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MINISTRY OF SOCIAL DEVELOPMENT.(MoSD)

PATHWAYS TO SUSTAINABLE LIVELIHOODS PROJECT (PSLP)



Volume 4: The ESMF

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK (ESMF)

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The Lesotho Pathways To Sustainable Livelihoods Project (PSLP), Environmental and Social Management Framework (ESMF) forms part of a series which is intended to provide complete documentation for the requirements of a holistic Environmental and Social Safeguards management system for the project. This Report contains the findings of a study conducted for the Ministry of Social Development of the Kingdom of Lesotho and the instrument has been developed based on the local conditions and findings.

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PATHWAYS TO SUSTAINABLE LIVELIHOODS PROJECT (PSLP)
ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK

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LIST OF ABBREVIATIONS.

AIDS	Acquired Immunodeficiency Syndrome
CC	Community Councils
DEO	District Environmental Officer
DoP	Department of Planning
EA	Environmental Assessment
E&S	Environment and Social
EIA	Environmental Impact Assessment
ESCP	Environmental and Social Commitment Plan
ESF	Environmental and Social Framework
ESIA	Environmental and Social Impact Assessment
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Standards
MIS	Management and Information System
ESA	Environmental and Social Assessment.
GBV	Gender Based Violence
GDP	Gross Domestic Product
GER	Gross Enrolment Ratio
GIIP	Good International Industry Practice
GoL	Government of Lesotho
GRM	Grievance Redress Mechanism
HCI	Human Capital Index
HIV	Human Immunodeficiency Virus
ICT	Information and Communication Technology
KRA	key result areas
LBEIP	Lesotho Basic Education Improvement Project
LEQEP	Lesotho Education Quality Enhancement Project
LMP	Labour Management Procedure
ILO	International Labour Organization
MCST	Ministry of Communication, Science and Technology
M&E	Monitoring and Evaluation
MDP	Ministry of Development Planning
MoF	Ministry of Finance
MoSD	Ministry of Social Development
MTEC	Ministry of Tourism, Environment and Culture.
NEET	“NOT IN EMPLOYMENT, EDUCATION, OR TRAINING”
NEP	National Environmental Policy
NES	National Environmental Secretariat
NGO	Non-Governmental Organization
NIP	National Implementation Plan
NSDP	National Development Strategic Plan
NSPS	National Social Protection Strategy

NISSA	National Information System for Social Assistance
NUL	National University of Lesotho
OHS	Occupational Health and Safety
OVC	Orphans and Vulnerable Children
PDO	Programme Development Objective
PFU	Project Facilitation Unit
PS	Principal Secretary
SDG	Sustainable Development Goal
SEA	Sexual Exploitation and Abuse
SEP	Stakeholder Engagement Plan
SP	Social Protection
UN	United Nations
UNDP	United Nations Development Programme
UNICEF	United Nations Children's Fund
WASH	Water, Sanitation, and Hygiene
WB	World Bank

EXECUTIVE SUMMARY

Background

The Government of Lesotho through the Ministry of Social Development (MoSD) is in the process of preparing a Pathways to Sustainable Livelihoods Project (PSLP) (P177814), with World Bank technical and financial support. As one of the prerequisites for the project through the World Bank, an Environmental and Social Management Framework (ESMF) must be developed. The ESMF has been prepared in accordance with the World Bank Environmental and Social Framework (ESF) and its Environmental and Social Standards (ESSs), in particular the ESS1.

The project development objective is “to support the GoL to improve the efficiency and effectiveness of select social assistance programs and to strengthen the livelihoods of poor and vulnerable households”. This will be implemented through four inter-linked components as follows:

Component 1: Developing efficient and equity social assistance delivery systems

This component will invest in system strengthening to improve efficiency, and equity of social assistance. The strengthening of the delivery systems will be done with an emphasis on reducing administrative costs, non-transparent and costly processes, and leakages, and on enhancing the ability of programs to target the poor.

The investments made with this component will increase its preparedness to respond to shocks, primarily by supporting the wider adoption of digital payments which can facilitate the faster delivery of post-shock cash transfers, and the strengthening of the social registry (NISSA) as the primary information system used when increasing coverage in response to shocks.

Furthermore, the component will support the ongoing reform of the tertiary bursary program. It will also use a combination of investment financing and Disbursement Linked Indicators (DLIs) to incentivize final results and accountability for timely performance.

Component 2: Contingency finance for shock responsive social assistance.

This component provides flexible resources to support temporary expansions of selected social grant programs in response to shocks. It will provide ear-marked financing for scaling up of shock responsive cash transfers and will be used to provide vertical expansion (temporary top-ups to existing social grant beneficiary households) and/or horizontal expansion (temporary cash payments to new shock affected households) to cushion against negative coping mechanisms or hunger and allow households continue building their resilience even during shocks.

Expanding vertically, the component will increase the benefit amount for existing beneficiaries for a period. Expanding horizontally, the component will add more beneficiaries to the programs on a temporary basis, to be selected based on information from the NISSA and triangulated with other early warning system tools such as the most recent Lesotho Vulnerability Assessment Committee (LVAC) on food insecurity.

Component 3: Strengthening beneficiary livelihoods with cash transfer accompanying measures “cash plus”.

This component will support the government in implementing a package of accompanying measures (“cash plus”) designed to strengthen the livelihoods of existing social assistance beneficiaries. This will be achieved through the provision of additional interventions in selected geographical areas (community councils) designed to provide existing social assistance cash transfer beneficiaries with the resources they need to overcome the constraints they face to employment, increased income, and the diversification of income sources. These accompanying measures are intended to improve associated outcomes related to consumption, food security and nutrition as well as increased financial inclusion and savings.

The package of livelihoods interventions that will be supported include: A productive grant, Training, group formation and mentorship, financial inclusion and savings, Health services, and Disability inclusiveness.

This component will prioritize coordination with aligned interventions being undertaken by the health and agriculture sectors. The aligned interventions are i) the Lesotho Health and Nutrition System Strengthening Project (LNHSSP, P170278), for community centred nutrition activities and ii) the Small-holder Agriculture Development Project II (SADP, P165228) for agriculture related livelihoods activities, including: trainings offered to small-holder farmers to cultivate more nutritious foods; trainings on climate-smart agricultural practices (improving soil health, water-use efficiency, crop diversification) the agricultural value chains.

Component 4: Project management, M&E and capacity building

This component will support the operational costs associated with the implementation of components 1 - 3. It will also support, a small Project Facilitation Unit (PFU), assessments, evaluations, technical assistance, and capacity building.

Components 1, 2 and 3 are comprised of activities which have a bearing on physical and social environments, hence the need to prepare an Environmental and Social Management Framework (ESMF).

Rationale for the PSLP ESMF

The proposed programme constitutes several components or activities, which will generate varying effects to different components of the environment and the society at large. The project supports several priorities identified in the National Social Protection Strategy (NSPS) II and III including a) strengthening delivery system, b) providing “cash plus” interventions, and c) expanding access to social protection for the poorest and most vulnerable, including in response to shocks.

In the main the activities include

- Installation of ICT infrastructure for updating of IT system to support expansion of the use of digital payments under Component 1,
- for community centred nutrition activities, including cultivation of more nutritious foods,

agriculture related livelihoods activities (backyard and keyhole gardening at household level)

The activities will directly and indirectly generate impacts that may result in social conflict, incidence of E-waste and solid waste generation albeit, in insignificant quantities, limited use of chemicals/pesticides and water resources and promotion of GBV/SEA. Consequently, several environmental and social components will potentially be affected by such activities which necessitates an ESMF. The overall environmental and social risk rating of the project is moderate, in which the environmental risk is low while the social risk is moderate.

The ESMF is a tool to examine the risks and impacts when a project consists of a programme and/or series of subprojects and the affected persons, risks and impacts cannot be determined until the programme or subproject details have been identified. In the case of this project, while the general types of activities are known, their locations, size, capacity, design, and magnitude are not yet established, hence the need for an ESMF.

This ESMF has been prepared as a guide for the initial screening of proposed activities for any negative environmental and social impacts, which would require attention prior to project implementation. This ESMF is to be used by the PSLP to ensure that all environmental and social risk and impacts are adequately addressed and that the relevant capacity building and training needs are established for the recommended measures to be implemented effectively. Further, the ESMF has been prepared as a guide for the integration of environmental and social considerations into the design, planning and implementation of the proposed programme activities. It also provides a basis for specific environmental and social assessments of all sub-projects to be carried out under this proposed financing.

The ESMF Process

The ESMF development process consisted of the following aspects: (i) establishment of baseline socio-environmental conditions, (ii) review of policy, regulations, institutional framework, (iii) Analysis of alternatives, (iv) development of the screening criteria/tool, (v) assessment of potential environmental impacts, (vi) assessment of potential social impacts (vii) preparation of the environmental and social mitigation plan and a monitoring plan and (viii) providing guidelines for the implementation of the measures.

The process involved extensive review of related literature from published and unpublished documents, investigations and scanning of the Lesotho Social Assistance sector, and consultations with the various stakeholders. The rationale of the consultations was to take on board views from a cross section of people, at the local level, district level, and central government level. Overall, the ESMF ensured that the substantive concerns of the relevant World Bank Environmental and Social Standards and the Lesotho legislation will be considered during the implementation of the PSLP activities.

Policy, Legal and Institutional Framework

A policy and legal review was conducted and showed that the PSLP will be supported by a host of laws, regulations and institutions that promotes a vibrant national social assistance system, whilst protecting the environment and the well-being of the population of Lesotho. All these instruments are guided by the Lesotho Constitution which emphasizes on prudent

management of the environment and accords future generations full rights to the environment and benefits thereof.

The PSLP was designed and informed by the World Bank's Environmental and Social Framework (ESF), which emphasises mainstreaming of social, environmental and climate change solutions into Bank funded programmes. The ESF consists mainly of the Environmental and Social Policy for Investment Project Financing (IPF) with ten (10) Environmental and Social Standards (ESS), that it uses to examine potential environmental and social risks and benefits associated with Bank lending operations. The ESMF has been developed in accordance with the requirements of ESS1 and the other relevant World Bank Environmental and Social Standards (ESSs) which include ESS2, ESS3, ESS4 and ESS10.

Project Categorization

While the project overall risk rating is Moderate", the social risk rating is considered "Moderate" and the environmental risk rating is "low", the political and governance risk is rated as Moderate, given the political fragmentation and instability, frequent elections (2015, 2017), and high turnover of Ministers and Principal Secretaries (PSs) between elections. This risk may be partly mitigated by the consistent presence of technical staff within the PFU, that supports implementation of the World Bank and GPE financed projects.

The social risk rating is considered "Moderate" mainly due to the limited capacity of MoSD in handling ESF requirements, social tension arising from inadequate information about project activities, and increase in the risk and exposure of GBV/SEA against women because they have improved economic opportunity as a result of the project.

The environmental risk classification for the proposed Project is low since the proposed Project is expected to have generally positive environmental impacts and components are not anticipated to result in any substantial or irreversible impacts as the project will not support any construction activities.

Environmental and Social Assessment Process

The Environmental and social assessment process included the establishment of a stakeholder consultation process for the project. The process involves identifying the concerned/affected stakeholders, soliciting their views, and continuously checking if their views are being considered as the project implementation progresses.

The ESMF emphasises the need for continuous consultations with stakeholders throughout the project cycle to achieve successful implementation and monitoring. The MoSD Project Facilitation Unit (PFU) will have the responsibility to effectively engage stakeholders in achieving the project objectives.

The most important facet of the stakeholder consultation process is the **Grievance Redress Mechanism (GRM)**. The GRM is a system by which queries or clarifications about the project will be responded to, problems with implementation will be resolved, and complaints and grievances will be addressed efficiently and effectively. The GRM will mainly serve the purpose of responding to the needs of beneficiaries and addressing and resolving their grievances.

Environmental and Social concerns and mitigation of impacts

The potential associated impacts were analysed and mitigation measures for the identified impacts proposed.

The major environmental impacts will include the Increased generation of e-waste, hazardous waste, and solid wastes, emanating from the improvements of the ICT systems for the Social Assistance sector. Even though limited, the potential waste will need to be managed carefully to prevent public health risk and environmental impacts. This will be done in line with the requirements of the “Solid, Hazardous and E-Waste Management Plan” in Appendix 3.

The major Social Impacts will include i) poor stakeholder consultation due to the Pandemic restrictions, ii) poor targeting causing conflicts due to lack of clear selection criteria of project beneficiary areas and communities, and iii) increased chances of **Gender Based Violence (GBV) and SEA** as the project gets underway and women and youths are exposed to predators. Assessment of exposure and appropriate preventive actions must be carried out to avoid gender-based violence at all costs. This will be done in accordance with the GBV action plan in Appendix 4.

The ESMF then establishes a process for addressing all environmental and social issues in sub-projects from preparation, through review and approval, to implementation.

Capacity Building

The successful implementation and monitoring of the environmental and social management framework (ESMF), will require that target groups and stakeholders who play a role in the implementation of the ESMF, be provided with appropriate training and awareness. This is necessary because the implementation of the activities will require inputs, expertise and resources which will be adequately taken care of if the concerned parties are well capacitated. Careful and strategic identification of training recipients should be carried out at the beginning of the Project as well as throughout project implementation.

Generally, MoSD and the PFU at national, district and community levels have limited capacity in the application of the ESMF and applicable Standards. In this regard the PFU has to employ an Environmental and Social Specialist (ESS) to make sure the ESMF is implemented adequately.

ESMF Budget

The total estimated amount needed to cover all the work to be carried out under the ESMF preparation and implementation for the sub-projects is **US\$ 374,000.00**. The key indicative aspects that would require a cost budget include training and capacity building for the project PFU; training and capacity building for the project district and local level teams; and implementation of the stakeholder engagement plan.

Conclusions and Recommendations

The proposed Pathways to Sustainable Livelihoods Project (PSLP) has potential to significantly benefit the poor and vulnerable households through the various social assistance approaches which include:

-
- efficient and equity social assistance delivery systems
 - Contingency finance for shock responsive social assistance
 - Strengthening beneficiary livelihoods with cash transfer accompanying measures “cash plus”.

Despite the potential risks that have been identified in this ESMF, the project activities are expected to have positive impacts and positive developmental and social outcomes related to economic resilience of low income and vulnerable households.

The PSLP project is expected to have more positive than negative environmental and social impacts. The envisaged environmental and social impacts include generation of E-waste and solid waste, stakeholder engagement issues, and possible GBV/SEA issues. These envisaged environmental and social impacts will generally be localized, minimal, short term and can be mitigated. The final benefits of this project to the nation will, by far outweigh any potential negative effects. Further, the project will overall not have any apparent significant environmental and social impacts if the recommended mitigations are carried out.

1. INTRODUCTION

1.1 INTRODUCTION

The Pathways to Sustainable Livelihoods Project (PSLP) (P177814) aims to build on the achievements of the previous Social Assistance Project (P151442) and contribute to an inclusive recovery in Lesotho. The project aims to do this by a) investing in modern delivery systems which enhance cost-efficiency, reduce leakage and improve targeting of adequate benefits to the most vulnerable; and b) providing immediate relief in case of a shock as well as enhanced livelihoods support (“cash plus”) to targeted poor households, supporting their recovery from the pandemic, building their resilience and human capital ahead of future shocks.

The project supports several priorities identified in the National Social Protection Strategy (NSPS) II and III including a) strengthening delivery system, b) providing “cash plus” interventions, and c) expanding access to social protection for the poorest and most vulnerable, including in response to shocks.

The Pathways to Sustainable Livelihoods Project (PSLP) will be a nationwide project supporting a more resilient and inclusive recovery in Lesotho after the pandemic. It will mainly provide support the GoL to improve the efficiency and responsiveness of social protection systems and to strengthen the livelihoods of poor and vulnerable households. While Lesotho’s Government continues to invest heavily in social protection, the sector experiences a variety of challenges, which are exacerbated by the country’s topography and the isolation of many rural areas where the majority of the population resides especially the most vulnerable and disadvantaged groups.

1.2 PROJECT DESCRIPTION

1.2.1 Project Development Objective (Pdo)

The Project Development Objective for the project is “to support the GoL to improve the efficiency and effectiveness of select social assistance programs and to strengthen the livelihoods of poor and vulnerable households”.

1.2.2 Project Components

To address the key social sector challenges and support the achievement of the PDO, the proposed project consists of four main components:

- Component 1: Developing efficient and equitable social assistance delivery systems;
- Component 2: Contingency finance for shock-responsive social assistance;
- Component 3: Strengthening beneficiary livelihoods with cash transfer accompanying measures;
- Component 4: Project management, M&E and capacity building

a) Component 1:

Developing efficient and equity social assistance delivery systems

This component will invest in system strengthening to improve efficiency, and equity of social assistance. The strengthening of the delivery systems will be done with an emphasis on reducing administrative costs, non-transparent and costly processes, and leakages, and on enhancing the ability of programs to target the poor.

The investments made with this component will increase its preparedness to respond to shocks, primarily by supporting the wider adoption of digital payments which can facilitate the faster delivery of post-shock cash transfers, and the strengthening of the social registry (NISSA) as the primary information system used when increasing coverage in response to shocks.

Furthermore, the component will support the ongoing reform of the tertiary bursary program. It will also use a combination of investment financing and Disbursement Linked Indicators (DLIs) to incentivize final results and accountability for timely performance. This component will have three (3) intervention areas:

- Sub-component 1a. Expanding the use of digital payments
- Sub-component 1b. Enhancing the NISSA social registry for pro-poor targeting of social assistance
- Sub-component 1c. Enhancing management information systems, building interoperability, and links to National ID

b) Component 2:

Contingency finance for shock responsive social assistance.

This component provides flexible resources to support temporary expansions of selected social grant programs in response to shocks. It will provide ear-marked financing for scaling up of shock responsive cash transfers and will be used to provide vertical expansion (temporary top-ups to existing social grant beneficiary households) and/or horizontal expansion (temporary cash payments to new shock affected households) to cushion against negative coping mechanisms or hunger and allow households continue building their resilience even during shocks.

Expanding vertically, the component will increase the benefit amount for existing beneficiaries for a period. Expanding horizontally, the component will add more beneficiaries to the programs on a temporary basis, to be selected based on information from the NISSA and triangulated with other early warning system tools such as the most recent Lesotho Vulnerability Assessment Committee (LVAC) on food insecurity.

c) Component 3:

Strengthening beneficiary livelihoods with cash transfer accompanying measures “cash plus”.

This component will support the government in implementing a package of accompanying measures (“cash plus”) designed to strengthen the livelihoods of existing social assistance beneficiaries. This will be achieved through the provision of additional interventions in selected geographical areas (community councils) designed to provide existing social assistance cash transfer beneficiaries with the resources they need to overcome the

constraints they face to employment, increased income, and the diversification of income sources. These accompanying measures are intended to improve associated outcomes related to consumption, food security and nutrition as well as increased financial inclusion and savings.

The package of livelihoods interventions that will be supported include:

- i) A productive grant,
- ii) Training, group formation and mentorship,
- iii) Financial inclusion and savings,
- iv) Health services,
- v) Disability inclusiveness.

This component will prioritize coordination with aligned interventions being undertaken by the health and agriculture sectors. The aligned interventions are i) the Lesotho Health and Nutrition System Strengthening Project (LNHSSP, P170278), for community centred nutrition activities and ii) the Small-holder Agriculture Development Project II (SADP, P165228) for agriculture related livelihoods activities, including: trainings offered to small-holder farmers to cultivate more nutritious foods; trainings on climate-smart agricultural practices (improving soil health, water-use efficiency, crop diversification) the agricultural value chains.

d) Component 4:

Project management, M&E and capacity building

This component will support the operational costs associated with the implementation of components 1 - 3. It will also support, a small Project Facilitation Unit (PFU), assessments, evaluations, technical assistance, and capacity building.

1.4 PURPOSE AND OBJECTIVES OF THE ESMF

This ESMF was prepared because the location, design, and magnitude of the impacts of the eventual sub-projects is not yet known at project appraisal stage, even though the types of potential subprojects are well defined. It provides a guide for the integration of environmental and social considerations into the planning and implementation of the Education related project activities that Lesotho is proposing. It further provides a basis for environmental and social assessments of all sub-projects to be carried out under this proposed financing.

The ESMF focuses on the nature and extent of significant adverse environmental and social impacts that may result from any of the social protection activities and serves as a framework for screening environmental and social issues for all possible social protection activities that will be undertaken. It establishes a unified process for addressing all environmental and social standards issues on sub-projects from preparation, through review and approval, to implementation. The ESMF provides a clear, comprehensive, and practical guidance to the MoSD project facilitation unit (MoSD-PFU, and other project implementation entities, on integrating environmental and social considerations into the project.

The ESMF also describes a process that will ensure that the substantive concerns of the applicable World Bank Environmental and Social Standards (ESS) and Lesotho legislation are addressed during the implementation of the PSLP activities. It also allows for the

establishment of relevant capacity building and training needs, for the recommended measures to be implemented effectively.

The main purposes of the ESMF are to:

- i. Identify all relevant potential environmental risks and social concerns that may arise because of the project and the subprojects that will be supported by the PSLP,
- ii. Develop a generic ESMP that can be applied to manage the identified environmental and social risks and set out the monitoring plan that will be undertaken to confirm correct ESMP delivery,
- iii. Establish clear procedures and methodologies for the environmental and social assessment, screening, review, approval, and implementation of sub-projects to be financed under PSLP,
- iv. Review and assess the capacity of the national project implementation entities, to screen subprojects and monitor the implementation of the project ESMP; and make proposals for capacity enhancement as appropriate,
- v. Specify appropriate roles and responsibilities, and outline the necessary reporting procedures, for managing and monitoring environmental and social concerns related to project investments,
- vi. establish the budgetary requirements for the implementation of the main project ESMP,
- vii. Develop a public consultation and stakeholder engagement strategy,
- viii. Define appropriate environmental and social standards performance indicators.
- ix. Provide practical information resources for implementing the ESMF.

1.5 RATIONALE FOR THE PSLP ESMF

The proposed programme constitutes several components or activities, which will generate varying effects to different components of the environment and the society at large. The project supports several priorities identified in the National Social Protection Strategy (NSPS) II and III including a) strengthening delivery system, b) providing “cash plus” interventions, and c) expanding access to social protection for the poorest and most vulnerable, including in response to shocks. In the main the activities include:

- Installation of ICT infrastructure for updating of IT system to support expansion of the use of digital payments under Component 1.
- for community centred nutrition activities, including cultivation of more nutritious foods,
- agriculture related livelihoods activities (backyard and keyhole gardening at household level)

The activities will directly and indirectly generate impacts that may result in social conflict, incidence of E-waste and solid waste generation albeit, in insignificant quantities, limited use of chemicals/pesticides and water resources and promotion of GBV/SEA. Consequently, several environmental and social components will potentially be affected by such activities which necessitates an ESMF. The overall environmental and social risk rating of the project is moderate, in which the environmental risk is low while the social risk is moderate.

The ESMF is a tool to examine the risks and impacts when a project consists of a programme and/or series of subprojects and the affected persons, risks and impacts cannot be

determined until the programme or subproject details have been identified. In the case of this project, while the general types of activities are known, their locations, size, capacity, design, and magnitude are not yet established, hence the need for an ESMF.

1.6 APPLICATION OF THE PSLP ESMF

The ESMF provides guidance on pre-investment works/studies (such as environmental and social screening, environmental and social assessment, environmental and social management plans, etc.). It also provides a set of steps, procedures, and mechanisms for ensuring adequate level of environmental and social considerations, and integration in each investment in the project-cycle.

The ESMF is a guide for the initial screening of proposed activities for any negative environmental and social impacts, which would require attention prior to project implementation. This ESMF is to be used by the PSLP to ensure that all environmental and social risk and impacts are adequately addressed and that the relevant capacity building and training needs are established for the recommended measures to be implemented effectively. Further, the ESMF has been prepared as a guide for the integration of environmental and social considerations into the design, planning and implementation of the proposed programme activities. It also provides a basis for specific environmental and social assessments of all sub-projects to be carried out under this proposed financing.

Thus, the ESMF has been prepared based on the following principles to lead the planning and implementation of the proposed project activities.

- Site specific E&S Checklists and ESMPs will be prepared for activities as determined by the screening process.
- Participation of stakeholders (especially local communities) will be ensured through continuous consultations and information disclosure, as well as providing differentiated scope for the disadvantaged and vulnerable people, by the PSLP-PMU in planning, implementation, and monitoring of sub-project activities.
- The PSLP-PMU will ensure appropriate institutional set up with dedicated E&S staff for implementing environmental and social management plans and inter-agency coordination.

The PSLP-PMU will inform project stakeholders at all levels about project interventions and its potential impacts on the surrounding environmental and social elements.

1.7 INELIGIBLE ACTIVITIES TO BE FINANCED BY THE PROJECT (NEGATIVE LIST)

Table 1-1 below is an indication of the sub-projects which will not be eligible for financing under this project:

Table 1-1 Subprojects that are not eligible for funding

No.	Negative sub project list
	The proposed LNHSSP project will automatically exclude the following sub project:
1	Require land acquisition, or cause involuntary physical displacement, or result in loss of livelihoods of peoples.
2	where there is a risk of fragile ecosystems being affected
3	block the access to or use of land, water points etc. used by others
4	E&S Impacts identified in the screening process categorize the project as substantial or high risk (according to ESF).
5	Associate significant environmental impacts, including those that significantly increase greenhouse gas emissions, hazardous waste and impact of natural habitats and biodiversity.

1.8 PROJECT AREA AND BENEFICIARIES

1.8.1 Project Area

The project will be implemented in seven districts and ten community councils (CC) as outlined in table1-2 and figure 1-1 below:

Table 1-2 Subprojects

No.	DISTRICT	COMMUNITY COUNCIL
1.0	Leribe	Sephokong
		Bolahla
2.0	Mohale's Hoek	Senqunyane
		Thaba-Mokhele
3.0	Mokhotlong	Seate
		Mphokojoane
4.0	Thaba-Tseka	Khutla-Se-Metsi
5.0	Quthing	Tosing
6.0	Berea	Puthiatsana
7.0	Mafeteng	Metsi-Maholo

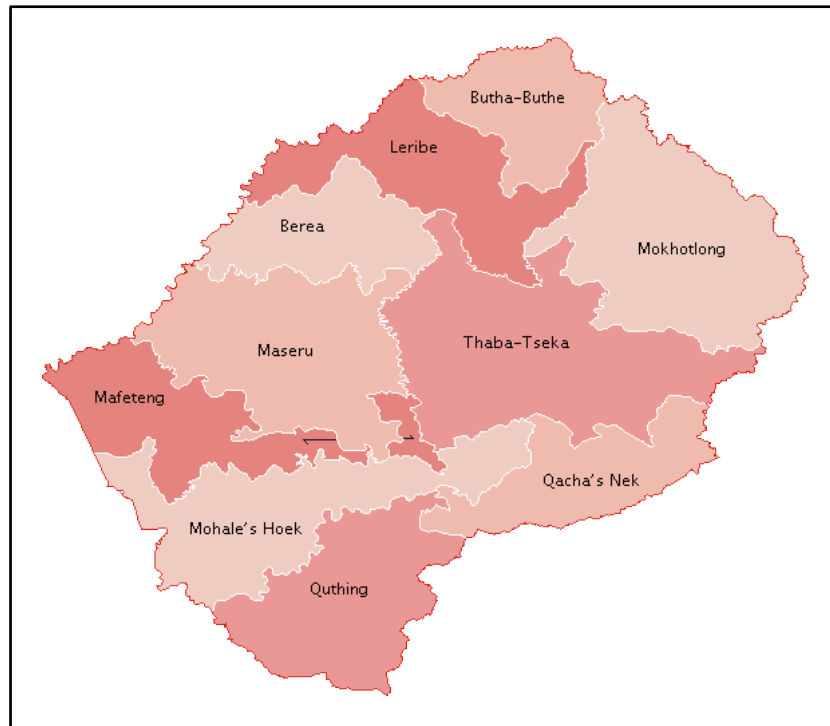


Figure 1-1 Lesotho Districts

1.8.2 Beneficiaries

The beneficiaries of this project will include:

- Poor and ultra-poor households (NISSA Categorisation)
- Women and Youth from poor and ultra-poor households
- Children from poor and ultra-poor households
- Persons with disabilities from poor and ultra-poor households

2. BASELINE ENVIRONMENTAL AND SOCIAL INFORMATION

2.1 INTRODUCTION

Lesotho has limited natural resource endowments which includes patches of very fertile soils, forests and water resources which accommodate diverse species of flora, fauna and fish resources. However, these resources are currently challenged by a complex interaction of several factors which include the rapid rate of population growth of about 2.6% per annum. This imposes ever intensive pressure on the natural resource utilisation, leading to unsustainable land use, depletion of forest resources, and loss of biodiversity, heavy soil erosion and water pollution.

The following paragraphs review some of the key country's natural resources such as land resources, atmospheric resources, biological resources and water resources as well as the agricultural activities.

2.2 BIOPHYSICAL ENVIRONMENTAL BASELINE

The PSLP project will be implemented in all the ten districts of the country. The following paragraphs review some of the key country's background information as regards the bio-physical environment.

2.2.1 Bio-Physical context

Lesotho is a land locked state in Southern Africa which is completely surrounded by the Republic of South Africa. It is situated approximately between 28° S and 31°S latitudes and longitude 27° E and 30° E. Lesotho is a predominantly mountainous country, with an average altitude of more than 1600 meters above sea level. It covers approximately 30 350 square kilometres and has limited natural resource endowments (GoL, 2006a). One quarter of the land is lowlands and the remainder is highlands.

Lesotho is a predominantly mountainous country, with an average altitude of more than 1600 meters above sea level. It covers approximately 30 350 square kilometres and has limited natural resource endowments (GoL, 2006). Lesotho's highlands constitute two-thirds of territory; less than 10% of which is suitable for cultivation.

The arable land area is about 9% of the total area and this poses a challenge to expansion of agricultural activities. The arable land is susceptible to severe soil erosion and over the years the country has experienced severe deterioration of agricultural land due to a set of natural and manmade factors which includes heavy summer rainfalls usually on bare ground following the vegetation-less winter months, overgrazing on steep slopes in the mountains and foothills. Soil loss through erosion is currently estimated at about 13.2 tonnes per hectare totalling 40,000 tonnes per annum. This loss of topsoil with its higher organic content is also accompanied by loss of nutrients leading to overall impoverishment of land and reduction in the soil horizon.

A mid-1980s study indicated that rangelands comprise about 60% of the land area. Increase in population and poor land husbandry, unsustainable grazing patterns combine with a communal land tenure system to aggravate the problem of soil erosion and loss of fertility. It is estimated that degraded grassland consists of 12% *chrysoma* and 5% shallow rock outcrops and that since the above study degradation is estimated to be increasing at about 2% per annum.

Vegetation is predominantly grassland with less than 1% forest cover of indigenous forests consisting of patches of evergreen trees and shrubs. Firewood supplies over 64% of energy demand in the rural household economy. The resulting shortage of firewood leads to a majority of the population resorting to the use of animal waste and plant residues as alternatives to fuel wood.

Lesotho faces land degradation and environmental and social crisis of massive proportions. This crisis has four major dimensions¹:

1. Declining self-sufficiency in food;
2. Rapid erosion, estimated to total 40 million tons of soil annually. At this rate all topsoil is projected to be lost by the year 2040;
3. Acute shortage of wood fuels, significantly continuing deforestation; and
4. Expanding populations, current growth annual rate of 2.6% is considered high, and under current trends, Lesotho's population will pass 3.1 million – the maximum that can be fed from Lesotho's lands with high inputs, and assuming no erosion – by the year 2013-2015 AD.

Given the above situation, the existence of the rural population is precarious at the best of times. It has been made even more vulnerable by the increasing frequency of dry spells (and spread of HIV/AIDS). Government sees agricultural development and natural resources protection and restoration as key avenues for increasing productivity and household food security.

2.2.2 Topographical Features

Three distinct geographical regions, demarcated by ascending altitude, extend approximately north-south across Lesotho. The western quarter of the country is a plateau averaging 1,500-1,850 m. The remainder of the country is highland. A zone of rolling foothills, ranging from 1,800-2,200 m, forms the border between the lowlands and the mountains in the east.

The Drakensberg Range forms the entire eastern and south-eastern border. A spur of this range, the Maluti Mountains, runs north and south. Where it joins the Drakensberg Range there is a high plateau ranging from 2,700-3,200 m in elevation. The highest point is Thabana Ntlenyana, 3,482 m, in the east.

The mountain zone in Lesotho covers approximately 65% of the total land area at elevations ranging between 2,300 and 3,480 meters above sea level. This land is mostly characterized by steep slopes, extensive soil erosion, and deep gullies (or dongas). The rugged and broken terrain makes it difficult to adequately deliver education services to most of the population especially in the rural areas.

Only 10% of Lesotho's land is arable and over 80% of this is found in the lowlands, where it is not used for agriculture but for other purposes such as housing. Most of the poor rural folks are forced to plough on marginal steep slopes which have resulted in soil erosion that has seen Lesotho lose 40 million tonnes of top soil per year. This has resulted in the formation of deep gullies.

¹ Adapted from: S.D. Turner, CARE, April 2003

2.2.3 Agro-Ecological Zones

Lesotho has four (4) agro-ecological zones (AEZ) namely Northern and Southern Lowlands; Foothills; Highlands (Mountains) and Senqu River Valley (Figure 2-1).

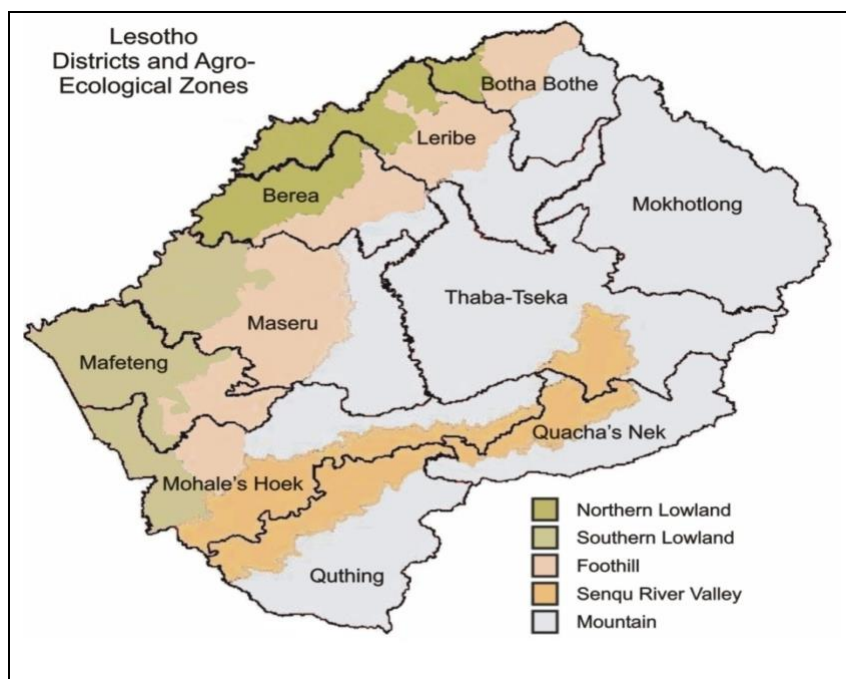


Figure 2-1 Lesotho Agro-Ecological Zones

A-1. The Northern Lowlands The northern and central lowlands are characterized by large deposits of rich volcanic soils and cover the western part of the country and occupy about 2,500 km² which is 8% of the total surface area. This region is a narrow strip of land extending at some places just 10km from the border to 60 km at some places and it lies between 1400 m and 1,800 m above sea level.

The Southern Lowlands The southern or lowlands are characterized by poor soils and low rainfall and cover the western part of the country, occupying about 2,700 km² which is 9% of the total surface area.

In general, the lowland soils are the duplex type which are prone to erosion, and have poor moisture retention capacity. They are thus liable to rapid loss of fertility.

A-2. The Foothills, on the other hand, consist of very fertile land that is associated with high agricultural productivity. The foothills are defined as the area between the lowlands and the highlands and occupy an estimated area of about 4,600 km² which lies between 1,800 m and 2,000 m above sea level and forms 15% of the total land area. The foothills enjoy cooler temperatures, making them suitable for growing fruit trees. They also have a higher rainfall than the lowlands, and springs feed into perennial rivers giving opportunity for simple technologies for irrigation.

A-3. The Senqu River valley forms a narrow strip of land that flanks the banks of the Senqu River and penetrates deep into the highlands, reaching lower parts of the main tributaries of this river. This region covers 9% of the total surface area. The soils of the Senqu River

valley vary from rich especially in the alluvial bottom zones, to very poor along the slopes of the valley. Being in the rain shadow of the Drakensberg makes this the most unproductive region in the country.

- A-4. The Mountains** constitute the largest ecological area which covers an area of 18,047 km². This region has been extensively dissected by the headwaters of the Senqu River and its tributaries which drain in a north-south direction, and, which together with an extensive network of mountain wetlands, today forms an important segment of the Southern African region's water resources. The drainage pattern of the highlands or Mountain region has produced deep river valleys, gorges, and gullies that, in general, make human life very difficult. The region forms the main livestock grazing area in the country. Although the soils are much less susceptible to erosion compared with the low lands, inadequate cover teams up with the steep slopes, to create torrential rains that result in massive erosion in this zone. The importance of proper range management can therefore not be overstated.

Table 2-1 below depicts the Agro-Ecological Characteristics and Production Opportunities in Lesotho.

Table 2-1 Agro-Ecological Characteristics and Production Opportunities

Description	Lowlands	Foothills	Mountains	Senqu river valley
CHARACTERISTICS				
Area - sq. km.*1	5,200 (17%)	4,588 (15%)	18,047 (59%)	2753 (9%)
Altitude range (m)	< 1,800	1,800-2,000	2,000-3,250	1,000-2,000
Topography	Flat to gentle rolling	Steeply rolling	Very steep bare rock, outcrops and gentle rolling valleys	Steeply sloping
Soils	North: Sandy, textured, red to brown South: Clayey	Rich, alluvial along valleys, thin and thick rock on slopes	Fragile, thin horizon of rich black loam except in valley bottoms	Calcareous clayey, red soils with poor penetration by rainfall
Climate	North: Moist South: Moderately dry	Moist, sheltered	Cold & moist	Higher rainfall Dry
Risks	Parching sun; strong winter winds; hail; droughts; High soil erodibility.	Flooding; high soil erodibility	Long period of frost, snow, hail, high soil erodibility	Severe drought, moderate soil erodibility
Vegetation	Crop stubble, reforestation on some hills fruit trees ear homesteads	Poplar and willow trees along streams and gullies, crop stubble fruit trees near homestead	Denuded grassland, indigenous shrubs in some river valleys, stunted peach trees near homesteads	Denuded & dry, shrubs, brush, few fruit trees in valleys

Source: GoL, 2010a.

