households (48 percent). Women constitute 51.6 percent of the poor. The root causes of this gender-based inequality patterns rest in strict gender norms that perpetuate inequality and the limited execution of gender-responsive policies.

**Employment:** Women rank among the unemployed at a greater rate than men (13.2 percent compared to 11.2 percent, respectively). A key driver in this is the still lower labor force participation rate for women despite a strong increase in recent years. The ratio of female to male labor force participation in 2019 was 96.3 percent, up from 92.9 percent in 2010.



Source: World Bank WDI.  
 Figure 3 Ratio of female to male labor force participation rate (%) (modeled ILO estimate)

Women’s labor force participation rate, however, is on the rise, while men’s participation rate is declining (from 76 percent in 2010 to 73.6 percent in 2019), bringing the total participation down sharply in recent years—with a significant decline from 2019 to 2020 alone (72.3 percent to 69.8 percent), showing the onset of COVID-19 economic consequences.

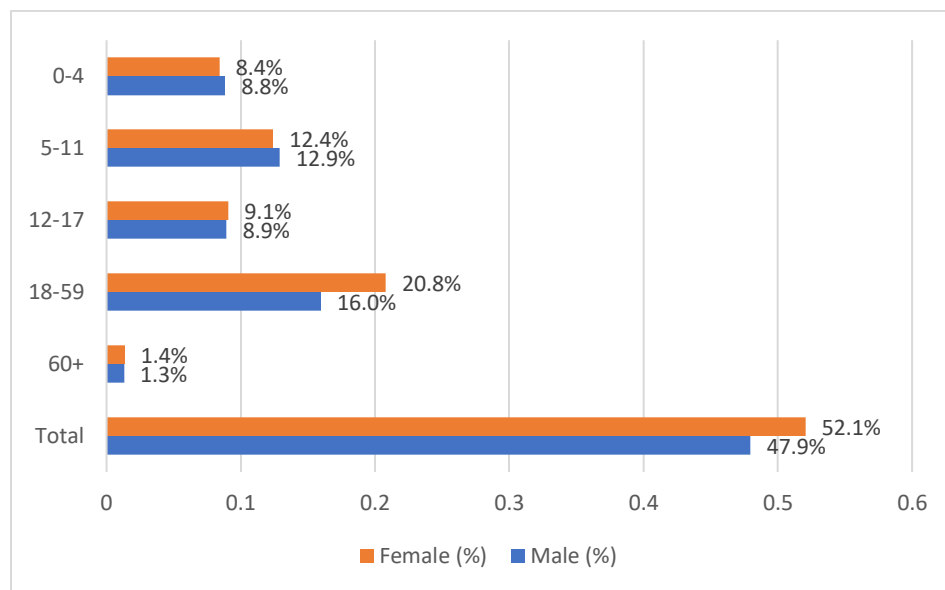
<sup>97</sup> CGA 2011  
<sup>98</sup> Government of South Sudan (GOSS) 2014

An unequal division of labor exists between men, women, girls and boys. Traditional gender norms put responsibility of household chores, care of children, elderly and the sick on women. Fetching water and collecting firewood are assigned to women and girls.

A baseline study for an economic empowerment initiative of over 1,200 households demonstrated the inequities in unpaid care and domestic work. Women and girls were reported to rise as early as 5 am to begin household chores— working as late as 9:00 pm. Women were found to spend 40 percent of their active time per day on agriculture, business, leisure and other daily activities, with 43 percent of their time devoted to domestic and care work and 17 percent spent on volunteer and communal work.<sup>99</sup> This means women spend 60 percent of their time on unpaid care work. Men reported devoting only 34 percent of their time to unpaid care work, allowing more time for agriculture, business, leisure and other daily activities (64 percent).

In another study, 69 percent of women and 16.5 percent of girls were found to collect firewood, while 9.1 percent of men and 5.4 percent of boys also collect firewood. The stark disparity in collecting firewood responsibilities is influenced by the notion that firewood is associated with cooking and thus should be the responsibility of females.<sup>100</sup>

**Refugees:** In 2021, UNHCR estimates 2.3 million refugees in South Sudan sought asylum in neighboring countries. Of 330,781 individuals, the majority are women—52.1 percent compared to 47.9 percent men.<sup>101</sup> They are displaced in five states, with 90 percent stemming from Upper Nile (173,924) and Unity State (124,883). Female-headed households represent 41,258 (58.3 percent) of refugee households compared to 29,500 male-headed households (41.7 percent).



Source: UNHCR Information Sharing Portal, South Sudan Situation<sup>102</sup>

<sup>99</sup> FEED II, Gender Analysis Report

<sup>100</sup> World Vision International, Fortifying Equality and Economic Diversification (FEED), (2015) Available online: <https://www.wvi.org/africa/publication/improving-livelihoods-south-sudan-through-fortifying-equality-and-economic> retrieved on 10/01/2020

<sup>101</sup> UNHCR, South Sudan, accessed at: <https://data2.unhcr.org/en/situations/southsudan>

<sup>102</sup> ditto

*Figure 4 Number of South Sudanese refugees by gender and age (%), as of 30-Nov-2021*

Internally Displaced Persons (IDPs): However, there has been displacement throughout South Sudan's conflicted history. Displacement has mostly taken place from the rural areas, where people are unprotected, to towns, where there is increased provision of services and humanitarian aid delivery. Displacement has also been an important tactic of war used by different sides.

The movement of populations complicates the appearance of a community and shifts the dynamics in a given place. Often parallel administrative structures develop where 'returnees' settle in a place.<sup>103</sup> Furthermore, displacement and returns put significant questions on the tenure, ownership and use of local lands. The remaining insecurity therefore keeps populations mobile and often does not allow for new permanent settlements and for the reconstruction of livelihoods.

One coping mechanism that has developed is that people often split family members to assess situations on the ground and to diffuse risks. While part of the family remains in a camp, another part may explore returning to the rural community site. In addition, for many returning means to entirely rebuild their lives, as often all assets have been destroyed and resources lost. For some, houses have been completely destroyed or they are still occupied by others.

Furthermore, there are numerous ex-combatants among the returnees in South Sudan, which are not always easily accepted back into communities. Thinking about 'interest groups' in view of returnees and ex-combatants in the payam in CDD-type projects is therefore important, as there is high risk that communities have diverse interests and do not all feel included and catered for.

In most areas of South Sudan returns are currently reported, although the numbers do not yet match the numbers of displacement. Many returns are partial in order to 'test the ground', while returnees retain strong connections to their families in refugee camps. Other returns are driven by the difficult conditions in displacement sites. Urban areas appear as a key transit point for returnees, given the availability of information, economic opportunities, and provision of services. Given the recent peace agreement in 2018 and the new unity government, increased returns are anticipated.

When men are killed, injured or have fled for fear of attacks and forced mobilization, women are left alone with children. When in camps, women are vulnerable as they travel for firewood or water, or labor, risking safety.

Women as Combatants: South Sudanese women were also mobilized as soldiers or as supporters during the civil wars. Their involvement in the civil wars has paved the way for their political engagement and the establishment of the Ministry of Gender. Conflicts severely affect South Sudanese women socially, economically, physically and psychologically. Sexual violence has been used as a weapon of war during and even after the civil wars, and women continue to suffer. While many women and girls have voluntarily joined armed groups in South Sudan, many others were forcibly recruited, becoming 'wives' to militia members who do not allow them to leave or return home.<sup>104</sup> Some girls kidnapped by armed groups are forced to fight, or to kill civilians while looting, most are taken to cook and clean.

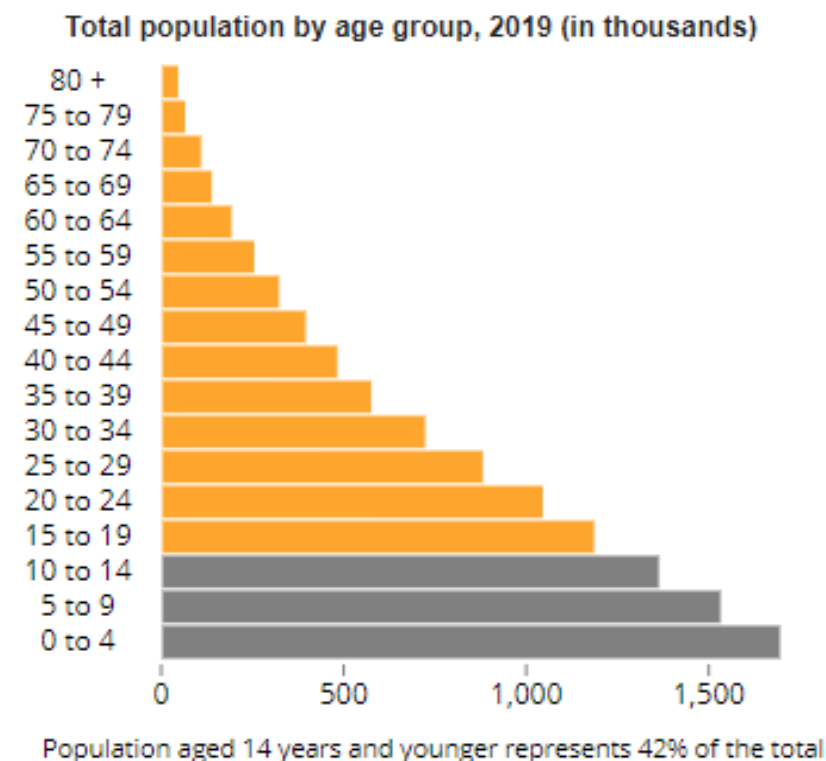
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<sup>103</sup> Pendle et al, 2012, p. 77.

<sup>104</sup> The New Humanitarian, In South Sudan, girls forced into war face gender double standards in peace, 7 January 2019, accessed at: <https://www.thenewhumanitarian.org/news-feature/2019/01/07/south-sudan-girls-child-soldiers-forced-war-face-gender-double-standards-peace>

### 3.4. Youth

South Sudan ranks 3<sup>rd</sup> from bottom on the Youth Development Index (YDI) 2020. Of South Sudan's 11.1 million population in 2019, 42% (4.6 million) are aged 14 and younger. The youth population stands at 2.2 million (aged 15-24 years) or one in five in the country. These factors make South Sudan's youth demographic a powerful force for the future trajectory of human development in the country.



Source: UIS<sup>105</sup>

Figure 5 Population by age group, 2019

As an aggregate measure of youth development, the Commonwealth's Youth Development Index (YDI) captures achievements for young people aged 15-29 on education and skills, health and wellbeing, employment and opportunity, civic and political participation, safety and security, and equality and inclusion. Against this measure, South Sudan ranks 3<sup>rd</sup> among 181 countries with data.

South Sudan has a young population and youth unemployment is a pressing issue to address in order to secure social stability. The small size of the formal sector and the employment of foreigners such as those from Uganda and Kenya as skilled laborers render it difficult to generate youth employment. Not many vocational centres are functional. Those that are functional offer mostly similar courses that may not meet the needs of the market.

Multiple institutions offer vocational training under different government agencies. However, a lack of coordination results in the duplication of courses.

### 3.5. Gender-Based Violence

<sup>105</sup> UNESCO, South Sudan, accessed at: <http://uis.unesco.org/en/country/ss>

About 65 percent of women and girls in South Sudan have been the victim of physical and sexual violence at some point in their lives, with the majority of them experiencing it for the first time before the age of 18.<sup>106</sup> In 33 percent of the cases, the violence was experienced during military raids from a non-partner while in 51 percent cases it was from an intimate partner. Early and forced marriage is another expression of GBV in South Sudan. About 52 percent girls get married before reaching 18. This practice is also linked to poverty and ongoing conflict. Many families receive a bride price, which makes men think of their wives as commodities and thus the wives lose the rights to speak up for themselves<sup>107</sup>.

The patriarchal norms prevailing in South Sudan - especially among the rural population – are an expression of inequitable gender attitudes. South Sudanese women and men think that a husband is justified in beating his wife. The majority of male respondents (77 percent in Rumbek), and female respondents (73 percent in Juba City and 93 percent in Rumbek) agree that violence is justified in at least one of the following circumstances: If a woman goes out without telling her husband, neglects the children, argues with her husband or refuses to have sex.<sup>108</sup> Although there are signs of women being less accepting of GBV, the normalization of violence against women and men and existence of gender inequitable norms minimize the impact of observed attitudes<sup>109</sup>.

The culture of violence and impunity that has emerged from decades of conflict continues to provoke violent behavior toward women inside and outside their home<sup>110</sup>. Across the country, law enforcement services remain weak and police are under-trained and under-resourced. Aside from the Police Special Protection Units (SPUs) that handle SGBV, police are given little training on how to handle cases of GBV and for the most part, they have little knowledge of women's rights<sup>111</sup>.

The economic downturn and loss of livelihoods caused by the conflict forced many women and girls to engage in sex to making a living. Even many female members of the armed groups report physical abuse or rape by fellow group members. Also, conflict and violence exacerbate the exposure and vulnerability of women to GBV. In particular, the proliferation of young male group gangs presents a high-level risk for women, as these groups target women and men in their attacks.

Sexuality issues and domestic violence are considered confidential and are not openly discussed, which promotes a culture of silence around GBV. In general, women and girls who experience sexual and domestic violence do not speak up. When they do report GBV incidents, findings indicate that most GBV cases are reported to community leaders (78.9 percent) and clan heads/members (71.5 percent) while few people report GBV cases to NGOs (14.7 percent), government (47.1 percent) and to religious leaders (38.3 percent). Qualitative findings indicated that community and clan leaders are nearer to the people and hold high levels of trust with community members. However, most social and government institutions that handle sexual and domestic violence cases are male-dominated,<sup>112</sup> which discourages women and girls from reporting for fear of retaliation or social ostracism.

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<sup>106</sup> UNICEF, 2018

<sup>107</sup> World Bank (2019), Strengthening Gender Outcomes in Social Protection and Poverty Focused Programs in South Sudan.

<sup>108</sup> World Bank (2019)

<sup>109</sup> The Global Women's Institute. (2019). Violence Against Adolescent Girls: Trends and Lessons for East Africa.

<sup>110</sup> World Bank 2019

<sup>111</sup> UNECA (2019), National Review of the Implementation of the Beijing Declaration and Platform for Action (1995). Republic of South Sudan.

<sup>112</sup> Kenwill International Limited (2015). Gender Assessment Report Summary, Feed Fortifying Equality and Economic Diversification (FEED), Improved Livelihoods in South Sudan. World Vision South Sudan.

There are common GBV-related issues. First, women are more exposed and vulnerable to GBV due to conflict and poverty. Also, customs such as early marriage and bride price negatively affect women and position them in a subordinate manner vis-a-vis men. Second, lack of employment and sense of worth among young men is another factor that increases violence against women via armed groups. Women often experience a double burden as a result of the change in gender roles, while they have to fulfil traditional gender roles, they are also becoming heads of households and the main breadwinners for their families. Finally, land is a huge issue affecting South Sudan and IDPs in particular. Female returnees face particular GBV vulnerabilities related to claiming land rights without a male counterpart.

The COVID-19 pandemic has increased the GBV risks across the country, as the restrictions on movement have confined women to their homes and camps with their abusers.<sup>113</sup>

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<sup>113</sup> Ministry of Gender, Child and Social Welfare, A Rapid Gender Analysis of Covid-19, Juba 2020.

## 4. Environmental and Social Risk Classification

### 4.1 Risk and Impacts Assessment Methodology

The assessment of impacts is an iterative process underpinned by four key questions: **Prediction:** what change to the physical, chemical or social environment will occur if the project is implemented?; **Evaluation:** what are the consequences of this change? How significant will its impact be on human and biological receptors; **Mitigation:** if it is significant can anything be done about it?; **Residual Impact:** is it still significant after mitigation? Where significant residual impacts remain, further options for mitigation will be considered and where necessary impacts are re-assessed until they are reduced. The figure below shows the methodology that will be used to assess impacts.

Table 4 Risk assessment methodology

		Effects/Consequences						
		Negligible	Small	Medium	High	Very high		
Probability of occurrence	Very likely							
	Likely							
	May occur (50% of the time)							
	Unlikely							
	Very unlikely							
<b>Overall risk rating of the impact</b>	High		Substantial		Moderate		Low	

### 4.2 Identification and Assessment of Risks and Impacts

The environmental and social risk classification for the project is *High*.

Environmental Risks and Impacts: The Environmental Risk Rating of the Project is *Moderate*. Most of the Project's environmental risks and impacts stem from the planned construction works. The locations for infrastructure are not known yet. The construction of 5 new women economic centers, a safe house and the headquarters for the MGCSW and the rehabilitation of other buildings will be small in nature and will be located away from sensitive environmental habitats. Expected risks and impacts include typical civil works concerns, such as disruption/erosion of soil structure, spoils and soil compaction through movement of machinery, air, water and soil pollution through solid and liquid waste, noise and vibration linked to machinery, air pollution through dust from machinery and vehicles, selective destruction of plant cover, and Occupational Health and Safety (OHS) hazards. Further risks and impacts are likely to originate from the sourcing of materials, from increased traffic safety and may in particular impact community health and safety. The project will also support livelihood activities through business plans, where these are of agricultural nature they could bear some minor risks and impacts, for example in relation to use of fertilizer, pesticides and agrochemicals. Furthermore, the project aims to construct facilities that will meet climate adaptation, including renewable energy sources. The provision of climate-resilient infrastructure, for example equipped with solar panels, includes risks of waste generation. On the other hand, the Project

will have climate co-benefits; the installation of solar panels on all infrastructure and its use for all services at off-grid sites will open new labor market opportunities, reduce the use of fossil fuel, and may stimulate the widespread adoption of solar energy. Solar energy will also contribute to reducing emissions from deforestation and from the use of firewood for indoor illumination.

Social Risks and Impacts: The Social Risk Rating of the Project is *High*. The project contains contextual risks in relation to the ongoing fragility in South Sudan, to the current Covid-19 pandemic, to a lack of accessibility of large parts of the country, general safety and security risks for project workers and beneficiaries, as well as a potential lack of access of beneficiaries to project benefits. Furthermore, South Sudan's general government institutions and services are considerably weak, especially at the local level. GBV incidences in South Sudan significantly hamper the safety of women and pose a contextual challenge as well.

Project-specific risks and impacts include the general safety and security to project workers and project-affected persons and assets, community conflicts over beneficiary selection, GBV/SEA/SH risks of project workers and beneficiaries, elite capture and selection bias, weak grievance redress mechanisms, social ills, ethnic tensions between project workers and beneficiaries, exclusion of nomadic groups, inter-communal conflicts, and violent attacks. Further risks and impacts include land and resettlement issues emanating from land selected for new construction works. While it is anticipated that most land will be public, land selection and construction works may further cause loss of economic assets or lack of access to residences, farms, or services. Subprojects with such impacts are included on the negative list and will be avoided. Cultural heritage may only be affected through chance finds during construction works.

The weak institutional capacity of the government institutions and their limited resources can pose further risks for the successful implementation of the project activities. The construction workers will mostly be hired from the local communities, which means that labor influx risks are low. However, some labor related risks include child and forced labor, lack of compliance with national legislation and ESS 2, discriminatory working conditions, SEA/SH risks, as well as OHS issues. Spread of Covid-19 through project interventions is an added risk.

Sexual Exploitation and Abuse / Sexual Harassment (SEA/SH) Risks: The SEA/SH risks for the Project are rated *High*. The prevalence of violence against women and girls in South Sudan is among the highest in the world. Intimate partner violence (IPV), sexual violence and early marriage are common. The conflict, high poverty levels, and the impacts of climate change, natural hazards and most recently Covid-19 have exacerbated GBV in South Sudan. At the same time, GBV services can be limited, especially in rural areas. The SEA/SH specific risks include that men could aim to gain control over resources provided to women entrepreneurs, which could lead to GBV cases, the involvement of external project workers can lead to power differentials between them and local beneficiaries which can lead to SEA/SH incidents, existing GBV in South Sudan could be reinforced by project activities, a lack of GBV referral services, women's access to resources can lead to domestic tensions, and the centers to be constructed through this project could become targets for attacks.



### 4.3 Identification of Risks and Impacts

Table 5 Potential E&S Risks and Impacts

Component	Sub-Component/Activity	Potential Risks and Impacts	Risk Assessment
<u>Component 1:</u> Community Empowerment Support to Women and Girls	<ul style="list-style-type: none"> <li>• Construction of 5 WECCs</li> <li>• Livelihood and life skills</li> <li>• Support to value chain development</li> <li>• Second chance education</li> <li>• Mobile Training and Community Mobilization</li> <li>• Gender norms and behavior training</li> <li>• Outreach and sensitization for political leaders</li> </ul>	<i>Environmental Risks:</i>	
		Noise and vibration linked to machinery (ESS4 and ESS2)	
		Occupational Health and Safety risks from handling equipment (ESS2)	
		Inadequate PPE (ESS 2)	
		Lack of understanding of EHS risks and impacts and of mitigation measures leads to accidents and health impacts (ESS2)	
		Lack of knowledge on monitoring risks and impacts and mitigation measures leads to accidents and health impacts (ESS2)	
		Lack of training on equipment use and maintenance leads to accidents (ESS 2)	
		Spoils and soil compaction through movement of machinery (ESS3)	
		Air pollution through dust and emissions from machinery and vehicles (ESS3)	
		Soil and water contamination and degradation of water bodies caused by discharge of waste (ESS3)	
		Pollution of local surface water sources (ESS3)	
		Generation and dumping of debris (excavated soils) (ESS3)	
		Construction rubble (ESS3)	
		Lack of plan development: Lack of knowledge on how to handle unplanned events (contingency/emergency plans, etc.) leads to environmental and health impacts (ESS3)	
		Use of limited or sensitively located local construction material, such as aggregate and timber (ESS3 and ESS6)	
Feasibility studies, technical design, policies, plans and strategies developed or conducted may have significant E&S impacts or risks (lack of quality of ESIA/ESMP) (ESS3)			
Vehicular traffic during facility construction and operation may potentially cause congestion on the local routes, generate noise, and pose safety hazards for the local population, particularly for children and elderly people (ESS4)			

		Injuries from use of the facilities (ESS4)	
		Risks associated with use of fertilizer, pesticides and agrochemicals (ESS4).	
		Risks associated with hiring security personnel (ESS4)	
		Encroachment into any sensitive habitat and/or protected areas (ESS6)	
		Loss of vegetative cover causing erosion of loose soil (ESS6)	
		Selective destruction of plant cover (ESS6)	
		Waste generation from discarded solar panels (ESS3)	
		<i>Social Risks:</i>	
		Lack of understanding of risks and impacts of sub-projects (ESS1)	
		Lack of safety and security for project workers, project-affected persons and assets (ESS2 and ESS4)	
		Risk of Child labor (ESS2)	
		Risk of Forced Labor (ESS2)	
		Risks of labor influx (ESS2 and ESS4)	
		Discriminatory hiring practices leading to conflicts over provision of employment or contracts - the selection of project partners, local project staff, contractors or other local implementers can lead to grievances, including through perceptions of being left out due to clan, ethnic, gender, or other affiliations (ESS2 and ESS4)	
		SEA/SH for project workers and project-affected persons (ESS2 and ESS4)	
		Community safety risks during construction in the vicinity of project works	
		Spread of Covid-19 and other communicable diseases (ESS4)	
		Lack of accessibility of communities for project implementation (ESS4)	
		Lack of access for beneficiaries to project benefits (ESS4)	
		Community conflicts over beneficiary selection (ESS4)	
		Elite capture and selection bias in selection of beneficiaries (ESS4)	
		Social ills (ESS4)	

		Ethnic tensions among project workers and between project workers and communities (ESS4)	
		Violent attacks (ESS4)	
		Trip hazards resulting from deep excavations at crossing points (ESS4)	
		Lack of adequate budgets for O&M (ESS4)	
		There are significant risks various aspects of forms of gender-based violence (GBV) occurring in relation to the project. These include increased risks of intimate partner violence through project employment opportunities for women which ignore gender dynamics and roles between men and women (ESS4)	
		Community risks in related to Infrastructure and Equipment Design and Safety (ESS4)	
		Impacts on right to land use and assets through permanent or temporary land acquisition (ESS5)	
		Impacts on residential and commercial houses as well as auxiliary domestic structures such as waterholes, extra rooms, latrines etc... (ESS5);	
		Impacts on crops, economic and non-economic tress (in small quantities) (ESS5);	
		Destruction of cultural heritage through chance finds (ESS8)	
		Impacts on cultural properties, such as graves; public infrastructure (relocation of powerlines during infrastructure construction) (ESS8 and ESS5)	
		Lack of access to grievance redress mechanisms (ESS10)	
		Exclusion of vulnerable groups in project activities and consultations (ESS10)	
<u>Component 2:</u> Women's Entrepreneurial Opportunity Facility	<ul style="list-style-type: none"> <li>• Setting up women's opportunity facility</li> <li>• TA and advisory services</li> <li>• Access to grants</li> </ul>	<i>Environmental Risks:</i>  The TOR for the respective TA initiatives lack in compliance with the ESF requirement in cases where the envisaged activities have direct or indirect relationship with the respective ESS standard (ESS 1)	
		<i>Social Risks:</i>	

		Lack of safety of local staff, as they engage in highly volatile environments, including where they are perceived by local populations to have specific biases (ESS2)	
		Lack of safety and security for project workers, project-affected persons and assets (ESS2 and ESS4)	
		Discriminatory selection of beneficiaries leading to conflicts (ESS4)	
		Gaps in information dissemination and outreach due to language accessibility and other barriers (ESS 10)	
		Lack of accessibility of communities for project implementation (ESS4)	
		Lack of access for beneficiaries to project benefits (ESS4)	
		Elite capture and selection bias in selection of beneficiaries (ESS4)	
		Risk of SEA/SH in the selection and process of service delivery Inter-communal conflicts (ESS4)	
		Lack of access to grievance redress mechanisms (ESS10)	
<u>Subcomponent 3a:</u> Services to GBV survivors: GBV Hotline	<ul style="list-style-type: none"> <li>National GBV hotline</li> <li>Support capacity building and training for staff</li> <li>Technical trainings on norms change</li> </ul>	<i>Environmental Risks:</i>  The TOR for the respective TA initiatives lack in compliance with the ESF requirement in cases where the envisaged activities have direct or indirect relationship with the respective ESS standard (ESS 1)	
		<i>Social Risks:</i>  Lack of safety and security for project workers, project-affected persons and assets (ESS2 and ESS4)	
		Lack of accessibility of communities for project implementation (ESS4)	
		Inter-communal conflicts (ESS4)	
		Lack of availability of applicable languages through national GBV hotline (ESS4)	
		Lack of availability of digital gadgets/mobile phones to report cases	
		Lack of access to grievance redress mechanisms (ESS10)	
<u>Subcomponent 3b:</u> Services to GBV	<ul style="list-style-type: none"> <li>Construction of Juba safe house</li> </ul>	<i>Environmental Risks:</i>  Noise and vibration linked to machinery (ESS4 and ESS2)	

survivors: Safe houses for survivors of GBV	<ul style="list-style-type: none"> <li>• Outreach to women's groups, disabled and vulnerable groups</li> <li>• Provision of essential services to GBV survivors</li> <li>• Implementation of MGCSW guidelines for safe houses (management, training of staff)</li> </ul>		
		Occupational Health and Safety risks from handling equipment (ESS2)	
		Inadequate PPE (ESS 2)	
		Lack of understanding of EHS risks and impacts and of mitigation measures leads to accidents and health impacts (ESS2)	
		Lack of training on equipment use and maintenance leads to accidents (ESS2)	
		Spoils and soil compaction through movement of machinery (ESS3)	
		Air pollution through dust and emissions from machinery and vehicles (ESS3)	
		Soil and water contamination and degradation of water bodies caused by discharge of waste (ESS3)	
		Pollution of local surface water sources (ESS3)	
		Generation and dumping of debris (excavated soils) (ESS3)	
		Construction rubble (ESS3)	
		Use of limited or sensitively located local construction material, such as aggregate and timber (ESS3 and ESS6)	
		Feasibility studies, technical design, policies, plans and strategies developed or conducted may have significant E&S impacts or risks (lack of quality of ESIA/ESMP) (ESS3)	
		Vehicular traffic during facility construction and operation may potentially cause congestion on the local routes, generate noise, and pose safety hazards for the local population, particularly for children and elderly people (ESS4)	
		Injuries from use of the facilities (ESS4)	
		Encroachment into any sensitive habitat and/or protected areas (ESS6)	
		Loss of vegetative cover causing erosion of loose soil (ESS6)	
		Selective destruction of plant cover (ESS6)	
<i>Social Risks:</i>			
Lack of understanding of risks and impacts of sub-projects (ESS1)			

		Lack of safety and security for project workers, project-affected persons and assets (ESS2 and ESS4)	
		Risk of Child labor (ESS2)	
		Risk of Forced Labor (ESS2)	
		Lack of safety of local staff, as they engage in highly volatile environments, including where they are perceived by local populations to have specific biases (ESS2)	
		Risks of labor influx (ESS2 and ESS4)	
		Discriminatory hiring practices leading to conflicts over provision of employment or contracts - the selection of project partners, local project staff, contractors or other local implementers can lead to grievances, including through perceptions of being left out due to clan, ethnic, gender, or other affiliations (ESS2 and ESS4)	
		SEA/SH for project workers and project-affected persons (ESS2 and ESS4)	
		Community safety risks during construction in the vicinity of project works	
		Spread of Covid-19 and other communicable diseases (ESS4)	
		Lack of accessibility of communities for project implementation (ESS4)	
		Lack of access for beneficiaries to project benefits (ESS4)	
		Ethnic tensions among project workers and between project workers and communities (ESS4)	
		Trip hazards resulting from deep excavations at crossing points (ESS4)	
		Lack of adequate budgets for O&M (ESS4)	
		Community risks in related to Infrastructure and Equipment Design and Safety (ESS 4)	
		Impacts on right to land use and assets through permanent or temporary land acquisition (ESS5)	
		Impacts on residential and commercial houses as well as auxiliary domestic structures such as waterholes, extra rooms, latrines etc... (ESS5);	

		Impacts on crops, economic and non-economic tress (in small quantities) (ESS5);	
		Destruction of cultural heritage through chance finds (ESS8)	
		Impacts on cultural properties, such as graves; public infrastructure (relocation of powerlines during infrastructure construction) (ESS8 and ESS5)	
		Exclusion of vulnerable groups in project activities and consultations (ESS10)	
<u>Subcomponent 4a:</u> Institutional Strengthening	<ul style="list-style-type: none"> <li>• Construction of HQ for MGCSW</li> <li>• Capacity building and training</li> </ul>	<i>Environmental Risks:</i>	
		Noise and vibration linked to machinery (ESS4 and ESS2)	
		Occupational Health and Safety risks from handling equipment (ESS2)	
		Inadequate PPE (ESS 2)	
		Lack of knowledge on monitoring risks and impacts and mitigation measures leads to accidents and health impacts (ESS2)	
		Lack of training on equipment use and maintenance leads to accidents (ESS2)	
		Spoils and soil compaction through movement of machinery (ESS3)	
		Air pollution through dust and emissions from machinery and vehicles (ESS3)	
		Soil and water contamination and degradation of water bodies caused by discharge of waste (ESS3)	
		Pollution of local surface water sources (ESS3)	
		Generation and dumping of debris (excavated soils) (ESS3)	
		Construction rubble (ESS3)	
		Use of limited or sensitively located local construction material, such as aggregate and timber (ESS3 and ESS6)	
		Vehicular traffic during facility construction and operation may potentially cause congestion on the local routes, generate noise, and pose safety hazards for the local population, particularly for children and elderly people (ESS4)	
Injuries form use of the facilities (ESS4)			

		Encroachment into any sensitive habitat and/or protected areas (ESS6)	
		Loss of vegetative cover causing erosion of loose soil (ESS6)	
		Selective destruction of plant cover (ESS6)	
		Lack of understanding of EHS risks and impacts and of mitigation measures leads to accidents and health impacts (ESS 2, ESS 3, ESS 4)	
		Lack of knowledge on monitoring risks and impacts and mitigation measures leads to accidents and health impacts (ESS 2 and ESS 4)	
		Lack of knowledge on how to handle unplanned events (contingency/emergency plans, etc.) leads to environmental and health impacts (ESS 3 and ESS 4)	
		Lack of proper consideration of EHS impacts/risks in community planning, studies, etc. (ESS 4)	
		<i>Social Risks:</i>	
		Lack of safety and security for project workers, project-affected persons and assets (ESS2 and ESS4)	
		Risk of Child labor (ESS2)	
		Risk of Forced Labor (ESS2)	
		Risks of labor influx (ESS2 and ESS4)	
		Discriminatory hiring practices leading to conflicts over provision of employment or contracts - the selection of project partners, local project staff, contractors or other local implementers can lead to grievances, including through perceptions of being left out due to clan, ethnic, gender, or other affiliations (ESS2 and ESS4)	
		SEA/SH for project workers and project-affected persons (ESS2 and ESS4)	
		Community safety risks during construction in the vicinity of project works	
		Spread of Covid-19 and other communicable diseases (ESS4)	
		Ethnic tensions among project workers and between project workers and communities (ESS4)	
		Risks associated with hiring security personnel (ESS4)	



		Trip hazards resulting from deep excavations at crossing points (ESS4)	
		Lack of adequate budgets for O&M (ESS4)	
		Community risks in related to Infrastructure and Equipment Design and Safety (ESS4)	
		Impacts on right to land use and assets through permanent or temporary land acquisition (ESS5) Impacts on residential and commercial houses as well as auxiliary domestic structures such as waterholes, extra rooms, latrines etc... (ESS5);	
		Impacts on crops, economic and non-economic tress (in small quantities) (ESS5);	
		Impacts on cultural properties, such as graves; public infrastructure (relocation of powerlines during infrastructure construction) (ESS8 and ESS5)	
		Destruction of cultural heritage through chance finds (ESS8)	
		Exclusion of vulnerable groups in project activities and consultations (ESS 10)	

## 5. Project Mitigation Measures and Management of Risks and Impacts

In line with WB ESS 1, for the elaboration and implementation of the environmental and social mitigation measures, the project is adopting the following mitigation hierarchy approach:

1. Anticipate and avoid risks and impacts;
2. Where avoidance is not possible, minimize or reduce risks and impacts to acceptable levels;
3. Once risks and impacts have been minimized or reduced, mitigate;
4. Where significant residual impacts remain, compensate for or offset them, where technically and financially feasible.

