

**ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK
FOR THE REVITALIZING EDUCATION DEVELOPMENT PROJECT
IN SIERRA LEONE (REDiSL)**

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1 INTRODUCTION

The Government of Sierra Leone (GoSL) approved a project Revitalizing Education Development in Sierra Leone (REDiSL) in August 2015. The REDiSL project is co-financed by the global partnership for education and the multi-donor trust fund, and builds on the progress achieved through the previous EFA-FTI project, and is also embedded in the Education Sector Plan (ESP) for 2014-2018. It aims to support interventions underpinned by authorities as they are laid out in the ESP, with the following objectives:

- i) Improve access, equity and completion;
- ii) Improve quality and learning outcomes;
- iii) Strengthen education service delivery

The overall objective is to improve the learning environment in targeted schools and establish system for monitoring of education outcomes.

As part of the process of project formulation, the preparation of the Environmental and social management framework (ESMF) was commissioned. The recommendations will be elaborated into project and site specific management action plans for the project as required by the World Bank. This ESMF is prepared by Dr Ralph Bona, former Environmental Manager of CEMMATS Group Ltd, the lead environmental consulting firm in Sierra Leone, and who is also now, the consultant for the Environmental Protection Agency Sierra Leone (EPA-SL), with inputs from staff of the MEST and EPA-SL.

An Additional Financing (AF) of \$10 million from IDA is proposed (with expected Board approval date of June 20, 2017 and effectiveness in September 2017) which will extend and scale up a few activities which were supported under the original REDiSL Project. Specifically, under the proposed AF, only select activities under sub-component 1.1, sub-component 1.3, sub-component 2.2 and sub-component 3.1 will continue to be supported. Consequently, the original ESMF has been updated.

2 PROJECT DESCRIPTION

A. Project Components reviewed (original project)

The REDiSL is a US\$23.5 million grant processed under the Investment Project Financing (IPF) instrument available to the Government of Sierra Leone from the GPE Fund as well as the Sierra Leone Multi-Donor TF. It builds on the progress achieved through the previous EFA-FTI operation and is embedded in the ESP (2013-2018). It is funded by a \$17.9 million allocation from GPE; and \$5.6 million equivalent from a multi-donor TF, currently funded by DFID.

COMPONENT 1 – Improving the learning environment and opportunities in targeted areas

1.1 Performance-based School Grants (\$4.4 million)

The objective of the performance-based school grants component is to improve the learning environment and opportunities in primary and junior secondary schools in targeted districts. Financial incentives (grants) will be provided to schools in most marginalized districts based

on a fixed set of criteria related to poverty and education outcomes. Schools must meet agreed outputs or outcomes to receive funding. This is an innovation in the education sector in Sierra Leone, but it has been tested with some success in the health sector.

The project will provide grants to schools in three phases, and the amount disbursed to schools will be based on the number of results that schools achieve. The specific objectives of the system are to: (1) provide additional resources at school level to cover the cost of delivering services and removing the need for ‘informal’ charges in primary school; (2) increase educational equity, since local councils with the lowest educational outcomes and highest poverty levels are targeted; (3) improve the learning environment and opportunities in selected schools – by strategic selection of the indicators and targets; and (4) strengthen capacities of local councils, district education staff, and heads of schools in the administration of the grants.

Grants will be provided in three phases.

Phase 1: All approved primary and junior secondary schools will receive a grant of up to US\$1,000 at the start of the year. Selected schools will have (or commit to) the following: (i) Have a school management committee (SMC) or Board of Governance, with relevant executive; (ii) have a bank account with the relevant signatories; (iii) record teacher attendance daily; (iv) record student attendance daily; (v) keep daily record of when school is open; (vi) submit all required reports as necessary; (vii) maintain updated accounting records.

Phase 2: All schools who meet the Phase 1 requirements will be eligible for 2nd round funding, but the amount received will be based on results achieved. The more targets a school achieves, the larger the amount of funding that they will get.

Phase 3: Rewards will be given to schools that have made the most improvements in performance. The amount of funding remaining will determine the amount to be received by schools as well as the number of schools eligible.

