REPUBLIC OF LIBERIA

MINISTRY OF GENDER, CHILDREN AND SOCIAL PROTECTION (MGCSP)

LIBERIA WOMEN EMPOWERMENT PROJECT (LWEP) · P173677

# ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (ESMP)

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| **Project Name** | Liberia Women Empowerment Project (LWEP) |
| **Project Number** | P173677 |
| **Financing** | US$ 44.6 million (IDA) · Approved 22 June 2022 · Implementation 2022–2027 |
| **Implementing Agencies** | MGCSP (lead) with Ministry of Agriculture, Ministry of Health and Ministry of Education |
| **Lead Service Provider** | Plan International Liberia consortium (CRS, ActionAid, Medica Liberia, Viamo, KIDS, DCI) |
| **E&S Risk Classification** | Moderate (World Bank ESF) |
| **Geographic Coverage** | 498 communities in Bomi, Gbarpolu, Grand Cape Mount, Grand Gedeh, River Cess and Rural Montserrado Counties |
| **Instrument Status** | ESMP — prepared under the LWEP ESMF and ESCP for disclosure and implementation |
| **Date** | August 2026 |

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## Acronyms and Abbreviations

| Acronym | Meaning |
|---|---|
| **ARAP** | Abbreviated Resettlement Action Plan |
| **ASF** | Antibiotics as growth promoters are prohibited in all LWEP poultry and piggery grants, consistent with the WBG Environmental, Health and Safety Guidelines. Antibiotics may be used only to treat a diagnosed illness on the advice of an MoA veterinary officer or county animal-health worker, with the withdrawal period observed before sale or slaughter. Feed procured under the grant must not be labelled as containing an antibiotic growth promoter. The prohibition is an IPEAC appraisal check. African Swine Fever |
| **ASRH** | Adolescent Sexual and Reproductive Health |
| **BFM** | Beneficiary Feedback Mechanism |
| **CBO** | Community-Based Organization |
| **CERC** | Contingent Emergency Response Component |
| **CoC** | Code of Conduct |
| **CRS** | Catholic Relief Services |
| **DCI** | Defence for Children International |
| **E&S** | Environmental and Social |
| **EPA** | Environmental Protection Agency of Liberia |
| **EPML** | Environmental Protection and Management Law (2003) |
| **ESCP** | Environmental and Social Commitment Plan |
| **ESF** | Environmental and Social Framework (World Bank) |
| **ESLG** | Economic Support and Livelihood Grant |
| **ESMF** | Environmental and Social Management Framework |
| **ESMP** | Environmental and Social Management Plan |
| **ESS** | Environmental and Social Standard (ESS1–ESS10) |
| **FBO** | Farmer-Based Organization |
| **FGD** | Focus Group Discussion |
| **GBV** | Gender-Based Violence |
| **GRC** | Grievance Redress Committee |
| **GRM** | Grievance Redress Mechanism |
| **GRS** | Grievance Redress Service (World Bank) |
| **GSIU** | Gender and Social Inclusion Unit |

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| **HPAI** | Highly Pathogenic Avian Influenza |
| **IE** | Individual Enterprise |
| **IEC** | Information, Education and Communication |
| **IPEAC** | Independent Proposal Evaluation and Approval Committee |
| **IPM** | Integrated Pest Management |
| **IPV** | Intimate Partner Violence |
| **KII** | Key-Informant Interview |
| **LDHS** | Liberia Demographic and Health Survey |
| **LG** | Livelihood Group |
| **LSP** | Lead Service Provider (Plan International Liberia consortium) |
| **LWEP** | Liberia Women Empowerment Project |
| **M&E** | Monitoring and Evaluation |
| **MGCSP** | Ministry of Gender, Children and Social Protection |
| **MIP** | Micro-Investment Plan |
| **MoA** | Ministry of Agriculture |
| **MoE** | Ministry of Education |
| **MoH** | Ministry of Health |
| **NPC** | National Project Coordinator |
| **NPK** | Nitrogen–Phosphorus–Potassium compound fertilizer |
| **OHS** | Occupational Health and Safety |
| **PFMU** | Project Financial Management Unit |
| **PG** | Producer Group |
| **PIM** | Project Implementation Manual |
| **PMU** | Project Management Unit |
| **PPE** | Personal Protective Equipment |
| **PSEAH** | Protection from Sexual Exploitation, Abuse and Harassment |
| **RoI** | Rate of Interest |
| **SASA!** | Start, Awareness, Support, Action (community mobilization methodology) |
| **SBCC** | Social and Behaviour Change Communication |
| **SEA/SH** | Sexual Exploitation and Abuse / Sexual Harassment |
| **SEP** | Stakeholder Engagement Plan |
| **VSLA** | Village Savings and Loan Association |

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|---|---|
| **WB** | World Bank |
| **WLE** | Women-Led Enterprise |

## Definition of Terms

| Term | Definition as Used in this ESMP |
|---|---|
| **Beneficiary** | A woman, girl, household or group receiving LWEP services or grants, including IEs, LGs, VSLAs, PGs/FBOs, adolescents and community members reached by SASA! activities. |
| **Community Activist** | A trusted community member trained under Component 1 to lead informal SASA! activities and structured dialogues on gender, power and violence. |
| **ESLG** | The Economic Support and Livelihood Grant window under Component 3 that finances women-led enterprises and groups through matching grants of up to US$ 8,000 per the Grant Manual. |
| **Grievance** | Any complaint, concern, question or suggestion raised by a stakeholder concerning the project, its workers, activities or impacts. |
| **Livelihood sub-project** | A grant-financed livelihood activity (crop production, processing, petty trade, poultry, piggery, savings/lending) implemented by a supported individual or group at a specific site. |
| **Riverine community** | A community whose principal access is by water; eleven such communities in River Cess were assessed in April 2026, of which eight were replaced on safety and accessibility grounds. |
| **Site Category A** | Farming or livelihood sites on higher ground or elevated terrain located away from low-lying areas and water courses. |
| **Site Category B** | Farming or livelihood sites on higher ground or elevated terrain located near water courses such as streams and creeks. |
| **Site Category C** | Farming or livelihood sites in low-lying areas, including swamps, river valleys, floodplains and coastal plains. |
| **SASA! methodology** | A phased community mobilization and social and behaviour change communication approach (Start, Awareness, Support, Action) developed by Raising Voices to prevent violence against women by rebalancing power. |
| **SEA/SH** | Sexual exploitation and abuse and/or sexual harassment, addressed through a dedicated confidential channel of the project GRM and the project Code of Conduct. |
| **Screening** | The process of applying the Environmental and Social Screening Checklist to a proposed site or activity to confirm eligibility, assign the site category and identify site-specific measures. |
| **Survivor-centred approach** | An approach that prioritizes the safety, confidentiality, choices and wellbeing of a survivor of GBV/SEA-SH above all other considerations. |
| **Vulnerable groups** | Persons who may be disproportionately affected or excluded, including female-headed households, adolescent girls, persons with disabilities, the elderly and residents of remote or riverine communities. |

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## Executive Summary

The Liberia Women Empowerment Project (LWEP; P173677) is a US$ 44.6 million, World Bank–financed operation of the Government of Liberia. It is implemented by the Ministry of Gender, Children and Social Protection (MGCSP) in collaboration with the Ministries of Agriculture, Health and Education, and delivered on the ground through a Lead Service Provider consortium headed by Plan International Liberia. The project seeks to improve social and livelihood services for women and girls, foster positive social norms, and strengthen the Government's capacity to advance women's and girls' empowerment in 498 communities across six counties: Bomi, Gbarpolu, Grand Cape Mount, Grand Gedeh, River Cess and Rural Montserrado. This ESMP identifies potential E&S risks across project components and provides measures to mitigate them.

This Environmental and Social Management Plan (ESMP) is an operational site-level management instrument required under the LWEP Environmental and Social Management Framework (ESMF) and the Environmental and Social Commitment Plan (ESCP). The project's environmental and social risk classification is Moderate according to the World Bank E&S assessment. Preparing a separate ESMP for every site would be impracticable and disproportionate to the Moderate risk classification, as the project supports many small, community-selected activities in 498 dispersed communities. This ESMP therefore adopts a categorized-site approach: every livelihood site will be screened and assigned to one of the three categories, Site A (elevated terrain away from water courses), Site B (elevated terrain near streams and creeks) and Site C (low-lying swamps, river valleys, floodplains and coastal plains), and the risk management and occupational health and safety controls defined for that category then apply. The categories are grounded in the findings of the LWEP Sites Screening Report, which screened twenty-eight farming sites and confirmed that all are on existing agricultural land, that 64.3 percent lie more than 100 metres from the nearest water body while 35.7 percent lie closer, and that rice (42.9%), cassava (28.6%) and vegetables (21.4%) dominate the supported value chains, with poultry and piggery also financed. Compound fertilizer (NPK 15-15-15) is already in use, and its use is expected to widen as grants are disbursed; however, a reduction strategy is being implemented to minimize the excessive use of the fertilizer, thus reducing its potential negative impacts on soil health and the environment

Beyond the biophysical footprint of farming, the assessment identifies four activity-based risk streams that require dedicated management. First, agrochemical use carries handling, storage, application, disposal and water-quality risks, particularly at Site B and Site C locations; a Fertilizer and Agrochemical Management Plan is provided. Second, the disbursement of Economic Support and Livelihood Grants (ESLG), individual enterprise grants of US$ 1,000–2,500, livelihood group grants of US$ 2,500–4,000, VSLA revolving funds of up to US$ 8,000 and PG/FBO matching grants of up to US$ 8,000, to small women's groups carries risks of elite capture, fraud, sextortion, intra-household violence linked to shifting income control, group conflict and cash-security exposure; a Grant Disbursement Risk Management Plan is provided. Third, the SASA! social-norms methodology deliberately challenges established gender and power relations and can, if poorly sequenced or facilitated,

provoke backlash, heighten short-term intimate partner violence risk, expose Community Activists, and mishandle disclosures; a standalone SASA! Social Risk Management Plan is provided. Fourth, adolescent sexual and reproductive health (ASRH) activities engage minors in low-opportunity rural settings and raise consent, confidentiality, safeguarding, service-provider conduct and cultural-opposition risks; a standalone ASRH Risk Management Plan is provided.

For each site category and risk stream, this ESMP presents an impact, mitigationmonitoring matrix specifying the mitigation measure, responsible party, timeline, monitoring indicator and indicative cost.To strengthen alignment with the project Environmental and social framework (ESF), the revised implementation approach also requires: (i) systematic screening of disadvantaged or vulnerable individuals and groups and measures to prevent exclusion; (ii) documented screening for ESS5 land and livelihood impacts and ESS7 applicability before activity approval; (iii) accessible, culturally appropriate and gender-responsive stakeholder engagement; (iv) child-safeguarding, SEA/SH and data-protection controls across all relevant components; (v) worker terms and conditions, community-worker protections and a workers' GRM; (vi) disaggregated monitoring by sex, age, disability and location; and (vii) adaptive management where monitoring, grievances or incidents show that outstanding risks are higher than anticipated. Supporting systems include a three-tier grievance redress mechanism with a confidential, survivor-centred SEA/SH channel; an occupational health and safety plan differentiated by site category; institutional arrangements anchored in the PMU's Environmental and Social Safeguards staff and the LSP's county teams; a capacity-building program; a monitoring and reporting framework; and an indicative implementation budget of US$ 249,700 for the remaining implementation period. All measures are consistent with the mitigation hierarchy, anticipate and avoid, minimize, mitigate and restore, and manage residual risk, demonstrated most concretely by the April 2026 replacement of eight unsafe riverine communities in River Cess before activities commenced.

With the adoption of this ESMP, its disclosure in-country and on the World Bank website, and the implementation of the measures herein, the adverse environmental and social risks of the LWEP can be avoided, minimized or mitigated to acceptable levels, while the project's substantial positive impacts on women's incomes, agency, safety and resilience are secured.

# 1. INTRODUCTION

## 1.1 Background

The Government of Liberia, with financing from the World Bank (IDA), is implementing the Liberia Women Empowerment Project (LWEP; P173677), approved on 22 June 2022 with a total financing envelope of US$ 44.6 million and an implementation period running to 2027. The Ministry of Gender, Children and Social Protection (MGCSP) is the lead implementing agency, working with the Ministries of Agriculture, Health and Education, and delivering community-level activities through a Lead Service Provider (LSP) consortium headed by Plan International Liberia with Catholic Relief Services, ActionAid Liberia, Medica Liberia, VIAMO, KIDS Educational Engagement Project Defence for Children International (DCI), Community Health Initiatives (CHI), Women NGO Secretariat of Liberia (WONGOSOL) and Raising Voices. The project operates in 498 communities across six counties: Bomi, Gbarpolu, Grand Cape Mount, Grand Gedeh, River Cess and Rural Montserrado.

The World Bank has classified the environmental and social (E&S) risk of the LWEP as Moderate under the Environmental and Social Framework (ESF). The project's Environmental and Social Management Framework (ESMF) and Environmental and Social Commitment Plan (ESCP) require that, once the nature and locations of supported activities are known, site-level management instruments be prepared, disclosed and implemented. Site screening has now been completed for representative livelihood sites, an environmental and social risk assessment of eleven riverine communities in River Cess was concluded in April 2026, and grant disbursement under the Economic Support and Livelihood Grant (ESLG) window is under way. This Environmental and Social Management Plan (ESMP) is the resulting instrument.

## 1.2 Purpose and Objectives of the ESMP

The purpose of this ESMP is to provide a single, practical and enforceable plan through which the environmental and social risks and impacts of LWEP-supported activities are avoided, minimized, mitigated and monitored across all 498 target communities. Its specific objectives are to:

1. characterize the environmental and social risks of the project's livelihood, social norms, health/ASRH and grant-financing activities;
2. define a categorized-site framework (Sites A, B and C) so that every livelihood site is governed by a risk-management and occupational health and safety package proportionate to its setting;
3. prescribe impact–mitigation–monitoring matrices, responsibilities, timelines, indicators and costs for each site category and each activity-based risk stream, including standalone management plans for the SASA methodology and for ASRH activities, including social monitoring to track inclusion, equity, women's control, adolescent and disability participation, unintended impacts, and overall social-development outcomes beyond compliance.

4. establish the grievance redress, institutional, capacity-building, monitoring, reporting and budget arrangements needed to implement the plan; and
5. meet the requirements of the LWEP ESMF/ESCP, the World Bank ESF (ESS1–ESS10 as relevant), and the environmental laws and regulations of Liberia administered by the EPA.

## 1.3 Scope and the Categorized-Site Approach

The ESMP covers all community-level activities financed under Components 1–4, and the E&S delivery functions of Components 5 and 1, which cover SASA! social-norms mobilization; Component 2 covers health-service demand creation, ASRH and girls' education; Component 3 covers resilient livelihoods, including crop production, animal husbandry, processing, petty trade and savings-and-loan operations financed through ESLG grants; Component 4 covers institutional strengthening for gender equality and associated data and safeguarding functions; Component 5 covers project management, procurement, staffing, monitoring, GRM and knowledge management; and Component 6 (CERC), if activated, will require rapid E&S screening and an addendum or equivalent instrument before eligible emergency activities proceed.

Preparing a separate ESMP for every site would be impracticable and disproportionate to the Moderate risk classification, as the project supports many small, community-selected activities in 498 dispersed communities. This ESMP therefore adopts a categorized-site model. Drawing on the Sites Screening Report, all livelihood sites fall into one of three physical categories: Site A, higher ground or elevated terrain away from low-lying areas and water courses; Site B, higher ground or elevated terrain near water courses such as streams and creeks; and Site C, low-lying areas including swamps, river valleys, floodplains and coastal plains. Each proposed site is screened using the checklist at Annex A, assigned its category, and thereafter the risk management and OHS controls prescribed for that category in Chapters 6 and 7 (including the OHS plan at 7.9) apply in full. Four activity-based risk streams cut across the site categories and receive dedicated plans: fertilizer and agrochemical use; ESLG grant disbursement to small women's groups; SASA! social-norms programming; and ASRH activities with adolescents. This site approach shall be complemented by a social-inclusion screening for each activity/site. The screening shall identify women-headed households, adolescent girls and boys, persons with disabilities and older persons, persons with limited access to finance and any other locally identified disadvantaged group. Where exclusion or disproportionate impacts are identified, site/activity design, consultation, access arrangements and mitigation shall be adjusted before approval. This requirement applies across Components 1–5 and to any CERC activity.

## 1.4 Methodology for ESMP Preparation

The ESMP was prepared through desk review, analysis of screening data, field visits in three project counties, structured consultation, legal and ESF review, risk rating, and conversion of confirmed risks into management measures.

Desk review covered the PIM, the ESLG Grant Manual, the ESMF, ESCP and SEP, the Sites Screening Report, and the April 2026 Environmental and Social Risk Assessment of eleven riverine communities in River Cess. Screening data on land use, distance to water, topography, land cover, value chains and input use informed the Site A/B/C framework, EPML (2003), EPA Act and EIA Guidelines, Decent Work Act (2015), Children's Law (2011), Domestic Violence Act (2019) and Land Rights Act (2018), were mapped against ESS1–ESS10 (Chapter 3, Tables 6–8). Where national law and the ESF differ, the more protective standard is applied.

The 28 sites are a purposive sample of livelihood typologies under grant mobilization, selected to represent rice, cassava and vegetable systems. To validate screening findings, the consultant conducted field visits in Gbarpolu, Rural Montserrado and Bomi. These counties were chosen for geographical spread (interior, peri-urban), contrasting livelihoods, environmental sensitivity and implementation status. In Gbarpolu and Rural Montserrado, walk-throughs covered sites from the 28-site sample and additional plots of the same types (Site A upland cassava, Site B near-stream plots, Site C swamp rice). Observations confirmed or corrected records on land use, water distance, slope, fertilizer handling, drainage, and occupational hazards.

Consultations followed the SEP and ESS10 and used community meetings, key-informant interviews, women-only focus group discussions with women's groups, VSLAs and livelihood/FBOs, and plot-side observation (Chapter 5 and Annex G). Engagement used female facilitators where practicable, care-compatible meeting times, accessible venues, private conversations on sensitive topics, and verbal informed consent. Feedback was recorded and used in Chapters 7 and 8.

Risks were rated as Likelihood × Severity (Figure 7 and Table 13), first without mitigation and again after Chapter 7 measures (residual risk). Confirmed risks were translated into Chapter 7 using the mitigation hierarchy (Figure 8): avoid, minimize, mitigate/restore, and manage residual risk. Each measure has a responsible party, timeline, indicator, and cost.