The below generic Environmental and Social Management Plan (ESMP) lists the prevention, minimization, mitigation and compensation activities for each activity's risks and impacts. It disaggregates them by ESS. The generic ESMP presents standardized management and mitigation procedures for handling environmental and social risks resulting from the project in the local context. The generic ESMP should therefore serve as a reference on risks and impacts during construction and operational phases and in regards to the associated international industry best practices and mitigation measures that can be planned and implemented throughout the project life cycle. The items in the generic ESMP can serve as a template for site-specific mitigation and monitoring measures to be included in site-specific ESIA and ESMPs. The preparation of specific ESIA and ESMPs will require further site-specific social assessment.

## 5.1 Environmental and Social Management Plan (ESMP)

Table 6 Project ESMP and Monitoring Table

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
<b>ESS 1: Environmental and Social Assessment</b>										
Lack of understanding of risks and impacts of sub-projects	Screen each subproject prior to implementation  Prepare all relevant E&S instruments to mitigate risks and impacts  Raise awareness of E&S risks	X			% of subprojects that have been screened  # of additional E&S instruments prepared	X	x		UNW / Contractor	
The TOR for the respective TA initiatives lack in compliance with the ESF requirement in cases where the envisaged activities have direct or indirect relationship with the ESF	Include all relevant E&S provisions into every Request for Proposals or TOR, and in every contract	X			% of RFPs or TOR contain all relevant provisions on E&S	X	x		PMU and UNW	
<b>ESS 2: Labor and Working Conditions</b>										
Occupational Health and Safety risks	Train workers appropriately on OHS risks, hazards and safe handling of equipment		X		# of safety incidents  # of GRM grievances filed		X		UNW / Contractor	

<sup>114</sup> The costs cannot be fully determined at this stage. They will be calculated for each activity in the activity-specific ESMPs.

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
	<p>and procedures, based on EHS Guidelines on OHS<sup>115</sup></p> <p>Provide appropriate PPE, continuous reminders to use PPE, use of signage and continuous supervision, based on EHS Guidelines on OHS</p> <p>Communicate and implement GRM/workers' GRM</p> <p>Develop and implement C-ESMP including OHS</p> <p>Implement Labor Management Procedures (LMP) (see annex 4) / especially in regards to OHS</p>				# and type, and timeliness (as per GRM description) in responses to worker grievances					

<sup>115</sup> IFC, Environmental, Health and Safety Guidelines, accessed at: [https://www.ifc.org/wps/wcm/connect/topics\\_ext\\_content/ifc\\_external\\_corporate\\_site/sustainability-at-ifc/policies-standards/ehs-guidelines](https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/policies-standards/ehs-guidelines)

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
	<p>Include OHS requirements into bids and contracts</p> <p>Contractor bid and contract to include various OHS requirements</p> <p>Report significant OHS incidents</p>									
Inadequate PPE for workers	<p>Provide appropriate PPE, continuous reminders to use PPE, use of signage and continuous supervision of availability and use of PPE, based on EHS Guidelines on OHS</p> <p>Communicate and implement GRM/workers' GRM</p>		X		<p># of safety incidents</p> <p># of GRM grievances filed</p> <p># and type, and timeliness (as per GRM description) in responses to worker grievances received</p>		X		UNW / contractor	
<p>Risk of Child labor</p> <p>Risk of Forced Labor</p>	<p>Comply with the labor management procedures (LMP, see Annex 4), including</p> <ul style="list-style-type: none"> <li>▪ Comply with minimum age set for all types of work (in compliance with</li> </ul>		X		<p># of worker's violations (child, forced labor)</p> <p># of existence/maintenance of a labor registry of all contracted% of</p>		X		UNW / contractor	

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
	<p>national laws and ESS2) and document age of workers upon hiring</p> <ul style="list-style-type: none"> <li>▪ Verify age of workers with communities where required</li> <li>▪ Conduct a track record search of the contractors at the bidding process (record of health and safety violations, fines, consult public documents related to workers' rights violations, GBV/SEA/SH issues etc.)</li> </ul> <p>Raise awareness of communities/suppliers to not engage in child labor</p> <p>Consider ending of contract in case of violations</p>				<p>workers with age verification</p> <p># of awareness campaigns</p>					

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
Risks of labor influx	<p>Set up local workforce minimum content for the contractors</p> <p>Disclose to communities local workforce content requirement</p> <p>Investigate possibility of providing training to local communities on general jobs during the planning phase</p> <p>Maximize the use of local suppliers (for food, water, services etc.)</p>		x		<p>% of local workforce hired</p> <p># Number of sensitization/awareness events within communities</p> <p># of local suppliers used</p>		x		UNW / Contractor	
Discriminatory hiring practices leading to conflicts over provision of employment or contracts - the selection of project partners, local project staff, contractors or other local implementers can lead to grievances, including through perceptions of being left out due to clan, ethnic, gender, or other affiliations	<p>Ensure Project GRM are accessible</p> <p>Introduce transparent procedures for hiring and advertise job opportunities widely</p> <p>Provide workers' GRM</p>		x		<p># of GRM grievances filed</p> <p># of workers' grievances filed</p>		x		UNW / contractor	
SEA/SH for project workers and project-affected persons	Implementation of LMP (see Annex 4), including		x		% of workers that signed CoCs		x		UNW / contractor	

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
	<p>signing of CoC by every worker at hiring.</p> <p>Implementation of GBV Action Plan</p>				GBV Action Plan implemented					
Lack of safety and security for project workers, project-affected persons and assets	<p>Implement Security Risk Assessment</p> <p>Prepare local Security Management Plan (SMP)</p> <p>Prepare and implement Local Security Activity Plans – as per Project SMP (separate confidential document)</p>		X		# of local security Activity Plans		X		UNW /Contractor	
Lack of understanding of EHS risks and impacts and of mitigation measures leads to accidents and health impacts	Train all workers in EHS as part of daily toolbox talks		x		# Number of trainings provided to workers			x	UNW / contractor	
Lack of knowledge on monitoring risks and impacts and mitigation measures leads to accidents and health impacts	Ensure contractor deploys qualified EHS staff		x		% of CVs of contractor's EHS staff that are satisfactory			x	UNW / contractor	
Lack of safety of local staff, as they engage in highly volatile environments, including where they are perceived by local populations to have specific biases	<p>Implement Project SMP (separate confidential document)</p> <p>Implement Security Risk Assessment</p>		x		# of Local Security Activity Plans			x	UNW / contractor	



Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
	Prepare local Security Management Plan  Prepare and implement Local Security Activity Plan									
<b>ESS 3: Resource Efficiency and Pollution Prevention and Management</b>										
Spills and soil compaction through movement of machinery	Avoid working on wet soil  Cover soils with vegetation or mulch		X		% of soil covered with vegetation		X		UNW / Contractor	
Contamination of groundwater through waste disposal	Untreated waste effluents from the construction sites shall not be released into drinking water sources, cultivation fields, irrigation channels or critical habitats.  GRM in place		X		# of GRM cases filed  # of incidents of water contamination based on regular testing		X		UNW / Contractor	
Generation and dumping of debris (excavated soils)	Prepare waste management plan  Contractor to prepare C-ESMP		X		# of up to date waste management plans available  # of C-ESMPs available		X		UNW / Contractor	

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
Use of limited or sensitively located local construction material, such as aggregate and timber  Overexploitation of resources (timber, water, sand, stones)	If timber is exploited, plant additional trees for recovery		X		# of trees planted		X		UNW / contractor	
Loss of vegetative cover causing erosion of loose soil	Avoid or minimize clearing of vegetation during preparation for rehabilitation and construction works in the targeted areas, to reduce chances of soil erosion  Proceed to revegetation when possible with native trees and vegetation after vegetation removal  Careful design siting of the sub-project site to avoid soil erosion  Rehabilitation of borrow pits sites after extraction		X		# of ha of vegetation cleared  % of vegetation rehabilitated  # of rehabilitation of borrow pits		X		UNW / Contractor	

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
Construction rubble	Prepare waste management plan for subproject activity  Contractor to prepare C-ESMP		x		# of up to date waste management plans  # of C-ESMPs		x		Contractor / UNW	
Pollution of local surface water sources	Ensure that design of the facility and appropriate construction planning and construction activities do not cause any soil erosion or degradation.  Spoils and excess soil if generated will be disposed of appropriately. Borrow areas will be dressed to minimize safety hazards and soil erosion		x		% of appropriate designs prepared		x		Contractor / UNW	
Vehicular traffic during facility construction and operation may potentially cause congestion on the local routes, generate noise, and pose safety hazards for the local population, particularly for children and elderly people	Training and licensing of industrial vehicle operators in the safe operation of specialized vehicles.  Ensure drivers undergo medical surveillance		x		% of drivers that have undergone medical surveillance  % of construction vehicles that have undergone recent inspection		x		UNW / Contractor	

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
	<p>Establish rights of way, site speed limits, vehicle inspection requirements, operating rules and procedures</p> <p>Include traffic and road safety into the daily toolbox talks.</p> <p>Emphasize safety aspects among drivers</p> <p>Improve driving skills of drivers</p> <p>Adopt limits for trip duration, e.g. 8 hours at a time</p> <p>Arrange driver rosters to avoid overtiredness</p> <p>Preassign routes by construction vehicles (project management, contractor, and traffic authorities) before construction starts.</p>				# of road safety toolbox talks held					

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
	Regular maintenance of vehicles and use of manufacturer approved parts to minimize potentially serious accidents caused by equipment malfunction.									
Generation of a wide range of waste effluents (waste water from cleaning, oil spills)	<p>Employ technologies that are least polluting and technically feasible</p> <p>Recycling of waste effluents will be carried out as far as possible and practical</p> <p>It will be ensured that the wastes are not released into any drinking water source, cultivation fields or critical habitat</p> <p>Waste effluents will be not be released into irrigation channels – based on EHS Guidelines on Wastewater and Ambient Water Quality</p>		x		<p># of Logs for vehicle maintenance</p> <p># incidents of waste effluents released into water</p>		x		UNW / Contractor	

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
	All wastewater discharges are to meet applicable country laws/regulations and WB Environmental, Health and Safety Guidelines (EHSGs) (General and sector-specific)									
Generation and dumping of debris (excavated soils)	Prepare waste management plan  Contractor to prepare C-ESMP		x		% of subprojects with design and completion of daily monitoring report on all construction activity  # of waste management plans  % of subprojects with C-ESMP available		x		UNW / Contractor	
Waste generation through discarded solar panels	Implement a safe disposal procedure for broken, end of life solar panels (to be installed on top of certain infrastructures)			x			x		Ministry	
Lack of plan development	Provide training in planning, contingency and emergency planning			x	# of trainings provided			x	UNW / PMU / relevant authorities	

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
Lack of knowledge on how to handle unplanned events (contingency/emergency plans, etc.) leads to environmental and health impacts	to communities and local authorities									
Feasibility studies, technical design, policies, plans and strategies developed or conducted may have significant E&S impacts or risks (lack of quality of ESMPs, RAPs)	Monitoring of field research for E&S assessments Review of ESMPs Review of C-ESMPs	x			% of field research for assessments that have been monitored  % of ESMPs and C-ESMPs that have been reviewed			x	UNW	
<b>ESS 4: Community Health and Safety</b>										
Air pollution through dust and emissions from machinery and vehicles	High level maintenance of the vehicles to reduce the vibrations  Selecting equipment with lower sound power levels  Installing suitable mufflers on engine exhausts and compressor components  Equipment casing  Planning activities in consultation with local		x		% of vehicles that have been recently maintained  % of vehicles with mufflers installed  # of community consultations around planning		x		UNW / Contractor	

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
	<p>communities so that activities with the greatest potential to generate noise are planned during periods of the day that will result in least disturbance.</p> <p>Suitable wet suppression techniques need to be utilized in all exposed areas</p> <p>All unnecessary traffic must be strictly limited on site speed controls are to be enforced</p> <p>Monitor exhaust emissions to ambient air, waste pollutant releases to land and water.</p>									
Dust Emission (air quality)	Suppress dust during construction by water spraying and dampening where necessary		X		<p># of complaints on dust emissions</p> <p>% of workers that use dust masks</p>		X		UNW / Contractor	



Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
	<p>Practice good general housekeeping at the work site sweep off the drilled-out materials</p> <p>Provide fit to work PPEs (dust masks) for all workers involved in the construction/rehabilitation</p> <p>Implement speed limit for the heavy machinery</p> <p>Cover trucks carrying soil, sand and stone with tarpaulin sheets to dust spreading</p>				# of trucks covered with a tarpaulin					
Noise and vibration linked to machinery	Carry out community consultations before commencing the construction activities, informing the nearby population on the construction activities and possible impacts such as noise and additional vehicular traffic		x		# of consultations implemented		x		UNW / Contractor	

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
Injuries from use of facilities	<p>Ensure design of facilities is appropriate</p> <p>Install safety signage where applicable</p>			X	<p>% of designs that do not have safety considerations</p> <p>% of facilities that do not have relevant safety signage installed</p>			X	UNW / Relevant Authority	
Risks associated with fertilizer, pesticides and agrochemicals (e.g. pesticides used may cause surface and ground water pollution, leading to potential (temporary) reduced availability of drinking-water)	<p>Apply pesticides only in areas where this is needed and with the recommended dosage.</p> <p>During application of this pesticide, ensure precautionary measures are adhered to as guided by the Material Safety Data Sheet of the pesticide in use</p> <p>Provide training to beneficiaries on use of fertilizers, pesticides and agrochemicals</p> <p>Prepare Pest Management Plan (PMP) if required (see annex for outline)</p>		X		# of trainings provided to communities		X		UNW	

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
Community safety risks during construction in the vicinity of project works	<p>Ensure that excavation sites are fenced off</p> <p>Ensure that safety signage is in place where applicable</p>		X		<p>% of excavation sites that are not fenced off</p> <p># of cases detected where safety signage at the construction site have not been put in place</p>		X		UNW / Contractor	
Spread of Covid-19 and other communicable diseases	<p>Community awareness sessions on communicable diseases</p> <p>Implement COVID-19 protection measures (hand-washing stations, provision of face masks, etc..)</p>		X		<p># of community awareness sessions held</p> <p># of incidents reported where protection measures have not been followed</p>		X		UNW / Contractor	
Lack of accessibility of communities for project implementation	<p>Make accessibility a selection criteria</p> <p>Budget sufficiently for entering remote communities</p>	X			# of subprojects with insufficient budget to cater for remoteness of community			X	UNW	
Lack of access of project beneficiaries to project benefits	Implement SEP and ensure provision of project information	X	X		# of information sessions held in the community as compared to planned sessions		X		UNW	

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
					# of vulnerable groups addressed through information dissemination					
Community conflicts over beneficiary selection	Transparency and communication/public disclosure of beneficiary selection criteria (SEP)  Communicate and implement GRM		x	x	# of communication events as per SEP implemented as compared to planned events  # of GRM cases filed			x	UNW / Contractor	
Elite capture and selection bias in selection of beneficiaries	Transparency and communication of beneficiary selection criteria (SEP)  Communicate and implement GRM		X	X	# of communication events as per SEP implemented  # of GRM cases filed			X	UNW / Contractor / Relevant authority	
Ethnic tensions among project workers and between project workers and communities	Transparency and communication of beneficiary selection criteria (SEP)  Communicate and implement GRM  Enforce CoC at workplace		X	X	# of communication events as per SEP implemented  # of GRM cases filed			X	UNW / Contractor / Relevant authority	
Violent attacks	Implement Project SMP (separate confidential document)		X		# of local security Activity Plans		X		UNW / Contractor	

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
	Implement Security Risk Assessment  Prepare local Security Management Plan  Prepare and implement Local Security Activity Plan									
Vehicular traffic during facility construction and operation may potentially cause congestion on the local routes, generate noise, and pose safety hazards for the local population, particularly for children and elderly people	Prepare traffic management plan, based on EHS Guidelines on Traffic Safety  Hold Community consultations before the construction  Safety signage will be erected at appropriate places  Safe driving practices will be promoted among the drivers  Publicize hotline numbers for GRM  GRM will be put in place		x		#. of traffic safety incidents		x		UNW / Contractor	

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
Labor influx heightens risks of GBV/SEA	Implementation of LMP (see annex 5), including signing of CoC by all workers at point of hiring  Implementation of GBV Action Plan		x		% of workers that signed CoCs  % of workers that completed GBV/SEA training			x	UNW / Contractor	
Risks associated with hiring security personnel	Implement the SMP  Adopt and enforce standards, protocols and codes of conduct for the selection and use of military and security personnel, and screen such personnel to verify that they have not engaged in past unlawful or abusive behavior, including sexual exploitation and abuse (SEA), sexual harassment (SH) or excessive use of force;  Ensure that PMU enters into a memorandum of understanding (MoU), with the Ministry of Defense setting out the		x		SMP implemented  # of personnel who have completed security training.		x		PMU / UNW	

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
	arrangements for the engagement of the military and security personnel under the Project Ensure that such personnel is adequately instructed and trained, prior to deployment and on a regular basis, on the use of force and appropriate conduct (including in relation to civilian-military engagement, SEA and SH, and other relevant areas), as set out in the Project Operations Manual, SMP and LMP.									
Security risks for project workers	Implement Project SMP (separate confidential document)  Implement Security Risk Assessment  Prepare local Security Management Plan		x		# of Local Security Activity Plans			x	UNW / Contractor	

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
	Prepare and implement Local Security Activity Plan									
Increased levels of vibration and noise from moving of construction vehicles and machinery	<p>Select equipment with lower sound power levels</p> <p>Install suitable mufflers on engine exhausts and compressor components in cases where the service provider uses generators</p> <p>Provide fit to work PPEs (ear plug/earmuffs) for all workers involved in the areas with elevated noise levels</p> <p>Coordinate with the office users/staff as to determining timing and more importantly what specific noise controls and mitigations may be needed at the site</p>		X		# of complaints received through the GRM		X		UNW / Contractor	



Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
	<p>Install acoustic enclosures and/or use vegetation as sound buffer for equipment casing radiating noise i.e. generator</p> <p>The contractor should use equipment that is/are in good working condition and are periodically maintained</p>									
Trip hazards resulting from deep excavations at crossing points	<p>Control site-specific factors which may contribute to excavation slope instability</p> <p>Provide safe means of access and egress from excavations</p>		x		<p># of sites where excavation slope instability controlled</p> <p># of incidents/hazards/near misses reported</p>			x	UNW / Contractor	
Lack of training on equipment use and maintenance leads to accidents	Provide sufficient training to workers		x		% of workers that complete training			x	UNW / Contractor	
Lack of adequate budgets for O&M	Ensure sufficient O&M budget from relevant authorities prior to construction	x		x	<p># of subprojects with sufficient budget for O&amp;M guaranteed</p> <p>% of projects with insufficient budget</p>			x	UNW / Relevant authorities	

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
GBV risks: increased risks of intimate partner violence through project employment opportunities for women which ignore gender dynamics and roles between men and women	Implementation of GBV/SEA Action Plan		x	x	GBV Action Plan implemented		x		UNW / Contractor	
Community risks in related to infrastructure and equipment design and safety	Inclusion of buffer strips or other methods of physical separation around project site to protect community  Engineers responsible for designing constructing facilities, buildings should certify the applicability and appropriateness of the structural criteria employees		x	X	Buffer strip included at construction site  % of project that do not have appropriate designs			x	UNW / Contractor / PMU	
<b>ESS 5: Involuntary Resettlement</b>										
Impacts on right to land use and assets through permanent or temporary land acquisition  Risk of providing financial incentive for VLD	Prepare Voluntary Land Donation (VLD) (with consideration for land owned by women or poor community members and those with small plots of land. Consider backyard	X	X		# of VLDs prepared		X		UNW	

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
	gardens of women critical for food security)  Use public land where possible and avoid VLD  If VLD not possible, activity will be ruled out									
Impacts on residential and commercial houses as well as auxiliary domestic structures such as waterholes, extra rooms, latrines etc...	Avoid impacts through identification of alternatives	X			# alternatives identified	X	x		UNW	
Impacts on crops, economic and non-economic trees (in small quantities)  Impacts on community assets, such as water points	Avoid impacts through identification of alternatives	X			# alternatives identified	X	x		UNW	
Impact on cultural properties, such as graves; public infrastructure (relocation of powerlines during infrastructure construction)	Avoid impacts through identification of alternatives	X			# alternatives identified	X	x		UNW	
<b>ESS 6: Biodiversity Conservation and Sustainable Management of Living Resources</b>										
Encroachment into any sensitive habitat and/or protected areas	Ensure that local routes are not blocked by works  Ensure that natural drainage paths are not		X		# of surveys of any plants to be cut down that have been completed at design		X		UNW / Contractor	

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
	blocked by the establishment of subprojects  If trees are to be cut for any subprojects, the implementing agency will carry out compensatory plantation of appropriate indigenous tree species. Trees thus planted will be at least four times the number of trees felled for establishing the subproject				stage and completion stage  # of blockages identified % of trees planted as compared to trees felled					
Loss of vegetative cover causing erosion of loose soil  Selective destruction of plant cover	Only destroy plant cover where necessary  Ensure re-vegetation after completion of construction		X		# of subproject sites that have been re-vegetated after construction			X	UNW / Contractor	
<b>SS 7: Indigenous Peoples and Historically Underserved Communities</b>										
Conflicts over the allocation of project resources. This is a risk at all levels, even at the community level beneficiary targeting creates winners and losers and can fuel grievances leading to violence	Conduct brief contextual analysis before entering counties		x		# of Contextual analysis conducted			x	UNW	

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
Project staff could be seen, justified or not, as biased and partial leading to tensions and grievances over subproject implementation. This could spark grievances and tensions in the beneficiary community over perceived biases in the selection of subproject locations, beneficiaries or project partners	Implement GRM at community level  Conduct stakeholder consultations as per SEP  Disseminate information		x		# of GRM cases filed			x	UNW	
<b>ESS 8: Cultural Heritage</b>										
Chance Finds	Implement chance find procedures (see Annex 2)		x		# of Chance find procedures implemented		x		UNW / Contractor	
Encroachment into any sites of archeological, cultural, historical, or religious significance	Use of historical/scientific data and inclusive stakeholder engagement to ensure that subprojects will not be located in graveyards or on land of spiritual or other cultural significance  The 'chance find' procedures will be included in the scheme agreements for use where applicable		x		# of Chance find procedures implemented  # of local stakeholder consultations implemented		x		UNW	

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
<b>SS 10: Stakeholder Engagement and Information Disclosure</b>										
Exclusion of vulnerable groups in project activities and consultations	<p>Implement SEP</p> <p>Identify minority, marginalized and disadvantaged communities in project sphere of influence.</p> <p>Establish and maintain continuous liaison with the communities including marginalised groups to sensitize them on the project objectives and design.</p> <p>Use innovative communication means to reach the communities with information on the project.</p> <p>Establish GRM structures in the communities and sensitize the communities on the project GRM.</p>		x		<p># of marginalized communities assessed</p> <p># Local languages used in communication</p>			x	UNW	

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>114</sup> (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
	Apply local languages in communication									
Lack of access to GRM	Implement GRM Implement Workers' GRM	X	X	X	# of GRM cases filed and addressed	X	X		UNW	

## 6. Institutional and Implementation Arrangements

Project Steering Committee (PSC). A high-level an inter-agency PSC will provide project oversight. Implementation progress and troubleshooting will occur at the PSC with input from the PMU. Chaired by MGCSW, members will include the Ministry of Finance; Ministry of Agriculture; Ministry of Health; Ministry of Culture, Youth, and Sports; Ministry of Housing, and the Ministry of Labor. Other ministries and agencies may participate in the PSC as needed, for example the Women’s Chamber of Commerce and Women’s Entrepreneurs Association. The PSC will provide broader strategic oversight, policy guidance, and ensure consistency of project activities with national policies. The PSC will conduct periodic implementation progress and compliance reviews, perform trouble shooting functions particularly in the event of disputes, liaise with high level law enforcement agencies to ensure project security and validate strategic course corrections that may be recommended by the PMU or UN Women. The organization and implementation arrangements of the PSC are detailed in the Project Operations Manual (POM).

The MGCWS will be the implementing agency and will take on the overall lead and coordination role of the Project. It will monitor UN Women’s performance vis-à-vis the Output Agreement and the project progress, it will help solve technical or political bottlenecks, and agree on any course correction necessary. The MGCSW will monitor project activities through its staff at the state level. However, it’s role will otherwise be limited to procurement, financial management, and to project management as the Project Management Unit (PMU), project oversight and capacity development. It will ensure the implementation of stakeholder engagements based on the Project’s SEP, and will administer the GRM and communication activities.

The PMU will include qualified staff and resources to support the management of all E&S risks and impacts of the Project. For this purpose it will recruit one Environmental Safeguards Specialist, one Social Safeguards Specialist, one Gender Specialist and one GBV Specialist. All of them will be full time project staff. The Environmental and the Social Safeguards Specialists will be responsible for the monitoring of the compliance with this ESMF, the SEP and the Security Risk Management instruments. Where necessary, they will discuss corrective measures with UN Women. They will further receive additional E&S instruments, such as ESIA or ESMPs, from UN Women for sub-projects. The team will review these instruments and submit them to the World Bank for clearance. Both, the Environmental and Social Safeguards Specialists will receive quarterly E&S reports from UN Women, and will prepare the E&S inputs for the Project Quarterly Progress Report to the World Bank. While the Environmental Safeguards Specialist will in particular focus on any environmental, health and safety tasks, the Social Safeguards Specialist will be responsible for any aspects regarding social development issues, labor risk management, land and resettlement, as well as stakeholder consultations and the GRM. The Gender and the GBV Specialists will be dedicated to programmatic tasks, but will also ensure the implementation of the GBV/SEA Action Plan, as well as assist the Social Safeguards Specialist with any GBV related grievances received through the GRM. The entire PMU E&S team will review UN Women’s E&S performance on a quarterly basis.