2.2.4 Vegetation Types and Associated Habitats

Grass is the natural vegetation in this virtually treeless country, with less than 1% forest cover of indigenous forests consisting of patches of evergreen trees and shrubs. The high plateau is covered with montane or subalpine grassland. Red oat grass forms a dry carpet in much of the Drakensberg foothill region.

Even with less than 1% forest cover, firewood supplies over 64% of energy demand in the rural household economy. The resulting shortage of firewood leads to a majority of the population resorting to the use of animal waste and plant residues as alternatives to fuel wood.

The lowlands and the foothills, have large areas of shrub lands, in particular rangelands, and a very modest area of plantation forests (mostly based on *Eucalyptus* and *Pinus*). In a few almost

inaccessible areas, very small patches of Afromontane Forest are preserved. During the 1990s the number of conservation areas increased from two to seven, but only an exceedingly small percentage of land area (0.4 %) remains protected. Lesotho also has “sustainable use” areas which occupy 6.9% of the land area mainly in the rangelands (UNDP, 2007). However, many forest areas have been cleared for agricultural use, exacerbating the problem of soil erosion.

Lesotho, as a country, however has a high degree of botanical diversity. As many as 2,000 species of plants have been recorded in Lesotho, including such as the unique *Peridophytes* as *lycophyte* with secondary growth *Isoetes welwitschii* and two species of *Ophioglossum*, *O. vulgatum* and *O. polyphyllum*. Among the flowering plants these are: *Euphorbia clavarioides*, *Euphorbia pulvinata* (known only from Quthing area), *Aloe polyphylla* (endemic to Lesotho), *Guthreia capensis* (endemic to Lesotho), *Dais cotonifolia* (known from Berea district only), *Aponogeton ranunculiflorus*, *Salix mucronata* (indigenous willow), *Leucosidea sericea* (important species), *Helichrysum palustre* (endemic to Lesotho), and *Helichrysum quthlambanum* (only in Butha-Buthe district).

There is limited information relating to trends in biodiversity in Lesotho. However, it is assumed that the number of threatened species may have increased over time (UNDP, 2007). The threatened species have been estimated at 94, with eight of them being critically endangered; four endangered; fourteen vulnerable while the remaining sixty are not sufficient (UNDP, 2007). The Government has responded by initiating a number of conservation projects like the Maloti-Drakensburg Trans-frontier Conservation and Development Project which focus on biodiversity conservation and nature-based tourism.

The list of protected flora under the Historical Monuments, Relics, Flora and fauna Act (1967) has been increased from thirteen in 1969 to thirty-one in 2004. The new list covers all species that are already threatened or are being used by individuals for economic gains.

Some groups like algae and fungi have not received adequate attention. In addition, there are other plant species of concern, which are not physically protected even though they are protected by law. Lack of law enforcement and low fines has led to declining populations of these (and other important) species. *Aloe Polyphylla*, spiral aloe is an endemic plant that is also facing extinction. The exploiters are selling it to tourists and the public.

The country is full of mountains, and mountains are known centres for endemism. For example, with the altitudes ranging from 2,300 and 3,400 m, Drakensberg² Mountains forms an important centre for endemism as well as speciation. The Drakensbergs are thought to be some of the oldest mountains in the world and are in the centre of a continent rather than at continental edges. The Mountains are an international 'hot-spot' of plant biodiversity, not only of vascular plants (over 2200 species in an area of about 40,000 km²), but also of bryophytes.

The government's policy towards biodiversity is very emphatic in protecting wild genetic resources although the means of implementation are very limited because of the communal use of land resource in the country. The high risk of losing valuable indigenous plant resources due to forest

² The Drakensberg Mountains (28°30' – 31°20'S, 27°00' – 29°40'E) form a 300-km border between the landlocked mountain kingdom of Lesotho (formerly Basutoland; = Mountain Kingdom) and South Africa. The area was called Drakensberg ('Dragon Mountain') by the early Dutch settlers (Voortrekkers) because of its resemblance to the ridges of a dragon's back. The steep ridges of its dragon-like back are formed by headwater erosion of rivers that separate the Highveld Plateau from the coastal lowlands of southern Africa.

clearance, collecting of firewood and medicinal plants is a serious problem in Lesotho. Furthermore, there is rapid replacement of traditional varieties by the high yielding hybrid varieties. Cropland races and threatened plant Species should be the priority for future collecting missions in Lesotho.

2.2.5 Fauna

The country's small size, high elevation, and limited range of habitats restrict the variety of fauna. The African lammergeier, a bird common in the mountains of Ethiopia but nowhere else in Africa, and the bald ibis, both of which are near extinction, are found in small numbers in the Drakensberg Range. As of 2002, there were at least 33 species of mammals, 123 species of birds, and over 1,500 species of plants throughout the country.

2.2.6 Water Resources

Lesotho is known to have abundant water, some of which is being sold to neighbouring South Africa through the Lesotho Highlands Water Project. However, the distribution of water in the country is disproportionate owing to rainfall and other physical factors. The highlands receive more rainfall than the lowlands where most of the people reside. An FAO study estimated surface water resources at 4.73 km³ /year—far in excess of the country's requirements, and the groundwater resources estimated at 0.5 km³ /year. Aquifer yields are low, usually less than 1 litre/second.³

Surface water occurs in dams, springs, rivers and wetlands. Groundwater is also an important source of water particularly for rural populations where the supply system is typically hand pumps or small-piped systems using water from springs or boreholes.

Wetlands are also very important as they are important groundwater recharge points and also control flooding, erosion and water quality. A variety of medicinal plants and grass for thatching grow in these wetlands.

In general, the provision of clean water rose from 52% to 63% in the 1990s (GoL, 2006) on a national scale, but the situation has been steadily deteriorating in the peri-urban areas, especially with number of people per collection point. So, there is a critical shortage of water supply to potential development sites like industries and factories. This is hampering production and has ripple effects to primary sectors like agriculture, which then can't produce.

In the context of the farming, water resources can be viewed from three perspectives: the precipitation that feeds crops; groundwater that supplies domestic needs from springs, and reticulated water supplies; and rivers that feed some larger reticulation schemes and provide the potential for irrigation. Taking the water balance into account, the overall water output for Lesotho is estimated at 159.53 m³ per second⁴. Ironically, in spite of the abundance of water, from the people's perspective, the domestic dimension of water resources is still a constraining feature of their livelihood context; the population has cited scarce, undependable, and unclean water as significant problems, according to the studies done by Water and Sewage Authority (WASA) and others in Lesotho.

³ FAO, 1995. *Aquastat: FAO's information system on water and agriculture: Lesotho*: <http://www.fao.org/ag/agl/aglw/quastat/countries/Lesotho/index.stm>

⁴ TAMS Consultants and Associates. 1996. Water Resources Management: Policy and Strategies Study: Executive Summary, Final And All Annexes Reports For Lesotho Government.. Maseru, Lesotho: Ministry of Natural Resources.

The overall potential for irrigation in Lesotho is generally considered to be modest, because of topography and soil distribution relative to the position of suitable rivers. However, micro-irrigation and water conservation techniques at the scale of the individual field or homestead garden offer good potential. The government is also proposing major interventions to improve irrigation technologies for improving agriculture production.

2.2.7 Geology

Table 2-2 below provides a summary of the geological formations of Lesotho, while Figure 2-2 depicts the country's geology.

Table 2-2 Geological Formations of Lesotho

Key Formations	Period	Lithology	Structure
Igneous - volcanic			
Lesotho Formation (Drakensberg Group)	Jurassic	Massive basalts which overlie the sedimentary rocks of the Karoo Group.	Reaches thickness of 1600m at Mount-aux-Sources in the north of Lesotho (Schmitz and Rooyani 1987).
Igneous - intrusive			
Dolerite intrusions	Jurassic	Numerous dykes cross the country in two dominant directions: NW-SE and NNE-SSW. Most dykes are near vertical, plate-like bodies, but some dip as shallowly as 60° (Schmitz and Rooyani 1987). Some dykes cut across all geological formations and others die out within the basalts. Sills (plate-like, near-horizontal intrusions) occur in older Karoo sedimentary strata, especially in the southwest of Lesotho.	
Sedimentary – Karoo			
Clarens Formation (Cave Sandstone) (Stormberg Group)	Late Triassic to Early Jurassic	This is the youngest sedimentary formation underlying the basalts of the Jurassic Lesotho Formation. It occurs across the central and eastern parts of Lesotho but crops out only in central Lesotho and in major valleys within the Lesotho Formation. The sandstones are of aeolian origin. Generally pale white and cream coloured, although darker beds occur. The formation can be subdivided into three zones: B-1. Zone I: thickly to very thickly bedded, light brown and light red, very fine-grained sandstone, silty sandstone and sandy siltstone. B-2. Zone II: alternating beds of massive and cross-bedded sandstone. B-3. Zone III: massive to very thickly bedded, very fine-grained sandstone to massive silty sandstone, sandy siltstone and siltstone.	Thickness from 15 to 250m. Outcrops in the form of plateaux in the lower foothills and as cliffs overlooking the lowlands.
Elliot Formation (Red Beds) (Stormberg Group)	Late Triassic to Early Jurassic	Underlies the Clarens Formation and characterised dominantly by red and purple mudstones and shales and medium to fine grained sandstones. The strong red and purplish coloration differentiates it from the underlying Molteno Formation and from the white and cream coloured overlying Clarens Formation. The transition from the underlying Molteno Formation to the Elliot Formation is gradual, indicating continuous sedimentation.	Thins from a maximum of 250m in the south to 15m in the north.
Molteno Formation (Stormberg Group)	Late Triassic to Early Jurassic	White arkosic grits and gritty sandstones, mainly pebbly, with occasional thin shaly sandstones and bluish mudstone (Schmitz and Rooyani 1987). The Molteno Formation underlies the whole of Lesotho and outcrops in the lowlands, where it comprises up to 50m of massive, coarse sandstone.	Thins out northwards (Schmitz 1984): from 35m in the north to 150m in the south.
Burgersdorp Formation (Beaufort Group)	Mid Permian to Lower Triassic	Green, purple and red shales and mudstones with some buff sandstone; occasional carbonaceous shales with thin coal seams; some ferruginous concretion beds. Only the uppermost part of this formation is exposed in Lesotho, with its maximum exposed thickness in the Mohokare (Caledon) River Valley in the extreme western part of Lesotho (UNDP 1984).	Maximum exposed thickness of 200 to 250m

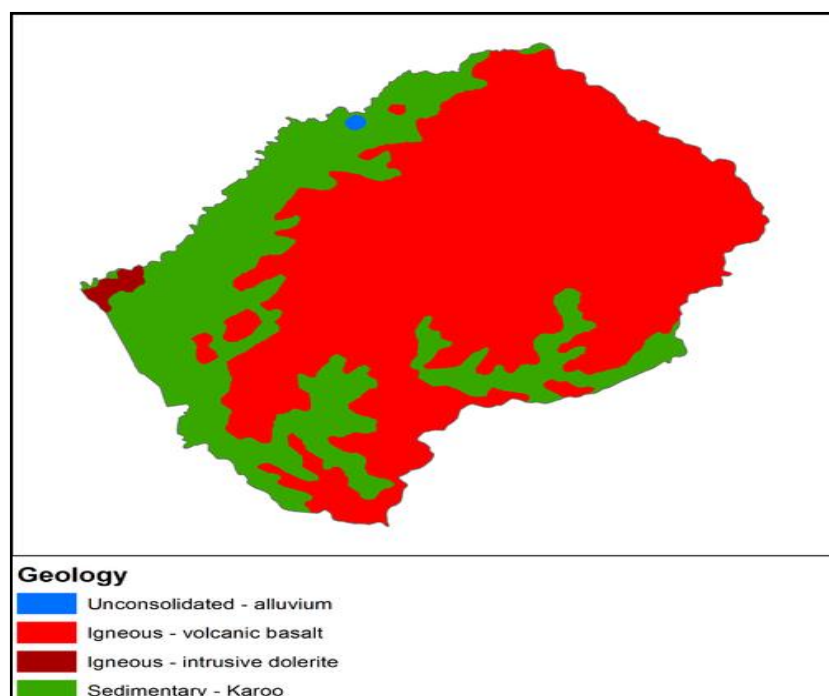


Figure 2-2 Geology of Lesotho

2.2.8 Soils

Most of the program area's soils are derived from sandstone or shale. Soils, with both management and inherent fertility problems, influence the productivity of both arable land and rangelands. In the project areas, maize dominates cropping. However, yields (per hectare) are low due to poor soil fertility and poor management, leading to a declining trend over the years. As across Lesotho, soil erosion and land degradation is also a major concern in the project area. Even to a casual observer, many areas in each of the project districts, look eroded and worn out. Gullies scar the landscape, and in many places the surface of the soils is crusted and hard.

Lesotho soils are mostly of alluvial, colluvial or aeolian of either sedimentary or basaltic origin. Those derived from sedimentary rocks are more common in the lowlands and those from basalt and dolerite are predominant in the mountains. However, mixtures and variations occur throughout the country. Most soils in the flatter and gently sloping areas tend to be moderately deep to deep, and well drained, whilst those of the mountain slopes tend to be more shallow and stony. The principal arable soils of the lowlands and foothills are yellowish red to yellowish brown loams with sandy loam topsoil. They are moderately fertile and slightly acidic and are prone to wind and water erosion.

Most Lesotho soils are classified as belonging to *Oxisols*⁵. These are characterized by soil erosion,⁶ low pH, and extreme deficiency of Phosphorus, physical problems such as difficult land topography, and the impacts of the environmentally degrading soil degradation. Soil degradation

⁵ *Oxisols* are very highly weathered soils that are found primarily in the intertropical regions of the world. These soils contain few weatherable minerals and are often rich in Fe and Al oxide minerals. Most of these soils are characterized by extremely low native fertility, resulting from very low nutrient reserves, and high phosphorus retention by oxide minerals, and low cation exchange capacity (CEC). Most nutrients in Oxisol ecosystems are contained in the standing vegetation and decomposing plant material. Despite low fertility, Oxisols can be quite productive with inputs of lime and fertilizers.

⁶ A 1979 study argued, "ten of the 25 soil series described for Lesotho are classified as highly erodible, but most of the gully erosion (dongas) actually occurs in the duplex or clay pan soils. Also, much of [the crop land] is so highly eroded that it should be returned to permanent cover with only very limited grazing permitted. See Turner, 2003 op cit

is a two-stage process. Initially, organic matter-rich surface horizons are removed leading to diminished nutrient supplying capabilities, water holding capacity, biodiversity, and aggregation. In the more deeply eroded phases, such as in many areas of Lesotho, soil water storage capacity is a limiting factor due to shallow soil depth.

Soil conservation touches many rural households since it provides major employment: Over grazing, and bad farming practices have significantly contributed to soil deterioration, and the traditional agricultural system lacks many soil-conserving elements—broadcast of grains, dispersed rotational grazing, grassland surrounded agricultural fields.

2.2.9 Climate Vulnerability

Lesotho is generally a rugged country with elevations ranging from 1,388 m to 3,482 m. Its geography and location expose it to climatological patterns from both the Indian and Atlantic Oceans, resulting in significant variability in climatic conditions. The climate is harsh, with temperatures varying from -10 degrees Celsius (in winter) to 30 degrees Celsius (in summer) in the lowlands. In the highlands, winters are more severe, with heavy snowfalls that often cut off access to most of the mountain settlements. The climate can be classified as continental and temperate, with four distinct seasons: spring, summer, autumn and winter. The summers often have high temperatures and precipitation due to the position of the Inter-tropical Convergence Zone (ITCZ), i.e., being south of the equator. In winter, the presence of high-pressure results in clear skies, dry air, and warm temperature during the day, but becomes colder after sunset.

January is normally the hottest month of the year with average temperatures in excess of 30°C being recorded in the lowlands. The coldest period is between June and July with an average of 8°C. Temperatures in excess of 35°C have been recorded particularly during droughts. For example, 39.4°C was recorded in Maseru in January 1973. Low temperatures in the highlands are indicative of the effect of altitude on temperature e.g., a rare low of -20.4°C was recorded in the highlands in 1967.

As the table shows, the temperature in Lesotho varies from place to place according to altitude and decreases with increasing elevation. The country exhibits marked seasonality, where even the lowlands fluctuate around 30 to 5°C. The country can be divided into four ecological regions. Table 2-3. provides key climate characteristics for the regions. On the whole, Lesotho's climatic conditions are optimal for the annual cultivation of most temperate zone crops, including maize, sorghum, wheat, beans, peas, vegetables and fruits.

Table 2-3 Key Climatic Characteristics for the Four Regions

DESCRIPTION	LOWLAND	SENQU RIVER VALLEY	FOOTHILLS	MOUNTAINS
Annual rainfall (mm)	600 - 900	450 - 600	900 – 1,000	1,000 – 1,300
Temperature (°C)	-11 - 38	-5 - 36	-8 - 30	-8 - 30
Average Temperature (°C)	17	16	14	13

a) Rainfall

In Lesotho, precipitation is characterized by fluctuating trends, with high variability from year to year. The reliability of rainfall (and distribution of water) is a serious constraint on agricultural production. Rainfall, the bulk of which, as much as 85% of the total, falls between October and April—but there is normally no month that has less than 12 mm—varies from about 700 mm to

1,000 mm depending on location. Rainfall is also (highly) variable both between years and locations. Droughts are common.

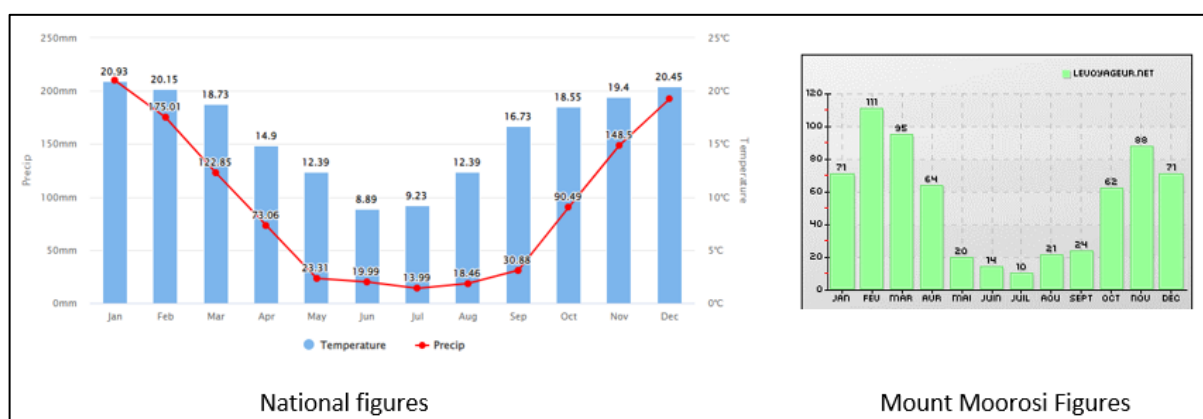


Figure 2-3 Lesotho Climate Graph

Key characteristics related to rainfall in Lesotho are:

1. The seasonal distribution of precipitation varies considerably and thus the danger of rain falling at the wrong time, or falling too hard, or not falling at all when it is needed, is always present even if total rainfall has been adequate;
2. Extreme weather conditions occur periodically; droughts are said to occur three years out of every ten, heavy frosts are frequent and heavy unseasonable rains also occur from time to time; and
3. Not just the geographical distribution of precipitation, but also the fact that water does not always collect in places where it is immediately accessible for agriculture constitutes a problem; this makes it necessary to build, for example, conveyance infrastructures.

The spatial and temporal distribution of rainfall in each growing season is highly variable, and its value for crop production is further degraded by various factors. These include heavy storms that limit infiltration and increase runoff and erosion, and hail that damages or destroys crops. Out of season frosts can damage crops anywhere in the country, they are a particular hazard in the mountains, where the growing season is short, and frost can occur in mid-summer. Heavy snowfalls in the mountains often limits grazing, sometimes leading to widespread livestock mortality. However, it is the variable character of the rainfall regime, and the destructive nature of some precipitation events, that are more significant for livelihoods than the long-term average rainfall figures, which of themselves are adequate for a variety of dry land crops.

The river discharge statistics shows that most of the rainfall is lost in the form of run-off. Taken as a whole, rainfall in Lesotho is at a level that is adequate to sustain healthy agricultural activity; however, the erratic nature of its distribution, unpredictable droughts and poor management are major constraints for food production. The country has two cropping seasons, the summer season (September – April) and the winter season (May – July) in the past few years, rainfall has been erratic in both cropping seasons causing rain fed crops to yield less and less. The following table (Table 2-4) indicates the rainfall over the past ten years.

Table 2-4 Rainfall

Year	Berea	Botha-Bothe	Leribe	Mafeteng
2000	845	1188.4	879.9	887.4
2001	710.48	805.9	771.8	1159.9
2002	716.1	773.4	859.2	894.4
2003	450.8	588.7	591.8	507.2
2004	590.9	755.4	700	471
2005	806	781	842.5	595.6
2006	986.1	1147.3	992.3	937.3
2007	643.2	758.6	738.4	544.2
2008	534.3	791.8	581.6	627.4
Normal	706.1	846.6	784.8	701.6

Source: Lesotho Meteorology Services

Lesotho is highly exposed to hydrometeorological hazards that have increased due to climate change, including droughts, floods, storms, strong winds, heavy snowfall, and severe frost. High aridity and periods of intense drought exacerbate the loss of biological diversity, deterioration of rangelands and reduced crop and animal productivity via desertification, making the country increasingly vulnerable. More than 90% of disasters in Lesotho are related to climate variability and change, specifically, drought, snowfall, hailstorms, strong wind, localized floods, and early frost and pest infestations.⁷ Increasingly frequent occurrences of drought in recent years have caused high food insecurity among the population.

The productivity of major crops and animals has declined significantly in recent years due to poor land and rangeland conditions. Land degradation and soil erosion are exacerbated by climate change: floods from extreme rainfall in Lesotho occur relatively frequently and adversely impact the population, economic activity, and the environment.

Climate change will also further stress key sectors such as agriculture and livestock, health, tourism and water, one of Lesotho's most valuable resources, contributing about 8 to 10 percent to its GDP. According to the Lesotho Water Security and Climate Change Assessment Report, in the absence of augmentation measures, total unmet water demands are expected to reach 40 percent by 2050, with demand for industry projected at almost 60 percent. This will destabilize farming systems, decrease agricultural productivity and raise the vulnerability to food insecurity of those relying on subsistence farming.

Unsustainable land use practices, coupled with an expected increase in climactic weather events, weaken the country's resilience to climate change and threaten livelihoods.

2.3 SOCIO-ECONOMIC ENVIRONMENT

Lesotho's economic growth has declined in recent years and fiscal challenges remain elevated, leading to fiscal consolidation. Real Gross Domestic Product (GDP) growth has declined from 3.1 percent in 2017 to 1.7 percent in 2018. Economic risks are related to the sharp declines in Southern African Customs Union (SACU) revenues, uncertainty of the Africa Growth and Opportunity Act renewal, inflation due to drought-induced higher food prices, and South Africa's declining growth.

⁷ World Bank, Climate Risk Country Profile, Lesotho.

Lesotho faces high levels of poverty and inequality. Between 2002 and 2017, the national poverty rate declined only modestly, from 56.6 percent to 49.7 percent. Urban areas recorded strong poverty reduction (from 41.5 to 28.5 percent) while rural poverty stagnated at 61 percent, adding to an already large urban-rural divide. Food poverty declined from 34.1 to 24.1 percent while the poverty gap declined from 29.0 to 21.9 percent.

Lesotho's Human Capital Index is lower than what would be predicted for its income level. Lesotho's human capital index is 0.37 and below the Southern African Development Community average of 0.43.

The Government's 2018-2023 National Development Strategic Plan (NSDP II) aims to address these challenges by enhancing education and skills development.

2.3.1 Socio-economic context

Lesotho's population is essentially made up of one homogeneous ethnic grouping, the Basotho, and is estimated to be 2 million. The population growth rate is 2.3%. Gross National Product (GNP) per capita is GEF-7 PIF Template-March 15, 2019 (revised) estimated at US\$ 550, which is relatively high compared to other Eastern and Southern African countries. However, a significant portion (49%) of the population in Lesotho lives under the poverty line. The situation is particularly severe in rural areas where poverty rates exceed 60%. The same rural areas also suffer from high environmental degradation, which is strongly linked to the socio-economic situation and behaviour of natural resource users.

The country is a lower-middle-income country with a population of 2.2 million in 2017 and a per capita Gross National Income of US\$1,280 (in current US\$).⁸ It generates income mainly through the agriculture sector, and from exporting textiles, water, and diamonds. The country is however food deficient due to frequent climate shocks i.e., recurrent droughts, dry spells and floods, especially in rural areas.

Lesotho's economic growth has declined in recent years and fiscal challenges remain elevated, leading to fiscal consolidations. Real GDP growth has declined from 3.1 percent in 2017 to 1.7 percent in 2018⁹. The country also faces high levels of poverty and inequality. Between 2002 and 2017, the national poverty rate declined only modestly, from 56.6 percent to 49.7 percent. Urban areas recorded strong poverty reduction (from 41.5 to 28.5 percent) while rural poverty stagnated at 61 percent, adding to an already large urban-rural divide. Food poverty declined from 34.1 to 24.1 percent while the poverty gap declined from 29.0 to 21.9 percent.

One of the most important livelihoods for the majority of the poor population is agriculture. It is of utmost importance that an integrated agriculture and food system that ensures sustainable production of higher-value crops and livestock, be developed. However, as a small land-locked country, Lesotho's economy suffers from the fact that it is unable to compete with the economies of scale of producers in neighbouring South Africa and thus the majority of food consumed in the country is imported. Further, agricultural growth is limited by difficult agro-climatic conditions and limited arable land. The contribution of agriculture to the Gross domestic product (GDP) declined from an estimated 20% in the 1980s to around 6% in 2017. Even so, the sector is and remains

⁸ World Bank National Accounts Data.

⁹ The African Development Bank, African Economic Outlook, 2018.

critical to inclusive socio-economic development as close to 76% of households in Lesotho live in the rural areas and 70% derive all or part of their livelihoods from agriculture.

Although agriculture is the mainstay for the Basotho, it is generally being practiced unsustainably. A large share of Basotho own goats and sheep, resulting in an estimated total of 4 million small stock animals on approximately 1.8 million hectares of rangeland. The number of animals, an unequal geographical distribution, and the seasonal herd movements from the mountains in summer to the lowlands in winter result in unregulated and excessive pressure on Lesotho's rangelands. The severe overstocking of rangelands decreases the recovering ability of the pastures, leading to a widespread denudation of soil surfaces which multiplies the impacts of climate events such as drought and heavy rainfall on soil losses.

2.3.2 Social protection context

Lesotho, a high-altitude, landlocked country of 2.1 million people encircled by South Africa, has made gains in poverty reduction over the last decade but challenges of shared prosperity remain. With a gross national income per capita of \$1,390, Lesotho is classified as a lower middle-income country. However, poverty remains higher than neighbouring countries and Lesotho faces frequent shocks. These include the devastating impact of widespread HIV/AIDS in the early 2000s, as well as frequent and severe draughts which put a significant portion of the population at risk of food insecurity.

The country has made significant investments in developing social protection programs as part of the Government's commitment to protecting vulnerable groups. Over the last 20 years Lesotho has sought to develop and scale up a lifecycle approach to social protection programming. As a result, Lesotho now ranks highest among spending on social protection as a share of Gross Domestic Product (GDP) of any African country and twice that of its neighbours – 6.4 percent. The Government also organized and deploy social assistance measures in response to significant shocks, the most recent of which is the current coronavirus pandemic (COVID-19).

In sum, while several social assistance programs in Lesotho are found to be effective, whether measured by impact or spending effectiveness, spending on social protection is very high and cost-effectiveness varies. Most overall social protection spending goes to old age pension, school feeding, and tertiary bursaries. These programs enjoy strong popular and political support, but have low-cost effectiveness. Tertiary bursaries are even regressive in nature. In contrast, the poverty targeted programs which have higher cost-effectiveness are very small in scale and provide very low benefits. This World Bank, Lesotho: Social Protection Programs and System Review (WB, 2020) recommended that the Government should review the allocation of spending across the social protection programs with a view to improve value for money.

With the ongoing COVID-19 crisis, social protection is critical to protect households from poverty, food-insecurity and loss of assets, investments, and human capital. The impacts of COVID-19 in Lesotho are compounded by the previous year's drought which had already increased the level of food insecurity for large numbers of rural households. Given that COVID-19 worsened unemployment, reduced remittances, closed schools, and further increased food insecurity, the social protection system in Lesotho was faced with a large challenge to respond to

2.3.3 Political and Civil Administration

Lesotho is a constitutional monarchy, with the King as Head of State, the Prime Minister as Head of Government and a dual legal system – consisting of traditional customary law and the common Law. The legislative branch is bicameral with a 120-seat member Parliament and a 55-seat Senate of which 22 are permanently held by principal chiefs and 11 other senators who are appointed to represent the wider interests of society. The judiciary, which is the arm of Government headed by a Chief Justice, consists of the Court of Appeal, as the highest court, the High Court, Magistrates' Courts, and the local courts. While the country's nascent democratic institutions are gradually evolving, its political stability and tolerance have been frequently tested. Although political stability has been achieved through the adoption of a relatively more inclusive electoral system as of 2003, strengthening the democratic institutions and culture remains a challenge to the country.

2.3.4 Population and Demographic Conditions

The population of Lesotho in 2005 was estimated by the United Nations (UN) at 1,804,000, which placed it at number 142 in population among the 193 nations of the world. The population is currently at 2.2 million and growing at an average rate of 2.1% per annum. In 2005, approximately 5% of the population was over 65 years of age, with another 38% of the population under 15 years of age. There were 87 males for every 100 females in the country. According to the UN, the annual population rate of change for 2005–2010 was expected to be -0.1%. The projected population for the year 2025 was 1,604,000. The population density was 59 per sq. km (154 per sq. mi). Some 70% of the total population lives in the fertile lowlands, where the land can be most readily cultivated; the rest is scattered in the foothills and the mountains. The population distributions have a significant bearing on the education services delivery system.

The UN estimated that 13% of the population lived in urban areas in 2005, and that urban areas were growing at an annual rate of 0.75%. The capital city, Maseru, had a population of 170,000 in that year. Other large towns are Leribe, Berea, and Mafeteng.

2.3.5 Socio-economic Conditions

In 2017 the unemployment rate stood at 27.25%. and is unlikely to have changed much, even as underemployment and low productivity employment is widespread, especially in rural areas. Preliminary government estimates based on the 2010/11 Household Budget Survey show that the national poverty head count rate stood at 57.1% and the Gini Coefficient based on consumption stood at about 0.53. Poverty has decreased in urban areas, while poverty has increased in rural areas.

With so many men working away from home, many women in Lesotho are left to take care of the family and tend their fields alone. When the men do not send enough money home, women must find alternative ways to make ends meet, such as selling handcrafts, brewing beer, or working on neighbour's farms. Thus, the majority of the workforce that will be available for PSLP is expected to be women.

2.3.6 Land Tenure and Land Use

a) Land Tenure

Most land in Lesotho is allocated and held under customary tenure. Traditionally, use rights for residential and crop lands were allocated by a hierarchy of traditional authorities to household heads who then passed this on mainly to their male heirs. Grazing lands and forests and other communal resource areas were used and managed under the administration of traditional

authorities on behalf of the king. However, over the past three decades there has been a gradual introduction of new land administration and management institutions that have sometimes resulted in ambiguities and contestations between different administration and management authorities.

With regard to the administration and management of residential and crop lands, the 1973 Land Administration Act introduced a “Form C” which regulated and documented the granting of land by the chiefs to individuals. The 1979 Land Act abolished Form Cs and provided for their conversion to leasehold. Legislation in the early and mid-1980s transferred responsibility for allocation of residential and crop lands in rural areas from the chiefs, first to Village Development Committees (VDCs), then to District Development Committees (DDCs). In addition to leasehold a new set of Certificates were introduced. Records of these were to be kept by VDCs and then DDCs. Leasehold records are meant to be kept in the national cadastre although Districts also keep records. Under the 1979 Land Act, Chiefs were made the chairmen of VDCs but the 1994 Development Councils (Amendment) Act required that VDC chairs be elected. Subsequently, the GoL found itself unable to maintain the ±1,600 VDCs which were replaced by ±210 larger, initially interim, Community Councils under the 2001 Local Government Act. The first CC elections were held in 2005. The CCs were subsequently reduced to 128 in 2007. In twelve gazetted urban areas, Urban Land Committees became responsible for land administration under the 1979 Land Act. Community Council Land Allocation Committees are meant to allocate both residential and crop land but, in practice, chiefs continue to exercise significant influence in land allocation in both rural and urban areas. Many remain the chairs of Community Councils, Form Cs continue to be issued illegally by chiefs (backdated prior to their abolition), records of certificates are kept by both CCs and Chiefs, few Community Councils or Urban Land Committees issue leases and some abolished interim Community Councils continued to operate and issue certificates.

Since the late 1990s, new efforts have been made to reform land administration, initially mainly with World Bank, GTZ and DFID support but recently with support from the Millennium Challenge Corporation (MCC). A National Land Commission was established in 1999 with the support of the World Bank (WB) and GTZ (GoL 2001b), which recommended, among other things: (a) the abolition of all customary responsibility for land administration; (b) a generalization of leasehold tenure; and (c) the systematic registration and titling of land. Subsequently, a draft Land Policy and Land Bill were produced with the support of the World Bank, GTZ and DFID from 2001 to 2003 and a draft Land Act was produced in 2006. Several concerns were raised regarding various proposed leasehold categories in the 2006 draft Land Act, in particular the wholesale conversion of various customary and informal (often considered illegal) tenure arrangements to “primary leaseholds”.

b) Land Use

Most communal land is allocated for grazing. It is estimated that about two thirds to three quarters of all land in Lesotho is used for grazing. Historically communities in the lowlands (Zone C) and foothills/lower mountain slopes (Zone B) were granted access to mountain areas (Zone A) for summer grazing but over time the system has broken down in many areas. The 1969 Land Husbandry Act repealed the provisions of the Laws of Lerotholi (a codification of customary law), empowering the Minister of Agriculture to make regulations for grazing and rangelands.

In many cases communities in the foothills and lowlands have lost access to grazing land or are grazing illegally in the mountain areas. There are frequent reports of conflicts between communities over grazing, including illegal burning of grazing areas and stock theft.

The percentage of land use for the different uses is as follows (2015 estimates):

- agricultural land: 76.1%
 - arable land 10.1%;
 - permanent crops 0.1%;
 - permanent pasture 65.9%
- forest: 1.5%
- other: 22.4%.

Approximately 40% of the agricultural land is still under traditional agriculture most of which is in the highlands and foothills. Generally, with improved technologies the farmers are getting some income from agriculture as opposed to those still practicing the traditional approaches. Income generation has been realized from protected agriculture (shade nets etc.), conservation agriculture, and seed multiplication (of the improved crop varieties).

2.3.7 Agriculture

Lesotho's agricultural sector is characterized by a basic paradox. The country is land poor; only 10% of its area is at all suitable for crop farming, only 0.4% is classified as good land, and yet more and more land is being put to fallow. Rather than intensifying agriculture, 100,000 ha. were taken out of production between 1973-74 and 1977-78 - a drop of nearly 30%. The total area in production has continued to drop, despite a continuing increase in the resident rural population. This has traditionally been ascribed to labour shortage, but the relative unattractiveness of returns from farming would seem to be the main cause. The Basotho agriculturalist faces an unhappy combination of steep slopes, erosion, degraded soils and chancy climate that makes much of Lesotho a marginal area for cultivating its traditional crops of maize, sorghum, wheat and beans.

Lesotho's economic performance is reliant on agriculture, livestock, manufacturing and mining. Agriculture contributes approximately 7.4% to GDP, industry 34.5% and services 58.2%. Significant natural resources include diamonds and water. Agriculture is still the country's most important generator of employment. With roughly 70% of the population living in rural areas, farming provides as much as 45% of employment. Although little more than 10% of land is arable, crop farming is the mainstay of income for rural residents – mostly traditional low-input, low-output rainfed cereal production and extensive animal grazing. However, Lesotho cannot produce enough food to feed its growing population (Imani, 2017)

The government is supporting the efforts of smallholder farmers to ensure food security for their families, raise their incomes and improve overall nutrition. Increased productivity is a key to achieving these aims and reducing poverty in rural areas. The major thrust of the programmes and projects is to encourage rural people's participation in planning and developing income-generating activities, including microenterprises, focusing on three main opportunities for reducing rural poverty:

- diversifying and intensifying agriculture and livestock production;
- rehabilitating and reclaiming degraded lands, including rangelands;
- developing rural financial services to support improved agricultural production and creating income-generating activities.

2.3.8 Education

Officially, almost all children enrol at school but only half complete their final primary year. Only 41 percent of children of relevant age complete lower secondary school, and enrolment in secondary is 33.4 percent. There are no government secondary schools; so many families cannot afford secondary education, even for successful students.

In contrast to some other countries, some girls in Lesotho can continue their education further than boys because they are not forced to leave home early to find employment. Other parents prefer to see their daughters married young. Estimates of adult literacy vary widely, but there are significant numbers of adults who cannot read and write.

2.3.9 Health

Diseases such as TB and HIV/AIDS are wreaking havoc in Lesotho (24% of the population). The scourge was exacerbated by the system of labour migration, which generally exposed people to high-risk behaviour and made migrants more vulnerable to infection. The migrants imported the diseases back to their families, infecting many people who never migrated. Then the additional consequence is that rural people's scarce resources are used in caring for the sick ones, covering funeral expenses, and supporting orphans. With an HIV prevalence of 24%, Lesotho ranks as the second country most impacted by HIV/AIDS in the world.