The visits covered three of six counties and a sample of sites. Visiting all 498 communities would have been disproportionate to the project's Moderate risk classification and to the small, dispersed nature of the livelihood activities, so three representative counties and a purposive sample of sites were used.

## 1.5 Structure of this ESMP

Chapter 2 describes the project; Chapter 3 sets out the policy, legal and institutional framework; Chapter 4 presents the environmental and social baseline; Chapter 5 records stakeholder engagement; Chapter 6 assesses risks and impacts; Chapter 7 contains the management plans (presented in landscape format for legibility), including the standalone SASA! and ASRH plans and the OHS plan by site category; Chapter 8 details the grievance redress mechanism; Chapter 9 covers institutional arrangements and capacity building;

Chapter 10 presents monitoring, reporting and the budget; Chapter 11 addresses disclosure and conclusions. Annexes A–H provide the operational tools.

# 2. PROJECT DESCRIPTION

## 2.1 Development Objective and Financing

The Project Development Objective is to improve social and livelihood services for women and girls in targeted communities, foster positive social norms, and strengthen the Government of Liberia's capacity to advance women's and girls' empowerment. The project is financed by an IDA envelope of US$ 44.6 million over 2022–2027 and targets, among other results, reaching approximately 267,200 people with the SASA! approach and issuing a minimum of 2,700 women-led enterprise grants expected to benefit about 36,000 households.

## 2.2 Project Components

***Table 1: LWEP components, financing and E&S relevance***

| Component | US$ M | Share | Principal E&S relevance |
|---|---|---|---|
| C1 — Fostering positive social norms and community mobilization (SASA! and citizen engagement) | 8.0 | 18% | Social-norm change, backlash and IPV risk; safety and protection of Community Activists (trained community volunteers who lead SASA! activities).; survivor-centered handling of disclosures; inclusive participation and non-discrimination; protection of personal/GBV data; referral readiness; accessible engagement with women, men, youth, persons with disabilities and marginalized groups. |
| C2 — Enhancing basic services in health and education (ASRH demand creation; keeping girls in school) | 5.4 | 12% | Safeguarding of minors; age-appropriate participation, consent and confidentiality, conduct of adolescent-facing service providers and facilitators, stigma and cultural opposition, inclusive access for girls, boys, out-of-school adolescents, married/parenting adolescents and adolescents with disabilities, referral and mandatory-response pathways; safe travel and facilities.<br><br>(6.8, 7.8). |
| C3 — Promoting resilient livelihoods through community-led approaches (capacity building; ESLG grants) | 23.6 | 53% | Land/tenure and livelihood impacts; voluntary land-use arrangements and ESS5 screening; soil, water, biodiversity and climate risks; fertilizer/agrochemical and livestock risks; OHS and community health/safety; child/forced-labor prevention; financial inclusion, fraud/extortion, IPV ; accessible grant disbursement risks and benefit-sharing.(6.3–6.6, 7.1–7.6, 7.9). |
| C4 — Strengthening public institutions to advance gender equality | 4.0 | 9% | Institutional capacity for E&S oversight, gender mainstreaming, social inclusion and non-discrimination; survivor-centered GBV systems; data ethic, confidentiality and ethical use of |

| | | | |
|---|---|---|---|
| | | | monitoring/GBV information; accessibility and accountability of public institutions. |
| C5 — Project management and knowledge management | 3.6 | 8% | ESMP/ESCP implementation; staffing and worker conditions; procurement and contractor/consultant E&S requirements; incident management; monitoring, reporting, GRM/feedback, disclosure, audit, knowledge management and adaptive management. . |
| C6 — Contingent Emergency Response Component (CERC) | 0.0 | 0% | If activated, rapid E&S screening and risk assessment shall precede implementation; relevant ESS requirements and the CERC/ESMF procedures shall apply, with an ESMP/addendum and stakeholder engagement scaled to the emergency context. |

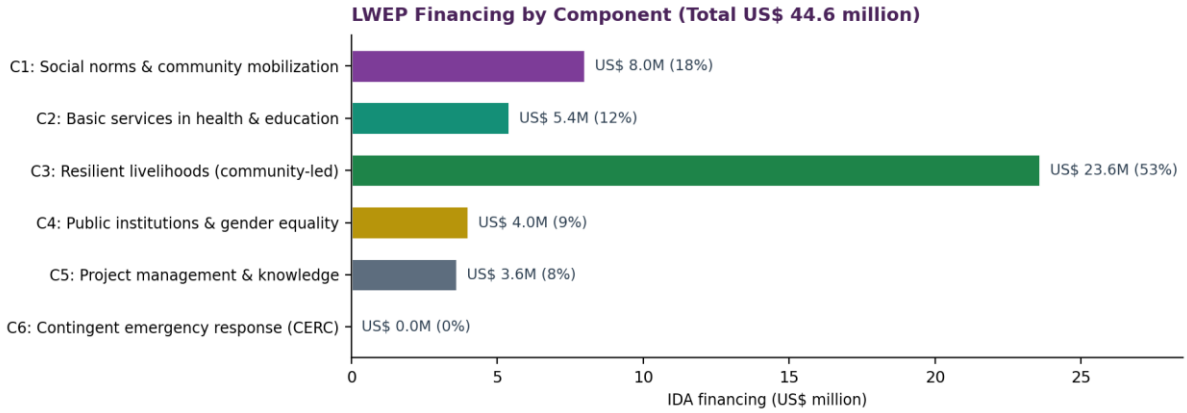


*Figure 1: LWEP financing by component (US$ 44.6 million total).*

## 2.3 Target Counties and Communities

The project operates in 498 communities across six counties. Following the April 2026 environmental and social risk assessment of eleven riverine communities in River Cess, eight communities reachable only by hand-paddled canoe were replaced with safer, accessible communities of equivalent profile, and three (Neegba, Yarslah and Gayloh Towns) were retained; the county total is unchanged.

***Table 2: Target counties and community coverage***

| County | Communities | Indicative environmental and social character |
|---|---|---|
| Grand Cape Mount | 114 | Coastal and mangrove-fringed west; fishing, fish processing and mixed farming; coastal-plain (Site C) exposure. |
| Rural Montserrado | 99 | Peri-urban to rural hinterland of Monrovia; dense beneficiary population; upland mosaic farming |

| | | |
|---|---|---|
| | | (Sites A/B). |
| Bomi | 86 | Former mining belt; lowland valleys and upland mosaic; cassava and vegetable systems. |
| River Cess | 84 | Coastal-to-interior gradient; riverine settlements on the Cestos; access and transport-safety constraints. |
| Gbarpolu | 68 | Forest-edge interior; upland and swamp rice; seasonal road access constraints in the rains. |
| Grand Gedeh | 47 | Forested south-east interior; upland farming; long travel distances from Monrovia. |
| **Total** | **498** | |

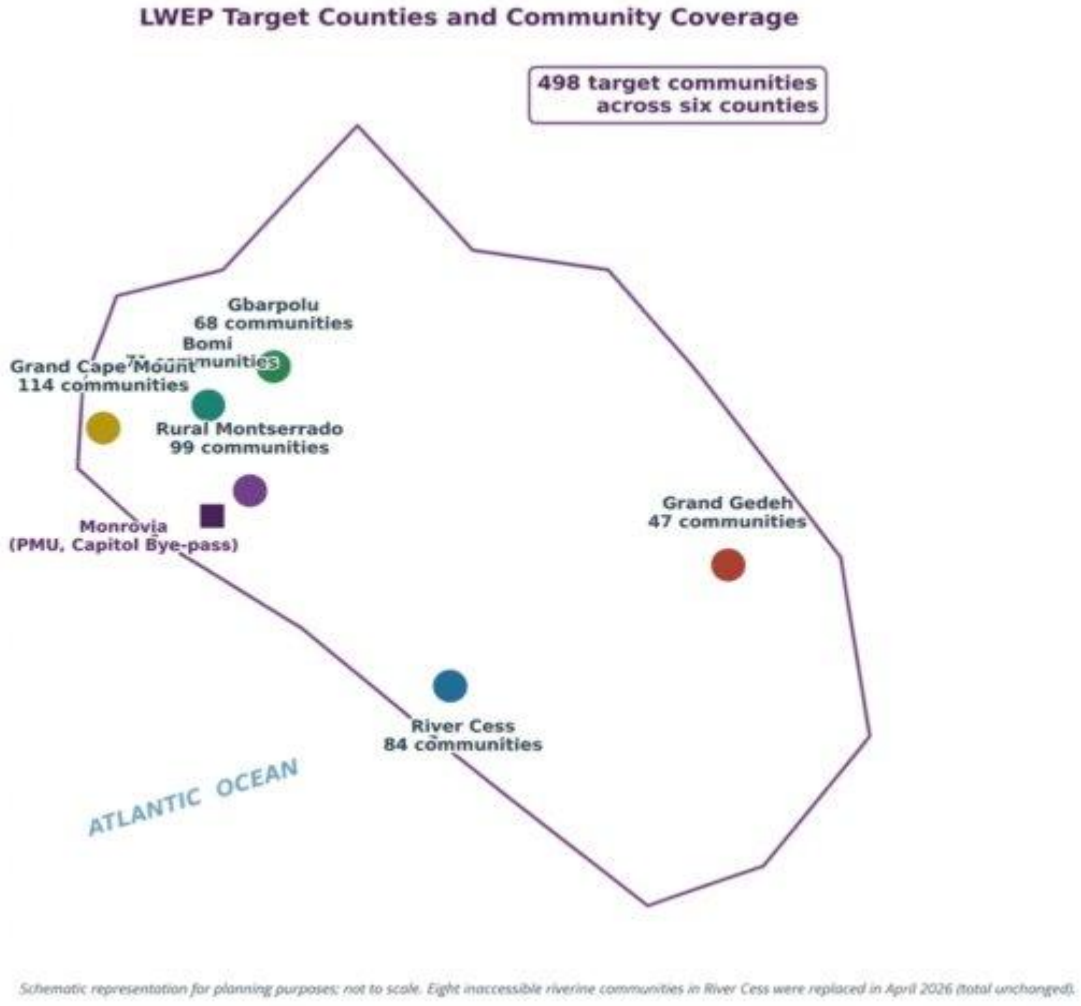


*Figure 2: LWEP target counties and community coverage (schematic; not to scale).*

## 2.4 Component 1 and the SASA! Methodology

Component 1 finances the SASA! methodology — a community mobilization and social and behaviour change communication approach developed by Raising Voices and tested in Liberia and across Sub-Saharan Africa — to prevent gender-based violence, particularly intimate partner violence, by shifting community attitudes to gender and power. SASA! proceeds through four sequential phases (Start, Awareness, Support, Action), typically over about three years, and engages all "circles of influence" through three strategies: local activism led by trained Community Activists; community leadership engaging elders, religious leaders, police, health workers and teachers; and institutional strengthening focused on MGCSP at national and county level. Fidelity to the phased sequence is itself a safeguard: skipping or compressing phases is a recognized driver of backlash and is addressed in 6.7 and 7.7.

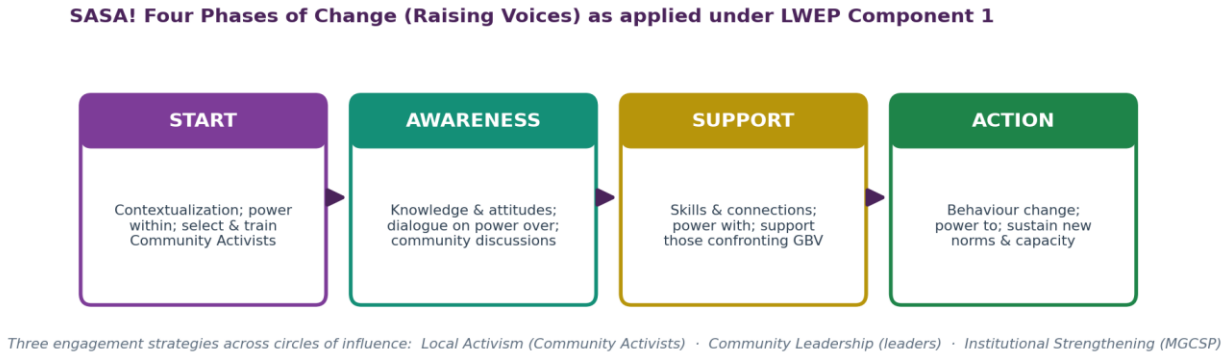


*Figure 3: SASA! Four phases of change as applied under LWEP Component 1.*

## 2.5 Component 2: Health, ASRH and Girls' Education

Component 2 increases service-seeking behaviour for health services at community level — including adolescent sexual and reproductive health (ASRH) information and referral — and works to shift norms that keep girls out of school. Activities engage adolescent girls and boys, caregivers, teachers, health workers and community structures. Because participants include minors in low-opportunity rural settings, these activities carry distinct safeguarding, consent, confidentiality and service-provider conduct risks that are assessed in 6.8 and managed through the standalone plan at 7.8.

## 2.6 Component 3: Livelihoods and the ESLG Grant Windows

Component 3 (US$ 23.6 million; 53 percent of financing) is the project's largest component. Sub-component 3.a builds the capacity of livelihood groups on the five core group principles (regular meetings, savings, inter-loaning, timely repayment, record-keeping), life skills and climate-informed business planning; sub-component 3.b finances Economic Support and Livelihood Grants (ESLG) to women-led enterprises and groups through the windows summarized in Table 3. Grant administration follows the ESLG Grant Manual: the LSP Fund Manager maps beneficiaries and performs due diligence; the Independent Proposal Evaluation and Approval Committee (IPEAC) approves proposals; and disbursement is by bank account or mobile money under PMU/PFMU fiduciary oversight.

*Table 3: ESLG grant windows, amounts and disbursement conditions (per the Grant Manual)*

| Window | Amount (US$) | Key disbursement terms and conditions |
|---|---|---|
| **Individual Enterprise (IE)** | 1,000 – 2,500 | Single tranche; CAPEX may be procured by the LSP; OPEX transferred to individual bank/mobile-money account; utilization within 6 months; utilization/completion certificate required. |
| **Livelihood Group (LG)** | 2,500 – 4,000 | Two tranches (50/50); second tranche only after 80% utilization of the first, initiation of the activity and support to ≥30% of members; utilization within 6 months; certificates required. |
| **VSLA revolving fund** | 4,000 – 8,000 | Used as a revolving fund retained after each annual cycle; requires updated books, a Micro-Investment Plan for all members and MIP training; on-lending at ≤12–15% p.a.; ≥60% of the fund for climate-smart practices/energy-efficient systems; single tranche if <US$4,000, otherwise 50/50 with the second tranche after 100% utilization and ≥10 members supported. |
| **PG/FBO matching grant** | up to 8,000 | Matching grants contingent on business-plan quality and member contribution; eligibility includes ≥50 members, ≥70% women, ≥US$1,000 annual turnover, grading A/B, updated records, and readiness to apply ≥70% of the grant to climate-smart production or processing. |

*Grant funds may not finance any activity on the project's environmental and social exclusion list (Annex F).*

## 2.7 Value Chains, Inputs and Screened Site Characteristics

The Sites Screening Report screened twenty-eight FBO/LG farming sites in Gbarpolu and Rural Montserrado. All sites (100 percent) are on land already under agriculture, with no residential, industrial or recreational displacement; 64.3 percent of sites lie more than 100 metres from the nearest water body while 35.7 percent lie within 100 metres; topography is predominantly flat (64.3 percent) with 32.1 percent on slopes and one hilly site. Supported value chains and input use are summarized in Table 4; groups also rear chickens and pigs. Screening found compound fertilizer NPK 15-15-15 already procured independently by farming groups, and — with grant financing for inputs — the majority of farming groups are expected to utilize fertilizers to boost production. No pesticide stockpiles were identified, but small-scale herbicide and pesticide use may accompany intensification and is treated precautionarily in 7.4.

*Table 4: Value chains and input use among screened groups (n = 28)*

| Value chain | Sites | Share | Input-use note |
|---|---|---|---|
| **Rice** | 12 | 42.9% | Upland and swamp systems; principal target for NPK 15-15-15 top-dressing. |
| **Cassava** | 8 | 28.6% | Predominantly upland (Site A); lower current fertilizer intensity. |
| **Vegetables** | 6 | 21.4% | Highest per-area input intensity; frequent proximity to water (Site B). |
| **Rice & cassava (mixed)** | 2 | 7.1% | Mixed plots spanning categories; category assigned per plot. |
| **Livestock (cross-cutting)** | — | — | Chickens and pigs at homestead scale; Table 27 measures apply. |

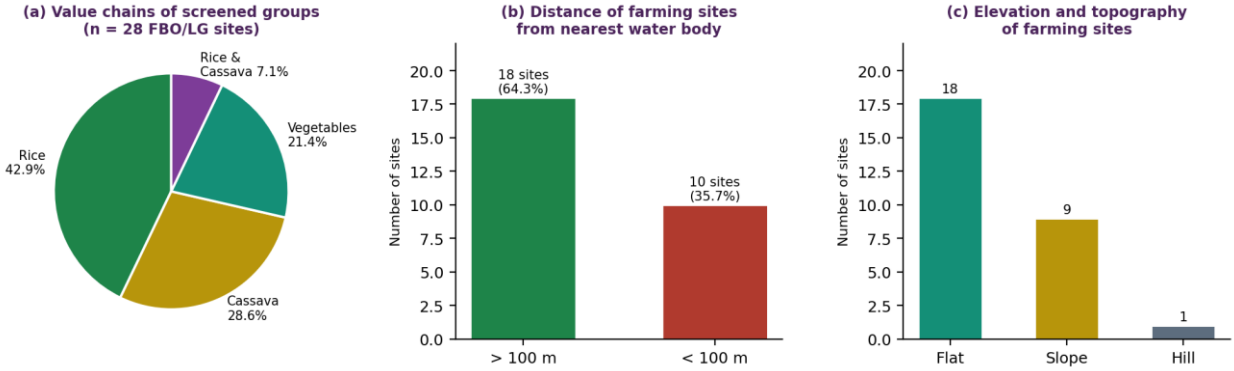


*Figure 4: Screened-site characteristics — value chains, distance to water and topography (n = 28).*

Plate 1: NPK 15-15-15 compound fertilizer in use by FBOs.

Plate 2: Rice harvest of a supported Livelihood Group.