The PMU will flag any performance concerns to the Project Steering Committee (PSC). The PMU will endorse consolidated technical and financial management reports from UN Women and the Implementing Agency (IA) under component 2.

UN Women: UN Women will be contracted 60 days from the date of effectiveness. Finances are channeled through the government, which contracts UN Women. UN Women will be responsible for the delivery of



most activities while also assisting in building the capacity of the MGCSW in Project Management. Consultants will be deployed to support the implementation through the staffing of the PMU and to guarantee capacity building support to the MGCSW. In addition, an independent and competitively sourced firm will act as Implementing Partner (IP) for the implementation of the Women’s Entrepreneurial Opportunity Facility. This IP will be contracted by UN Women. UN Women, under the supervision of the PMU, will further implement the GRM and will be implementing most capacity building and trainings.

UN Women will sign an output agreement with the MGCSW for the activities for which it has direct implementation responsibility. In the output agreement UNWOMEN will be required to maintain a core group of dedicated staff at its office in Juba. For example, this will include the recruitment of a procurement specialist and a senior supervising engineer who will manage the implementation of all physical works under the project. The total cost of civil works under the project is around 25 percent of project financing i.e., i) construction and rehabilitation of 5 WECCs to a common design template, ii) construction of GBV safe house, and iii) construction of a new headquarters for the MGCSW. UN Women will also be required to hire a market-based planning, design and supervision firm to oversee these civil works to mitigate delivery risk. UN Women’s capacity will be supplemented at both the regional and global levels with in-house expertise as and when required.

UN Women in South Sudan is *the* lead agency under the UN Sustainable Development Cooperation Framework (UNSDCF) on empowerment of women. Since 2016, it has been building on this mandate and has longstanding experience in advancing women’s rights and promoting gender equality, protection, and women economic empowerment. It is a respected agency in the country by all stakeholders working on gender equality issues who were consulted during project preparation, UN Women has country, regional and international linkages and the institutional capacity to mobilize support among development partners including the government, women networks, youth groups, civil society and private sector drawing from their synergies in following-up actions for sustaining programs. Its strong partnership with the MGCSW and grassroot women movements and its networking with CSOs, its field presence and its experience in providing protection and comprehensive economic empowerment solutions to marginalized women and youth has enabled the WECCs it has implemented to be more sustainable and to be a major contributor to the promotion of peace and gender equality.

Table 7 Role of UN Women

Role of UNWOMEN		USD\$
<b>Component 1 – Community Empowerment Support to Women and Girls</b>		
Establishing Support WECCs	<ul style="list-style-type: none"> <li>- Contracting of specialist design, planning and supervision firm to manage design and construction</li> <li>- Contracting for CSO service delivery at WECCs locations</li> </ul>	29m
<b>Component 2 - Women’s Entrepreneurial Opportunity Facility</b>		
Window for enhancing the capabilities of women entrepreneurs and their firms	<ul style="list-style-type: none"> <li>- Contracting of implementing partner to manage window</li> </ul>	10m (but delivery done through a 3 <sup>rd</sup> party implementing partner)
<b>Component 3 - Services to GBV Survivors</b>		

Subcomponent 3a: National GBV Hotline (USD\$3 million equivalent)	- Contracting for facilities, services and training	3m
Subcomponent 3b: A Safe House Facility for Survivors of GBV	- Contracting of specialist design, planning and supervision firm to manage design and construction - Contracting for service delivery and training	5m
<b>Component 4 - Institutional Strengthening and Project Management</b>		
Sub-component 4a: Institutional Strengthening	- Contracting of specialist design, planning and supervision firm to manage design and construction	5m
	- Contracting for training of social workers	4m
	- Contracting of capacity building activities of the MGCSW	6m
Sub-component 4b: Project Management	- UN Women	3.5m
<b>Total</b>		<b>65.5m</b>

UN Women will mobilize additional staff as needed to ensure the sound E&S management of the Project on short-term or long-term assignment. This will include a Health, Safety, Security and Environmental (HSSE) Specialist to oversee all construction-related Occupational Health and Safety (OHS) risks and operational phase Environmental Health and Safety (EHS) risks. The HSSE Specialist will assess the E&S capacity of any contractors, and will monitor E&S risk mitigation implementation on construction sites and during operation during the course of the project. Further, UN Women will be staffed with one Environmental Safeguards Specialist and one Social Safeguards Specialist to assist with general monitoring, supervision and reporting of E&S compliance to the PMU. The E&S Safeguards Specialists will contract specialist consultants for the preparation of ESIA and ESMPs where applicable. Other specialists include one Gender Specialist and one GBV Specialist to oversee risk mitigation on specific risks, including in regards to GBV/SEA, labor management, and social inclusion.

The PMU will hire a third-party monitoring agent (TPM) within 180 days from the Effectiveness Date. The TPM shall among other responsibilities, monitor Environmental Social Health and Safety (ESHS) compliance in all Project components, including compliance with the ESCP, this ESMF, and the SEP. The TPM will have specialist consultants included that have the required capacity to monitor HSSE and GBV related issues. The TOR for the TPM will include an HSSE Specialist and a GBV Specialist. Terms of reference for TPM with clear roles and deliverables for engagement will be prepared by the PMU and cleared by the World Bank.

At the State level, MGCSW staff will play a critical role in ensuring local governments are fully aware of the project and its activities; and it will monitor UN Women's activities. The staff at state level will work closely with the PMU E&S Specialists and will be trained in the monitoring of relevant E&S risk mitigation measures.

Contractors: Contractors will be implementing E&S mitigation measures as laid out in the ESMF and subsequent ESIA/ESMPs. Mitigation measures required will be included in all procurement and bidding documentation, including in Bills of Quantities (BoQs), and will be costed in agreements with the contractors. The contractors will be obliged to ensure that staff with EHS experience and capacity is involved in construction works and can fulfill the reporting requirements on E&S, and can guide and supervise all workers, including community workers.

## 7. Environmental and Social Screening Process

### 7.1 Screening Process

The PMU will provide oversight of all E&S screening processes. UN Women will be responsible for the screening of all its respective activities. The screening will be based on the Social and Environmental Screening Form (see Annex 1). The Environmental and Social Safeguards Specialists in UN Women will be responsible for all E&S screening of activities, in close coordination with the engineers working on subproject planning and design.

All proposed subprojects will be subjected to a screening process to determine and assign an environmental and social risk rating to each activity / subproject. The screening will also assist in further identifying potentially sensitive environmental and social receptors likely to be negatively impacted. The outcome of the screening will determine whether a) the activity is *high* risk or substantial risk and will be screened out (see Section 7.4. for a negative activity list), b) a site-specific Environmental and Social Impact Assessment (ESIA) will be required, c) whether an Environmental and Social Management Plan (ESMP) is sufficient (for *moderate* subprojects), or d) whether the subproject does not require any additional E&S instrument, but will simply comply with the relevant mitigation measures listed in this ESMF (for *low* risk subprojects). The types of ESMPs to be prepared will depend on the complexity of the subproject, it can either be a simplified ESMP, a detailed ESMP done internally, or an ESMP that is prepared by a consultant. Internally prepared ESMPs will be prepared by UN Women. It is expected that all construction subprojects will require a full ESMP, while most other activities do not require additional E&S instruments.

The screening report will further help to determine which ESF standards are applicable and which steps need to be taken and which provisions or procedures apply, as laid out in this ESMF.

The E&S screening process involves: a) reconnaissance of the subproject areas/routes and their surroundings, b) identification of the major subproject activities and c) preliminary assessment of the impacts of these activities on the ecological, physicochemical and socio-economic environment of the subproject surrounding areas. The screening form may need to be reviewed and updated during the process to accommodate other variables.

Where full or partial site- or activity-specific ESIA's and/or site-specific ESMPs are required, the costs are budgeted for in the budgets of the respective activity. The results of the assessments could change the assumptions made in this ESMF and thus also the justifications for some of the interventions as having moderate impact.

Following the screening process, the PMU and Un Women will assign all the proposed sub-projects into one of the following E&S risk levels (High, Substantial, Moderate, Low), aligned with the ESF risk classification. In terms of social risks, mitigation measures will be implemented independent from the size and environmental category of the physical infrastructure; this includes stakeholder engagement activities along the SEF, GBV/SEA Action Plan, and SMP.

Table 8 Risk Categories

Risk Category	Nature of Risk and Impact	Examples
<b>Low Risk</b>	Activities that do not have a physical footprint. These will not require E&S instruments preparation, however, E&S clauses in the contract are recommended (to be prepared by the PMU prior to bidding process)	Purchase of furniture; communication and translations; Small training and workshops; management of funds and grants; management of social protection activities
<b>Moderate Risk</b>	Activities that have low to moderate E&S risks and impacts, including that are site specific, temporal and reversible in nature. In addition to the E&S clauses in the contract, these activities may require an ESIA that will collate findings into a detailed ESMP, or only an ESMP. Contractors will also be required to prepare C-ESMPs. Furthermore activities may require risk mitigation measures laid out in the GBV Action Plan, Security Management Plan, Labor Management Procedures, Pest Management Plan, etc...(see screening template)	General buildings; agricultural activities excluding the use of pesticides; activities with minor security implication for all project workers and project-affected parties; activities with a risk of diversion of funds; activities that may spark intra-communal conflict over allocation of resources;
<b>Substantial</b>	Activities that have substantial E&S risks and impacts, including those that are not as complex as high risk projects, and more predictable and potentially reversible. This category includes risks of social conflict, and impacts on human security; impacts that are medium in magnitude, medium to low probability of serious adverse effects to human health and/or environment. These activities are not eligible for funding.	Activities that include potential security risks; activities that could lead to GBV (e.g. labor influx); activities leading to involuntary resettlement, land acquisition and restrictions to land use; agricultural activities that include pesticides; activities that may spark inter-communal conflicts

<b>High Risk</b>	Subprojects that contain significant environmental and social risks impacts. These subprojects are not eligible for funding.	Projects in critical habitat and protected areas; projects involving significant quantities of hazardous substances
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7.2 E&S Documentation and Disclosure

The main responsibility for the preparation of subproject-specific E&S instruments (ESIAs or ESMPs) will rest with UN Women. Following the E&S screening process, where applicable, UN Women will prepare the respective E&S instruments either through its Environmental and Social Safeguards staff or through specialist consultants. ESMPs will be based on the table presented in Annex 1.

The World Bank disclosure standards require that the ESMF report for the project is made available to project-affected groups, local NGOs, and the public at large. A summary version will be translated into the main local languages. Public disclosure of ESMP document is also a requirement of EMA’s environmental procedures. The PMU will make available copies of the ESMF, ESIA/ESMPs at strategic locations and offices of the ministries. A Grievance Redress Mechanism (see Section 10) will be in place for complaints on non-compliance with the disseminated documentation. Disclosures will also be undertaken on the websites of the MCSG, UN Women and the World Bank.

The subproject ESMPs will summarize the context, interested parties, compliance requirements, checks on compliance, risk and opportunities, activity-specific E&S objectives and specific targets, training plans, inspections, and monitoring actions and handling of incidents. The ESMP will inform the actions expected from UN Women and its contractors and the monitoring of their performance through the PMU.

ESMPs and ESIAs will be prepared in line with page 26/25 of the World Bank’s ESF (‘indicative outline of ESMP’) and the project-specific requirements outlined in the Environmental and Social Commitment Plan (ESCP) of this Project (see Annex 12 for indicative outlines of ESMPs and ESIAs). Stakeholder consultations will be conducted as part of the E&S screening and the preparation of the ESIA / ESMPs – as laid out in the Project SEP – and shall identify any E&S related concerns from project-affected parties.

The ESMPs or ESIAs shall be included in the procurement and contracting process of contractors - including bidding documents for potential civil works, as well as other WB standard EHS terms and conditions for procurement and any subproject-specific requirements. Codes of conduct (CoC) shall be required for contractors, subcontractors, primary suppliers, and their workers. The project will prepare, adopt, maintain, and implement a Health and Safety Plan including community health and safety risk management as part of a Contractor-ESMP (C-ESMP), which is to be prepared by the respective contractor for a subproject.

7.3 Review and Approval

UN Women will report the E&S screening outcomes to the E&S Specialists in the PMU for quality control, monitoring and reporting purposes. Subproject ESIAs and ESMPs will be reviewed by the PMU prior to submission to the Bank for clearance. Subproject ESIAs and ESMPs will warrant clearance/no objection by the World Bank. UN Women and the PMU will further file and disclose the instruments.

Once the instruments are cleared, UN Women will roll out their implementation through contractors and sub-contractors. UN Women will ensure that contractors are bound to implement all mitigation measures set out in the instruments and that they are cascaded down to potential sub-contractors and suppliers. The PMU will conduct monitoring and supervision of the implementation of E&S instruments through review of documentation and through site visits. UN Women will further report against the mitigation measures and indicators set out in the respective E&S instruments on a quarterly basis, and the PMU will absorb UN Women's reports and integrate them into the quarterly progress reports to the World Bank (see Section on Monitoring and Reporting).

#### 7.4 Activities to be Screened Out / Negative List

Subprojects to be excluded from financing include the following:

- Subprojects that have been classified as '*high*' or '*substantial*' risk in the E&S screening (depending on type, location, sensitivity and scale of project and capacity of implementer to manage E&S risks, see table in section 7.3. above)
- Subprojects that result in physical displacement
- Subprojects that are sited within or proximal to sensitive environmental ecosystems or habitats
- Subprojects requiring involuntary land acquisition

## 8. Monitoring Plan and Reporting

### 8.1 Regular Monitoring and Inspection for Compliance

The goal of monitoring activities will be to measure the success rate of the activities, determine whether interventions have prevented or mitigated negative risks and impacts and to determine whether further interventions are required or monitoring is to be extended in some areas. The goal of regular inspection activities is to ensure that sub-component activities comply with the plans and procedures laid out in this ESMF and in potential ESIA or ESMPs that have been prepared for specific subprojects.

The main monitoring responsibilities and inspection activities will sit with the PMU, which will administer the overall project-related E&S monitoring and implementation as laid out in this ESMF. The PMU Project Manager will be overall responsible for the implementation of the E&S mitigation measures, as well as for monitoring and inspecting for compliance. The Social Specialist and Environmental Specialist in the PMU will handle all monitoring, inspection and reporting aspects on a day-to-day basis. E&S-related Monitoring will focus on compliance of UN Women and its contractors, sub-contractors and suppliers.

The PMU Social Specialist and Environmental Specialist will assess the compliance of UN Women's activities against the ESMF, the SEP, the SRA/SMP, ESCP and subsequent ESIA/ESMPs, and will report any non-compliance to the PMU Project Manager. Indicators are identified in the above generic ESMP, they will be used as a baseline for assessing progress on the ESMF implementation. The PMU will also independently conduct its own monitoring, verification and inspection of the activities to ensure activities are in compliance with this ESMF. Monitoring indicators will depend on specific activity contexts.

UN Women will be responsible for the E&S screening of each sub-project/activity (level of screening to be identified on the basis of types of intervention), for ESIA where applicable, and the the preparation of site/activity-specific ESMPs, monitoring of impacts, and administration of mitigation measures in regards to its respective sub-component activities. These activities may follow the internal processes of UN Women, where applicable, such as UN Women Due Diligence processes in onboarding contractors. UN Women will supervise the preparation of C-ESMPs through its contractors and will be responsible for the monitoring and supervision of its contractors and sub-contractors and suppliers. If monitoring and supervision results in findings of non-compliance by contractors, UN Women will discuss and oversee the implementation of corrective actions of the contractor. UN Women will further commit to integrate stakeholder inputs into regular monitoring and reporting activities (as per SEP). As such, UN Women will require sufficient personnel with appropriate expertise to conduct these tasks (see above section on Institutional Arrangements). UN Women will allocate adequate financial, logistic and material resources to support its E&S team in the implementation of the ESMF, and will ensure that its contractors, sub-contractors and suppliers have planned and budgeted for the respective mitigation measures.

A Third Party Monitor (TPM) will be engaged by the PMU on a competitive basis 180 days after Project effectiveness, to provide independent operational reviews of project implementation and project results. This will include assessing adherence at all implementation levels to the procedures set out in the Project Operations Manual, ESMF and other relevant project documents and in verifying outputs of all project activities. It will serve as a management tool to provide the PMU with timely information on weaknesses in implementation that require corrective actions to keep the project on track. The scope and methodology of the TPM will be reviewed by the World Bank. The TPM's quarterly or bi-annual monitoring

reports will be shared by the PMU with the World Bank. As the TPM will also monitor E&S risk mitigation implementation, the TPM team needs to include an E&S Specialist.

In addition, an annual audit will be conducted on this ESMF by an independent contractor to assess whether the ESMF has met its objectives and to recommend possible amendments.

## 8.2. Reporting

UN Women will provide quarterly reports covering environmental, social, health and safety performance of the project, including the status or preparation and implementation of ESIA/ESMPs, security commitments, stakeholder consultations, and results of the grievance redress mechanism (GRM). UN Women will provide the quarterly reports 15 days after each end of the quarter. The PMU will provide a reporting format to UN Women to this regard.

The PMU will receive reports from UN Women and from the TPM and prepare quarterly progress reports to the World Bank. These will include environmental, social, health and safety performance of the project, including but not limited to the implementation of the ESCP, status of the preparation and implementation of E&S instruments required under the ESCP, stakeholder engagement activities, and the functioning of the GRM. The GRM will further help track complaints and effectiveness of interventions, including those with environmental and social impacts and the quarterly monitoring reports will provide summaries and statistics on the GRM.

Upon completion of the project, the PMU will undertake an assessment of the success of the ESMF and include relevant information in the Implementation Completion Report (ICR). This ICR will be followed by the Bank's own ICR. If either of these assessments reveals that any key objectives of the ESMF were not achieved then follow-up measures will be developed to remedy the situation. This is also applicable for site-specific ESIA's or ESMPs.

## 8.3 Incident and Accident Reporting

Incidents should be categorized into 'indicative', 'serious' and 'severe'. Indicative incidents are minor, small or localized that negatively impact a small geographical area or a small number of people and do not result in irreparable harm to people or the environment. A 'significant' incident is one that causes significant harm to the environment, workers, communities, or natural resources and is complex or costly to reverse (see annex 8 for World Bank incident classification guide). A 'severe' incident causes great harm to individuals, or the environment, or presents significant reputational risks to the World Bank.

The World Bank needs to be notified promptly (48 hours) of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, communities, the public or workers, including, inter alia, cases of SEA/SH and accidents that result in death, serious or multiple injuries (by UN Women or any other party). The PMU will need to provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it. The report should also include any information provided by any contractor or supervising entity.

UN Women will report severe incidents to the PMU within 24 hours. In order to save time, UN Women may copy the World Bank into the message with the report.



Key information in the incident report should respond to the following questions (in case the below incident report form is not followed):

- *What was the incident? What happened? To what or to whom?*
- *Where and when did the incident occur?*
- *What is the information source? How did you find out about the incident?*
- *Are the basic facts of the incident clear and uncontested, or are there conflicting versions?*
- *What were the conditions or circumstances under which the incident occurred?*
- *Is the incident still ongoing or is it contained?*
- *Is loss of life or severe harm involved?*
- *How serious was the incident? How is it being addressed? How is the response?*
- *What, if any, additional follow up action is required, and what are the associated timelines?*

All other incidents need to be reported in the quarterly E&S report, with a Root Cause Analysis (RCA) and a detailed action plan, prepared by the contractor or UN Women, included (see Annex 11).

## 9. Stakeholder Engagement

The Project builds on the foundations laid by UN Women's ongoing economic empowerment programming. This counts in particular for the use of the Women Empowerment Community Centers (WECCs) as spaces for strengthening protection and economic empowerment of women and adolescent girls. The Project therefore benefits from the consultations that were undertaken during the preparation and implementation of the previous livelihood programmes in South Sudan. In addition, the project will accompany all subproject activities with appropriate information dissemination and consultations, as laid out in the SEP. It will specifically provide SSAHUTLC communities with adequate and culturally appropriate forms of meaningful consultations.

A series of consultations have been undertaken by the World Bank and UN Women on behalf of the MGCSW with different stakeholders, including national and local government officials, UN agencies, international and local NGOs, CSOs, women's associations, business enterprises, and GBV service providers. These stakeholder engagements have been conducted largely through; a) face-to face discussions, b) formal meetings with state authorities, and c) online meetings. Further consultations will be undertaken once specific sub-project sites are known in order to prepare additional E&S instruments, such as ESIA or ESMPs.

A World Bank team undertook a project preparation mission from November 22 – December 2<sup>nd</sup> to South Sudan to discuss the scope and initial design with the government, initiate stakeholder consultations, identify key priorities and activities, and agree on tentative time lines for the project. Stakeholders consulted included staff of the Ministry of Finance, the MGCSW, the GBV Working Group, women in business, business skills experts, development and humanitarian partners, financial institutions (see Annex 9 for lists of participants). Stakeholder consultations showed that women's needs in South Sudan are enormous; that women are the backbone of the agricultural economy in the country, but that they face significant challenges; that women are key actors in peacemaking in local conflicts; that there are significant lending gaps for small businesses; that there are still gaps in GBV service provision despite high GBV numbers; and that local governments have limited capacities in community engagement and the support of necessary activities.

The World Bank team further reached agreements with the GoSS on key implementation arrangements and key components of the project. Furthermore, the mission consulted on relevant E&S risks and impacts. Consultations showed that the construction activities under Component 1 and 3 have low to moderate impacts; that the safety of women during construction needs to be ensured; that the siting of project activities and exclusion of certain women's groups or communities may increase intra-communal conflict; that there was limited capacity of women to execute businesses and assume a mindset change; that safety of women in managing cash will need to be ensured; and that the safety of women in the constructed centers needs to be arranged. As a result, it was decided that an experienced contractor will be hired to prepare the relevant E&S instruments for the construction activities; that the SEP will reflect the results of broad consultations that include boys and men; a voluntary land donation process will be allowed; and that survivor-centered programs and protocols and training will be developed for the centers, safehouses and GBV helplines.

Another preparation mission was undertaken by the World Bank from 7 – 11 February 2022 in order to validate the Project design with stakeholders, continue consultations on design and implementation arrangements, and to consult on E&S requirements. The mission consulted with staff of the MGCSW,

Ministry of Finance and Planning, the Office of Her Excellency the Vice President, Women in Business, and development and humanitarian partners (see Annex 9 for lists of participants). As a result of the mission it was decided that the MGCSW would start the process of stakeholder consultations for the new Ministry HQ to ensure the design and requirements and functionality of the building is discussed and agreed. The MGCSW would further start the process of community consultations in each State that does not currently have a WECC in order to obtain community buy-in as well as ensuring that construction did not occur on flood-prone land. The Ministry was further to start the process of securing land for the new women's economic community center in Juba and the GBV safe house in Juba. The mission further clarified that there is a need to ensure that the government has title ownership of assets financed through the project.

Both, project design and the E&S instruments have considered these inputs and integrated them into the respective planning and documentation. As outlined in the Stakeholder Engagement Plan (SEP), the project will be accompanied through continuous stakeholder engagements at all levels to ensure good information dissemination and to ensure that all layers of project stakeholders are consulted on project activities as well as environmental and social risks, impacts and mitigation measures.

During the community-level consultations in August 2022, a variety of local authorities, NGOs and CSOs, women's associations, owners of business enterprises, and GBV service provider were conducted. The respondents were selected from key project locations, including Juba (Central Equatoria), Wau (Western Bahr-el-ghazal), and Bentiu (Unity State). The results are presented in the table below, including responses that have been included in Project design and planning. Community stakeholder consultations took place on 09<sup>th</sup> August 2022 and involved the stakeholders listed in the table below.

No	Stakeholder type	Number of representatives	Consultation's methodology
1	Five (5) State ministries (Ministry of Gender, Child and Social welfare, Ministry of Industry and Trade, Ministry of Health, Ministry of Education)	5 representatives each from each stated ministry.	Face to face (they were invited to one organized consultation meeting)
2	Five (5) Local NGOs and CSOs	10 representatives 2 from each NGO/CSO	Face to face (the were invited to one organized consultation meeting)
3	Five (5) local women associations/groups	5 representatives each from each organization.	Face to face (the were invited to one organized consultation meeting)
4	Five (5) members from each, Small and Growing women-led business enterprises	5 representatives each from each business enterprise.	Face to face (the were invited to one organized consultation meeting)
5	Five (5) GBV service Providers	5 representatives each from each GBV service provider.	Face to face (the were invited to one organized consultation meeting)
6	A total of 30 members per state		



Table 9 Results of local level consultations

Consulted individual or group	Issues raised	Responses from the Project
Municipal authorities	Unfavorable cultural norms may prevent some women from accessing the WECC	The Project will include awareness creation for the centers
	The following groups should be targeted with gender norms training: women, me, girls, boys, community leaders, religious leaders, government officials from relevant Ministries	The Project takes note of this suggestion for its norms training
	A general challenge for women’s empowerment is the high illiteracy rate among the community, especially women and youth	The Project will identify ways of awareness raising and training that is suitable for illiterate groups of the population, as indicated in the SEP.
	A challenge is the discrimination based on ethnic and clan affiliations	This has been noted in the ESMF and mitigation measures were included
	Inadequate funds and the lack of a physical space for trainings hamper the municipalities’ work	The Project includes the construction of WECC to remedy this challenge
	Women are often denied job opportunities by their spouses	General norms change activities are included in the Project to tackle this cultural gender bias
	Early, forced and child marriages deny girls access to education and skills that are strategic to their empowerment as they become women	
	A WECC should offer the following services: tailoring, weaving, embroidery; vocational and technical skills; raining in various value chains; business and financial management; leadership skills; self-confidence and self-esteem; bread Making; soap-making	The Project has taken note of these suggestion for the implementation of the WECC
	There are concerns that some women may not want to visit the center, strategies are required to reach out to them	The Project will implement awareness raising, but will also reach out to local organizations working on women’s empowerment to identify strategic ways of including all women
	Women may not be able to reach the center during the rainy season	During the selection of the exact location of the WECC, the team will pay attention to accessibility issues

<p>Women may not be able to reach the center due to security concerns</p> <p>There are no specific environmental or social concerns related to the construction of the WECC. There will be no challenges with the construction of the center since there is enough land and a demand from the community</p>	<p>This is well noted</p>
<p>In every 10 women, 9 are doing small businesses near their homes.</p>	<p>This is noted, and the project activities around women's small and growing businesses aim to support this large group</p>
<p>Key challenges for women's small and growing businesses are inadequate starting capital; long distances to carry goods; insecurity; lack of child care; amount of domestic chores (house work, caring for elderly and sick, child care...); lack of business skills; high tax on businesses; and theft at the market place.</p>	<p>The Project has taken note of these issues and will build measures into the detailed design of the support to women's small and growing businesses</p>
<p>There is need to ensure security and safe spaces for women to acquire services and skills</p>	<p>The Project will address this issue with the construction of the WECC</p>
<p>Most projects are pilots. They are not big enough to have an impact on society at large.</p>	<p>The construction of the WECCs are undertaken to have a lasting and sustainable impact</p>
<p>Provision of small startup grant to women to establish/expand their businesses</p>	<p>The Project will facilitate the expansion of businesses through the planned Facility</p>
<p>Contextual issues hamper women's empowerment initiatives, such as insecurity or flooding</p>	<p>The Project will pay attention to these issues in the selection of the exact locations of the facilities to be constructed</p>
<p>Negative social norms affect mindset change, which is strategic for sustainable development.</p>	<p>The Project will emphasize norms change training, specifically in regards to gender equality</p>
<p>GBV actors face many threats from perpetrators</p>	<p>The Project's GBV activities will include protection measure for GBV service providers</p>
<p>Sexual and Gender Base Violence is rampant</p>	<p>The Project activities have been designed to counter GBV and assist survivors</p>
<p>Limited knowledge on women rights</p>	<p>Awareness and trainings funded by the project will include information on women's rights</p>
<p>High bride prices forces parents to marry their girls early.</p>	<p>The Project will implement norms change trainings that will target such cultural issues</p>
<p>Lack of safe spaces for women and girls Lack of safe house (space) for GBV survivors</p>	<p>The Project will construct a safe house in Juba</p>

	<p>The livelihood skills a WECC should provide are: tailoring, bedsheet designing; art and crafts (beading, buckets, necklaces); computer training; literacy training on basic financial management (how to count money, simple mathematics); liquid soap making; how to produce reusable sanitary pads; how to make energy saving stove; quality bee keeping; masonry; carpentr; brink laying and quality bread making; banking; business and financial management skills</p>	<p>The Project has taken note of these suggestions</p>
	<p>Women will visit the WECCs, if there is security and roads are good and if the available services attract them. It will be frequently and easily accessed if its located in a safe location allocated by the Ministry of Gender, Child and Social Welfare in coordination with the local community</p>	<p>The selection of the exact sites for construction will be undertaken in consultation with communities.</p>
	<p>Social concerns for the WECC construction include the following:</p> <ul style="list-style-type: none"> <li>• Should consider disability inclusion,</li> <li>• Privacy between women, men so it can accommodate both male and female.</li> <li>• Safety and security for survivors</li> <li>• Social and cohesion activities should be inclusive</li> </ul>	<p>The Project has taken note of these issues. Buildings will be constructed with attention to access to persons with disabilities.</p>
	<p>Environment Concerns for the WECC construction include the following:</p> <ul style="list-style-type: none"> <li>• Waste manage should be considered.</li> <li>• The project should save trees and even plant more</li> <li>• Construct and well-equipped structures.</li> <li>• Preserve the wetlands</li> </ul>	<p>Waste management measures have been included in this ESMF and will be refined in respective ESMPs; cutting of vegetation has been included as a risk in this ESMF and relevant mitigation measures have been proposed; the construction shall be implemented by qualified construction companies; selection of the exact sites will ensure that no sensitive habitats are affected.</p>
	<p>Construction may lead to land disputes, depending which land and is selected</p>	<p>The Project will not undertake construction on contested land</p>
	<p>Construction may lead to Corruption</p>	<p>The Project will follow World Bank procurement policies and processes, and any kind of financial mismanagement should be reported through hthe Project GRM</p>
	<p>There are concerns around staff welfare in the WECC</p>	<p>The Project has prepared Labor Management Procedures, which should be expanded to the staff of the WECC</p>