2.3.10 Livelihood Conditions

In general, the livelihoods in Lesotho include agriculture, wage employment, Government dependency syndrome, and the small enterprise sector (Acidri. J, 2012; Lesotho CCA, 2017).

Agriculture is a major livelihood for the rural folk although it is a long time since agriculture was truly the backbone of Lesotho. But it still plays an important role in the livelihoods of the poor.

The second livelihood revolves around **wage employment**. The Basotho believe that a livelihood without wages is unfulfilled, and that poverty can only be addressed through wage employment. wage employment has been engrained into the lives of the Basotho by the system of migrant work in the mines in South Africa.

The third livelihood is the **Government dependency syndrome**. This dependence syndrome that is characterized by the Basotho's assertion that government must solve all their problems. They therefore call on government to give them jobs, to give them housing, and to give them whatever more.

The fourth livelihood is the burgeoning **small enterprise sector** in Lesotho operates on the margins of legality and/or morality. In addition to street vending, small workshops and other such enterprises, Basotho are exploiting the cash economy vigorously through various types of small enterprises.

The Foot Hills Livelihood Zone is one of the highly productive areas of the country and cuts across a number of districts from the north to southern parts of Lesotho. The main crops grown in the area include maize, sorghum and some beans. Although the zone is dependent on crops, there is also communal grazing of livestock such as cattle, goats and sheep.

The main sources of household cash income include crop and livestock sales, supplemented with self-employment in the form of petty trade among others.

The Mountains livelihoods zone is mainly in the Maluti Mountains and located in various parts of Mokhotlong, Botha-Bothe, Leribe, Berea, Maseru, Mohale's Hoek, Quthing, Qacha's Nek, and Thaba Tseka.

Overall, the local people's livelihoods are dependent on mixed agriculture comprised of both crop and livestock production. The main crops produced in the area include cereals such as wheat, maize, sorghum and pulses such as beans and lentils supplemented with potatoes. The livestock kept by the farmers in the area include cattle, sheep, goats, pigs, horses and donkey. These livelihood options have a number of implications for the local people's survival.

The Northern Lowlands livelihood zone is comprised of various parts of the three districts of Butha-Buthe, Leribe and Berea. The Zone occupies the most fertile and productive arable land in the country, as such it is regarded as the food basket of Lesotho.

The livelihoods of the people in the Northern Lowland livelihood zone is mainly dependent on mixed agriculture as a result of the productive soils and adequate rainfall in the area. The main crops grown in the area are maize, sorghum and beans. Wheat is not produced on commercial scale due to limited access to crop finance and agricultural machinery. This is complemented by good road networks which have facilitated the effective marketing of agricultural produce in the area. The livestock sector also has a significant number of livestock particularly among the wealthier households. These livelihood options have a number of implications for the local people living in the area.

The Southern Lowlands livelihood zone covers an extensive area from Maseru, Mafeteng and Mohale's Hoek. The livelihood of the area is based on mixed agriculture comprised of crop and livestock production. The main livestock reared include cattle, goats, sheep and pigs and crops produced by the local population include maize, sorghum and beans. Overall winter season is not fully utilised due to limited access to agricultural inputs and machinery. These livelihood options have a number of implications for the local people's living in the area, (Acidri. J, 2012; Lesotho CCA, 2017).

2.3.11 Archaeological, Historical and Cultural Heritage

Lesotho has rich cultural heritage resources. The archaeological record comprises of a number of Middle Stone Age (MSA), Late Stone Age (LSA) and Iron Age sites as well as rock art. The custodian of all the cultural heritage is the Department of Culture. It is responsible for protecting and promoting Lesotho's national cultural heritage. Indigenous arts and culture are promoted through the cultural Policy Framework and supporting centers and activities of excellence, while support is also being given to initiatives already taken by local communities.

Lesotho boasts a number of must-see tourist attractions such as;

- Habaroana Rock Art Interpretation Centre;
- the Morija Museum and Archives;
- Thaba-Bosiu; and
- The Basotho Cultural Village

The PSLP livelihoods activities will thus be on the look out for any Archaeological, Historical or Cultural features that may impact on.

2.3.12 Labour and Migration

The economically active population was estimated at 959,047 in 2017, with an unemployment rate of 29.2%.

Approximately 86% of the resident population engages in subsistence farming, and as many as 35% of male wage-earners work in South Africa. According to *Migration Information Source*, Lesotho led the world's nations with the highest total remittances received as a percentage of GDP in 2001, with remittances at 26.2% of GDP, equivalent to \$112.80 per capita. In 2003 remittances were \$2.17 million but these figures have been declining and stood at 16.5% in 2015; 15.63% in 2016; 22.86 in 2017 and 20.84 in 2019 (see Figures 2-4 and 2-5 below).

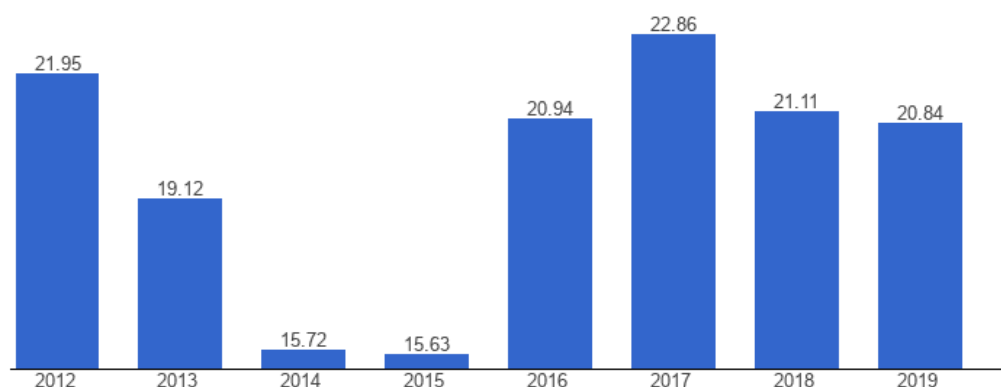


Figure 2-4 Remittance Inflows to GDP for Lesotho - Recent values

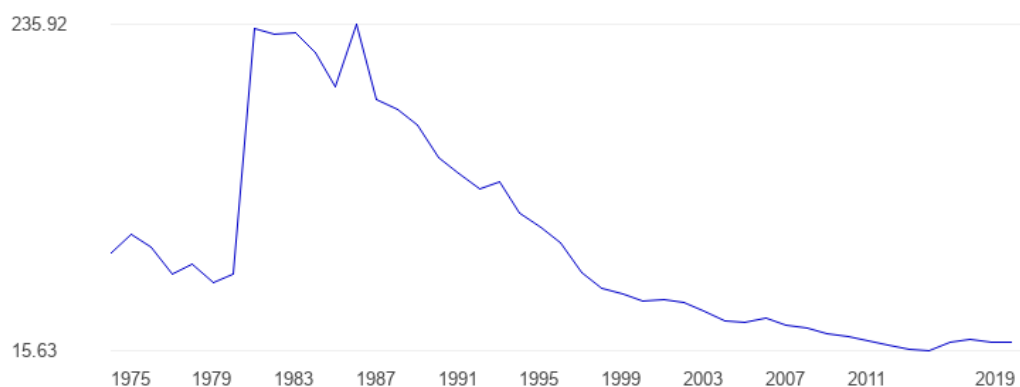


Figure 2-5 Remittance Inflows to GDP for Lesotho.
(Longer historical series)

The proportion of rural households with a migrant is 60% and the average male who migrates spends 15 years, or 35% of his working life, away from home. This way of life has strained personal and other domestic relationships in households and has led to an agricultural labour force which is predominantly female.

More recent data shows that in Lesotho, agriculture contributes around 6 per cent to the GDP, employs almost 60 per cent of the labour force (on subsistence farms) and provides livelihood sustenance for 90 per cent of the rural population. More than half the country's population – 57 percent – lives below the poverty line, many of who rely on agricultural activities for basic sustenance.

Migration has given many rural households a relatively high income, but at a high social cost in terms of the quality of family life. As much as the country has been receiving handsome remittances, the trade-off in disease burden has been immense. The mine workers who go to South Africa are exposed to such diseases as TB and once they are ill, they return home and become the Government of Lesotho's problem.

2.3.13 Labour Influx and associated social impacts

Activities to be implemented under this project are not likely to result in establishment of labour camps, thus labour influx is unlikely in beneficiary communities. Though, labour influx is not anticipated, the site specific ESMPs will include measures to avoid, minimize, manage, and mitigate any Gender Based Violence (GBV) / Sexual Exploitation and Abuse (SEA) risks.

2.3.14 Gender

a) Identified Gender Gaps

The main gender gaps that have been identified for PSLP are:

- i. **Gender gaps in human endowments (education and health):** gender gaps in health and education include maternal mortality, fertility rates, adolescent fertility, and HIV/AIDS. The maternal mortality ratio is still one of the highest in the world, with Lesotho ranking 170th out of 185 countries (UNICEF 2019) and affecting particularly rural women; adolescent fertility rates, although lower than regional average, is increasing,¹⁰ a key driver being the pressure of poverty and food insecurity, especially in rural areas where the beneficiaries of this Project reside, which push many young women into early or forced marriage or intergenerational relationships.

Women in Lesotho comprise 58.6 percent of HIV-positive people, and the prevalence for girls aged 15–24 is more than double that of young men¹¹. In terms of education, while enrollment and completion rates are generally higher for girls, high rates of poverty, patriarchal gender norms, and the cost of schooling are key drivers pushing many rural girls – the main beneficiaries of interventions under this Project - into early marriage or intergenerational relationships, often at the cost of finishing school.
- ii. **Gender gaps in economic opportunities:** these include labour market outcome (employment and earnings). Women in Lesotho tend to have better education and health outcomes compared to men, but this has not translated into improved economic opportunities. As a result, in 2021, Lesotho ranked 98th out of 156 countries for economic participation and opportunity in the World Economic Forum Global Gender Gap Index—a significant drop in its ranking from 84th out of 153 countries in 2020.

The labour force participation rate is higher for male youths (52.3 percent) than female youths

¹⁰ Teenage pregnancy rates increased from 88.16 per 100,000 in 2010 to 93 per 100,000 in 2017, with most girls having their first child between ages 18 and 20

¹¹ UNAIDS 2018

(43.8 percent). The gender gap widens for the youth and especially for young women (50,6 percent for boys aged 20-24 and 39,6 percent for girls of the same age), the main target group of Project activities. In addition, according to the recent gender assessment for Lesotho, gender gaps between men and women are notable in terms of their employment status, the sectors in which they work, and the roles or positions they hold. Men make up a larger proportion of employers compared to women (4.5 percent compared to 2.9 percent female employers)¹² and both men and women with lower levels of education are more likely to be in the informal sector, which is also the target group of this Project. Further, the proportion of women “not in employment, education, or training” (NEET) is higher than for males: 6 out of 10 (63.5 percent) NEET youths are female. This is a particularly worrisome data as it indicates exclusion from economic activities and opportunities to be productively employed and empowered. Women are more likely to work in the household, traditionally associated with lower earnings and decision-making power, and despite their higher educational outcomes males mean monthly earnings are on average 38 percent higher than those of females in almost all age groups and across rural and urban areas.¹³

- iii. **Gender gaps in ownership and control of assets (financial inclusion and entrepreneurship):** This refers to women’s ownership and control of property and assets which is essential to their economic empowerment and gender equality, because they lead to entrepreneurial outcomes, generating and diversifying income, women’s ability to access credit, and help coping with shocks.¹⁴ Accordingly, the identified gender gaps in access to land, especially in rural areas as it is managed by local chiefs and the legal rights of women are often bypassed by customary rites and laws; financial inclusion, as despite women display the highest access to formal bank accounts in the region, continue to rely more on informal sources of finance for their economic activities.

In particular, for many women, especially in rural areas, savings and loans are predominantly done through local community and informal savings clubs which are a target group of the Project. Last, the Project identified gaps entrepreneurship, since despite Lesotho displaying the highest percentage of firms with “female participation in ownership” in the formal sector (39.1 percent) in Sub-Saharan Africa, according to the 2016 Enterprise Survey, female-owned businesses in Lesotho tend to start and stay small and are mostly categorized as a necessity or livelihood entrepreneurs.

- iv. **Gender gaps in voice and agency and restrictive social norms:** social barriers to women’s employment, especially as they relate to household and childcare responsibilities, are compounded by legal barriers that disincentivize women’s work and progression in the labour force. In Lesotho, cultural norms render the responsibility for childcare and household labour to women, while placing expectation on men as the breadwinners for their families.¹⁵ Restrictive social norms and gender stereotypes further deter women’s active participation in economic activities outside the household, which has the effect – among others – to reinforce traditional gender roles and prevent the development of proactive attitudes that are important determinant of business success in entrepreneurial activities.

b) Gender Based Violence (GBV)

¹² Bureau of Statistics 2021

¹³ Bureau of Statistics 2021

¹⁴ World Bank 2012 Development report.

¹⁵ Mosetse 2006

Lesotho has enacted adequate legislation and programs addressing violence against women and girls and has made efforts to attain gender equity and equality, but legislation, customary law and practice still contain considerable gaps and there are still high rates of gender-based violence (GBV).

However, Women and girls are disproportionately vulnerable to GBV risks and HIV infection due to their lower socioeconomic position in traditional settings. Their vulnerability stems from the fact that they are not culturally empowered to make decisions on their sexuality, and their economic dependence predisposes them to sexual exploitation.

The GBV risk for the project will be assessed thoroughly in the site specific ESMPs once potential subproject sites and specific project activities have been identified. Interventions will be tailored to project realities and in-country context and may include e.g., unconscious bias trainings, career choice guidance, addressing education service gaps, institutionalizing GBV prevention and response mechanism, establishing women's professional networks and access to upskilling and training opportunities.

GBV/SEA, HIV/AIDS risks will be monitored throughout the project cycle (GoL. 2003; Lesotho CCA, 2017), in line with the GBV action plan in Appendix 2.

3. POLICY, LEGAL AND INSTITUTIONAL FRAMEWORK

3.1 INTRODUCTION

This chapter, is an assessment of the relevant Lesotho policies, regulations and acts that are relevant for the implementation of the environmental and social safeguards instruments for the Pathways to Sustainable Livelihoods Project (PSLP) activities. The assessment also includes the relevant World Bank Environmental and Social Standards (ESSs) and guidelines as well as international conventions. The chapter also outlines the institutional framework that will be relevant for the implementation of the PSLP.

The objective is to ensure that project activities and implementation processes are consistent with local environmental and social policies and laws and applicable World Bank Environmental and Social Standards, and to point out possible gaps in local legislation in view of full compliance with World Bank ESSs. The following paragraphs highlight some selected policies and laws which are applicable in the planning and implementation of the project.

3.2 POLICIES AND LAWS WHICH ARE APPLICABLE TO PSLP

The following section gives an outline of the relevant policies and laws which are applicable to PSLP.

3.2.1 The Constitution Of Lesotho

The basic law governing the Kingdom of Lesotho is the Constitution (GoL 1993), which was adopted in 1993 and has been revised five times (Table 3-1). The rest of the legal provisions are based on the requirements of the Constitution.

3.2.2 Relevant Lesotho Polices and Plans

Over the years, the Government of Lesotho pursued national policies that had a major bearing on social protection outcomes. These policies sought to ensure that the poor and vulnerable are protected through a network of social transfer programmes. They ranged from policies on labour market participation; price controls; user fee exemptions for accessing basic social services; coordination of humanitarian assistance and regulating the work of non-governmental organizations (NGOs), among others. They also included policies that target specific vulnerable groups that included the Gender Policy; Orphan Care Policy; HIV/AIDS Policy Framework; National Action Plan for Orphans and other Vulnerable Children; agricultural inputs support; and others. Table 3-1, section 2.0 outlines the Relevant Policies and plans for the implementation of PSLP project.

3.2.3 Relevant Lesotho legislation

Table 3-1 section 3.0 below discusses the relevant Lesotho legislation, their interpretation and relevance to the PSLP Project. On implementation, PSLP must recognize the requirements of these acts.

3.2.4 Relevant Statutory Instruments (SI)

Several regulations have been enacted to support the implementation of the main Acts. Table 3-1, section 4.0 below discuss the subsidiary legislation which supports the legislation in section 3.0 of table 3-1. These are the regulations which give teeth to the legislation and on implementation, PSLP must recognize the requirements of these regulations.

Table 3-1 Policies and Laws which are applicable to PSLP

NO.	LEGAL INSTRUMENT	INTERPRETATION OF THE POLICY	RELEVANCE TO THE PROJECT
1.0	THE CONSTITUTION OF LESOTHO.		
1.1	The Constitution of Lesotho (1993)	<p>The <i>Constitution of Lesotho</i> does not expressly provide for the right to social security. It does, however, contain a variety of human rights provisions divided into two categories, namely the fundamental rights and freedoms (<i>Constitution of Lesotho</i>, 1993, Chapter II) and the principles of state policy (<i>Constitution of Lesotho</i>, 1993, Chapter III).</p> <p>One of the aims of the Constitution is promoting and consolidating sustainable socio-economic development in the country through the mainstreaming of environmental and social considerations in project planning and implementation.</p> <p>Chapter 23, Section 36: Stipulates that Lesotho will adopt policies designed to protect and enhance the natural and cultural environment of Lesotho for the benefit of both present and future generations and shall endeavour to ensure all citizens a sound and safe environment adequate for their health and well-being.</p> <p>The following three fundamental rights are particularly relevant to the present study.</p> <ol style="list-style-type: none"> <i>The right to life</i> The <i>Constitution</i> provides that "every human being has an inherent right to life. No one shall be arbitrarily deprived of his life". This concept of human life is at the centre of Lesotho's constitutional values. The <i>Constitution of Lesotho</i> seeks to establish a society where the value of each individual member of the community is recognised and treasured. <i>The right to equality</i> Another important right in the <i>Constitution</i> is the right to equality: "every person shall be entitled to equality before the law and to the equal protection of the law." Lesotho is enjoined to adopt policies aimed at promoting a society based on equality and justice for all its citizens. The <i>Constitution</i> directs Lesotho to take appropriate measures in order to promote equality of opportunity for disadvantaged groups in society, to enable them to participate fully in all spheres of public life. <i>Freedom from discrimination</i> The <i>Constitution</i> provides for freedom from discrimination. It provides that the enjoyment of the rights and freedoms set forth in the <i>Constitution</i> should 	<p>The implementation of the PSLP project and this ESMF serve the same purpose, as is stated in this section of the constitution and must adopt approaches that will conform to the requirements of the Constitution, which include ensure all citizens a sound and safe environment and protecting and assisting all children and young persons.</p> <p>These requirements are also in compliance with ESS 1, and ESS 5.</p> <p>These provisions are of enormous relevance to a large variety of social security benefits such as those determined by reference to familial relationships, as such benefits may be challenged for treating different classes of parents, spouses, and children differently. They may be of importance to widows' and widowers' insurance benefits, which entitle a surviving spouse to his or her deceased spouse's primary old-age insurance benefit. Provisions of this nature apply to resolving issues of the entitlement to social security involving nationals and non-nationals.</p>

		<p>be secured without discrimination on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status. The question is, if these provisions can be invoked to protect persons in respect of their social security benefit entitlement.</p> <p>In Chapter 3, Section 32, the Constitution obliges the State to adopt laws and policies relevant to young persons such that protection and assistance is given to all children and young persons without any discrimination for reasons of parentage or other conditions; and that children and young persons are protected from economic and social exploitation.</p>	
2.0	RELEVANT POLICIES AND PLANS.		
2.1.	<p>Poverty Reduction Strategy - National Strategic Development Plan II (2018/19-2022/23).</p>	<p>The current Government of Lesotho's National Strategic Development Plan II (2018/19-2022/23) places the increased efficiency and responsiveness of social protection at the forefront of its national development plan with the primary goal to make programs more targeted and better coordinated, as well as to reduce poverty and food insecurity and to promote sustainable livelihoods.</p> <p>The Strategy includes the following; employment creation and income generation, Agriculture and Food security, infrastructure development - roads, water, electricity and communication, deepening democracy, governance, Safety and Security, improving quality of and access to essential health care and social welfare service, improving quality and access to education, managing and conserving the environment and improving public service delivery. The crosscutting issues are scaling up the fight against HIV/AIDS and gender, youth and children.</p>	<p>The main thrust for the policy is poverty reduction, and this happens to be the same issue for the PSLP. The livelihood activities which the beneficiaries can engage in include Agriculture and food security, improving quality of and access to social welfare services, managing and conserving the environment, and these happen to be major pillars in the strategy and the PSLP is set to address the same issue.</p> <p>The goals of the NDSPII (2018/19-2022/23) are also in compliance with ESS 1, ESS 5 and ESS 10.</p> <p>The project, in particular is aligned to the National Strategic Development Plan's three priorities of developing: (a) preventive social protection programs which include measures to avert poverty and food insecurity; (b) promotional income enhancement social protection measures targeted at skill building, vocational and agriculture training, to ensure promotion of social protection beneficiaries to more self-reliance, and (c) transformative social protection measures targeted at addressing inequality.</p>

2.2	The Agricultural Sector Strategy 2003	<p>The Agricultural Sector Strategy (ASS) 2003, formulates its own policies with goals, objectives and outputs for 19 subsectors which fall into three groups: i) The production sub-sectors, which are crops, livestock and subsistence production; ii) Cross cutting issues (food and nutrition, forestry, conservation and range management, land use, land tenure, rural finance and investment); and iii) Government services (extensions, training and research)(GoL, 2003b).</p> <p>The strategy put emphasis on development of productive capacities of households/farmers to tap in agribusiness. Implementation has however fallen short as Lesotho still has very low agricultural productivity despite huge government subsidies particularly for cereals production under the Block Farming Project for grain farming. There has generally been limited policy direction towards support of diversified commercial agriculture.</p>	<p>The strategy puts emphasis on development of productive capacities of households/farmers to tap in agribusiness which is one of the main livelihoods' activities for the majority of the rural people and will thus be pivotal to PSLP activities.</p> <p>The livelihoods activities have to take cognisance of the requirements of ESS 4 on Resource efficiency and pollution prevention and management in the course of implementation.</p>
2.3	The Agriculture and Food Security Policy of Lesotho (2006)	<p>Lesotho's agriculture and food security policy signifies that agriculture is critically dependent on environmental resources such as land, water, forest, and air. Within the policy, replenishing soil fertility and increasing the use of high yielding crop varieties and improved livestock breeds are priorities. The policy shows that climate change has serious impacts on agriculture and livestock sectors and that Climate Smart Agriculture (CSA) could reduce the impacts of climate change. The tenets of CSA such as increasing agricultural productivity, conservation agriculture, block farming, homestead gardening, improved livestock production, land conservation and improvement and crop diversification are all highlighted in the pillars below:</p> <ol style="list-style-type: none"> 1. Pillar 1: Promotion of Conservation Agriculture (CA) 2. Pillar 2: Promotion of block farming to increase food production 3. Pillar 3: Promotion of homestead garden production 4. Pillar 4: Promotion of livestock production and improvements in range management. 	<p>The Policy is important to the livelihoods activities of the PSLP project in that it upholds Climate Smart Agriculture as one solution that can help achieve increased agricultural productivity, conservation agriculture, homestead gardening, improved livestock production, land conservation and improvement and crop diversification.</p> <p>The livelihoods activities have to take cognisance of the requirements of ESS 4 on Resource efficiency and pollution prevention and management in the course of implementation.</p>
2.4	National Environmental Policy, 1998	<p>The overall goal of the National Environmental Policy (NEP) is to achieve sustainable livelihoods and development for Lesotho. The Policy relates directly to Lesotho's national development priorities. It focuses on the social and economic dimensions, the management and conservation of natural resources, and the promotion of community participation (GoL, 1998).</p>	<p>The policy aims to achieve sustainable livelihoods and development for Lesotho, which thing the proposed project is also aiming. So, the requirements of this policy will be used to archive the objectives of the PSLP and will be in line with ESS 1, ESS 2, ESS 3 and ESS 4.</p>
2.5	ICT Policy for Lesotho - 4 March 2005	<p>The Policy provides the nation with a vision and strategy for becoming a fully integrated member of the Information Society. It is intended to unite Government, industry, civil society and the general public in the achievement of its national development goals and endeavours to reduce the digital divide between the "haves" and the "have nots," to promote gender equality, protect the environment and to improve food security and the standard of living of all Basotho. It further strives to promote a food secure society capable of exploiting the full potential of Information and communications technologies (ICTs).</p> <p>The vision of the ICT policy is "To create a knowledge-</p>	<p>The provisions of the policy will greatly enhance the objectives of the PSLP Project by seeking to "Promote usage of ICTs throughout all sectors of society including disadvantaged groups", highlighting ICT use in rural economic development. This will enhance the efficiency of the delivery systems and will thus be in line with ESS 2 on improving working conditions and ESS 3 on resource efficiency.</p>

		based society fully integrated in the global economy by 2020.” While its mission is “To fully integrate information and communications technologies throughout all sectors of the economy in order to realise rapid, sustainable socio-economic development.”	
2.6	Gender and Development Policy (2003a)	The overall goal of the policy is to take gender concerns into account in all national and sectoral policies, programmes, budgets and plans in order to achieve gender equality in the development process.	The PSLP project is mainstreaming gender aspects. In its implementation it will take note of the provisions of this Policy. This is in line with ESS 1 which tackles issue on GBV/SEA in its ESMPs and ESS 4 on community Health and safety.
2.7	National Policy on Social development 2014/15 – 2024/25	<p>The National Policy on Social Development provides a framework for the development and implementation of programmes to enhance human wellbeing. It sets out to promote interventions that are preventive, protective, promotive and transformative in orientation, to improve the welfare of the people, particularly vulnerable groups. The policy also seeks to prevent and reduce poverty, deprivation and inequality in Lesotho; empower individuals and communities to be self-sufficient; protect vulnerable groups to ensure the fulfilment of their rights and the realisation of their potential; and facilitate the coordination of social development efforts.</p> <p>The Policy has eleven (11) priority areas, which are: combating poverty, deprivation and inequality; protection of older persons; protection of children; HIV and AIDS; gender equality; disaster risk management; empowerment of youth; protection and rehabilitation of persons with disabilities; substance abuse; rehabilitation of prison inmates and ex-inmates; and family preservation and community development.</p> <p>The Policy also states that its implementation shall be a shared responsibility between State and non-State actors, with the Government being responsible for the coordination of all social development efforts.</p>	<p>The objectives of the PSLP project are well in line with the National Policy on Social Development. The project will cover several of the priority areas which include: combating poverty, deprivation and inequality; protection of children; gender equality; empowerment of youth; protection and rehabilitation of persons with disabilities; and family preservation and community development.</p> <p>Thus, in its implementation it will take cognisance of these priority areas, will be coordinated by Government and will include other state and non-state actors.</p> <p>This Policy is in line with ESS 4.</p>
2.8	Lesotho Policy for Older Persons (2014)	<p>The policy advocates for observance of rights and respect to older persons by establishing structures that will improve the status of older persons and their well-being, while being sensitive to gender and age difference of older persons.</p> <p>The policy sets out elderly peoples’ right to a decent quality of life and to basic needs. It further advocates for intensive efforts to effectively cater for the needs of the elderly people.</p>	This Policy is applicable to the activities of the project when ever they will be taking care of the elderly. This Policy is in line with ESS 4
2.9	Lesotho Standards of Care For Aged Care Facilities (2015)	This standard takes care of the standards that must be applied in establishing residential aged care in Lesotho. In 2014, MoSD, in collaboration with Help Age International, conducted a mapping and gap analysis of priority ageing issues in Lesotho. One of the gaps identified in the report was the lack of standards for care facilities for older persons. The report stated that ‘there is no adequate support, monitoring and evaluation of care homes’, recommending that a ‘regulatory framework for care homes’ be developed.	<p>These standards are applicable to the activities of the project when ever they will be taking care of the aged.</p> <p>This Policy is in line with ESS 4.</p>
2.10	Foster Care and Adoption Policy for Lesotho, (2005)	This Policy is the mainstay of efficient and effective delivery of foster care and adoption services in Lesotho. It is also meant to provide long-term directions and define	This Policy is applicable to the activities of the project when ever they will be taking care of ophans

		<p>short-term details regarding the meaning and uses of the foster care and adoption for the benefit of service providers, children who need these interventions, foster care and adoptive parents and the public in general.</p> <p>This Policy is focused on two of the three areas of alternative care namely foster care and adoption. The first priority area makes provisions for the placement of children in foster care. The second priority area is in respect of adoption.</p>	<p>and such like children.</p> <p>This Policy is in line with ESS 4</p>
2.11	National Strategic Plan on Vulnerable Children April 2012 - March 2017, (2012)	<p>The National Strategic Plan on Vulnerable Children is premised on the social protection framework. It endeavours to make benefits to sufficiently reach the poorest and vulnerable households and individuals, especially children.</p> <p>The socioeconomic impacts of HIV and AIDS have increased households vulnerability and orphaned children are the hardest hit. So this policy seeks to address these challenges within the context of providing comprehensive and quality protection, care, and support to vulnerable children</p>	<p>This Policy is applicable to the activities of the project when ever they will be taking care of orphans and such like children.</p> <p>This Policy is in line with ESS 4</p>
3.0	RELEVANT LESOTHO LEGISLATION		
3.1	The Environment Act 2008.	<p>Environment Act makes provision for the protection and management of the environment and conservation and sustainable utilization of natural resources of Lesotho (GoL, 2001a), It provides for the protection of the land base against the negative impacts of development that cause excessive land disturbance and soil erosion.</p> <p>The Act outlines the government's processes to achieve the environmental protection objective, including the preparation of a Project Brief (PB) and/or ESMP which entails mitigation measures to offset adverse impacts of proposed activities of development projects. The Act also specifies that no person shall operate, execute or carry out a project or activity specified in the First Schedule without license/approval issued by the Director of the Department of Environment (DoE).</p> <p>The Act furthermore sets requirements for public participation in the design of (sub-)projects and for the dissemination of information relevant to these projects (disclosure).</p> <p>The possible livelihood activities for PSLP will have various effects on the environment and the relevant clauses that cover the protection and management of the environment include the following (GoL, 2010b):</p> <ul style="list-style-type: none"> • <i>Part V: Environmental Impact Assessment, Audits and Monitoring:</i> • <i>Part VI: Environmental Quality Standards:</i> • <i>Part VII: Pollution control:</i> • <i>Part VIII: Environmental Management:</i> • <i>Part IX: Environmental restoration order:</i> • <i>Part X: environmental restoration notices</i> • <i>Part XI: Inspections, Analysis and Records</i> • <i>Part XI: International Environmental Conventions:</i> 	<p>The PSLP is designed to meet the requirements of the Environmental Management Act (EMA) 2010 and relevant Project Briefs and/or ESMPs will be prepared for those subprojects requiring these, and submitted for official approval according to the processes established in the Act.</p> <p>This Act is in line with ESS 1, ESS 2, ESS 3 and ESS 4.</p>

3.2	Local Government Act 1997.	<p>This Act provides for establishment of local authorities and describes their responsibilities.</p> <p>The Act is in the process of being enforced and the government has been decentralizing its services to the districts (GoL, 1997). Under the Act, the government has established the Local Government Service and the interest of the Central Government at district level will be represented by the District Administrator, who coordinates the duties and functions of all public officers in the district. Indeed, all public officers in the district function under the direct supervision of the District Administrator (DA). It should be noted that the district technical staff report administratively to the DA but functionally to the line ministries. The District Administrator reports to the Minister of Local Government.</p>	<p>The Act also impacts on the PSLP in that all the local governance issues will be dealt with through this act. The local authorities are the custodians of the local resources and are empowered to make by-laws on their use which include, environmental and social issues, thus the Act is in line with ESS 1, ESS 10,</p>
3.3	Land Act (2010).	<p>The Act governs land ownership and occupation, the acquisition of property for public and development purposes. It makes provision for ensuring sustainable use of agricultural land and stipulates that the lessee shall use and take steps to ensure that land used for arable purposes is farmed in accordance with the practices of good husbandry customarily used in the area and that land used for pastoral purposes is used in a sustainable manner in accordance with the best principles of pastoralism practiced in the area GoL, 2010c).</p> <p>The Act also covers the grant of title to land; the administration of land; the expropriation of land for public purposes; the grant of servitudes; and the creation of land courts and the settlement of disputes relating to land.</p>	<p>The PSLP project will promote the implementation of the provisions of this Act if any funded livelihood is land based or affects land in any way.</p>
3.4	The Public Health Order No. 12 of 1970.	<p>The Order sets out the functions of the Ministry of Health as to promote the personal health and environmental health within Lesotho; to prevent and guard against the introduction of disease from outside; to prevent or control communicable disease; to advise and assist district administrations and local authorities in regard to matters affecting public health; to promote or carry out researches and investigations in connection with the prevention and treatment of human diseases; to prepare and publish reports and statistics or other information relative to the public health.</p> <p>It stresses the notification of Communicable diseases and non-Communicable diseases, the inspection of premises where a person suffering from such a disease may have entered and the cleansing thereof.</p> <p>The Order also specifies that the Minister may make regulations applicable to all communicable diseases or only to such communicable diseases as may be specified therein regarding the following matters-</p> <ul style="list-style-type: none"> ▪ the imposition and enforcement of isolation or of medical observation and surveillance in respect of persons suffering from communicable disease ▪ the duties, in respect of the prevention of communicable disease and in respect of persons suffering or suspected to be suffering 	<p>In the process of implementation, PSLP has to take into consideration the requirements of the Public Health Order to protect the health of the people in the project areas.</p>

		<p>there from, of occupiers of land on which persons reside</p> <ul style="list-style-type: none"> the measures to be taken for preventing the spread of or eradicating smallpox, typhus fever, typhoid fever, cholera, yellow fever, plague, poliomyelitis, tuberculosis or any other communicable disease requiring to be dealt with in a special manner the conveyance of persons suffering from or the bodies of persons who have died of a communicable disease Generally, the Order makes provisions for all matters concerning public health in Lesotho. 	
3.5	Lesotho Labour Code Order 24 of 1992.	<p>This Act outlines requirements on working conditions, in particular the protection of the health and safety of workers. Requirements cover, amongst others, employers' obligations, workers' rights, settlement of disputes, disputes of rights, code of good practice.</p> <p>The Code proscribes discriminatory practices in employment, and seeks to eradicate unfair discrimination and harassment and to promote the achievement of equality</p>	The PSLP project will, in its engagement of contractors for various activities within subprojects, ensure that these contractors comply with the Labour Code. The labour Code is in line with the ESS 2.
3.6	The Labour Code (Amendment) Act 5 of 2006	The <i>Labour Code (Amendment) Act</i> 5 of 2006, provides for the treatment of HIV-positive persons and AIDS sufferers in the workplace. It provides for the testing and counselling of employees, as well as for the provision of medical treatment. It addresses the educating of employees on HIV and AIDS, testing, confidentiality and non-disclosure, discrimination in employment, eligibility for employee benefits, the termination of employment, risk assessment and management, protection against victimisation, care and support, and workplace HIV and AIDS policy.	The labour Code is in line with the ESS 2
3.7	The Lesotho Old Age Pension -The Odd Age Act (2005)	The purpose of the Act is to introduce social protection in the form of an old age pension scheme for the benefit of all senior citizens aged 70 and above. The pension is financed entirely from the Consolidated Fund. The Minister determines the amount of the pension and publishes this determination by notice in the Gazette. The scheme aims to improve living standards and reduce poverty, in line with the development strategies of Lesotho as outlined in the National Vision 2020 and the Poverty Reduction Strategy Programm	The provisions of this Act will be used in the implementation of PSLP as it is part of the project activities.
4.0	RELEVANT STATUTORY INSTRUMENTS (SI)		
4.1	Guidelines for EIA in Lesotho, 2008.	<p>In 2010, Lesotho promulgated an Environment Act which provides for the EIA process. Following the enactment of the Act, the final guidelines for EIAs were issued.</p> <p>The Guidelines for EIA (GoL, 2010a), are aimed at facilitating participation in and compliance with Lesotho's EIA requirements by the developers. They are also aimed at "integrating environmental concerns and economic development from the earliest stages of the project development.</p>	<p>Before, during and after the programme the environment must be protected so that future generations can utilize it.</p> <p>PSLP PFU will ensure proactive engagement of the EIA Department where such environmental clearances are required for respective subprojects. This statutory</p>

			instrument is in line with ESS 1, ESS 2, ESS 3 and ESS 4.
4.2	Pesticides and Toxic Substances Regulations.	<p>Lesotho does not have a specific legislation dealing with the management of chemicals and pesticides, specifically persistent organic pollutants substances. There are however, a few pieces of legislation, which generally touch on dangerous substances and hazardous substances. The laws that exist are fragmented and not specific to chemicals.</p> <p>The country is further incapacitated in terms of financial requirements to meet the infrastructural developments and human resource base to undertake some of the requirements of managing the toxic substances.</p>	<p>These will be useful and will be implemented whenever the livelihood activities involve agriculture. During implementation the project will have to take care of potential pollution from pesticides and this is in line with ESS 3.</p>

3.5 INTERNATIONAL CONVENTIONS AND TREATIES

Lesotho is a signatory and party to more than thirty international, conventions, treaties, and protocols. Of the many treaties, the following listed in table 3-2 are relevant to the implementation of PSLP.