## 2.8 Site Categorization Framework (Sites A, B and C)

Screening confirms that supported sites occupy three recurring physical settings with materially different risk profiles. This ESMP therefore assigns every livelihood site — at screening, using Annex A — to one of the categories in Table 5. The category determines which ESMP matrix (7.1–7.3) and which OHS control set (7.9) apply. Where a single group farms plots in more than one category, the more protective requirements govern the relevant plot.

***Table 5: Site categorization framework and typical activities***

| Category | Definition | Typical activities and exposures |
|---|---|---|
| **Site A** | Higher ground / elevated terrain away from low-lying areas and water courses. | Upland cassava, upland rice and vegetables; poultry and piggery near homesteads. Exposures: clearing, erosion on slopes, burning during land preparation, tool injuries, snakebite, fertilizer handling. |
| **Site B** | Higher ground / elevated terrain near water courses (streams, creeks). | As Site A, plus riparian-margin cultivation. Additional exposures: nutrient/sediment runoff to streams, riparian vegetation loss, contamination of downstream domestic-use water, vector breeding. |
| **Site C** | Low-lying areas: swamps, river valleys, floodplains and coastal plains. | Swamp rice and seasonal vegetables. Exposures: flooding and crop loss, waterlogged working conditions, drowning risk, schistosomiasis and malaria, leech/skin infections, nutrient leaching, wetland disturbance; in River Cess, canoe-based access hazards. |

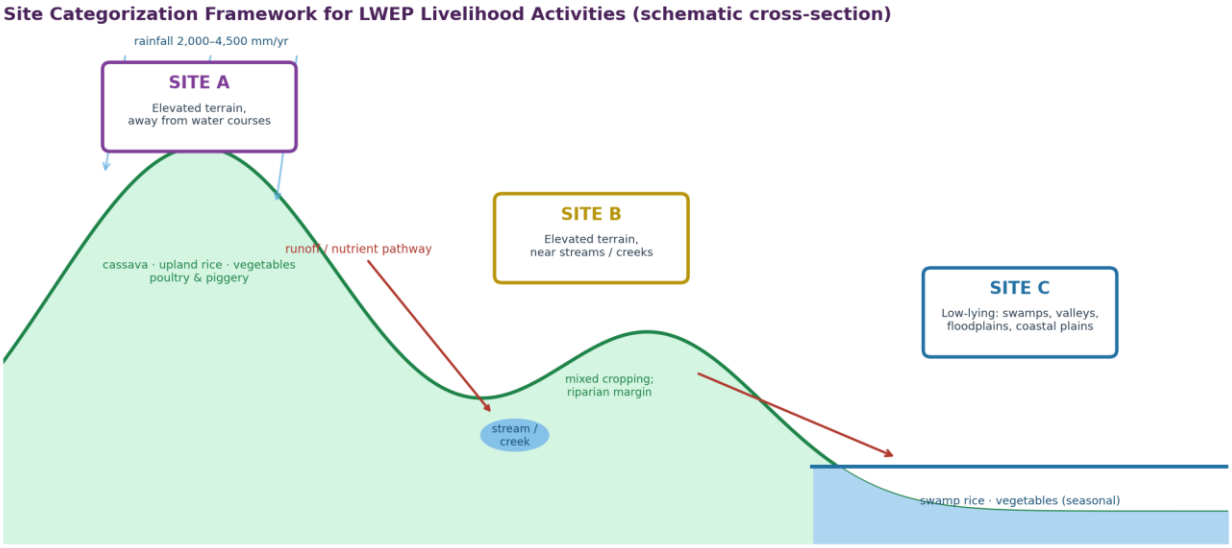


*Figure 5: Site categorization framework (schematic cross-section).*

*Plate 3: Upland cassava farming (Site A).*

*Plate 4: Upland farming near a water course (Site B).*

*Plate 5: Lowland swamp-rice transplanting (Site C).*

# 3. POLICY, LEGAL AND INSTITUTIONAL FRAMEWORK

## 3.1 National Policy and Legal Framework

*Table 6: National policy and legal instruments applicable to the ESMP*

| Instrument | Application to the LWEP ESMP |
|---|---|
| **Constitution of the Republic of Liberia (1986)** | Equal protection and non-discrimination; foundation for gender-equality programming. |
| **Environmental Protection and Management Law (2003)** | Framework law for environmental assessment, management plans, pollution control and EPA oversight of this ESMP. |
| **Act Creating the Environmental Protection Agency (2002)** | Establishes the EPA as regulator and review authority. |
| **EPA EIA Procedural Guidelines** | Procedures for screening, categorization and clearance of project activities and management plans. |
| **Public Health Law (Title 33, revised)** | Community health and sanitation obligations relevant to farming, animal husbandry and waste. |
| **Decent Work Act (2015)** | Labor standards for project workers and community labor; prohibition of forced labor; child-labor protections. |
| **Children's Law of Liberia (2011)** | Child rights, protection and best-interest principles governing all engagement with minors under Component 2. |
| **Penal Law as amended by the Rape (Amendment) Act (2005)** | Defines sexual offences; the age of consent is 18, framing mandatory-response obligations for SEA/SH involving minors. |
| **Domestic Violence Act (2019)** | Criminalizes domestic violence; underpins SASA! referral pathways and GRM SEA/SH handling. |
| **Land Rights Act (2018)** | Recognizes customary land rights; basis for the voluntary, documented use of community land for group farms. |
| **National Gender Policy (2018–2022, extended)** | National framework for gender mainstreaming and women's economic empowerment. |
| **Education Reform Act (2011)** | Girls' right to education, relevant to Component 2 retention activities. |
| **MoA plant-protection and input regulations** | Registration and safe handling of fertilizers and pesticides; extension-service standards. |

## 3.2 International Conventions

Liberia is party to instruments directly relevant to this ESMP, including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Convention on the Rights of the Child (CRC), the Maputo Protocol, core ILO conventions on forced and child labor, the Stockholm and Rotterdam Conventions on chemicals management, and the Convention on Biological Diversity. Project activities, particularly ASRH engagement with minors and agrochemical use, are designed for consistency with these commitments.

## 3.3 World Bank Environmental and Social Standards

*Table 7: Relevance of World Bank ESS1–ESS10 to the LWEP*

| ESS | Standard | Relevance | Application in this ESMP |
|---|---|---|---|

| | | | |
|---|---|---|---|
| **ESS1** | Assessment and Management of E&S Risks and Impacts | Relevant | Categorized-site screening and risk assessment (Ch. 6–7), including cumulative impacts, disadvantaged/vulnerable-group screening, climate and security risks, adaptive management, incident management and monitoring. The ESMP is updated when residual risk or activity scope changes. |
| **ESS2** | Labor and Working Conditions | Relevant | Applies to direct, contracted, community and primary-supplier workers as relevant, including community workers/volunteers. Add terms and conditions, non-discrimination, prohibition of forced and child labor, OHS, worker accommodation where relevant, Code of Conduct, SEA/SH prevention and a functional workers' GRM (7.9, 8.4).<br>Community and project workers; OHS plan (7.9); child-labour safeguards; workers' GRM (8.4). |
| **ESS3** | Resource Efficiency and Pollution Prevention | Relevant | Strengthen resource-efficiency and pollution controls for fertilizer, pesticides, livestock waste, packaging and water use; apply IPM; prohibit prohibited/highly hazardous products; ensure safe storage, transport and disposal/take-back arrangements and water-quality monitoring (7.4–7.5).<br>Fertilizer/agrochemical plan (7.4); waste and container management; water-quality protection. |
| **ESS4** | Community Health and Safety | Relevant | Community health and safety includes transport/water safety, communicable/zoonotic disease, chemical exposure, fire/flood risks, security, GBV/SEA/SH, safe access for persons with disabilities and risks to vulnerable groups (§6–8).<br>Site OHS spillover, transport/water safety (River Cess), zoonoses, SEA/SH risk management. |
| **ESS5** | Land Acquisition, Restrictions on Land Use and Involuntary Resettlement | Low / not triggered | Screen every site/activity for physical or economic displacement, loss of access, restrictions on customary/common land and livelihood impacts. Voluntary land-use agreements must be informed, free of coercion, documented and verified with affected rights-holders. If any involuntary restriction or economic displacement is identified, the relevant ESS5 instrument and measures must be completed before implementation. |
| **ESS6** | Biodiversity Conservation and Sustainable Management of Living Natural Resources | Relevant | Biodiversity screening shall distinguish modified, natural and critical habitat; avoid natural/critical habitat conversion and protected-area impacts; retain riparian buffers and wetland ecological functions; assess cumulative effects where multiple sites occur in the same landscape (§6.10, §7).<br>Riparian buffers at Site B; wetland-sensitive practice at Site C; exclusion of critical habitats via Annex F. |
| **ESS7** | Indigenous Peoples / Sub- | Not | The current statement that ESS7 is categorically 'not |

| | | | |
|---|---|---|---|
| | Saharan African Historically Underserved Communities | applicable | applicable' should be replaced by documented screening against ESS7 criteria, including collective attachment to land/natural resources, distinct social/cultural characteristics and self-identification. If criteria are met, undertake appropriate social assessment, meaningful culturally appropriate engagement and ESS7 measures before affected activities proceed.<br>No groups meeting ESS7 criteria are present in the project area under national circumstances. |
| **ESS8** | Cultural Heritage | Relevant (chance finds) | Chance-finds procedure applies to excavation/land preparation, but clearance to resume work shall involve the competent heritage authority where required; sacred places, graves and culturally significant sites shall be avoided and confidentiality respected where information is sensitive.<br>Chance-finds procedure (Annex C) applies to all land preparation. |
| **ESS9** | Financial Intermediaries | Not applicable | Current direct grant administration does not constitute FI intermediation. If the project later routes Bank funds through an FI or similar financial intermediary, ESS9 applicability and the required ESMS must be reassessed before that arrangement begins.<br>Grants are administered directly by the LSP/PMU, not through FIs. |
| **ESS10** | Stakeholder Engagement and Information Disclosure | Relevant | Engagement must be continuous, inclusive, accessible and culturally appropriate; disclose relevant E&S information in understandable formats/languages; document feedback and how it changed decisions; provide safe channels for women, adolescents, persons with disabilities and remote/low-connectivity communities; maintain a functional GRM without restricting access to judicial/administrative remedies.<br>SEP implementation, consultation record (Ch. 5), disclosure (Ch. 11) and GRM (Ch. 8). |

## 3.4 Project E&S Instruments

***Table 8: Project E&S instruments and their relationship to this ESMP***

| Instrument | Function |
|---|---|
| **ESMF** | Framework guidance where sites were unknown at appraisal; defines screening principles, the exclusion list and the requirement for this ESMP. |
| **ESCP** | Binding commitments of the Government of Liberia to the Association, including preparation, disclosure and implementation of site instruments and reporting. |
| **SEP** | Stakeholder engagement and disclosure obligations, into which the consultation record of Chapter 5 and the GRM of Chapter 8 feed. |
| **This ESMP** | The operational site-level plan: categorized-site matrices, activity-stream |

| | |
|---|---|
| | plans (fertilizer, grants, SASA!, ASRH), OHS, GRM operation, monitoring and budget. |
| **ESLG Grant Manual / PIM** | Fiduciary and operational rules for grants and implementation; this ESMP adds the E&S conditions to those processes (e.g., screening before disbursement). |
| **LMP** | Labor management procedures for managing labor-related risks. |
| **GRM Handbook** | Procedures for grievance conveyance and redress. |
| **SEA/SH Action Plan** | Action plan for SEA/SH and other GBV-related risk management. Protection for women and girls benefiting from the LWEP intervention |

## 3.5 Institutional and Implementation Arrangements

ESMP delivery is anchored in the MGCSP Project Management Unit — the National Project Coordinator, the Environmental Specialist, the Social Safeguards/Lead Social Specialist function, the Gender Specialist, M&E Specialist and financial management — supported by the LSP consortium's county teams, county coordinators and Gender and Social Inclusion Units, line-ministry structures (MoA extension, MoH county health teams, MoE), the EPA as regulator, and the Project Steering Committee. Grant fiduciary controls run through the IPEAC, the PFMU and the LSP Fund Manager. Figure 6 summarizes the arrangement; detailed responsibilities appear in Chapter 9.

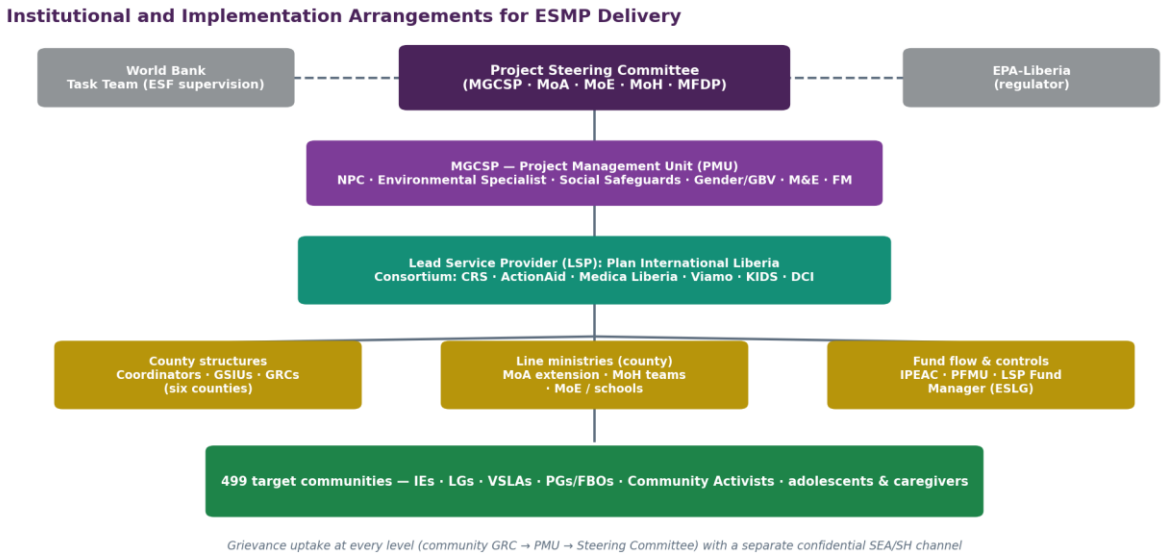


*Figure 6: Institutional and implementation arrangements for ESMP delivery.*

# 4. ENVIRONMENTAL AND SOCIAL BASELINE

## 4.1 Biophysical Setting

The six counties span Liberia's coastal plain, rolling interior mosaic and forest-edge uplands. The climate is humid tropical with annual rainfall of roughly 2,000–4,500 millimetres concentrated in the May–October wet season; intense rainfall drives seasonal flooding of valley bottoms and floodplains, high erosion potential on cleared slopes, and rapid nutrient transport from fields to water courses. Dense drainage networks — including the Cestos River system in River Cess and coastal creeks and mangrove fringes in Grand Cape Mount and Bomi — mean many communities farm within a few hundred metres of surface water. Natural vegetation ranges from secondary forest and forest-agriculture mosaic (Gbarpolu, Grand Gedeh) to coastal savanna, wetlands and mangroves; screened project sites, however, are all on land already in agricultural use, with land cover recorded as sparse vegetation (39.3 percent), vegetation (32.1 percent), agriculture crops (17.8 percent) and water-fringe (10.7 percent).

Climate variability is a defining feature of the baseline. Liberia's coastal and interior zones are already experiencing more intense rainfall events, coastal erosion, and shifts in wet-season onset that disrupt traditional planting calendars — trends projected to continue and directly relevant to a project financing rain-fed agriculture. For this ESMP, the operative consequences are threefold: flood frequency at Site C locations is best treated as increasing rather than stationary; erosion risk on cleared slopes rises with rainfall intensity; and climate-smart practice adoption — already an earmarked condition of several ESLG windows — is a risk-management measure as much as a development objective.

## 4.2 County Profiles

***Table 9: County biophysical and socio-economic profiles (summary)***

| County | Biophysical character | Livelihood and social character |
|---|---|---|
| **Bomi** | Lowland valleys, former mining landscapes, coastal-adjacent wetlands. | Cassava, vegetables, small trade; proximity to Monrovia markets; legacy land disturbance. |
| **Gbarpolu** | Forest-edge interior; upland–swamp mosaic; heavy wet-season access constraints. | Upland and swamp rice; NTFP reliance; low service density; one screened group already using NPK. |
| **Grand Cape Mount** | Coast, Lake Piso environs, mangroves and creeks. | Fishing/fish processing and farming; coastal-plain flooding; women central in processing and trade. |
| **Grand Gedeh** | Forested south-east uplands; distant from Monrovia. | Upland cassava/rice; long input-supply chains; limited financial services. |
| **River Cess** | Cestos River riverine belt to coast; eight communities accessible only by water pre-replacement. | Fishing, swamp rice; hand-paddle canoe transport with documented fatal incidents; weakest GSM connectivity. |
| **Rural Montserrado** | Peri-urban hinterland; flat-to-rolling mosaic. | Vegetables, cassava, petty trade; strongest market access; densest |

| | | |
|---|---|---|
| | | beneficiary caseload (99 communities). |

## 4.3 Socio-Economic, Gender and Protection Context

Women constitute the backbone of smallholder food production and petty trade in all six counties yet face constrained access to land control, finance, extension and markets. National surveys (LDHS 2019–20) indicate high prevalence of physical and sexual violence against women, with intimate partner violence the most common form, alongside early marriage and adolescent pregnancy rates that curtail girls' schooling — precisely the norms Component 1 targets. Female literacy and financial-service penetration are low in rural areas; VSLAs are frequently the only savings vehicle. GBV response services (one-stop centres, safe homes, police Women and Children Protection Sections) are concentrated in county capitals, leaving remote and riverine communities with long referral distances — a central design consideration for the GRM (Chapter 8) and the SASA! and ASRH plans (7.7–7.8).

Basic social amenities follow the same pattern of concentration. County hospitals and most functional health centres sit in county seats, while remote and riverine communities rely on sparsely staffed clinics with long travel times. Secondary schools are likewise scarce outside those towns; many rural schools stop at Grade 6 or 9, and a large share lack water, toilets, electricity and adequate teachers. GBV response services (one-stop centres, safe homes, police Women and Children Protection Sections) are likewise concentrated in county capitals, leaving the same communities with long referral distances. These gaps in hospitals, schools and protection services are a central design consideration for the project.

SOCIAL INCLUSION BASELINE:

Before each county/activity is approved, the PMU/LSP shall update a simple vulnerability and access profile covering sex, age, disability, household type, adolescent status, remoteness, language/literacy, access to finance/communications and exposure to GBV or other protection risks. The profile shall not collect unnecessary sensitive personal data. The findings shall inform targeting, meeting arrangements, transport, communications, referral pathways and monitoring.