	It needs to be ensured that the maintenance costs of the WECC are covered	The MGCSW will coordinate and ensure the coverage of maintenance costs for the WECCs
	Flooding leading to inaccessibility	The Project will ensure that in the selection of sites for the WECCs flooding issues are considered
	The following groups should be targeted with norms change interventions: community and cultural leaders; boys and girls; church leaders'; government officials; the media; teachers; women; community leaders; elders; men and boys	The Project takes note of these suggestions
	Men should be included in norms and behavior change training, otherwise they will reject the outcomes	The Project will include men in all norms and behavior change trainings
	The main challenges of women's small and growing businesses are: limited capital; high taxation; limited marketing strategy and skills; logistical issues; insecurity; displacement by conflicts and floods; limited access to capital; limited business and financial skills to run businesses; lack of financial training to guide business owners on savings and flexibility; high illiteracy levels prevent proper record keeping	The Project has taken note of these challenges and will build possible measures into its work, funding and training of women's small and growing businesses.
	Awareness and sensitizations about financial institutions and lending for women on low interest charges.	The Project will address the issue of financial institutions and lending for women in its trainings for women's small and growing businesses
	The Ministry of Gender should provide a resource center or space for free internet for women.	This suggestion is well noted and will be considered in the design of the WECC
	There is generally lack of an overall database where GBV cases and the number of women in business are recorded. Different organizations have their respective data.	The MGSWC and UN Women will work towards the creation of more comprehensive data on GBV, while maintaining a survivor-centered approach and ensuring utmost security around data
Women community members/women's associations	A significant challenge for women's empowerment is early marriage, which hinders some women from doing business.	The Project will implement norms and behavioural change training, which will tackle cultural issues that prevent women's empowerment
	There is inadequate coaching and mentorship for women in business	The Project will establish a Facility that will aim to provide such coaching for women in business
	High levels of illiteracy impedes women's empowerment	The Project will initiate literacy training



There is a lack of tools/equipment that would helping women in businesses	The Project will establish a Facility that aims to provide funding to small and growing business owners, which can be used to improve tools and equipment of the businesses
Lack of office space where women can conduct meetings away from men's supervision	Both, the Project's Facility and the WECC aim to address this issue
Technical know-how, many women cannot read or write in either English or Arabic and this hinders them from understanding business and entrepreneurship.	The Project will initiate literacy training
Services in the WECC should include: literacy skills; and craft skills; tailoring skills\catering services, cooking skills (home economics); local shoe making; hair dressing; training on peace and social cohesion; training on tailoring, carpentry, bakery; brick laying	The Project has taken note of these suggestions
Security may keep women from visiting the facilities	The Project will ensure that the selection of the exact location of the WECCS take security issues for its visitors into account
Social issues in regard to the WECC include that there may be cultural resistance when it comes to men allowing their wives to access the center	The Project will provide trainings on norms change, including for men
Environmental concerns in regard to the WECC include possible flooding, waste management issues and the destruction of natural resources such as trees.	The issue of flooding will ne included in the selection of the exact locations of the centers, as well as in its designs. Furthermore, waste management measures have been included in this ESMF to mitigate all waste management concerns; and the removal of vegetation has been addressed in this ESMF with respective mitigation measures constructors have to implement.
Further construction-related issues may include the obtaining of land for the building	The Project will pay particular attention to the selection of the site. No contested land will be selected.
Construction may be affected by floods	The Project will prepare designs that may include flood prevention measures where necessary
There is a lack of technical know-how for construction	The Project will carefully select construction companies, based on their skills and previous performance.
The following groups should be targeted with norms change training local authorities; the chiefs and Payam administrators; youth, men, and children; school children, teenagers; men and	The Project has taken note of these suggestions

	women in uniform from all the organized forces; women; girls; boys; vulnerable groups such as people with disability; orphans	
	Challenges for women's small businesses include: Communication; lack of startup capital; unpredictable prices of commodities (hyperinflation); poor roads for transporting goods; high prices of shop rentals; heavy taxation; insecurity	The Project will pay particular attention to these issues in its design of interventions for small and growing businesses
Members of women's small and growing businesses associations	Challenges faced by women with small or growing businesses include: working capital to kickstart and sustain businesses; lack of knowledge on how to manage finances; lack of willingness to give loans to women from financial institution; lack of network/linkages to financial institution and market; lack of trust on home made products; lack of training in business skills; lack of business linkages especially to banks to access loans.	The Facility financed under the Project will aim to help address some of these issues
	Key challenges faced by business women further include: traditional stereotypes on women; interference of spouses (husbands) in businesses run by women which sometimes lead to loss of money or the whole business; unfavorable cultural norms and practices around female business ownership and operation; high rate of dependency especially in instances where men relax and leave the burden of taking care of an extended family to his wife.	The norms change training the project will provide will aim to tackle some of these issues.
	Assistance required for women with small and growing businesses includes: connections to financial institution that can provide loans with low interest rate; tailored skills training for women and girls' entrepreneurs; a resource center or space with free internet for women; sensitize women and girls about packaging and branding; link the women to the international market; legal assistanc; training on business skills; linkages to external markets where they can share ideas and learn	The Project's Facility for small and growing businesses will aim to provide this type of assistance
	Regulations for providing loans should be simple and not complex.	The Project notes this suggestion
	Selection criteria for loans must be transparent and truthful	The Project's Facility will operate in a transparent manner. The Project will further provide a GRM, through which any concerns or requests for information can be facilitated.

	Suggestions for the selection of loan recipients: there should be consultation on the partner selections; ensure women organizations are selected; beneficiary selection needs to involve community leaders alongside relevant government ministries to avoid nepotism and corruption; it also needs proper definition of target group if conflicts are to be avoided during selection process	The Project has taken note of these suggestions and will aim to include them into the detailed design of the Facility's modalities. Any concerns can be reported through the Project GRM.
GBV service providers	The key challenges faced by GBV service providers include: a lack of safe houses; lack of transport (logistical issues); negative traditional norms and practices; inadequate funds (financial constraints); lack of a center (Women empowerment center) for trainings; discrimination based on ethnic, and clan affiliations among others	The Project will finance the concentration of a safe house in Juba; negative norms will be tackled through norms change trainings; the Project will provide funding for GBV Services; modalities of the funded services will need to show how they tackle discrimination based on ethnic or clan affiliation
	Key GBV challenges women face include: lack of Security in some location where there is no SPU; delays in access to Justice; cultural complexity/ norms; lack of knowledge on identification, reporting and referral of GBV cases; lack of women friendly space to talk about GBV issues; lack of a women empowerment center where GBV victims are supported	The Project aims to tackle most of these challenges with the designed interventions to be financed
	Additional services required for GBV survivors: legal services; case management and safety; psychosocial support services; referral service; dignity kits for women and girls	The Project has taken note of these requirements and will incorporate them into project activities where feasible
	The main challenges for women leading to GBV cultural Social norms issues, and lack of community awareness to the dangers of GBV; negative masculinities; negative cultural norms and practices	The Project aims to address these challenges through the planned norms change training to be financed under the project
	A hotline can work, but there need to be a mass sensitization about the importance of reporting cases	The Project has taken note of this suggestion and will include the sensitization on reporting GBV cases into its activities
	The hotline should be free such that everyone is able to call regardless of economic status	The Hotline services that will be provided will be free of charge
	Services the GBV hotline should provide: reporting incidences; reporting of identified cases; medical assistance; safety assistance; psychosocial support	The suggestions will be included in the planned GBV Hotline

## 10. Grievance Redress Mechanisms

Under the World Bank ESSs<sup>116</sup>, Bank-supported projects are required to facilitate mechanisms that address concerns and grievances that arise in connection with a project.<sup>117</sup> One of the key objectives of ESS 10 (Stakeholder Engagement and Information Disclosure) is 'to provide project-affected parties with accessible and inclusive means to raise issues and grievances and allow borrowers to respond and manage such grievances'.<sup>118</sup> This Project GRM should facilitate the project to respond to concerns and grievances of the project-affected parties related to the environmental and social performance of the project. The Project will provide mechanisms to receive and facilitate resolutions to such concerns. This section lays out the grievance redressal mechanisms (GRM) for the Project.

The GRM will be a distinct mechanism that will allow stakeholders at the community level to provide feedback on project activities, its impacts and social and environmental mitigation measures. The GRM will be operated for affected individuals and parties, while a separate workers' grievance mechanism will be set up to allow all Project workers to raise workplace concerns, as provided under ESS2. The project GRM provides for multiple channels through which complaints can be registered in a safe and confidential manner. A complaint should be related to the project components and/or to its implementation and management. Any complaint not directly related to the project will be referred to the appropriate responsible government body.

The project grievance resolution process will involve the following main steps:

- Receipt of grievances: anyone can submit a grievance (written, verbal, text message, telephone, etc. as appropriate for the complainant)
- Registering the complaint: the focal person who receives the complaint will use the GRM logbook for registration of the grievance
- Referral and investigation of complaints: a GRM Committee shall be established at each project implementation site (comprising of members from representatives of implementing agencies, elders, community facilitator etc.) who will investigate the complaint, resolve, or refer it to the appropriate body.
- Notifying the complainant: the decision/solution/action by the grievance committee shall be communicated to the complainant as per the stipulated timeline for feedback.
- Closing the complaint: where the decision/solution of the complaint is accepted by the complainant, or the complaint that is not related to the project or any of its components, or the complaint has been filed at a court, the complaint will be closed following the appropriate procedures based on the acknowledgement and signature of the complainant.

The GRM will be promoted as much as possible as part of a communication campaigns and trainings to community members and other beneficiaries of the project, to ensure that all project stakeholders are aware of the mechanism and the different channels grievances can be reported through. During the COVID-19 pandemic, the GRM will ensure that social distancing measures are in place for meetings of

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<sup>116</sup> World Bank, Environmental and Social Framework, 2018.

<sup>117</sup> Under ESS 2 (Labour and Working Conditions), a grievance mechanism for all direct or contracted workers is prescribed, which is laid out in the Labour Management Plan (LMP). The World Bank's Good Practice Note on 'Addressing Gender Based Violence in Investment Project Financing involving Major Civil Works'<sup>117</sup> spells out requirements for a GBV grievance redress mechanism, which is laid out in a separate GBV/SEA and Child Protection Risks Action Plan.

<sup>118</sup> World Bank, 2018, p. 131.

GRM committees, investigation of grievances, monitoring of existing grievances and public information mechanisms. The GRM focal points will direct any health and COVID-19 related queries to the Ministry of Health (MOH). The project will use various mechanisms to promote the availability of the GRM. It will use radios, community meetings and other social gatherings as appropriate. The Project will also adequately communicate to the community about the project activities and the environment and social risks as well as mitigation measures including the GBV/SEA and child protection referral systems, as per the SEP. This will help aggrieved parties to decide whether they have a case to report or whether the available information clarifies their concern. This will allow the aggrieved party to decide on the appropriate next step in order to report a grievance, comment or provide feedback to the Project.

The GRM will be described in further detail in a GRM Manual that will be prepared prior to commencement of activities. The GRM Manual will contain response times to filed grievances and their resolution, as well as detailed tables and graphs showing the flow of responsibilities in the GRM. The GRM Manual will then also be used as a reference for all implementers and a basis for GRM-related training.

Multiple Grievance Channels: The project as much as possible will provide multiple options for communities or any aggrieved party to voice their grievances. The provision of multiple grievance channels allows an aggrieved party to select the most efficient and accessible institution, and to bypass partial stakeholders or channels that are not responsive. The community will be sensitized to put-forward their grievances or concerns about anyone or anything related to the project through appropriate channels of their choice. The channels include:

- Face- to-face meetings with GRM committee members (consisting of local community members selected by the community, including at least 50% women), county level staff, and national staff during visits to their project site
- Grievance boxes installed at each project site
- Help desks available during construction or other activities at the specific site
- E-mail or SMS and hotline services (when available, detailed contacts should be included in the subproject-specific ESMPs or ESIAAs)

Intake, Acknowledge and Follow-Up: Grievances received through the GRM hotline will be taken in by the respective IP hotline operator. The hotline operator will review information received and transfers it to either UN Women or the MGCSW.

Community project facilitators, local GRM committees, and help desk members will register the grievance in a logbook and pass it to the UN Women or MGCSW officers at State level. All cases, specifically GBV/SEA-related issues will be treated confidentially. Severe incidents (defined as an incident *that caused significant adverse effect on the environment, the affected communities, the public or workers*, for example: fatality, GBV, forced or child labor) will be reported within 48 hours to the PMU and the World Bank (see Section on Reporting above). Where grievances are of sexual nature and can be categorized as GBV/SEA or a child protection case, they will be managed as per the procedure that are set out in detail in the GBV Action Plan. For all other grievances, the respective IP at the state level will decide whether the grievance can be solved locally, with local authorities, implementers, or contractors and whether an investigation is required. The first port of call will have in-depth knowledge of communal socio-political structures and will therefore be able to address the appropriate individuals if the case can be solved at the local level.

All grievances received will be entered into an accessible recording system known as the GRM registry that shall be maintained at all the GRM committee levels. The WECC log and resolution form shall be in triplicate. For any case heard, closed or referred, a copy of this case shall be sent to the two upper levels for records, i.e. the State and national GRM. Similarly, if a case is handled at WECC, a copy shall be sent to Project Management Unit to notify them how the referred case was handled. This shall enable the state to keep a register, of all cases recorded and handled by any GRM committee. Using this information, committees will be able to generate a matrix of cases and agreed resolutions and be able to follow up if the resolutions are being implemented.

Verify, Investigate and Act: UN Women or the MGCSW will investigate the claim within 7 working days and share findings with relevant stakeholders. Where an incident was reported, UN Women or the MGSCW will follow the incident management protocol. Where possible, provision of instant feedback will be provided depending on the nature of the cases. Once complaints are received, the GRM committees shall assess the issues by looking at, among other factors, the following: whether the grievance is related to the project or not; whether it can be handled at the lowest tier of the GRM or not; whether it can be handled by the Project GRM or not. If for whatever reason the committee determines that it cannot handle the complaint, affected parties shall be advised to channel their complaints to the right alternative grievance redress levels or institutions. Otherwise, it will proceed to hear the cases and make necessary investigations to establish the facts.

Where a negotiated grievance solution is required, the UN Women or MGSCW will invite the aggrieved party (or a representative) to discuss a solution which is acceptable to all parties and allows for the case to be closed, if all parties agree. After deciding a case, UN Women or the MGSCW have to provide an appeals mechanism to the aggrieved party, which is constituted through the PMU at Juba level. This is important in cases in which the aggrieved party is dissatisfied with the solution provided by UN Women. In these instances, the PMU will step in and provide an appeals mechanism. The appeals should be sent to the PMU directly (a phone number will be provided) where they will be reviewed by the PMU Risk Management Unit and will be decided on jointly with the PMU Project Manager.

Where a resolution has been found and the affected parties accepts the resolution, the parties shall be required to sign the resolution and closure section in the Grievance Log and Resolution Form. Two members at any structure of the GRMC shall also be required to counter sign. This shall signify that the complaint or grievance which was presented has been fully discussed and closed

Monitor, Evaluate and Feedback: UN Women will demonstrate to the PMU that action has been taken within a reasonable amount of time. Most importantly, all cases filed need to be logged and monitored by the UN Women and MGCSW social officer who will analyze all complaints and provide a report on the grievances and trends on a quarterly basis and share a synthesis report of the analysis with the PMU.

The GRM monitoring and evaluation will be undertaken alongside other evaluation exercises for the project. This will be possible using copies of registers that GRM committees will be keeping. This will assist to establish the levels of functionality and identify areas for improvements to achieve optimum efficiency of the GRM system.

The PMU will be responsible for monitoring the availability and implementation of the GRM by UN Women and MGCSW officers. The PMU will include the GRM into its supervision and monitoring missions to the field and conduct spot checks regarding its implementation. UN Women and MGCSW will provide analytical synthesis reports on a quarterly basis to the PMU, which include the number, status and nature

of grievances to the PMU. These reports will form the basis of all regular reports to the World Bank. UN Women and MGCSW will further provide an excel sheet summary of the feedback and grievances reported, which will be linked to the Project Management Information System (MIS) and to the Project's Results Framework. The PMU will further identify lessons learnt from the GRM and implement analysis on the overall grievances and share them with UN Women and MoGCSW.

Institutional Arrangements: The GRM provides for negotiations and agreement by consensus as the first avenue to resolve grievances expressed by the people affected by the project. Thus, the process of the GRM will initially be handled by the local GRM committees which operate within the community settings themselves. However, in events where some aggrieved parties are not satisfied by decisions taken by the GRM Committees, the cases will be referred for review to a higher-level GRM committee at State level.

In cases where the grievances are not resolved at state level, the case will be referred to national level PMU for appeal. If the result is still not satisfactory for the aggrieved party, the latter can file a case at court.

The GRM will be complimentary to other existing traditional grievance redress mechanisms within the communities as well as state bodies. Such existing mechanisms include traditional chiefs, the police, the Anti -Corruption Bureau, Human Rights bodies and Civil Society Organizations. As such, communities shall be informed about other existing mechanisms and be allowed to make use of them when and wherever they find it necessary. This will also allow the creation of alternative space for affected parties who would otherwise not be able to voice out their concerns through the Project GRM for fear of reprisals despite repeated assurances of protection. The Project will therefore also identify and engage institutions that provide alternative grievance redress mechanism services in project target areas in order to create linkages that would provide necessary feedback to the Project GRM.

Grievance Redress at the State level. The GRM Committee at the State level will consist of a Community Development Specialist from UN Women, a Social Welfare Officer from the Ministry, and a member of a woman's group. The GRM Committee will receive, record, and investigate cases submitted to them by affected parties as well as referrals from the local GRM Committees and WECC GRM Committees. If the aggrieved parties are satisfied with the solution, the case will be close. However, if they are not satisfied, there will be a chance to submit an appeal to the PMU at national level. Where the case is still not closed, the aggrieved party has the right (at any time) to file a case at court.

*Criminal and Other Special Cases.* All cases recorded by the GRM that are found to be criminal in nature shall immediately be reported to the police. Communities will also be sensitized to report criminal cases directly to the police. Furthermore, the project will sensitize communities to make use of the existing Tippo anonymous facility established under Project to report suspected cases of fraud to the Anti-Corruption Bureau.

Since Gender Based Violence (GBV) and Sexual Exploitation and Abuse cases are substantively different from other complaints that are typically handled through the GRM, their information will be handled in a special way within the GRM to ensure that the information is confidential.

GBV and SEA Cases: can be reported through the general Project GRM. The GBV survivor has the freedom and right to report an incident on a voluntary basis to anyone: community member, project staff, GBV case manager. All relevant staff of the PMU, UN Women and contractors will receive training on receiving GBV complaints and referral systems, ideally during the project initiation phase and as part of the staff

welcome package. The GRM operators will be trained to receive those cases in an appropriate manner and immediately forward them to the GBV/SEA referral system. The GRM operator will ensure appropriate response by i) providing a safe and caring environment and respecting the confidentiality and wishes of the survivor ii) If survivor agrees, obtaining informed consent and making referrals and iii) providing reliable and comprehensive information on the available services and support for survivors of GBV.

The GRM should consider including key features on the prevention of GBV: i) Establishing women quotas at community-level grievance management to facilitate woman to woman reporting. ii) Providing multiple channels to receive complaints (channels to be determined after community consultation). iii) Resolving complaints at the point of service delivery to reduce information and transaction costs and gender sensitive independent channels for redress. iv) Communicating GRM services at the community level to create GBV awareness and enable project-affected people to file complaints. The GBV/SEA referral system, as described in the GBV/SEA Action Plan will guarantee that survivors receive all necessary services, including medical, legal and counselling, and cases will be reported to the police where applicable. If such cases are reported through the project GRM, the GRM Operator needs to report the case within 24 hours to the PMU, as the PMU is obliged to report any cases of GBV/SEA to the World Bank within 48 hours (provided there is informed agreement from the survivor). Furthermore, cases need to be reported to the respective agency if it concerns a direct worker or a worker from a sub-contractor, NGO partner or even a community worker following a survivor-centered approach. UN Women and has its own organizational PSEA system in place through which violations by staff will be handled. This may be in addition to criminal prosecution to ensure that sanctions for the violation of Codes of Conduct are implemented.

UN Women and MGCSW are in charge of checking that the training for contractors on the Code of Conduct obligations and awareness raising activities to the community are undertaken. The information gathered should be monitored and reported to project PMU and the World Bank. All reporting will limit information to the survivor's wishes and will ensure full confidentiality. In cases where the survivor agrees on further reporting, information will be shared only on a need-to-know-basis, avoiding all information which may lead to the identification of the survivor and any potential risk of retribution.

World Bank Grievance Redress System: Communities and individuals who believe that they are adversely affected by a World Bank supported project may submit complaints to existing project-level grievance redress mechanisms or the WB's Grievance Redress Service (GRS). The GRS ensures that complaints received are promptly reviewed in order to address project-related concerns. Project affected communities and individuals may submit their complaint to the WB's independent Inspection Panel which determines whether harm occurred, or could occur, as a result of WB non-compliance with its policies and procedures. Complaints may be submitted at any time after concerns have been brought directly to the World Bank's attention, and Bank Management has been given an opportunity to respond. For information on how to submit complaints to the World Bank's corporate Grievance Redress Service (GRS), please visit <http://www.worldbank.org/en/projects-operations/products-and-services/grievance-redress-service>. For information on how to submit complaints to the World Bank Inspection Panel, please visit [www.inspectionpanel.org](http://www.inspectionpanel.org)



## 11. Capacity Development and Training Schedule

Capacity building and training will be provided to project workers, contractors, and UN Women to ensure the project is implemented in compliance with the ESCP and this ESMF. Trainings will be based on the results of a capacity assessment that will be undertaken in advance. The PMU will administer the capacity assessment of UN Women, and UN Women will administer capacity assessments of its contractors.

Table 10 Capacity development and training plan

Objectives	Issues for engagement	Method of engagement	Stakeholders/target population and area	Responsible person	Time frame	Budget in USD
Institutional Strengthening	Capacity Development	Training	Project staff / UNW	PMU	Bi-annually	Incl. in staff costs
Stakeholder engagement	SEP	Meeting	PMU/UNW/Contractors	PMU	Prior to commencement of sub-projects	10,000
Subproject Environmental and Social screening	E&S Screening	Meeting	UNW	PMU	Prior to commencement of sub-projects	Included in staff costs
Training for project workers on OHS	OHS risk management	Meeting at site	Contractors, community workers, beneficiaries, communities that will be part of the operational phase	UNW / contractor	prior to construction works	10,000
GRM	GRM	Meeting: Plenary discussion with questions and answers, information materials, website	Contractors, local communities, project-affected persons, staff implementing GRM at different levels	UNW	Monthly	10,000
Emergency preparedness and response	EPP	Meetings at site	Contractors, subcontractors, primary suppliers, workers, beneficiary communities	UNW	Prior to commencement of sub-projects	10,000
GBV Action Plan	GBV risks	Meetings at site	Beneficiaries, communities, contractors, subcontractors, primary suppliers, workers	UNW	Prior to commencement of sub-projects	10,000

Disability inclusion training	Vulnerable groups	Meetings at site	Contractors, subcontractors, workers, beneficiaries	UNW	Prior to commencement of sub-projects	Included with other training costs
Implementation, monitoring and reporting of ESMPs	E&S risk mitigation	meetings	Contractors, subcontractors, operators primary suppliers, workers	UNW	Prior to commencement of sub-projects	Included with other training costs
LMP	Labor risks	Meetings	Contractors, subcontractors, primary suppliers, workers	UNW		Included with other training costs
Social Assessment and Management Plan implementation	Social Risks and how they are addressed	Focus group discussions, site visits and interviews	Contractors, beneficiaries	UNW	At commencement of sub-project	10,000
<b>Total</b>						<b>60,000</b>

## 12. Resources and Budget

The below table represents the estimated costs for the implementation of the ESMF. It includes costs for the implementation of the SEP and the GBV/SEA Action Plan, but excludes any security risk mitigation measures.

Table 11 Estimated Costs of ESMF implementation

	Required Resources	USD
<b>Risk Management Unit / PMU – Monitoring of E&amp;S</b>		
1.	Human Resources:	
	Social Safeguards Specialist	Incl. in PMU staff costs
	Environmental Safeguards Specialist	Incl. in PMU staff costs
	Gender Specialist	Incl. in PMU staff costs
	GBV Specialist	Incl. in PMU staff costs
	HSE Specialist	Incl. in PMU staff costs
	Third Party Monitor	Incl. in PMU budget
<b>Risk Management UN Women</b>		
2.	Social Safeguards Specialist	incl. in UN Women staffing costs
	Environmental Safeguards Specialist	incl. in UN Women staffing costs
	Gender Specialist	incl. in UN Women staffing costs
	GBV Specialist	incl. in UN Women staffing costs
3.	Logistics / Travel for monitoring and supervision	200,000
<b>Grievance Redress Mechanism hotline</b>		
4.	Hotline and other mechanisms (48 months x 6250 USD)	300,000
<b>Implementation of Risk Mitigation Measures</b>		
	Risk Mitigation Measures (estimates based on previous project implementation)	500,000
5.	SEP implementation	300,000
6.	Trainings and Capacity Building	200,000
<b>Annual Audit of ESMF</b>		
7.	Costs for recruitment of independent consultant	40,000
	<b>TOTAL</b>	<b>1,540,000</b>

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# ANNEX 1: Environmental and Social Screening Report

## SOCIAL AND ENVIRONMENTAL SCREENING FORM

Table 12 E&S Screening Form

### SECTION A: GENERAL INFORMATION

	<b>Social and Environmental Screening Report – ECRP-II CDD-Type Subprojects</b>
<p><b>Projects are screened for their inherent social and environmental risks regardless of planned mitigation and management measures prior to initiation of any physical activities.</b> It is necessary to identify potential inherent risks in the event that mitigation measures are not implemented or fail. This means that risks should be identified as if no mitigation or management measures were to be put in place.</p>	
<b>SECTION A: General Information</b>	
Date of screening	
Subproject title	
Subproject component	
Proposed project budget	
Proposed project duration	
ES Screening Team Leader and Contact Details	
ES Screening Team Members	
Subproject/Site/Activity location	
Project Description. Briefly describe project activities, activities that interact with the ES	



Categorize Project Activities into High, Substantial, Moderate or Low, Refer to Project Description and Project Categories	
--	--

Potential Environmental/Social Risks Impacts of Activities					
Risk Category <i>(Please check each line appropriately. At this stage, questions are answered without considering magnitude of impact – only yes, no or I don't know are applicable answers)</i>	Yes	No	I don't know	If these risks ('yes') are present, refer to:	Comments
<b>ESS 1: Assessment and Management of Environmental and Social Risks and Impacts</b>					
Is an Environmental and/or Social Assessment required where project is undertaken?				ESMF, ESMPs	
Is there a risk of diversion of project benefits?				Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM) ESMPs	
Is there a risk of lack of monitoring of project activities due to remoteness of location and insecurity?				Security Management Plan (SMP)	
Is there a risk that project benefits may not reach truly vulnerable populations?				Stakeholder Engagement Plan (SEP) Grievance Redress Mechanism (GRM) ESMPs	
Is there a risk that subprojects may be manipulated by different factions?				Stakeholder Engagement Plan (SEP) Grievance Redress Mechanism (GRM) ESMPs	
Is there a risk that the selection of the activity location or beneficiaries will lead to conflict?				Security Management Plan (SMP) Grievance Redress Mechanisms (GRM) ESMPs	
Does the activity pose a security risk for project workers?				Security Management Plan (SMP)	
Is there a risk that the activity firms up contested local authority structures?				Stakeholder Engagement Plan (SEP) Grievance Redress Mechanism (GRM) ESMPs	
<b>ESS 2: Labor and Working Conditions</b>					
Is there a risk of child or forced labor being deployed?				Labor Management Procedures (LMP) Occupational Health and Safety Plan (OHS) in ESMF	
Does the activity include a construction component?				Labor Management Procedures (LMP) ESMF	

				Occupational Health and Safety Plan (OHS)	
Does the activity include primary agricultural activities?				Labor Management Procedures (LMP) Occupational Health and Safety Plan (OHS)	
Will the activity require a larger contractor workforce?				Labor Management Procedures (LMP) Occupational Health and Safety Plan (OHS) ESMF	
Is there a risk that the operation and maintenance of subproject facilities cause OHS issues?				Occupational Health and Safety Plan (OHS)	
Is there a risk of lacking OHS for workers at the construction site?				Occupational Health and Safety Plan (OHS)	
Is there a risk of delayed payment of workers?				Labor Management Procedures (LMP)	
Is there a risk that workers are underpaid?				Labor Management Procedures (LMP)	
Is there a risk that women will not be included in deployment in equal numbers?				Labor Management Procedures (LMP)	
Is there a risk that provision of employment or contracts sparks conflicts?				Security Management Plan (SMP) Grievance Redress Mechanisms (GRM)	
Is there a GBV/SEA/SH risk to project workers?				Labor Management Procedures (LMP) Grievance Redress Mechanisms (GRM)	
<b>ESS 3: Resource Efficiency and Pollution Prevention Management</b>					
Will the activity result in the production of solid waste? (directly by the project or by workforce)				Waste Management Plan, based on <i>WBG Environmental, Health, and Safety General Guidelines</i>	
Will the activity result in the production of toxic or hazardous waste? (e.g. used oils, inflammable products, pesticides, solvents, pharmaceuticals, industrial chemicals, ozone depleting substances)				C-ESMP	
Will the activity result in the generation of dust, noise?				C-ESMP	
Will the activity result in soil erosion?				C-ESMP	
Will the activity produce effluents (waste water)?				C-ESMP Waste Management Plan	
Will the activity result in increased levels of vibration from construction machinery?				C-ESMP	

Will the project produce air pollution? (e.g. significant greenhouse gas emissions, dust emissions and other sources)				C-ESMP	
Will the activity disturb any fauna and flora?				C-ESMP	
Can the project affect the surface or groundwater in quantity or quality? (e.g. discharges, leaking, leaching, etc.)					
Will the project require use of chemicals? (e.g. fertilizers, pesticides, paints, etc.)					
<b>ESS 4: Community Health and Safety</b>					
Is there a risk of increased GBV/SEA cases due to labor influx?				Labor Management Procedures (LMP)	
Is there a risk of spread of communal diseases due to labor influx?				Labor Management Procedures (LMP) ESMF	
Is there a security risk to the community triggered by project activities?				Security Management Plan (SMP)	
Does the activity have the potential to upset community dynamics?				Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM)	
Will the activity expose community members to physical hazards on the project site?				ESMF, C-ESMP with Health & Safety Plan	
Will the activity pose traffic and road safety hazards?				ESMF, C-ESMP with Health & Safety Plan	
<b>ESS 5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement</b>					
Will the project lead to the involuntary displacement?				See negative list	
Does the project potentially discriminate against women and girls based on gender, especially regarding participation in design and implementation or access to opportunities and benefits?				Stakeholder Engagement Plan (SEP) Grievance Redress Mechanisms (GRM)	
Is there a risk that the activity leads to loss of income, assets or means of livelihoods?				See negative list	
Will the activity lead to disputes over land ownership?				ESMF	
Is it anticipated that land will be provided through voluntary land donation agreements?				VLD procedures	
<b>ESS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources</b>					
Will the subproject be located in proximity to sensitive environmental ecosystems or habitats?				See negative list	
Is there a risk that the project causes ecological disturbances?				ESMF	

Is there a risk that the activity causes changes in land form and habitat, habitat fragmentation, blockage or migration routes, water consumption and contamination?				ESMF	
<b>ESS 6: Indigenous People and Sub-Saharan African Underserved traditional local communities</b>					
Are there communities that meet the criteria for SSAHUTLCs in the project area?				ESMF, SEP	
<b>ESS 8: Cultural Heritage</b>					
Will the project be located in or close to a site of natural or cultural value?				Chance Find Procedures (ESMF)	
Is the project site known to have the potential for the presence of cultural and natural heritage remains?					
<b>ESS 10: Stakeholder Engagement and Information Disclosure</b>					
Is there a risk that the activity fails to incorporate measures to allow meaningful, effective and informed consultation of stakeholders, such as community engagement activities?				Stakeholder Engagement Frameworks (SEP)	
Are women likely to participate in decision-making processes in regards to the activity?				Stakeholder Engagement Framework (SEP)	
Is there a risk that exclusion of beneficiaries leads to grievances?				Stakeholder Engagement Framework (SEP) Grievance Redress Mechanisms (GRM) – see ESMF	
Is there a risk that the activity will have poor access to beneficiaries?				Stakeholder Engagement Framework (SEP) Grievance Redress Mechanisms (GRM) – see ESMF	
Will the Covid-19 outbreak hamper proper stakeholder engagement?				WB and FGS guidance and regulations on Covid-19	

**SECTION B: SUMMARY OF THE SCREENING PROCESS**

<b>E&amp;S Screening</b>	<b>Results and Recommendation</b>		
Screening Results: Summary of Critical Risks and Impacts Identified	<b>Risk/Impact</b>	<b>Individual Risk/ Impact Rating</b>	<b>Mitigation</b> At the end of the screen process, tabulate the mitigation measures in an ESMP Format
Is Additional Assessment Necessary?	<b>Screening Result (see Table 7: Sub-Project Risk Level for further details)</b>		<b>Summary of Screening Result Justification</b>
	No further ES Assessment required.		
	No further ES Assessment required but requires simple ESMP.		
	Simplified ESMP. Done internally.		
	Detailed ESMP. Contracted to Consultancy.		
	ESIA. Contracted to consultancy.		