1.2 Piloting approaches to increase school readiness (US\$1 million)

The project would support the establishment of approximately 50 pre-primary classrooms; half of these will be attached to Government supported schools and the rest hosted in Community Learning Centers, which are established in select communities and managed by the Department of Non-Formal Education within MEST. There will be new construction in about 25 classrooms but it will be classrooms added to existing schools. No new land acquisition is expected. The classrooms will primarily serve children age 5, many of whom are currently enrolling in Grade 1 and adding to the already challenging learning environment at that level.

In addition to the classrooms, the Project will support teacher and caregiver training for those who will be teaching in the pre-primary classrooms. This will include initial 3 weeks of training and then ongoing training throughout the school year. Approximately 110 teachers will be directly trained through the project, but materials will also be made available to teacher training

institutions throughout the country for use by teachers and caregivers considering working in ECCE.

To ensure the quality of service delivery, the project will also support the capacity building of the MEST to establish Minimum Quality Standards for ECCE. These Minimum Quality Standards would be applied to the classrooms established under the pilot, along with a sustainable system for monitoring and supporting compliance. To achieve this and ensure sustainability of efforts and commitment to ECCE, a pre-primary unit will be created within MEST (MEST funding will be used to pay MEST staff) separate from primary level responsibilities (which is the current arrangement).

1.3 Strengthening reading outcomes at early grades (US\$6.9 million)

To support the ESP's aim of improving the pedagogical methodologies used by teachers to improve learning outcomes, the operation will support a comprehensive national reading program intended to improve literacy in early grades and create a culture of reading as a foundation for learning. Specific interventions would include:

Reading books for primary classes (1-3) and relevant learning materials (teachers' guides and teaching support packets for trained teachers). The GPE would finance the production, and distribution of approximately 1.8 million reading books for grades 1-3 for all primary schools throughout the country. This would be an approximate ratio of 2 reading books per student though they are developed to be used and re-used so it is likely students would be exposed to more titles throughout the school year. These books would complement the current syllabus and would be selected using criteria based on literacy-levels, literary value, and social-cultural relevance. Teachers and students are expected to use the books as tools to complement literacy skill and fluency based instructional goals, using strategies such as word family work, vocabulary learning, comprehension teaching, reading aloud, storytelling, literary games, and individual silent reading.

Grade-level reading campaign. The project will support the roll out of a reading campaign using multiple channels. At the community level, there would be Talking Drum Studio stories and similar events. At the national level, the Sierra Leone Broadcasting Corporation (SLBC) will be approached to carry bi-monthly interviews and presentations about the importance of literacy and the ways in which parents and schools work for children's success together. At the school level, the SMC would be asked to create regular slots for learning about literacy using proposed topics such as "importance of learning to read", "why do we want our children to be able to read?", and "how do children learn to read". Schools can also hold short storytelling events with print outcomes, or make alphabet books with help from teachers.

Training for teachers of early primary grades. The project will fund the development of a training that to help teachers understand effective teaching for quality outcomes. These training will include tools like teacher lesson guides, pedagogical materials, as well as scope and sequence lists. These are part of the teacher training initiative to support more. As demonstrated by initial results of a pilot training currently under implementation, enhanced lesson planning and strategy guides show positive increases in teacher's skills and student's

knowledge. The training will be carried to 10 percent of the primary schools teaching workforce (about 3,800 teachers over the three years and 600 pre-service teachers in training). To ensure sustainability of the practice, the project will also work with the MEST and teacher training institutions to integrate the training on the use of supplementary reading books into the pre-service and distance learning for initial teacher training on college campuses where early primary school teachers are certified. To achieve this, the cohort of trainers will include representation from all the Teacher Training College Departments of Language Arts to insure their abilities to participate in the development of new practices with new pre-service teachers in the second phase.

COMPONENT 2 – Strengthen education service delivery

2.1 Improvements in teacher management (US\$3 million)

The Teaching Service Commission (TSC) The project will make the TSC functional and would be used to cover operational costs of the Commission both at central and decentralized levels. The main output for this intervention would be an effective and efficient management of the teaching labor force underpinned by a database which would inform management decision making with respect to the promotion of professional development and performance of teachers and reporting protocols from districts.