## 4.4 Findings of Site Screening and the River Cess Assessment

***Table 10: Screened-site characteristics (28 sites, Gbarpolu and Rural Montserrado)***

| Parameter | Finding |
|---|---|
| **Current land use** | Agriculture at 28 of 28 sites (100%); no residential, industrial, park or reservation land affected. |
| **Distance to nearest water body** | 18 sites (64.3%) > 100 m; 10 sites (35.7%) < 100 m — the latter mapping to Site B/C management. |
| **Topography** | Flat 18 (64.3%); slope 9 (32.1%); hilly 1 (3.6%) — slope sites trigger erosion controls. |
| **Land cover** | Sparse vegetation 39.3%; vegetation 32.1%; agriculture crops 17.8%; water-fringe 10.7%. |
| **Value chains** | Rice 42.9%; cassava 28.6%; vegetables 21.4%; rice & cassava |

| | |
|---|---|
| | 7.1%; plus poultry and piggery. |
| **Input use** | NPK 15-15-15 procured independently by farming groups at screening; majority of groups expected to use fertilizer once grants finance inputs; no pesticide stockpiles observed. |
| **Screening conclusion** | No high-risk impacts; moderate, site-specific and reversible risks manageable through this categorized ESMP with fertilizer safe-use training. |

The screened sample is drawn from Gbarpolu and Rural Montserrado and is considered representative of the project's site typologies across all six counties. Screening of livelihood sites in the remaining four counties — Bomi, Grand Cape Mount, Grand Gedeh and River Cess — proceeds under the same checklist (Annex A) as grant cohorts are mobilized, and no disbursement occurs at any site in any county before its screening is complete and a site category assigned.

The April 2026 Environmental and Social Risk Assessment of eleven riverine communities in River Cess found that eight communities are not fully accessible by road and can be reached only by hand-propelled canoe, with travel dependent on weather and water levels; the Cestos ferry does not serve them. Documented risks included canoe capsizing with community-reported fatal incidents, seasonal flooding of access routes, heightened safety risks for women and vulnerable groups in transit, potential exclusion from services, and limited GRM access. Applying the mitigation hierarchy's first step — avoidance — the eight highest-risk communities were replaced with accessible communities of equivalent socio-economic profile, while Neegba, Yarslah and Gayloh Towns were retained with transport-safety measures (life jackets, mechanized boat protocols, no-travel thresholds) now embedded in 7.9 and Table 25.

***Table 11: River Cess riverine assessment — outcome by community group***

| Outcome | Communities | Basis |
|---|---|---|
| **Retained with mitigation** | Neegba, Yarslah, Gayloh (3) | Accessible with manageable risk; consultations completed with signed attendance; transport-safety and GRM-outreach measures apply. |
| **Replaced (avoidance)** | Eight riverine communities | Severe transport-safety and operational-feasibility risks (High rating); replaced by accessible communities of equivalent profile; county total unchanged at 84. |

*Plate 6: Hand-paddled canoes — the access constraint driving community replacement in River Cess.*

*Plate 7: Lowland farm with drainage channel, Gbarpolu (Site C practice).*

# 5. STAKEHOLDER ENGAGEMENT

## 5.1 Engagement Undertaken to Date

Engagement informing this ESMP was undertaken in line with the project SEP and ESS10, and is documented with signed, sex-disaggregated attendance records.

*Table 12: Stakeholder engagement undertaken (2025–2026)*

| Engagement | Participants | Focus |
|---|---|---|
| Site screening consultations, Gbarpolu and Rural Montserrado (28 sites) | FBO/LG members, women farmers, community leaders, VSLAs, IEs, PWD, MoA county staff | Land use and tenure confirmation; value chains; input use; site conditions; willingness and voluntary land arrangements. |
| E&S risk assessment mission, River Cess (5–10 April 2026) | County Superintendent and staff; town chiefs and elders; women's groups and VSLA members; youth; county project staff; PMU/LSP specialists (D. E. Foday, E. Karneh, G. T. Kortu) | Accessibility and transport safety; environmental and social risks of the eleven riverine communities; community preferences on relocation of activities. |
| Community meetings — Neegba, Yarslah, Gayloh, Sorboer and adjacent towns (April 6–10, 2026) | Residents including women, elders, persons with disabilities | Validation of risks; clustering preferences; GRM awareness; documented attendance sheets (Annex G). |
| PMU/LSP technical reviews (2026) | Environmental Specialist (PMU), Lead Social Specialist (LSP), Women's Empowerment Division (MGCSP) | Categorized-site approach; grant-cycle E&S conditions; SASA!/ASRH risk framing. |
| Consultant field meetings | FBO/LG members, women farmers, community leaders, VSLAs, IEs, PWD, MoA local leaders, etc. | Land use and tenure confirmation; value chains; input use; site conditions; willingness and voluntary land arrangements, beneficiaries' key concerns. |

## 5.2 Key Issues Raised by Stakeholders

- Persistent safety concerns with canoe transportation, including community-reported fatal incidents; strong preference for safer, more accessible intervention locations and clustering of nearby communities for efficiency.
- Irregular access to services due to transport limitations, long travel distances and poor GSM connectivity — with implications for training attendance, monitoring and grievance uptake.
- Women's requests for female focal points, meeting times compatible with care work, and confidential channels for sensitive complaints.

- Farming groups' requests for input support (seed, fertilizer) and training on safe use; interest in swamp development balanced against flood losses experienced in recent seasons.
- Community expectations management: clarity on grant amounts, eligibility and timing to prevent conflict and rumour-driven grievances.

### 5.3 Ongoing Engagement and Disclosure

Engagement continues throughout implementation: pre-disbursement community meetings at each site (with the screening outcome and site category announced publicly); quarterly community review meetings; SASA! structured dialogues under Component 1; and annual county stakeholder fora. This ESMP will be disclosed in-country (MGCSP and EPA websites, county offices, community notice boards in summary poster form) and on the World Bank website; the non-technical summary and GRM cards will be produced in simple Liberian English. The consultation record and attendance evidence are summarized at Annex G. The engagement plans shall include separate or adapted consultations where needed for women, adolescent girls/boys, persons with disabilities, older persons, remote/riverine residents and other disadvantaged groups. Information shall be provided in plain Liberian English and, where needed, locally understood languages and accessible formats. Each consultation cycle shall record issues raised, the project response, unresolved concerns and the date feedback was communicated back to participants. Participation shall be voluntary and free from intimidation or retaliation.

*Plate 8: Community consultation, Yarslah Town, River Cess (April 2026).*

*Plate 9: Discussion with farmers during site screening.*

# 6. ENVIRONMENTAL AND SOCIAL RISK AND IMPACT ASSESSMENT

## 6.1 Assessment Methodology

Risks are rated as the product of Likelihood (Rare, Unlikely, Possible, Likely, Almost certain) and Severity of consequence (Negligible, Minor, Moderate, Major, Critical), yielding four rating bands — Low, Moderate, Substantial and High — as shown in Figure 7. Ratings are assigned per site category and per activity stream, first without mitigation (pre-mitigation) and again assuming full implementation of the Chapter 7 measures (residual). Severity considers people (workers, community members, minors), the environment (soil, water, biodiversity), and project delivery. The assessment draws directly on the screening dataset, the April 2026 River Cess assessment, the PIM and Grant Manual process descriptions, and the consultation record.

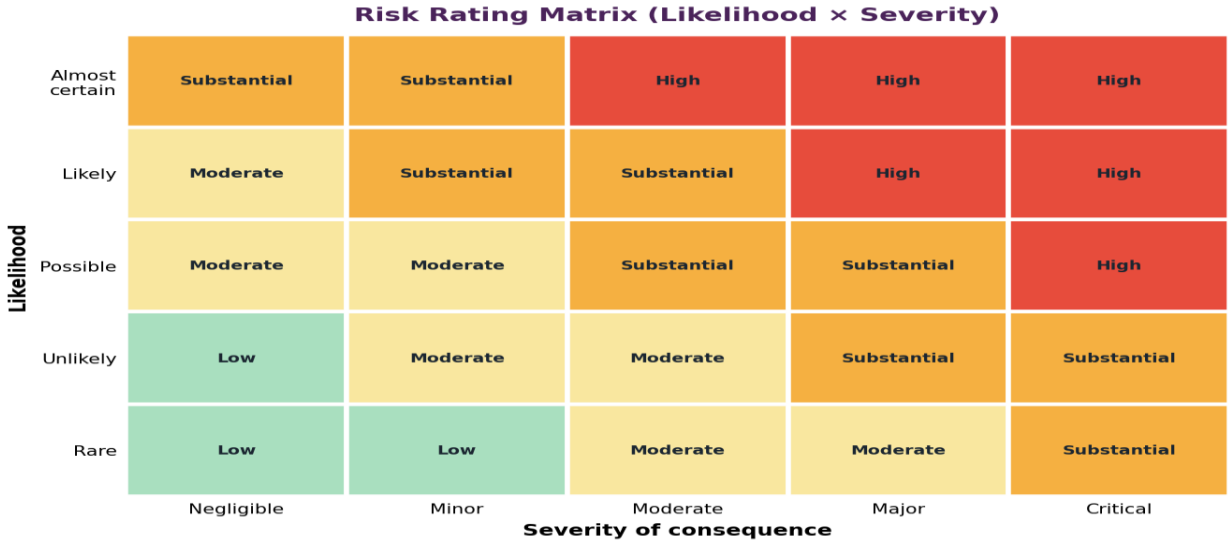


*Figure 7: Risk rating matrix (likelihood × severity).*

***Table 13: Risk rating definitions***

| Rating | Interpretation and management response |
|---|---|
| **Low** | Acceptable with standard good practice; monitor through routine supervision. |
| **Moderate** | Acceptable only with the specific mitigation of Chapter 7 implemented and verified; include in quarterly monitoring. |
| **Substantial** | Requires priority mitigation, named responsibility and enhanced monitoring frequency; PMU sign-off before the activity proceeds. |
| **High** | Not acceptable as proposed; avoid, redesign or relocate the activity (as applied to the eight replaced riverine communities). |

## 6.2 Positive Impacts

The project's positive impacts are substantial and county-wide: increased and diversified women's incomes and household food security through 2,700+ grants benefiting an estimated 36,000 households; strengthened women's agency, financial literacy and group institutions (VSLAs, PGs/FBOs); reduced acceptance of violence and improved help-seeking through SASA! reaching approximately 267,200 people; improved adolescent health knowledge and

girls' school retention; climate-smart practice adoption (≥60–70 percent of several grant windows earmarked for climate-smart investment); and strengthened MGCSP capacity to lead on gender. This ESMP protects these gains by managing the downside risks assessed below.

## 6.3 Risks by Site Category (A, B, C)

### 6.3.1 Site Category A — elevated terrain away from watercourses

*Table 14: Risk register — Site Category A*

| # | Risk / potential impact | L | S | Pre-mitigation | Post-mitigation (residual) |
|---|---|---|---|---|---|
| 1 | Vegetation clearing and incremental loss of fallow habitat during farm establishment or expansion | Likely | Minor | **Moderate** | Low |
| 2 | Soil erosion and fertility loss on sloping plots (32% of screened sites on slopes) | Possible | Moderate | **Moderate** | Low |
| 3 | Uncontrolled burning during land preparation — smoke, fire spread to bush/fallow | Possible | Moderate | **Moderate** | Low |
| 4 | Tool injuries (cutlass/hoe), snakebite, heat stress and musculoskeletal strain | Likely | Moderate | **Substantial** | Moderate |
| 5 | Solid waste — fertilizer bags, packaging at field and homestead | Likely | Minor | **Moderate** | Low |
| 6 | Child labour drawn into family plots during peak season | Possible | Moderate | **Moderate** | Low |
| 7 | Land-use disputes over group plots where verbal arrangements are undocumented | Possible | Moderate | **Moderate** | Low |

### 6.3.2 Site Category B — elevated terrain near streams and creeks (incremental to A)

*All Site A risks apply; the following are additional or elevated because of proximity (<100 m) to surface water — the setting of 35.7 percent of screened sites.*

*Table 15: Risk register — Site Category B (incremental to A)*

| # | Risk / potential impact | L | S | Pre-mitigation | Post-mitigation (residual) |
|---|---|---|---|---|---|
| 1 | Nutrient (NPK) and sediment runoff to streams; eutrophication and turbidity affecting downstream domestic use | Likely | Moderate | **Substantial** | Moderate |
| 2 | Clearing of riparian vegetation; bank destabilization and loss of shade/filter function | Possible | Moderate | **Moderate** | Low |
| 3 | Contamination of water points | Possible | Major | **Substantial** | Moderate |

| | | | | | |
|---|---|---|---|---|---|
| | used for drinking, bathing and washing near plots | | | | |
| 4 | Vector breeding (standing water at field margins) — malaria exposure | Likely | Moderate | **Substantial** | Moderate |
| 5 | Agrochemical container washing in streams | Possible | Major | **Substantial** | Low |

### 6.3.3 Site Category C — low-lying swamps, valleys, floodplains and coastal plains

***Table 16: Risk register — Site Category C***

| # | Risk / potential impact | L | S | Pre-mitigation | Post-mitigation (residual) |
|---|---|---|---|---|---|
| 1 | Seasonal flooding — crop loss, asset damage, livelihood setback for grantees | Likely | Major | **High** | Moderate |
| 2 | Drowning and water-transport hazards, incl. canoe access in riverine River Cess | Possible | Critical | **High** | Moderate |
| 3 | Waterborne and water-contact disease — schistosomiasis, leech bites, skin infection from prolonged immersion | Likely | Moderate | **Substantial** | Moderate |
| 4 | Malaria exposure from extended wetland presence | Likely | Moderate | **Substantial** | Moderate |
| 5 | Nutrient leaching and standing-water contamination in swamps with poor exchange | Possible | Moderate | **Moderate** | Low |
| 6 | Wetland disturbance — drainage, conversion pressure on natural swamp/mangrove fringe | Possible | Major | **Substantial** | Low |
| 7 | Waterlogged working conditions — slips, strains, foot injuries | Likely | Moderate | **Substantial** | Moderate |
| 8 | Acid-sulfate or low-fertility soils yielding poor returns on grant investment | Possible | Moderate | **Moderate** | Low |

## 6.4 Fertilizer and Agrochemical Risks

NPK 15-15-15 is already in independent use and use will widen as grants finance inputs; small quantities of herbicides/pesticides may follow intensification. Risks apply across categories but are most consequential at Sites B and C.

***Table 17: Risk register — fertilizer and agrochemicals***

| # | Risk / potential impact | L | S | Pre-mitigation | Post-mitigation (residual) |
|---|---|---|---|---|---|
| 1 | Unsafe storage in dwellings — ingestion risk to children, | Possible | Major | **Substantial** | Low |

| | | | | | |
|---|---|---|---|---|---|
| | caking/loss, co-storage with food | | | | |
| 2 | Handling without PPE — dermal/eye irritation, inhalation of dust | Likely | Moderate | **Substantial** | Moderate |
| 3 | Over- or mis-application — crop scorch, wasted grant funds, nutrient runoff/leaching | Likely | Moderate | **Substantial** | Moderate |
| 4 | Empty-bag/container misuse (food or water storage) and open dumping or burning | Likely | Moderate | **Substantial** | Low |
| 5 | Unregistered or repackaged products entering supply through informal traders | Possible | Moderate | **Moderate** | Low |
| 6 | Escalation to pesticide use without training or IPM framing | Possible | Major | **Substantial** | Moderate |

## 6.5 Animal Husbandry Risks

***Table 18: Risk register — animal husbandry (poultry and piggery)***

| # | Risk / potential impact | L | S | Pre-mitigation | Post-mitigation (residual) |
|---|---|---|---|---|---|
| 1 | Zoonotic disease transmission — avian influenza (HPAI), swine influenza, salmonella at homestead scale | Possible | Major | **Substantial** | Moderate |
| 2 | Antibiotics as growth promoters are prohibited in all LWEP poultry and piggery grants, consistent with the WBG Environmental, Health and Safety Guidelines. Antibiotics may be used only to treat a diagnosed illness on the advice of an MoA veterinary officer or county animal-health worker, with the withdrawal period observed before sale or slaughter. Feed procured under the grant must not be labelled as containing an antibiotic growth promoter. The prohibition is an IPEAC appraisal check. African Swine Fever outbreak — total loss of pig-based grant investments | Possible | Major | **Substantial** | Moderate |
| 3 | Manure and wastewater nuisance — odour, flies, runoff to water points | Likely | Minor | **Moderate** | Low |
| 4 | Poor animal welfare and feed- | Possible | Moderate | **Moderate** | Low |

| | | | | | |
|---|---|---|---|---|---|
| | storage pest/aflatoxin problems | | | | |
| 5 | Unhygienic home slaughter — foodborne illness | Possible | Moderate | **Moderate** | Low |

## 6.6 Grant Disbursement Risks (Women's Groups)

ESLG windows place US$ 8,000–20,000 with individual women and small groups whose members may be newly banked or unbanked, in settings with weak connectivity and long distances to financial services. International and Liberian experience shows that cash injections into gender-unequal settings can create the following risks, which Table 28 manages. Grant eligibility, application, appraisal and disbursement processes shall be accessible to persons with disabilities, low-literacy applicants, remote communities and first-time users of formal/mobile financial services. No beneficiary shall be required to pay a fee, provide a sexual or personal favor, surrender a PIN, or obtain permission from an abusive household member to access an approved benefit. Reasonable support shall be provided without compromising confidentiality or independent decision-making.