Table 3-2 Overview of the relevant International Conventions and Treaties

No.	INTERNATIONAL CONVENTIONS	INTERPRETATION	RELEVANCE TO HSDSP AF (V)
1.	The convention of biological diversity.	The objectives of this Convention, are the conservation of biological diversity, the sustainable use of its components and the fair and equitable sharing of the benefits arising out of the utilization of genetic resources, including by appropriate access to genetic resources and by appropriate transfer of relevant technologies, taking into account all rights over those resources and to technologies, and by appropriate funding.	Some developmental activities e.g., agriculture may impact on biodiversity as the ecosystems are converted for agricultural use, e.g., natural forests turned into managed range lands, wetlands drained for arable land, thus interfering with the natural state, but all this will be done bearing in mind the identified mitigatory measures.
2.	The RAMSAR convention on wetlands of significant importance.	<p>The Ramsar Convention on Wetlands is primarily concerned with the conservation and management of wetlands and their flora and fauna especially waterfowl by combining far sighted national policies with co-ordinated international action. It was signed at Ramsar, Iran on 2nd February 1971 and amended by the protocol of 3rd December 1982 and the amendments of the 28th May 1987.</p> <p>Parties to the Convention are also required to promote the wise use of wetlands in their territories and to take measures for their conservation by establishing nature reserves in wetlands, whether they are included in the Ramsar list or not.</p>	<p>The project area has a number of wetlands and these may be encroached on by the livelihood activities due to the constraints of land availability.</p> <p>Programs and sub-projects of PSLP are expected to adhere to the Ramsar Convention's principles of wise use of wetlands in the project area and should not support any activity that will degrade the wetlands.</p>
3.	UN Convention to Combat Desertification. (UNCCD)	The UNCCD is a convention meant to combat desertification and mitigate the effects of drought through effective actions at all levels. It also encourages implementation of long-term strategies that improve productivity of land and the rehabilitation, conservation and sustainable management of land and water resources in order to improve living conditions	Under PSLP the agricultural activities have a potential to degrade the environment and the Convention encourages implementation of measures to combat desertification.

No.	INTERNATIONAL CONVENTIONS	INTERPRETATION	RELEVANCE TO HSDSP AF (V)
		<p>in particular at community level. Lesotho has committed to achieve land degradation neutrality (LDN) by 2030¹⁶.</p> <p>Desertification is due primarily to human activity and climatic variations. It does not mean the advance of current areas of desert. It is the result of the extreme vulnerability of the ecosystems in arid areas to over-exploitation and inappropriate use of land. Poverty, political instability, deforestation, overgrazing and bad irrigation practices are all factors which have a deleterious impact on the productivity of the land.</p>	
4.	Stockholm Convention on Persistent Organic Pollutants	<p>The Stockholm Convention on Persistent Organic Pollutants is a global treaty to protect human health and the environment from chemicals that remain intact in the environment for long periods, become widely distributed geographically, accumulate in the fatty tissue of humans and wildlife, and have adverse effects to human health or to the environment.</p> <p>Exposure to Persistent Organic Pollutants (POPs) can lead to serious health effects including certain cancers, birth defects, dysfunctional immune and reproductive systems, greater susceptibility to disease and even diminished intelligence.</p>	<p>PSLP livelihood activities will promote increased use of biocides, some of which are listed as POPs.</p> <p>Some illegal trade in these will also be fuelled by the increased activities, thus this convention has to be effected in the implementation of PSLP.</p>
5.	UN Framework Convention on Climate Change (UNFCCC)	<p>This is a treaty that aims to minimize the greenhouse gas emissions to an acceptable limit that do not harm the environment or accelerate climate change. The Convention is founded on the principle that contracting parties should take courses of action, in respect of their economic and social activities, and with regard to the Convention's specific requirements, that will protect the climate system for present and future generations.</p> <p>Through the Nationally Determined Contribution (NDC) Lesotho is committing to contribute to the goals of the UNFCCC.</p>	The programmes of PSLP should assist in the implementation of the specific requirements of this Convention.
6.	UN / ILO International Labour Standards and Decent Work programme	International labour standards are a comprehensive set of legal instruments that establish basic principles and rights at work, with a goal to improve working conditions on a global scale. Lesotho has ratified a total of 23 ILO Conventions, of which 20 are in force. Through the Decent Work programme ¹⁷ , Lesotho is working to achieve progress towards the international labour standards.	The PSLP project will adopt the guidelines and recommendations of Lesotho's work programme on Decent Work and integrate these in the requirements of (sub-) contractors.
7.	SADC Declaration on Gender and Development	This declaration emphasizes against discrimination on a person based on gender amongst other things. Member states (Lesotho included) commit to numerous aspects such as protecting and promoting the rights of women and children and also making sure that quality health services and reproductive services are accessible to women and men.	The PSLP project is fully aligned with this declaration.

¹⁶

https://knowledge.unccd.int/sites/default/files/ldn_targets/Lesotho%20LDN%20Country%20Commitments.pdf

¹⁷ https://www.ilo.org/wcmsp5/groups/public/---ed_mas/---program/documents/genericdocument/wcms_734419.pdf

3.6 WORLD BANK'S ENVIRONMENTAL AND SOCIAL FRAMEWORK

Since October 2018, all World Bank funded Investment Projects are required to follow the Environmental and Social Framework (ESF) consisting of ten (10) Environment and Social Standards (ESSs). These ESSs set out their requirement for the identification and assessment of environmental and social risks and impacts associated with any project. The ESSs supports the projects in achieving good international practice relating to environmental and social sustainability, assist them in fulfilling their national and international environmental and social obligations, enhance transparency and accountability and ensure sustainable development outcome through ongoing stakeholder engagement. The following is a summary of the ESF and its ESS's requirements:

3.6.1 World Bank Environment and Social Framework (ESF).

It sets out the mandatory requirements of the Bank in relation to the projects it supports through Investment Project Financing. The types of E&S risk and impacts that should be considered in the environmental and social assessment. The required E&S management plan as well as the use and strengthening of the Borrower's environmental and social framework for the assessment, development and implementation of World Bank financed projects where appropriate

3.6.2 Environment and Social Standards (ESSs)

The following is a summary of the ESSs that are relevant to the PSLP. Table 3-3 shows the Standards that are relevant to the PSLP Project.

Table 3-3 Standards that are relevance to the PSLP Project

No.	ESS	ENVIRONMENT AND SOCIAL STANDARDS	RELEVANCE
1.0	ESS 1	Assessment and Management of Environmental and Social Risks and Impacts	Relevant
2.0	ESS 2	Labor and Working Conditions	Relevant
3.0	ESS 3	Resource Efficiency and Pollution Prevention and Management	Relevant
4.0	ESS 4	Community Health and Safety	Relevant
5.0	ESS 5	Land Acquisition, Restrictions on Land Use and Involuntary Resettlement	Not Relevant
6.0	ESS 6	Biodiversity Conservation and Sustainable Management of Living Natural Resources	Not Relevant
7.0	ESS 7	Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities	Not Relevant
8.0	ESS 8	Cultural Heritage	Not Relevant
9.0	ESS 9	Financial Intermediaries	Not Relevant
10.0	ESS 10	Stakeholder Engagement and Information Disclosure	Relevant

ESS1 Assessment and Management of Environmental and Social Risks and Impacts

ESS 1 sets out the Borrower's responsibilities for assessing, managing and monitoring environmental and social risks and impacts associated with each stage of the supported project, in order to achieve environmental and social outcomes consistent with the Environmental and Social Standards (ESSs).

The proposed project will not support any construction activities, but will involve the establishment of various livelihood activities which may include kitchen gardens, improved food production and other agriculture activities. However, these activities will be at small scale and with minimal environmental and social footprints. The Project will undertake an assessment of the environmental and social risks and impacts of the proposed subprojects under Components 1, 2 and 3.

It is probable that implementation of activities under these components will result in some potential adverse environmental and social impacts which will need to be mitigated and managed through the preparation and implementation of various safeguards instruments including an Environmental and Social Management Framework (ESMF). The ESMF will be prepared prior to project appraisal and site-specific environmental and social management Plans (ESMPs) to be implemented for each sub-project will be developed during Project implementation.

The ESMF includes an Integrated Pest Management Framework (Appendix 9) to be applied to the entire proposed Project to manage risks and impacts emanating from farming activities that may require the use of agrochemicals. Though labour influx is not anticipated, the site specific ESMPs will include measures to avoid, minimize, manage and mitigate any Gender Based Violence (GBV) / Sexual Exploitation and Abuse (SEA) risks. (Appendix 4)

Additionally, GBV/SEA, HIV/AIDS risks will be monitored throughout the project cycle. In addition, the project will be guided by a Stakeholder Engagement Plan (SEP) which includes a Grievance Redress Mechanism (GRM) and should be operational prior to project appraisal.

ESS2 Labour and Working Conditions

ESS 2 recognizes the importance of employment creation and income generation in the pursuit of poverty reduction and inclusive economic growth.

The Project footprint is relatively small and will not involve any construction activities. Activities to be implemented under the project, will generally be livelihood activities in agriculture and are not expected to have significant adverse impacts in terms of labour and working conditions as specified in ESS2 and in accordance with the requirements of national laws (Lesotho Labour Code, 2000). A Labour Management Procedure (LMP) (Appendix 6) has been prepared and disclosed as part of the ESMF by MoSD that will include direct workers and will meet requirements for: terms and conditions of employment; non-discrimination and equal opportunity; worker's organizations; child labour; forced labour; an accessible workers' grievance mechanism; and, occupational health and safety (OHS).

Civil servants from the implementing ministries working in the project full-time or part-time will remain subject to the terms and conditions of their existing public service employment or agreement, unless there has been an effective legal transfer of their employment or engagement in the project. The LMP will include a workers' GRM for labour disputes, catering for both project staff (PFU Staff) and Ministry staff seconded to the project. The National Labour Code and related amendments cover many of the principles included in ESS2. Measures for prevention and mitigation of GBV/SEA risks involving project workers will be

put in place before project effectiveness. The LMP will include requirements for preparation of OHS plans and the proposed Project's OHS requirements will align with the Bank's General Environment, Health and Safety Guidelines (EHSGs), and other good international industry practice (GIIP).

ESS3 Resource Efficiency and Pollution Prevention and Management

ESS 3 sets out the requirements to address resource efficiency and pollution prevention (air, water and land pollution and management arising out of economic activities and urbanization) throughout the project life-cycle consistent with Good International Industry Practice (GIIP). The specific objectives of this ESS are: To promote the sustainable use of resources, including energy, water, and raw materials; To avoid or minimize adverse impacts on human health and the environment by avoiding or minimizing pollution from project activities; To avoid or minimize project-related emissions of short and long-lived climate pollutants; To avoid or minimize generation of hazardous and non-hazardous waste; and To minimize and manage the risks and impacts associated with pesticide use.

ESS3 enjoins the borrower to consider ambient conditions and apply technically and financially feasible resource efficiency and pollution prevention measures in accordance with the mitigation hierarchy. The measures are expected to be proportionate to the risks and impacts associated with the project and consistent with GIIP, in the first instance the Environment, Health and Safety Guidelines of the Bank.

PSLP subprojects – agriculture activities, etc will involve land clearing, vegetation removal, generation of dust and waste and increased use of agrochemicals, making ESS 3 relevant. The project will utilise the developed PMP (Appendix 9) to manage risks resulting from the limited use of agrochemicals (pesticides etc) as well as the Waste Management Plan (Appendix 3) for management of potential e-waste.

ESS4 Community Health and Safety

ESS 4 recognizes that project activities, equipment, and infrastructure can increase community exposure to risks and impacts.

However, no irreversible community health and safety impacts are anticipated for the project, although it is expected that inadequacies in the handling and management of agrochemicals and pesticide waste in the rural areas might pose a risk to community health and safety. Similarly, the application of fertilizers and/or pesticides in small kitchen gardens and plots may cause risks of exposure to these chemicals. To mitigate this impact, implementation of the pesticide management plan will be in place during project implementation. The project ESMF will also include clauses on avoidance, minimization and mitigation of all the above-mentioned risks.

The main objectives of this standard is 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 circumstance, to promote quality and safety, and considerations relating to climate change, to avoid or minimize community exposure to project - related traffic and road safety risks, diseases and hazardous materials, to have in place effective measures to address

emergency events, 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.

The greatest current exposure that can affect the project affected people in infection by COVID_19. The project has to put in place measures to protect the people and minimise any possible infections. This can be done by avoiding large gatherings of stakeholders, avoiding face to face consultations and applying electronic questionnaires, conducting more virtual meetings, and strictly following the WHO protocols of sanitising and wearing of masks if people have to gather.

Lesotho has made efforts to attain gender equity and equality, but legislation, cultural norms and practices still contains considerable gaps and GBV incidents are common. The GBV risk for the project is therefore contextual and while it is not expected that the project will heighten GBV risks, it should adopt procedures set out in the Good Practice Note on addressing GBV. Specifically, the PSLP PFU will be trained in addressing GBV throughout the Project (Appendix 4). GBV prevention and response will be mapped out, and GBV actions will form part of the ESMF/ESMP and stakeholder consultations.

The project's GRM will be incorporated into the SEP in order for the community to lodge complaints and receive answers to any questions they have about the project and a specific pathway for grievance related to GBV will be provided. Relevance of ESS4 will further be assessed throughout the project cycle.

ESS5 Land Acquisition, Restrictions on Land Use and Involuntary Resettlement

This ESS is not relevant. The project activities are not expected to result in land acquisition that displaces or disadvantages other people,¹⁸ restrictions on land use and involuntary resettlement. No major infrastructure development is planned, and no temporary or permanent acquisition of land or assets is expected to be required.

ESS6 Biodiversity Conservation and Sustainable Management of Living Natural Resources

This ESS is not relevant. The proposed Project will not finance any activity which would impact biodiversity and/or living natural resources.

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

This ESS is not relevant. There are no identified vulnerable or marginalized groups with identities and aspirations that are distinct from mainstream groups as defined under the ESF's Indigenous Peoples/Sub-Saharan Historically Under-served Traditional Local Communities standard in the project area of influence.

¹⁸ Any project that will involve resettlement or displacement of people will not be financed by this project. Any land allocation by the Chiefs must make sure that it does not disadvantage any current users of that land or else the chief has to provide adequate alternatives for the disadvantaged people.

ESS8 Cultural Heritage

This ESS is not relevant. Given the Project's context, this ESS is not relevant as the proposed Project activities will not affect or involve risks to tangible and intangible cultural heritage.

ESS9 Financial Intermediaries

This ESS is not relevant. The standard does not apply as the Project will not include financial intermediaries.

ESS10 Stakeholder Engagement and Information Disclosure

ESS 10 recognizes the importance of open and transparent engagement between Borrower and project stakeholders as an essential element of good international practice.

Stakeholder engagement is a principal tool for environmental and social risk management and successful implementation and sustainability of the project. An inclusive Stakeholder Engagement Plan (SEP) proportional to the nature and scale of the Project as well as the expected risks and impacts, will be developed and implemented by the project. The SEP will identify all key existing and potential stakeholders, and describe, in addition to other relevant information, stakeholders' level of influence in project planning and implementation, and means, timelines and frequency of communication with each stakeholder/stakeholder group. The SEP will include a Project wide grievance mechanism (GRM) which will be established, monitored and reported on. The Draft SEP will be disclosed as early as possible prior to Appraisal.

The MoSD will thus engage in meaningful consultations with all stakeholders including women and youth groups, agriculture nutrition clubs, traditional leaders, community leaders, project affected communities, NGOs, community-based groups and Disabled People's Organizations (DPOs) and other vulnerable and disadvantaged members of the community, throughout the project life cycle. The MoSD will provide stakeholders with an accessible and inclusive GRM to raise issues and grievances, that will allow MoSD to receive, respond to, facilitate resolution of concerns and manage grievances.

The MoSD will ensure that all stakeholder consultations are accessible and inclusive (in format and location taking into consideration vulnerable and disadvantaged groups), and appropriate for the local context. The MoSD will subsequently provide stakeholders with timely, relevant and understandable information in a culturally appropriate format. As part of the environmental and social assessment process, the Borrower will maintain and disclose documentation of stakeholder engagements, which will describe the stakeholders consulted, summary of issues discussed and responses from the MoSD. If during implementation the SEP is considerably modified, a revised SEP will be publicly disclosed as soon as possible.

3.7 GAP ANALYSIS BETWEEN NATIONAL LEGISLATION AND WORLD BANK

The table 3-4, below provides a brief analysis of the gaps and differences between the national legislation and World Bank requirements and details how these gaps will be addressed under the Project.

Table 3-4 Gap Analysis between the National Legislation and World Bank ESS

No.	Subject/Issue	World Bank Policy	Lesotho National legislation	Solution/mitigation
1.0	EIA process	Environmental Assessment (EA) work is initiated as early as possible in project processing and is integrated closely with the economic, financial, institutional, social, & technical analyses of all proposed projects.	Only projects classified as category 3 require EIS	EIA should be initiated as early as possible in project processing to inform design of all projects
2.0	Screening Criteria	The Bank's project screening criteria group projects into three categories depending on the severity of impacts: <ul style="list-style-type: none"> • High Risk – Detailed Environmental Assessment; • Substantial Risk – Initial Environmental Examination. • Medium Risk - • Low Risk – Environmentally friendly. 	Only projects classified as category 3 require full EIS	Lesotho NHSS is classified as Medium Risk under World Bank's screening criteria and is required to prepare an overall ESMF and site specific ESMFs for sub-projects.
		ESMF used for screening of sub-projects where the sites and potential adverse localized impacts cannot be identified prior to the appraisal of the project.	No Provision for screening of sub-projects where the sites and potential adverse localized impacts cannot be identified prior to the appraisal of the project.	Lesotho NHSS will use the environmental and social screening process as described in this ESMF.
3.0	Environmental and Social Management Plans (ESMPs)	ESMPs are required for each set of activities (e.g., sub-projects) that may require specific mitigation, monitoring and institutional measures to be taken during implementation	In addition to EIS for category 3 projects, no other plans are prepared	ESMPs will be prepared for each sub-project to be financed under Lesotho NHSS and will include specific mitigation, monitoring and institutional measures to be taken during implementation
4.0	Disclosure	World Bank requires ESIA reports to be: <ol style="list-style-type: none"> a) disclosed for written comments from the various agencies and government agencies b) notify the public of the place and time for its review and c) solicit oral or written comments from those affected 	EIS reports are available for public consumption at EAD upon completion but are not circulated for written comments from the various agencies and public	Upon completion of ESIA reports, these must be: <ul style="list-style-type: none"> • circulated for written comments from the various agencies and government agencies; • notify the public of the place and time for its review; and • solicit oral or written comments from those affected. • Reports will be disclosed in-country and on the World Bank's external website

No.	Subject/Issue	World Bank Policy	Lesotho National legislation	Solution/mitigation
5.0	stakeholder engagement plan	Consultations with stakeholders and public involvement are the integral parts in the development and implementation of the SEP.	The national legislation has no provision for the development of a specific stakeholder engagement plan for public consultations.	<p>Lesotho currently does not have clear national legislative provisions on stakeholder engagement for specific investment programs and projects. It thus relies on the relevant provisions of the WB requirements.</p> <p>The PSLP will carry out a comprehensive consultative process with project - affected persons, local authorities, and other stakeholders as may be required. This will be done through public disclosure meetings, individual consultations and public consultations</p>
6.0	Consultation and disclosure	The ESS10 requires that project-affected persons, host communities and local NGOs, be consulted as appropriate. Providing them opportunities to participate in the planning, implementation, and monitoring of the program, especially in the process of developing and implementing the procedures for determining eligibility for development assistance, and for establishing appropriate and accessible grievance mechanisms.	<p>Consultation and disclosure</p> <p>Consultation requirement not provided for directly in legislative or constitutional provisions.</p>	<p>While the consultation requirement is inherent in the EIA procedures, it contains a number of differences with the requirements of ESS10,</p> <p>Despite the differences identified, the practice has been that where consultation is done, proceedings are conducted in the local language. This is significant considering the composition of those most likely to be affected.</p>
7.0	Anonymous provision of grievances	The World Bank ESS10 allows the option of anonymous provision of grievances.	The national legislation has provisions that allow citizens to make complaints and grievances, but these provisions do not accommodate anonymity. The anonymous or submitted petitions without indicating the petitioner's contact details are not entertained.	The project will apply the WB standard and allow anonymous submission of grievances and complaints.
8.0	Special provisions for address concerns of vulnerable groups.	The ESS10 specifically provides for the identification and engagement with the vulnerable groups that might be affected by the project to ensure that these groups also benefit from the project activities.	The national legislation does not have special provisions to address the concerns of the vulnerable groups during the consultation process.	The SEP will identify affected vulnerable persons and engagement mechanisms to ensure that their voice is heard, and the concerns are addressed to the extent possible by the project.
9.0	Provisions to establish a Project specific GRM.	According to the ESS 10 and ESS 2 the Project specific GRM should be established and be easily acceptable for all stakeholders at each stage of	<p>The national legislation does not have provisions to establish a Project specific GRM.</p> <p>However, there are various legislative measures that govern</p>	The Project specific GRM will be established for all stakeholders at each stage of the Project,

No.	Subject/Issue	World Bank Policy	Lesotho National legislation	Solution/mitigation
		Project, including specific GRM for project workers	the rights of persons with formally recognized interests in a project, providing for procedural redress and complaint mechanisms, including determination by the High Court and Court of Appeal of disputes arising from conflicting claims or interests	including GRM for all project workers ¹⁹ .

¹⁹ Directly engaged people (PIU staff and consultants) and contracted workers (people employed or engaged through contractors/ subcontractors that will perform work for specific project activities).

4. INSTITUTIONAL ARRANGEMENTS

4.1 INTRODUCTION

The following sections outline the institutional framework for the implementation of project E&S management instruments. It covers”

- i) Participating Institutions, which outlines the functions of the different institutions that will be involved in the implementation of the ESMF.
- ii) the Institutional Arrangements, covering how the different institutions: Ministry of social Development (MoSD), Ministry of Agriculture and Food Security (MAFS), Ministry of Finance (MoF), and partners) will be implementing the ESMF.
- iii) the capacity of the PSLP PFU to implement the requirements of the ESMF,

4.2 PARTICIPATING INSTITUTIONS.

The following is an outline of the functions of the different institutions that will be involved in the implementation of the ESA.

4.2.1 Ministry of Social Development (MoSD)

The Ministry of Social Development (MoSD) was established in 2012 with a shift from welfare to development. This ministry has decentralized its services to the district and community level where services are headed by District Social Development managers. At the Community level, there is a new cadre of Auxiliary Social Development Officers who focus on the early identification and provision of basic services and referral to the next level which is the district.

MoSD will be the lead implementing agent for the Pathways to Sustainable Livelihoods Project (PSLP) through its various departments at Head Office and its District structures. The Implementation will be done through a Project Facilitation Unit (PFU) under the supervision of the Director Planning of the Ministry of Social Development (MoSD) and will be responsible for overall coordination, supervision and monitoring, with the assistance of other Government Agencies as programme components may demand.

MoSD will also be responsible for implementation of the requirements of this ESMF and the other related environmental and social instruments. To do this MoSD will establish a project Facilitation Unit (PFU) which will employ a full complement of professionals to manage the project. This will include an Environmental and Social Specialist (ESS), whose sole responsibility will be to see to it that the project remains compliant to the National legislation and World bank ESF requirements. This he/she will do by coordinating with the rest of the project participating partners.

4.2.2 Ministry of Finance and (MoF)

The Ministry of Finance's core business is the management, supervision and control of fiscal and financial affairs of government including custody, maintenance and care of government assets.

The ministry provides timely and accurate financial information, guidance and advice in financial and fiscal policy. It also provides quality service that promotes macro-fiscal stability through effective and efficient utilization and management of public funds. The Ministry of Finance will be the lead agency in charge of the financing mechanism. In essence it is the Borrower.

4.2.3 Ministry of Development Planning (MoDP)

The Ministry of Development Planning (MoDP) is a central coordinating Ministry in charge of reducing poverty levels through increased national and household incomes, economic growth, domestic production, employment, wealth and investment. These are to be attained through implementation of effective development, macroeconomic and fiscal policies through best plans and programmes.

4.2.4 Ministry of Gender, Youth, Sports and Recreation (GYSR)

The Ministry works towards the advancement of Gender equity and equality; the enhancement of sporting excellence and the integration of youth in the socio-economic and political development of the country.

The Ministry is made up of four departments and the relevant ones are the Department of Gender, and the Department of Youth:

- **Department of Gender**

The Department of Gender ensures equality of all opportunities between women, men, girls and boys, so that development efforts have an equal impact on all gender issues. Its aim is to facilitate proper integration of gender issues in development to ensure full involvement, participation and partnership of women and men, girls and boys in both their productive lives.

Through its policy, the Department of Gender takes gender concerns into account in all national and sectoral policies, programmes, budgets and plans in order to achieve gender equality in the development process.

- **Department of Youth**

The goal of the Department of Youth is to promote the dignity and self-esteem of all Lesotho youth; to ensure their physical, intellectual and moral well-being; and to take all measures to accelerate their full participation in the socio-economic, cultural and political life as healthy, active and productive citizens of the nation.

Thus, Ministry of Gender, Youth, Sports and Recreation will spearhead the inclusion of women, youth and other disadvantaged groups like the disabled to participate in the PSLP project.

4.2.5 Department of Environment (DoE)

In 1994, the National Environmental Secretariat (NES) was established to advise the Government on all matters relating to environment management. It spearheaded the development of Lesotho's Agenda 21 action Plan adopted in 1995. In 1998 the Department of the Environment (DoE), which was then part of the Ministry of Natural resources, was merged with NES and the new institution became the lead institution in environmental

management. The Department of the Environment then appointed Environmental Units in line Ministries in order to strengthen the coordination of environmental activities. The units received some training in different aspects of environmental management but they are not fully effective because of under staffing.

The Department of Environment's principal responsibility is coordination, monitoring and supervision of environmental conservation activities. It also has a cross-sectoral mandate to oversee the conduct of EIAs through issuance of guidelines, regulations and registration of practitioners. It reviews and approves environmental impact statements in consultation with any relevant lead agencies.

4.2.6 Other Participating Ministries.

The PFU will sign Inter Institutional agreements with participating institutions to define their roles and responsibilities and guarantee their assistance in implementing the Project. Participating ministries will be responsible for the technical oversight of specific activities under the Project, with the PFU performing fiduciary functions on behalf of participating institutions.

1. Ministry of Small Business, Cooperatives and Marketing (MSBCM)

The Ministry of Small Business, Cooperatives and Marketing (MSBCM) serves to promote entrepreneurial skills and transfer of appropriate technology and application of cutting-edge technology, through smart partnership of the public and private sectors. Among many other ways, this will be done by:

- identifying and assisting local entrepreneurs and the farming community to utilize export opportunities in order to improve the country's foreign exchange earnings and create growth in the industrial, commercial and agricultural sectors;
- facilitating the creation of a conducive and appropriately regulated environment for commercial and marketing activities in the country in order to improve the performance, and to support the growth, of local entrepreneurs and farmers;
- To increase producers market share, profit margins and on-farm income.

2. Ministry of Agriculture and Food Security (MAFS)

Ministry of Agriculture and Food Security (MAFS) is responsible for all the agricultural activities in the country. It will be a major participating agent through its various departments at Head Office and its District structures. The responsible department at head office will be the Nutrition department and at district level each District Agricultural officer (DAO) and his team will be responsible, especially the Nutrition Officers.

The main goal of the MAFS is to combat malnutrition through food-based interventions to improve the food and nutrition security and quality of life of the population. Amongst its roles, it will strengthen the linkages between nutrition and agriculture to ensure the effective implementation of food-based prevention and management of malnutrition.

3. Department of Rural Water Supply Services (DRWS)

The MoW, through Rural Water and Sanitation Departments (DRWS), implements two distinct programmes to eliminate open defecation: a latrine subsidy programme and a

community-led total sanitation programme. It will ensure the availability of safe potable water for the PSLP programmes.

4. Ministry of Health

Ministry of Health (MoH) is responsible for all the Health and Health Care delivery activities in the country with particular emphasis on the prevention and eradication of priority health that are amenable to cost-effective interventions. Its mandate includes ensuring that maternal and child health and nutrition services are prioritized and implemented in the health sector. The Ministry integrates nutrition into all its activities.

4.2.7 Coordination Work

The PFU will coordinate with local- and community-level actors to strengthen buy-in to and relevance of the Project. Specifically, the PFU and the other institutions involved in Project implementation will coordinate with the District and Community Councils (CC). The PFU will coordinate Project interventions with the various institutions in charge of implementing activities. These include technical units of the MAFS, DRWS, MSBCM, DoE, GYSR and participating districts and communities/villages through the District and Community Councils (CC). Thus:

1. DoE, will be responsible for monitoring the implementation of all environmental and social safeguards,
2. GYSR will be responsible for the inclusion of women, youth and other disadvantaged groups into the project,
3. MSBCM, will be responsible for the promotion of the local entrepreneurs and the farming communities to enhance their productivity,
4. MoH will focus on the implementation of nutrition specific services,
5. MAFs will be responsible for the various agriculture livelihood activities through its agriculture resource centres,
6. DRWS will be responsible for WASH related activities.

At local and community levels, the PFU and the other project implementation institutions will coordinate with district and community councils, and local chiefs to increase ownership and adjust the interventions to the specific needs of each area.

4.3 IMPLEMENTATION ARRANGEMENTS.

The following is an outline of the Implementation Arrangements for PSLP with an elaboration of the organizational requirements for safeguards compliance;

4.3.1 Institutional Arrangement

Social Protection programmes cut across several sectors, and thus requires multi-sectoral and integrated solutions to Implement them. They call for the participation of multiple stakeholders and strong coordination mechanisms. However, to keep the institutional arrangement simple a single Project Facilitation Unit (PFU) at the Ministry of Social Development will spearhead the implementation of the entire Project.

The participating ministries will be responsible for the technical oversight of specific activities under the Project. They will sign Inter Institutional agreements with the PSLP - PFU to define their roles and responsibilities and guarantee their assistance in implementing the Project.

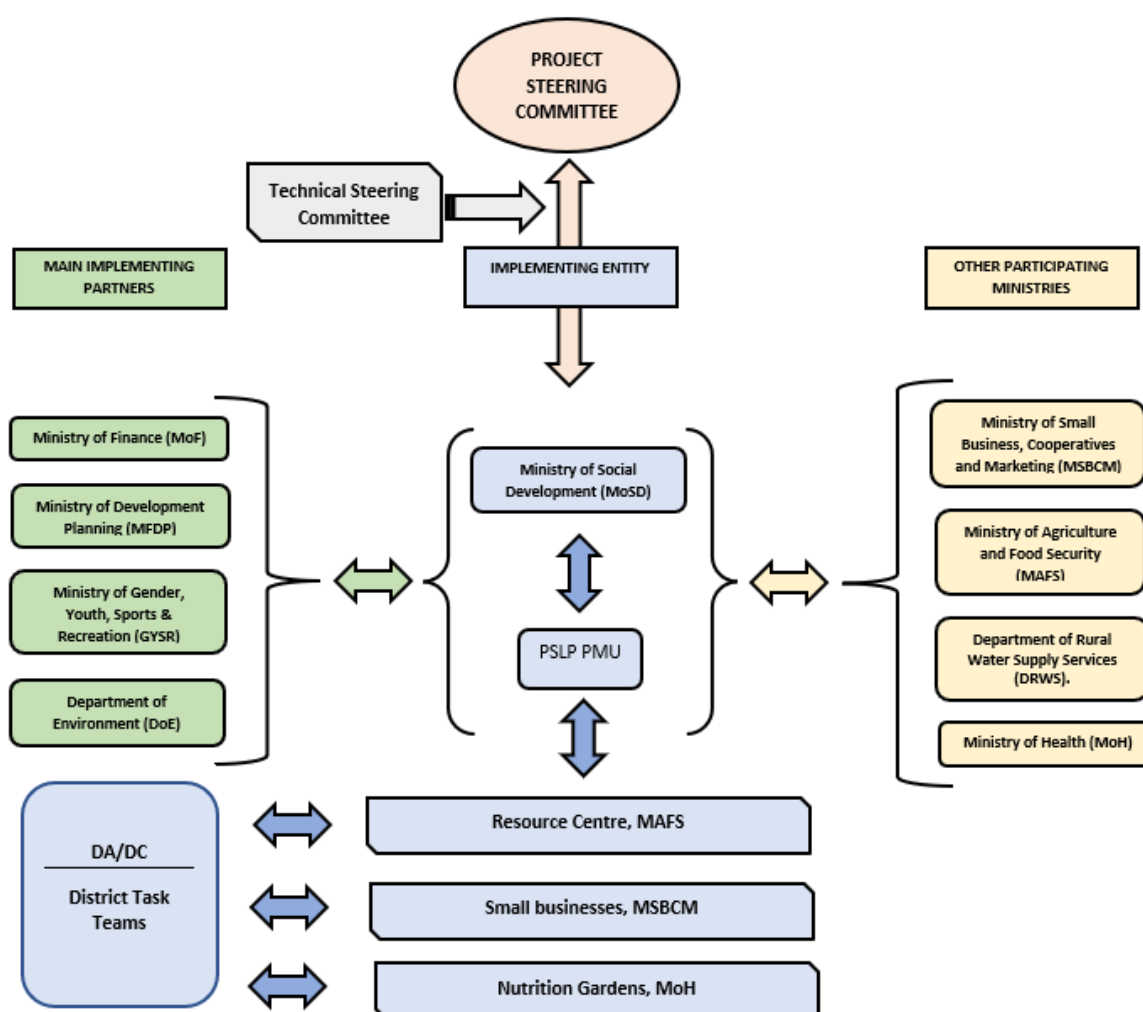


Figure 4-1 Implementation Arrangements

4.4 CAPACITY OF PSLP - PFU.

The Ministry of Social Development (MoSD), has experience in implementing World Bank funded projects. The proposed Project will be implemented through a Project Facilitation Unit (PFU). The PFU will have the overall responsibility for environment and social risk management including monitoring compliance with the agreed-on mitigation measures and actions that are outlined in this document.

The PSLP – PFU will need a dedicated qualified and experienced Environmental and Social Specialist (E&S Specialist) with experience in implementing World Bank projects. The MoSD will need training in the Bank’s Environmental and Social Standards (ESSs) to ensure that the project will be implemented in accordance with the Bank’s ESF requirements. Thus, significant effort is anticipated to build the capacity of the MoSD and the PSLP - PFU at both national, district and community levels with respect to the ESF and its applicable Standards.

5. ENVIRONMENTAL AND SOCIAL SCREENING PROCESS

5.1 INTRODUCTION

This chapter outlines the environmental and social screening process, (the screening process) leading towards the review and environmental approval of any sub-project that will be financed by PSLP. To facilitate environmental and social screening, the ESMF has provided a checklist (Environmental and Social Checklist; Appendix 1) for subproject screening that will assist stakeholders, proponents and project staff with the identification of environmental and social issues relating to the subproject location and the surrounding environment based on available knowledge and field investigations.

5.2 ENVIRONMENTAL AND SOCIAL SCREENING

This initial screening will be carried out using the Environmental and Social Checklist (Appendix 1). The potential beneficiaries will identify their sub-projects and will be assisted to conduct the environmental and social screening of the sub-project (Figure 5-1). The MoSD PFU Environmental and Social Specialist (ESS) will give overall guidance in the screening process approving or rejecting ultimately, whilst the District Social Officers (Together with his District Technical Team) will conduct the screening (i.e., filling out the form and doing the on-site evaluation).

The screening will be conducted to identify the possible site-specific impacts and safeguard issues associated with a particular activity. Each type of activity at a particular location should have its own screening form. The initial stage is a desk appraisal of the activities planned, including designs.

The screening process will be carried out by the District Technical teams as outlined above. This initial screening will be carried out using the Environmental and Social Checklist (Appendix 1). Completion of the Checklist will facilitate the identification of potential environmental and social impacts, determination of their significance, assignment of the appropriate environmental and social category, identification of appropriate environmental and social mitigation measures, determine if any further environmental and social work is necessary. The Environmental and Social Screening Process is outlined in Figure 5-1 below. Once drafted, the MoSD PFU Environmental and Social Specialist will review the Screening Checklist before any more work is done just in case the activity is not eligible or does not contain the necessary information.

The extent of further environmental and social work required to mitigate adverse impacts for the sub-projects, will depend on the outcome of the screening process. Most of the sub-projects will adopt the ESMP in the ESMF and will only be required to complete the environmental and social Checklist (Appendix 1) at the subproject selection/identification prior to commencement of subproject implementation. A few sub-projects may require further EA work and the development of site specific ESMPs.

Once all the requisite documentation has been compiled, the District Technical Team will make recommendations to the National Level for approval.

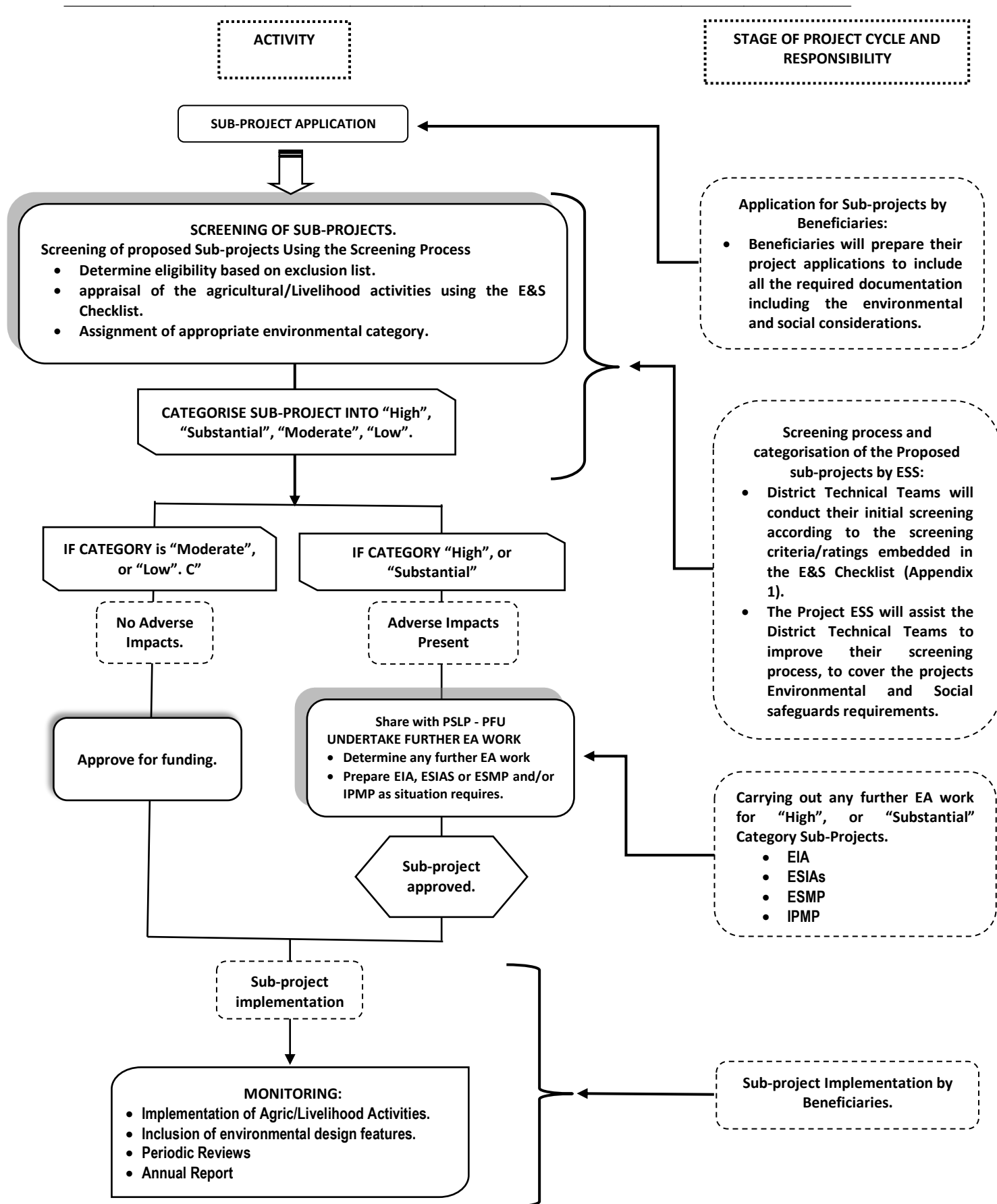


Figure 5-1 Sub-project Screening Process.