ES Screening Conducted by (Names and Signatures)  
 Recommended by Project Manager  
 Approved by PMU

## **SECTION C: GUIDANCE FOR SIMPLE ENVIRONMENTAL AND SOCIAL MANAGEMENT AND MONITORING PLAN**

Mitigation measures: In the Simplified ESMP, specify feasible and cost-effective measures to minimize adverse risks and impacts to acceptable levels. Mitigation measures and indicators should be drawn from the generic ESMP where applicable. Further, provide details on the conditions under which the mitigation measure should be implemented and specify the phase in which it is applicable (design, construction and/or operation).

Monitoring: In order to ensure that the proposed mitigation measures are effective and comply with national laws, monitoring indicators shall be developed or drawn from the generic ESMP. These should be easily measurable.

Responsibility: Institutions responsible for implementing mitigation measures and for monitoring their performance should be clearly identified.

Costs: Implementation of mitigation measures mentioned in the Simplified ESMP will involve an initial investment cost as well as recurrent costs. The Simplified ESMP should include cost estimates into the activity design, bidding and contract documents to ensure that the contractors comply with the mitigation measures. The costs for implementing the E&S mitigation measures will be included in the sub-project design, as well as in the bidding and contract documents.

Table 13 Simplified ESMP Template

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility	Estimated Cost (USD)
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
<b>Environmental, health and safety</b>										
	▪									
	▪									
	▪									
<b>Social</b>										
	▪									
	▪									
	▪									



## Annex 2: Cultural and Chance Find Procedures

This procedure was developed in accordance with the mandate of the Ministry of Youth, Culture and Sports (Directorate of Archives and Antiquities) of protecting and preserving both tangible and intangible cultural heritage records of South Sudan and the requirements of the World Bank's ESS 8 (To protect cultural heritage from the impacts of project activities and support its preservation, to address cultural heritage as an integral aspect of sustainable development, to promote meaningful consultation with stakeholders regarding cultural heritage and to promote the equitable sharing of benefits from the cultural heritage).

This procedure is included as a standard provision in the implementation of Public Works contracts to ensure the protection of cultural heritage (Archaeological and Historical Sites). UN Women, as well as contractors will be required to observe this procedure as documented hereafter.

Subprojects that require excavation or construction in sites of known archaeological will not be allowed, including sites where project would require FPIC due to impacts on cultural heritage. Where historical remains, antiquity or any other object of cultural or archaeological importance are unexpectedly discovered during construction in an area not previously known for its archaeological interest, the following procedures should be applied:

- Stop construction activities;
- Delineate the discovered site area;
- Secure the site to prevent any damage or loss of removable objects. In case of removable antiquities or sensitive remains, a full-time guard should be present until the responsible authority takes over;
- Notify the responsible foreman/archaeologist, who in turn should notify the responsible authorities, the concerned officers from the Directorate of Archives and Antiquities and local authorities (within less than 24 hours);
- Responsible authorities are in charge of protecting and preserving the site before deciding on the proper procedures to be carried out;
- An evaluation of the finding will be performed by the concerned officers from the Ministry of Youth, Culture & Sports in the Directorate of Archives and Antiquities. The significance and importance of the findings will be assessed according to various criteria relevant to cultural heritage including aesthetic, historic, scientific or research, social and economic values;
- Decision on how to handle the finding will be reached based on the above assessment and could include changes in the project layout (in case of finding an irrevocable remain of cultural or archaeological importance), conservation, preservation, restoration or salvage;
- Implementation of the authority decision concerning the management of the finding;
- Construction work can resume only when permission is given from the concerned officers from the Ministry of Youth, Culture & Sports after the decision concerning the safeguard of the heritage is fully executed;
- In case of delay incurred in direct relation to archaeological findings not stipulated in the contract (and affecting the overall schedule of works), the contractor may apply for an extension of time. However, the contractor will not be entitled for any kind of compensation or claim other than what is directly related to the execution of the archaeological findings works and protections.

## Annex 3: Procedures for Managing Contractors

This procedure was developed consistent with the World Bank Group ESHS Guideline which incorporates the IFC ESHS Guidelines, under the “Good Practice Note: Managing Contractors’ Environmental and Social Performance”. This is to remind the borrower’s responsibility to comply with the ESHS Guidelines, loan agreement commitments, ESIA, local laws and regulations, and permits and standards, ensuring that any contractor providing services of any kind to the implementing entity duly follows these requirements throughout the duration of the contract, including any activity or services performed by subcontractors or third parties undertaking a contract from the contractor.

UN Women must use its direct control over contractors to ensure that E&S requirements are met by contractors. To achieve this commitment, UN Women needs to include in subcontracts the requirement to comply with all the E&S requirements that are appropriate for the works being subcontracted and consistent with the implementing entity’s and the contractor’s E&S management programs.

Understanding Implementation Responsibilities: The roles of UN Women and contractors in meeting E&S requirements are intertwined and must be worked out at the subproject level. In some cases, such as stakeholder engagement, both Un Women and contractors will have certain obligations and limits and will need to coordinate their efforts. In others, such as monitoring, each party will monitor E&S performance, but at different frequencies and levels of detail. In all cases, the PMU remains ultimately responsible to the World Bank for ensuring E&S requirements are met, with the responsibilities of the contractor defined in the contract. The design standards and requirements of subprojects (and operation standards) will also be set out in the terms of reference of the contract.

Contractor Oversight: UN Women will monitor contractors and their E&S performance and ensure the contractor monitors its own and all subcontractors’ E&S performance throughout construction, including mobilization, the main construction phase, and demobilization. Clear responsibilities and reporting lines are essential to avoid duplication of effort or, conversely, gaps in monitoring. If operations are carried out under contract, or some work is performed by contractors, UN Women and the contractor will monitor E&S performance during operations as well. All contractors engaged on the project operate in a manner consistent with the requirements of the ESSs, including the specific requirements set out in the ESCP.

UN Women should require contractors to report on an agreed frequency their E&S performance and metrics (which shall include relevant information and data from subcontractors, as applicable). Timely reporting of E&S performance and results enables the client to identify opportunities for improvement, prevent poor performance issues, and assist contractors if remedial action is to be taken.

E&S Performance Meetings: Regular meetings are essential to ensure contractor performance is satisfactory and that project specifications are being met. UN Women may share performance monitoring results at weekly meetings with all contractors to effectively drive improved performance by introducing a competitive element, sometimes with small incentives. The authority of monitoring staff who control contractor performance also needs to be clarified and understood by contractors (for example, who gives instructions to stop work or proceed but with modifying the approach, scope, equipment, and so forth).

UN Women should ensure that contractors employ qualified E&S personnel to oversee E&S performance, and that contractor staffing and resources are commensurate with the magnitude and timing of work and

potential E&S risks. UN Women should also approve documentation, including for training programs, to ensure all staff are aware of E&S commitments and their part in meeting them.

Review and Approval of Contractor Site-Specific E&S plans: UN Women is responsible for its contractors, meeting all of the project's E&S requirements, it is essential for UN Women to review and approve project E&S management plans and procedures. These might include such plans as working within boundaries (footprint management), protection of biodiversity, land clearing and erosion control, traffic management, labor sources and methods of recruitment of workers, worker accommodation, noise and dust control, and possibly others. Where an ESMP has not been approved, no works will commence in the area.

Kickoff Meeting: Prior to early work activities, UN Women should hold a kickoff meeting with each of the contractors prior to arriving at the site. Timing of mobilization based on logistical issues, resources, customs delays, and so forth should be considered in the planning. UN Women and contractor project managers and subcontractors should participate in these meetings. The purpose is to review planned activities and schedules, review E&S requirements (among others), review the roles of the various parties in implementing and monitoring mitigation measures, and agree on project-specific induction and training content. These meetings should include a discussion about control of access to the site, use of security forces if applicable, and how to best coordinate the security management system and E&S activities at both the base camp (accommodation site) and any remote construction sites. Both client and contractor E&S representatives should be present to reiterate all E&S commitments and establish initial compliance points and coordination requirements during site establishment.

E&S Induction and Training: A general E&S site induction should be mandatory for all workers, with specialized technical E&S training delivered to staff. The degree of training should be based on the project's E&S risks, on the tasks that will be performed, the CoC, including the SEP, and SMP, and on the general E&S provisions that are applicable for all personnel, including contractors and subcontractors. All workers should be made aware of the worker GRM and Project GRM and how to access them. UN Women should provide GBV/SEA awareness training for staff at all levels, from contract management to day laborers, as per GBV Action Plan. Additional training may be needed for staff that will be responsible for implementing, monitoring, and reporting E&S performance. Once the general E&S induction is defined, a series of specific trainings may be required in order to ensure that the requirements, controls, and mitigation measures are well communicated and understood.

PMU Monitoring of Activities: The monitoring of contractor E&S performance by UN Women must be practiced throughout construction, from mobilization through demobilization. This should involve both visits to work locations and reviews of records kept by the contractor and of reports submitted by the contractor. The frequency of site visits should be commensurate with the magnitude of the E&S risks of the activities being carried out and permanence of potential impacts that could result from ongoing activities. Monitoring may be conducted by UN Women E&S staff.

UN Women E&S officers should review one or more recent inspection reports and the contractor's previous month's E&S progress report prior to visiting the site to monitor the contractor's E&S performance. They should do the same before participating in meetings where the contractor's E&S performance is to be discussed. UN Women will review contractor reports and follow up as needed to ensure timely resolution of issues of noncompliance with E&S requirements. This may include additional visits to the contractor's site or offices, further communications with contractor E&S personnel, issuance of notices of deficiency or warnings to the contractor, and other actions as needed.

At any stage of construction or other work, if the contractor has not taken appropriate action to achieve compliance with E&S requirements after repeated notices of violation and warnings of noncompliance, and significant E&S impacts are occurring or imminent, the PMU should order the contractor to stop work until E&S performance is brought under control and up to acceptable standards.

Contractor Monitoring and Reporting: UN Women should require contractors to monitor and keep records on E&S performance in accordance with the E&S management plans. This may include monitoring of E&S matters, scheduled and unscheduled inspections to work locations, observations made during routine activities, desk reviews, drills, and any other monitoring protocols implemented by the contractor to ensure E&S compliance.

Responsibilities for monitoring need to be clear between the client and contractor, and results (if client and contractor are both collecting data) must be comparable, for example, collected using the same methodologies, analyzed at the same labs, and using similar equipment, and so forth.

UN Women should require contractors to report on E&S performance on at least a monthly basis throughout the construction phase, including mobilization, construction, and demobilization. This could be more frequent for more sensitive E&S projects. It can be part of the overall engineering progress report or a stand-alone E&S report. The table below shows the E&S parameters considered in the reporting of E&S performance.

Parameters to consider for E&S reporting by the contractor at least on a monthly basis.

Item	Parameter	Description
1	<i>Safety:</i>	hours worked, recordable incidents and corresponding Root Cause Analysis (lost time incidents, medical treatment cases), first aid cases, high potential near misses, and remedial and preventive activities required (for example, revised job safety analysis, new or different equipment, skills training, and so forth).
2	<i>Environmental incidents and near misses:</i>	environmental incidents and high potential near misses and how they have been addressed, what is outstanding, and lessons learned.
3	<i>Major works:</i>	those undertaken and completed, progress against project schedule, and key work fronts (work areas).
4	<i>E&amp;S staffing:</i>	new hires and departures, and listing of current staff and titles.
5	<i>E&amp;S requirements:</i>	noncompliance incidents with permits and national law (legal noncompliance), project commitments, or other E&S requirements.
6	<i>E&amp;S inspections and audits:</i>	by contractor, engineer, or others, including authorities—to include date, inspector or auditor name, sites visited and records reviewed, major findings, and actions taken.
7	<i>Workers:</i>	number of workers, indication of origin (expatriate, local, nonlocal nationals), gender, and skill level (unskilled, skilled, supervisory, professional, management).
8	<i>Training on E&amp;S issues:</i>	including dates, number of trainees, and topics
9	<i>Footprint management:</i>	details of any work outside boundaries or major off-site impacts caused by ongoing construction—to include date, location, impacts, and actions taken.

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|----|---|---|
| 10 | <i>External stakeholder engagement:</i>       | highlights, including formal and informal meetings, and information disclosure and dissemination—to include a breakdown of women and men consulted and themes coming from various stakeholder groups, including vulnerable groups (e.g., disabled, elderly, children, etc.).  |
| 11 | <i>Details of any security risks:</i>         | details of risks the contractor may be exposed to while performing its work—the threats may come from third parties external to the project or from inappropriate conduct from security forces employed either by the client or public security forces.   |
| 12 | <i>Worker grievances:</i>                     | details including occurrence date, grievance, and date submitted; actions taken and dates; resolution (if any) and date; and follow-up yet to be taken—grievances listed should include those received since the preceding report and those that were unresolved at the time of that report.  |
| 13 | <i>External stakeholder grievances:</i>       | grievance and date submitted, action(s) taken and date(s), resolution (if any) and date, and follow-up yet to be taken—grievances listed should include those received since the preceding report and those that were unresolved at the time of that report. Grievance data should be gender-disaggregated. Particular sensitivity may be needed around SEA or GBV issues raised. |
| 14 | <i>Major E&amp;S changes:</i>                 | to E&S management, or E&S practices (most often done by the Project Implementing Entity)  |
| 15 | <i>Deficiency and performance management:</i> | actions taken in response to previous notices of deficiency or observations regarding E&S performance and/or plans for actions to be taken—these should continue to be reported until the client determines the issue is resolved satisfactorily.   |

## Annex 4: Labor Management Procedures

The World Bank's Environmental and Social Standard 2 (ESS2) - Labor and Working Conditions and ESS4 - Community Safety and Health were identified as applicable for the project. In accordance with the requirements of ESS2, these Labor Management Procedures (LMP) were prepared. The purpose of the LMP is to set out the ways in which the PMU and UN Women will manage all project workers in relation to the associated risks and impacts. The objectives of the LMP are to:

- (a) Identify the different types of project workers that are likely to be involved in the project
- (b) Identify, analyze and evaluate the labor related risks and impacts for project activities
- (c) Set out procedures to meet the requirements of ESS2, ESS4 and applicable national legislation.

The LMP will be applied with due consideration to the requirements of national laws, the interrelatedness of ESS2 with other ESS in general and ESS4 in particular.

The LMP will be administered to different types of project workers as follows:

- (a) **Direct Workers.** People employed directly by the MGCSW who work specifically for the PMU in Juba. Under this category are further included staff or consultants of UN Women who perform work related with core functions in the project
- (b) **Contracted Workers.** People engaged through third parties to, regardless of location. This category includes workers of contractors contracted to conduct public works. It will further include MGCSW staff and NGO staff providing services.
- (c) **Primary Supply Workers.** People engaged by the MGCSW or UN Women or contractors as primary suppliers. These include, for example, suppliers of construction materials.
- (d) **Community Workers.** People employed or engaged in providing community-based project interventions. The activities will include the use of community workers especially for simple works in the construction activities.

The LMP will apply to project workers including fulltime, part-time, temporary and seasonal. The project scope does not have chances of employing migrant workers.

### Labor Forecast / Types of Activities

The Project has four Components:

Component 1: Community Empowerment Support to Women and Girls. This component will support to increase women's and girls' access to social and livelihoods support services through a community-based approach, focusing on the construction of WECCs, which will offer a core package of integrated services in women and girl friendly spaces. Types of workers required for this component will include direct workers from the PMU and UN Women; contracted workers and community workers for the public works to be performed, primary supply workers for construction materials; and contracted workers for the delivery of services in the WECC. Community workers may be engaged for construction works.

Component 2: Women's Entrepreneurial Opportunity Facility: This component will focus on women owned Small and Growing Businesses (SGBs), which require both technical and financial support to grow domestically, internationally and/or exploit new sector opportunities. The component will fill the market

gap which is preventing SGBs from expanding or entering new market sectors. The component will provide a complementary set of technical assistance and grants to women-owned SGBs. This component will require direct workers from the PMU and UN Women, as well as contracted workers providing part of the services.

Component 3a: Services for Survivors of GBV, Subcomponent 3a: National GBV Hotline and Coordination:

This subcomponent will strengthen the existing national GBV helplines in South Sudan to expand access to GBV services and information for survivors of GBV. Referral services will include psychosocial support, health, police, child support, legal aid, economic empowerment, and shelter and involve civil society organizations (CSOs) that are part of the referral pathways in each state. In addition, the subcomponent will enable the capacity of the MGCSW to coordinate an integrated system; and provide outreach and awareness amongst the general population in terms of available services. A key feature of the capacity building will be to establish a professional cadre of social workers through development of a syllabus for social workers and accreditation. This component will include direct workers from the PMU, UN Women as well as from the MGCSW, and contracted workers from NGOs and the MGCSW to provide some of the services.

Component 3b: Services for Survivors of GBV, Subcomponent 3b: A Safe House Facility for Survivors of GBV:

This subcomponent will provide support to the construction of a new purpose-built facility or rehabilitation of an existing facility in Juba. Through the safe house, women and girls who have experienced violence will receive basic protection services and resources, which will enable them to recover from the traumatic violent experiences and seek legal remedy. The services provided will include accommodation, protection, clothing, medical care, and counseling. Specialist services, such as legal support, will be provided by specialized CSOs. The subcomponent will require direct workers from the PMU and UN Women, as well as contracted workers – including contractors for civil works, primary supply workers for the supply of construction materials, and CSOs and NGOs for the delivery of services. Community workers may be engaged for the construction works.

Component 4: Institutional Strengthening and Project Management, Subcomponent 4a: Institutional Strengthening:

This subcomponent supports the construction of a new headquarters for the MGCSW. Furthermore, this subcomponent will support the training and accreditation of social workers through the National Training Institute. In addition, this subcomponent will provide Technical Assistance (TA) for the MGCSW and key stakeholders. Based on an institutional capacity needs assessment, the subcomponent will finance trainings, workshops, and conferences to build management skills and provide mentoring. It will require direct workers from the PMU, UN Women as well as contracted workers from the MGCSW, consultancy services, and contracted workers for the implementation of civil works and primary supply workers for the supply of construction material. Community workers may potentially be engaged for construction works.

Component 4: Institutional Strengthening and Project Management, Subcomponent 4b: Project Management:

This subcomponent will finance the staffing of a PMU and includes the costs of project oversight through the PSC. It will require direct workers from the PMU and UN Women, as well as supply workers for office and other potential supplies for the implementation of project activities. It may further require the input of contracted workers for capacity building exercises.

Anticipates labor usage:

Component	Type of workers	Number of workers	Gender	Timinig
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<p><u>Component 1:</u> <u>Community Empowerment Support to Women and Girls.</u></p> <p><u>Construction of WECCs</u></p>	<ul style="list-style-type: none"> <li>• Direct workers from the PMU and UN Women;</li> <li>• contracted workers</li> <li>• community workers</li> <li>• primary supply workers</li> </ul>	<p>10 direct workers</p> <p>5 skilled labors per site</p> <p>20 community workers per site</p> <p>5 supply workers</p>	<p>f/m</p> <p>unknown at this stage ideally 10 f and 10 m</p> <p>unknown at this stage</p>	<p>Whole duration of subproject</p> <p>6 months per site</p> <p>6 months per site</p> <p>Temporarily as required</p>
<p><u>Component 2:</u> <u>Women's Entrepreneurial Opportunity Facility</u></p>	<ul style="list-style-type: none"> <li>• Direct workers from the PMU and UN Women</li> <li>• contracted workers providing part of the services</li> </ul>	<p>10 direct workers</p> <p>Ca. 50 contracted workers across different project locations</p>	<p>f/m</p> <p>the aim is to recruit f/m workers</p>	<p>Duration of the subproject activities</p>
<p><u>Component 3 a:</u> <u>Services for Survivors of GBV</u></p> <p><i>National GBV Hotline and Coordination</i></p>	<ul style="list-style-type: none"> <li>• Direct workers from the PMU, UN Women</li> <li>• contracted workers from NGOs and the MGSCW to provide some of the services.</li> </ul>	<p>10 direct workers</p> <p>Ca. 30 contracted workers across different project locations</p>	<p>f/m</p> <p>the aim is to recruit f/m workers</p>	<p>Duration of the subproject activities</p>
<p><u>Component 3 a:</u> <u>Services for Survivors of GBVbA Safe House Facility for Survivors of GBV:</u></p>	<ul style="list-style-type: none"> <li>• direct workers from the PMU and UN Women</li> <li>• contracted workers – including contractors for civil works</li> <li>• primary supply workers</li> <li>• workers for the delivery of services.</li> <li>• Community workers</li> </ul>	<p>10 direct workers</p> <p>5 skilled laborers per site</p> <p>5 primary supply workers per site</p> <p>20 across project sites</p> <p>20 community workers per construction site</p>	<p>f/m</p> <p>unknown at this stage</p> <p>unknown at this stage</p> <p>aim to recruit f/m</p> <p>aim to recruit 10 m and 10 f</p>	<p>Duration of the subproject activities</p> <p>6 months per site</p> <p>6 months per site</p> <p>Duration of subproject activity</p> <p>6 months per site</p>



<p><u>Component 4: Institutional Strengthening and Project Management</u></p> <p><i>Subcomponent 4a: Institutional Strengthening</i></p>	<ul style="list-style-type: none"> <li>• Direct workers from the PMU, UN Women</li> <li>• contracted workers for consultancy services,</li> <li>• contracted workers for the implementation of civil works</li> <li>• primary supply workers for the supply of construction material</li> <li>• community workers for construction works.</li> </ul>	<p>10 direct workers</p> <p>5 contracted workers</p> <p>5 skilled laborers</p> <p>5 primary supply workers</p> <p>20 community workers</p>	<p>f/m</p> <p>f/m</p> <p>unknown at this stage</p> <p>unknown at thos stage</p> <p>10 m and 10 f</p>	<p>Throughout subproject implementation</p> <p>6 months construction period</p> <p>6 months construction period</p> <p>6 months construction period</p>
<p><u>Component 4: Institutional Strengthening and Project Management,</u></p> <p><i>Subcomponent 4b: Project Management</i></p>	<ul style="list-style-type: none"> <li>• Direct workers from the PMU, UN Women</li> <li>• contracted workers for consultancy services,</li> </ul>	<p>20 direct workers</p> <p>10 contracted workers</p>	<p>f/m</p> <p>f/m</p>	<p>Throughout project implementation</p>

**Labor Risk Assessment**

As part of the labor risks and impacts identification, the following activities will assist in understanding the exposure pathways. However, presented here are only key risks related to workers of predictable activities. A more detailed analysis will be possible at the stage when subproject designs are agreed on.

- (a) The main activities for community workers will be light works in construction of the planned facilities.
- (b) The main types of activities for contracted workers and supply workers will relate to the construction of the planned facilities - including more complicated civil works (heavy equipment).
- (c) Other types of activities for contracted workers will be the delivery of services.

The table highlights and analyses the potential labor related risks and impacts in view of the anticipated labor utilization and general baseline settings of the project areas.

*Table 14 Labor Risk Identification and Analysis*

Risk/Impact	Analysis (Magnitude, Extent, Timing, Likelihood, Significance)	Risk Mitigation Measures
<b>ESS2: Labor and working conditions</b>		
Labor standards are not in accordance to national laws and international standards	There are some gaps between South Sudanese labor laws and international standards / ESS 2 (for example in regards to child labor, see below. See Annex 5 for legal and policy review and legal gap analysis).	Through the implementation of this LMP the gaps are addressed. In addition, the Project will ensure management of contractors and implementing partners
Underpayment of contracted workers or supply workers	Since South Sudan has no statutory minimum wage, there is a risk that local contractors and sub-contractors underpay the contracted or supply workers.	Project to set minimum wage, and ensure management of contractors and implementing partners
Labor disputes over contracts	Given the generally high conflict potential, it is possible that disputes over contracts emerge	The project will provide workers' GRM as well as general Project GRM
Deployment of immigrant/migrant workers without required permits	Significant amounts of unskilled jobs are filled by immigrant workers. These require work permits, which can be subject to lengthy processes. The risk therefore exists that local contractors contract migrant workers without appropriate permits in country.	The project will not deploy immigrant workers.
Poor working conditions: Unsafe work environment	Due to the protracted conflict in South Sudan and the weakness of formal justice institutions, employees' working conditions are poor and the project needs to ensure that such working conditions are not accepted. The impact is significant in that it may manifest in exploitation of the very community that the project intends to benefit, community workers, but also contracted workers may be affected.	Supervision of contractor Labor Management practices is essential to mitigate against this risk. A contractor checklist will be used.  Implementation of workers' GRM
Poor working conditions: lack of workers' rights	Labor laws in South Sudan have been criticized for their lack of enforcement. This is not surprising given that the formal justice sector is generally extremely weak.	The project will ensure through rigorous workers' GRM, that workers can articulate violations of their rights and receive redress. In addition, the Project will ensure management of contractors and implementing partners
Discrimination against women in employment	In most rural communities in South Sudan, women typically carry out household work owing to the general perception that men go to formal work while women and girls assume household duties. If there is no deliberate effort by the project to encourage the local women to thrive in contracted work or community work the risk of missing them as beneficiaries of potential employment is substantial. There is also a high incidence of sexual harassment of female workers by other workers, and discrimination in recruitment and employment of women generally.	Contractors are compelled to safeguard the interests of women, including gender parity at the workspace, prohibiting sexual harassment and other forms of GBV toward female workers by other project workers, appropriate sanitation facilities at workplace, and appropriate PPE for women. A Project GRM will be implemented.