*Table 19: Risk register — ESLG grant disbursement*

| # | Risk / potential impact | L | S | Pre-mitigation | Post-mitigation (residual) |
|---|---|---|---|---|---|
| 1 | Elite capture/diversion by community leaders or better-connected members; ineligible beneficiaries | Possible | Major | **Substantial** | Low |
| 2 | Sextortion / SEA by persons controlling access to grants ('kickbacks' for selection or tranche release) | Possible | Critical | **High** | Moderate |
| 3 | Intra-household conflict and IPV escalation as women's income and financial control increase | Likely | Major | **High** | Moderate |
| 4 | Intra-group conflict over fund use, repayment or record-keeping; group collapse | Likely | Moderate | **Substantial** | Moderate |
| 5 | Fraud and financial mismanagement — falsified utilization certificates, ghost members | Possible | Major | **Substantial** | Low |
| 6 | Cash-security exposure — theft/robbery when moving cash from banks or during VSLA share-outs | Possible | Major | **Substantial** | Moderate |
| 7 | Mobile-money fraud, PIN sharing and agent over-charging of first-time users | Likely | Moderate | **Substantial** | Moderate |

| | | | | | |
|---|---|---|---|---|---|
| 8 | Over-indebtedness of VSLA borrowers; interest above the 12–15% cap | Possible | Moderate | **Moderate** | Low |
| 9 | Exclusion of the most vulnerable (persons with disabilities, remote residents) from grant access | Possible | Moderate | **Moderate** | Low |
| 10 | Expectation inflation and rumour-driven grievances where amounts/timing are unclear | Likely | Moderate | **Substantial** | Low |

## 6.7 SASA! Social-Norms Programming Risks

SASA! deliberately disrupts entrenched power relations. Evidence from SASA! implementation regionally shows that poorly sequenced, compressed or weakly facilitated delivery can generate resistance and, in the transition period, elevate risks for the very women the approach protects. These risks are inherent to norms-change work and are managed — not avoided — through the standalone plan at 7.7.

***Table 20: Risk register — SASA! social-norms programming***

| # | Risk / potential impact | L | S | Pre-mitigation | Post-mitigation (residual) |
|---|---|---|---|---|---|
| 1 | Backlash and resistance from men, elders or religious/traditional structures perceiving loss of authority | Likely | Major | **High** | Moderate |
| 2 | Short-term escalation of IPV in households confronting changing power dynamics | Possible | Critical | **High** | Moderate |
| 3 | Harassment, intimidation or ostracism of Community Activists (many of them women) | Possible | Major | **Substantial** | Moderate |
| 4 | Unmanaged disclosure of GBV during activities without referral capacity — re-traumatization, confidentiality breach | Likely | Major | **High** | Moderate |
| 5 | Phase-skipping or compressed delivery undermining fidelity and provoking conflict | Possible | Moderate | **Moderate** | Low |
| 6 | Misinterpretation of messaging (‘project is against men/tradition’) fuelling community division | Possible | Moderate | **Substantial** | Low |
| 7 | Activist burnout and attrition; unpaid-labour grievances | Likely | Minor | **Moderate** | Low |
| 8 | Data/ethics breaches in norms and GBV monitoring (identifiable records) | Possible | Major | **Substantial** | Low |

## 6.8 ASRH and Adolescent Engagement Risks

Component 2 works directly with adolescents — including minors under Liberia's age of consent of 18 — in rural communities with limited economic opportunity, entrenched early-marriage norms and thin service coverage. Every contact point (sessions, referrals, data) is a potential safeguarding exposure; the standalone plan at 7.8 applies.

*Table 21: Risk register — ASRH and adolescent engagement*

| # | Risk / potential impact | L | S | Pre-mitigation | Post-mitigation (residual) |
|---|---|---|---|---|---|
| 1 | Sexual exploitation and abuse of adolescents by facilitators, service providers or older participants | Possible | Critical | **High** | Moderate |
| 2 | Confidentiality breaches — disclosure of adolescents' SRH information to parents/community; stigma and retaliation | Likely | Major | **High** | Moderate |
| 3 | Absent or invalid consent processes (minors engaged without appropriate assent/guardian consent frameworks) | Possible | Major | **Substantial** | Low |
| 4 | Community, religious or parental opposition to ASRH content — disruption, withdrawal of girls, reputational harm | Likely | Moderate | **Substantial** | Moderate |
| 5 | Mishandled disclosures of abuse, incest or statutory offences without mandatory-response pathways | Possible | Critical | **High** | Moderate |
| 6 | Exclusion of out-of-school, married or parenting adolescents from services | Likely | Moderate | **Substantial** | Low |
| 7 | Unsafe travel of girls to sessions/facilities (distance, water crossings, night return) | Possible | Major | **Substantial** | Moderate |
| 8 | Misinformation or age-inappropriate content delivered by undertrained facilitators | Possible | Moderate | **Moderate** | Low |
| 9 | Insecure adolescent data (registers, referral logs) identifying minors | Possible | Major | **Substantial** | Low |

## 6.9 Cross-Cutting Risks

Five cross-cutting risk areas apply across all site categories and activity streams and are managed through measures embedded in the Chapter 7 plans. The risk register shall also

consider discrimination and exclusion, barriers to participation, child protection, SEA/SH and other GBV, harassment, worker/community conflict, security risks, misuse of personal data, retaliation against complainants, and risks to persons with disabilities and other disadvantaged groups. These risks shall be rated and linked to specific mitigation, responsible persons, monitoring indicators and budget.

**Labour and working conditions (ESS2).** Project workers comprise PMU and LSP/consortium staff, county enumerators, contracted facilitators and volunteer Community Activists; primary-supply and community workers are the members of supported groups themselves. Terms of engagement follow the Decent Work Act (2015): written engagement terms for contracted workers, agreed and transparent non-monetary recognition for volunteers, working-hour limits during field missions, and non-discrimination in recruitment. The minimum age for project work is 15, and no person under 18 may perform hazardous tasks — agrochemical handling, burning, heavy lifting, cutlass clearing or waterside work — whether as a worker or as a family member on a supported plot. All workers have access to the workers' grievance channel (§8.4), and labour conditions are checked during routine LSP field visits.

**Community health and safety (ESS4).** Beyond site-level OHS, the project manages: road- and water-transport safety for staff and beneficiaries travelling to trainings, disbursements and services — with the River Cess water-safety regime of Table 25 and §7.9 as the strictest case; crowd and cash-security management at disbursement and VSLA share-out events; disease-vector exposure associated with wetland cultivation; and zoonotic risks from supported poultry and piggery (Table 27). Any project-related incident affecting community members follows the serious-incident reporting protocol of Table 36.

**Cultural heritage (ESS8).** Screening confirmed no supported site is located on or adjacent to graves, shrines or other culturally significant features. Because land preparation nonetheless involves ground disturbance, the chance-finds procedure at Annex C applies to every site, and screening question A.3 excludes any plot where heritage features are identified, with boundaries adjusted in consultation with the community.

**Climate risk.** Rainfall intensification and seasonal shift increase flood recurrence at Site C, erosion at sloped Site A/B plots, and post-harvest losses. The project's response is embedded rather than standalone: the climate-smart earmarks of the ESLG windows (≥60–70 percent of several windows), flood-contingent business planning and cropping calendars (Table 25), erosion control (Table 23), and the screening prohibition on siting in the highest-hazard locations.

**Security and social cohesion.** Targeted benefit distribution in low-income settings can generate jealousy, rumour and localized tension, including toward beneficiary women. Mitigation runs through radical transparency on eligibility and amounts (Table 28), community-wide benefits under Component 1 that precede and accompany household-level grants, engagement of local leadership, and the GRM as the designated outlet for disputes. Staff

follow LSP security protocols for field movement, and no activity proceeds in a community during active conflict or security incidents.

## 6.10 Cumulative and Induced Impacts

Individually, each supported plot, pen or grant is small; cumulatively, up to 2,700 grants across 498 communities could concentrate effects where many groups share a landscape. Three cumulative pathways are material. First, nutrient loading: multiple fertilized plots draining to the same stream or swamp could, in aggregate, affect water quality even where each plot complies individually — addressed through the clustering check at screening (water-point mapping), the buffer regime of Table 24, reduced swamp dosing (Table 25), and semi-annual downstream spot checks at clustered Site B/C locations (Table 35). Second, land-use intensification: grant-driven expansion could shorten fallow cycles and push cultivation toward wetland margins — constrained by the existing-farmland screening criterion, the Annex F exclusion of wetland conversion, and MoA advisory on soil-fertility maintenance. Third, induced socio-economic effects: a visible influx of grants can inflate local input prices, attract informal input sellers (including unregistered agrochemicals), and intensify intra-community expectations — managed through registered-supplier procurement (Table 26), transparency measures (Table 28) and GRM trend monitoring. Cumulative indicators are reviewed at the annual E&S audit, which may trigger area-specific measures where clustering effects emerge. At county and district level, the PMU shall periodically review whether clusters of grants are collectively increasing pressure on water resources, wetlands, forests, markets, household labor, local conflict or community protection. Where cumulative effects become material, the PMU may sequence grants, strengthen buffers, revise targeting or require additional site-specific measures before further disbursement.

## 6.11 Consolidated Risk Summary

***Table 22: Consolidated risk summary (pre- and post-mitigation)***

| Risk stream | Highest pre-mitigation rating | Residual after Chapter 7 measures |
|---|---|---|
| **Site A agricultural activities** | Substantial (OHS) | Moderate — acceptable with routine supervision |
| **Site B agricultural activities** | Substantial (water contamination) | Moderate |
| **Site C agricultural activities** | High (flooding; drowning/transport) | Moderate — with transport-safety and siting controls |
| **Fertilizer and agrochemicals** | Substantial | Low–Moderate |
| **Animal husbandry** | Substantial (zoonoses/ASF) | Moderate |
| **ESLG grant disbursement** | High (SEA/sextortion; IPV backlash) | Moderate |
| **SASA! programming** | High (IPV transition; disclosures) | Moderate — inherent to norms change, actively managed |

| | | |
|---|---|---|
| **ASRH / adolescent engagement** | High (safeguarding; confidentiality) | Moderate |
| Cross-cutting social inclusion and non-discrimination | Substantial (exclusion/barriers/retaliation) | Moderate — with vulnerability screening, accessible engagement and targeted measures |
| Land/tenure and access to natural resources | Substantial (economic displacement/restrictions) | Low–Moderate — after ESS5 screening and documented voluntary arrangements |
| Worker and community data protection | Substantial (sensitive information breach) | Moderate — with data minimization, access controls and incident response |
| Project management/procurement/contractor E&S performance | Moderate | Low–Moderate — with contractual E&S clauses, supervision and corrective action |

**The overall project risk profile therefore remains consistent with its Moderate ESF classification, provided the Chapter 7 plans are implemented, monitored and enforced as conditions of grant disbursement and activity roll-out.**

# 7. ENVIRONMENTAL AND SOCIAL MANAGEMENT PLANS

This chapter is the operational core of the ESMP. Each matrix links every material risk identified in Chapter 6 to specific mitigation, a named responsible party, a timeline, a verifiable monitoring indicator and an indicative cost. Costs marked “op.” are absorbed in operational budgets already financed under the project; monetized items aggregate to the ESMP budget in Table 37. The mitigation hierarchy (Figure 8) governs throughout: avoidance first — as already exercised through the exclusion list (Annex F) and the River Cess community replacement — then minimization, mitigation and management of residual risk. Compliance with the applicable matrix and with the OHS controls of §7.9 is a condition of ESLG disbursement at every site. No activity shall proceed where a required screening, consultation, land-use verification, safeguarding control or E&S approval is incomplete. Where monitoring, complaints or incidents demonstrate that residual risk is higher than anticipated, the PMU shall apply adaptive management, including suspension, redesign, additional mitigation or relocation, and shall document the decision and communicate it to affected stakeholders.

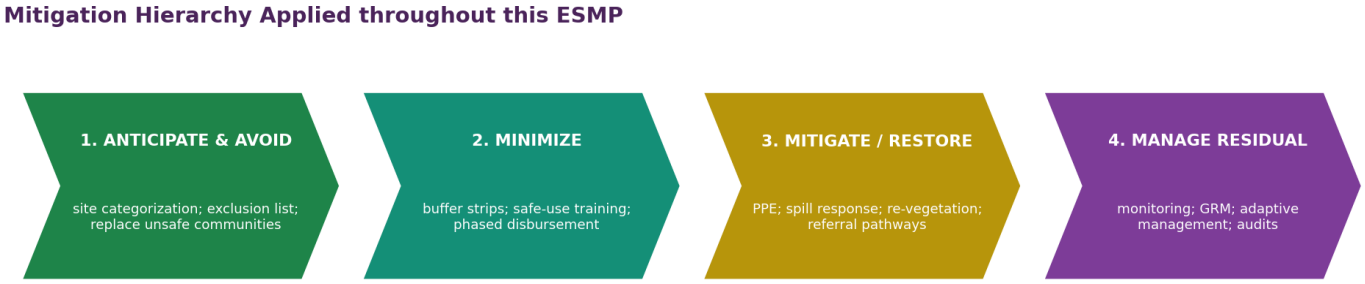


*Figure 8: Mitigation hierarchy applied in this ESMP.*

## 7.1 ESMP Matrix — Site Category A (elevated terrain away from water courses)

***Table 23: ESMP matrix — Site Category A***

| Risk / potential impact | Mitigation / management measures | Responsibility | Timeline | Monitoring indicator | Cost (US$) |
|---|---|---|---|---|---|
| Vegetation clearing / fallow habitat loss | Confine plots to land already under agriculture (screening criterion); no clearing of primary or riverine forest (Annex F); retain boundary trees and windbreaks; cluster expansion onto old fallow first. | LSP county teams; FBO/LG leadership | At screening & each season | % sites confirmed on existing farmland (target 100%) | op. |
| Soil erosion on sloping plots | Contour ridging and planting across slope; vegetative strips/mulching on slopes; avoid clean- | MoA extension; groups | Land prep, each season | # sloped sites with contour/vegetative | 3,000 |

| | | | | | |
|---|---|---|---|---|---|
| | weeding on >15% slopes; early-season cover establishment. | | | measures in place | |
| Uncontrolled burning during land preparation | Promote slash-and-mulch over burning; where burning is unavoidable: firebreaks, early-morning burns, community notification, no burning in dry windy conditions; no burning within 30 m of structures. | Groups; community leadership; LSP | Land prep window | Zero uncontrolled fire incidents reported | op. |
| Tool injuries, snakebite, heat stress | OHS package per §7.9: basic PPE (boots, gloves), first-aid kits per group, snakebite response orientation, hydration/shade breaks, task rotation. | LSP; MoH county teams | Before first season; refreshed annually | % groups with stocked first-aid kit; injury reports | see 7.9 |
| Solid waste (bags, packaging) | Take-back of empty fertilizer bags at input distribution points; no field burning of plastics; designated homestead waste pits for organics. | LSP Fund Manager; input suppliers; groups | Continuous | % bags returned at collection drives | 2,000 |
| Child labour on family plots | Sensitization that school-hours work and hazardous tasks (agrochemicals, heavy loads, cutlass work) are prohibited for under-18s; CoC signed by group leaders; monitor at field visits. | LSP; MGCSP county officers | Continuous | Zero verified hazardous child-labour cases | op. |
| Land-use disputes on group plots | Documented voluntary land-use agreement (simple form witnessed by town chief and a woman leader) filed with the county coordinator before disbursement; disputes to the GRM. | County coordinators; GRCs | Before disbursement | % group sites with signed land-use form | op. |

## 7.2 ESMP Matrix — Site Category B (elevated terrain near streams / creeks)

*All Site A measures apply; the following are additional.*

***Table 24: ESMP matrix — Site Category B (additional to Table 23)***

| Risk / potential impact | Mitigation / management measures | Responsibility | Timeline | Monitoring indicator | Cost (US$) |
|---|---|---|---|---|---|
| Nutrient/sediment runoff to streams | Maintain a no-cultivation, no-fertilizer vegetated buffer of at least 10 m from the bank (30 m where the stream serves domestic supply); apply fertilizer in split doses, incorporated, never before forecast heavy rain; silt traps/grass bunds at plot outlets. | Groups; MoA extension; LSP | Every application; each season | % Site B plots with intact ≥10 m buffer; visual turbidity checks | 2,500 |

| | | | | | |
|---|---|---|---|---|---|
| Riparian vegetation clearing | Prohibit clearing within the buffer; enrich buffer with useful species (plantain, bamboo) to give it economic value; bank-repair planting where already degraded. | Groups; LSP | Establishment; annual check | Buffer condition score at monitoring visits | 1,500 |
| Contamination of domestic water points | Map water points at screening; site mixing/loading of fertilizer ≥50 m from any water point; community notice of application days; no washing of equipment or containers in streams. | LSP; WASH focal points; groups | Continuous | Zero contamination complaints via GRM; spot water checks | incl. 10.1 |
| Vector breeding at field margins | Drain or fill stagnant pools at margins after rains; align with county malaria programmes (net use); schedule work to avoid dusk exposure. | Groups; MoH county teams | Wet season | Larval habitat spot-checks at sampled sites | op. |
| Container washing in streams | Prohibit washing in streams. Where triple-rinsing is permitted by the competent authority/product label, follow the approved procedure and keep rinse water out of water bodies; puncture and return containers only through an approved collection/disposal system. Do not finance products where compliant disposal is unavailable. Triple-rinse-on-field rule with rinse water applied to the crop; puncture-and-return of containers at collection points; prohibition messaged in training and posters (Annex B). | LSP; suppliers | Continuous | % trained members demonstrating triple-rinse at spot checks | incl. 7.4 |

## 7.3 ESMP Matrix — Site Category C (low-lying: swamps, valleys, floodplains, coastal plains)

***Table 25: ESMP matrix — Site Category C***

| Risk / potential impact | Mitigation/management measures | Responsibility | Timeline | Monitoring indicator | Cost (US$) |
|---|---|---|---|---|---|
| Seasonal flooding — crop and asset loss | Verify flood history at screening (community mapping); align cropping calendar to recession; flood-tolerant varieties where available; stagger planting; store harvest and inputs above flood line; business plans to include a flood contingency. | LSP; MoA; groups | Screening; each season | % Site C plans with flood-contingency provision; loss events logged | op. |
| Drowning / water-transport hazards (incl. | No-travel thresholds in high water or storms; life jackets mandatory for all project-related water | PMU; LSP county teams; boat | Continuous | Zero project-related water-transport | 6,000 |

| | | | | | |
|---|---|---|---|---|---|
| riverine access, River Cess) | travel; use of mechanized boats with trained operators for staff and organized beneficiary movement; no children in project transport; buddy system at waterside work; retain only Neegba, Yarslah and Gayloh among riverine communities (avoidance already applied to eight). | operators | | incidents; life-jacket compliance checks | |
| Schistosomiasis, leech and skin infection from immersion | Protective boots/waders for swamp work; wash-and-dry routines after immersion; coordinate MDA (praziquantel) awareness with MoH; first-aid antiseptics in kits. | MoH; LSP; groups | Wet season; annual | Reported water-contact illness among members (trend) | incl. 7.9 |
| Malaria exposure | ITN promotion tied to group meetings; repellent guidance; avoid dawn/dusk field hours where feasible. | MoH; LSP | Continuous | Self-reported net use at sampled groups | op. |
| Nutrient leaching / standing-water quality | Reduced and split NPK doses in swamps; water management (simple inlets/outlets) to avoid stagnation; no application onto standing water. | MoA extension; groups | Each application | Application-practice spot checks | incl. 7.4 |
| Wetland disturbance / conversion pressure | Confine to swamps already under cultivation (screening); no new drainage of natural wetland or mangrove (Annex F exclusion); EPA consulted where any doubt exists on wetland status. | LSP; EPA county officers | Screening | Zero sites approved on undisturbed wetland/mangrove | op. |
| Waterlogged working conditions (slips, strains) | Site duckboards/paths on main access lines; manual-handling technique in OHS training; task rotation and rest scheduling. | Groups; LSP | Continuous | Injury reports at Site C (trend) | incl. 7.9 |
| Poor soils / weak returns | Soil suitability check in business-plan appraisal (IPEAC checklist); pilot plots before full investment; MoA advisory on liming/organic matter where acidity indicated. | IPEAC; MoA; LSP | Appraisal | % Site C plans with soil-suitability confirmation | op. |