5.3 APPRAISAL AND APPROVAL OF E&S WORK

The completed screening form along with any additional planning reports, will be forwarded to the review authority (Evaluations Committee), which is the Ministry of Social Development at National Level, represented by the MoSD-PFU.

The Sub-projects which do not require the preparation of an in-depth ESMP will automatically be approved based on the screening form and the project implementor, usually the contractor, is required to develop site-specific contractor's ESMPs for every activity based on its screening together with the requirements of this ESMF as its safeguards instruments. However, if the sub-project requires the development of an in-depth ESMP, then the review team (Evaluations Committee) will be assisted by Environmental experts from the Department of Environment (DoE) to make sure that all the requirements are in place and submitted to Department of Environment (DoE) for updating its records and making sure that the ESMP is aligned to the main ESMF.²⁰ Such a sub-project may also require a no objection from the World Bank. All the documentation must be submitted to the MoSD PFU Environmental and Social Specialist who will then submit to Environment Department head office when satisfied that all documentation is in place.

Generally, all the sub-projects that will be financed by PSLP will not need any further EA work beyond just an ESMP checklist to guide the implementation of the ESMF. So, no further Environment Department approvals will be required, unless, for example, a major systems installation is envisaged.

5.4 ENVIRONMENTAL AND SOCIAL RISK CLASSIFICATION (ESRC)

Overall Environmental and Social (E&S) risks are rated Moderate.

5.4.1 Environmental Risk Rating:

The Project's environmental risk is classified as Low due to the nature of the proposed interventions. Anticipated environmental risks and impacts will potentially result from:

- i) ICT infrastructure investment for updating of IT system to support expansion of the use of digital payments under Component 1 which may generate e-waste, albeit, in insignificant quantities;
- ii) COVID 19 transmission risk, if cash transfer activities are not properly managed, as it relates to Occupational Health and Safety (OHS) and community health and safety; and
- iii) Under Component 3, cash-plus interventions/resilient livelihoods involving linkages to the agriculture sector (through backyard and keyhole gardening at household level) may also lead to some limited use of chemicals/pesticides and water resources.

The environmental risks and impacts of the project as a whole and at livelihood focused intervention sites are expected to be insignificant given the small scale of interventions (household level). These expected risks and impacts are envisaged to be low in magnitude, temporary, site-specific and easy to manage. All these risks and impacts will be addressed through the completion of an environmental and social checklist for each sub-project.

²⁰ Note that the ESMPs will not require any new authorisation since the main ESMF would have undergone the complete process. They will only be aligned with the main ESMF.

Generally, the project activities are not expected to have any major adverse impact on the environment and human health. No long-term or irreversible adverse impacts are expected from project implementation. The potential adverse environmental impacts are minimal and there are no significant adverse risks which are complex, diverse, sensitive, or unprecedented. The following Standards will be particularly relevant to address environmental risks of the Project -- ESS 1, ESS2, ESS3, and ESS 10.

5.4.2 Social Risk Rating:

The social risk is rated as Moderate. At this stage, social issues and potential risks emanate on three fronts:

- i) engagement with local communities and other relevant stakeholders (including with most vulnerable and disadvantaged groups) and ensuring their genuine participation in decision-making processes of the project;
- ii) potential risk of elite capture of the project benefits and challenges in ensuring equitable access to project benefits including in relation to cash transfer activities;
- iii) limited capacity of MoSD in handling ESF requirements, including in relation to requirements on establishing and maintaining a functioning project-level GRM.
- iv) There may also be social tension arising from inadequate information about project activities for certain communities.
- v) The project may also face social (and environmental) challenges related to transmission of communicable diseases e.g., COVID-19 that could arise from people gathering for capacity building workshops and training activities.
- vi) Increase in the risk and exposure of GBV/SEA against women because they have improved economic opportunity as a result of the project
- vii) There will be no civil works, which means that there will be no risks or impacts associated with ESS5 such as physical or economic displacement,
- viii) The project may create environments prone to contextual risks of GBV/SEA/SH, thus there is need to uphold safe environments and implement the GBV Action Plan in this ESMF.
- ix) the project will not directly or indirectly cause or contribute to any of the pre-existing social issues related to gender-based violence but will attempt to ultimately contribute to their mitigation through Instituting a Gender sensitives training and employment system for MoSD and facilitating good gender relations at household level by promoting fair sharing of labour and benefits.

The following Standards will be particularly relevant to address the social risks-- ESS 1, ESS2, ESS4, and ESS 10. The Project does not pose any social risks associated with ESS7 and will not finance any civil works, thus there are no ESS5-related risks or impacts.

5.5 INCORPORATION OF IDENTIFIED RISKS INTO THE ESCP

PSLP has developed an Environmental and Social Commitment Plan (ESCP) which sets out the material measures and actions required for the project to meet the requirements of the ESSs as outlined in the project ESMF. The ESCP outlines the environmental and social risk management responsibility of PSLP which includes monitoring compliance with the agreed-on mitigation measures and actions. This will include compliance that has to be included in contracts for any suppliers and contractors.

PSLP will implement the measures and actions identified in the ESCP diligently, in accordance with the timeframes specified in the ESCP, and review the status of implementation of the ESCP as part of its monitoring and reporting.

PSLP will also prepare, submit to the Bank for approval and implement a process that allows for adaptive management of proposed project changes or unforeseen circumstances. The agreed adaptive management process is set out in the ESCP and specifies how such changes or circumstances are to be managed and reported, and how any necessary changes will be made to the ESCP and the management tools used by PSLP. This will include unforeseen circumstances which may be revealed by site-specific Checklists.

6. POTENTIAL ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS

6.1 INTRODUCTION.

Since the actual livelihood activity sites are as yet unknown, potential impacts described below are general and serve as a guideline for a thorough assessment once the sites have been selected. The productive works activities to be will include mainly agricultural activities. The following are associated productive works activities which are linked with mitigation measures and have to be undertaken concurrently with some of the main projects as they ultimately enhance the productivity of the various programmes:

Agriculture – Cro production

- crop (grains) production - direct purchase pest control chemicals procurement
- vegetable gardening – seeds, seed bed preparation etc.
- Small scale irrigation – for vegetables
- Conservation Agriculture

Not all of the above subprojects will necessarily be implemented and others not on the list might be included as experience is gained with implementation of the various subprojects during the first year of PSLP programme.

These activities may cause pollution of environmental media such as water, soil, etc, land clearance/deforestation, occupational health hazard, water use conflicts, conversion and/or loss of physical cultural resources during construction of infrastructures etc. Most of the impacts are localized to the project site, short term and most importantly can be avoided/reduced or mitigated by properly applying mitigation measures.

6.2 TYPICAL POTENTIAL ENVIRONMENTAL AND SOCIAL IMPACTS.

Productive works related project activities generate several environmental and social impacts throughout the project cycle. This is because Some of the livelihoods activities that will be financed by the PSLP; cultivation of more nutritious foods, and backyard / keyhole gardening at household level, will entail the use of agro-chemicals (pesticides, fertilisers etc) albeit at low levels. Although they pose potential threats of environmental pollution, the risk from these activities is low.

6.3 ENVIRONMENTAL IMPACT

The following is an outline of the potential environmental impacts that the livelihood activities and the implementation of various complementary activities will cause. The potential environmental impacts were identified through a comprehensive stakeholder consultation process and field investigations of the potential sites in the selected Districts.

6.3.1 Negative Environmental Impacts

The negative environmental impacts that will accrue from implementation of the project include the following:

- Agro-Chemical Pollution.
- Increased generation of e-waste, hazardous waste, and solid wastes.

The following is the description of the negative impacts:

- **Agro-Chemical Pollution**

The potential agricultural livelihood activities will use more agro-chemicals and inoculants/fertilisers which may lead to pollution due to leaching, seepage or transmission of agrochemicals through the soil into water sources; threats to aquatic ecology, including species die offs.

- **Increased generation of e-waste, hazardous waste, and solid wastes.**

Under Sub-component 1c “support the continued upgrading of the information systems” there will be procurement of tablets and other electronic gadgets and the repairs, servicing and end-of-life disposal of the ICT equipment and solar panels may result in environmental risks related to electronic wastes (e-wastes), hazardous waste and solid wastes if not managed appropriately. These will need to be managed carefully to prevent public health risk and environmental impacts and this will be guided by the Solid, hazardous and e-waste management Plan, Appendix 1.

6.4 SOCIO- ECONOMIC IMPACT

Social impacts are the consequences to human populations of any public or private actions-that alter the ways in which people live, work, play, relate to one another, organize to meet their needs and generally cope as members of the society. The term also includes cultural impacts involving changes to the norms, values, and beliefs that guide and rationalize their cognition of themselves and their society. The potential social impacts were identified through a comprehensive stakeholder consultation process and field investigations of the potential sites.

6.4.1 Positive Social Impacts

The positive social impacts that will accrue from implementation of the project include the following:

- Improvement in livelihoods and local economies
- Employment opportunities
- Gender and Youth Inclusion
- Food security and risk reduction
- Improved access to social services and markets

The following is a description of the impacts:

- ***Improvement in livelihoods and local economies***

The project will generate direct benefits to the poor rural folk who tend to be solely depended on rain fed agricultural activities for their livelihood. This will enhance the livelihoods of the communities, raising their incomes and hence further improve productivity and lifestyles.

- ***Employment opportunities***

The Productive works programme will result in the creation of more short-term job opportunities. It is also expected that the development of associated and complementary activities will generate additional employment opportunities in the medium and long-term.

- **Disability, Gender and Youth Inclusion.**

Gender mainstreaming will focus on increasing access to project activities for women and youth as well as increasing their participation in project implementation, community representation and decision-making. The development of activities intended for women and young girls, will help improve the life of women, in particular, and the household in general.

▪ **Food security and risk reduction.**

The participation of the poor folk in the productive grant will have a positive impact on food security as they will be supported to invest in businesses, diversifying their sources of income and / or purchasing productive assets. There will be improvement of the capacities of the poor populations.

▪ **Improved access to social services and markets.**

The project will invest in modern delivery systems which will enhance cost-efficiency, reduce leakage and improve targeting of adequate benefits to the most vulnerable. It will also expand access to social protection for the poorest and most vulnerable, including in response to shocks.

6.4.2 Negative Social Impacts

The negative social impacts that will accrue from implementation of the project include the following:

- Anxiety and anticipation.
- Poor Stakeholder Participation.
- Social Exclusion.
- Lack of sufficient information.
- Exclusion and inclusion errors.
- Social Tension.
- GBV/SEA against women
- Project affected people not having access to GRM.
- Occupational Health and Safety risks.
- Targeting

The following is a description of the negative Social Impacts:

• ***Anxiety and anticipation***

The planning stage is bringing a lot of anxiety and anticipation as most stakeholders do not know exactly what will happen and when it will happen. They are holding the whole process with suspicion and do not want the planning phase to drag for too long. This is resulting in the locals not fully cooperating with the project preparation team and not disclosing all the relevant information during consultations.

• ***Poor Stakeholder Engagement***

The level of participation of all relevant stakeholders during project planning and designing depends on the level and quality of engagement employed. Top-down approaches should be avoided and allow stakeholder driven approaches to promote ownership of the project by the locals. Poor participation in project implementation increases the low chances of sustainability of the project.

- **Social Exclusion**

Social exclusion describes a situation where not everyone has equal access to the opportunities and services that allow them to lead a decent, happy life. This includes not being able to give input and have their voice heard on the rules of the society in which they live. The opportunities and services that are inaccessible are things like infrastructure – even basic things like electricity and running water – and services like public education, healthcare or the social welfare system

- **Lack of sufficient information**

People should get enough information to allow them to make informed decisions and participate freely. Thus, information dissemination should be sufficiently thorough to equip the stakeholders to participate meaningfully.

- **Exclusion and inclusion errors**

This is when people who should be receiving the benefits are excluded as beneficiaries and those who should not be getting are included. This can happen when there is elite capture of the programme and the influential people then include their own people as beneficiaries. This boils down to how people will be selected.

- **Social Tension**

This is tension that is inadvertently created by the project. Some people may think they don't have equal access to the project benefits and develop animosity against the one perceived as benefitting.

- **GBV/SEA against women**

Increase in the risk and exposure of GBV/SEA against women because they have improved economic opportunity as a result of the project

- **Project affected people not having access to GRM**

The Project affected people (PAP) may not be having access to GRM. This will disadvantage them in many ways as they will not be able to raise their complaints once aggrieved by the project activities. Even in the selection process, if somebody is not selected and felt that they should have been selected, and they have issues or problems with the process, will they have access to the GRM

- **Occupational Health and Safety risks**

The safety of the workers may be at risk during the establishment of some of the livelihood activities which may entail some level of excavations and digging.

- **Targeting**

When there are no clear selection criteria of project beneficiary areas and communities' conflict may arise. Failure to recognise/appreciate local community definitions (explicit and implicit) of vulnerability is likely to create conflict with and among community members as well as perpetuating gender inequalities.

6.4.3 Significance Rating of Potential Environmental and Social Impacts

The objective of significance rating is to identify areas where there is the biggest potential of impacting on the environment and then focusing attention on these to reduce the impacts. The method that will be employed for significance rating looks at three parameters, magnitude, duration, and probability. It looks at the likelihood of the aspect occurring. It then looks at how severe the impact will be on the environment, how long it will last for or whether the impact is reversible.

The significance of the adverse impacts from project activities will be rated based on their magnitude, duration and probability using the significant rating tables in appendix 5. The scales of rating are 1 to 5 with 1 being low and 5 being high. Where an aspect is affected by more than one impact, the highest rating is taken as the applicable significance of the impact. The ESMP in section 8.2 only considers the impacts that have been rated moderate and high significance as these present impacts that need attention. The significance ratings are in line with the significance ratings table in appendix 8, where the magnitude = Probability + Severity + Extent + Duration

Table 6-1 Magnitude of the impacts.

Magnitude		Effect on Environmental and Social Processes
Negligible	< 6	Not Serious: Changes are barely perceptible.
Low	6-12	Acceptable but Undesirable.
Moderate	13-17	Very Serious:
High	>17	Totally Unacceptable.

Table 6-2 Significance Rating of Potential Social Impacts

REF:	PARAMETER UNDER CONSIDERATION			CRITERIA FOR ASSESSMENT OF POTENTIAL IMPACT					
	CATEGORY	CAUSE	IMPACT	QUALITY	PROBABILITY	SEVERITY OR SIGNIFICANCE	SCALE	DURATION	MAGNITUDE OF IMPACT
2.0	Significance Rating of Negative Environmental Impacts								
2.1	Agro-Chemical Pollution	<ul style="list-style-type: none"> Limited knowledge of the poisonous nature of the chemicals. Accidental spillages. Poor disposal methods being employed. Washing of equipment in rivers and water ways. Poor application methods being employed. Poor handling of the chemicals. 	<ul style="list-style-type: none"> Poisoning of farmers by chemicals. Poisoning of aquatic and inland ecosystems by the chemicals. Poisoning of farm products/consumers by chemicals. species die off s and loss of biodiversity, poisoning of non-target species, resistance to pesticides and pest resurgence. 	Negative	5	3	4	3	15 High
2.2	Increased generation of e-waste and hazardous waste	<ul style="list-style-type: none"> Waste generated from end of life of laptops, solar panels, etc. 	<ul style="list-style-type: none"> Potential for Hazardous waste pollution. Littering and indiscriminate dumping of solid waste E-waste pollution. 	Negative	2	2	2	4	10 (Acceptable but Undesirable)
3.0	Significance Rating of Positive Social Impacts								
3.1	Improvement in livelihoods	generate direct benefits to the poor rural folk who tend to be	<ul style="list-style-type: none"> enhance the livelihoods of the communities. raise their incomes. 	Positive	4	3	3	5	15 Moderate

REF:	PARAMETER UNDER CONSIDERATION			CRITERIA FOR ASSESSMENT OF POTENTIAL IMPACT					
	CATEGORY	CAUSE	IMPACT	QUALITY	PROBABILITY	SEVERITY OR SIGNIFICANCE	SCALE	DURATION	MAGNITUDE OF IMPACT
	and local economies	solely depended on rain fed agricultural activities	<ul style="list-style-type: none"> further improve productivity and lifestyles. 						
3.2	Employment opportunities	Productive works programme will result in the creation of more short-term job opportunities.	<ul style="list-style-type: none"> creation of more short-term job opportunities. generate employment opportunities in the medium and long-term. 	Positive	4	3	2	5	14 Moderate
3.3	Disability, Gender and Youth Inclusion.	<ul style="list-style-type: none"> increasing access to project activities for women and youth. increasing their participation in project implementation, community representation and decision-making 	<ul style="list-style-type: none"> improve the life of women, in particular, and the household in general. 	Positive	4	4	3	5	16 Moderate
3.4	Food security and risk reduction	<ul style="list-style-type: none"> participation of the poor folk in the productive grant. supported to invest in businesses, diversifying their sources of income and / or purchasing productive assets 	<ul style="list-style-type: none"> improvement of the capacities of the poor populations. 	Positive	4	3	2	5	14 Moderate
3.5	Improved access to social services and markets	Instituting Morden delivery systems and expanding access to social protection for the poorest and most vulnerable	<ul style="list-style-type: none"> Efficiency in the social assistance delivery system. 	Positive	4	3	2	4	13 Moderate
4.0	Significance Rating of Negative Social Impacts								

REF:	PARAMETER UNDER CONSIDERATION			CRITERIA FOR ASSESSMENT OF POTENTIAL IMPACT					
	CATEGORY	CAUSE	IMPACT	QUALITY	PROBABILITY	SEVERITY OR SIGNIFICANCE	SCALE	DURATION	MAGNITUDE OF IMPACT
4.1	Anxiety and anticipation	<ul style="list-style-type: none"> Lack of transparency from the Authorities Lack of proper timelines for the different phases of the project Dragging the planning phase too long. 	<ul style="list-style-type: none"> Anxiety and anticipation Limited cooperation Suspicion and hence concealing important of information. 	Negative	2	1	1	1	5 Negligible (Not Serious)
4.2	Poor Stakeholder Participation	<ul style="list-style-type: none"> Lack of transparency from the Authorities Lack of proper timelines for the different phases of the project Dragging the planning phase too long 	<ul style="list-style-type: none"> Anxiety and anticipation Limited cooperation Suspicion and hence concealing important of information. 	Negative	2	1	1	1	5 Negligible (Not Serious)
4.3	Social Exclusion.	<ul style="list-style-type: none"> a situation where not everyone has equal access to the opportunities and services that allow them to lead a decent, happy life. 	<ul style="list-style-type: none"> Failure to benefit from opportunities that will be presented. not being able to give input and have their voice heard. 	Negative	4	2	4	4	14 Moderate (Very Serious)
4.4	Lack of sufficient information.	<ul style="list-style-type: none"> People not being given sufficient information about the project. information dissemination not sufficiently thorough to equip the stakeholders to participate meaningfully 	<ul style="list-style-type: none"> beneficiaries can't make informed decisions Beneficiaries can't participate freely and meaningfully. 	Negative	4	3	4	4	15 Moderate (Very Serious)
4.5	Exclusion and inclusion errors.	<ul style="list-style-type: none"> people who should be receiving the benefits are excluded as beneficiaries People who should not be getting are included 	<ul style="list-style-type: none"> Poor selection of beneficiaries resulting in targeting the wrong people. 	Negative	4	3	4	5	15 Moderate (Very Serious)

REF:	PARAMETER UNDER CONSIDERATION			CRITERIA FOR ASSESSMENT OF POTENTIAL IMPACT					
	CATEGORY	CAUSE	IMPACT	QUALITY	PROBABILITY	SEVERITY OR SIGNIFICANCE	SCALE	DURATION	MAGNITUDE OF IMPACT
		<ul style="list-style-type: none"> elite capture of the programme and the influential people then include their own. 							
4.6	Social Tension	<ul style="list-style-type: none"> tension that is inadvertently created by the project due to misinformation. 	<ul style="list-style-type: none"> Tensions in the project. people thinking that they don't have equal access to the project benefits. animosity against the one perceived as benefitting. 	Negative	4	3	4	5	15 Moderate (Very Serious)
4.7	Gender Based Violence/SEA	<ul style="list-style-type: none"> improved economic opportunity as a result of the project Poverty which leads to women being exploited by men during installations and project implementation. 	<ul style="list-style-type: none"> Increase in the risk and exposure of GBV/SEA against women Physical body harm Lack of productivity Communicable disease incidences 	Negative	2	2	4	2	10 (Acceptable but Undesirable)
4.8	Project affected people not having access to GRM	<ul style="list-style-type: none"> The Project affected people (PAP) may not be having access to GRM. GRM not properly communicated. Not clear on the process of airing their grievances. 	<ul style="list-style-type: none"> PAPs not able to raise their complaints once aggrieved by the project activities. if somebody is not selected but felt that they should have been selected they can't complain. 	Negative	4	2	4	4	13 Moderate (Very Serious)
4.9	Occupational Health and Safety risks.	<ul style="list-style-type: none"> Weak technical capacity and/or negligence on operation of computers and solar panels. 	<ul style="list-style-type: none"> Temporary and permanent physical injuries expose the workers to work-related accidents and injuries. 		2	1	1	1	5 (Not Serious)

REF:	PARAMETER UNDER CONSIDERATION			CRITERIA FOR ASSESSMENT OF POTENTIAL IMPACT					
	CATEGORY	CAUSE	IMPACT	QUALITY	PROBABILITY	SEVERITY OR SIGNIFICANCE	SCALE	DURATION	MAGNITUDE OF IMPACT
			<ul style="list-style-type: none"> Exposure to such pollutants as dust and noise 						
4.10	Targeting	<ul style="list-style-type: none"> Using top-down approach absence of clear selection criteria Failure to recognise vulnerable populations 	<ul style="list-style-type: none"> Conflict within communities Perpetuating gender inequalities 		4	2	4	2	12 (Acceptable but Undesirable)

7. THE ENVIRONMENTAL MANAGEMENT PLAN (ESMP)

7.1 INTRODUCTION

The proposed mitigation measures for the Pathways to Sustainable Livelihoods Project (PSLP) (Tables 7-1 to 7-3), provide guidelines for the management of potential environmental and social aspects at all possible sub-project sites. The mitigation or enhancement measures will reduce the negative impacts and enhance the positive impacts.

7.2 ESMPs FOR ACTIVITIES IN DIFFERENT COMPONENTS.

7.2.1 ESMP for activities in component 1

Table 7-1 Component 1 Mitigation Measures

No.	INTERVENTIONS	POSITIVE POTENTIAL IMPACTS	ADVERSE POTENTIAL IMPACTS	MITIGATION
Component 1: Developing efficient and responsive safety net delivery systems: This component will invest in system strengthening to improve efficiency, targeting and adequacy of social assistance.				
i)	Sub-component 1a. Expanding the use of digital payments <ul style="list-style-type: none"> moving from cash payments to digital payments for the main social grant programs. IT system updating using expert consultants, and investments in IT. set up of payments modules and API/VPN infrastructure. field work for data collection, training and awareness raising with beneficiaries and payment service providers. equipment such as tablets and devices. 	<ul style="list-style-type: none"> Efficiency attained in the disbursement of funds Significantly reduce administrative costs of social grants eliminate some redundant processes and manual processes in the provision of social grants. enhance women's economic and financial inclusion. 	<ul style="list-style-type: none"> Potential of E-waste generation from the laptops, computers, tablets and solar panels supplied for transition to digital payments. . Lack of cooperation of stakeholders during data collection. Selection of staff to be trained may be discriminatory against women. Travel difficulty to reach remote areas of the project hence not enough time for capacity building and information dissemination; training initiatives may take up time for Social Workers and 	<ul style="list-style-type: none"> All relevant stakeholders should be continuously involved and attend meetings from planning to implementation. Implement the provisions of the solid, hazardous and e-waste management plan (Appendix 3) to manage any e-waste emanating from the activities of the project. Integrate gender sensitive approaches into all activities including training. Inform and encourage beneficiaries to use project's SEA-Grievance and Redress Mechanism (GRM) to report any misconduct. Collect and store in a lockable area, all potentially hazardous waste (end

No.	INTERVENTIONS	POSITIVE POTENTIAL IMPACTS	ADVERSE POTENTIAL IMPACTS	MITIGATION
			potentially intrude on their daily routines.	<p>of life laptops and computer components, batteries, solar panels, etc.), for onward transportation back to supplier, recycling facility or proper disposal site.</p> <ul style="list-style-type: none"> • Conduct training needs assessment, and upgrade, and update knowledge, skills of all social work practitioners.
ii)	<p>Sub-component 1b. Enhancing the NISSA social registry for pro-poor targeting of social assistance.</p> <ul style="list-style-type: none"> • strengthening the NISSA programme for enhanced targeting, equity and coordination of social assistance support to poor and vulnerable households. • Exercise to update the NISSA database with fresh information on household demographic, including on disabilities and other forms of vulnerabilities. • decentralize the use of the NISSA system to all the 10 districts. • Conduct activities to enhance the NISSA social registry and its use for targeting: <ul style="list-style-type: none"> ○ support to the roll-out of the updating exercise, ○ adding new information to the system, ○ supporting access in the districts, ○ updates of the IT infrastructure and capacity building for users and staff. 	<ul style="list-style-type: none"> i) Poor and disadvantaged beneficiaries able to benefit. ii) Social work linked with health and other sectors. iii) social registry databases now accurate and relevant. iv) NISSA useful for more programs including support to people with disabilities. v) social registries more accessible 	<ul style="list-style-type: none"> vi) Lack of interest from the target group to participate in the project since there is no monetary or physical incentives; • Generation of increased e-waste as new system is installed and operationalised countrywide. • 	<ul style="list-style-type: none"> vii) Early on in the project, plan and design project exit in terms of determining whether beneficiaries will continue without the project; viii) Institute proper E-Waste management approaches, including proper transportation of potentially hazardous waste,
iii)	<p>Sub-component 1c. Enhancing management information systems, building interoperability, and links to National ID:</p> <ul style="list-style-type: none"> • support the continued upgrading of the information systems: 	<ul style="list-style-type: none"> • more positive impact due to collaboration, and integration of systems. • The link to national ID numbers, will make it easy to: 	<ul style="list-style-type: none"> • generation of more E-Waste as system is expanded. • Segregation of women in training staff to operate and maintain the systems. 	<ul style="list-style-type: none"> • Institute proper E-Waste management approaches, including proper transportation of potentially hazardous waste

No.	INTERVENTIONS	POSITIVE POTENTIAL IMPACTS	ADVERSE POTENTIAL IMPACTS	MITIGATION
	<ul style="list-style-type: none"> ○ incorporate modules for new programs including the PA program, disability and infant grants, and emergency scale up response; ○ build the integration between MISSA and GOLSABS especially to ensure smooth processing of digital payments, support an electronic system for the tertiary bursary program; ○ strengthen the decentralization of the MISSA in districts and ○ improve the capacity of MoSD staff to operate and maintain the systems. ● Link (NICR) national ID numbers to MoSD database. ● Support investment costs such as: <ul style="list-style-type: none"> ○ data collection, ○ IT system interfacing, ○ harmonization of data fields, tools and apps. ○ establishment of a real live link between the MoSD databases and the NICR 	<ul style="list-style-type: none"> ● coordinate service delivery for the poorest across other ministries; ● to monitor how many social grant beneficiary children are enrolled in school, and if they attend their routine childhood health visits; and ● transition to digital payments and associated Know-Your-Customer regulations. 	<ul style="list-style-type: none"> ● Potential for GBV/SEA in the establishment and operation of integrated systems. ● Outdated and inadequate legal frameworks governing civil registration and vital statistics. ● Coordination challenges between government departments, including human resource skills and capacity gaps. ● Resistance to registration processes as people do not understand its importance 	<ul style="list-style-type: none"> ● Instituting a Gender sensitives training and employment system for MoSD. ● Ensure a buy-in process for all potential stakeholders for the programme.

7.2.2 ESMP for activities in component 2

Table 7-2 Component 2 Mitigation Measures

No.	INTERVENTIONS	POSITIVE POTENTIAL IMPACTS	ADVERSE POTENTIAL IMPACTS	MITIGATION
	Component 2: Contingency finance for emergency cash transfers This component provides flexible resources to support temporary expansions of selected social grant programs in response to shocks.			
i)	This component provides flexible resources to support temporary expansions of selected social grant programs in response to shocks. <ul style="list-style-type: none"> provide ear-marked financing for scaling up of shock responsive cash transfers. provide vertical expansion (temporary top-ups to existing social grant beneficiary households) during shocks. provide horizontal expansion (temporary cash payments to new shock affected households) during shocks. support a vertical and horizontal expansion of the CGP program. support an additional scale-up of the CGP to households identified as being in situations of acute need. respond to spells of food insecurity additional stress on poor households. increase the benefit amount for existing beneficiaries for a period, adding more beneficiaries to the programs on a temporary basis. 	<ul style="list-style-type: none"> Meeting the emergency needs of the beneficiaries during periods of shock. stress on poor households alleviated. Beneficiaries getting more assistance during shock and crises, including COVID-19. cushion against negative coping mechanisms or hunger. households able to continue building their resilience even during shocks. 	<ul style="list-style-type: none"> Exclusion and inclusion errors - Elite capture of the programme causing the exclusion of those who should benefit and inclusion of those who should not benefit. Delays in payment due to confusion introduced by the transition from programme identification numbers to national identification number. High transport cost from home to the service provider and overcrowding during the reception of the cash. cases of falsification of the documents. Literacy level of the majority of the beneficiaries to be able to use technology-based disbursements. 	<ul style="list-style-type: none"> Improve on the targeting of the correct beneficiaries Enhance the capacity of the Social Workers and implementing partners to monitor and assess the status of the social assistance by identification of appropriate indicators, and installing of monitoring and evaluation system; There should be various avenues available for payment such as banks and mobile money transfer to facilitate payment and to avoid long queues to money collection points.

7.2.3 ESMP for activities in component 3

Table 7-3 Component 3 Mitigation Measures

No.	INTERVENTIONS	POSITIVE POTENTIAL IMPACTS	ADVERSE POTENTIAL IMPACTS	MITIGATION
	Component 3: Strengthening beneficiary livelihoods with cash transfer accompanying measures “cash plus”. This component will support the government in implementing a package of accompanying measures (“cash plus”) designed to strengthen the livelihoods of existing social assistance beneficiaries.			
i)	<p>Provision of additional interventions in selected geographical areas (community councils) designed to provide existing social assistance cash transfer beneficiaries with the resources they need to overcome the constraints they face to employment, increased income, and the diversification of income sources.</p> <p>The component will foster linkages to</p> <ol style="list-style-type: none"> 1. The nutrition focused training being provided within community councils by the LNHSSP 2. <i>The training being delivered through SADP on the adoption of climate-smart small holder agricultural farming techniques.</i> <p>The component will seek to establish formal coordination with NGO-led interventions that are being implemented in the selected community councils, as part of the package of accompanying measures.</p>	<ul style="list-style-type: none"> • Adequate targeting approaches being employed. • the livelihoods interventions will continue to prioritize women as the primary recipients of the cash transfers and associated interventions. • Evidence suggests providing cash/resources to women enhances their bargaining power, dignity and ability to exit violent households 	<ul style="list-style-type: none"> • Anxiety and anticipation as stakeholders await the commencement of the additional interventions • Poor Stakeholder Engagement resulting in low levels of participation of relevant stakeholders and dissemination • Lack of sufficient information being disseminated to stakeholders to allow them to make informed decisions and participate freely. • Exclusion and inclusion errors, where people who should be receiving the benefits are excluded as beneficiaries and those who should not be getting are included. • Social Tension which is inadvertently created by the project, when some people may think that they don't have equal access to the project benefits and develop animosity against the one perceived as benefitting. 	<ul style="list-style-type: none"> • Conduct all-encompassing and continuous Stakeholder Engagement to keep all stakeholder abreast with the project progress. • Disseminate sufficient information for stakeholders to make informed decisions and participate freely. • Eliminate elite capture of the project and conduct sufficient stakeholder analysis in order to select the correct and deserving beneficiaries. • Institute transparent and fair selection procedures, treating all beneficiaries equal and keep them all informed.
The package of livelihoods interventions will include:				
a)	<p>A productive grant:</p> <ul style="list-style-type: none"> • support beneficiary investment initiating a business, diversifying sources of income and / or purchasing productive assets. 	<ul style="list-style-type: none"> • the grants will largely benefit women's economic activities. • Livelihoods of beneficiaries strengthened by engaging in income generating activities. 	<ul style="list-style-type: none"> • Potential environmental impacts associated with various livelihood activities. 	<ul style="list-style-type: none"> • Beneficiaries trained in proper handling, storage and application of agro-chemicals

No.	INTERVENTIONS	POSITIVE POTENTIAL IMPACTS	ADVERSE POTENTIAL IMPACTS	MITIGATION
		<ul style="list-style-type: none"> Beneficiaries benefit from income generation from various types of value chains. 	<ul style="list-style-type: none"> Increased agricultural livelihood activities resulting in the associated waste: <ul style="list-style-type: none"> Increased use of agro-chemicals for home and keyhole gardens. Construction Waste generation during the erection of infrastructure for the different livelihood activities. Waste generation during raising of farm animals; chicken, pigs, etc. Waste Generation during the preservation of fruits and vegetables. Use of Agro-chemicals increased thus potential of pollution very high Generation of pollution from processing at the various value chains. Waste and odour nuisance (piggery poultry) Generation of dust and other OHS issues at stone cutting sites. Occupational Health and Safety Issues emanating from the various livelihood activities Perpetuation of gender inequalities in FBOs Failure of business to take off and/or thrive Associated environmental impacts at Cash for work sites, (Clearing of vegetation, abstraction of building materials, etc), 	<ul style="list-style-type: none"> Beneficiaries trained in pollution control and waste management for the various value chains. There should be E&S Screening for eligibility Training on IPM and pesticide handling Training on Good Agricultural Practice Prepare simple site specific ESMPs and workplans. Conducting Dust suppression at value chain sites. use of alternative sources of energy, Sensitive habitats should be avoided. Cash for work activities should concentrate on existing servitudes and buildings to avoid impacting new areas. Vegetation Clearing should be limited to working areas only. All safety precautions must be enforced. Dust suppression measures should be employed at all stone cutting sites, including use of the requisite PPE. Provide PPE to all workers, and create awareness, educate and follow occupational and health standards for each livelihood activity. Burrow pits for building materials should be rehabilitated.