Discrimination and exclusion of vulnerable / disadvantaged groups	There is a risk that vulnerable and disadvantaged groups will not be considered in the recruitment of community workers.	A Project GRM will be implemented. The SEP will focus on information dissemination to these groups
Use of child labor	The general minimum age for work is 14 (which is in accordance with ILO standards on minimum age where a country's economy and educational facilities are insufficiently developed). <u>Children between the ages 14 and 18 to engage in the worst forms of child labor, violating international standards.</u> Compulsory education age (13) is inconsistent with minimum age for work (14).	The minimum age of 18 will be enforced in recruitment and in daily staff team talks by contractors. UN Women will also supervise this through the Contractor Management Checklist. The age of workers will be verified upon hiring. A track record search will be conducted of the contractors at the bidding process (record of health and safety violations, fines, consult public documents related to workers' rights violations, GBV/SEA/SH issues etc.) Awareness raising will be provided to communities/suppliers to not engage in child labor
Worst forms of child labor	<p>The Labor Act lacks clarity on prohibitions on the worst forms of child labor. Article 12(2) allows children between the ages 14 and 18 to engage in the worst forms of child labor, violating international standards.</p> <p>In practice, children in South Sudan engage in armed conflict and in cattle herding. The national army continues to recruit, sometimes forcibly, children to fight opposition groups. Children are further engaged in other worst forms of child labor, including in commercial sexual exploitation. Perpetrators have not been brought to justice.</p> <p>Furthermore, hazardous work falls under the worst form of child labor.</p>	The project will not recruit any workers for hazardous work and will enforce the minimum age of 18 for all workers. In addition, the Project will ensure management of contractors and implementing partners. A track record search will be conducted of the contractors at the bidding process (record of health and safety violations, fines, consult public documents related to workers' rights violations, GBV/SEA/SH issues etc.)
Forced Labor	Forced labor takes place in South Sudan, for example in regards to recruitment into the national army. There is hence a risk that forced labor will be deployed under the project, for example in the form of community workers by local governments.	Contractors' obligations will be spelled out in their respective contracts and the PMU will monitor full compliance.
Injuries at the workplace / OHS risks	Given that PPE may be scarce for contracted workers or community workers, and health and safety regulations may not exist or not be enforced.	Contractor occupational risk assessments and mitigation plans will be devised and implemented. Workers will be trained on OHS risks, hazards and safe handling of equipment and procedures, based on EHS Guidelines on OHS. Appropriate PPE will be provided. GRM/workers' GRM will be communicated and implemented. C-ESMPs will be developed including OHS. OHS requirements will be included into bids and contracts. Contractor bids and contracts will include various OHS requirements.

**ESS4: Community Safety and Health**

Labor influx and GBV	There is likely to be internal movement of people from areas outside the project areas to seek employment and associated benefits from within targeted communities. Furthermore, contracted workers may be brought into communities to conduct construction works. Population movement due to labor influx may result in GBV/SEA cases.	UN Women and all contractors will implement the Labor Influx Management Procedure (see below); a GBV/SEA Action Plan will be implemented. A local workforce minimum content for the contractors will be set up and disclosed to communities. The Project will aim to maximize the use of local suppliers (for food, water, services etc.)
Spread of diseases in communities, including HIV through labor influx	Population movement due to labor influx may result in the spread of HIV and other diseases.	UN Women and all contractors will implement the Labor Influx Management Procedure (see below), including sensitization on preventing common diseases. Communication of risks will be conducted through locally appropriate means – targeting specific social groups and genders.
Spread of COVID-19	Given the ongoing Covid-19 pandemic, there is a risk that COVID-19 spread at construction sites.	COVID-19 protocols will be followed at construction sites
Lack of safety and security for project workers, project-affected persons and assets	Given the fragility in the country, there is a risk of security for all project workers and beneficiary communities in some regions.	A Security Risk Assessment will be implemented and local Security Management Plans (SMP) prepared. Local Security Activity Plans – as per Project SMP (separate confidential document) will be prepared and implemented
Risks associated with hiring security personnel	Security personnel may be recruited to provide security at some subproject sites or for specific activities.	The Project SMP will be implemented. The project will implement standards, protocols and CoCs for the selection and use of military and security personnel, and screen such personnel to verify that they have not engaged in past unlawful or abusive behavior, including sexual exploitation and abuse (SEA), sexual harassment (SH) or excessive use of force. The PMU will enter into a memorandum of understanding (MoU), with the Ministry of Defense setting out the arrangements for the engagement of the military and security personnel under the Project.  It will be ensured that such personnel is adequately instructed and trained, prior to deployment and on a regular basis, on the use of force and appropriate conduct (including in relation to civilian-military engagement, SEA and SH, and other relevant areas), as set out in the Project Operations Manual, SMP and LMP

Traffic risks and road safety	Construction activities can cause traffic risks and jeopardize road safety for drivers.	<p>The project will implement training and licensing of industrial vehicle operators in the safe operation of specialized vehicles; ensure drivers undergo medical surveillance; establish rights of way, site speed limits, vehicle inspection requirements, operating rules and procedures; include traffic and road safety into the daily toolbox talks; emphasize safety aspects among drivers; improve driving skills of drivers ; adopt limits for trip duration, e.g. 8 hours at a time; arrange driver rosters to avoid overtiredness; preassign routes by construction vehicles (project management, contractor, and traffic authorities) before construction starts.</p> <p>Regular maintenance of vehicles and use of manufacturer approved parts to minimize potentially serious accidents caused by equipment malfunction.</p>
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## Institutional Arrangement for Implementation of LMP

Given the categories of project workers (direct workers, contracted workers, primary supply workers and community workers), this section lays out the operational arrangements amongst the various institutions that are implementing the Project and ensures the smooth implementation of the LMP. The requirements of the LMP apply to all categories of project workers and where there is a special emphasis for a particular category of workers, this will be highlighted within the applicable section of the LMP.

Direct Workers are those workers employed by the PMU/MGSC and UN Women, specifically for the Project. The requirements of the LMP as applicable to the direct workers will be the responsibilities of the PMU and UN Women. The PMU will however have an oversight role vis-a-vis UN Women through direct reporting arrangement on the requirements of the LMP in particular and other ESMF requirements in general.

Contracted workers are those who will be employed by contractors, NGOs and other third parties to execute project activities. UN Women has the responsibility to ensure LMP implementation at the interface with its respective contractors and sub-contractors, while the PMU oversees the LMP implementation at all levels.

Contractors may engage community workers directly in construction works. Contractors are responsible for the full implementation of the requirements of the LMP as it applies to community workers in relation to ESS2, while the PMU will exercise oversight over labor management processes. UN Women, as the contracting agency will ensure observance of contractors of the LMP.

The Primary Suppliers are identified at the sub-project level by UN Women or contractors or directly during sub-project screening and the applicability of the LMP will be affirmed at that time. UN Women has the mandate to ensure that all the procedures for primary supply workers are observed, though the PMU will have the overall responsibility. ESS2 applies a proportionality approach to oversight responsibility towards suppliers. That being said it is important that the project ensures minimum conditions in cases like quarries, or camp service suppliers, or any activities ongoing within construction sites.

The approach to the implementation of this LMP is that all the provisions of the LMP are applied to all project workers. In some cases special mention for a particular category of project worker is required.

## Key Procedures

The Project is guided by the recognition of the importance of employment creation and income generation in the pursuit of poverty reduction and inclusive economic growth. It will promote sound worker-management relationships and enhance the development benefits of a project by treating workers in the project fairly and providing safe and healthy working conditions.

## Key Procedures Rationale

The PMU, UN Women and contractors and all project workers will follow up in ensuring the full accomplishment of the objectives of ESS2 and ESS4 in specific. During the gap assessment, there are some aspects that are completely covered through legislation, while aspects not completely covered by

legislation will be satisfied through reference to the World Bank's sector specific guidelines on good practices on OHS.

## Recruitment and Replacement Procedure

### Procedure Objective

The objective of this procedure is to ensure that the recruitment process and placement of project workers is conducted in a manner which is non-discriminatory and employees are inducted to all essential work-related matters.

### Procedure

1. Contractors submit a recruitment plan to PMU/UN Women for review and approval. The following details will be shown:
  - i. Number of staff required
  - ii. Intended working condition
  - iii. Intended locations of staff
  - iv. Job specifications in terms of qualification and experience
2. Contractor publishes the job invitation in the appropriate media (local press or direct invitation for contracted worker, or word of mouth through local leaders for community workers) to ensure all potential candidates have access to the information, including women and persons with disabilities, actively addressing risks of nepotism, or other forms of recruitment or employment discrimination.
3. Shortlist and recruit candidates ensuring the following;
  - i. As far as possible, 50% shortlisted candidates are women.
  - ii. As far as possible, 50% engaged employees are women.
  - iii. Screen out candidates under the age of 18 years.
4. On recruitment, ensure a contract of employment is signed voluntarily, for both contracted workers and community workers.
5. For community workers, contractors will have the terms and conditions discussed, explained, negotiated and documented through joint community meetings, with each community employee showing consent by appending their signature against the resolutions or signing the attendance register of the meeting which made the employment resolutions.
6. At the point of hiring, the contractor will ensure the employee is inducted on the essential work related issues, which include the following;
  - i. Key Job Specifications
  - ii. Terms and Conditions of Employment
  - iii. Code of Conduct (see below for sample CoC)
  - iv. Disciplinary Procedures
  - v. Workers' GRM
  - vi. Freedom to join and participate fully in Workers Association activities, Employment Council or Trade Union
  - vii. Key E&S aspects of the Project and the ESMF and other E&S instruments
  - viii. Emergency Preparedness
7. Maintain all such employment records available for review by the PMU, the World Bank, or Regulatory Authority.

## Occupational Health and Safety (OHS) Procedures

### a. Objective of procedure

The objective of the procedure is to achieve and maintain a healthy and safe work environment for all project workers (contracted workers and community workers) and the host community.

### b. Procedure

1. On procurement for contractors, UN Women will avail the ESMF, ESMP or other relevant E&S instruments to prospective bidders so that contractors include the budgetary requirements for OHS and community health and safety measures in their respective bids.
2. The contractors will develop and maintain an OHS management system that is consistent with the scope of work, duration of contract and IFC General Environmental Health and Safety Guidelines (EHSGs) on Occupational Health and Safety.
3. Contractors will adopt the sub-project ESMPs and where necessary develop a Contractor Environmental and Social Management Plans (C-ESMPs) to help manage construction risks.
4. Contractors appoint an appropriately qualified and experienced OHS/Environmental Officer whose responsibilities is to advise the employer on an OHS related issues.
5. Contractors prepare task-specific risk assessment (TRA) and safe working procedures (SWP) for executing works;
6. Contractors provide preventive and protective measures, including modification, substitution or elimination of hazardous conditions or substances informed by TRA and SWP.
7. Contractors provide for appropriate training/induction of project workers and maintenance of training records on occupational health and safety subjects including TRA and SWP.
8. Contractors document and report on occupational accidents, diseases and incidents.
9. Contractors provide emergency prevention and preparedness and response arrangements to emergency situations including and not limited to:
  - Workplace accidents
  - Workplace illnesses
  - Flooding
  - Fire outbreak
  - Disease outbreak
  - Labor unrest and
  - Security
10. Contractors to comply with all requirements of applicable occupational Health and Safety legislation and Environmental legislation including WB EHS guidelines.
11. Contractors shall maintain all such records for activities related to the safety health and environmental management for inspection by the PMU or UNW.

## Contractor Management Procedures

### a. Objective of procedure

The objective of this procedure is to ensure that UN Women has contractual power to administer oversight and action against contractor non-compliance with the LMP.

### b. Procedure

- i. UNW shall avail all related documentation to inform the contractor about their requirements for effective implementation of the LMP.



- ii. Before submitting a bidding for any contracted work, the contractor shall incorporate the requirements of ESMF and all other relevant E&S instruments.
- iii. Contractors to formulate, implement and review contractor specific Management Plans (C-ESMPs) as required by the ESMF and specifically the LMP including:
  - OHS plans
  - Labor Recruitment Plan
  - CoCs for employees
  - Waste management plan
  - Emergency plan
- iv. Contractors to submit the progress reports on the implementation of the LMP and allow UNW and PMU access to verify the soundness of the contractor's implementation of the requirements of the LMP.
- v. Where appropriate, UNW may withhold contractor's payment until corrective action(s) is/are implemented on major noncompliance to the LMP. The following are some of the major noncompliance that contractors need to take note of:
  - Failure to submit mandatory quarterly progress report
  - Failure to avail for inspection specified documentation pertaining to the implementation of the ESMP, C-ESMP and LMP
  - Failure to timely notify and submit incident and accident investigation report
  - Failure to appoint or replace a competent and experienced EHS officer
  - Failing to enforce C-ESMPs including provision of adequate appropriate PPE
  - Recruitment of nontechnical staff from outside the local community.

## Labor Influx Procedure

### a. Objective of the procedure

The objective of this procedure is to capacitate UNW and all contractors to mitigate the labor influx risk and impacts. The influx of workers and followers can lead to adverse social and environmental impacts on local communities, especially if the communities are rural, remote or small. Such adverse impacts may include increased demand and competition for local social and health services, as well as for goods and services, which can lead to price hikes and crowding out of local consumers, increased volume of traffic and higher risk of accidents, social conflicts within and between communities, increased risk of spread of communicable diseases, and increased rates of illicit behavior and crime, including GBV cases.

### b. Procedure

- i. Contractor shall ensure that all non-technical work is reserved for locals (identifiable with the host community and witnessed by host community leadership).
- ii. Beneficiary selection and employment recruitment should verify the authenticity of the localness of potential employees.
- iii. Contractor liaises with local leadership on enrolment for community workers while at the same time ensuring that no grievances derive from nepotism via utmost transparency in the selection process, announcing hiring campaigns early enough in community consultations and/or other outreach activities.
- iv. Where there are camp establishments, contractor shall ensure camp management and community relations are good. If labor camps are required, special management plans need to be developed, or if smaller establishment, camp management reflected in the ESMP.
  - Security within camp

- Social relations with community members should be cordial and consistent with GBV and SEA
  - Waste management
  - Water and sanitation
  - Proper camp demobilization
- v. Establish Code of Conduct for contract workers interaction with the host community. This may include:
- Access to camp by children, non-employed girls and women
  - Appropriate language
  - Time restrictions where required
  - GBV/SEA
  - Good conduct if small numbers of workers are accommodated in communities rather than camps
- vi. Contractors should have own supply or pay for accommodation offered by community to contracted employees.
- vii. Contractors shall ensure that local supply shall not negatively impact the availability of resources for the local communities and sourcing of local wildlife shall be prohibited.
- viii. Contractor shall provide a fully equipped first aid kit.
- ix. Contractors to mainstream HIV issues in the workplace by providing HIV prevention training during induction and continuously during employment through health and safety talks.
- x. Contractor to be fully aware of and be ready to implement the Workers' GRM.

## Procedure for Primary Suppliers

Primary supply workers are employees of suppliers who, on an ongoing basis, provide goods and services to the project. UN Women has oversight of the implementation of the LMP requirements in this category.

### Objective of the procedure

The objective of the procedure is to ensure that labor-related risks to the project from primary supply workers are managed in line with the requirements of ESS2.

### Procedure

#### PMU and UNW will undertake the following measures:

- i. Procure supplies from legally constituted suppliers. The legal registration ensures that the company is legally obliged to comply with all applicable labor laws in South Sudan including the Labor Act, which makes it possible to assume mainstreaming of the labor laws within the supplier's firm. This will include ensure evidence of
- Certificate of incorporation
  - Tax Clearance
  - Value Added Tax certificate
  - Registration of supplier with regulatory body for the goods or services where required
- ii. Make a physical check on the supplier's labor management system, including parameters in appendix C where applicable, including
- employee contracts
  - occupational safety and health
  - any past work-related environmental or occupational incidents
  - workers committee in place

- iii. Check products quality certification and environmental rating where required
- iv. Undertaking to take back waste for reuse, for example containers and packaging where applicable
  - vi. Possibility of training in safe use of product by community users where applicable
  - vii. where potential child labor or forced labor or serious safety risks are identified in a specific sector or industry, in connection with the supply of goods, a mapping exercise should be conducted to identify suppliers relying on such goods.
  - viii. Where it is not possible to identify specific primary suppliers, the mapping should identify general industry labor issues relating to the supply of the respective goods.

Further, given allegations forced labor risks associated with the polysilicon suppliers, bidders are required to provide two declarations: a Forced Labor Performance Declaration (which covers past performance), and a Forced Labor Declaration (which covers future commitments to prevent, monitor and report on any forced labor, cascading the requirements to their own sub-contractors and suppliers).

In addition, the Recipient will include enhanced language on forced labor in the procurement contracts.

### Procedure for Community Workers

The activities will include the use of community workers especially for simple works in the construction activities. In these scenarios of community workers, the related occupational risks are perceived as low since they will be using simple tools and perform light work. Given the nature and objectives of such a project, the application of all requirements of ESS2 may not always be applicable. In all such circumstances, this procedure provides measures to be implemented to ascertain whether such labor is or will be provided on a voluntary basis as an outcome of individual or community agreement and if the employment terms and conditions have been fully discussed and agreed.

#### **Objective of procedure**

The objective of this procedure is to ensure the community workers offer their labor voluntarily and are agreeable to the terms and conditions of employment.

#### **Procedure**

UNW will apply the following guidelines when dealing with community workers. UNW will develop standard TOR, working times, remuneration systems (depending on the type of work), methods of payment, timing of payment, and community CoC which will apply to all project activities. These will be developed during the project inception phase.

- i. Produce a recruitment plan and have it reviewed and approved by PMU
- ii. Meet and document resolution of meeting with the community on the intended community workers recruitment. The resolution shall include details on
  - Nature of work
  - Working times
  - Age restrictions (18 and above, and below UNW retirement age, verification will be based on ID documentation, and where not available through affidavits from the boma or payam chief)
  - Remuneration amount
  - Method of payment
  - Timing of payment
  - Individual signatory or representative signatory of meeting resolution
  - Employment is voluntary

- Community worker CoC
- iii. Induct community workers on key LMP issues, including
- GBV and SEA
  - Workers' and Project GRM
  - OHS
  - HIV awareness
  - Safe use of equipment and lifting techniques
  - Applicable PPE

Vi. Ensure that all proposed subproject designs, operation and maintenance regimes, specifically in view of flood risk mitigation activities, are designed and reviewed by qualified engineers.

### Workers' Grievance Redress Mechanism

The objective of the Workers' Grievance Redress Mechanism (Workers' GRM) is to settle the grievance between an employer and employee or between employees bilaterally before resorting to formal dispute resolution, except in cases where the grievance constitutes a criminal offense that requires notifying law enforcement. The Workers' GRM are in accordance with the provisions of ESS2, and apply to all direct and contracted workers.

Community workers apply the Project GRM.

**Assess and Clarify.** Workers will be informed of this grievance mechanism at the time of recruitment and the measures put in place to protect them from any reprisal for its use. Contractors induct the employee on the applicable workers' grievance redress mechanism. Induct all project workers to be aware of their rights. All records of induction shall be kept and made available for inspection by PMU/UN Women. Workers will further receive easily accessible information on the contractual details, as well as CoCs included. They can further request clarifications on any contractual issues from the employer at any time during the deployment. The provided information will allow the worker to assess whether her or his concern is valid and should be taken up with the employer.

UNW contracts only contractors with registered code of conduct or who sign an undertaking to comply with the provisions of the Labor Act for contracted workers and contractors who will comply with community meetings resolutions on applicable rules in the case of community workers.

**Intake, Acknowledge and Follow-Up.** In case of a perceived violation, the aggrieved employee must capture and present the details of the grievance to the person they report to or the supervisor's superior in case of conflict of interest. The supervisor or the supervisor's superior will acknowledge the reception of the reported grievance to the employee.

In case of risk of retaliation, the employee may immediately escalate to the court system. If confidentiality is requested, the PMU will ensure it to avoid any risk of retaliation, including in its follow-up actions.

**Verify, Investigate and Act.** The supervisor or the supervisor's superior will verify the details and seek to address the matter within the shortest time (up to 48 hours). They will escalate the matter if not resolved within 48 hours if a resolution is not found.

Where no resolution is found, the employee can escalate the matter to the sector specific institutions or courts who will resolve the matter between employer and employee. The Supreme Court's decision is final, where it has exercised lawful jurisdiction.

Where the formal courts are not accessible, do not exist in an area, or cannot render a judgment, the matter shall be reported to and handled under the PMU, for example through the Project GRM. The PMU, in this case, will accommodate a fair agreement between the worker and the contractor.

**Monitor, Evaluate and Feedback.** The contractor shall keep records of all proceedings of grievance redress that are within their jurisdiction and furnish UNW as part of the periodic progress reporting. UN Women will provide analytical synthesis reports on a quarterly basis to the PMU, which include the number, status and nature of grievances to the PMU. These reports will form the basis of all regular reports to the World Bank.

UNW will further provide an excel sheet summary of the feedback and grievances reported, which will be linked to the Project's Management Information System (MIS) and to the Results Framework. It will further maintain a documented record of stakeholder engagements, including a description of the stakeholders consulted and a summary of the feedback/grievances received during community consultations.

### **Grievances of Sexual Nature**

All grievances of sexual nature (GBV/sexual harassment/Sexual Exploitation and Abuse) should follow the GBV/SEA Action Plan referral pathways and complaints resolution mechanism.

Cases of GBV/SEA can be reported through the Workers' GRM, or the general Project GRM. The GBV survivor has the freedom and right to report an incident to anyone: community member, project staff, GBV case manager, employer, etc..<sup>119</sup>. All relevant staff of the PMU, UN Women and contractors will receive training on receiving GBV complaints and referral systems, ideally during the project initiation phase and as part of the staff welcome package. The GRM operators will be trained to receive those cases in an appropriate manner and immediately forward them to the GBV/SEA referral system. The GRM operator will ensure appropriate response by i) providing a safe and caring environment and respecting the confidentiality and wishes of the survivor ii) If survivor agrees, obtaining informed consent and making referrals and iii) providing reliable and comprehensive information on the available services and support for survivors of GBV.

Workers should generally be encouraged to report all GBV/SEA cases through the dedicated GBV/SEA referral system and complaints resolution mechanism. This will be made explicit in all community awareness sessions and be a part of the publicly disclosed information. The GBV/SEA referral system will

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<sup>119</sup> In case the survivor is a child, the consent of parents or guardians should be sought where it is in the best interest of the child and if they are not the perpetrators. However, where parents/guardians refuse to pursue the case in the court of law on the child's behalf, with clear evidence, the Directorate of Gender and Child Welfare should take up the role and pursue the case on the child's behalf to ensure that she/he is protected. Parents/guardians should be counselled first and thereafter, and taken to task by filing a case against them for denying the child her/his rights. All service provider interventions to child survivors must be undertaken with staff trained in child-friendly procedures in regards to the handling of cases. A child survivor should continue to go to school while procedures are ongoing and all efforts should be done to ensure her/his protection. In addition to this, all the above reporting and referral procedures should be applied

guarantee that survivors receive all necessary services, including medical, legal and counselling, and cases will be reported to the police where applicable.

If such cases are reported through the project GRM or the Workers' GRM, the GRM Operator or the employer needs to report the case within 24 hours to the PMU, as the PMU is obliged to report any cases of GBV/SEA to the World Bank within 48 hours (provided there is informed agreement from the survivor).

UNW has its organizational PSEA system in place through which violations by staff will be handled. This may be in addition to criminal prosecution to ensure that sanctions for the violation of CoCs are implemented. UNW is in charge of checking that the courses for contractors regarding the CoC obligations and awareness raising activities to the community are in place. The information gathered should be monitored and reported to the PMU. All reporting will limit information to the survivor's wishes regarding confidentiality and in case the survivor agrees on further reporting, information will be shared only on a need-to-know-basis, avoiding all information which may lead to the identification of the survivor and any potential risk of retribution.

**WB's Grievance Redress Service (GRS).** Project workers who believe that they are adversely affected by a World Bank supported project may submit complaints to existing project-level grievance redress mechanisms or the WB's Grievance Redress Service (GRS). The GRS ensures that complaints received are promptly reviewed in order to address project-related concerns. Project affected communities and individuals may submit their complaint to the WB's independent Inspection Panel which determines whether harm occurred, or could occur, as a result of WB non-compliance with its policies and procedures. Complaints may be submitted at any time after concerns have been brought directly to the World Bank's attention, and Bank Management has been given an opportunity to respond. For information on how to submit complaints to the World Bank's corporate Grievance Redress Service (GRS), please visit <http://www.worldbank.org/en/projects-operations/products-and-services/grievance-redress-service>. For information on how to submit complaints to the World Bank Inspection Panel, please visit [www.inspectionpanel.org](http://www.inspectionpanel.org)

## Monitoring and Supervision

The performance monitoring of this LMP will follow the same institutional arrangement as the monitoring and supervision of the ESMF. Detailed mechanisms are laid out above in the monitoring section of the ESMF. In general, the PMU will be responsible for the monitoring of the implementation of the LMP. In particular, the Social Specialist in the PMU will work directly with the UNW Social Specialist to ensure that the LMP is fully implemented.

The UNW Social Specialist will undertake supervision missions and spot checks as per schedule laid out above. Through the initial activity- or site-specific screening process, the UNW Social Specialist will be aware of potential labor-related risks and impacts of activities and will develop a monitoring schedule around these.

Non-compliance of the LMP will be reported to the PMU Project Manager, and will be taken up in the regular E&S reporting.

Furthermore, the Project will deploy TPM, who will also be tasked to monitor the implementation of the ESMF and associated instruments, such as the LMP.

## Terms and conditions

### *Working hours*

The Labor Law (42.(1)) establishes general working hours of 8 hours per day and 48 hours per week, broken by a paid period of rest of not less than half an hour per day for eating and resting. Article 42 (2) states that the competent authority may issue an order to amend for certain periods of the year or for certain categories of workers, as required by the nature and type of work, the weekly or daily hours or work or the periods of rest to be taken during these hours. 42 (3) stipulates that working hours shall be reduced by one hour during the month of Ramadan for workers who fast and for breastfeeding mothers for two years as from the date of birth of their child, provided that this hour is paid.

### *Age of employment*

The Labor Law (12.2) stipulates that no shall engage or permit the engagement of a child under the age of 14 years to perform works defined as worst forms in the same Act. A child who has attained the age of 12 (12.4) may be engaged to perform light works as long as it is not harmful for the child's health or safety, or the child's welfare and development and does not interfere with the attendance of school. No person shall engage or permit the engagement of a child under the age of 18 in hazardous work (12.6.). However, this Project only allows engagement generally from the age of 18.

### *Leave*

Under the Labor Law (59.1), an employee shall be entitled for a weekend holiday not less than 24 consecutive hours. All public holidays shall be observed on calendar days. An employee is entitled to annual leave with full pay as follows: a) after continuous service of one year or more but less than three years 21 working days per year; b) after continuous service of 3 years or more but less than 15 years 25 working days per year; c) after continuous service of 15 years or more, thirty working days of leave per

year (60.1). Types of other leave defined in the law include: sick leave; maternity leave; paternity leave; compassionate leave; and unpaid leave; leave for vocational or union trainings;

## Code of Conduct

A code of conduct for workers and employers should be developed for the Project, emphasizing labor, health and safety, environmental and social issues, including GBV. The obligations of the code should apply to all Project workers.

The Code of Conduct should be a summary document, written in simple language. It should be available in English and local languages and should be explained orally to the worker in the local languages of the subproject region prior to signing. It will also be the subject of discussion in internal training/capacity building sessions promoted by the employer.

The individual code should be signed by each employee, preferably at the signing of the contract, and a copy kept by both parties (employee and employer). In the case of workers hired prior to the project, they should sign at the planning and mobilization phase of the subproject, that is, before the practical activities under the Project begin.