2.2 Building the foundation for better measurement of learning outcomes (US\$1.1. million)

Building on previous outputs, the project would establish and operationalize a semi-autonomous assessment unit within the Directorate of Policy and Planning of the MEST to coordinate the design and execution of assessments at lower and upper primary and JSS. The project would fund a Class 4 assessment in Mathematics and English. Sample selection, data collection, data processing and editing, weighting and variance estimation would be sub-contracted to Statistics Sierra Leone or another entity that has experience in the work to be carried out and does not require much, if any, capacity building to incorporate the learning assessment into their work programs.

2.3 Robust consistent school data collection (US\$0.4 million)

The REDiSL will build on the system already in existence to support the ministry in mainstreaming a briefer version of the school census in off years so not all data is collected annually but those indicators will be relevant for monitoring purposes of the project are included.

2.4 Establishing a system for implementation of the Education Sector Strategy (\$4.4 million)

The REDiSL will develop a strategy for monitoring the Education Sector Plan and for reporting on its outcomes. In this context the project will provide technical assistance to the MEST, TSC, and Local Councils to undertake M&E activities with the aim of ensuring information flows to all parties (students, communities, and educators) and enforcing accountability.

In line with the aim of bringing about the transformation of the MEST envisioned in the ESP, the Project would also drive the transformation of the MEST towards enhanced capacity, at central and local council levels, building on the recommendations outlined in the Capacity Development Study carried out in 2011. The unit would be responsible for coordinating donor intervention and reporting, which will in turn lead to improved efficiency in service delivery. This unit would serve as a vehicle for donors to align their support to the MEST, using a best practice approach that has been tested in the health sector. Once executed, this setup should catalyze significant transformation in the education sector and enable the Government to achieve the targets set out in its ESP.

COMPONENT 3 – Project Management and Supervision

3.1 Project Management and Supervision (US\$0.9 million)

This component will provide the necessary funding for the operations of the project implementation unit to be housed within the MEST. In addition to funding the administrative costs associated with implementation of the components above, it will also support fiduciary management, procurement, and auditing (Details are noted in Annex 3). In addition, it will fund the day-to-day costs of operation and systems needed including accounting systems, FM audits, capacity building workshops, and field visits. As such, the Project is expected to finance the ESP Secretariat, namely (i) ESP coordinator, (ii) Finance Officer, (iii) M&E Officer, as well as the procurement specialist (consultant) and project assistants.

Update 2015:

COMPONENT 4 – Support the implementation of MEST Ebola Strategic Response Plan

This component supports the implementation of select activities in the MEST Ebola Response Plan, complementing work supported by partners and the Government. It is based on emergency needs identified by the MEST as a result of the Ebola Crisis. The Ebola Response Plan was endorsed by the local donor group at the end of 2014.

4.1 Emergency Radio and Television Program (\$.5 million)

In an attempt to maintain learning for school students, the MEST developed Emergency Radio and Television Education Programs which used radio and television to deliver the curriculum during school closures. Subject areas covered included mathematics, language arts, integrated science, and life skills. The lessons were broadcast over 41 radio stations that are part of the Independent Radio Network (IRN) and the Sierra Leone Broadcasting Corporation (SLBC). The SLBC also broadcasted educational programs via its TV station (SLBC TV).

4.2 Establishing safe and secure learning environment (\$1.465 million)

MEST and the GoSL want to ensure that schools are safe for students to return, particularly as some schools were used as ‘holding centers’ for suspect cases by the Ministry of Health and Sanitation (MoHS) because of insufficient beds in hospitals and health centers. In that respect, about 9,000 schools, with a special focus on those used as ‘Ebola Holding Centres’ will be

cleaned using the MoHS protocol developed with the National Ebola Response Centre (NERC) following guidelines of the World Health Organization (see Appendix 8). The project is financing the cleanup of 66 percent of the schools, while UNICEF and others are covering what's remaining. The recommendation is that each school, irrespective of enrolment, receives a minimum of 4 wash and hygiene kits. Schools with enrolment above 50 would receive an additional kit for every additional 50 students/pupils.