No.	INTERVENTIONS	POSITIVE POTENTIAL IMPACTS	ADVERSE POTENTIAL IMPACTS	MITIGATION
				<ul style="list-style-type: none"> • Instituting a Gender sensitives training and employment system for MoSD. • Updated value addition skills and knowledge pertaining to the particular value chain,
	<i>Training, group formation and mentorship:</i> <ul style="list-style-type: none"> • training on livelihoods to help inform the use of the productive grant, including on starting and running a business, diversification of sources of income, trade specific education. • Provide life skills training to beneficiary households on issues related to nutrition, health and women's empowerment. 	<ul style="list-style-type: none"> • financial literacy of beneficiaries raised. • beneficiaries well informed about the specific investments in the local context that offer the largest returns in terms of employment, income and diversification. • Nutrition status of project beneficiaries strengthened. 	<ul style="list-style-type: none"> • Travel difficulty to reach remote areas of the project hence not enough time for capacity building and information dissemination; • Inadequate or Limited Stakeholder Involvement resulting in limited cooperation - Suspicion and hence concealing of important information • Perpetuation of gender inequalities in training programmes. 	<ul style="list-style-type: none"> • Training on group dynamics should be prioritised for projects run by groups. • Instituting a Gender sensitives training and employment system for MoSD. • Conduct a comprehensive participatory stakeholder mapping exercise
	<i>Financial inclusion and savings:</i> <ul style="list-style-type: none"> • support beneficiary savings through the creation of peer-to-peer village savings groups. 	<ul style="list-style-type: none"> • Provision of a facility for risk management in the event of shocks. • Provision of a mechanism for borrowing in support of livelihood investments. • increasing savings to provide a cushion against idiosyncratic and covariate shocks. 	<ul style="list-style-type: none"> • Discrimination and oppression of women. • Increase in the risk and exposure of GBV/SEA against women because they have improved economic opportunity as a result of the project 	<ul style="list-style-type: none"> • There is need to facilitate good gender relations at household level and promote fair sharing of labour and benefits. • There is also need to promote women in traditionally male dominated value chains such as bee keeping.
	<i>Health services:</i> <ul style="list-style-type: none"> • Referral of beneficiary households to health services, especially pre- and post- natal check-ups. • nutrition activities will leverage existing, local level structures that are being supported by the LNHSSP • services would be provided in the primary health care facilities at the community level. 	<ul style="list-style-type: none"> • Children's health improves. • Nutrition status of project beneficiaries strengthened. • mother's support groups adequately providing health and nutrition education, • Better service delivery by VHW due to availability of resources to carry out their work. 	<ul style="list-style-type: none"> • Increase in medical wastes generation due to increased use of the medical facilities as beneficiaries are referred to them. • Insufficient medical personnel, maternity and neonatal hospital facilities to address the needs of mothers and infants which may be associated with worsening of care quality (e.g., increased risks in 	<ul style="list-style-type: none"> • The government personnel should be provided with out-of-pocket allowances as incentives while working away from their daily work stations; • Where there are travel difficulties, the training personnel should be provided with transport allowances as an incentive;

No.	INTERVENTIONS	POSITIVE POTENTIAL IMPACTS	ADVERSE POTENTIAL IMPACTS	MITIGATION
		<ul style="list-style-type: none"> Capacitating the VHW, social staff, and beneficiaries to execute their duties efficiently. 	<p>morbidity, mortality of mothers and infants, etc.).</p> <ul style="list-style-type: none"> Low awareness on mother, and well-baby care that increase risks in maternal and infant mortality and morbidity as well as nutrition. 	<ul style="list-style-type: none"> Ensure that all current VHW are not excluded from the project and are accordingly compensated; Enhance the capacity of the Social Worker to monitor and assess all their programmes including health, and nutrition status by identification of appropriate indicators, and installing of monitoring and evaluation system. Conduct training needs assessment, and upgrade, and update knowledge, skills of social workers.
	<p>Disability inclusiveness:</p> <ul style="list-style-type: none"> Provision of assistive devices to children with disabilities in beneficiary households with the intention of increasing school attendance and inclusivity of persons with disabilities. The assistive devices include; wheelchairs, crutches, hearing aids, callipers, braille machines, white canes, orthopaedic boots, spectacles, and artificial limbs. The fitting and maintenance of the devices will be done by Ministry of Health in partnership with the Starkey Hearing Foundation 	<ul style="list-style-type: none"> Disability, Gender and Youth Inclusion assistive devices help children with disabilities to be able to attend school Social inclusion of the disadvantaged children Improved access to social services and markets. students or children with disabilities can carry on with their business without the need for assistance from people close to them. Assistive technology can have a positive impact on the health and well-being of a person and their family, as well as broader socioeconomic benefits. For example, Manual wheelchairs increase access to education and employment while reducing healthcare costs due to a reduction in the risk of pressure sores and contractures. 	<ul style="list-style-type: none"> Increase in medical and solid waste as the assistive devices are being distributed and utilised. Possibility of SEA and gender-based violence in the process of implementation as officers may seek sexual favours for services rendered. Resistance by most teachers and care-givers to adopt AT in their classrooms or homes due to inertia. lack of the necessary skills required to work with these helpful tools since they are technology based. Lack of family involvement in assisting the disabled persons to utilise the AT. 	<ul style="list-style-type: none"> Inform and encourage beneficiaries to use project's SEA-Grievance and Redress Mechanism (GRM) to report any misconduct. Raise awareness of all staff about the SEA/GBV Training and awareness raising about AT for teachers and care-givers. to ensure that the tools are used thoroughly in institutions and households educate both teachers and homes on the importance of these tools. Handle all potential waste from AT in accordance with the National waste management plan.

No.	INTERVENTIONS	POSITIVE POTENTIAL IMPACTS	ADVERSE POTENTIAL IMPACTS	MITIGATION
ii)	Leverage the existing MoSD Grievance and Redress Mechanism (GRM) and support its institutionalization.	d) Staff and beneficiaries have a means of airing their grievances once aggrieved by the project.	e) Project affected people not having access to GRM. f) GRM not easily accessible to all parties. g) Beneficiaries not fully conversant with the processes of the GRM.	I. Develop a robust GRM for the project. II. Inform and encourage beneficiaries to use project's SEA-Grievance and Redress Mechanism (GRM) to report any misconduct.

7.2.4 ESMP for activities in component 4

Table 7-4 Component 4 Mitigation Measures

No.	INTERVENTIONS	POSITIVE POTENTIAL IMPACTS	ADVERSE POTENTIAL IMPACTS	MITIGATION
	Component 4: Project management, M&E and capacity building. This component will support the operational costs associated with the implementation of components 1- 3.			
i)	This component will support the operational costs associated with the implementation of components 1- 3. • Support: <ul style="list-style-type: none"> ○ a small Project Facilitation Unit (PFU), ○ assessments, ○ evaluations, ○ technical assistance, and ○ capacity building. 	<ul style="list-style-type: none"> • Efficient project implementation by the Project Facilitation Unit (PFU). • 	<ul style="list-style-type: none"> • Poor /no record keeping – changes in the design of project or project circumstances • Poor implementation support from Bank. • No collaborations with independent experts, local communities or NGOs • Significant changes to the project resulting in additional risks and impacts. • Anxiety and anticipation • Poor Stakeholder Engagement 	<ul style="list-style-type: none"> • Enhance the capacity of the Social Workers and implementing partners to monitor and assess the status of the social assistance by identification of appropriate indicators, and installing of monitoring and evaluation system; • Review any revision of ESCP/ Monitoring & Evaluation • Reviewing of MoSD monitoring Reports /legal agreement • Continue to engage and collaborate with such agencies and third parties for implementation support

8. STAKEHOLDER CONSULTATION AND PUBLIC DISCLOSURE

8.1 INTRODUCTION

A Stakeholders Engagement Plan (SEP) was developed for the PSLP project and the current consultation process is in line with the SEP. The current stakeholder consultation process is meant to ensure that potential environmental and social impacts are identified and ultimately adequately addressed (Appendix 2).

This chapter presents the public consultation plan (PCP) for the PSLP. The implementing team, the MoSD-PFU, has the responsibility to continuously and effectively engage stakeholders to keep them involved with the project. The key elements of the Public Consultation Plan are:

- i. Stakeholder identification and analysis,
- ii. Information disclosure,
- iii. Stakeholder consultation,
- iv. Grievance management,
- v. Stakeholder involvement in project monitoring,
- vi. Reporting to stakeholders,
- vii. Management functions.

8.2 OBJECTIVE OF THE PUBLIC CONSULTATION PLAN

8.2.1 Objectives of The Plan

This plan provides a framework for achieving effective stakeholder involvement and promoting greater awareness and understanding of issues so that the project is carried out effectively. The goals of the public consultations are to provide the PSLP with

- Status of implementation of the identified measures,
- A sense of the concerns, priorities, and aspirations of the MoSD staff as they implement the measures,
- Information to shape the programs of the project as it progresses,
- Whenever possible, specific recommendations and proposals.

And provide the rest of the stakeholders with:

- A forum to interact constructively and make progress towards solutions and actions,
- Feedback from PSLP on information received and steps to follow.

8.2.2 Principles

To ensure effective implementation of this plan, the PFU shall be committed to the following principles:

- promoting openness and communication.
- ensuring effective stakeholder involvement.
- evaluating the effectiveness of the engagement plan in accordance with the expected outcomes.

8.3 IDENTIFYING TARGET GROUPS

Stakeholders for the purpose of this programme shall be defined as all those people and institutions that have an interest in the successful planning and execution of the activities. This includes those likely to be positively and negatively affected by the programme. Table 8-1 is a matrix that will be used to identify the key stakeholders for each sub-project:

Table 8-1 Stakeholder Identification Matrix

AFFECTED PARTIES	HOW TO IDENTIFY THEM
People living in the vicinity of the proposed works. (Women, youths, caregivers, children, parents etc.)	<ul style="list-style-type: none"> Identify the local government area(s) that falls within 500m radius of the proposed infrastructure. Review available data to determine the profile of the whole stakeholder or relevant group. Use identified groups and individuals to tap into stakeholder networks to identify others.
Special interest groups	<ul style="list-style-type: none"> Identify key individuals or groups through organized groups, local clubs, community halls and religious places. Be aware of similar local groups or individuals.

The consultation process shall ensure that all those identified as stakeholders are conferred with. Subject to the PFU approval, the Environmental/Social consultant will share information about the sub-project with the public to enable meaningful contributions and thus enhance the success of the programme.

8.4 KEY STAKEHOLDERS

The key stakeholders to be continuously engaged includes all those listed in Table 8-2 below. The list in table 8-2 is not exhaustive. As the Programme gets underway, the PFU will develop a detailed PCP identifying all possible stakeholders, their specific information needs, and the appropriate modes of consultation as well as feedback mechanisms.

Table 8-2 Potential Stakeholders for BEST

	Institution	Stakeholder
1.0	Stakeholder Communities	A provisional list of affected communities (villages) will be compiled based on the selected areas of impact
2.0	Government Ministries and Offices	<ul style="list-style-type: none"> Ministry of Social Development. Ministry of Development Planning (MoDP). Ministry of Gender, Youth, Sports and Recreation (GYSR). <ul style="list-style-type: none"> Department of Gender Department of Youth Ministry of Local Government and Chieftainship. <ul style="list-style-type: none"> District Administrators District Community Secretaries Community Council Secretaries Principal Chiefs Area Chiefs Local Chiefs Ministry of Tourism Environment and Culture. <ul style="list-style-type: none"> Department of Environment Ministry of Finance Ministry of Small Business, Cooperatives and Marketing (MSBCM). Ministry of Agriculture and Food Security (MAFS).

		<ul style="list-style-type: none"> • Department of Rural Water Supply Services (DRWS) • Ministry of Health
3.0	Non-Governmental Organisations (NGOs)	<ul style="list-style-type: none"> • ???
4.0	Schools	<ul style="list-style-type: none"> • Schools
5.0	Vulnerable/Disadvantaged Groups Stakeholders	<ul style="list-style-type: none"> • Physically disabled • Orphans • Children from households below poverty line

Information elicited from them: The type of information to be disclosed to the various stakeholders depends on their interests and how they will be affected by the Programme – or how PSLP activities may be affected by them. Thereafter various communication tools can be utilized for the engagement process, such as:

- Programme notices published in local newspapers.
- Radio advertisements.
- Direct mailings to communities.
- Presentations with or without focus group sessions);
- Targeted e-mails.
- One-on-one meetings, presentations, seminars, workshops, e-mails, and phone conversations with stakeholders.
- Site tours; and
- The use of social media.

Table 8-3 below gives a general overview of the types of information needs for various stakeholder groups.

Table 8-3 Summary Overview of a Public Consultation Plan (PCP) for PSLP

Stakeholders	Information to be disclosed	Consultation means
PSLP sub-projects, neighbouring communities, general public	Current and new activities and how these relate to them in terms of opportunities and threats	Local leaders i.e., Chief's or district offices, Churches, national media, social media, WB/MoSD/PSLP website etc.
	Forum to express community education concerns and get feedback	Public consultations, focal group discussions, social media Training specific members of the communities, awareness, education
Staff / workers at existing Social Services facilities	How ICT and installed Solar Panels will affect their work environments including Occupational Health & Safety rules	Staff newsletters, bulletin boards, signs in labs; email, website, meetings with management, staff sensitization & training program in lab safety
Intergovernmental Institutions, Other NGOs	Sharing Implementation findings and experience.	Intergovernmental meetings and consultations
		Build partnerships through meetings, seminars, workshops
University Graduates	Internship opportunities	Website, public media, bulletin boards
Youths	Opportunities for improving their prospects and livelihoods under difficult conditions.	Website, public media, bulletin boards, public consultations

8.5 STAKEHOLDER CONSULTATION

A variety of consultation techniques will be used to build relationships with stakeholders, gather information from stakeholders, consult with stakeholders, and disseminate project information to stakeholders. This consultation process will provide a framework for achieving effective stakeholder involvement and promoting greater awareness and understanding of issues so that the project is carried out effectively.

The guidelines for public consultation include, among others, a requirement that major elements of the consultation program should be timed to coincide with significant planning and decision-making activities in the project cycle. Ideally, public consultations should be undertaken during (i) the preparation of the EA terms of reference; (ii) the carrying out of an EA; and (iii) government review of an EA report.

The first step will be to hold public consultations with the local communities, MoSD staff and all other interested/affected parties during project inception. These consultations will be aimed at briefing the communities/staff about the project activities, how the activities will be carried out and what sectors of the environment are likely to be impacted.

The stakeholder consultation process for the preparation of this ESMF was complicated by the ravaging COVID-19 pandemic which limited the study team's movements and consultations; thus, full scale site visits could not be conducted. For this reason, two approaches will be presented, one to be used under normal circumstances and the other under emergency situations. This is to allow the engagement processes to be conducted under all situations.

8.5.1 Stakeholder Consultation Under normal conditions

All things being equal the techniques that will be used for the continuous consultation process for this project include the i) potential project site visits, ii) One on one meetings with key stakeholders, iii) Focus group meetings with stakeholders and MoSD staff, and iv) Administration of Questionnaires to all key stakeholders. The appropriate application of these techniques is further expounded in Table 8-4 below:

Table 8-4 Stakeholder engagement techniques

No.	CONSULTATION TECHNIQUE	APPROPRIATE APPLICATION OF THE TECHNIQUE
1.	Correspondence (Phone, Emails)	<ul style="list-style-type: none">• Distribute information to Government officials, NGOs, Local Government, and organisations/agencies.• Invite stakeholders to meetings and follow-up
2.	One-on-one meetings	<ul style="list-style-type: none">• Seeking views and opinions• Enable stakeholder to speak freely about sensitive issues.• Build personal relationships.• Record meetings
3.	Formal meetings	<ul style="list-style-type: none">• Present the Project information to a group of stakeholders.• Allow group to comment – opinions and views.• Build impersonal relation with high level stakeholders.• Disseminate technical information.• Record discussions
4.	Public meetings	<ul style="list-style-type: none">• Present Project information to a large group of stakeholders, especially communities

		<ul style="list-style-type: none"> • Allow the group to provide their views and opinions. • Build relationship with the communities, especially those impacted. • Distribute non-technical information. • Facilitate meetings with presentations, PowerPoint, posters etc. • Record discussions, comments, questions.
5.	Focus group meetings	<ul style="list-style-type: none"> • Present Project information to a group of stakeholders (8-15 people groups) • Allow stakeholders to provide their views on targeted baseline information. • Build relationships with communities. • Record responses
6.	Project website	<ul style="list-style-type: none"> • Present project information and progress updates • Disclose GRM and other relevant project documentation
7.	Project leaflet	<ul style="list-style-type: none"> • Brief project information to provide regular update. • Site specific project information.
8.	Surveys	<ul style="list-style-type: none"> • Gathering opinions and views from individual stakeholders • Gather baseline data. • Record data • Develop a baseline database for monitoring impacts
9.	Workshops	<ul style="list-style-type: none"> • Present project information to a group of stakeholders • Allow a group of stakeholders to provide their views and opinions. • Use participatory exercises to facilitate group discussions, brainstorm issues, analyse information, and develop recommendations and strategies. • Record responses.

8.5.2 Stakeholder Consultation Under Pandemic Conditions

Under pandemic conditions the techniques that will be employed for the continuous consultation process for this project will be the same as under normal situation only that face-to-face engagements will be limited; site visits will also be limited and more electronic communication will be used. The strategy will include the following:

- limited site visits.
- limited face to face interviews.
- Selecting Key stakeholders and using them as the representative sample.
- limited physical completion of Questionnaires.
- limited focus group meetings.
- more of Virtual Meetings (Zoom, Microsoft Teams, Skype, etc.).
- more of electronic administration of Questionnaires.

The consultation process will be continuous throughout the life of the project and will be used as a means of checks and balances for the proper implementation of the project. Thus, the process will employ a technically and culturally appropriate approach which involves identifying the concerned/affected stakeholders, soliciting their views, and continuously checking if their views are being taken care of as the project implementation progresses.

8.5.3 Current Stakeholder Engagements

As part of the current consultations during the preparation of PSLP, the MoSD are engaged in ongoing dialogue with all stakeholders within the Social Development Sector. They have informed the main stakeholders on the Project design, indicated its openness for feedback on the Project design, and informed them on the applicability of the WB's ESF to PSLP. MoSD has

also stressed the importance of stakeholder engagement with the primary beneficiaries of the project – The Poorest of the poor, the disadvantaged, women and youths in the target constituencies (communities with low poverty rates).

A workshop was conducted on the 17 th of March 2022, to introduce the PSLP to the major stakeholders. The agenda of the workshop covered an overview of the PSLP project and the environmental and social assessment process of the project. The list of the stakeholders who attended the workshop is presented in Table 8-5.

Table 8-5 List of Stakeholders who have been engaged.

FULL NAME	USER ACTION	ORGANIZATION
Tlali MAPHOMANE	Joined	MOSD-Planning
Keketso (Guest)	Joined	
ramoeti (Guest)	Joined	MOSD-Planning
Mankhatho Linko	Joined	MOSD-Planning
Raliengoane, Malefetsane	Joined	CD
Boitumelo Mofolo	Joined	OVC Coordination
Matumelo Letlala (Guest)	Joined	MOSD BERA
sibekile mtetwa	Joined	
Mathabo Pama (Guest)	Joined	DISABILITY
Refuoe Pakela (Guest)	Joined	MOSD-CD
Clark, Peter	Joined	CRS
Nkopa (Guest)	Joined	MoSD-Qacha's Nek
Mats'ela Mats'ela (Guest)	Joined	MOSD-Planning
Mosili Liphoto (Guest)	Joined	MOSD-Thaba-Tseka
mona (Guest)	Joined	MOSD-CD
MAMTSHENGU TSHABALALA (Guest)	Joined	MOSD-Elderly
Boetile (Guest)	Joined	MOSD-Mokhotlong
Mampaka Kunene (Guest)	Joined	Help Lesotho
Teboho Putsoane (Guest)	Left	MOSD-Planning
Mankeane (Guest)	Joined	FNCO
Falimehang Rameno (Guest)	Joined	
Nkhasi Sefuthi (Guest)	Joined	LANFOD
Felleng Lethola (Guest)	Joined	Lesotho Age Network

8.6 GRIEVANCE REDRESS MECHANISM

Implementation of sub-projects activities under PSLP will take place in various locations of the country. The implementation may generate several challenges and complaints especially to those which relate to infringement of rights of sections of the society. As part of addressing such complaints and in the spirit of the continuous consultation process, a grievance redress mechanism has been developed for PSLP. The grievance redress mechanism (GRM) has been presented as part of a separate Stakeholder Engagement Plan (SEP).

The GRM will be a system by which queries or clarifications about the programme will be responded to, problems with implementation will be resolved, and complaints and grievances will be addressed efficiently and effectively.

9. TRAINING AND CAPACITY BUILDING

9.1 NEED FOR TRAINING AND CAPACITY BUILDING.

The Implementors, target groups and stakeholders who will play a role in the implementation of the ESA must be provided with appropriate training and awareness, in order to assure its successful implementation and monitoring. This is because the implementation of the activities will require inputs, expertise and resources which will be adequately taken care of if the concerned parties are well trained. These groups include the following:

(a) National level

For the smooth implementation of the PSLP safeguards instruments, staff at national level must understand all the project environmental and social issues. The lead implementing Ministry together with its implementing partners will be sensitised, made aware and trained in the project's environmental and social safeguards requirements as they will be responsible for making important project decision which they must make from an informed position. The groups that will need training at national level will include:

- a) Environmental Officers
- b) PFU staff
- c) MAFS staff
- d) MoSD staff
- e) Other collaborating institutions.

(b) The PSLP Project Facilitation Unit (PSLP - PFU),

The Productive Social Assistance Project Facilitation Unit (PSLP - PFU) has to be well conversant with the project's safeguards instruments in order to implement all of them effectively and keep the project compliant with the national and World bank requirements.

(c) Community and District (Local) level

The PSLP - PFU together with the district representatives of participating Ministries (MAFS, MoSD, etc.) will be responsible for identifying and mitigating the potential environmental and social impacts of implementing the PSLP. At local level, the groups that will receive environmental and social training to be able to carry out their task include the following:

- District environmental officers
- District Social officers
- District Health officers/VHWs
- Social Workers

9.2 ENVIRONMENTAL AND SOCIAL TRAINING OF STAKEHOLDERS.

The proposed PSLP activities will be numerous and challenging. Successful implementation of the project activities will require dynamic and multi-disciplinary professionals. Therefore, regular short and tailor-made training courses and seminars will be required to reinforce the capacity and skills of the stakeholders and beneficiaries during the entire project period.

The stakeholders have different training needs ranging from awareness, sensitization, and comprehensive training,

- a) Awareness raising will cause the participants to acknowledge the significance or relevance of the issues, but without in-depth knowledge of the issues.
- b) Sensitization will cause the participants to be familiar with the issues to the extent of demanding precise requirements for further technical assistance.
- c) Comprehensive training will raise the participants to a level of being able to train others and to competently act on environmental and social issues in their areas.

Training and seminars will be undertaken and table 9-1 below provides cost estimates for the identified capacity building activities. The basis of the estimates is on some of the following:

- Prevailing costs of goods and services offered in typical urban or rural areas.
- An average number of 30 people for District teams
- An average number of 30 people for a local level team.
- The length of training sessions will depend on the course and will vary from 3 days to about 2 weeks.
- The estimated costs include training costs/fees, hire of rooms, food for participants, per diems, and transport costs. Training subsistence allowances have been estimated at R 150.00 per participant per day while a lump sum of R 30 000.00 has been included for each training session to cover the costs of the trainer.

Table 9-1 Summary of Capacity Building Requirements and Cost Estimates

No.	TRAINING ACTIVITY	TARGET GROUP / TRAINER	MEANS OF VERIFICATION	COST ESTIMATES
1.	<ul style="list-style-type: none"> Environmental and Social Assessment – ESMPs of the sub-projects: Screening process. Use of checklists Identification of Impacts Policies and laws in Lesotho World Bank Environmental and Social Standards (ESSs). 	<ul style="list-style-type: none"> All Social Services workers All workers involved in the Implementation of this project. <ul style="list-style-type: none"> District Environment Units Agricultural Extension workers in project impact areas. Relevant Line Ministries Community Members <p>TRAINER: Dept of Environment OR PRIVATE CONSULTANT</p>	<p>At project inception</p> <p>In each District:</p> <ul style="list-style-type: none"> 10 members of District Social Services Office Team are trained. 5 members of each relevant line ministry trained. 10 Community members level 	<p>@ \$2 000.00 per District</p> <p>Venue :</p> <p>Length : 5 days</p> <p>Cost : \$ 20,000.00</p>
2.	<p>x. Gender, GBV and SEA Issues</p> <ul style="list-style-type: none"> Awareness Equal opportunities 	<ul style="list-style-type: none"> Extension workers in project impact areas Community members District Social Services Office Teams <p>TRAINER: PRIVATE CONSULTANT OR MAFS</p>	<p>In each District:</p> <ul style="list-style-type: none"> 10 members of District Social Services Office Team are trained. <ul style="list-style-type: none"> a) 30 Community members level 	<p>@ \$ 1 000.00 per District for one session each, during the entire project period)</p> <p>Venue: The Homesteads/farms</p> <p>Length: 5days</p> <p>Cost : \$10,000.00</p>
3.	<p>xi. Waste Management</p> <ul style="list-style-type: none"> a. Handling of e-waste b. Proper E-waste disposal 	<p>ii. Extension workers/Social Services Worker in project impact areas</p> <p>iii. Community members</p> <p>iv. District Health Office Teams</p>	<p>In each District:</p> <ul style="list-style-type: none"> 10 members of District Social Services Office Team are trained. 	<p>@ \$ 1 500.00 per District for the entire project period</p> <p>Venue: The Homesteads/Farms</p> <p>Length: 5 days</p> <p>Cost : \$15 000.00</p>
TOTAL BUDGET				\$45,000.00

9.3 PROPOSED APPROACH IN EXECUTING THE TRAINING ACTIVITIES

The proposed PSLP will adopt a strategy of running workshops and refresher courses to disseminate the safeguards instruments. It will also use the training of trainers and community exchange visits approach.

The training activities in Environmental and Social Impact Assessment can be conducted by the Department of Environment or private consultants under the supervision of the Department of Environment. This will have to be done at the beginning of the project, before the project activities start, so that the participants are ready in time to apply the knowledge during implementation of the project activities. Skills in the screening process will be especially useful for assessing the environmental and social implications of the project activities before they start.

10. ESMF IMPLEMENTATION FUNDING ARRANGEMENTS

10.1 FUNDING FOR THE ENVIRONMENTAL MANAGEMENT ACTIVITIES

The following are the budget estimates for the activities in the ESMF. The budget is meant for implementing and monitoring the recommended mitigation measures throughout the project life. **The budget must be integrated into the overall programme costs to ensure that the proposed mitigation measures are implemented.**

The proposed environmental activities for the programme will be funded directly by the programme resources in accordance with the proposed plan laid out below.

10.2 MITIGATION MEASURES

This component is for implementing mitigation measures in each district, which include: (i) Prevention of GBV, (ii) prevention of HIV/AIDS, (iii) prevention of e-waste pollution and (iv) Gender mainstreaming.

Mitigation and enhancement measures were discussed in detail in tables 10-1 and the following is a summary of some of the measures with cost implications.

Table 10-1 Mitigation and enhancement measures Budget

No.	MITIGATION/ENHANCEMENT	ESTIMATED COST (US \$)
1.0	Waste Management <ul style="list-style-type: none">Institute proper E-Waste management approaches, including proper transportation of potentially hazardous waste,	15,000.00
2.0	Environment, Social and OHS Issues <ul style="list-style-type: none">Provide PPE to all workers, and create awareness, educate and follow occupational and health standards for each livelihood activity.Prepare simple site specific ESMPs and workplans.Instituting a Gender sensitives training and employment system for MoSD.There is need to facilitate good gender relations at household level and promote fair sharing of labour and benefits.	15,000.00
3.0	Revegetation and Soil erosion control measures <ul style="list-style-type: none">Institute measures to reduce and control soil erosion like contouring and terracing, stabilising slopes and banks, re-vegetation, reseeding of grasses, land preparation, use of gabions, etc)All altered landscapes (Sand pits, borrow pits, brick molding sites etc.) should be rehabilitated.Habitat restoration must be done where effects have been caused.	10,000.00
	Sub-total	40,000.00

10.3 STAKEHOLDER ENGAGEMENT

This budget will cover the Stakeholder Engagement processes which include:

- Buy-in process for all relevant stakeholders to be part of the whole process.
- Development of a stakeholders engagement process that provides stakeholders with an opportunity to influence project,
- Establish formal grievance redress mechanisms disclosure,
- Define roles and responsibilities for the implementation of the SEP,

Table 10-2 Stakeholder Engagement Activities

No.	ENGAGEMENT ACTIVITY	COST ESTIMATION	ESTIMATED COST (US \$)
1.0	Stakeholder Identification and Analysis <ul style="list-style-type: none"> • Conduct a comprehensive participatory stakeholder mapping exercise including roles and responsibilities at national, provincial, district and local area level. • Conduct adequate situational assessment to determine different vulnerability dimensions. 	<ul style="list-style-type: none"> • Stakeholder Participation/consultation exercises including field visits to Beneficiary sites. • Lump Sum for all District for over the entire project period to cover travel costs, allowances, w/shops, etc Venue: all districts Length: continuous Total Cost: \$ 25,000.00	25,000.00
	Stakeholder Participation <ul style="list-style-type: none"> • Conduct workshops to engage the I identified stakeholders 	<ul style="list-style-type: none"> • Stakeholder Engagement Workshops • Information Disclosure process • Engagement of NGOs based in the districts to gather feedback from citizens. • One Stop Shop/Citizen Services Outreach Days Venue: all districts Length: continuous Total Cost: \$ 30,000.00	60,000.00
	Establishment and implementation of the GRM <ul style="list-style-type: none"> • Conduct workshops to disseminate the developed GRM • Establish a call centre with a team of social workers 	<ul style="list-style-type: none"> • Stakeholder GRM Workshops to publicise the GRM • call centre establishment. • procedures and training modules • special project grievance line Venue: all districts Length: continuous Total Cost: \$ 10,000.00	115,000.00
	Sub-total		200,000.00

10.4 MONITORING, EVALUATION AND REVIEWS

This component covers monitoring, evaluation and reviews. It provides for training both the PSLP staff and the beneficiaries in participatory environmental monitoring. This entails monitoring the implementation of mitigation measures at the sub-project level. The component will comprise:

- the monitoring and evaluation issues of the whole programme,
- Monitoring and Evaluation of the progress of the implementation of the ESMF. Assessing whether it is being effective or not.

The project will also carry out reviews and bi-annual audits and an end of project audit. Audits will be done bi-annually whilst reviews will be done annually after every annual report is produced.

Table 10-3 Monitoring, Evaluation, Annual Reviews and audits

No.	ACTIVITY	COST ESTIMATION	Estimated Cost (US \$)
1.0	Monitoring and evaluation exercises	<p>Continuous monitoring and evaluation exercises including field visits to participating schools.</p> <p>Lump Sum for all District for over the entire project period</p> <p>Venue: all districts Length: continuous Total Cost: \$ 15,000.00</p>	15,000.00
2.0	Bi- Annual Audit	<p>Bi- Annual Audit exercises including field visits to participating schools.</p> <p>Lump Sum figure for the audit fees.</p> <p>Venue: all districts Length: Bi- Annually Total Cost: \$ 15,000.00</p>	10,000.00
3.0	Annual Reviews	<p>Annual Reviews exercises including field visits to participating schools.</p> <p>Lump Sum figure for the review fees for the consultants.</p> <p>Venue: all districts Length: once every year. Total Cost: \$ 10,000.00</p>	10,000.00
4.0	End of Project Audit	<p>End of Project Audit exercises including field visits to participating schools.</p> <p>Lump Sum figure for the audit fees.</p> <p>Venue: all districts Length: End of Project. Total Cost: \$ 15,000.00</p>	15,000.00
	Sub-Total		50,000.00

10.5 ENVIRONMENTAL AND SOCIAL TRAINING

Environmental and Social Training were discussed in detail in table 9-1 and the following is a summary of the budgetary requirements for the proposed training activities. Most of this training will be part of the Capacity development of the main project (except training on ESMF) and will thus be funded through the various project components.

Table 10-4 Environmental and Social Training Budget.

No.	TRAINING ACTIVITIES	Estimated Cost (US \$)
1	Environmental and Social Assessment – ESMPs of the sub-projects:	15,000.00
2	Gender, GBV and SEA Issues	10,000.00
3	Facilitate Gender, HIV/AIDS awareness	-----
4	Waste Management Training	10,000.00
5	Training in Pests and Pesticide Management	-----
6	Health and Nutrition Issues	-----
7	Agro-facility Management	10,000.00
8	Processing facility Management	-----
TOTAL		45,000.00

10.6 ESMF IMPLEMENTATION BUDGET SUMMARY

The following is the ESMF Implementation budget summary taking into consideration all the issues covered in sections 7.1 to 7.3:

Table 10-4 Estimated Budget for ESMF Implementation (US\$)

No.	YEAR ACTIVITY	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	TOTAL
1	Mitigation Measures	10,000.00	10,000.00	10,000.00	5,000.00	5,000.00	40,000.00
	Stakeholder Engagements	100	50	25	15	10	200,000.00
2	Monitoring and evaluation purposes (R&D, M&E, Field Visits)	10,000.00	10,000.00	10,000.00	5,000.00	15,000.00	50,000.00
3	Environmental and Social Training	20,000.00	15,000.00	10,000.00	5,000.00	5,000.00	45,000.00
	Sub - Total						340,000.00
	10% Contingency						34,000.00
	Grand Total						374,000.00

Notes:

- Specific and clearly identified budget line for environmental and social issues should be included in the tender documents.
- 10% of contract value should be kept until the Environment Officer/EAD confirms that all the environmental and social mitigation measures are appropriately implemented, and the Environmental Affairs Department has approved.
- ESIs and ESMPs will be prepared for all sub-projects which have potential significant negative impacts, and these provide cost estimates for the implementation of specific mitigation and management measures for those sub-projects.

11. CONCLUSIONS AND RECOMMENDATIONS

The proposed Pathways to Sustainable Livelihoods Project (PSLP) has potential to significantly benefit the poor and vulnerable households through the various social assistance approaches which include:

- efficient and equity social assistance delivery systems
- Contingency finance for shock responsive social assistance
- Strengthening beneficiary livelihoods with cash transfer accompanying measures “cash plus”.

PSLP is poised to achieve the intended coverage of social assistance programs and have better targeting of the poor people. Despite the potential risks that have been identified in this ESMF, the project activities are expected to have positive impacts and positive developmental and social outcomes related to economic resilience of low income and vulnerable households. The project will also be better linked to agriculture, health and education outcomes to result in benefit levels which can generate impacts on poverty reduction and human capital outcomes.

The PSLP project is expected to have more positive than negative environmental and social impacts. The envisaged environmental and social impacts include generation of E-waste and solid waste, stakeholder engagement issues, and possible GBV/SEA issues. These envisaged environmental and social impacts will generally be localized, minimal, short term and can be mitigated. However, this will entail incorporating all the requisite mitigation measures and adhering to the requirements of the current ESMF. **The Final benefits of this programme to the nation will, by far outweigh potential negative effects.**

It is therefore recommended that:

- Any resultant increase in E-Waste must be handled properly, safely storing it and disposing the waste appropriately.
- Stakeholder organizations such as Community Councils, Department of Environment, NGOs, and other interested parties are consulted and kept informed of the implementation progress so that they can play their part.
- Any sub-project that falls within the parameters of the Exclusion List, will not be considered for funding under PSLP.
- The recommended mitigation measures should be implemented to reduce any significant environmental and social impacts.

The ESMPs presented in the study (Section 8.2) will be used to mitigate the impacts during and after the implementation of the PSLP. **The project will overallly not have any significant environmental and social impacts if the recommended mitigation measures are carried out.**

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13. APPENDICES

APPENDIX 1 ENVIRONMENTAL AND SOCIAL CHECKLIST



THE KINGDOM OF LESOTHO

ENVIRONMENTAL AND SOCIAL CHECKLIST

FOR SCREENING OF POTENTIAL ENVIRONMENTAL AND SOCIAL IMPACTS

OF THE PSLP

Name of Sub-project Representative:

Sub-project Name:

Sub-project Address:

.....

Name of Extension Team Representative.....

Address:

.

.....

		Appraisal		Significance			Potential Mitigation Measures
		Yes	No	Low	medium	high	
1.0	Environmental and Social Checklist						
	Will the project generate the following negative impacts						
1.1	Loss of trees/vegetation						
1.2	Soil erosion/siltation in the area						
1.3	Pollution to land- e.g., E-waste generation.						
1.4	Dust emissions						
1.5	Solid and liquid wastes e.g., open obsolete solar panels.						
1.6	Spread of HIV/Aids and other STI						
1.7	Spread of COVID – 19.						

1.8	Rubble/heaps of excavated soils						
1.9	Generation of E- waste and Contamination from e- waste handling						
1.10	Spread of water borne diseases e.g., Malaria						
1.11	Health hazards to education workers and communities						
2.0	Social Checklist						
	Will the project generate the following negative social and economic impacts?						
2.1	Loss of assets and economic goods						
2.2	Cause or promote Gender Based Violence.						
2.3	Cause or promote Sexual Exploitation and Abuse						
2.4	Cause or promote Loss of privileges or discrimination against women and youths.						
2.5	Conflicts over use of project benefits and communal facilities.						

Consultation (comments from beneficiaries)

Endorsement by Environmental District Officer	Endorsement by Social Office Head
Name:.....	Name:.....
Signature:.....Date:.....	Signature:..... Date:.....

APPENDIX 2 STAKEHOLDER ENGAGEMENT PROCESS

This appendix contains the details of the field consultations that were conducted for the development of the ESMF.

APP 3.1 Minutes of PSLP Stakeholder's engagement Meeting: 5th March 2021

The following is an outline of the Public Consultation meeting that was held on the 5th of March 2021.

i) In Attendance:

Table APP 4.1 List of Consulted Stakeholders.

No.	MEETING DATE	NAME	ORGANIZATION	DESIGNATION	Contact No. & Email Address
2.1.1					
2.1.2					
2.1.3					

APPENDIX 3 SOLID, HAZARDOUS AND E-WASTE MANAGEMENT PLAN



THE KINGDOM OF LESOTHO

SOLID, HAZARDOUS AND E-WASTE MANAGEMENT PLAN

PATHWAYS TO SUSTAINABLE LIVELIHOODS PROJECT (PSLP)

1.0 INTRODUCTION

The purpose of the Waste Management Plan is to describe the principles, procedures and management of the Solid, Hazardous and E-waste that will be generated by the PSLP programme at all the project sites. The plan has been developed to ensure the wastes are reduced, reused, and recycled wherever possible.

In accordance with requirements of the Environment Act, the Waste Management Plan outlines measures to manage and mitigate waste generation and resource consumption during the operation of the development. The Plan includes details on the following:

- (i) The types and quantities of waste generated during operation,
- (ii) Procedures to collect and dispose of waste,
- (iii) Measures that will be implemented to minimise waste generation associated with the project, and
- (iv) A program for monitoring the effectiveness of these measures.

The Waste Management Plan is designed to support an ecological based management approach underpinned by adaptive management principles.

This Plan also considers other aspects to waste management such as waste reduction, segregation of waste, disposal of waste, financial impacts of waste disposal and recording, monitoring, education and reviewing. This Plan outlines the waste management procedures that have been put in place and demonstrate the benefits to the environment, how we can measure the effects and how these procedures and practices are sustainable.

2.0 WASTE TYPES

The implementation of the PSLP will generate a range of wastes, including end of life e-waste from computers, laptops and tablets, contaminated/hazardous electronic wastes, and solid waste from solar panels, that will be purchased by the project.

2.1 Waste Categories

Table 1 provides an overview of the potential wastes, their classification, and avenues of disposal.