By signing the Code of Conduct, the employee confirm that:

- Received a copy of the Code;
- Have had an explanation of the Code;
- Recognize that adherence to this Code of Conduct is a condition of working on the project;
- Recognize that violations of the Code may result in serious consequences, up to and including dismissal or referral to legal authorities



## Annex 5: Gap Analysis World Bank ESS and National Legal Framework

Table 15 Gap Analysis WB ESS and national legal framework

GAP Analysis World Bank ESS and National Legal Framework			
ESF Objectives	National Laws and Requirements	Gaps	Recommended Actions
ESS 1: Assessment and Management of Environmental and Social Risks and Impacts			
<p>Objectives of ESS 1 are:</p> <p>To identify, evaluate and manage the environmental and social risks and impacts of the project in a manner consistent with the ESSs.</p> <p>To adopt a mitigation hierarchy approach to:</p> <p>(a) Anticipate and avoid risks and impacts                      (b) Where avoidance is not possible, minimize or reduce risks and impacts to acceptable levels                      (c) Once risks and impacts have been minimized or reduced, mitigated; and                      (d) Where significant residual impacts remain, compensate for or offset them, where technically and financially feasible</p> <p>To adopt differentiated measures so that adverse impacts do not fall disproportionately on the disadvantaged or vulnerable and they are not disadvantaged in sharing development benefits and opportunities resulting from the project.</p> <p>To utilize national environmental and social institutions, systems, laws, regulations and procedures in the</p>	<p><b>Transitional Constitution of the Republic of South Sudan of 2011:</b> includes numerous provisions in regards to the environment. Article 41 (1) provides that the people of South Sudan shall have a right to a clean and healthy environment and (2) that every person shall be obliged to protect the environment and (3) that future generations shall have the right to inherit an environment protected for the benefit of present and future generations.</p> <p>Specific measures to ensure the objectives above include: The prevention of pollution and ecological degradation, the promotion of conservation and the securing of ecologically sustainable development and the use of natural resources while promoting rational economic and social development to protect the biodiversity of South Sudan. Article 166 (6) expects local governments to involve communities in decision-making in the promotion of a safe and healthy environment.</p> <p><b>South Sudan Draft Environmental and Protection Bill (2013).</b> Section 18 of the South Sudan Draft Environmental and Protection Bill introduces the requirement for Environmental Impact Assessments. Section 32, Cap 5, introduces the requirement for Environmental Audits.                      Section 20, Cap 5, introduces the requirement for Environmental Monitoring.</p>	<p>While communities have to be included in decision-making, South Sudan laws only stipulate the need for environmental impact assessments. Social impact assessments, and a focus on the disadvantaged are not captured.</p>	<p>The ESMF lays out the general process for environmental and social risk mitigation of project activities, including social risks and impacts and a focus on vulnerable and disadvantaged groups.</p>

<p>assessment, development and implementation of projects, whenever appropriate.</p> <p>To promote improved environmental and social performance, in ways which recognize and enhance borrower capacity.</p>	<p><b>The Environment Policy of South Sudan, from 2016</b>, provides guidelines for a wide range of responses to environmental management. These include the promotion of effective, widespread, and public participation in the conservation and management of the environment.</p>		
<p><b>ESS 2: Labor and Working Conditions</b></p>			
<p>The Objectives of ESS 2 are:</p> <p>To promote safety and health at work.</p> <p>To promote the fair treatment, non-discrimination and equal opportunity of project workers.</p> <p>To protect project workers, including vulnerable workers such as women, people with disabilities, children (of working age, in accordance with this ESS) migrant workers, contracted workers, community workers and primary supply workers, as appropriate.</p> <p>To prevent the use of all forms of forced labor and child labor.</p> <p>To support the principles of freedom of association and collective bargaining of project workers in a manner consistent with national law.</p> <p>To provide project workers with accessible means to raise workplace concerns.</p>	<p><b>Labor Act, 2017 (Act No. 64 of 2017)</b>. The Act establishes a legal framework for the minimum conditions of employment, labor relations, and labor institutions</p> <p><b>Labor Act, 2017 (Act No. 64 of 2017)</b> establishes requirement for a dispute resolution mechanism</p> <p><b>Labor Act, 2017 (Act No. 64 of 2017)</b> chapter XI makes provisions for health and safety at the workplace</p> <p><b>Labor Act, 2017 (Act No. 64 of 2017)</b> chapter VI says that no person shall discriminate, directly or indirectly against an employee or job applicant in any work</p>	<p>South Sudan has no statutory minimum wage.</p> <p>Enforcement of labor laws is minimal.</p> <p>Significant amounts of unskilled jobs are filled by immigrant workers. These require work permits.</p> <p>n/a</p> <p>n/a</p> <p>n/a</p>	<p>The project will comply with the Labor Act, but it will monitor wages paid. A minimum wage will be defined.</p> <p>The implementation of the LMP will be monitored by the PMU.</p> <p>The project will not deploy foreign workers under contractors and sub-contractors.</p> <p>The LMP spells out a Workers' GRM.</p> <p>Project will apply OHS management system that is consistent with the IFC General Environmental Health and Safety Guidelines (EHSs) on Occupational Health and Safety.</p> <p>n/a</p>

	<p>policy or practice (discrimination is defined on grounds of race, sex, age, religion, etc...)</p> <p><b>Labor Act, 2017 (Act No. 64 of 2017)</b> section 12 provides protection for children. Minimum age for work is 14, and minimum age for hazardous work is 18</p> <p><b>The Child Act, 2008 (Act No. 10 of 2008).</b> The child Act regulates the elimination of child labor, protection of children, and young persons, hazardous child labor.</p>	<p>Minimum age for general work is 14, which accords with ILO Convention 138, recognizing the age of 14 as the minimum age for general work for a country whose economy and educational facilities are insufficiently developed.</p> <p>However, in practice children between the age of 10-14 are further employed in agriculture and industry and services, including in rock breaking, construction (building and transporting materials), making bricks.</p>	<p>The Project will only allow deployment from the age of 18 (see LMP). Rigorous monitoring will ensure the application of the LMP.</p>
	<p><b>The Labor Act (Act No. 64 of 2017)</b> section 10 spells out that forced labor is prohibited.</p>	<p>Forced labor takes place, for example in recruitment into the national army</p>	<p>The Project will not allow any forced labor. It will hold all contractors liable to the implementation of the LMP. The PMU will have overall responsibility to monitor the implementation of the LMP.</p>
	<p><b>The Labor Act (Act No. 64 of 2017)</b> Article 12 (2) allows children between the ages 14-18 to engage in labor.</p>	<p>Article 12(2) allows children between the ages 14-18 to engage in general labor</p> <p>The Labor Act lacks clarity on prohibitions on the worst forms of child labor.</p>	<p>The Project will only allow deployment from the age of 18 (see LMP).</p> <p>Rigorous monitoring by the PMU will ensure the application of the LMP.</p>

		<p>Compulsory education age (13) is inconsistent with minimum age for work (14).</p> <p>Furthermore, children in South Sudan engage in armed conflict and in cattle herding. The national army continues to recruit, sometimes forcibly, children to fight opposition groups.</p> <p>Children are further engaged in other worst forms of child labor, including in commercial sexual exploitation. Perpetrators have not been brought to justice.</p>	
ESS 3: Resource Efficiency and Pollution Prevention and Management			
<p>The Objectives of ESS 3 are:</p> <p>To promote the sustainable use of resources, including energy, water and raw materials.</p> <p>To avoid or minimize adverse impacts on human health and the environment by avoiding or minimizing pollution from project activities.</p> <p>To avoid or minimize project-related emissions of short and long-lived climate pollutants.</p>	<p><b>The Constitution of South Sudan: Article 41</b>  <sup>(1)</sup> provides that the people of South Sudan shall have a right to a clean and healthy environment.  <sup>(2)</sup> that every person shall have the obligation to protect the environment.  <sup>(3)</sup> that future generations shall have the right to inherit an environment protected for the benefit of present and future generations.</p> <p>Specific measures to ensure the objectives above include: Prevention of pollution and ecological degradation; promotion of conservation; and securing of ecologically sustainable development and use of natural resources while promoting rational economic and social development so as to protect the bio-diversity of South Sudan</p>	n/a	<p>The project will promote the sustainable use of resources and avoid or minimize adverse impacts on human health.</p>

To avoid or minimize generation of hazardous and non-hazardous waste.			
<b>ESS 4: Community Health and Safety</b>			
<p>The Objectives of ESS 4 are:</p> <p>To anticipate and avoid adverse impacts on the health and safety of project-affected communities during the project life-cycle from both routine and non-routine circumstances.</p> <p>To avoid or minimize community exposure to project-related traffic and road safety risks, diseases and hazardous materials.</p> <p>To have in place effective measures to address emergency events.</p> <p>To ensure that the safeguarding of personnel and property is carried out in a manner that avoids or minimizes risks to the project-affected communities.</p>	<p>n/a</p> <p><b>The Public Health (Water and Sanitation) Act (2008)</b> emphasizes the prevention of pollution of air and water and also encourages improvement in sanitation. Key provisions include the protection of the sanitation of the environment and encompasses the measure to address the pollution of water and air.</p> <p>The following are measures geared towards control of pollution of water: Measures to prevent pollution of water for consumption; Measures destined to prevent pollution of potable water; Anyone who offers the public water to drink or human food, and which includes frozen food should ensure that the water conforms to the portability regulations; Management and disposal of hazardous wastes; and storage of wastes on the premises of waste generators.</p> <p><b>The Public Health Act (2008)</b> also provides the need for the protection of pollution of water through the enforcement of regulations and measures necessary to combat all elements of pollution and protect the natural level of the environment and public health.</p>	<p>n/a</p> <p>ESS 4 also considers worker conduct.</p>	<p>The Project will ensure that project activities do not pose any unintended negative consequences on communities, for example through increased GBV incidents. A GBV/SEA Action Plan will be implemented.</p> <p>The Project will utilize WBG guidelines on waste management in order to be fully compliant with this Act.</p> <p>Several measures will be undertaken, including contractors will develop road safety management plan and a health and safety Plan as part of the C-ESMPs to address the impacts on local communities of moving construction equipment; measures and actions developed to assess and manage specific risks and impacts outlined in the ESMF and subsequent ESMPs.</p>
<b>ESS 5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement</b>			

<p>The Objectives of ESS 5 are:</p> <p>To avoid involuntary resettlement or, when unavoidable, minimize involuntary resettlement by exploring project design alternatives.</p> <p>To avoid forced eviction.</p> <p>For groups identified under ESS7, free, prior informed consent must be sought.</p>	<p><b>The Land Act of 2009</b> also provides for fair and prompt compensation to any person whose right of occupancy, ownership or recognized long standing occupancy of customary use of land is revoked or otherwise interfered with by the Government.</p>		<p>Where land is donated by private owners, a land donation agreement process is implemented.</p> <p>Any activities that result in involuntary resettlement or land acquisition are on the negative list.</p>
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**ESS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources**

<p>The Objectives of ESS 6 are:                  To protect and conserve biodiversity and habitats.                  To apply the mitigation hierarchy and the precautionary approach in the design and implementation of projects that could have an impact on biodiversity.                  To promote the sustainable management of living natural resources.                  To support livelihoods of local communities, including Indigenous Peoples, and inclusive economic development, through the adoption of practices that integrate conservation needs and development priorities.</p>	<p><b>The Environment Policy of South Sudan, from 2016,</b> provides guidelines for a wide range of responses to environmental management. These include the promotion of effective, widespread, and public participation in the conservation and management of the environment.</p>		<p>The Project will avoid any encroachment into any sensitive habitat and/or protected areas.</p>
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**ESS 7: Indigenous People/Sub-Saharan African Historically Underserved Traditional Local Communities**

<p>The Objectives of ESS 7 are:                   To ensure that the development process fosters full respect for the human rights, dignity, aspirations, identity, culture, and natural resource-based livelihoods of Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities.                   To avoid adverse impacts of projects on Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities, or when avoidance is not possible, to minimize, mitigate and/or compensate for such impacts.                   To promote sustainable development benefits and opportunities for Indigenous Peoples/Sub-Saharan African</p>	<p><b>The Constitution of South Sudan,</b> Article 166 (6) expects local governments to involve communities in decision-making in the promotion of a safe and healthy environment.</p>	<p>Since nearly all communities in South Sudan can be identified as 'SSAHUTLC', the laws in South Sudan don't identify these communities specifically. However, the laws stipulate the involvement of communities in decision-making processes</p>	<p>Through the SEP the Project will ensure that consultations with all stakeholders are undertaken, and that all communities are participating in decisions on the development processes of the project.</p>
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<p>Historically Underserved Traditional Local Communities in a manner that is accessible, culturally appropriate and inclusive.</p> <p>To improve project design and promote local support by establishing and maintaining an ongoing relationship based on meaningful consultation with the Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities affected by a project throughout the project's life-cycle.</p> <p>To obtain the Free, Prior, and Informed Consent (FPIC) of affected Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities in the three circumstances described in this ESS.</p> <p>To recognize, respect and preserve the culture, knowledge and practices of Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities, and to provide them with an opportunity to adapt to changing conditions in a manner and in a timeframe acceptable to them.</p>			
<p><b>ESS 8: Cultural Heritage</b></p>			
<p>The Objectives of ESS 8 are:</p> <p>To protect tangible and intangible cultural heritage from the adverse impacts of project activities and support its preservation.</p>	<p><b>The Constitution of South Sudan</b>, Art. 38 (1e) spells out to protect cultural heritage, monuments, and places of national historic or religious importance from destruction, desecration, unlawful removal or illegal export.</p>	<p>n/a</p>	<p>The Project will implement chance find procedures to protect cultural or archeological findings during project activities, as per the Chance Find Procedure in Annex 2</p>



<p>To address cultural heritage as an integral aspect of sustainable development.</p> <p>To promote meaningful consultation with stakeholders regarding cultural heritage.</p> <p>To promote the equitable sharing of benefits from the use of cultural heritage.</p>			<p>The Project will further conduct community consultations (as per SEP) prior to project activities to ensure protection of other tangible cultural heritage.</p>
<p><b>ESS 10: Stakeholder Engagement and Information Disclosure</b></p>			
<p>The Objectives of ESS 10 are:</p> <p>To establish a systematic approach to stakeholder engagement that will help borrowers to identify stakeholders and build and maintain a constructive relationship with them, project-affected parties.</p> <p>To assess the level of stakeholder interest and support for the project and to enable stakeholders' views to be considered in project design and environmental and social performance.</p> <p>To promote and provide means for effective and inclusive engagement with project-affected parties throughout the project life cycle on issues that could potentially affect them.</p> <p>To ensure that appropriate project information on environmental and social risks and impacts is disclosed to stakeholders in a timely, understandable,</p>	<p><b>The Constitution of South Sudan</b>, Article 166 (6) expects local governments to involve communities in decision-making in the promotion of a safe and healthy environment.</p> <p><b>The South Sudan Access to Information Act (Act No. 65 of 2013)</b> spells out that every citizen shall have the right of access to information. The purpose of the Act is to give effect to the constitutional right of access to information, promote maximum disclosure of information in the public interest and establish effective mechanisms to secure that right.</p>	<p>ESS 10 also stipulates te requirement for a grievance redress mechanism for activities</p>	<p>The project will implement stakeholder consultations throughout the lifetime of the project, as per the SEP.</p> <p>The project will implement a Project GRM to allow project-affected parties to raise issues and grievances that can be managed by the PMU.</p>

accessible and appropriate manner and format.

To provide project-affected parties with accessible and inclusive means to raise issues and grievances and allow borrowers to respond to and manage such grievances.



## Annex 6: Reporting Format

### Summary of Key E&S Aspects during the Reporting Period

#### Project Status, E&S Incidents, E&S Changes, E&S Initiatives

##### Project Status

- Provide a brief description of any new developments in relation to operations and facilities over the reporting period.

##### E&S Incidents

- Please provide a summary of all the notifiable E&S incidents.

Please expand or collapse the table where needed.

Date	Incident description	Class	Reports sent to lenders	Corrective action / remedial plan

##### E&S Changes

- Please provide a summary of all the notifiable E&S changes.
- Please expand or collapse the table where needed.

Date	Change description	Reports sent to lenders	Implementation status

##### Improvements/initiatives regarding E&S performance

- Briefly describe improvements/initiatives implemented during the reporting period on the management of E&S aspects (e.g., energy/water savings, sustainability reports, waste minimization, etc.)

### ESS1: Assessment and Management of Environmental and Social Risks and Impacts

#### E&S Impact / Risk Assessment

- Have any supplemental environmental, social, health and safety impact/risk studies been conducted during the reporting period? (Please provide copies)

#### E&S Regulatory Reporting, Permits and Supervision

- Please list any environmental reports submitted to the South Sudan authorities.

Copies attached with this report       Copies available upon request

- Please summarize South Sudan authority monitoring and inspections.

**Management of UN Women**

- Please illustrate with a chart or table on UN Women’s organizational structure to manage environment, health and safety, labor and social aspects during the reporting period. Please name the individuals in UN Women who hold responsibility for environmental, social, health and safety, human resources, security performance and give their contact information

**Compliance with Environmental and Social Management Plans**

- The status of the ESMP implementation should be described and any issues that remain outstanding should be detailed.

**ESS2. Labor and Working Conditions**

**Human Resources Management**

- Have UN Women and contractors changed/updated their Human Resource (HR) policy and procedures, HR manual, and Health & Safety (H&S) procedures, during the reporting period?

Yes

No

If yes, please provide details.

- Provide the following information regarding the workforce:

	# Community workers	# Direct workers	# Female direct workers	Turnover	# Contracted workers <sup>120</sup>
Previous year					
Reporting year					

- List the worker-related court cases and describe their status.

**Occupational Health and Safety**

- Describe the main changes implemented in terms of OHS during the reporting period, e.g., revision of the OHS management procedures, action plans for technical improvements, leading/lagging indicators used/introduced, identification of hazards, new controls, etc.
- Please attach Health & Safety audit reports available for the reporting period.

Copies attached with this report

Copies available upon request

Not Available

**Accident Statistics Monitoring**

Report TOTAL numbers for	This reporting period			Last reporting period (not cumulative) <sup>121</sup>		
	Community workers	Direct workers	Contracted workers /	Community workers	Direct workers	Contracted workers /

<sup>120</sup> See ESS2 definitions.

<sup>121</sup> To be provided after the project has been operational for at least two consecutive years.

each parameter	Supply Workers	Supply Workers
Total number of workers		
Total man-hours worked – annual		
Total number of lost time occupational injuries <sup>122</sup>		
Total number of lost workdays <sup>123</sup> due to injuries		
Lost time injury frequency <sup>124</sup>		
Fatalities		
Vehicle collisions <sup>125</sup>		

- Provide details for the non-fatal lost time injuries during this reporting period.

IOM / contractor/ Subcontractor employees?	Total workdays lost	Description of injury	Cause of accident	Corrective measures to prevent reoccurrence

- Provide details for fatal accidents during this reporting period, if any, (and provide copies of accident investigation and respective corrective plan).

Date of Accident	Type of Accident	Description of Accident	# Of Fatalities	Preventive measures taken after the incident

<sup>122</sup> A *lost-time injury* (LTIs) is the incapacity to work for at least one full workday beyond the day on which the accident or illness occurred.

<sup>123</sup> *Lost workdays* are the number of workdays (consecutive or not) beyond the date of injury or onset of illness that the employee was away from work or limited to restricted work activity because of an occupational injury or illness.

<sup>124</sup> The number of *lost time injuries* (LTIs) recorded for Project workers per million man-hours worked by them. LTI Frequency Rate = injuries per million hours worked = # of lost time accidents x 1,000,000 hours / total man-hours worked).

<sup>125</sup> Vehicle Collision: When a vehicle (device used to transport people or things) collides (comes together with violent force) with another vehicle or inanimate or animate object(s) and results in injury (other than the need for First Aid) or death.

### OHS Training

- Describe Health and Safety training programs carried out in the reporting period.

Date	Type of audience	Description of training (and duration)	Number of attendees

### Workplace Monitoring

- Please provide copy of any Workplace Monitoring reports developed for the reporting period.

## ESS3. Resource Efficiency and Pollution Prevention

### Environmental Monitoring

- Provide copy of environmental monitoring data reports for this reporting period, collected consistent with the ESMPs for the subprojects.
- Briefly describe environmental mitigation measures implemented during the reporting period to comply with E&S requirements.
- Describe Hazardous and non-Hazardous Waste management
- Erosion Control, Slope Stability and Reinstatement
- Please describe status and actions implemented in terms of erosion control, slope stability, and reinstatement within the project's footprint and area of influence.

## ESS4 Community Health, Safety and Security

### Community Health and Safety

- Please list and describe any initiatives implemented in relation to community health and safety during the reporting period.
- Please provide the list and description of the actions, the expected or actual dates of implementation, progress/status, results obtained. You can use a tabular format (as below) or provide the information as an attachment of the report.

Issues	Mitigation Measures	Expected or Actual Date of Implementation	Results/Current Status

- During the reporting period, have any emergency drills been conducted with participation of the local authorities, public emergency organizations or local communities? Are the communities aware of the emergency response plans?

### Accident Reporting

- Provide details for the non-fatal casualties, involving third parties, during this reporting period.

Date of Accident	Type of Accident	Description of Accident	# Of People Injured	Preventive measures taken after the incident

- Provide details for fatal accidents during this reporting period (and provide copies of accident investigation and respective corrective plan).

Date of Accident	Type of Accident	Description of Accident	# Of Fatalities	Preventive measures taken after the incident

#### GBV/SEA Action Plan

- Please provide an update on the status and progress of the actions as defined in the GBV/SEA Action Plan. You may attach relevant monitoring reports.

#### ESS5 Land Acquisition and Involuntary Resettlement

- Provide summary of voluntary land donations

#### ESS6 Biodiversity Conservation and Sustainable Management of Living Natural Resources

##### Biodiversity Management

- Please report on the mitigation measures included in the ESMF and ESMPs
- As needed, using the table below describe any **new activities or expansions** that have increased the project footprint into new **areas of habitat** during the reporting period.

New activity/expansion	Total area covered	Habitat type

#### ESS7 IP/SAHUTLUC

- List any information dissemination and consultation events vis-à-vis land donors that have been undertaken to fulfil free, prior and informed consent (FPIC) in land donations.
- List any cultural issues identified in subprojects, corrective actions, and lessons learned for future projects.

#### ESS8 Cultural Heritage

- Report if chance find procedures have been applied if not, please indicate Not Relevant.



## ESS 10 Stakeholder Engagement and Information Disclosure

### Stakeholder Engagement, Public Consultation and Disclosure

- List any stakeholder engagement events, including public hearing, consultation and disclosure, liaison with non-governmental organizations, civil society, local communities on E&S.

Date	Participant(s)	Formats of Interaction	Issues Discussed	IOM response/ reached (attach any)	Agreement (attach minutes if any)	Actions Taken (if any)/ Remarks

### Grievance Redress Mechanism

- Report the number and type of requests and/or grievances received from project affected people / local communities / local organizations.
- How many have been resolved and how many are pending? (Please attach a log of the grievance redress registry).

Report the number and type of court cases on E&S grounds, if any (Please attach a log of all court cases and their status)

## Annex 7: Voluntary land donation protocol

As individual land ownership and respective land titling is not widely established, the project will consider any household using lands prior to disclosed subproject commencement as having legitimate land use rights and such rights can be donated freely to the project according to the above provisions if the noted land is considered necessary for subproject implementation. Thus, in the following paragraphs “owner” refers to the owner of land-use-rights.

Voluntary land donations should only be authorized for subprojects if they can clearly document (a) Informed Consent and (b) Power of Choice. Procedures must be put into place to ensure that the donation is indeed voluntary, that the donor is the legitimate owner of land-use-rights on such lands, and that the donor is fully informed of the purpose of the donation and of the implications of donating the property. If the land is donated on a conditional basis, the terms and conditions for the temporary use of the property must be clearly documented.

VLDs furthermore have to consider if land is owned by women/widows, poorest members of the community and those with small plots of land. Backyard gardens of women have to be seen as critical for food security of households.

Voluntary land donation is strictly defined in international practice as the ceding of a property by an owner who is: a) fully informed; and b) can exercise free will, i.e., can refuse to sell or to donate. “Fully informed” means that the owner has complete information regarding the proposed activity and its impacts, its land requirements and its alternate activity sites, as well as his or her rights to compensation. The owner has also been provided with sufficient time to consider his or her disposition of the property, and the owner has knowingly rejected the right to renege on his or her initial decision. “Free will” means that the owner can reject the possibility of giving up his or her land, because: a) there are viable alternatives available (such as the rerouting of a water main if an owner refuses access to his or property), or b) where no viable alternatives are available, the donation will be to his or her benefit (such as a road rehabilitation project that will also benefit the owner of a small piece of land to be donated for the road works).

The following basic provisions must be complied with:

- Land to be donated must be identified by the community through a participatory approach (this approach should include the Chiefs; however, Chiefs will not be able to decide alone on land donations)
- Impacts of proposed activities on donated land must be fully explained to the donor
- The potential donor is aware that refusal is an option, and that right of refusal is specified in the donation document the donor will sign
- The act of donation is undertaken without coercion, manipulation, or any form of pressure on the part of public or traditional authorities
- The donor may request monetary or non-monetary benefits or incentives as a condition for donation
- The proportion of land that may be donated cannot exceed the area required to maintain the donor’s livelihood or that of his/her household. The remaining land after donation should provide a continued livelihood for the donor and his/her household.
- Donation of land cannot occur if it requires any household relocation
- For community or collective land, donation can only occur with the consent of individuals using or occupying the land; land donations by chiefs or other communal authorities is not sufficient.

- Verification must be obtained from each person donating land (either through proper documentation or through confirmation by at least two witnesses)
- The implementing agency establishes that the land to be donated is free of encumbrances or encroachment and registers the donated land in an official land registry
- Any donated land that is not used for its agreed purpose is returned to the donor.

Each instance of voluntary land donation in a subproject must be documented. This requires written notification indicating the location and amount of land that is sought and its intended use for the subproject, and requires a formal statement of donation, establishing informed consent and signed by each owner or user involved. Taxes to be paid by the land donator for registration of the land transfer, if applicable, should be covered in full by the implementation agency. The implementation agency maintains a record with documentation for each instance of land donation. The documentation is made available for review in any grievance that may arise and is provided to the World Bank upon request.

Land donations will also be subject to rigorous consultation strategies, as required under ESS 7, to ensure that people are fully informed and consulted on all project modalities and donate land in a fully informed way. Information dissemination and consultations will be conducted as defined in the SEP, and will ensure free, prior and informed consent (FPIC) from the affected groups.

The project must specify how land donors (and, potentially, persons whose use or occupancy was not recognized in the transfer of land) may raise grievances and measures to ensure consideration of, and timely response to, grievances raised. The Project GRM will be available for this process

It is possible to distinguish between “pure” donations without any compensation or support given to the person affected, vis-à-vis “partial” donations which involve some monetary or non-monetary benefits or incentives provided to the affected person. Both can be broadly classified as “voluntary donations” in the sense that the transfer of assets is done without involving the payment of compensation at replacement value. The project will apply the “partial” donation approach for vulnerable households, to avoid even small donations leading to livelihood impacts and will provide additional support to ensure no impact from the land donation. Voluntary land donation may be allowed if no viable alternative exists if the donation is to the benefit of the donor but always conditional on the application of the above noted provisions.

All family members (including spouses) must be aware of the donation, to minimize the risks of female land users of the land donated being passed over in decision-making on land donation and the risks of cross-generational conflicts. Individuals using or occupying community or collective lands must also be aware of the donation to minimize the risks of settlers or migrants being passed over in decision-making about land donation. The prior assessment of a subproject shall also take into consideration temporary users of lands and/or eventual access issues for them, including to water sources and in such cases ensure agreement on the subproject with such groups (e.g., pastoralists).

Land donation processes will be monitored as per the monitoring section in this ESMF.

**Land Donation Consent Form / Land Use Agreement**

The following voluntary agreement has been made on..... day of.....  
 between ....., resident of .....(the  
 Use Right Owner or short Owner) and .....(the Recipient).

1. That the Owner holds the transferable right of the land/structure/other asset located at .....
2. That the Owner testifies that the land/structure is not subject to other claims.
3. That the Owner hereby grants to the Recipient this asset for the construction and development of .....for the benefit of the villagers and the public at large.
4. That the Owner will not claim any compensation against the grant of this asset.
5. That the Recipient agrees to accept this grant of asset for the purposes mentioned.
6. That the Recipient shall construct and develop the .....and take all possible precautions to avoid damage to adjacent land/structure/other assets.
7. That both parties agree that the.....so constructed/developed shall be public premises.
8. That the process and the outcome of this transaction is in line with the Project’s Voluntary Land Donation Guideline as annexed to this agreement and made aware of to the Owner.
9. That the owner has been fully informed about all project modalities and provides free, prior and informed consent.
10. That the owner has been fully informed about the Project’s Grievance Redress Mechanism (GRM) and where to access it.
11. That the title of the transferred land will be transferred to the Project / Government
12. That the provisions of this agreement will come into force from the date of signing of this deed.