## 7.4 Fertilizer and Agrochemical Management Plan

***Table 26: Fertilizer and Agrochemical Management Plan (all site categories)***

| Risk / potential impact | Mitigation / management measures | Responsibility | Timeline | Monitoring indicator | Cost (US$) |
|---|---|---|---|---|---|
| Unsafe storage in dwellings | Dry, ventilated, lockable storage raised off the floor and away from sleeping and cooking areas and out of children's reach; group-level input stores where volumes justify; original labelled packaging only. | Groups; LSP | From first delivery | Storage-condition score at spot checks | 4,000 |
| Handling without PPE | PPE issued with first input package (gloves, dust mask, boots); mixing/loading gloves-on rule; wash hands before eating/smoking; no pregnant-woman handling of chemicals policy in groups. | LSP; suppliers | With each distribution | % members observed using PPE at application | 12,000 |
| Over-/mis-application | MoA-endorsed rate cards per crop (pictorial, Liberian English); split application; calibrated measures (cups) distributed; training at demonstration plots each season. | MoA extension; LSP | Each season | % groups trained on rate cards (target 100%) | 25,000 |
| Container/bag misuse and dumping | Triple-rinse and puncture; take-back drives twice yearly at input points; absolute prohibition on food/water reuse of containers, messaged on posters (Annex B). | LSP; suppliers | Twice yearly | Bags/containers recovered per drive | 8,000 |
| Unregistered products | Procure inputs only from MoA-registered suppliers through LSP-facilitated channels; product checks against registration list at distribution. Financing is limited to the Positive Input List at Annex I, issued by the PMU with MoA and updated in writing. A product not on that list is not financed, even if offered by an informal trader. | LSP Fund Manager; MoA | Each procurement | Zero unregistered products in project distributions | op. |
| Escalation to pesticide use | IPM-first orientation in training (cultural control, resistant varieties, thresholds); any pesticide financed must be WHO Class II or lower, registered, with label-language support; no financing of WHO Class Ia/Ib or POPs (Annex F); pesticide-specific PPE and pre-harvest-interval instruction where used. | MoA; LSP; IPEAC | Before any pesticide financing | All financed pesticides verified registered & ≤Class II | incl. above |

## 7.5 Animal Husbandry Management Measures

***Table 27: Animal husbandry management measures (poultry and piggery)***

| Risk / potential impact | Mitigation / management measures | Responsibility | Timeline | Monitoring indicator | Cost (US$) |
|---|---|---|---|---|---|
| Zoonoses (HPAI, swine flu, salmonella) | Basic biosecurity training: separate housing from dwellings, footwear change/handwash at pens, sick-bird/pig isolation and reporting to MoA veterinary officers; no sale of visibly sick animals. | MoA veterinary; LSP | Before stocking; annual | % livestock grantees biosecurity-trained | 6,000 |
| Antibiotics as growth promoters are prohibited in all LWEP poultry and piggery grants, consistent with the WBG Environmental, Health and Safety Guidelines. Antibiotics may be used only to treat a diagnosed illness on the advice of an MoA veterinary officer or county animal-health worker, with the withdrawal period observed before sale or slaughter. Feed procured under the grant must not be labelled as containing an antibiotic growth promoter. The prohibition is an IPEAC appraisal check. African Swine Fever | No swill feeding of untreated food waste; pen confinement (no free-range pigs); immediate reporting and no movement during alerts; grant appraisal considers county ASF status. | MoA; groups | Continuous | ASF incidents among grantee herds | op. |
| Manure and wastewater | Manure pits/composting ≥30 m from water points and dwellings; compost use on group plots (circular benefit); drainage aprons at pens. | Groups; LSP | Establishment | Pen sanitation score at spot checks | 2,000 |
| Welfare, feed and aflatoxin | Housing space norms in the poultry/piggery starter guidance; dry raised feed storage; moldy- | LSP; MoA | Continuous | Feed-storage condition checks | op. |

| | | | | | |
|---|---|---|---|---|---|
| | feed rejection rule. | | | | |
| Home slaughter hygiene | Clean-slaughter guidance (dedicated surface, potable water, hand hygiene); link larger groups to county slaughter facilities where present. | MoH EHTs; LSP | Continuous | Foodborne-illness complaints via GRM | op. |

## 7.6 Grant Disbursement Risk Management Plan

***Table 28: Grant Disbursement Risk Management Plan (ESLG windows)***

| Risk / potential impact | Mitigation / management measures | Responsibility | Timeline | Monitoring indicator | Cost (US$) |
|---|---|---|---|---|---|
| Elite capture / ineligible beneficiaries | Public, criteria-based selection: eligibility read out and posted in each community; LSP due-diligence and IPEAC independent approval per Grant Manual; beneficiary lists disclosed at community meetings and to GRCs; spot re-verification of 10% of grantees. | LSP Fund Manager; IPEAC; GRCs | Every grant round | % grantee lists publicly disclosed; re-verification findings | op. |
| Sextortion / SEA in grant access | Zero-tolerance CoC (Annex D) signed by all PMU/LSP/consortium staff and community facilitators; 'grants are free — report anyone asking for money, favours or sex' messaging at every disbursement meeting and on GRM cards; confidential SEA/SH channel (§8.3); sanctions incl. dismissal and referral to police. | PMU; LSP HR; PSEAH focal points | Continuous | SEA/SH reports received & actioned within protocol timelines | incl. 8 |
| IPV linked to shifting income control | Household dialogue methodology within group training (engaging male partners on shared decision-making) sequenced with SASA! phases; discreet safety-planning guidance in women-only sessions; referral cards for GBV services with every grant package; monitor IPV-related grievances. | LSP; SASA! teams; MGCSP GBV officers | With each grant cohort | % grant cohorts receiving household-dialogue sessions | 10,000 |
| Intra-group conflict / collapse | Five-principles group strengthening before funds (meetings, savings, inter-loaning, repayment, records); written group constitutions and dual-control rules; conflict-resolution module; GRM as neutral recourse. | LSP capacity teams | Pre-disbursement | Group functionality score at follow-up | op. |
| Fraud / falsified certificates | Tranche release strictly per Grant Manual (80%/100% utilization verification with field check, not paper-only); PFMU internal-audit sampling; mobile-money statements reconciled; sanctions ladder incl. recovery and blacklisting. | PFMU; LSP Fund Manager | Each tranche | % tranche releases with field verification | op. |
| Cash-security exposure | Default to mobile-money or bank transfer; where cash is unavoidable: unannounced dates, escorts for large VSLA share-outs, staggered amounts; never publicize cash movement. | LSP; PMU security focal | Each disbursement | Cash-incident reports (target zero) | op. |

| | | | | | |
|---|---|---|---|---|---|
| Mobile-money fraud / first-time-user abuse | Digital-financial-literacy module (PIN secrecy, fee schedules, receipt checking) before first transfer; accredited agents list per county; fee reimbursement policy so charges are not deducted from grants. Agent acknowledgements are filed before the first transfer in that county and re-checked each quarter. End-of-life e-waste from grant-financed solar chargers, handsets, radios or batteries: Return-to-vendor clause where the LSP procures the device; otherwise deposit at a county collection point agreed with the EPA county office. No burning, burial or dumping in water. Device line on the utilization certificate. Batteries stored dry, intact, and out of children's reach. LSP device register reported quarterly. Protocol in Annex I. | LSP; Viamo (digital partner) | Before first transfer | % grantees completing DFL module | 5,000 |
| Over-indebtedness / interest breaches | VSLA on-lending capped at 12–15% p.a. per Grant Manual and checked in records review; MIP-based loan sizing; no member loans while in arrears. | LSP; VSLA committees | Each cycle | Records-review compliance rate | op. |
| Exclusion of most vulnerable | Vulnerability quota in mapping (female-headed households, persons with disabilities); accessible venues; proxy-attendance provision; outreach to retained riverine communities on safe-travel days. | LSP; MGCSP county officers | Mapping & each round | % grantees from vulnerable categories (tracked) | op. |
| Expectation inflation / rumours | Standard community briefing script stating windows, amounts, criteria and timelines; FAQ poster; GRM promoted as the rumour-correction channel. | LSP communications; GRCs | Before each round | Grievances on selection (trend down) | 3,000 |

## 7.7 SASA! Social Risk Management Plan (standalone)

This standalone plan governs all Component 1 SASA! delivery. Its premise: norms-change risk is managed through fidelity, facilitation quality, protection readiness and community ownership — never by diluting the goal of gender equality. Community Activists shall receive clear role descriptions, supervision, safety planning and a channel to report intimidation, retaliation or burnout. Facilitators shall not investigate GBV allegations themselves; disclosures shall be handled through the survivor-centered referral pathway. Monitoring shall use aggregated, non-identifying data unless a specific safeguarding purpose and lawful basis requires otherwise.

*Table 29: SASA! Social Risk Management Plan*

| Risk / potential impact | Mitigation / management measures | Responsibility | Timeline | Monitoring indicator | Cost (US$) |
|---|---|---|---|---|---|
| Backlash from men, elders, religious/traditional leaders | Full-fidelity phasing — no phase skipped or compressed; Start-phase engagement of chiefs, imams, pastors and elders before community activities; benefits-for-all framing ('balanced power benefits men and families'); male-engagement activities in every phase; rapid-response dialogue protocol when resistance emerges. | LSP SASA! teams; community leaders; MGCSP | Phase-long; continuous | Resistance incidents logged & resolved; leader-participation rate | 10,000 |
| Transition-period IPV escalation | Community mapping of GBV services before Awareness phase begins; referral pathway cards distributed at all activities; Activists trained on safety planning and 'first-line support' (listen, inquire, validate, enhance safety, support); IPV trend monitoring through GBV service data and GRM, with pace-adjustment triggers. | LSP; MGCSP GBV officers; MoH one-stop centres | Before & during Awareness–Action | Referral pathways verified per community; IPV grievance trend reviewed quarterly | 8,000 |
| Risks to Community Activists | Selection for standing and diversity (women and men); safety protocol — pairs, daylight activities, no confrontation of perpetrators, incident-reporting line to LSP; psychosocial supervision/debrief monthly; visible institutional backing (ID, leader endorsement). | LSP; PMU | From Start phase | Activist incident reports; retention rate | 5,000 |
| Unmanaged GBV disclosures | Every facilitator/Activist trained on survivor-centred disclosure handling: confidentiality, no | LSP; PSEAH focal points | All phases | % Activists trained/refreshed on | incl. above |

| | | | | | |
|---|---|---|---|---|---|
| | forced action, immediate referral offer; no public disclosure sessions; disclosure log kept identifier-free; mandatory-reporting pathway where a minor is involved (aligned with §7.8). | | | disclosure handling | |
| Fidelity failure (phase-skipping) | SASA! technical supervisor role at LSP; phase-gate reviews with MGCSP before advancing; use of official Raising Voices implementation pack (Set-Up, Start, Awareness, Support, Action, L&A guides). | LSP SASA! supervisor; MGCSP | Phase gates | Phase-gate reviews completed & documented | op. |
| Message misinterpretation / division | Contextualization in the Start phase (language, idiom, faith engagement); consistent core messages tested with community leaders; correction protocol via leaders' forum and radio partners. | LSP; Viamo/media partners | Start; continuous | Misinterpretation incidents corrected | 3,000 |
| Activist burnout / unpaid-labour grievance | Realistic activity loads; non-monetary recognition agreed transparently (training, certification, visibility); workload reviewed at debriefs; access to workers' grievance channel. | LSP | Continuous | Activist attrition rate | op. |
| Data and ethics breaches | Norms/GBV monitoring uses aggregated, identifier-free instruments; informed consent for all data collection; secure storage; GBVIMS-aligned handling where case data exist; ethics refresher for M&E staff. | PMU M&E; LSP | Continuous | Data-handling audit findings | 2,000 |

## 7.8 ASRH Risk Management Plan (standalone)

This standalone plan governs all Component 2 activities that reach adolescents, whether in school, community or facility settings. It operationalizes the Children's Law (2011), the Penal Law age-of-consent framework (18 years), and Plan International-standard child-safeguarding practice for the whole consortium. The ASRH plan shall apply a documented child-safeguarding protocol covering recruitment/vetting, one-to-one contact, digital communication, photography/media consent, transport, safe spaces, confidentiality and its lawful limits, referral of suspected abuse, and incident reporting. Participation shall be inclusive of out-of-school, married/parenting adolescents and adolescents with disabilities. Data collection shall be minimized and protected.

***Table 30: ASRH Risk Management Plan***

| Risk / potential impact | Mitigation / management measures | Responsibility | Timeline | Monitoring indicator | Cost (US$) |
|---|---|---|---|---|---|
| SEA of adolescents by facilitators/providers | Child-safeguarding vetting (references, police clearance where obtainable) for all adolescent-facing personnel; signed child-safeguarding CoC (Annex D addendum); two-adult rule — no facilitator alone with an adolescent; visible/open session settings; unannounced supervision visits; zero-tolerance sanctions and mandatory referral of suspected offences to LNP Women & Children Protection Section. | LSP HR; consortium partners; PMU | Before deployment; continuous | % adolescent-facing staff vetted & CoC-signed (target 100%) | 6,000 |
| Confidentiality breaches / stigma | Privacy-by-design services: no public registers of service users; youth-friendly corners with discreet entry at supported facilities; facilitators trained on confidentiality limits; peer-group norms set at first session; information materials adolescents can carry safely. | MoH facilities; LSP | Service set-up; continuous | Confidentiality complaints via GRM (target zero) | 4,000 |
| Consent and assent gaps | Written community/parental sensitization before activities begin; age-appropriate assent scripts for minors plus caregiver consent frameworks for enrolled activities; emancipated/married adolescents handled per MoH service protocols; documentation retained securely. | LSP; MoE (schools); MoH | Before each cohort | % cohorts with documented consent/assent process | op. |
| Community / religious opposition | Gatekeeper engagement first (parents, teachers, faith leaders) with content transparency; nationally approved curricula only; complaint channel publicized; opt-out respected without penalty to households; SASA! leadership strategy leveraged for support. | LSP; community leaders; MoE | Before rollout; continuous | Opposition incidents & resolutions logged | 3,000 |
| Mishandled disclosures / statutory offences | Mandatory-response protocol: any disclosure involving a minor and a statutory offence is referred (with safeguarding of the child's immediate safety) to MGCSP social workers and LNP-WACPS; facilitators trained on the exact steps and on what not to promise; child-friendly referral directory per county. | PSEAH focal points; MGCSP; LNP-WACPS | Continuous | Disclosure-to-referral timeliness (protocol compliance) | incl. above |
| Exclusion of out-of-school / married / parenting adolescents | Community-based (not only school-based) delivery channels; VSLA/LG linkage to reach young mothers; mobile outreach days; monitoring disaggregated by schooling status. | LSP; MoH | Design & delivery | % ASRH reach that is out-of-school (tracked) | op. |

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|---|---|---|---|---|---|
| Unsafe travel of girls to sessions | Sessions sited within safe walking distance or paired with market days; daylight-only scheduling; group-travel arrangements; no project water travel for unaccompanied minors; venue safety check (lighting, visibility). | LSP county teams | Scheduling | Travel-related incidents (target zero) | op. |
| Misinformation / age-inappropriate content | Standardized, MoH/MoE-cleared session guides by age band; facilitator certification before solo delivery; supervision observations each quarter. | MoH; MoE; LSP | Before delivery; quarterly | % facilitators certified; observation scores | 5,000 |
| Insecure adolescent data | Identifier-minimized registers (codes, not full names, for sensitive services); locked storage/encrypted files; access limited to named staff; retention/destruction schedule. | PMU M&E; LSP | Continuous | Data-security spot-audit findings | incl. 7.7 |

## 7.9 Occupational Health and Safety Plan by Site Category

The OHS plan applies to community members working on supported livelihood activities and to project and consortium staff in the field. It is proportionate to smallholder, non-mechanized agriculture while directly addressing the hazards evidenced at screening and in River Cess.