4.3 Monitoring of the Emergency Radio Education Program (EREP) and School Reopening (\$55,000)

Given the importance of monitoring of school reopening as well as the dissemination of progress/reporting to donors and public, the Project will support monitoring schools reopening, with expected outputs such as information on robustness of enrollment, use of prevention protocol, addressing suspected cases, etc. Under this activity the implementation of ESMF will also be monitored.

4.4 Social Mobilization and Public Information (\$138,000)

As part of the Education Response Task Force consisting of MEST staff, key partners and civil society, a Social Mobilization Working Group (SMWG) was created and has been working on issues related to the reopening of schools in Sierra Leone. It prepares and communicates; (1) all key messages relating to the opening of schools for pupils, teachers, parents and the wider community; (2) all key messages around activities of what precautions are being taken to keep all children safe at school; (3) in conjunction with the Protocols Implementation Working Group, all new rules that will need to be adhered to when teachers and children return to call; (4) all sensitization of key political, social and community groups.

Update: 2017

A select number of activities supported under the Parent Project will be financed under the AF. The original component/sub-component description (see above) will also apply to AF-supported components/sub-components, with a few adjustments (as noted in the text below). The activities to be supported include: the provision of performance-based school grants (Sub-component 1.1), TA to the Teaching Service Commission (Sub-component 1.4); Support to strengthen education service delivery (Sub-component 2.2), and Project management and supervision (Sub-component 3.1). The modifications by sub-component are as follows:

- Under *Sub-component 1.1*, the AF will fund: (a) the provision of five additional rounds of performance-based school grants to the originally targeted 1,350 schools and the provision of school grants to an additional 500 other schools in two other Local Councils (LCs) for six rounds; (b) additional training, M&E and operational costs related to the provision of performance-based school grants;
- Under *Sub-component 1.4*, the AF will provide TA to the TSC to support the operationalization of the policy guidelines developed under the parent Project;
- Under *Sub-component 2.2*, the AF will support the national roll-out of a digital annual school census (ASC) (2018); and

- Under *Sub-component 3.1*, the AF will support project management and supervision costs for these additional activities.

A. Limitations of study

Consultations were carried out and relevant information will be disseminated throughout the execution of the project which will keep to the tenets of a proper Public Consultation and Disclosure Process (PCDP) for an ESMF.

Update 2015

Due to the emergency situation in the country and the need to quickly move forward with activities, consultations were not carried out specifically for the ESMF update. However, the Project ensured that all activities supported were in line with the Guidance Note and Protocols: Sierra Leone Operating Safe and Protective Learning Environments in Ebola Outbreak Contexts (see Appendix 8) which had been developed by the Government of Sierra Leone, supported by UNICEF and other partners, and per guidelines provided by the World Health Organization.

Update 2017

Consultations were undertaken during the implementation of the parent project that informed the preparation of the AF (SMCs, local education councils, district education staff, parents and community members, etc.) No additional consultations were needed for this update of the ESMF as the AF-supported activities are same as the activities supported under the original project and the implementation arrangements are the same.

3 METHODOLOGY

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

A. Consultative Meetings

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

B. Preparation of ESMF

The consultant has reviewed all relevant documents, and consulted national and World Bank guidelines and IFC performance standards and local legislations, regulations and policies in formulating the plan. The draft plan was submitted to the Ministry of Education for reviews and comments.

C. Deliverables

Outputs of this undertaking are as follows:

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

4 OVERVIEW OF THE PROJECT AREA: THE SIERRA LEONE ENVIRONMENT

A. Administrative and Political structure

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

B. Government and Administration

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

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

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

The Ministry of Local Government and Rural Development in consultation with the respective Paramount Chiefs, appoints local court chairmen in the 149 chiefdoms in the country. The local court houses are known as court barriers, of which there are 287 throughout the country. The Native Administration utilizes the services of the Chiefdom Police and “lock ups” for law enforcement purposes.

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

- The mobilization of human and material resources necessary for overall development and welfare of the people of the locality;
- Promoting and supporting productive activity and social development;
- Initiating and maintaining programs for the development of basic infrastructure and providing works and services;
- Initiating, drawing up and executing development plans for the locality;
- Overseeing Chiefdom Councils in the performance of functions delegated to them by the local councils;

- Determining the rates of local taxes, approving the annual budgets of Chiefdom Councils and overseeing the implementation of such a budget; and
- The local council is also responsible for the formation of committees. The Council has a major stake in all development programs and collection of licenses and taxes within their localities.