Table 1: Waste types and waste management practices

Waste Types	Waste Form	Waste Stream and Disposal	Waste Handling
-------------	------------	---------------------------	----------------

e-waste from computers	Solid	Recycling, Re-use landfill	Department of Environment (DoE) Approved Contractor
e-waste, hazardous waste and solid waste from solar panels.	Solid	Landfill (soiled) Reuse recycling	Location waste transfer station or Contractor
Paper Waste	Solid	Landfill (soiled) Reuse recycling	Location waste transfer station or Contractor
Plastic Packaging	Solid	Recycling, landfill	Recycling depot
Cardboard Packaging	Solid	Recycling, landfill	Recycling depot
Other solid waste from solar panels	Solid	Recycling, Reuse landfill	Contracted Approved disposal Services
Old batteries from solar systems	Liquid	Recycling, landfill	Approved Contractor

Waste materials fall into four categories for management, which include:

- Re use,
- Recycle,
- Residual wastes, and
- Landfill.

2.1.1 Re-use

If surplus materials can be used in future operations they are classified as materials which can be re-used, i.e., rope off cuts and spare netting. Materials that can be reused in their present form are surplus to requirements and need to be removed from site will be reused. The surplus products will be labelled, and storage area recorded for future reference.

2.1.2 Recycling

If surplus materials cannot be reused in their present form but could be used in a different form, they will be sent to recycling or labelled as future recycling i.e., damaged stock.

2.1.3 Residual Waste

Residual waste can come in several forms including:

- Waste that cannot be disposed of due to its category, class or material (e.g., computer components). Ways of reusing or disposing of the waste from the site needs to found, and
- Unused machinery, spare parts, or discarded parts. All items of this nature will be identified and dated. These items will be assessed quarterly to gauge their importance for potential future use. Once an item is deemed to have little or no future potential to be utilised, it will be either assessed for reuse in another form or disposed of from the site.

Residual waste can be an eyesore, fire hazard and has potential to impact on the environment through leachates. All residual wastes will be identified, and new residual wastes will be added to the residual waste catalogue for quarterly auditing. Residual wastes that are deemed essential or have the potential for future use will be stored in a neat and tidy manner and where possible under cover to avoid or reduce the potential for further corrosion or damage to the product.

2.1.4 Landfill

If the above options cannot be satisfied, then the only alternative left is to send the surplus materials to landfill.

3.0 WASTE COLLECTION AND DISPOSAL

3.1 Old Batteries

Storage of old batteries will be held to an absolute minimum at the schools or education facilities. They should be stored within impervious bunds. Adequate absorption materials shall be readily available to collect and recover any liquid leakages from the batteries.

3.2 Contaminated / Hazardous Wastes

All materials generated from the end of life of electronic equipment, computers and laptops will be fully evaluated for potential contamination and staff should note if hazardous materials or conditions are found which may include the following:

- Toxic or contaminated materials,
- Radiation or radioactive materials,
- Noxious or explosive chemicals,

Depending on the type of material and the danger level of the material, storage and handling procedures may be required.

4.0 WASTE MINIMIZATION

Wastes from the PSLP operations have the potential to impact on the environment. The Waste Management Plan has been developed to manage the risk associated with the potential impacts including minimising waste generation.

GoL and the PSLP - PFU will implement all possible waste minimisation procedures and therefore reduce the amount of waste to be removed from schools and education facilities. Management, staff, design teams, contractors and suppliers will all be encouraged to look at ways to minimise the amount of waste generated at the schools and education facilities.

5.0 INDUSTRY BEST PRACTICE

PSLP will follow industry best practice guidelines in handling e-wastes, such as:

- Waste materials will be reduced, reused, and recycled where possible,
- Lease infrastructure removed from the lease will be returned to shore for processing, recycling or disposal,
- General wastes will be returned to shore for processing or disposal,
- All sewage wastes will be contained on service vessels in onboard holding tanks or chemical toilets and disposed of through an approved vessel sewage discharge point on return to port, and
- Residual materials that cannot be reused or recycled will be disposed of at an approved waste management facility.

60 PSLP'S HAZARDOUS WASTES DISPOSAL PROCESS

The Basel Convention requires that its parties ensure that they manage and dispose of hazardous wastes in an environmentally sound manner, with the ultimate responsibility for safe disposal of waste resting with the country generating it. The Convention emphasizes the following:

- promotion of the environmentally sound management of hazardous wastes,
- a lifecycle approach,
- minimization of hazardous waste generation,

- each Party to minimize hazardous wastes generation "taking into account social, technological and economic aspects,
- to ensure, to the extent possible, the availability of disposal facilities within its own territory,
- each Party to "require that hazardous wastes and other wastes subject to transboundary movement be packaged, labelled, and transported in conformity with generally accepted and recognized international rules and standards in the field of packaging, labelling, and transport, and that due account is taken of relevant internationally recognized practices."

To this end the Department of Environment (DoE), (the custodian of the environment in Lesotho) expects the project to operate in line with the requirements of this Convention and thus execute the following:

- adopt a life cycle approach to the implementation of the project so that issues are taken care of from cradle to grave,
- ensure minimization of hazardous waste generation by supplying quality equipment that has long life and putting in place protocols of handling any potential waste,
- To ensure that such wastes are disposed of at designated disposal sites,
- To establish a mechanism of returning some of the waste to the manufacturers for proper disposal,
- If any of the waste is to be transported across Lesotho's borders it must be packaged, labelled, and transported in conformity with generally accepted and recognized international rules and standards.

The PFU will be responsible for ensuring the instruction of workers and suppliers follow the requirements of the Waste Management Plan during induction processes. The induction relating to waste management will include advice on appropriate separation, handling, recycling, reuse methods to be used by all parties conducting operations at schools were applicable.

Regular toolbox meetings will include discussion of waste management issues and updates on how to minimise wastes.

The monitoring of wastes generated will provide an opportunity to review the wastes being generated and ways in which they can be reduced.

Training.

GoL recognises the need for staff and contractors to be appropriately trained in the tasks that they are to undertake to reduce the chance of wastes being produced.

7.0 MONITORING

GoL is committed to minimising the risks associated with the generation of wastes in the operation of the PSLP. The monitoring of the quantity and types of wastes being generated by the PSLP operations will be recorded in the wastes logbook and always kept at each sub-project site so that regular reviews can be undertaken.

All products that are of a concern in relation to the waste being generated will be replaced were possible for products that are less wasteful and/or considered to be environmentally friendly.

The PSLP - PFU will continue to review the type of surplus materials produced and were possibly change the operations to minimise products that go to landfill. Recycling or reuse of wastes are a priority.

The Waste Management Plan and its importance will be communicated to the whole team regularly. Project wide updates including improved recycling amounts will be communicated and discussed at management meetings.

APPENDIX 4 GBV/SEA ACTION PLAN

GBV/SEA and Child Protection Prevention and Response Action Plan

1.0 INTRODUCTION

This Action Plan has been developed to ensure that the Project does not have any negative impacts or further perpetuate GBV/SEA. It presents operational activities as well as recommendations for GBV/SEA risk mitigation that build on existing mechanisms in the MoSD. The Plan is based on existing protection, prevention and mitigation strategies and measures developed by the WB and implemented by several Lesotho Government Agencies like the Ministry of Education and Training in the Lesotho Education Quality Enhancement Project (LEQEP) project.

2.0 CONTEXT OF GBV

Incidence of GBV in Lesotho presents a significant and persistent challenge. Despite important gains in advancing more equitable gender norms in Lesotho, as anchored in the Constitution, challenges in the promotion of gender equality across all spheres persist and incidence rates of GBV remain high.

Drivers of GBV include entrenched social norms. Harmful socio-cultural practices such as early and forced marriages, as well as female genital mutilation or circumcision (FGM/C), also persist in some parts of the country, while alcohol and substance abuse further contribute to GBV. Gains have been made in the reduction of FGM/C, in part due to legislative advances and public awareness campaigns. Poverty and unemployment are also key drivers of GBV, as associated stress and frustration often manifest in negative coping behaviours including aggression and violence, particularly in the home.

A culture of silence around experiences of GBV prevails across the country. This is influenced by socio-cultural norms that both stigmatize survivors, justify and normalize perpetration of violence, particularly in the home. Feelings of shame and fear also deter survivors from seeking care or reporting incidents to justice or security actors. As such understanding of incidence is often impaired and the magnitude of the challenge is likely even more significant. Over half of women (53 percent) who experience sexual violence never seek care nor tell anyone about their experiences of violence, while 42 percent of those who experience physical violence never seek care or tell anyone. It is notable that there is limited understanding of male experiences of physical or sexual violence in Lesotho, however, several studies highlight experiences particularly of sexual assault among adult men and boys. Actual and perceived stigmatization is often even more pronounced for male survivors; thus, the scope and extent of the challenge remains underreported and poorly understood.

The Government has developed critical legislation, legal instruments and policy frameworks that seek to address and mitigate the consequences of GBV. These include:

- the Sexual Offenses Act.
- the National Gender and Equality Commission (NGEC) Act.
- the Prohibition of Female Genital Mutilation Act.

3.0 CATEGORIZATION OF GBV/SEA

The WB Guidance Note on GBV/SEA describes GBV/SEA as an ‘umbrella term for any harmful act that is perpetrated against a person’s will and that is based on socially ascribed gender differences.’ GBV/SEA can occur in a variety of ways, including through the infliction of physical, mental, and sexual harm or suffering threats of such acts, as well as coercion and other deprivations of liberty, such as early or forced marriage, economic abuse and denial of resources, services and opportunities, trafficking and abduction for exploitation, or IPV perpetrated by a former or current partner.

The WB defines SEA as any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes. This includes, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. In Bank financed operations/projects, sexual exploitation occurs when access to or benefit from Bank financed goods, works, non-consulting services or consulting services is used to extract sexual gain. Sexual abuse is defined as the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Sexual harassment (SH) is understood as unwelcome sexual advances, requests for sexual favours, and other unwanted verbal or physical conduct of a sexual nature. SH differs from SEA in that it occurs between personnel/staff working on the project, and not between staff and project beneficiaries or communities. The distinction between SEA and SH is important so that agency policies and staff training can include specific instructions on the procedures to report on both. Both women and men can experience SH.

The WB Guidance Note defines four key areas of GBV/SEA risks:

- *SEA* - exploitation of a vulnerable position, use of differential power for sexual purpose; actual or threatened sexual physical intrusion,
- *Workplace sexual harassment* - unwanted sexual advances; requests for sexual favours, sexual physical contact,
- *Human trafficking* - sexual slavery, coerced transactional sex, illegal transnational people movement; and
- *Non-SEA* - physical assault, psychological or physical abuse, denial of resources, opportunities or services and IPV.

The broader definition of GBV/SEA will be applied to this project. This approach will ensure that a wider set of acts are covered in order to guarantee the protection of project affected persons, especially of the learners, community members and workers.

3.1 Potential Project-related GBV/SEA Risks

There are several GBV-related negative impacts anticipated from this project. There is a risk of GBV against potential beneficiaries from fellow beneficiaries, and Social Services workers. There is also potential risk among co-workers contracted by the MoSD and among the primary suppliers. GBV could spill over to the communities in the form of sexual favours sought by service providers (e.g., by contractors and primary suppliers) to benefit from the project interventions. There could be an increase in the risk and exposure of GBV/SEA against women because they have improved economic opportunity as a result of the project. Also, Since the project provides for face-to-face training of various cadres of staff, there is also a risk of GBV among learners and between learners and instructors. Specifically, the following forms of abuse are likely to occur:

- *SEA* - exploitation of learners/workers and community members by the project workers (direct, contract and primary suppliers) using their differential power. This could lead to rape/defilement of school-going children and rape of women engaged in project activities as workers and service providers, and,
- *Workplace sexual harassment*: this may occur among the workers within the MoSD, contract workers and primary suppliers in the form of unwanted sexual advances; requests for sexual favours, sexual physical contact.

3.2 Key GBV/SEA Mitigation Measures

Reporting of GBV/SEA cases committed by contract workers or other workers engaged by the project is very critical. The MoSD and the implementing partners including primary suppliers, will require contractors/suppliers to report instances involving credible allegations of GBV/SEA accurately and fully by contract workers, primary suppliers, and/or third parties; and sharing of best practices and lessons learned on addressing GBV/SEA with other stakeholders.

When working with Primary Suppliers, adequate safeguards will be established, and appropriate actions taken on GBV/SEA. This will include screening, cooperative arrangements, monitoring, and termination of arrangements where applicable. The dedicated focal points identified for this project (social safeguards officers, and GRM focal points at the national and district offices) have the overall responsibility for the implementation of prevention of SEA policies and activities and will report regularly to the Project Facilitation Unit (PFU) and the WBG.

GBV/SEA programming guiding principles are outlined below.

- **Confidentiality:** at all stages of the intervention, the privacy and confidentiality of survivors will be assured, prioritizing the well-being of survivors, and ensuring that the delivery of services and support will not compromise the privacy or identity of the individuals involved.
- **Respect:** respect of the wishes, dignity and choice of the survivors will be always observed and during all stages of any intervention. Survivors will be supported to give their free and informed consent, based on a clear understanding of the facts, implications, risks, and consequences of an action, before information is shared or action is taken.
- **Safety and security:** awareness and consideration of any risks or safety concerns that might compromise the physical safety of individuals affected by GBV/SEA will be sufficiently addressed and factored into any GBV/SEA intervention or initiative.
- **Non-discrimination:** all GBV/SEA interventions will be designed to ensure access and the same level of quality of care and assistance for all persons seeking support, or persons affected by GBV/SEA, without regard to sex, gender, age, ethnicity, religion, or other status.

3.3 Community awareness

Practice within WB funded projects prescribes that beneficiary awareness raising efforts are undertaken on SEA in beneficiary communities. Information will be provided on the MoSD's standards of conduct and reporting mechanisms; community-based complaints mechanisms will be set up in project sites and offices as appropriate, including mechanisms for monitoring and reviewing the complaints mechanisms. An incident reporting form is an integral part of the complaints and investigation mechanisms.

3.4 GBV/SEA Referral Pathways

The WB advocates for survivor centered approach to managing all GBV/SEA cases. The security and safety of the survivor should take precedence with any actions taken once the case is reported. The PFU aims to provide avenues for comprehensive GBV/SEA services including GBV/SEA case management, psychosocial support and referral mechanisms for survivors, among others, as illustrated in Table APP 4-1:

Table APP 4-1: Template of a Referral Mechanism

TELLING SOMEONE AND SEEKING HELP (REPORTING)	
Survivor/client tells family, friend, community member or service provider; that person accompanies the survivor to the health or psychosocial entry point	Survivor/client self-reports to any service provider
IMMEDIATE RESPONSE	
The service provider must provide a safe, caring environment and respect the confidentiality and wishes of the survivor/client, learn the immediate needs, and give honest and clear information about the services available. If agreed and requested by survivor/client, obtain informed consent and make referrals, accompany the survivor/client to assist her/him in accessing services	

Medical/health care entry point-GBV/SEA	Psychosocial support entry point - GBV/SEA Adult		Psychosocial support entry point-GBV/SEA Child- under 18
List of health facilities or other entities offering GBV/SEA care and support at the district level.	Agencies (list agencies operating in the district.)		The Children Services and other organizations involved in child protection.
If the survivor/client wants to pursue police/legal action or if there are immediate safety and security risks, for example, if the survivor is a minor (under 16 years), refer and accompany survivor to police/security or to legal assistance for information			
Safety and Security		Legal Assistance Counsellors	
AFTER IMMEDIATE RESPONSE, FOLLOW-UP AND OTHER SERVICES			
Over time and based on survivor’s/Client’s choices can include any of the following:			
Healthcare	Psychosocial services/Case management	Protection, security, and justice actors	Basic needs - children’s services, safe shelter
Refer to facilities identified as able to handle GBV/SEA cases (each District has facilities that manage GBV/SEA)	This could be accessed at health facilities or through partners (CSOs, CBOs or FBOs)	Agency Name: The Mounted Police, Ministry of Labour and Social Protection, National Gender Commission. SERVICES: <ul style="list-style-type: none">Arrest perpetrator – Police,Gather evidence and complete file for case,Inform survivor and witnesses on court hearing,Provide physical protection/safe shelter. SERVICES: <ul style="list-style-type: none">Provide legal counselling,Transport, accommodation and meals for survivor/witness and family to attend court.	Agencies: Children Services (among other providers depending on the district) SERVICES: <ul style="list-style-type: none">*Livelihood program, life skills/vocational training/ entrepreneurship.

4.0 ACCESS TO JUSTICE

The provision for a project based GRM does not in any way limit the aggrieved party from seeking recourse from the courts of law in the country. Information will be provided to the project beneficiaries on the legal system that they could use as needed including the sources outlined below.

- The Judiciary system has in the past invested in strengthening the National Police Force to establish gender desks in most police stations across the country. Specific police officers have also been trained to manage survivors and ensure that all necessary information and evidence is gathered to facilitate prosecution of offenders/perpetrators, as necessary.
- The National Gender Commission, which has a GBV/SEA mandate, has offices across the country which can be used to facilitate access to justice for survivors and their families.
- There are many organizations (both local and international) operating across the country (although not evenly distributed) which render support to survivors in the pursuit of justice.

5.0 PREVENTION OF SEXUAL EXPLOITATION AND ABUSE

This Plan aims to facilitate a consistent approach across all potential GBV/SEA complaints received from every possible channel established to manage GRM on the project (email, call centre/hotline, phone calls, in-person reports, etc.). The WB has SEA misconduct response systems, which will apply and ensure that all parties engaged in the project respond to the misconduct of project staff or any worker of contractors and primary suppliers. These responses will follow the different organizational set-ups, but will all comply with the relevant WB protocols on SEA.

All IPs, contractors and suppliers for this project are obligated to create and maintain an environment that prevents GBV/SEA. They are also required to develop systems that maintain this environment, including but not limited to the following.

- *Adoption of the Core Principles of the WB on PSEA⁴¹.* All categories of workers will be inducted and required to sign a code of conduct (CoCs), which includes expected standards of behaviour regarding GBV/SEA. The IPs, contractors and primary suppliers will further ensure that all workers have been inducted and have signed a CoC.
- *Prevention of Child Labour:* The project shall not engage anyone aged below 18 years of age (as per ILO guidelines to prevent Child Labour).
- *Media:* The MoSD will ensure that images of beneficiaries are not used without their consent and any pictures should have children fully dressed and none should depict them as victims including in captions.

5.1 Mitigation of SEA

Several mitigation measures will be implemented by the project to ensure the protection of all beneficiaries supported by the project.

- *Community awareness and disclosure of CoC:* The CoC will be made available to the public in the project areas, especially to identified project stakeholders. Education and raising of awareness for communities and learners on SEA and their legal rights will be done. Project beneficiaries will be made aware of the laws and services that can protect them and provide redress in case of an incident.
- *Community awareness on child protection concerns:* Communities will be informed that in case project and partner staff abuse children, they should refer such complaints to child protection partners and any other agencies engaged in GBV/SEA prevention without recording the survivor's details.
- *Gender and child sensitive communication channels:* Disclosure will take place through different communication channels taking into consideration child and survivor safety when designing and distributing information by the PFU and/or the respective IP. For instance, information on cards, pamphlets and/or posters will be distributed in places like bathrooms, where the learners can look at them without being observed by other people. Also, construction sites and waste management sites, which attract children playing in the community, will be used to disseminate PSEA information.
- *Training of Workers and Partners:* The MoSD and all IPs will ensure their direct workers, partners, suppliers and others are trained in CoC, GBV/SEA and child protection risk issues as part of their induction (and refreshers will be offered regularly). They will roll out direct training activities for all contracted, as well as community workers deployed for their activities – prior to the start of such. The IPs will ensure that records of all inductions are kept and shared with the PFU. The PFU and WB Team will further review training materials and make suggestions for revision if there are gaps.
- *Cases of GBV/SEA can be reported through the general Project GRM:* the GRM focal points for the project will be trained to receive GBV/SEA cases in an appropriate manner. Beneficiaries and communities will generally be encouraged to report all GBV/SEA cases through the dedicated GBV/SEA referral system and complaints resolution mechanism. Contact information will be made explicit in all community awareness sessions, as well

as be part of the publicly disclosed information. All information will be made accessible to learners and all project beneficiaries. The GBV/SEA referral system will ensure that survivors receive all necessary services, including medical, legal, counselling, and that cases involving children aged 16 years and below are reported to the police where applicable.

Cases of GBV will require immediate attention. If such cases are reported through the Project GRM, the GRM focal point will report the case immediately to the PFU, as the PFU is obligated to report any cases of GBV/SEA to the WB within 24 hours. Furthermore, cases need to be reported to the respective IPs, if they concern direct workers or workers from a contractor, NGO partner or even community workers.

5.2 Response to GBV/SEA

The Project team has established a separate GBV/SEA response mechanism that will be used in line with the WB Guidance. Responses will include the implementation of sanctions for violations of worker CoC.

- All partners and contractors will be required to develop organizational whistleblowing policies that encourage workers to report concerns or suspicions of misconduct by colleagues by offering protection from retaliation for reporting. The definition, scope, and protection measures may differ between organizations. General principles apply to whistle-blowers, as they would to any complainant, and internal agency policies will protect whistle-blowers on GBV/SEA from retaliation, so long as the report is made in good faith and in compliance with internal agency policies (this obligation is also contained in the CoC which is signed with all workers engaged on project activities).
- All IPs will commit to timely and expeditious action to provide assistance to survivors and to comply with all timelines for action laid out in this Action Plan.

6.0 INVESTMENTS IN GBV/SEA SERVICE PROVISION AND REFERRAL PATHWAYS

This GBV/SEA Action Plan provides general guidance and recommendations for improving existing mechanisms, specifically in rural areas and the historically marginalized communities. Where services are not available, training will be provided to frontline health providers on basic response (e.g., psychosocial first aid and basic care). This will be done in consultation with other agencies engaged in project activities including as appropriate.

- *Safety audit and GBV/SEA assessments* to understand specific GBV/SEA risks in project sites that relate to changes in community gender dynamics.
- *GBV/SEA risk assessments:* This assessment will serve to understand possible negative impacts in gender dynamics in schools and communities in implement appropriate mitigation measures. Examples of activities include the engagement of key stakeholders in the community, psychosocial support to learners and parents/guardians, etc.
- *Mapping and delineation of GBV/SEA referral services in project areas:* In order to complete existing information on referral pathways in project areas, a community and stakeholder consultation on GBV/SEA referral pathways assessment will provide information on the functioning and effectiveness of referral pathways in place. Consultation will take place during the Project Inception Phase and will serve to update this GBV/SEA Action Plan.
- *Provision of a package of GBV/SEA services* (medical, legal, mental health, psychosocial and materials support) in project areas as per results of the GBV/SEA mapping of services. GBV/SEA services will be provided through either mobile health outreach teams and/or community/district health centers depending on the project area needs.
- *Training on GBV/SEA and Survivor Centered Response for community and district health professionals.* The training of key community structures will include GBV/SEA guiding principles and referral pathways. Also, training on WHO guidelines for Clinical Management

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- of Rape (CRM) and psychosocial support.
 - *Provision of hygiene/dignity kits* for vulnerable girls including GBV/SEA survivors and pregnant girls.
 - *Provision of relevant GBV materials*, including fliers on referral pathways to be used in case of violation, and legal redress mechanisms.
 - *Strengthen coordination and collaboration*: This will be done at national and district levels by involving the government's relevant units in strengthening of the GBV/SEA package of services and referral systems in project areas.

7.0 PARTNERSHIP AND COLLABORATION

The project will seek partnership with several partners at the national and district levels. These will include the MoH, Department of Gender, Children's department, Police Service, Judiciary, Probation and Office of the DPP to ensure that perpetrators are arrested, tried in court and sentenced accordingly. The Department of Children's Services has the capacity to rescue abused children and secure them while court proceedings are ongoing to prevent perpetrators from interfering with the judicial process. Further, faith-based organizations, NGOs and various charity organizations also offer support services and rescue efforts countrywide.

8.0 GBV/SEA CAPACITY BUILDING, MONITORING AND EVALUATION.

The project will put in place monitoring tools to ensure adherence to the provisions made in this plan.

8.1 Response to GBV/SEA

The PFU, as well as IPs, will use the existing GBV/SEA referral pathways as well as expand the availability of the basic package of multi-sectoral GBV/SEA services at the district level. Also, the project will build capacity of service providers to deliver quality GBV/SEA services in line with best practices, with a focus in counties that might not have GBV service providers. The project will ensure that affected women, men, boys and girls receive psychosocial support and safe referral services.

8.2 Monitoring and Supervision

The Project safeguards team will monitor all GBV/SEA reported cases through the various reporting mechanisms and report back to the PFU. The monitoring will adopt a mixed-methods approach, including the utilization of perception surveys and community-based monitoring to enable an in-depth understanding of the impact of project activities on community members. This is a particularly pertinent approach given the sensitivities of the interventions that centre on children.

Continuous monitoring: new complaints and ongoing cases and complaints will be followed closely by the GBV/SEA focal points at the district and national levels.

Monthly review of services: the PFU will conduct monthly review of services to ensure the continuous availability of services, continued access to services by survivors, dissemination of correct information to survivors during case management and to women, girls and the community at large during awareness on available services.

Quarterly monitoring: The PFU will monitor the implementation of this Action Plan on a quarterly basis. Quarterly reviews will focus on:

- Ensuring that all activities (as listed above) have been undertaken and/or are on track,
- Reviewing all referrals made in specific cases, and assessing whether complaints have been handled and/or resolved appropriately,
- Monitoring and reporting on the effectiveness of the implementation of the GBV/SEA Action Plan, and

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- Reporting on progress on all activities and re-assessment of risks and monitoring of the situation as appropriate.

Non-compliance: where quarterly reviews identify non-compliance with the GBV/SEA Action Plan, the matter will be reported to the Project Manager in case of IPs' non-compliance and to the WB in case of PFU non-compliance. The PFU and WB will then seek clarification from the respective IP or PFU and jointly develop plans on how to assist to bring activities back on track. Serious cases can lead to the termination of contract with the IP.

Monitoring and evaluation of PSEA activities will include the following measures:

- i) The PFU will ensure that all project workers sign the CoC developed for this project. Spot checks will be done at funded facilities to monitor adherence to this provision,
- ii) All staff will be trained on PSEA, CoC and the relevant protocols. All GBV/SEA related complaints will be received and handled in a manner that safeguards the well-being of the survivor,
- iii) It is expected that all IPs, contractors, and sub-contractors will disclose their CoC, and that IPs will report all related activities to the PFU for monitoring purposes,
- iv) PFU will monitor that IPs have a GBV/SEA free environment and implement safety audit recommendations regarding lighting, signing of CoC, information on GRM and referral pathways, and
- v) PFU will monitor the project implementers bimonthly on their implementation of the GBV/SEA action plan via reports, community-based monitoring, and field visits.

On GBV/SEA programming, the PFU will monitor that:

- Communities, including children, are aware of the risks of GBV/SEA, their rights, and the mechanisms available to them to report GBV/SEA cases,
- Appropriate GBV/SEA services and referral pathways are provided to survivors,
- Referral pathways are in place and functional,
- Percentage of first responders who are trained/oriented on the referral pathway,
- Standard intake and referral forms are developed and utilized by service providers; and
- Percentage of GBV/SEA survivors who were referred for comprehensive care, within a given period.

APPENDIX 5 SIGNIFICANCE RATING TABLE

The significance of adverse impacts from project activities will be rated based on their magnitude, duration and probability as shown below in Table APP 5-1. The scales of rating are 1 to 5 with 1 being low and 5 being high. Where an aspect is affected by more than one impact, the highest rating is taken as the applicable significance of the impact.

Table APP 5-1 Impact Magnitude Scoring Table. (Adapted from 5)

<i>Criteria</i>	<i>Scoring</i>	<i>Description</i>
Quality		Nature of Environmental Change
<i>Positive</i>	N/A	Beneficial impacts
<i>Negative</i>	N/A	Adverse Impacts
Probability		the likelihood of the impact occurring
Unlikely	1	The chance of the impact occurring is extremely low (Less than a 20% chance of occurrence).
Fairly Unlikely	2	The chance of the impact occurring is moderately low (Between a 20% to 40% chance of occurrence).
Possible	3	The impact may occur (Between a 40% to 60% chance of occurrence).
Probable	4	The impact will likely occur (Between a 60% to 80% chance of occurrence).
Definite	5	Impact will certainly occur (Greater than an 80% chance of occurrence).
Severity		The degree of disturbance
Very Low	1	Impact affects the quality, use and integrity of the system/component in a way that is barely perceptible.
Low	2	Impact alters the quality, use and integrity of the system/component but system/component continues to function in a slightly modified way and maintains original integrity (no/limited impact on integrity).
Moderate	3	Impact alters the quality, use and integrity of the system/component but system/component continues to function in a moderately modified way and maintains general integrity.
High	4	Impact affects the continued viability of the system/component and the quality, use, integrity and functionality of the system or component is severely impaired and may temporarily cease. High costs of rehabilitation and remediation.
Very High	5	Impact affects the continued viability of the system/component and the quality, use, integrity and functionality of the system or component permanently ceases and is irreversibly impaired (system collapse). Rehabilitation and remediation often impossible. If possible, rehabilitation and remediation often unfeasible due to extremely high costs of rehabilitation and remediation.
Extent		the spatial influence of the effects produced by the impact.
Project Area (Site)	1	Effects of an impact experienced within or in proximity (100m) to the project site. However, the size of the site needs to be considered. A large site may have to be scored according to category 2 below.
Surrounding Area	2	Effects of an impact experienced beyond the project site but within a 2km radius of the site.
Local	3	Effects of an impact experienced within the local area (e.g., between a 2km to 50km radius of the site).
Regional (Provincial)	4	Effects of an impact experienced within the local region (e.g., between a 50km to 200km radius of the site).
National (larger area)	5	Effects of an impact experienced within a large geographic area beyond a 200km radius of the site.

<i>Criteria</i>	<i>Scoring</i>	<i>Description</i>
Duration		Period when the Impact is Expected to Occur
Short-term	1	The impact and its effects will either disappear with mitigation or will be mitigated through natural process in a span shorter than the construction phase (0 – 1 years), or the impact and its effects will last for the period of a relatively short construction period and a limited recovery time after construction, thereafter it will be entirely negated (0 – 2 years).
Medium-Short-term	2	The impact and its effects will continue or last for the period of a relatively long construction period and/or a limited recovery time after this construction period, thereafter it will be entirely negated (2 – 5 years).
Medium-Long-term	3	The impact and its effects will continue or last for some time after the construction phase but will be mitigated by direct human action or by natural processes thereafter (5 – 15 years)
Long-term	4	The impact and its effects will continue or last for the entire operational life of the development but will be mitigated by direct human action or by natural processes thereafter (15 – 50 years).
Permanent	5	The only class of impact that will be non-transitory. Mitigation either by man or natural process will not occur in such a way or such a time span that the impact can be considered transient (Indefinite).
Magnitude		Effect on Environmental and Social Processes
Negligible	< 6	Not Serious: Changes are barely perceptible.
Low	6-12	Acceptable but Undesirable.
Moderate	13-17	Very Serious:
High	>17	Totally Unacceptable.

Note: Probability + Severity + Extent + Duration = Magnitude

APPENDIX 6 LABOUR MANAGEMENT PROCEDURES

Labour Management Procedures For the Pathways to Sustainable Livelihoods Project (PSLP)

EXECUTIVE SUMMARY

The Labour Management Procedures (LMP) is developed to manage risks under the **Pathways to Sustainable Livelihoods Project (PSLP)** implemented by the Ministry of Social Development (MoSD), and funded by the World Bank. The LMP sets out the Program's approach to meeting national requirements as well as the objectives of the World Bank's Environmental and Social Framework, specific objectives of Environmental and Social Standard 2: Labour and Working Conditions (ESS2) and Standard 4: Community Health and Safety (ESS4).

The document identifies the types of workers who will be engaged in the program with tenures of respective groups to be recruited and involved. Of whom Direct, contracted (and sub-contracted, as appropriate), and Primary Supply Workers are the major types. The document advocates for awareness-raising activities added with periodic monitoring to ensure that the standards set in this procedure are understood by all employers and workers and are then followed. **However, no labour influx is expected as the sub-projects will be small and dispersed all over the districts.**

The key highlight of this document is to categorically identify, assess, and prescribe how to address the issues of Child and Forced Labour, Gender-based Violence, and Occupational Health and Safety. The program will discourage the recruitment of children and any practices of forced labour.

The procedure specifically suggested the program's position in case of gender-based violence. It pinpoints the high chance of women (and their children) being subject to gender-based violence with the program. Hence, necessary mechanisms are in place with regular monitoring and reporting.

The LMP which includes the issue of Occupation Health and Safety ensuring appropriate implementation of the ESS4. It also covers a Grievance Redressal Mechanism. The mechanism includes Disciplinary Procedure, Individual Grievance Procedure, Collective Grievance Procedure, Gender-based Violence.

1.0 INTRODUCTION

This Labour Management Procedures (LMP) was developed by the Lesotho Ministry of Social Development (MoSD) to manage risks under the **Pathways to Sustainable Livelihoods Project (PSLP)** funded by the World Bank. The LMP sets out the Program's approach to meeting national requirements as well as the objectives of the World Bank's Environmental and Social Framework, specific objectives of Environmental and Social Standard 2: Labour and Working Conditions (ESS2) and Standard 4: Community Health and Safety (ESS4).

The aim of the PSLP project is to improve the efficiency and equity of selected social assistance programs and to strengthen the livelihoods of poor and vulnerable households. The proposed project will focus on key activities that are priorities for the MoSD within the context of the social services sector Strategic Plan.

The components and sub-components of the project are listed in Table 2 and described in more detail below.

1.2 PROJECT DEVELOPMENT OBJECTIVE (PDO)

The Project Development Objective for the project is *“to support the GoL to improve the efficiency and effectiveness of select social assistance programs and to strengthen the livelihoods of poor and vulnerable households”*.

1.3 PROJECT COMPONENTS

To address the key social sector challenges and support the achievement of the PDO, the proposed project consists of four main components:

1.3.1 Component 1:

Developing efficient and equity social assistance delivery systems

This component will invest in system strengthening to improve efficiency, and equity of social assistance. The strengthening of the delivery systems will be done with an emphasis on reducing administrative costs, non-transparent and costly processes, and leakages, and on enhancing the ability of programs to target the poor.

The investments made with this component will increase its preparedness to respond to shocks, primarily by supporting the wider adoption of digital payments which can facilitate the faster delivery of post-shock cash transfers, and the strengthening of the social registry (NISSA) as the primary information system used when increasing coverage in response to shocks.

Furthermore, the component will support the ongoing reform of the tertiary bursary program. It will also use a combination of investment financing and Disbursement Linked Indicators (DLIs) to incentivize final results and accountability for timely performance. This component will have three (3) intervention areas:

- *Sub-component 1a. Expanding the use of digital payments*
- *Sub-component 1b. Enhancing the NISSA social registry for pro-poor targeting of social assistance*
- *Sub-component 1c. Enhancing management information systems, building interoperability, and links to National ID*

1.3.2 Component 2:

Contingency finance for shock responsive social assistance.

This component provides flexible resources to support temporary expansions of selected social grant programs in response to shocks. It will provide ear-marked financing for scaling up of shock responsive cash transfers and will be used to provide vertical expansion (temporary top-ups to existing social grant beneficiary households) and/or horizontal expansion (temporary cash payments to new shock affected

households) to cushion against negative coping mechanisms or hunger and allow households continue building their resilience even during shocks.

Expanding vertically, the component will increase the benefit amount for existing beneficiaries for a period. Expanding horizontally, the component will add more beneficiaries to the programs on a temporary basis, to be selected based on information from the NISSA and triangulated with other early warning system tools such as the most recent Lesotho Vulnerability Assessment Committee (LVAC) on food insecurity.

1.3.3 Component 3:

Strengthening beneficiary livelihoods with cash transfer accompanying measures “cash plus”.

This component will support the government in implementing a package of accompanying measures (“cash plus”) designed to strengthen the livelihoods of existing social assistance beneficiaries. This will be achieved through the provision of additional interventions in selected geographical areas (community councils) designed to provide existing social assistance cash transfer beneficiaries with the resources they need to overcome the constraints they face to employment, increased income, and the diversification of income sources. These accompanying measures are intended to improve associated outcomes related to consumption, food security and nutrition as well as increased financial inclusion and savings.

The package of livelihoods interventions that will be supported include:

- i) *A productive grant,*
- ii) *Training, group formation and mentorship,*
- iii) *Financial inclusion and savings,*
- iv) *Health services,*
- v) *Disability inclusiveness.*

This component will prioritize coordination with aligned interventions being undertaken by the health and agriculture sectors. The aligned interventions are i) the Lesotho Health and Nutrition System Strengthening Project (LNHSSP, P170278), for community centred nutrition activities and ii) the Small-holder Agriculture Development Project II (SADP, P165228) for agriculture related livelihoods activities, including: trainings offered to small-holder farmers to cultivate more nutritious foods; trainings on climate-smart agricultural practices (improving soil health, water-use efficiency, crop diversification) the agricultural value chains.

The Component has two sub-components:

1.3.4 Component 4:

Project management, M&E and capacity building

This component will support the operational costs associated with the implementation of components 1 - 3. It will also support, a small Project Facilitation Unit (PFU), assessments, evaluations, technical assistance, and capacity building.

2.0 OVERVIEW OF LABOUR ON THE PSLP PROJECT

The LMP is applicable, as per ESS 2 to all the PSLP Project workers as per the following condition:

- People employed or engaged directly by PSLP to work specifically in relation to the Project,
- The Government public servants, who may provide support to the Project, will remain subject to the terms and conditions of their existing public sector employment agreement or arrangement,
- People employed or engaged by consultants to perform work related to core function of the Project, regardless of location,
- People employed or engaged by PSLP's primary suppliers,

2.1 Labour Requirements

2.1.1 Direct Workers:

Direct workers include, the PFU staff, Program-based Staffs and Permanent MoSD Staffs. The PFU will employ consultants and support staff who are working on contractual bases as part of the PFU. Terms and conditions of these consultants are guided by the Labour Code Order. In addition, the civil servants (MoSD Staff) at the local level will be involved in the program implementation on a full time or on part-time basis. The consultants will be engaged by the Program to undertake short period assignments as necessary. These are consultants guided by specific contractual agreements between them and PSLP.

Direct workers are eligible to work for a fixed contract period of not more than 1 year. Contracts will be renewed for another/ next year based on satisfactory services. Consultants will be engaged under a short-term period of not more than six months and the labour requirement including the time schedule and deliverables are stipulated in their respective contracts.