***Table 31: OHS hazards and controls by site category***

| Control area | Site A | Site B (additional) | Site C (additional) |
|---|---|---|---|
| **Core PPE** | Boots, work gloves; hat/long sleeves for sun; eye protection for strimming/chipping tasks. | As A, plus gloves for any streamside chemical handling. | As A, plus waders/protective boots for immersion work; life jackets for all water travel and waterside tasks with drowning risk. |
| **First aid & emergency** | Stocked first-aid kit per group; trained first-aider (1 per group); emergency contact card (clinic, LNP, county coordinator). | As A, plus water-point contamination reporting line. | As A, plus water-rescue orientation (reach-throw-don't-go), boat-operator emergency drill, no-travel thresholds displayed at landing sites. |
| **Hazardous-task rules** | No under-18s on agrochemical, burning or heavy-load tasks; cutlass spacing rule; snake-aware clearing (probe first, boots on). | No chemical mixing/loading within 50 m of water; no container washing in streams. | No lone work in deep swamp; buddy system; no work during flood alerts or storms; children never left unattended at waterside plots. |
| **Health protection** | Hydration/shade breaks; tetanus-awareness at clinics; handwash before eating. | Malaria: ITN promotion; avoid dusk work near margins. | Schistosomiasis awareness & MDA linkage; post-immersion wash-and-dry; leech first-aid in kits. |
| **Training & drills** | Annual OHS orientation for all groups at season start; toolbox talks at land prep. | Buffer-zone and safe-application demonstration each season. | Pre-wet-season safety briefing incl. transport rules; life-jacket use practice at riverine sites. |
| **Incident reporting** | All injuries logged by group first-aider and reported at monthly LSP visit; serious incidents (fatality, hospitalization, near-drowning) reported to PMU within 24 hours and to the World Bank within 48 hours per ESCP. | Same. | Same, with immediate suspension of water travel pending review after any water-transport incident. |

*OHS consumables (PPE, first-aid kits, life jackets) are costed in Table 37. The OHS plan is enforced through the same disbursement conditionality as the ESMP matrices: a group's first tranche is not released until its OHS orientation is completed and its kit issued.*

## 7.10 Emergency Preparedness and Response

Consistent with ESS4, the project maintains simple, drilled response arrangements for the emergencies its activities could plausibly encounter. Each supported group's emergency contact card lists the nearest clinic, the LNP station, the county coordinator and the LSP focal point, and each trained first-aider knows the evacuation route from the site to care. Specific scenarios and first responses:

- Serious injury or snakebite: first aid by the trained group first-aider; immediate evacuation to the nearest clinic; incident reported to the LSP the same day and to the PMU within 24 hours if serious.
- Drowning or water-transport emergency: reach-throw-don't-go rescue rule; boat operators trained in capsize response; all project water travel suspended county-wide pending PMU review after any incident.
- Flood event at Site C: no entry to flooded plots; groups activate the flood-contingency provision of their business plans; damage assessed jointly with the LSP for adaptive support.
- Chemical exposure or significant spill: first aid per Annex B; contaminated area cordoned; spill swept/contained and reported to the LSP and, for significant spills near water, to the EPA county office.
- Animal-disease outbreak (suspected ASF/HPAI): immediate isolation, no movement or sale of animals, same-day report to the MoA County veterinary officer; MoA response directions govern.
- Fire during land preparation: pre-positioned beaters/water at burns; community alarm; no burning in dry windy conditions (Table 23).
- Security incident or civil unrest: activities paused; staff follow LSP security protocol and stand-down instructions; resumption only on PMU clearance.

Response performance is reviewed after every activation, and lessons are folded into the annual update of this ESMP. Serious incidents follow the 24-hour/48-hour notification protocol of Table 36 without exception.

# 8. GRIEVANCE REDRESS MECHANISM

## 8.1 GRM Structure and Committees

The project GRM, established under the PMU Social Safeguards Unit in accordance with the PIM, receives and resolves grievances at three levels: (i) the County level, through Grievance Redress Committees (GRCs) comprising the County Coordinator or appointee, representatives of implementing agencies and local government, the community head or representative, a woman leader of an affinity association, a Lead-NGO and CBO representative, EPA and Land Authority representatives, with the PMU Social Safeguards Specialist as secretary; (ii) the district level, through a structure setup at the district; and (iii) the National level for final administrative recourse. Recourse to the courts of Liberia remains open to any complainant at any time, as does the World Bank Grievance Redress Service.

GRCs handle all grievance types except GBV/SEA/SH matters, which follow the separate confidential channel described in §8.3. Under this ESMP the GRM explicitly covers: site and environmental complaints (runoff, water contamination, burning, waste); grant-related complaints (selection, tranche release, alleged solicitation); SASA!-related concerns (messaging, activist conduct); ASRH-related concerns from adolescents and caregivers; and labour/OHS complaints from community and project workers.

## 8.2 Grievance Procedures and Service Standards

Grievances are managed through the six-step process of Figure 9: uptake through multiple channels (grievance forms and boxes, in-person reporting to GRC members or project staff, the project phone line/BFM, or through CBOs); sorting and processing; acknowledgement; verification, investigation and action; monitoring and evaluation through the GRM database; and feedback to the complainant. The GRM hotline is free of charge and accessible to persons with disabilities, low-literacy complainants and people in remote/riverine areas through oral reporting, trusted focal points, phone/mobile channels and outreach. The project shall prohibit retaliation against complainants, witnesses and staff who raise concerns in good faith. The GRM does not prevent access to courts, administrative remedies or other lawful complaint mechanisms.

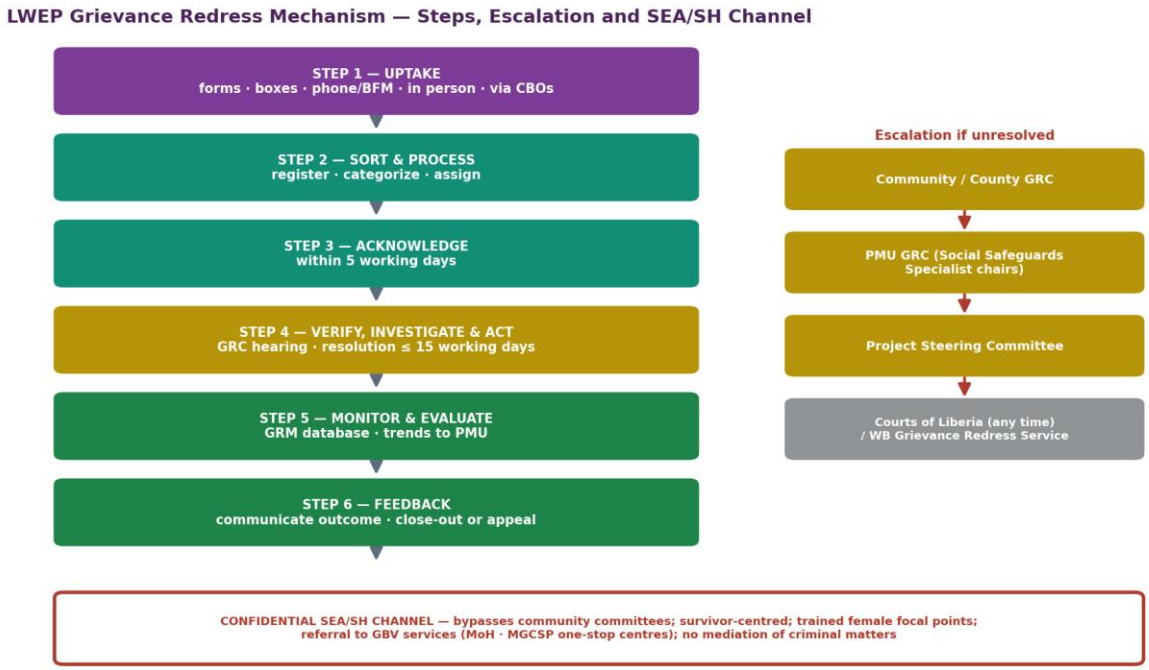


*Figure 9: Grievance redress mechanism — steps, escalation and SEA/SH channel.*

***Table 32: Grievance service standards***

| Stage | Standard |
|---|---|
| **Acknowledgement** | Within five (5) working days of receipt, in the complainant's preferred channel. |
| **Resolution** | Within fifteen (15) working days for standard grievances; complainant informed of any justified extension. |
| **Escalation** | Unresolved or appealed cases move to the next tier within five (5) working days of the appeal. |
| **Anonymity** | Anonymous grievances accepted through boxes and phone line; investigated to the extent the information allows. |
| **Recording** | All grievances logged in the GRM database with category, location, dates and outcome; trends reported quarterly to the PMU and in project reports. |
| **Accessibility** | GRM cards and posters in simple Liberian English; women GRC members present at intake; outreach visits to retained riverine communities scheduled with safe-travel days. |

## 8.3 Confidential SEA/SH Channel

A separate, survivor-centred channel handles all SEA/SH and GBV-related grievances in accordance with the ESMF. Reports bypass community committees entirely and go directly to trained focal points (including female focal points) at the LSP and the PMU Gender/GBV Officer. The channel guarantees confidentiality, non-retaliation, and referral — with the survivor's informed consent — to health, psychosocial, safety and legal services through MoH one-stop centres and MGCSP structures. The GRM records only aggregated, identifier-free SEA/SH data (nature of allegation, project linkage, referral made, case status). No mediation

is attempted for criminal matters; allegations involving minors follow the mandatory-response protocol of §7.8. Alleged perpetrator employment linkage triggers immediate administrative measures under the Code of Conduct (Annex D).

### 8.4 Workers' Grievance Mechanism and WB GRS

Project workers, PMU and LSP/consortium staff, county enumerators, community facilitators and Community Activists, have access to a dedicated workers' grievance channel through supervisors, human-resources focal points or directly to the PMU Social Safeguards team, consistent with ESS2 and the Decent Work Act. Workers shall not face retaliation for using the mechanism. In addition, individuals and communities who believe they are adversely affected by the project may submit complaints directly to the World Bank Grievance Redress Service (GRS). The GRS is independent from the project team and may be used where project-level grievances cannot be resolved or where there is no effective project-level mechanism; access to the GRS does not replace or restrict project-level, judicial or administrative remedies.

# 9. INSTITUTIONAL ARRANGEMENTS AND CAPACITY BUILDING

## 9.1 Roles and Responsibilities

Procurement documents, service-provider agreements and consultant/contractor contracts shall include applicable E&S requirements, Code of Conduct, safeguarding, labour, OHS, incident reporting and GRM obligations. Contract managers shall verify compliance and apply corrective action for non-performance.

*Table 33: Institutional roles and responsibilities for ESMP delivery*

| Actor | ESMP responsibilities |
|---|---|
| **MGCSP PMU** | Overall accountability; ESMP adoption and enforcement; screening sign-off; serious-incident reporting to the World Bank (per ESCP); GRM oversight; quarterly and annual E&S reporting; budget administration. |
| **PMU Environmental Specialist** | Technical owner of Site A/B/C matrices, fertilizer plan and OHS plan; screening quality control; monitoring missions; EPA liaison; audit follow-up. |
| **PMU Social Safeguards / Lead Social Specialist (LSP)** | GRM management; SEA/SH channel; SASA! and ASRH plan oversight; consultation records; labour and child-safeguarding compliance. |
| **PMU Gender/GBV Officer** | Referral-pathway verification; survivor-centred case handling; GBV-service coordination with MoH/MGCSP structures. |
| **LSP (Plan International) and consortium** | Day-to-day implementation of all Chapter 7 measures through county teams; screening execution; trainings; PPE and kit distribution; data collection; first-line GRM uptake; consortium-wide CoC enforcement (CRS, ActionAid, Medica Liberia, Viamo, KIDS, DCI). |
| **LSP Fund Manager / IPEAC / PFMU** | E&S conditionality in the grant cycle: screening before appraisal, OHS orientation before first tranche, field verification before subsequent tranches; fraud controls; supplier registration checks. |
| **MoA (extension & veterinary)** | Rate cards, demonstration training, IPM orientation, registered-input verification; biosecurity and ASF response. |
| **MoH / county health teams** | OHS health protection (malaria, schistosomiasis); youth-friendly ASRH services; one-stop centre referrals. |
| **MoE / schools** | In-school ASRH delivery standards; girls' retention activities; consent facilitation with caregivers. |
| **EPA-Liberia** | Regulatory review and clearance; participation in county GRCs; spot inspections; wetland determinations. |
| **County structures (Coordinators, GSIUs, GRCs)** | Local enforcement, land-use agreement custody, grievance intake, community disclosure. |
| **Communities and groups** | Compliance with site-category measures and OHS rules; land-use agreements; participation in monitoring; grievance reporting. |

## 9.2 E&S Staffing

The PMU maintains, for the life of the project, at minimum: one Environmental Specialist, one Social Safeguards Specialist (with the LSP Lead Social Specialist providing field leadership),

and one Gender/GBV Officer. The LSP maintains safeguards focal points in each of the six counties and PSEAH focal points (at least one female) accessible to every community. Vacancies in these positions are filled within sixty days and reported in quarterly reports. The PMU shall designate clear responsibility for (a) social inclusion/disability accessibility and (b) data protection/confidentiality. These functions may be assigned to existing staff, but responsibility, authority, escalation routes and training shall be documented. County teams shall have named safeguarding/GRM focal points with female representation where feasible.

## 9.3 Capacity-Building Plan

***Table 34: Capacity-building and training plan***

| Training | Audience | Frequency | Lead |
|---|---|---|---|
| ESMP induction: categorized-site model, screening, conditionality | PMU, LSP county teams, county coordinators, GRCs | Once + annual refresher | PMU Env. Specialist |
| Fertilizer safe use, rate cards, IPM orientation | All farming groups; MoA county extension | Each season | MoA / LSP |
| OHS orientation by site category (incl. water safety at Site C) | All supported groups; boat operators | Season start; pre-wet-season | LSP / MoH |
| Safeguarding, PSEAH and Code of Conduct | All PMU/LSP/consortium staff, facilitators, Activists | Induction + annual | LSP HR / PMU |
| Survivor-centred disclosure handling & referral pathways | Activists, facilitators, GRC members | Before Awareness phase; refresher | MGCSP GBV / Medica Liberia |
| Child-safeguarding and mandatory-response protocol | All adolescent-facing personnel | Before deployment | LSP / DCI |
| GRM operations and database | GRC members, county coordinators | Once + refresher | PMU Social Safeguards |
| Digital financial literacy (mobile money) | Grantees before first transfer | Each cohort | LSP / Viamo |
| Biosecurity for poultry/piggery | Livestock grantees | Before stocking | MoA veterinary |

# 10. MONITORING, REPORTING AND ESMP BUDGET

## 10.1 Monitoring Framework

Monitoring verifies that the Chapter 7 measures are implemented and effective, and feeds adaptive management. Community-level monitoring by the LSP is continuous; PMU verification missions cover every county at least quarterly; the EPA and the World Bank supervise per their mandates. Social indicators shall, where safe and proportionate, be disaggregated by sex, age group, disability status, county and site category. The monitoring system shall track participation of vulnerable groups, grant-selection complaints, SEA/SH/GBV referrals in aggregated form, child-safeguarding incidents, worker grievances, land-use disputes, and whether corrective actions are closed on time. No personally identifying survivor or child data shall be included in public reports.

***Table 35: ESMP monitoring framework***

| Indicator | Means of verification | Frequency | Responsibility | Target / threshold |
|---|---|---|---|---|
| % of livelihood sites screened and assigned a site category before disbursement | Screening checklists (Annex A) in grant files | Every grant round | LSP; PMU Env. Specialist | 100% |
| % of groups completing OHS orientation and holding stocked first-aid kits | Training registers; kit spot checks | Quarterly | LSP county teams | 100% before first tranche |
| % of Site B plots with intact riparian buffer (≥10 m / 30 m) | Field inspection with photo record | Quarterly (wet season monthly) | LSP; MoA extension | ≥90%, corrective action otherwise |
| Water-quality spot checks downstream of clustered Site B/C plots (visual + basic field kit) | Monitoring mission records | Semi-annual | PMU Env. Specialist; EPA | No project-attributable contamination |
| % of farming groups trained on fertilizer rate cards; PPE use observed at application | Training registers; observation checklist | Each season | MoA; LSP | 100% trained; ≥80% observed PPE use |
| Fertilizer bags/containers recovered at take-back drives | Drive records | Twice yearly | LSP; suppliers | Rising recovery trend |
| Project-related OHS incidents (by severity and site category); water-transport incidents | Incident log; 24h/48h serious-incident reports | Continuous / quarterly analysis | LSP; PMU | Zero fatalities; zero water-transport incidents |
| Grievances received, resolved within 15 working days, and open >30 days (by category) | GRM database | Quarterly | PMU Social Safeguards | ≥90% within standard |
| SEA/SH reports received and | Confidential channel log (identifier- | Quarterly | Gender/GBV | 100% actioned per protocol |

| | | | | |
|---|---|---|---|---|
| actioned within protocol timelines (aggregated) | free) | | Officer | |
| % adolescent-facing personnel vetted and CoC-signed; consent/assent documentation per cohort | HR files; cohort files | Before each cohort | LSP HR; PMU | 100% |
| SASA! phase-gate reviews completed; Activist incidents and attrition | Phase-gate minutes; Activist log | Per phase / quarterly | LSP SASA! supervisor; MGCSP | All gates documented |
| % grantee lists publicly disclosed; tranche releases with field verification | Community meeting minutes; verification reports | Every round / tranche | LSP Fund Manager; PFMU | 100% |
| % grantees from vulnerable categories; % ASRH reach that is out-of-school | MIS disaggregation | Semi-annual | PMU M&E | Tracked; corrective outreach if declining |
| % of supported sites/cohorts with documented vulnerability and inclusion screening completed before approval | Screening forms; consultation records | Every grant/activity cohort | LSP; PMU Social Safeguards | 100% |
| % of consultations using accessible arrangements for identified disadvantaged groups | Engagement records; accessibility checklist | Quarterly | LSP; PMU | 100% where barriers identified |
| % of grant applicants/beneficiaries with disability or other vulnerability receiving reasonable access support where requested | Aggregated beneficiary monitoring; support records | Quarterly | LSP; GSIU | 100% of identified requests addressed |
| % of land-use files with ESS5 screening and informed voluntary agreement verified | Grant/site files | Every site | County coordinator; PMU | 100% |
| % of sites with ESS7 screening decision documented | Screening files | Every site | PMU Social Safeguards | 100% |
| % of project workers/community workers with signed terms/CoC | HR/training records | Quarterly | LSP HR; PMU | 100% |

| | | | | |
|---|---|---|---|---|
| and safeguarding induction | | | | |
| % of corrective actions closed by due date | Corrective-action tracker | Quarterly | PMU | ≥90% |

## 10.2 Reporting and Audit

***Table 36: ESMP reporting calendar***

| Report | Content | Frequency | From → To |
|---|---|---|---|
| Community/LSP field monitoring log | Site visits, measure compliance, incidents, grievances taken up | Monthly | LSP county teams → PMU |
| Quarterly E&S report | Indicator table (Table 35), incidents, GRM trends, SEA/SH aggregate, training delivered, corrective actions | Quarterly | PMU → World Bank; copy EPA |
| Serious-incident notification | Fatality, hospitalization, near-drowning, SEA/SH allegation with project linkage, significant spill | Within 24h to PMU; 48h to WB (per ESCP) | LSP/any staff → PMU → WB |
| Annual E&S performance and audit | Independent verification of ESMP implementation; budget utilization; lessons and plan updates | Annual | PMU (independent auditor) → WB, EPA |
| GRM public summary | Aggregated grievance statistics for community notice boards | Semi-annual | PMU → counties/communities |

## 10.3 ESMP Implementation Budget

The indicative budget below covers the incremental cost of implementing this ESMP over the remaining implementation period (2026–2027). Items are financed within existing component allocations (principally Components 3 and 5); “op.” items in Chapter 7 are already embedded in operational budgets and are not double-counted here.