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

Social, Political and Economic Aspects

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

The Agenda For Prosperity (2012-2017): Pillar 6 – Social Protection

The Government of Sierra Leone commissioned the Agenda for Prosperity in 2013. Pillar #6 "Accelerating Human Development" seeks to develop human capital, to empower people to reduce poverty, and to accelerate the achievement of the Millennium Development Goals following significant strides 2008-12. Strategies will accelerate human development, through improving education quality and access, providing extensive health services, controlling HIV/AIDS, providing safe water and improved sanitation, population policy including reducing migration to the cities and slowing fertility, and mainstreaming gender parity. Pillar 6 refers to Social Protection but also includes education as one of the facets. Inequity based on gender, age, location, education and income impacts livelihoods. Malnutrition is widespread; while female barriers to education include high teenage pregnancy and early marriage.

A. Macro-Economic Environment

The country's small open economy is predominantly agricultural, and sustain about two-thirds the population at a bare subsistence level. Agriculture accounts for 47.5 percent GDP, but in terms of export earnings the mining sector is more significant than agriculture. Diamond remain the chief export earner, with significant reserves of other minerals such as gold, rutile, bauxite, chromite and iron ore, as well as a potential of only about 20% of GDP due to improper policies for the exploitation and utilization of the resources in the sector. More particularly the

trade in diamonds as the principal mineral resource exposed to smuggling and other related illegal activities. The agricultural and mining sectors co-exist with small modern sector that provide services accounting for about 25.2 percent. Sierra Leone attained independence in 1961 with the immediate post independent era showing encouraging signs of steady economic growth of around 4 percent a year during the first decade. The fiscal and foreign exchange position was healthy and manageable single-digit inflation rate. The prospect for sustained growth were doomed by the decade of the 1970s, mainly as a result of the first external oil price shock during that period. During the half of the 1970s GDP, growth averaged around 3 percent per annum, and by the period 1975 – 1980 it slowed down around an average of 1 percent a year, mainly due to falling earnings from the mining sector. In the wake of the second oil shock, rising import costs compounded the expansionary budgetary policies, with government expenditures exceeding 30 percent of GDP. This trend resulted in worsening fiscal and current account deficits towards the end of decade. The consequences of inadequate development efforts, ill-conceived economic policies, and generally the oil price shocks of the 1970s all counted for the speedy deterioration of the economic structure.

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

Agriculture

Sierra Leone is an agricultural country. Agriculture is the largest sector in the economy, providing employment for over 60% of the labour force, and contributing about 35 to 40% of the Gross Domestic Product (GDP), (GOSL, 1994). The area under cultivation is estimated as 409,674 ha. Most of the agriculture is carried out in the uplands largely slash-and-burn, with rice cultivation making up the bulk of the subsistence activity. Rice, the staple food, is grown by more than 80% of the farmers. Rice is grown for over 300,000 to 400,000 ha of land with an annual production of 450,000 to 550,000 mt annually. Rice alone account for as much as 85% of the agriculture sector's contribution to GDP. Apart from the upland rice is produced in 4 other distinct ecologies - inland valley swamps (IVS), mangrove, riverine grassland and bolilands. Upland rice is usually intercropped with up to 16 annual crops. Cash crops such as oil palm, cocoa, and coffee are still exported in a small scale compared to countries like Cote d'Ivoire and Ghana, which have huge plantations and a large share of the world market. Livestock production is largely free range. They include cattle, goat, sheep and pigs. In 1984 the estimate of ruminants was 33,200 heads of cattle, 264,000 sheep and 145,000 goats. There are an unspecified number of pigs and rabbits. The birds (poultry) include chickens, ducks, guinea fowl, and pigeons. The latter are mostly kept as pets.