The PSLP has established a Project Facilitation Unit (PFU) to oversee the Project. The Unit will engage throughout the Project the following personnel:

- Project Coordinator,
- Administrator,
- Procurement Specialist,
- Project Accountant,
- Internal Auditor,
- Monitoring and Evaluation Specialist,
- Environmental and Social Specialist,
- Driver.

2.1.2 Contracted Workers:

Based on the requirement in every component the PFU will employ contractors who will hire contracted workers based on their level of skills and program needs. If agreed with the PFU, sub-contracts of the work could be given. Sub-contractors recruited may supply labourers as per the agreed terms and conditions.

Contracted workers are eligible to work for a contract period fixed by the PFU, and then recruited by the Contractor. Their contracts will be renewed, if required, based on satisfactory services.

2.1.3 Primary Supply Workers:

Based on the requirement in every component primary supply workers will be recruited by the suppliers as required. It will be ensured (and monitored periodically by the PFU) that no children are recruited and supplied as worker. Furthermore, it will be monitored like above that these workers are not subject to 'forced labour' in any manner. The PFU will be responsible to make sure that these standards are followed strictly. If any deviation is identified the PFU will take action as prescribed in the contract/ agreement following the LMP.

Their tenure service will be based on supplies as procured.

3.0 ASSESSMENT OF POTENTIAL LABOUR RISKS

The main labour risks associated with the Project are assessed to be related to the work environment and associated risks of accidents. **Based on current conditions in the sector it is assessed that the risk of child or forced labour is negligible**, and already managed through national legislation.

The MoSD has developed this LMP as part of the ESMF which will illustrate the types of workers to be engaged and their management in line with ESS2 and national labour laws and regulations. Even though labour influx is not anticipated, social impacts such as GBV, sexual exploitation and communicable diseases for local communities cannot be ruled out. Thus, management and mitigation of GBV/SEA risks were integrated in both the stakeholder engagement and LMP.

3.1 Labour Influx

It is not expected that there will be any labour influx in any project community. The PSLP will mandate and localize the economic benefits and only allow for outside, including expatriate labour, where there is a requirement for special skills. There will be no dedicated camps established for worker accommodation in the Project.

Specific requirements to manage risks associated with labour influx, related to interaction between project workers and local communities, such as communicable diseases and gender-based violence, are managed through contractual requirements, Code of Conduct and training set out in this document. These procedures are guided by the national legislation.

3.2 Occupational Health and Safety:

The Occupational health and Safety measures and actions will be developed and implemented to assess and manage risks and impacts to the community arising from Project activities and workers. The consultants to be engaged will ensure that their employees/staff will be trained on occupational health and safety and records of which are to be inspected monthly and audited bi-annually.

3.3 Gender-based violence:

Based on the Bank's GBV/SEA/SH country-level risk assessment rating, the social risks of Sexual Exploitation/Harassment and GBV are rated as moderate, and the project will not directly or indirectly cause or contribute to any of the pre-existing social issues related to

gender-based violence but will attempt to ultimately contribute to their mitigation through improving the livelihoods of the poor stakeholders.

Nonetheless, there is a possibility of contextual risks of GBV and there could be an increase in the risk and exposure of GBV/SEA against women because they have improved economic opportunity as a result of the project. There is thus a need to uphold safe environments at all sub-project areas and implement the GBV Action Plan in this ESMF.

3.4 Child and Forced Labour:

The risk of child labour will be very minimal and will be mitigated through Certification of laborers' age. This will be done by using the legally recognized documents such as the National Identification Card, and Birth Certificate. Further, awareness-raising sessions will be conducted regularly to the communities to sensitize on prohibition and negative impacts of child and forced Labour. In addition, this procedure will guide the authority to monitor periodically that no such practice is/ are being practiced in PSLP.

4.0 OVERVIEW OF LABOUR LEGISLATION: TERMS AND CONDITIONS

There are several pieces of legislation which deal with labour issues in Lesotho. These include the following:

- Constitution of Lesotho 1998
- Labour Code, 1992
- Labour Code Amendment Act 2006
- Workmen's Compensation Act 1977
- Workmen's Compensation Regulations, 2014
- Children's Protection and Welfare Act, 2011
- Education Act 2010

4.1 Constitution of Lesotho 1998

The Constitution of Lesotho is the parent legislation for all the other legislation and gives the direction they take. The following sections provide for Labour issues:

- **Section 9** of the Constitution provides for the Freedom from slavery and forced labour. It states that no person shall be held in slavery or servitude and prohibits slavery. It further state that no person shall be required to perform forced labour.
- **Section 29** of the Constitution provides for the "Opportunity to work" for every MoSotho. Thus, everyone must have an opportunity to gain his living by work which he freely chooses or accepts.
- **Section 30** of the Constitution provides for "Just and favourable conditions of work". It makes sure that Lesotho adopts policies aimed at securing just and favourable conditions of work and in particular policies directed to achieving safe and healthy working conditions, among other things.
- **Section 31** of the Constitution provides for Protection of workers' rights and interests. According to this provision, Lesotho shall take appropriate steps in order to encourage the formation of independent trade unions to protect workers' rights and interests and to promote sound labour relations and fair employment practices.
- **Section 32** of the Constitution provides for the Protection of children and young persons from Child labour, sets limits on employment of children and young persons in work harmful to their morals or health or dangerous to life or likely to hamper

their normal development and sets limits on employment of children. There are age limits below which the paid employment of children and young persons is prohibited and punishable by law.

4.2 Labour Code, 1992 and its Amendments (2006)

This is the main legislation in the Kingdom of Lesotho dedicated to Labour issues, consisting of the:

- Labour Code Amendment Act 2000 – Established the Directorate of Dispute Prevention and Resolutions (DDPR) and a Labour Appeal Court,
- Labour Code Amendment Act 2006 – made a provision for HIV and AIDS in the workplace and transferred the review powers from the Labour Appeal Court to the Labour Court.

The labour code applies to any employment in the private sector and to any employment by or under the government, or by or under any public authority, while disciplined forces are exempt. It sets out provisions that cover a large spectrum of employer employee relationship. The provisions include among others, health, safety, and welfare at work; covers employment of women, young persons and children and provides for unfair labour practices and settlement of trade disputes.

The Labour Code sets extremely specific requirements for different classes of workers, contract and non-contract workers in the education and other sectors. It is critical that issues of workers are handled properly to avoid incidents of labour contentions leading to social disruptions, abandonment of work, posing a high risk to both society and the environment.

In general, it lays down the rules on working conditions, in particular the protection of the health and safety of workers. Among other things, it states: employers' obligations, workers' rights, settlement of disputes, disputes of rights, code of good practice.

4.2.1 Occupational Health and Safety

The Labour Code Order of 1992 also provides for occupational health and safety in the Kingdom of Lesotho in Part VII: Health and Safety and Welfare at Work. 92: Application; 93: Duties of employers; 94: Duties of employees; 95: Duties of Designers, manufactures, importers etc.; 96: Keeping of documents; 97: Safety and Health Officers; 98: Safety and Health committees; 99: Prohibition orders; 100: Regulations; 101: Notification of industrial accidents and dangerous occurrences; 102: Notification of Industrial deceases; 103: Training and supervision of persons working at dangerous machines; 104: Fire prevention, Fire-fighting; 105: Prohibited and toxic substances; 106: Removal of dust or fumes; 107: Reduction of noise and vibrations; 108: Lifting of weights; 109: Personal protective equipment and clothing; 110: Water Supply; 111: Registration of factories; 112: Cancellation of registration; 113: Appeal form decision; 114: Removal of nuisance in or near a factory; 115: Employer provided housing and 116: Penalties.

4.3 Workmen's Compensation Act 1977 and Workmen's Compensation Regulations, 2014

The Workmen's Compensation Act No.13 of 1977 is the law relating to injuries and death of workmen suffered in the course of their duties. The Act states that an Employer should insure

his workmen and himself in respect of all liability which he may incur under the provisions of the Act. It further states that an employer who fails to insure will be found guilty of an offence and liable to a fine of M300.00 or 12 months imprisonment or both.

The workers that are covered under the act include the following:

- Any person who has entered into a contract of employment with an employer whether oral or in writing.
- Any person who has entered into an apprenticeship with an employer.
- Person employed by Government.

4.4 Children's Protection and Welfare Act, 2011

The objectives of the Children's Protection and Welfare Act, 2011 are to extend, promote and protect the rights of children as defined in the 1989 United Nations Convention on the Rights of the Child, the 1990 African Charter on the Rights and Welfare of the Child and other international protocols.

The Acts provides for several rights of the Child including the rights of opinion, right to protection from torture and degrading treatment and right to protection from exploitative labour. So Child labour is prohibited under Lesotho legislation.

4.5 Education Act 2010

The education Act pursues the principle of provision of education to the people of Lesotho, by ensuring that every child is provided with opportunities and facilities to enable him to develop physically, mentally, morally, spiritually, and socially in a healthy, normal manner and in conditions of freedom and dignity accommodating all state of impairment.

While PSLP build additional infrastructure (classrooms, latrines playgrounds) for provision of conducive learning environment it is critical to ensure that proper mitigation/rehabilitation measures are implemented at all construction sites. This will have the effect that the negative environmental impacts are restored.

PART X of the act deals with the appointment of teachers covering the following labour issues:

- Appointment of a teacher other than a teacher paid by the Government
- Terms and conditions of service of teachers.
- Secondment of teachers
- Whole time of teacher at disposal of school
- Private employment and Private interest

Thus, it covers the whole spectrum of the conditions of service for teachers.

4.0 RESPONSIBLE STAFF AND PROCEDURES

The Ministry of Social Development (MoSD) project Facilitation Units (PFU) will have the overall responsibility to oversee all aspects of the implementation of the PSLP, in particular to ensure contractor compliance. The project will be implemented by the MoSD, addressing all PSLP aspects as part of procurement for works as well as during contractor induction. The contractors will subsequently be responsible for management of labour issues in accordance with contract specific labour Management Plans, implementation of which will be supervised

by the MoSD PFU on a monthly basis or at shorter intervals as defined by specific Plans. The detailed approach is described in the following sections.

4.1 Occupational Health and Safety.

The PSLP Environmental Specialist must ensure that the implementation of PSLP will be conducted in compliance to occupational health and safety requirements. The PSLP Environmental Specialist will make sure that each participating institution receives the template OHS programs, establish safety representatives for day-to-day monitoring of safety requirements, record and report all incidents accordingly to the PSLP.

4.2 Labour and Working Conditions.

Government civil servants, who may provide support to the Project, will remain subject to the terms and conditions of their existing public sector employment agreement or arrangement and teachers will be controlled by the provisions of the Education act. In addition to these the COVID – 19 regulations 2020 will also apply.

4.3 Contractors Occupational Health and Safety.

Contractors must engage a minimum of one safety representative. Smaller contracts may permit for the safety representative to carry out other assignments as well. The safety representative will ensure the day-to-day compliance with specified safety measures and records of any incidents are done. Minor incidents are reported to the MoSD on a monthly basis; serious incidents are reported immediately. Minor incidents are reflected in the quarterly reports to the World Bank; major issues are flagged to the World Bank immediately.

4.4 Contractor Labour and Working Conditions.

Contractors will keep records in accordance with specifications set out in this LMP. The MoSD may at any time require records to ensure that labour conditions are met. The PFU will review records against actuals at a minimum on a monthly basis and can require immediate remedial actions if warranted. A summary of issues and remedial actions will be included in quarterly reports to the World Bank.

4.5 Worker Grievances.

The MoSD's procedures currently in place will remain for Project staff. Contractors will be required to present a worker grievance redress mechanism which responds to the minimum requirements in this LMP. The PFU's Social Officer will review records on a monthly basis. Where worker concerns are not resolved, the national system will be used as set out in the section, but the PFU will keep abreast of resolutions and reflect them in quarterly reports to the World Bank.

4.6 Additional Training.

Contractors are required to, at all times, have a qualified safety officer on board. If training is required, this will be the contractor's responsibility. The safety officer will provide instructions to contractor staff. MoSD will provide training to address risks associated with labour influx and will provide a schedule for trainings required. The contractor will be obligated to make staff available for this training, as well as any additional mandatory trainings required by MoSD, as specified by the contract.

5.0 POLICIES AND PROCEDURES

The engagement and treatment of program staff will be made on the basis of characteristics related to inherent job requirements. It will be based on the principle of equal opportunity and fair treatment, and there will be no discrimination with respect to any aspects of the employment relationship, such as recruitment and hiring, compensation (including wages and benefits), working conditions and terms of employment, access to training, job assignment, promotion, termination of employment or retirement, or disciplinary practices.

Contractors will be responsible for mitigating all environmental and social impacts of subprojects resulting from activities directly under their control. The MoSD Environmental Specialist will incorporate standardized environmental and social clauses in the tender and contract documents in order for potential bidders to be aware of environmental and social performance requirements that will be expected from them and are able to reflect that in their bids and required to implement the clauses for the duration of the contract. The MoSD will enforce compliance by contractors with these clauses.

The contractor will be required to ensure that all documentation related to environmental and social management, including the LMP, is available for inspection at any time by the MoSD or its appointed agents. The contractual arrangements with each project worker must be clearly defined in accordance with Lesotho Legislation. All environmental and social requirements will be included in the bidding documents and contracts in addition to any additional clauses, which are contained, in the Projects environmental and social instruments.

The MoSD, PFU, Contractors, suppliers or sub-contractors will never engage forced labour. Forced labour includes bonded labour (working against an impossible debt), excessive limitations of freedom of movement, excessive notice periods, retaining the worker's identity or other government-issued documents or personal belonging, imposition of recruitment or employment fees payable at the commencement of employment, loss or delay of wages that impede the workers' right to end employment within their legal rights, substantial or inappropriate fines, physical punishment, use of security or other personnel to force or extract work from project workers, or other restrictions that compel a project worker to work on a non-voluntary basis.

5.1 labour Influx and Gender Based Violence

Contractors will need to maintain labour relations with local communities through a code of conduct (CoC). The CoC commits all persons engaged by the contractor, including sub-contractors and suppliers, to acceptable standards of behaviour. The CoC must include sanctions for non-compliance, including non-compliance with specific policies related to gender-based violence, sexual exploitation and sexual harassment (e.g., termination). The CoC should be written in plain language and signed by each worker to indicate that they have:

- Received a copy of the CoC as part of their contract;
- Had the CoC explained to them as part of induction process;
- Acknowledged that adherence to this CoC is a mandatory condition of employment;
- Understood that violations of the CoC can result in serious consequences, up to and including dismissal, or referral to legal authorities.

A copy of the CoC shall be displayed in a location easily accessible to the community and

project affected people. It shall be provided in English and S SeSotho.

Contractors must address the risk of gender-based violence, through: Mandatory training and awareness raising for the workforce about refraining from unacceptable conduct toward local community members, specifically women. Training may be repeated;

- Informing workers about national laws that make sexual harassment and gender-based violence a punishable offence which is prosecuted;
- Adopting a policy to cooperate with law enforcement agencies in investigating complaints about gender-based violence;
- Developing a system to capture gender-based violence, sexual exploitation and workplace sexual harassment related complaints/issues.

This process will be under the portfolio of the Environmental Specialist to be recruited under the PFU and shall identify and engage the relevant stakeholders on GBV and HIV and Aids related issues.

5.2 Occupational, Health and Safety

PSLP is committed to:

- Complying with legislation and other applicable requirements which relate to the occupational health and safety hazards.
- Enabling active participation in OH&S risks elimination through promotion of appropriate skills, knowledge and attitudes towards hazards.
- Continually improving the OH&S management system and performance.
- Communicating this policy statement to all persons working under the control of PSLP with emphasis on individual OH&S responsibilities.
- Availing this policy statement to all interested parties at all participating educational facilities and institutions.

The PSLP Environmental Specialist will be responsible for overseeing the workplace Safety, Health and Environmental issues. He/she must:

- Identify potential hazards;
- In collaboration with the employer, investigate the cause of accidents at the workplace;
- Attend meetings of the safety and health committee to which that safety and health representative is a member;
- Make recommendations to the employer in respect of safety and health matters affecting employees.

Further to avoid work related accidents and injuries, the contractor will:

- Provide occupational health and safety training to all employees involved in PSLP works.
- Ensure availability of first aid box.
- Provide employees with access to toilets and potable drinking water.
- Provide safety and occupational safety measures to workers with Personal Protection Equipment (PPE) when installing solar systems to prevent accidents during replacement and installation and follow safety measures in installing them.

-
- Properly dispose of solid waste at designated permitted sites landfill allocated by the local authorities.

Further to enforcing the compliance of environmental management, contractors are responsible and liable of safety of site equipment, labours and daily workers attending to the site installations and safety of citizens for each sub-project site, as mandatory measures.

6.0 AGE OF EMPLOYMENT

Lesotho has ratified The African Charter on the Rights and welfare of the Children (also known as ACRWC or Children's Charter) was adopted by the Organisation of African Union (OAU) in 1990 and was entered into force in 1999. Lesotho has also ratified both the ILO Minimum of Age Convention (C138) and the ILO Worst Forms of Child Labour Convention (C182). The ACRWC, C138, C182 prohibit employment of children under the age of 18.

The minimum age of employment for this project shall be 18 years and to ensure compliance, all employees will be required to produce National Identification Cards as proof of their identity and age which is the national identification required for employment.

If any consultant employs a person under the age of 18 years, that consultant will not only be terminated but also reported to the authorities.

7.0 TERMS AND CONDITIONS

The terms and conditions of employment in terms of this project are governed by the provisions of The Labour Code Order 1992, Part V and the Education Act 2020, Part X. which makes it mandatory for employers to give its employees a copy of the written particulars of employment with definite agreements spelt out. This requirement however is not applicable to casual employees. For this project, contractors will be required to provide all its employees with written particular of employment, including casual employees.

Contractors will also be required to comply with the most current Regulation of Wages Order for their particular sector, e.g., the Building and Construction Industry which is issued by the Government and reviewed on a regular basis. The Wages Order specifies the minimum wages, hours of work, overtime pay, leave entitlements, travelling and subsistence allowances, and the issue of protective clothing.

7.1 Worker's Organization

Lesotho has ratified the numerous ILO Conventions aimed at ensuring that member states protect the notion of collective bargaining. These Conventions include: ILO Convention 87 on Freedom of Association and Protection of the Right to Organize and ILO Convention 98 on the Right to Organize and Collective Bargaining.

Section 31. of The Constitution of Lesotho provides for the Protection of workers' rights and interests Lesotho shall take appropriate steps in order to encourage the formation of independent trade unions to protect workers' rights and interests and to promote sound labour relations and fair employment practices. This guarantees all workers of their right to freely form, join or not join a trade union for the promotion and protection of the economic interest of that worker; and collective bargaining and representation.

The Labour Code Order 1992 regulates both the employers and employees respectively on proper procedures in all aspects of **industrial relations**. It also gives effect to the collective bargaining, amongst other purposes, and allows for the collective negotiation of terms and conditions of employment.

The MoSD provides employees with the right to join and form an organization for purpose of labour representation.

8.0 DISCIPLINARY PROCEDURES AND GRIEVANCE MECHANISM

In any working environment it is essential for both employers and employees to be fully conversant with all aspects of disciplinary processes, the grievance handling procedures and the legal requirements and rights involved. In implementing an effective dispute management system consideration must be given to the disputes resulting from the following:

- Disciplinary Action
- Grievance Redress Mechanism (GRM)

8.1 Disciplinary Procedure

The starting point for all disciplinary action is rules. These rules may be implied or explicit and of course will vary from workplace to workplace. Some rules are implied in the contract of employment (e.g., ruling against use of alcohol and drugs at workplace), however it is advisable that even implied rules be included in the disciplinary code or schedule of offences. Therefore, the workplace rules must be:

- Valid and reasonable
- Clear and unambiguous
- The employee must understand the procedure to be applied if he/she contravenes any of the rules.

A comprehensive Grievance Redress Mechanism has been developed for the project, however the following dispute resolution procedures at workplace will be as follows:

- Conducting of a comprehensive investigation to determine whether there are grounds for a hearing to be held.
- If a hearing is to be held, the employer is to notify the employee of the allegations using a language that the employee can understand.
- The employee is to be given reasonable time to prepare for the hearing and to be represented by a fellow employee or lawyer.
- The employee must be given an opportunity to respond to the allegations, question the witnesses of the employer and to lead witnesses.
- If an employee fails to attend the hearing the employer may proceed with the hearing in the absence of the employee.
- The hearing must be held and concluded within a reasonable time and is to be chaired by an impartial representative.
- If an employee is dismissed, it must be given the reasons for dismissal and the right to refer the dispute concerning the fairness of the dismissal to the labour Court.

Therefore, it is incumbent upon the Consultants/Contractor to ensure that they have a disciplinary procedure and Code and Standards which the employees are aware of. Each

Consultant/Contractor will be required to produce this procedure to ensure that employees are not treated unfairly.

8.2 Individual Grievance Procedure

Termination of Employment requires every employer, including contractors, to have a Formal Grievance Procedure which should be known and explained to the employee. Such procedure should at least:

- a) Specify to whom the employee should lodge the grievance;
- b) Refer to time frames to allow the grievance to be dealt with expeditiously;
- c) Allow the person to refer the grievance to a more senior level within the organization, if it is not resolved at the lowest level;
- d) If a grievance is not resolved the employee has the right to lodge a dispute with the employer.

All the contractors who will be engaged for the project will be required to produce their grievance procedure as a requirement for tender which at a minimum comply with these requirements. In addition, good international practice recommends that the procedures be transparent, is confidential, adheres to non-retribution practices and includes the right to representation. After they are engaged, they will be required to produce proof that each employee has been inducted and signed that they have been inducted on the procedure.

8.3 Collective Grievances and Disputes Resulting from the Negotiations of Collective Agreements

Where a trade union is recognized, it is entitled to negotiate on a regular basis with the employer over terms and conditions existing at the workplace and the employer is obliged to negotiate with it. The procedures followed in such instances is usually contained in the Recognition Agreement, which states how the issues are raised, the procedure for negotiations, the composition of the parties involved in the negotiation and the procedure to deal with issues that are not resolved through consensus. Part XVIII of the Labour Code Order 1992, deals with the handling of collective grievances as raised by the employees.

8.4 Gender-based Violence, Sexual Exploitation and Workplace Sexual Harassment

Violence and harassment in the work world deprives people of their dignity, is incompatible with decent work, and a threat to equal opportunities and to safe, healthy, and productive working environments. It remains a widespread phenomenon, present in all countries and disregarding sectors, occupations and workplace arrangements. Convention No. 190 and Recommendation No. 206 recognizes the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment.

9.0 CONTRACTOR MANAGEMENT

The MoSD will requires that contractors monitor, keep records and report on terms and conditions related to labour management. The contractor must provide workers with evidence of all payments made, including social security benefits, pension contributions or other entitlements regardless of the worker being engaged on a fixed term contract, full-time, part- time or temporarily. The application of this requirement will be proportionate to the activities and to the size of the contract, in a manner acceptable to the MoSD and the World Bank:

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- **Labour conditions:** records of workers engaged under the Project, including contracts, registry of induction of workers including CoC, hours worked, remuneration and deductions (including overtime), collective bargaining agreements.
 - **Safety:** 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).
 - **Workers:** number of workers, indication of origin (expatriate, local, nonlocal nationals), gender, age with evidence that no child labour is involved, and skill level (unskilled, skilled, supervisory, professional, management).
 - **Training/induction:** dates, number of trainees, and topics.
 - **Details of any security risks:** details of risks the contractor may be exposed to while performing its work—the threats may come from third parties external to the project.
 - **Worker grievances:** 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.

Every Safety File is ‘site-specific’. It will be compiled following the client’s and the site’s safety specifications. The overall information requirements remain the same, and the site-specific documents will be added. When Health and Safety File is set up, it will consist of the following Documents:

- Contractor appointment letter.
- Notification of Construction Work
- Copy of the OHS regulations
- Occupational Health and Safety Management Plan
- Company Occupational Health and Safety Policy
- Letter of Good Standing
- Material Safety Data Sheets for hazardous materials used (if required)
- Tax Clearance Certificate
- Risk Assessments
- Safe work procedures (Site Specific)
- Fall Protection Plan (if required)
- Legal appointment with proof of training (Ex. Chief Executive Officer, Risk Assessor, First Aider, etc.)
- Incident Reporting Procedures
- Incident Reports
- Incident Registers
- Reports of Accidents
- Emergency Preparedness Documents
- First Aid Documents
- Induction Records
- Medical Surveillance Records
- Safety Communication (e.g., Toolbox talks)
- Minutes of Safety Meetings

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- Inspection Registers

10.0 COMMUNITY WORKERS

(There will be no provision for Community Workers.)

11.0 PRIMARY SUPPLY WORKERS

This section addresses labour management risk associated with people employed or engaged by MoSD's primary suppliers. Primary suppliers are suppliers who, on an ongoing basis, provide goods or materials directly to the Project.

The project will require procurement of a substantial number of materials, including protection and control equipment, power-poles, steel products, Solar products, computer products etc.

All primary suppliers are formal businesses who are required to procure and produce materials subject to high standards.

APPENDIX 7 SAFEGUARDS CHECKLIST FOR GENERAL SUPERVISION

Checklist for General Supervision

Environmental and Social Safeguards Implementation

Ensure that documentation on specific sites and subprojects, environmental and social impacts monitoring reports, and reports on the status of safeguards implementation are furnished to the mission team at or before the kick-off meeting.

- Meet with key beneficiaries and other stakeholders,
- Review a random sample of subprojects, making sure all safeguards issues are evaluated,
- Get an overview of all the projects/sub-projects and their categories in terms of EIA,
- Identify projects with applicable environment safeguards,
- Identify projects with applicable social safeguards,
- Based on the reports, determine projects that have potential critical safeguards issues, and focus on those,
- Discuss findings and significant noncompliance issues, if any with the TTL and agree on correcting actions,
- Assess the project's experience in managing social and environmental risks,
- Field visit to review recently completed subprojects, where possible review project proposals and impact monitoring records
- Assess the use of environmental and social screening checklists contained in the Environmental and Social Management Framework (ESMF) for proposed sub-projects/investments,
- Assess implementing agencies' awareness and use of ESMF,
- Find out if there is an established ESMF/RPF monitoring and tracking system to ensure effective oversight of project activities at the national level,
- Identify weaknesses in procedures, internal control mechanisms, supervision, and post reviews,
- Has there been/Is there any training plan to improve the awareness and capacity of implementing agencies on the use of ESMF and RPF,
- Find out if there is an Environmental and social Officer at the District. If not, why? Any plan to recruit someone? Who is currently responsible for environmental and social issues at the district?
- Assess the borrower's capacity to plan and implement safeguard policy issues,
- Make practical recommendations for across the project-specific action plans,
- Assess the impacts from any changes in the project design or new components. If required agree upon a revised safeguards management plan, monitoring and reporting requirements,
- Agree with the borrower on additional measures required, and if non-compliance or unresolved safeguards issues remain, establish a plan for follow on supervision,

Methodology:

- Examine sub-project design, review and approval process, social and environmental safeguards compliance, quality, and effectiveness of project outputs.

APPENDIX 8 WORLD BANK ENVIRONMENTAL AND SOCIAL FRAMEWORK (ESF)

The Environmental and Social Framework (ESF) applies to all new Bank investment projects commencing after the effective date of the ESF. It is made up of the World Bank's vision for sustainable development, the World Bank's Environmental and Social Policy for Investment Project Financing, and ten Environmental and Social Standards (ESS). These set out the mandatory requirements for the World Bank, in relation to the projects it supports through Investment Project Financing (IPF), and for Borrowers.

APX 5.1 VISION FOR SUSTAINABLE DEVELOPMENT

The World Bank Group Strategy¹ sets out the corporate goals of ending extreme poverty and promoting shared prosperity in all its partner countries. Securing the long-term future of the planet, its people, and its resources, ensuring social inclusion, and limiting the economic burdens on future generations will underpin these efforts. The two goals emphasize the importance of economic growth, inclusion, and sustainability— including strong concerns for equity.

At the project level, these global aspirations translate into enhancing development opportunities for all, particularly the poor and vulnerable, and promoting the sustainable management of natural and living resources. Therefore, within the parameters of a project, the Bank seeks to:

- Avoid or mitigate adverse impacts to people and the environment,
- Conserve or rehabilitate biodiversity and natural habitats, and promote the efficient and equitable use of natural resources and ecosystem services,
- Promote worker and community health and safety,
- Ensure that there is no prejudice or discrimination toward project-affected individuals or communities and give particular consideration to Indigenous Peoples, minority groups, and those disadvantaged or vulnerable, especially where adverse impacts may arise, or development benefits are to be shared,
- Address project-level impacts on climate change and consider the impacts of climate change on the selection, siting, planning, design, and implementation and decommissioning of projects, and
- Maximize stakeholder engagement through enhanced consultation, participation, and accountability.

APX 5.2 ENVIRONMENTAL AND SOCIAL POLICY

This is the World Bank's Environmental and social policy for investment project financing. It sets out the mandatory requirements of the Bank in relation to the projects it supports through Investment Project Financing.

The Bank is committed to supporting Borrowers in the development and implementation of projects that are environmentally and socially sustainable, and to enhancing the capacity of Borrowers' environmental and social frameworks to assess and manage the environmental and social risks and impacts⁶ of projects. To this end, the Bank has defined specific Environmental and Social Standards (ESSs), which are designed to avoid, minimize, reduce, or mitigate the adverse environmental and social risks and impacts of projects. The Bank will

assist Borrowers in their application of the ESSs to projects supported through Investment Project Financing in accordance with this Environmental and Social Policy for Investment Project Financing (Policy).

To carry out this Policy, the Bank will:

- Undertake its own due diligence of proposed projects, proportionate to the nature and potential significance of the environmental and social risks and impacts related to the project,
- As and where required, support the Borrower to carry out early and continuing engagement and meaningful consultation with stakeholders, in particular affected communities, and in providing project-based grievance mechanisms,
- Assist the Borrower in identifying appropriate methods and tools to assess and manage the potential environmental and social risks and impacts of the project,
- Agree with the Borrower on the conditions under which the Bank is prepared to provide support to a project, as set out in the Environmental and Social Commitment Plan (ESCP), and
- Monitor the environmental and social performance of a project in accordance with the ESCP and the ESSs.

APX 5.3 ENVIRONMENTAL AND SOCIAL STANDARDS (ESS)

Projects supported by the Bank through Investment Project Financing are required to meet the following Environmental and Social Standards:

- Environmental and Social Standard 1: Assessment and Management of Environmental and Social Risks and Impacts,
- Environmental and Social Standard 2: Labour and Working Conditions,
- Environmental and Social Standard 3: Resource Efficiency and Pollution Prevention and Management,
- Environmental and Social Standard 4: Community Health and Safety,
- Environmental and Social Standard 5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement,
- Environmental and Social Standard 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources,
- Environmental and Social Standard 7: Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities,
- Environmental and Social Standard 8: Cultural Heritage,
- Environmental and Social Standard 9: Financial Intermediaries, and
- Environmental and Social Standard 10: Stakeholder Engagement and Information Disclosure.

The Environmental and Social Standards are designed to help Borrowers to manage the risks and impacts of a project, and improve their environmental and social performance, through a risk and outcomes-based approach. The following is a summary of the ten ESSs:

ESS1:- Assessment and Management of Environmental and Social Risks and Impacts_sets out the Borrower'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 IPF, in order to achieve environmental and social outcomes consistent with the Environmental and Social Standards (ESSs).

ESS2:- Labour and Working Conditions_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.

ESS3:- Resource Efficiency and Pollution Prevention and Management_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. This ESS sets out the requirements to address resource efficiency and pollution prevention and management throughout the project life cycle.

ESS4:- Community Health and Safety_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.

ESS5:- Land Acquisition, Restrictions on Land Use and Involuntary Resettlement involuntary resettlement should be avoided. Where involuntary resettlement is unavoidable, it will be minimized and appropriate measures to mitigate adverse impacts on displaced persons (and on host communities receiving displaced persons) will be carefully planned and implemented.

ESS6:- Biodiversity Conservation and Sustainable Management of Living Natural Resources recognizes that protecting and conserving biodiversity and sustainably managing living natural resources are fundamental to sustainable development and it recognizes the importance of maintaining core ecological functions of habitats, including forests, and the biodiversity they support. ESS6 also addresses sustainable management of primary production and harvesting of living natural resources and 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.

ESS7:- Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities ensures 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. ESS7 is also meant 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.

ESS8:- Cultural Heritage_recognizes that cultural heritage provides continuity in tangible and intangible forms between the past, present and future. ESS8 sets out measures designed to protect cultural heritage throughout the project life cycle.

ESS9:- Financial Intermediaries_(FIs) recognizes that strong domestic capital and financial markets and access to finance are important for economic development, growth and poverty reduction. FIs are required to monitor and manage the environmental and social risks and impacts of their portfolio and FI subprojects, and monitor portfolio risk, as appropriate to the nature of intermediated financing. The way in which the FI will manage its portfolio will take various forms, depending on several considerations, including the capacity of the FI and the nature and scope of the funding to be provided by the FI.

ESS10:- Stakeholder Engagement and Information Disclosure_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.

APPENDIX 9 PEST MANAGEMENT FRAMEWORK

Some of the livelihoods activities that will be financed by the PSLP; cultivation of more nutritious foods, and backyard / keyhole gardening at household level, will entail the use of agro-chemicals (pesticides, fertilisers etc) albeit at low levels. The risk from these activities is low and thus this ESMF includes a brief discussion on Integrated Pest Management (IPM) as decision-making process for the selection, implementation, and evaluation of pest management practices.

Integrated Pest Management (IPM) refers to a mix of farmer-driven, ecologically based pest control practices that seeks to reduce reliance on synthetic chemical pesticides. It involves (a) managing pests (keeping them below economically damaging levels) rather than seeking to eradicate them; (b) relying, to the extent possible, on non-chemical measures to keep pest populations low; and (c) selecting and applying pesticides, when they have to be used, in a way that minimises adverse effects on beneficial organisms, humans, and the environment.

IPM techniques can be separated into two major groups: i) Relatively straightforward replacements for chemicals, and ii) Supporting measures.

Chemical replacement includes:

- **Biological control:** the introduction of insects, mites, micro-organisms that prey on or parasitize harmful species.
- **Bio-pesticides:** these have a pathogenic micro-organism as the active ingredient, for example a bacterium, fungus or a virus.
- **Botanicals:** botanical pesticides contain plant extracts that have biocidal properties e.g., Neem (*Azadirachta indica*).
- **Semi-chemicals:** chemicals (especially pheromones) are used to stimulate particular behaviours or interactions between individual insects so as to control pests.

Choosing appropriate measures is not straightforward and requires significant understanding of the interactions between the environment, crop, pest, and predator. The scientific basis for farmer decision-making in biological control depends on detailed knowledge of the life histories of pests and their natural enemies, crop ecology, and interactions within the agro-ecosystem. Supporting measures include traditional methods of pest control as used in subsistence farming systems: cultural control (e.g., intercropping), habitat manipulation (e.g., creating diversity), mechanical and physical control, natural biological systems and host plant resistance. Farmer participation and learning are therefore essential in ensuring proper pest management practices.

The basic requirements for implementing IPM in the PSLP sites includes understanding the biology and economics of the pest and the system in which the pest exists, monitoring the pests and natural controls, and establishing their economic or aesthetic injury thresholds. IPM can be achieved by selecting an appropriate strategy of cultural, mechanical, biological, and/or chemical prevention or control techniques, as briefly described below:

- **Cultural Practices:**

These include habitat modification and adapting operating procedures so that pest damage is reduced and natural control is enhanced. It involves sanitation or cleaning of sources of pest infestation, choosing plant varieties that are resistant to pest injury, adjusting planting time, fertilization, tillage, and harvesting operations to have the most beneficial effect for the pest management situation.

- **Biological Controls:**

These are predators, parasites, and diseases that attack pests. Measures should be taken to conserve naturally occurring populations of these biological controls. In some situations where naturally occurring biological controls are not effective, they can be introduced from outside sources.

- **Chemical Control:**

This involves selecting a pesticide with the lowest toxicity to humans and non-target organisms (including biological controls) and using it in such a way to prevent or minimize undesirable environmental effects. The lowest effective amount of pesticide is applied, using appropriate and carefully calibrated equipment. In many cases, use of pesticides cannot be entirely eliminated. However, use of pesticides must be controlled so as to reduce or eliminate social and environmental impacts.

A comprehensive IPM should support a pesticide management plan that is designed to ensure that pesticides are procured, handled, stored, applied and disposed in such a manner that protects life and the environment. The plan shall consider the entire life cycle of the pesticides. Hence the various livelihood activities and operations must observe the following:

- a) All pesticides must be purchased from registered pesticides dealers.
- b) Pesticides must be purchased strictly according to the requirements to avoid over-stocking. A follow up system for the procurement, transportation, receipt and custody of pesticides must be established.
- c) During movement or transportation of pesticides they must not be mixed up with other items, particularly food items. They should be in well confined containers.
- d) Pesticides shall be stored in a dedicated and centralized warehouse or storage facility, separately from agricultural produce and other items. All pesticides must always be under lock and key and under the custody of a very responsible person. Storage of pesticides in farmers' houses must be prohibited. Warehouses must be protected from sources of fire. Access to the warehouses must be restricted to responsible and authorized persons.

IPM strategies will comprise of soil pests, weeds, field and post- harvest pests, and pest diseases management. Use of certified seeds or seed dressing will protect crop from soil borne pests. Weed control could either be manual or use of appropriate herbicides, for example, pre- and post-germination herbicides. However, extreme care is needed in the use of herbicides, as wrong or uninformed use is likely to cause total loss of crops or pollution of water and soil.

As a rule, beneficiaries should observe strict surveillance of their crop and observe high levels of crop hygiene as a first step to manage the pests and diseases in their plots, as appropriate. These include removal and destruction of affected plants and then preventive control of the identified problem. Post-harvest pests are managed even before harvesting by cleaning the stores and destroying the residues from previous harvest. Use of recommended pesticides on the harvested crop before storage contributes immensely to the preservation of the harvested crop against attacks by pests.