***Table 37: Indicative ESMP implementation budget (US$)***

| Line item | Basis | 2026 | 2027 | Total |
|---|---|---|---|---|
| Fertilizer safe-use training, rate cards, demonstration plots | Six counties, seasonal rounds (Table 26) | 15,000 | 10,000 | 25,000 |
| PPE for fertilizer handling and general farm work | Gloves, masks, boots for grantee groups | 8,000 | 4,000 | 12,000 |
| Additional OHS equipment: first-aid kits, waders, life jackets (Site C), signage | Kits per group; riverine transport safety (Tables 23–25, 31) | 12,000 | 6,000 | 18,000 |
| Erosion/buffer works support (contour tools, buffer | Sloped Site A/B plots (Tables 23–24) | 4,500 | 2,500 | 7,000 |

| | | | | |
|---|---|---|---|---|
| enrichment planting) | | | | |
| Container/bag take-back drives and disposal | Twice yearly, six counties (Table 26) | 4,000 | 4,000 | 8,000 |
| Animal husbandry biosecurity training and pen sanitation support | Livestock grantees (Table 27) | 5,000 | 3,000 | 8,000 |
| Grant-cycle safeguards: household-dialogue sessions, DFL module, community briefing/IEC | Tables 28; posters and FAQ materials | 12,000 | 6,000 | 18,000 |
| SASA! social-risk measures: referral mapping, Activist safety & supervision, leaders' engagement, data ethics | Table 29 | 18,000 | 10,000 | 28,000 |
| ASRH safeguarding: vetting, youth-friendly service support, facilitator certification, community engagement | Table 30 | 12,000 | 6,000 | 18,000 |
| GRM operation: boxes, cards, phone line, GRC sittings, riverine outreach | Table 32; six counties | 10,000 | 8,000 | 18,000 |
| Monitoring missions and water-quality spot checks | PMU quarterly missions; field kits (Table 35) | 16,000 | 12,000 | 28,000 |
| Annual independent E&S audit and EPA liaison | Table 36 | 10,000 | 10,000 | 20,000 |
| Social inclusion, accessibility, ESS5/ESS7 screening and data-protection measures | Vulnerability screening, accessible consultation, land/tenure verification, ESS7 screening and secure-data controls | 6,000 | 4,000 | 10,000 |
| Capacity building for MGCSP/MoA county officers (ESMP induction, GRM, screening) | Table 34 | 9,000 | 6,000 | 15,000 |
| Contingency (≈10%) | Unforeseen measures, corrective actions | 13,000 | 13,700 | 26,700 |
| **TOTAL** | | **148,500** | **101,200** | **249,700** |

*Budget custody: PMU with PFMU controls; utilization reported in the quarterly E&S report and reviewed at the annual audit.*

# 11. DISCLOSURE, CONCLUSION AND COMMITMENTS

## 11.1 Disclosure

Upon clearance by the PMU, the EPA and the World Bank, this ESMP will be disclosed: in-country on the MGCSP website and at the PMU, EPA and the six county coordination offices; in summary poster form (simple Liberian English) on community notice boards at supported sites; and on the World Bank external website. The GRM contact card accompanies every disclosure. Subsequent revisions follow the same disclosure route. This shall include a non-technical summary of this marked-up revision and a record of material changes from the previous version. Information shall be made accessible to persons with disabilities and low-literacy audiences, and the project shall document where and when disclosure occurred and how feedback was addressed.

## 11.2 Conclusion

The LWEP's activities are small in individual footprint but large in number and social ambition. This ESMP matches that profile: a categorized-site model that scales three proportionate management packages across 498 communities; four activity-stream plans that confront the project's real social-risk frontier — agrochemicals, money, norms change and work with adolescents — rather than only its biophysical one; and delivery machinery (screening conditionality, GRM, monitoring, budget) that makes the plan enforceable. With these measures implemented, the project's residual risks are Moderate or lower across all streams, consistent with its ESF classification, and its substantial benefits for women and girls are protected.

## 11.3 Commitments

1. No ESLG disbursement to any site that has not been screened, categorized and — for the group — OHS-orientated.
2. No activity on the exclusion list (Annex F) will be financed; wetland and mangrove conversion is excluded absolutely.
3. The confidential SEA/SH channel, the child-safeguarding protocol and the Code of Conduct apply to every person engaged by the project, without exception.
4. Serious incidents will be reported to the PMU within 24 hours and the World Bank within 48 hours, with corrective action tracked to closure.
5. This ESMP will be reviewed annually, and updated whenever screening reveals a site typology, input or activity not covered herein.
6. Monitoring and corrective-action records will be maintained so that management decisions are traceable, and material E&S changes will be disclosed to affected stakeholders.
7. The project will not discriminate in access to benefits or services and will implement reasonable, proportionate measures to enable participation by disadvantaged or vulnerable individuals and groups.

8. No site or activity will proceed until ESS5 screening and documented land/tenure verification are complete, and ESS7 applicability has been screened and documented. Where either standard is triggered, the required instrument and measures shall be completed before implementation.

## ANNEX A — ENVIRONMENTAL AND SOCIAL SCREENING CHECKLIST

Completed by the LSP safeguards focal point with the group and affected land/resource users, verified by the PMU. A completed and signed checklist, with the site category assigned and the social-inclusion/ESS5/ESS7 screening completed, is a precondition of IPEAC appraisal and any disbursement. Where screening identifies a potentially triggered ESS5 or ESS7 issue, approval is suspended until the required assessment, consultation, and instrument are completed.

### A.1 Site and Applicant Details

| | |
|---|---|
| **Community / District / County** | |
| **Group name and window (IE/LG/VSLA/PG-FBO)** | |
| **GPS coordinates of plot(s)** | |
| **Proposed activity and crops/animals** | |
| **Plot size (ha) and current land use** | |
| **Land arrangement (voluntary use form attached? Y/N)** | |

### A.2 Site Categorization (tick one)

| Category | Criteria — tick all that apply | Assigned |
|---|---|---|
| **Site A** | Elevated/higher ground; ≥100 m from any stream, creek, river, swamp or coastline; not flood-prone by community history. | ☐ |
| **Site B** | Elevated/higher ground; any part of plot within 100 m of a stream/creek; not itself flood-prone. | ☐ |
| **Site C** | Low-lying: swamp, river valley, floodplain or coastal plain; seasonal inundation or saturated soils; or riverine access. | ☐ |

### A.3 Screening Questions (Yes answers require the measure indicated)

| Question | Y/N | If yes → |
|---|---|---|
| Is any part of the site on the exclusion list (Annex F) — e.g., undisturbed wetland/mangrove, primary forest, protected area, disputed land? | | Site ineligible; select alternative |
| Is the plot within 100 m of a water point used for drinking? | | Apply 30 m buffer; §7.2 measures |
| Is the plot on a slope (>8%)? | | Contour/vegetative measures (Table 23) |
| Does community history indicate flooding of the plot? | | Site C measures incl. flood contingency |
| Will fertilizer or any agrochemical be used? | | Table 26 plan; training before use |
| Will poultry or pigs be kept? | | Table 27 biosecurity |

| | | |
|---|---|---|
| | | measures |
| Is access to the site by water? | | Transport-safety measures (Tables 25, 31) |
| Any physical or economic displacement of any person? | | Site ineligible as proposed (ESS5 avoidance) |
| Any structures, graves, shrines or sacred sites on/adjacent to the plot? | | Re-site plot boundary; chance-finds (Annex C) |
| Are minors expected to work on the activity? | | Only non-hazardous, out-of-school-hours family tasks; CoC briefing |
| Could the activity restrict access to land, water, forest, grazing, fishing or other common resources used by non-beneficiary persons? | | If yes → ESS5 screening; redesign to avoid restriction or prepare the required instrument before implementation. |
| Are there persons/groups with collective attachment to the land/natural resources or distinct social/cultural characteristics who may meet ESS7 criteria? | | If yes/uncertain → pause approval and complete ESS7 screening/social assessment and culturally appropriate engagement. |
| Are persons with disabilities, adolescent parents, older persons, remote households, low-literacy households or other disadvantaged groups likely to face barriers to participation or benefits? | | If yes → inclusion/accessibility measures and targeted engagement before approval. |
| Could the activity create SEA/SH, GBV, child-safeguarding, retaliation or security risks that are not covered by the standard package? | | If yes → additional safeguarding/security measures and PMU sign-off before implementation. |
| Will personal, health, financial, GBV or adolescent information be collected or transferred? | | If yes → data minimization, confidentiality, secure storage/access controls and approved referral/data-protection procedures. |

## A.4 Determination and Sign-off

| | |
|---|---|
| **Assigned site category and applicable ESMP tables** | |
| **Additional site-specific measures (if any)** | |
| **Screened by (LSP focal point) — name, signature, date** | |
| **Verified by (PMU) — name,** | |

| signature, date | |
|---|---|

## ANNEX B — FERTILIZER SAFE-USE AND HANDLING GUIDELINES

*Poster-format guidance for groups; delivered in training and posted at group stores. Applies to NPK 15-15-15 and any other financed input.*

### B.1 Buying and Transport

- Buy only sealed, labelled bags from MoA-registered suppliers arranged through the project; refuse repackaged or unlabelled products.
- Do not transport fertilizer together with food, drinking water or animal feed; keep bags dry and off vehicle floors.

### B.2 Storage

- Store in a dry, ventilated, lockable place, raised on boards, away from where people sleep or cook — and always out of children's reach.
- Keep in the original bag with the label; never move fertilizer into food or drink containers.

### B.3 Application

- Follow the crop rate card: right amount, right time, right placement; split the dose rather than applying all at once.
- Wear gloves and boots; do not eat, drink or smoke while applying; wash hands and face with soap after work.
- Do not apply within the stream buffer (10 m; 30 m near drinking-water points), onto standing water, or before forecast heavy rain.
- Pregnant women should not mix, load or apply agrochemicals.

### B.4 After Use

- Where triple-rinsing is permitted by the competent authority and product label, triple-rinse containers using the approved procedure and apply rinse water only as directed on the product label; never discharge rinse water to streams, drains or drinking-water sources. Punctured containers and bags shall be returned through an approved collection/disposal system; where no approved system exists, the project shall not finance the product.
- Never reuse fertilizer bags or chemical containers for food or water. Triple-rinse containers in the field, pour rinse water onto the crop, puncture, and return bags/containers at the take-back point.
- Never burn plastic bags in the open; never dump bags in streams or swamps.

### B.5 If Something Goes Wrong

- Skin or eye contact: rinse with clean water for 15 minutes. Swallowed, or any illness after handling: go to the nearest clinic and carry the bag label.
- Spill: keep people and animals away, sweep up dry material for use on the field, and report to the LSP focal point.

- Report any problem — including sellers offering unregistered chemicals — through the project GRM.

## ANNEX C — CHANCE-FINDS PROCEDURE

*Applies to all land preparation, pit digging and any excavation on supported sites, per ESS8.*

9. STOP work immediately in the area of the find (artefacts, old graves, shrines, ruins, coins, bones or any object of possible cultural or historical value).
10. PROTECT the find: mark the spot, do not move or clean objects, keep people and animals away.
11. REPORT the same day to the group leader and the LSP county focal point, who informs the PMU; the PMU notifies the relevant county authority and, where warranted, the national authority responsible for cultural heritage.
12. RECORD the find (photo, location, description) on the incident form; the site is not disturbed further until the authority advises.
13. RESUME work only on written clearance from the PMU. Where a grave, shrine or sacred site is confirmed, the plot boundary is adjusted to avoid it; community and family wishes govern any culturally appropriate action.
14. RESUME work only after written clearance from the PMU and, where required, the competent cultural-heritage authority. Where a grave, shrine or sacred site is confirmed, the plot boundary is adjusted to avoid it; community and family wishes govern access and confidentiality, consistent with ESS8 and applicable Liberian requirements.

## ANNEX D — CODE OF CONDUCT (INCLUDING SEA/SH PROHIBITIONS)

*Signed at induction by every PMU, LSP and consortium staff member, county enumerator, community facilitator, Community Activist and boat operator engaged by the project. A child-safeguarding addendum applies to all adolescent-facing personnel.*

### D.1 I commit to:

15. Treat all community members — women, men, girls and boys — with respect and without discrimination.
16. Never request, accept or offer money, gifts, favours or sexual acts in connection with any project benefit, grant, selection or service. Grants are free. Where I am an accredited mobile-money cash-out agent used for project disbursements, I sign the separate agent acknowledgement to the same effect, and I understand that refusing it means I will not be used for project cash-out.
17. Never engage in sexual activity with anyone under 18 years of age — mistaken belief about age is no defence — nor with any project beneficiary where the relationship exploits the project position.
18. Never use language or behaviour that is harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
19. Follow the two-adult rule and all child-safeguarding procedures when working with adolescents; report any concern about a child immediately.
20. Keep confidential all personal information of beneficiaries, survivors and adolescents; never promise confidentiality beyond what the mandatory-response protocol allows.
21. Comply with the OHS rules of §7.9, including transport and water-safety rules; never operate project transport under the influence of alcohol or drugs.
22. Never employ or use children for hazardous work, and never engage in fraud, falsification or diversion of project resources.
23. Report suspected breaches of this Code through the workers' channel or the confidential SEA/SH channel; I understand retaliation against reporters is itself a breach.

### D.2 Sanctions

Breaches attract administrative action up to and including dismissal or termination of engagement, recovery of funds, exclusion from future engagement, and referral to the Liberia National Police (Women and Children Protection Section for offences involving women and children). Criminal matters are never mediated.

| | |
|---|---|
| **Name and role** | |
| **Organization** | |
| **Signature and date** | |

# ANNEX E — GRIEVANCE REGISTRATION FORMS

## E.1 Standard Grievance Registration Form

| | |
|---|---|
| **GRM reference no. / date received / channel** | |
| **Name of complainant (or 'anonymous')** | |
| **Community / District / County / contact** | |
| **Description of grievance (what, where, when, who)** | |
| **Category (site/environment · grant · SASA! · ASRH · labour/OHS · other)** | |
| **Immediate action taken / referred to** | |
| **Acknowledgement sent (date) — standard: 5 working days** | |
| **Investigation findings and resolution — standard: 15 working days** | |
| **Complainant informed (date, channel) / satisfied? / appeal?** | |
| **GRC secretary — name, signature, date** | |

## E.2 Confidential SEA/SH Intake (separate channel — focal points only)

*This form is stored separately under lock/encryption by the trained focal point. Only aggregated, identifier-free data enter the GRM database.*

| | |
|---|---|
| **Case code (no names) / date / receiving focal point** | |
| **Survivor consent obtained for: referral ☐ data aggregation ☐** | |
| **Nature of allegation (SEA · SH · other GBV) and project linkage (Y/N/unknown)** | |
| **Survivor is a minor? (Y/N) — if Y, mandatory-response protocol activated (§7.8)** | |
| **Referrals offered/made (health · psychosocial · safety · legal)** | |
| **Immediate safety actions; alleged perpetrator** | |

| | |
|---|---|
| **employment linkage and administrative action** | |
| **Case status and follow-up dates** | |

## ANNEX F — ENVIRONMENTAL AND SOCIAL EXCLUSION (NEGATIVE) LIST

**The following shall not be financed, supported or facilitated by any LWEP grant or activity:**

- Any activity involving involuntary land acquisition, physical or economic displacement, or restriction of access to resources.
- Conversion, drainage or degradation of natural wetlands, mangroves, riverine forest or any critical or protected habitat; activities inside protected areas or proposed protected areas.
- Clearing of primary forest; commercial logging or charcoal production; trade in wildlife or wildlife products.
- Purchase or use of pesticides in WHO Hazard Classes Ia and Ib, persistent organic pollutants (Stockholm Convention), unregistered or banned agrochemicals; aerial spraying.
- Production or trade in tobacco, alcohol (as a primary business), weapons, narcotics, or gambling operations.
- Activities employing forced labour or harmful child labour, or engaging children in hazardous work.
- Activities on land subject to unresolved ownership dispute, or on sites of known cultural, historical or religious significance without documented community consent and boundary adjustment.
- Dam construction, river diversion, dredging or any activity requiring a full ESIA under EPA regulations.
- Any activity contrary to the laws of Liberia or the requirements of the World Bank ESF. Open burning, burial or dumping in a watercourse of grant-financed electrical devices, solar accessories or batteries (e-waste is managed under the Annex I take-back protocol). Use of antibiotics as growth promoters in poultry or piggery financed by the project.

# ANNEX G — RECORD OF CONSULTATIONS AND SCREENING

## G.1 Screening Coverage

Twenty-eight FBO/LG farming sites screened in Gbarpolu and Rural Montserrado, with group interviews, plot walks, GPS capture and photographic records; full site-by-site data are held in the PMU screening database and summarized in Tables 4 and 10 of this ESMP.

## G.2 River Cess Assessment Mission (5–10 April 2026)

| Date (2026) | Location / meeting | Participants (attendance sheets on file) |
|---|---|---|
| 5 April | Cestos City — county authorities briefing | County Superintendent's office; county project staff |
| 6–7 April | Neegba and Yarslah Towns — community meetings | Chiefs, elders, women's groups, VSLA members, youth |
| 8 April | Gayloh Town and Sorboer — community meetings | Residents incl. women and persons with disabilities |
| 9 April | Riverine access verification (canoe landings) | Assessment team; boat operators; community guides |
| 10 April | Debrief and validation, Cestos City | County authorities; PMU/LSP team (D. E. Foday; E. Karneh; G. T. Kortu) |

## G.3 Community Replacement Decision

Eight riverine communities assessed as High risk for transport safety and operational feasibility were replaced with accessible communities of equivalent socio-economic profile; Neegba, Yarslah and Gayloh Towns were retained with mitigation. The replacement was validated with county authorities and is reflected in Table 11. The full assessment report (April 2026) is available at the PMU.

## ANNEX H — PICTORIAL RECORD

*Photographs from project site screening and field assessment missions (project record).*

*Upland cassava farm on elevated terrain (Site A).*

*Lowland farming practice by an FBO (Site C).*

*Lowland rice field of a producer group (Site C).*

*Assessment team meeting with county authorities, River Cess.*

*Mechanized boat — the required standard for any project water travel.*

*Lowland farm site, Rural Montserrado (Site C).*

Attached ESF REFERENCE USED FOR THIS REVIEW:

World Bank Environmental and Social Framework (ESF)

Environmental and Social Standards (ESS1–ESS10), including the World Bank materials on ESS4, ESS5, ESS6, ESS7, ESS10 and the Grievance Redress Service.

This review should be read together with the project ESMF, ESCP, SEP and applicable Liberia requirements.