Mining

The mining sector, though smaller than the Agricultural sector, account for over 90% of the country's export earning, though its contribution to the GDP has currently stated down. Construction, Manufacturing, Industry, Commerce and Other services are other sectors of the economy

Forestry

The contribution of the forestry sector to national development in Sierra Leone is both quantifiable as in the case of timber products and non-quantifiable as in the case of erosion control. However its contribution, especially the energy sector, infrastructures development, biological research, food security, employment and welfare services etc. is significant but is generally underestimated. The quantity of firewood, local building materials and even timber that is utilized by rural communities is yet to be quantified. If this is done the estimated 6-7% contribution of the forestry sector to the GDP will increase. Most dwelling houses in villages utilize bush pole, canes, etc. in the construction of mud and wattle buildings.

Of the total annual roundwood removals in the country, 95 percent by volume of the harvest is for firewood; 3 percent for poles and 2 percent for sawn timber (FAO, 1999). Assuming that 80 percent of the 4.5 million people in Sierra Leone resident in the rural areas use firewood for cooking at a per capita annual consumption of 1.63m³, then about 4,8 million m³ of firewood has not been properly accounted for in the consumption of forestry's contribution to the GDP. Sierra Leone timber provides the bulk of construction timber for local construction industries. There is presently a proliferation of timber stores in the city and the provincial and districts headquarters. The impact of local timber on the construction and carpentry industries could best be valued in terms of foreign exchanged saved due to the availability of the commodity locally. The roundwood requirements for the production of timber, poles and firewood is about 4 million m³ and is rising and about 95 percent of which is utilized as fuelwood (FAO, 1982). The estimated annual round wood consumption is 2.91 million m³, 2.75million m³ of which is consumed as fuelwood, 0.17 million m³ as poles and 0.04 million m³ as sawlogs. Fuelwood demand is expected to increase at a rate of 1.8 – 2.0 percent per annum.

Fisheries

Fishing both marine and inland is an important economic activity in Sierra Leone. It is the principal source of livelihood for a large proportion of the population of the coastal villages. Fish and other seafood are important sources of protein for the people. Fisheries contribute about 20% to the GDP. However industrial fisheries are primarily in the private sector. Fishery development activities are concentrated on the artisanal fishermen by assisting them to improve their techniques of production and processing (such as smoking and curing of fish) and by improvement of the infrastructures of credit, storage, transport and marketing, have been undertaken in the post independence period (GOSL, 1985). The Fisheries Division lacks the capability for effective patrolling of fishing in Sierra Leone territorial waters.

Tourism

Sierra Leone has exceptional advantages for development of tourism – a dry season of 5 to 6 months, excellent beaches, a superb landscape of villages and hills along the coast and a hinterland with a great variety of landscapes and vibrant culture. The Tourism industry is still in its infancy. The ten years civil conflict has excersabated the slow growth and development of the sector. Most of the limited infrastructures of the tourism industry were destroyed. Before the war, in 1987/88, the number of charter tourists coming to Sierra Leone, mainly from UK and France, seemed to have reached a plateau of about 20,000 per year since 1978/79. Major increases in numbers will require large investments, public and private, in hotels, physical infrastructures and various tourism related services. Already in place is the establishment of a hotel and tourism training school to address the need for trained manpower. The construction of the Freetown-Masiaka Road and the Peninsula Road which is under construction will

improve access to the most scenic beaches in the Western Area and will also simulate construction of hotels along the beaches.

Land Tenure

Two basic types of land tenure system exist in Sierra Leone, that in the Western Area (former colony) and that in the provinces. In the Western area, land which is not state land can legally be bought or sold. The Paramount Chief is the chief custodian of the chiefdom lands. There is a general notion that land is communal. In fact, it is neither wholly commercial nor individualistic. Preferably, it can be said that the rights of individual exist within the context of, and side by side, with group with the same and tenure system. Land throughout the provinces is regarded as the property of well-defined and discrete social groups such as the families and/or the entire community which might consist of several families, clans or lineages. Therefore, the individual does not possess absolute title to land. Rather his right in land is derived from the fact that he is a member of a given family, clan or lineage. Each head of family that owns land retains the right to determine who, within or outside of the family, uses any tract of land for agricultural purposes for a given period of time as long as it is not sold. He is, however, prohibited from disposing of land of the group either by sale or mortgage.

Population

Sierra Leone has had three population censuses since independence in 1961. The first census was in 1963 and it showed that there are 2,118,355 persons in the country. The 1974 census put the population at 2,735,159 and the 1985 census indicated that there were 3.5 million people in Sierra Leone. There are about 4.5 million people in the country.