_____	_____
Signature of the Owner	Signature of the Recipient

Witnesses:

1. \_\_\_\_\_
  2. \_\_\_\_\_
- (Signature, name and address)

## ANNEX 8: Social Development Plan

Components	Potential Social Risks and Impacts	Suggested Mitigation Measures	Responsible Entity
Component 1: Community Empowerment Support to Women and Girls	Lack of understanding of risks and impacts of sub-projects (ESS1)	<ul style="list-style-type: none"> <li>- Screen each subproject prior to implementation</li> <li>- Prepare all relevant E&amp;S instruments to mitigate risks and impacts</li> </ul>	UNW
	Lack of safety and security for project workers, project-affected persons and assets (ESS2 and ESS4)	<ul style="list-style-type: none"> <li>- Implement Security Risk Assessment</li> <li>- Prepare local Security Management Plan (SMP)</li> <li>- Prepare and implement Local Security Activity Plans – as per Project SMP (separate confidential document)</li> </ul>	UNW
	Risk of child and forced labor (ESS2)	<ul style="list-style-type: none"> <li>- Comply with the lab or management procedures (LMP, see Annex 4), including</li> <li>- Comply with minimum age set for all types of work (in compliance with national laws and ESS2) and document age of workers upon hiring</li> <li>- Conduct a track record search of the contractors at the bidding process (record of health and safety violations, fines, consult public documents related to workers’ rights violations etc.)</li> <li>- Raise awareness of communities/suppliers to not engage in child labor</li> </ul>	UNW / Contractor
	Discriminatory hiring practices leading to conflicts over provision of employment or contracts - the selection of project partners, local project staff, contractors or other local implementers can lead to grievances, including through perceptions of being left out due to clan, ethnic, gender, or other affiliations (ESS2 and ESS4)	<ul style="list-style-type: none"> <li>- Ensure Project GRM are accessible</li> <li>- Provide workers’ GRM</li> <li>- Transparent recruitment process</li> </ul>	Contractor
	Spread of Covid-19 and other communicable diseases (ESS4)	<ul style="list-style-type: none"> <li>- Community awareness sessions on communicable diseases</li> <li>- Implement COVID-19 protection measures (hand-washing stations, provision of face masks, etc..)</li> </ul>	Contractor
	Lack of accessibility of communities for project implementation (ESS4)	<ul style="list-style-type: none"> <li>- Make accessibility a selection criteria</li> <li>- Budget sufficiently for entering remote communities</li> </ul>	UNW / Contractor
	Lack of access for beneficiaries to project benefits (ESS4)	<ul style="list-style-type: none"> <li>- Implement SEP and ensure provision of project information</li> </ul>	UNW / Contractor

Community conflicts over beneficiary selection (ESS4)	<ul style="list-style-type: none"> <li>- Transparency and communication of beneficiary selection criteria (SEP)</li> <li>- Communicate and implement GRM</li> </ul>	UNW / PMU
Elite capture and selection bias in selection of beneficiaries (ESS4)	<ul style="list-style-type: none"> <li>- Transparency and communication of beneficiary selection criteria (SEP)</li> <li>- Communicate and implement GRM</li> </ul>	UNW / PMU
Ethnic tensions among project workers and between project workers and communities (ESS4)	<ul style="list-style-type: none"> <li>- Transparency and communication of beneficiary selection criteria (SEP)</li> <li>- Communicate and implement GRM</li> </ul>	UNW / PMU / Contractor
Violent attacks (ESS4)	<ul style="list-style-type: none"> <li>- Implement Project SMP (separate confidential document)</li> <li>- Implement Security Risk Assessment</li> <li>- Prepare local Security Management Plan</li> </ul>	UNW / Contractor
There are significant risks various aspects of forms of gender-based violence (GBV) occurring in relation to the project. These include increased risks of intimate partner violence through project employment opportunities for women which ignore gender dynamics and roles between men and women (ESS4)	<ul style="list-style-type: none"> <li>- Implementation of GBV/SEA Action Plan</li> </ul>	UNW / Contractor
Impacts on right to land use and assets through permanent or temporary land acquisition (ESS5)	<ul style="list-style-type: none"> <li>- Prepare Voluntary Land Donation (VLD) if possible</li> <li>- If VLD not possible, activity will be ruled out</li> </ul>	UNW
Impacts on residential and commercial houses as well as auxiliary domestic structures such as waterholes, extra rooms, latrines etc.... (ESS5)	<ul style="list-style-type: none"> <li>- Avoid impacts through identification of alternatives</li> </ul>	UNW
Impacts on crops, economic and non-economic tress (in small quantities) (ESS5)	<ul style="list-style-type: none"> <li>- Avoid impacts through identification of alternatives</li> </ul>	UNW
Impacts on cultural properties, such as graves; public infrastructure (relocation of powerlines during infrastructure construction) (ESS8 and ESS5)	<ul style="list-style-type: none"> <li>- Avoid impacts through identification of alternatives</li> </ul>	UNW / Contractor
Lack of access to grievance redress mechanisms (ESS10)	<ul style="list-style-type: none"> <li>- Implement GRM</li> <li>- Implement Workers' GRM</li> </ul>	PMU / UNW / Contractor
Exclusion of vulnerable groups in project activities and consultations (ESS10)	<ul style="list-style-type: none"> <li>- Implement SEP</li> <li>- Identify minority, marginalized and disadvantaged communities in project sphere of influence.</li> </ul>	UNW

		<ul style="list-style-type: none"> <li>- Establish and maintain continuous liaison with the communities including marginalised groups to sensitize them on the project objectives and design.</li> </ul>	
Component 2: Women's Entrepreneurial Opportunity Facility	Lack of safety of local staff, as they engage in highly volatile environments, including where they are perceived by local populations to have specific biases (ESS2)	<ul style="list-style-type: none"> <li>- Implement Project SMP (separate confidential document)</li> <li>- Implement Security Risk Assessment</li> <li>- Prepare local Security Management Plan</li> <li>- Prepare and implement Local Security Activity Plan</li> </ul>	UNW / Contractor
	Lack of safety and security for project workers, project-affected persons and assets (ESS2 and ESS4)	<ul style="list-style-type: none"> <li>- Implement Security Risk Assessment</li> <li>- Prepare local Security Management Plan (SMP)</li> <li>- Prepare and implement Local Security Activity Plans – as Project SMP (separate confidential document)</li> </ul>	UNW / Contractor
	Discriminatory selection of beneficiaries leading to conflicts (ESS4)	<ul style="list-style-type: none"> <li>- Ensure Project GRM are accessible</li> <li>- Provide workers' GRM</li> </ul>	UNW
	Lack of accessibility of communities for project implementation (ESS4)	<ul style="list-style-type: none"> <li>- Make accessibility a selection criteria</li> <li>- Budget sufficiently for entering remote communities</li> </ul>	UNW / Contractor
	Lack of access for beneficiaries to project benefits (ESS4) Elite capture and selection bias in selection of beneficiaries (ESS4)	<ul style="list-style-type: none"> <li>- Transparency and communication of beneficiary selection criteria (SEP)</li> <li>- Communicate and implement GRM</li> </ul>	UNW
	Lack of access to grievance redress mechanisms (ESS10)	<ul style="list-style-type: none"> <li>- Implement GRM</li> <li>- Implement Workers' GRM</li> </ul>	PMU / UNW
	Lack of access to grievance redress mechanisms (ESS10)	<ul style="list-style-type: none"> <li>- Implement GRM</li> <li>- Implement Workers' GRM</li> </ul>	PMU / UNW/ Contractor
	Lack of understanding of risks and impacts of sub-projects (ESS1)  Lack of safety and security for project workers, project-affected persons and assets (ESS2 and ESS4)	<ul style="list-style-type: none"> <li>- Implement Security Risk Assessment</li> <li>- Prepare local Security Management Plan (SMP)</li> <li>- Prepare and implement Local Security Activity Plans – as per Project SMP (separate confidential document)</li> </ul>	UNW / Contractor
	Risk of child and forced labor	<ul style="list-style-type: none"> <li>- Comply with the labor management procedures (LMP, see Annex 4) including:</li> <li>- Comply with minimum age set for all types of work (in compliance with national laws and ESS2) and document age of workers upon hiring</li> <li>- Conduct a track record search of the contractors at the bidding process (record of health and safety violations, fines, consult public documents related to workers' rights violations etc.)</li> </ul>	Contractor

		<ul style="list-style-type: none"> <li>- Raise awareness of communities/suppliers to not engage in child labor</li> </ul>	
	Lack of safety of local staff, as they engage in highly volatile environments, including where they are perceived by local populations to have specific biases (ESS2)	<ul style="list-style-type: none"> <li>- Implement Project SMP (separate confidential document)</li> <li>- Implement Security Risk Assessment</li> <li>- Prepare local Security Management Plan</li> <li>- Prepare and implement Local Security Activity Plan</li> </ul>	UNW / Contractor
	Discriminatory hiring practices leading to conflicts over provision of employment or contracts - the selection of project partners, local project staff, contractors or other local implementers can lead to grievances, including through perceptions of being left out due to clan, ethnic, gender, or other affiliations (ESS2 and ESS4)	<ul style="list-style-type: none"> <li>- Ensure Project GRM are accessible</li> <li>- Provide workers' GRM</li> </ul>	Contractor
	SEA/SH for project workers and project-affected persons (ESS2 and ESS4)	<ul style="list-style-type: none"> <li>- Implementation of LMP (see Annex 4), including signing of CoC by every worker</li> <li>- Implementation of GBV Action Plan</li> </ul>	PMU / UNW / Contractor
	Spread of Covid-19 and other communicable diseases (ESS4)	<ul style="list-style-type: none"> <li>- Community awareness sessions on communicable diseases</li> <li>- Implement COVID-19 protection measures (hand-washing stations, provision of face masks, etc..)</li> </ul>	Contractor
	Lack of accessibility of communities for project implementation (ESS4)	<ul style="list-style-type: none"> <li>- Make accessibility a selection criteria</li> <li>- Budget sufficiently for entering remote communities</li> </ul>	UNW
	Lack of access for beneficiaries to project benefits (ESS4)	<ul style="list-style-type: none"> <li>- Implement SEP and ensure provision of project information</li> </ul>	UNW
	Ethnic tensions among project workers and between project workers and communities (ESS4)	<ul style="list-style-type: none"> <li>- Transparency and communication of beneficiary selection criteria (SEP)</li> <li>- Communicate and implement GRM</li> </ul>	UNW / Contractor
	Impacts on right to land use and assets through permanent or temporary land acquisition (ESS5)	<ul style="list-style-type: none"> <li>- Prepare Voluntary Land Donation (VLD) if possible</li> <li>- If VLD not possible, activity will be ruled out</li> </ul>	UNW
	Impacts on residential and commercial houses as well as auxiliary domestic structures such as waterholes, extra rooms, latrines etc... (ESS5);	<ul style="list-style-type: none"> <li>- Avoid impacts through identification of alternatives</li> </ul>	UNW
	Impacts on crops, economic and non-economic tress (in small quantities) (ESS5)	<ul style="list-style-type: none"> <li>- Avoid impacts through identification of alternatives</li> </ul>	UNW



	Impacts on cultural properties, such as graves; public infrastructure (relocation of powerlines during infrastructure construction) (ESS8 and ESS5)	- Avoid impacts through identification of alternatives	UNW / Contractor
	Exclusion of vulnerable groups in project activities and consultations (ESS10)	- Implement SEP - Identify minority, marginalized and disadvantaged communities in project sphere of influence. - Establish and maintain continuous liaison with the communities including marginalised groups to sensitize them on the project objectives and design.	UNW
<u>Subcomponent 4a</u> : Institutional Strengthening	Lack of safety and security for project workers, project-affected persons and assets (ESS2 and ESS4)	- Implement Security Risk Assessment - Prepare local Security Management Plan (SMP) - Prepare and implement Local Security Activity Plans – as per Project SMP (separate confidential document)	UNW / Contractor
<u>Subcomponent 4b</u> Project Management	Risk of child and forced labor (ESS2)	- Comply with the labor management procedures (LMP, see Annex 4) including: - Comply with minimum age set for all types of work (in compliance with national laws and ESS2) and document age of workers upon hiring - Conduct a track record search of the contractors at the bidding process (record of health and safety violations, fines, consult public documents related to workers’ rights violations etc.) - Raise awareness of communities/suppliers to not engage in child labor	Contractor
	Discriminatory hiring practices leading to conflicts over provision of employment or contracts - the selection of project partners, local project staff, contractors or other local implementers can lead to grievances, including through perceptions of being left out due to clan, ethnic, gender, or other affiliations (ESS2 and ESS4)	- Ensure Project GRM are accessible - Provide workers’ GRM	Contractor
	SEA/SH for project workers and project-affected persons (ESS2 and ESS4)	- Implementation of LMP (see Annex 4) including signing of CoC by every worker - Implementation of GBV Action Plan	UNW / Contractor
	Ethnic tensions among project workers and between project workers and communities (ESS4)	- Transparency and communication of beneficiary selection criteria (SEP) - Communicate and implement GRM	UNW / Contractor

	Risks associated with hiring security personnel (ESS4)	<ul style="list-style-type: none"> <li>- Implement the SMP</li> <li>- Adopt and enforce standards, protocols and codes of conduct for the selection and use of military and security personnel, and screen such personnel to verify that they have not engaged in past unlawful or abusive behavior, including sexual exploitation and abuse (SEA), sexual harassment (SH) or excessive use of force;</li> <li>- Ensure that PMU enters a memorandum of understanding (MoU), with the Ministry of Defense setting out the arrangements for the engagement of the military and security personnel under the Project</li> </ul>	UNW / Contractor
	Impacts on right to land use and assets through permanent or temporary land acquisition (ESS5)	<ul style="list-style-type: none"> <li>- Prepare Voluntary Land Donation (VLD) if possible</li> <li>- If VLD not possible, activity will be ruled out</li> </ul>	UNW
	Impacts on residential and commercial houses as well as auxiliary domestic structures such as waterholes, extra rooms, latrines etc... (ESS5)	<ul style="list-style-type: none"> <li>- Avoid impacts through identification of alternatives</li> </ul>	UNW
	Impacts on crops, economic and non-economic tress (in small quantities) (ESS5)	<ul style="list-style-type: none"> <li>- Avoid impacts through identification of alternatives</li> </ul>	UNW
	Impacts on cultural properties, such as graves; public infrastructure (relocation of powerlines during infrastructure construction) (ESS8 and ESS5)	<ul style="list-style-type: none"> <li>- Avoid impacts through identification of alternatives</li> </ul>	UNW / Contractor
	Exclusion of vulnerable groups in project activities and consultations (ESS 10)	<ul style="list-style-type: none"> <li>- Implement SEP</li> <li>- Identify minority, marginalized and disadvantaged communities in project sphere of influence.</li> <li>- Establish and maintain continuous liaison with the communities including marginalised groups to sensitize them on the project objectives and design.</li> <li>- Use innovative communication means to reach the communities with information on the project.</li> <li>- Establish GRM structures in the communities and sensitize the communities on the project GRM.</li> </ul>	UNW



## ANNEX 9: Stakeholder Consultations

Table 16 World Bank mission stakeholders / participants November - December 2021

Name	Title/Organization
<b>Ministry of Finance and Planning</b>	
Angelo Rehan Deng	Undersecretary for Planning
Maxwell Loboka	Director for Aid Coordinator
<b>Ministry of Gender, Child, and Social Welfare</b>	
Esther Ikere	Undersecretary
Regina Ossa Lucco	Director General
Jane Kiden	Interim Social Protection Director
<b>GBV Working Group</b>	
Davidica Ikai	Itwaka Women Empowement
Florence Ide Noka	Liwolo Women Development Association
Grace Juru	Bethel Healing and Development Minsitry
Medelina Itara	Lirya Women Centre
Riya Williams	Crown the woman
Tazita Judith	Women for Change
Josephine Chandiru	Steward Women (Women Law Firm)
<b>Entrepreneurs / Women in Business</b>	
Sarah Kindu	Women Union
Fenella Judith	South Sudan Women Entrepreneurs Association
Jane Godon	South Sudan Women Entrepreneurs Association
Gloria N. Joseph Lasu	South Sudan National Bureau of Standards
Rhoda Kiden	Gobura
Flora Recheal	Nayema Community
Jenifer Ldao	SWEA SACCO
Lucia Sebit	Karukuate
Florence Godon	SWEA crafts
Akon Akudeng	Boutigue
Jane Godon	Shea Nuts Association
Tukwaje Kushboru	Raham Group
Kiden Rita	Day Care Services
<b>Business Skills Experts</b>	
Micheal Deng	Nyaken General Co.Ltd
Richard Musoke	Koneta
Mamuch John Jock	Tedi Africa
Lubang Stephen	SkillMax Consultancy
Komakech James	JB Consult Ltd
Ijjo Franco Simon	Davik Co. Ltd

Audelio Obur Kimu	IHRDC
Ben Patrick	ShimaHR Consultant
Taban Richard	CDCS
<b>Development and Humanitarian Partners</b>	
Paulina Chiwangu	UN Women
Edfas Mkandawire	Program Manager
Oleya Jino Alice	EU
Rashko Dorosiev	EU
Amosa Mangi	IOM
Danie Tabia	IOM
Arop Deng	IOM
Iphani Stephen	IOM
Sakovic Mirela	IOM
Mohammed Alshama	Save the Children
Leak Loiuise	Save the Children
Eshete Gezahgn	Save the Children
Viola Riak	UNFPA
Helen Ware	UKAID
Eunice Sarah	USAID
Heidi Dessecker	World Vision
Betty Adong	World Vision
Judy Wakahiu	UNDP
<b>Financial Institutions</b>	
Elijah Wamalwa	Cooperative Bank of South Sudan Limited
Anthony Isaac	Eden Commercial Bank
Bambu Lomugun	Ivory Bank
Micheal Makuei	Nile Commercial Bank
<b>World Bank</b>	
Firas Raad	Country Manager
Zewditu Haile	Operations Officer
Andrew James Roberts	Sr. Social Development Specialist
Gibwa Kajubi	Sr. Social Development Specialist
Daniel Balke	Strategy and Operations officer
Ocheng Kenneth Kaunda Odek	Senior Procurement Specialist
Murat Onur	Social Development Specialist
Stephen Diero	Sr. Financial Management Specialist
Makiko Watanabe	Sr. Urban Specialist

Pamela Chebiwott Tuiyott	Sr. Social Development Specialist
Nadia Selim	Social Protection Specialist
Erina Iwami	Operations Officer
Murat Onur	Social Development Specialist
Ananda Paez	Social Protection Specialist
Mukulish Arafat	Social Protection Specialist
Charity Nyombe	Consultant
Wendy Schreiber	Consultant
Grace Tabu Felix	Team Assistant

*Table 17 World Bank mission February 2022, participants and stakeholders consulted*

<b>World Bank</b>	
Firas Raad	Country Manager
Zewditu Haile	Operations Officer
Andrew James Roberts	Sr. Social Development Specialist
Gibwa Kajubi	Sr. Social Development Specialist
Daniel Balke	Strategy and Operations officer
Ocheng Kenneth Kaunda Odek	Senior Procurement Specialist
Stephen Diero	Sr. Financial Management Specialist
James Chacha	Environmental Specialist
Pamela Chebiwott Tuiyott	Sr. Social Development Specialist
Yalemzewud Simachew Tiruneh	Social Development Specialist
Sibani Kaki	ET Consultant
Christine Makori	Senior Counsel
Leah April	Sr. Public Sector Specialist
Apoorv karmakar	Consultant
Drew von Glahn	Consultant
Charity Nyombe	Consultant
Grace Tabu Felix	Team Assistant

<b>Name</b>	<b>Title/Organization</b>
<b>Ministry of Gender, Child, and Social Welfare</b>	
Regina Ossa Lucco	Director General
Jane Kiden	Interim Ag. Director of Gender
Loro Joseph	Ag. Finance and Administration
Emmanuel Loikong	Department of Finance and administration
<b>Ministry of Finance and Planning</b>	
Simon Kiman Lado	1 <sup>st</sup> Under Secretary
<b>Office of Her Excellency Vice President Rebecca Nyandeng De Mabior</b>	
David Aleu Deng	Office of the Vice President
Michael Mabior Abul	Office of the Vice President
<b>Entrepreneurs / Women in Business</b>	
Jenifer Lado	South Sudan Women Entrepreneurs Association
Fenella Ayam	South Sudan Women Entrepreneurs Association
Jane Godon	South Sudan Women Entrepreneurs Association
Florence Ayikoru	South Sudan Women Entrepreneurs Association
Zainab Osman	South Sudan Women Entrepreneurs Association
Akok Adau Deng	Chamber of Women Entrepreneurs
Ajak Wol Ajak	Chamber of Women Entrepreneurs
Abuk Javas	Chamber of Women Entrepreneurs
Anne Sylvesto	Chamber of Women Entrepreneurs
<b>Development and Humanitarian Partners</b>	
Paulina Chiwangu	UNWOMEN
Edfas Mkandawire	UNWOMEN
Monalisa	UNWOMEN
Catarina Lado	UNESCO
Madonna Kannisio	UNOPS
Viola Riak	UNFPA
Shruti Upadya	UNFPA
Aniku Flora Vuciri	WFP
Martha Nyakueka	UNICEF
Christine Heckman	UNICEF
Malish John	CARE
Patrick Vonze	CARE
Juliet Moriku	OXFAM
Stephen Iphani	IOM
Iphani Stephen	IOM



Participants of stakeholder consultations, which took place on 9 August 2022 in Juba (Central Equatoria) and Bentiu (Unity State):






STAKEHOLDER CONSULTATION MEETING ATTENDANCE SHEET			
S/N	Name	Organization	Signature
1.	THOMAS HOTH CHUOL	DRC	
2	Daniel Dak Gai	AMA	
3.	Stephen Mact Badeng	STW	
4	TABIRA NAKHANG DAWD	nomadist	
5	Nyamai Gany chae	IRC	
6 -	Doctor Riak Koang	- UNISA - Bentiu - UNS2016	
7	Elizabeth Nyajal	Gatdet AMA	
8	Teresa Nyachah	Koang - WHH	
9	CAROLIN JAKHUSAT	- WHH	
10	Maria Njabeli Riak	CARE	
11	Riek Nyajok Phan		
12	Njewogak Shimam Jachane		
13	martha Nyajok Nyuang		
14	Regelina Nyekuek Riak		
15:	Ahal Chan Biet Toar		
16.	Mary Njekun Dien		
17-	Njebun Teret Pech		
18-	Beng Gathah masien		
19	Tot Mayjan Machar		
20	Peter malua ngunder		
21-	Peta Rwei Maluit		
22-	Michael Ker Lat		
23-	Alyarach Bol		
24:	Sundal Machar Biet		
25:	Gatduel Wilson Boak		

Director of Social Welfare  
 BGL/11/2022



Community Consultation Questions for the  
South Sudan Women's Social and Economic Empowerment Project

09 August 2022

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16						
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19	Lamand magy	M	WACPI	wacpi.south.sudan@gmail.com		
20	Dwang Steven	M	A-L-A	aficalitea1@gmail.com	0928746856	
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Community Consultation Questions for the  
South Sudan Women's Social and Economic Empowerment Project

09 August 2022

S/N	NAME	SEX	INSTITUTION/ORG	EMAIL	TELEPHONE	SIGNATURE
1	Chol Samuel Pul	M	Hope Africans	Samuelchol58@gmail.com	0924603388	
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3	MARY Agol Jochin	F	N.C.R.C	Maryagol@gmail.com	0927875175	
4	Aciro Lucy Samuel Okello	F	Progs Stamps and Skills	aciroLucy84@gmail.com	0923944462	
5	Jot Ladu	F	VBUNTU CO LTD	farm.vbuntulu@gmail.com	0928968467	
6	Linda Dikun	F	JhPiego	Linda.Tobean@jhpiego.org	0920615796	
7	Regina Philip Wany	F	WANRC	—	0925887608	
8	Kaunda David James	M	CEFOR	KaundaPrograms2016@gmail.com	092632662	
9	CHRISTINE KIBE	F	CFORD	danielchristine211@gmail.com	0926149163	
10	Susm Poni Victor	F	FIDA	SusmVictor24@yahoo.com	09116657050	
11	Ceaserina Hillony Mami	F	Min. Trade & Industries	—	0925797393	
12	Fidensia Hilby Pitia	F	SMOGCSW	fidensia.pitia@gmail.com	0923438343	
13	Regina Ossa Lullo	F	MGCSW	2014lullotiri@gmail.com	092919187	
14	Jame Kiola	F	MGCSW	Kidankus2@gmail.com	09267135	

Participants in Wau (Western Bahr-Divine-ghazal)

<b>Government Officials</b>	<b>Name</b>	<b>Sex</b>	<b>Role</b>	<b>Ministry</b>
1	Hon Christian Gabriel	F	Minister	Ministry of Gender, Child and Social Welfare
2	Nelson Peter	M	Planning Officer	Ministry of Gender, Child and Social Welfare
3	Victoria Majak	F	Planning Officer	Ministry of Gender, Child and Social Welfare
4	Anne Daniel	F	Director General	Ministry of Gender, Child and Social Welfare
5	Mary Gabriel	F	Director General	Ministry of Trade and Industry
6	Hon Akol Majok Rok Awar	M	Minister	Ministry of Trade and Industry

**Women-led Businesses**

<b>Women in Business</b>	<b>Name</b>	<b>Sex</b>
1	Asunta Vintali	F
2	Margret Thomas	F
3	Leila Bing'olo	F
4	Elizabeth Sivelio	F
5	Anyeze Rodo	F
6	Victoria Majak	F

**Women Network/Organizations**

<b>Women Organizations</b>	<b>Name</b>	<b>Sex</b>	<b>Organization</b>
1	Angelina Joseph	F	Unity in Peace
2	Seida Abaka	F	Sawa sawa Action Group
3	Hamna Hussein	F	Love and Peace Association
4	Hawa Bol	F	Apuk Liih Association
5	Regina Alkangelo Unango	F	Gift of Hope for Women in Development
6	Rita Pio	F	Women Solidarity Community Association
7	Nucia Unango	F	Wano Association
8	Anne Nyang	F	Get up and See your Future Foundation

### Local NGOs

Local NGOs	Name	Sex	Org
1	Dominic Adut	M	ASIMO
2	Martha Kiden	F	SIHA
3	Hawa Bol	F	Apuk Liih Association
4	Hamna Hussein	F	Love and Peace Association

### GBV Service Providers

GBV Service Providers	Name	Sex	Org
1	Achol Ngor Bak	F	SIHA
2	Aza Khamis	F	Ministry of Gender, Child and Social Welfare



Table 18 Women network in Wau



Table 19 Women in Business in Wau



Table 20 Unity State, Bentiu NGOs and CSOs in Discussion on 10th August 2022. Photo Credit, Luelbai Paul (UN Women)



Table 21 Group Photo after discussions in the State Ministry of Gender Child and Social Welfare in Unity State, Bentiu on 10th August 2022. Photo Credit, Luelbai Paul (UN Women)



Table 22 Unity State, Bentiu Relevant Government Authorities in Discussion on 10th August 2022. Photo Credit, Luelbai Paul (UN Women)





*Table 23 Unity State, Bentiu GBV Service Providers in Discussion on 10th August 2022. Photo Credit, Luelbai Paul (UN Women)*



*Table 24 A cross section of Participants in Juba.*

## Annex 10: Outline for Pest Management Plan

1. Introduction
2. Background of Sub Project
3. Objectives of Pest Management Plan
4. Policy and Legal Framework for Pest and Pesticide Management
  - a. World Bank Environmental and Social Framework
  - b. Other relevant guidelines
5. Pest Management Plan for Agricultural Activities
  - a. Control Strategies and Management Approach
  - b. Choosing Pesticides
  - c. Risks Associated with Pest Management
  - d. Quality Control of Pesticides
  - e. Pesticide Storage
  - f. Ecologically Sensitive Areas
  - g. Storage and Transportation of Pesticides
  - h. Management and Use of Pesticide Containers
  - i. Public Awareness and Communication
6. Implementation Arrangements
7. Training of Beneficiaries on Pesticide Use
8. Capacity Building Plan
9. Monitoring
10. Workplan and Budget

## Annex 11: Incident Report Form

### Incident Report Form

Please report any incident within 24 hours to the PMU

Implementing Partner	
Subproject / Activity	
Report Date	
Reported By (Name and Title)	

#### i. Details of Incident

Incident Date	
Incident Time	
Incident Place	

#### ii. Identification of Type of Incident and Immediate Cause

1. Select the type of the incident from the list below. An incident can be classified at the same time as H&S/environmental/social.

Type of Incident: (and incident can cover more than one type):

Type of Incident – Health & Safety		Type of Incident – Social	Type of Incident - Environmental
Moving Machinery/vehicles at project site	Dust, Fumes, Vapors that impact the population and/or environment	Misuse of Government property	Chemical/Oil Spill with impact on population and/or environment
Powered Hand tools	Noise	Damage to Cultural Heritage	Improper Disposal Waste
Hand Tools	Temperature or heat	Occurrence of infringement of labor rights	Disasters (Earthquake, Flood, etc.)
Animals or insects	Overexertion	Occurrence of infringement of human rights	Water Pollution/ Sedimentation
Fire or Explosion at project site	Structural Failure	Strike, demonstration	Damage to ecosystems (e.g., damage to flora/fauna)
Trips & smaller falls	Chemical/biological	Other (please specify)	Odor air Emissions

Drowning	Stress	GBV/SEA	Dust, Fumes, Vapors, Air pollution with impact on population and/or environment
Borrow-pit Management	Other (please specify)		Other (please specify)

2. For each type of incident, select the relevant descriptor(s) from the list. You can select up to 5 descriptors for each type of incident. If a descriptor is not listed below, please type in short descriptor in "Other". Add more rows as necessary.

Incident Type	Descriptor 1	Descriptor 2	Descriptor 3	Descriptor 4	Descriptor 5	Other
H&S						
Social						
Environmental						

Provide a description of the immediate cause of the incident:

iii. Description of the Incident

Record all facts prior to and including the incident, if it was a planned activity, describe/list material, ecosystem and property damaged, etc:

iv. Root Cause Analysis

Select the root cause(s) of the incident from the list below. If 'Other', please specify:

Root Cause	Yes	No
Improper Planning		
Poor Maintenance		
Poor Supervision		
Poor Quality of Equipment		
No rules, standards, or procedures		
Lack of knowledge or skills		
Improper motivation or attitude		

Failure to comply with rules		
Other		

**Additional Questions:**

- Is the incident still ongoing or is it contained?
- Is loss of life or severe harm involved?
- What measures have been or are being implemented by the Implementer?

## Annex 12: Indicative Outlines for ESMPs and ESIAs

Table 25 Indicative Outline for ESMP

Section	Content of Section
<b>Executive summary</b>	Concisely discusses significant findings and recommended actions, in English and in the respective local language.
<b>Project description</b>	Concisely describe the proposed subproject and its geographic, ecological, social, and temporal context. Clearly define and designate the project area of influence (direct and indirect) that is covered by the ESIA. Include a map showing the project site and the project's area of influence
<b>Environmental and social impacts</b>	Predict and assess the subproject's likely positive and negative impacts, in quantitative terms to the extent possible. Include impacts at various phases of the project, including cumulative impacts. Identify mitigation measures and any residual negative impacts that cannot be mitigated. Explore opportunities for environmental enhancement. Identify and estimate the extent and quality of available data, key data gaps, and uncertainties associated with predictions, and specify topics that do not require further attention.
<b>Environmental and social management plan (ESMP).</b>	Cover hierarchy of measures (avoidance, prevention, mitigation, compensation/offset) and include both generic construction measures and site-specific measures to address impacts on sensitive receptors. Include all other sub-plans that are sub-sets of the ESMP
<b>Environmental monitoring and reporting plan</b>	Institutional arrangements, capacity assessment and capacity building program.

Table 26 Indicative Outline for ESIA

Section	Content of Section
<b>Executive summary</b>	Concisely discusses significant findings and recommended actions, in English and in the respective local language.
<b>Project description</b>	Concisely describe the proposed subproject and its geographic, ecological, social, and temporal context, including any offsite investments that may be required. Clearly define and designate the project area of influence (direct and indirect) that is covered by the ESIA. Include a map showing the subproject site and the project's area of influence
<b>Policy, legal, and administrative framework</b>	Discuss the policy, legal, and administrative framework within which the ESIA is carried out. Explain the WB ESS and relevant guidelines. Identify relevant international environmental agreements to which the South Sudan is a party.
<b>Baseline data</b>	Assess the dimensions of the study area and describe relevant physical, biological, and socioeconomic conditions, including any changes anticipated before the project commences. The baseline data must include the results of a Social Assessment. Consider current and proposed development activities within the subproject area, but not directly connected to the project. Data should be relevant to decisions about project location, design, operation, or mitigation measures. The section indicates the accuracy, reliability, and sources of the data.

<b>Environmental and social impacts</b>	Predict and assess the subproject's likely positive and negative impacts, in quantitative terms to the extent possible. Include impacts at various phases of the project, including cumulative impacts. Identify mitigation measures and any residual negative impacts that cannot be mitigated. Explore opportunities for environmental enhancement. Identify and estimate the extent and quality of available data, key data gaps, and uncertainties associated with predictions, and specify topics that do not require further attention.
<b>Analysis of alternatives</b>	Systematically compare feasible alternatives to the proposed project site, technology, design, and operation-including the "without project" situation-in terms of their potential environmental impacts; the feasibility of mitigating these impacts; their capital and recurrent costs; their suitability under local conditions; and their institutional, training, and monitoring requirements. For each of the alternatives, quantifies the environmental impacts to the extent possible, and attaches economic values where feasible. State the basis for selecting the particular project design proposed and justifies recommended emission levels and approaches to pollution prevention and abatement.
<b>Environmental and social management plan (ESMP).</b>	Cover hierarchy of measures (avoidance, prevention, mitigation, compensation/offset) and include both generic construction measures and site-specific measures to address impacts on sensitive receptors. The mitigation measures identified in a Social Assessment will be incorporated in the ESMP. Include all other sub-plans that are sub-sets of the ESMP
<b>Environmental monitoring and reporting plan</b>	List institutional arrangements, capacity assessment and capacity building program