Population figures generally show that there are more women than men in the world. In Sierra Leone there are about 98 males to every 100 females countrywide. In terms of the age structure about 41 percent of the population are under 15 years of age 53 percent between 15 and 59 years and over.

The population is not evenly spread across the country. About 68 percent of the population lived in the rural areas and over 80 per cent live close to the forest or forest regrowth and depend on it for their livelihood. The national average population density increased from 38 persons per km³ in 1974 to 49 per km³ in 1985 and in 1992 it increased to about 58. It was projected to increase to 80 per km³ by the year 2000, if the population increased continued at the observed trend. The national average density varies considerably among the districts, chiefdoms and towns. Generally these regions which have important economic activities tend to have larger (dense) populations. According to ESCG (1988) areas with high population of above 80 persons per km³ are mostly those which contain diamond mines or are mainly engaged in rice cultivation and other economic activities. These regions include Kono, Kenema and Bo (diamond, trading, etc) and Freetown (capital city and main industrial town). Areas with medium density (between 50 – 80 persons per km³) are mainly found in the arable alluvial soils and are centers for rice, coffee and cocoa production. Areas with low density (below 30 persons per km³, are mainly in the north, the southern coastal areas and the east. Those areas like Pujehun, Bonthe and Koinadugu districts have fewer arable lands, no economic minerals and generally have a high, closed forest cover.

Education and Literacy

Sierra Leone had a strong educational base, dating as far back as the colonial era. The first University College in Africa, South of the Sahara was located in the country. As a center of excellence in manpower development in the entire sub-region, it earned the enviable accolade of the “Athens of West Africa”. Three decades of misgovernance and gradual neglect during the post-independence period led to the deterioration of the educational system. Today, the country has one of the lowest literacy rates in the world, averaging around 32%. At independence literacy rate was 8% and at 1985 it rose to 16%. Independence budgetary support to the social sector, including education (about 1.7% of GDP), fueled by the decade of rebel crisis seriously hampered the provision of quality educational services. The rebel caused destruction to educational infrastructure and disrupting the educational system for a large number of school going children. School dropout rates both at the primary and secondary levels are also estimated to be high.

There has, however been an increase in the number of school-going children as a result of increasing population growth, and free basic education (Class I to JSS III). A new system of education has been introduced, and requires pupils to spend 6,3,3, and 4 years respectively, in primary, junior (JSS), senior (SSS) secondary school and tertiary. The thrust of this new system is on vocational and middle manpower training, catering for early school leavers, weak students and drop outs.

Update 2015

The education sector has not been spared the impact of Ebola, being as adversely affected by the outbreak as the macroeconomic environment. Schools, scheduled to begin in the 2014-15 academic year in September, did not open and remained closed till April 14th, 2015. The abrupt disruption to formal education for about 1.8 million children (and their teachers) was a detriment to the country's already fragile human capital. The prolonged closure put many at risk of dropout, affected an increase in teenage pregnancy rates¹, higher rates of child labor, and violence against young women and girls.

Employment and Poverty

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

¹ Two sources point to the increase in teenage pregnancy rates: 1) the antenatal survey conducted by the primary health unit in Freetown; 2) a sample survey carried out by MEST identified 1000 pregnant women. UNFPA is also currently undertaking a mapping.

resources for survival. The high level of unemployment and underemployment, declining real incomes and the civil conflicts, among others, all accounted for the pervasive poverty in the country. For the past years Sierra Leone has consistently been ranked the poorest and least developed country in the world according to the UNDP Human Development Index.

Biodiversity

Sierra Leone is rich in both plant and animal life, as well as with diverse natural ecosystems. Human impacts on the natural ecosystem and its resources have been severe. Once dominated by forests, the country now has less than 5% of mature forest remaining. Logging mineral exploitation and slash-and-burn agriculture have all taken a toll on the country's rich biological life (biodiversity). With nearly 28 categories of protected areas in representative ecosystems, the area coverage is still less than 4% of the land area, with nearly all of these protected areas suffering from inadequate protection due to lack of manpower, technical support and financial resources. Sierra Leone has also gone through a costly civil unrest, with severe impact on its human life and biodiversity (Lebbie 1998, Garnette and Utas 2000).

5 LEGISLATION AND REGULATORY FRAMEWORK

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

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

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

List of regulations, legislation and policies

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

1) National Environmental Policy, 1994

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

to secure for all Sierra Leoneans a quality environment that can adequately provide for their health and well-being.

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

- Land Tenure, Land Use and Soil Conservation
 - Water Resources Management
 - Forestry and Wildlife
 - Biodiversity and Cultural Heritage
 - Air Quality and Noise
 - Sanitation and Waste Management
 - Toxic and Hazardous Substances
 - Mining and Mineral Resources
 - Coastal and Marine Resources
 - Working Environment (Occupational Health and Safety)
 - Energy Production and Use
 - Settlements, Recreational Space and Greenbelts
 - Public Participation
 - Quality of Life
 - Gender Issues and the Environment
 - Institutional and Government Arrangements
 - Legal Arrangement
- Subsequent to this policy is the Environmental Protection Act of 2008

Applicability to the REDiSL sub-component context:

This policy could only affect one of the sub-components, subproject 1.2 involving the construction or rehabilitation of 50 classrooms in locations throughout Sierra Leone yet to be selected. The nature of the project area of choice would determine the extent to which this policy is applicable.

Update 2017: Subproject 1.2 is not supported under the AF

2) National Lands Policy

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

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

- Ensure that every socio-economic activity is consistent with sound land use practices through sustainable land use planning in the long-term national interest;
- Facilitate equitable access to and security of tenure based on available registered land;

- Ensure the payment, within reasonable time of fair and adequate compensation for land acquired by government;
- Provide laws that will protect citizen's right to land against Government; and
- Instill order and discipline into the land market to curb the incidence of land encroachment, unauthorized development schemes, multiple or illegal land sales, falsification and multiple registration of land documents, land speculation and other forms of land racketeering.

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

- Land categories outside Sierra Leone's permanent forest and wildlife estates are available for such uses as agriculture, timber, mining and other extractive industries, and human settlement within the context of a national land use plan;
- Inland and coastal wetlands are environmental conservation areas and the following uses considered incompatible with their ecosystem maintenance and natural productivity are strictly prohibited;
- All land and water resources development activities must conform to the environmental laws in the country and where Environmental Impact Assessment report is required this must be provided. Environmental protection within the 'polluter pays' principle will be enforced'; and
- Provided that payment of adequate compensation in reasonable time will be made, government may acquire land wherever and whenever appropriate to, among other things:
 - Secure and control areas of urban expansion;
 - Facilitate urban renewal and redevelopment programmes;
 - Implement any rural or urban improvement programme;
 - Provide social infrastructure;
 - Supply promptly serviced or un-serviced lands at prices, which can secure socially and economically acceptable patterns of economic development;
 - Provide for the purpose of national defense, national security, national health and conflict-resolution, and;
 - Protect areas of historical, cultural or ecological interest.

Applicability to the REDiSL sub-component context:

This policy could only affect one of the sub-components, subproject 1.2 involving the construction or rehabilitation of 50 classrooms in locations throughout Sierra Leone yet to be selected. The specific subproject of interest is the construction aspect, as this could require development in previously untouched areas or acquisition of land.

Update 2017: Subproject 1.2 is not supported under the AF

3) National Biodiversity Strategy and Action Plan, 2003

The action plan proposed in the Sierra Leone Biodiversity Strategy and Action Plan comprises a series of measures and mechanisms intended to conserve and promote the sustainable use of the different components of the country's biodiversity. The action proposed cover several key thematic areas under: terrestrial biodiversity, inland water ecosystems, forest biodiversity, marine and coastal biodiversity and agricultural biodiversity. In addition, actions are also

proposed for key cross cutting issues affecting the sustainable utilization of biodiversity, including: policy, legislation and institutional review, capacity building, identification and monitoring, sustainable use, incentive measures, research and training, public education and awareness, regulation of access to genetic resources, protection of indigenous knowledge and intellectual property rights of local communities, technology transfer and handling of biotechnology and exchange of information and technical cooperation.

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

This Action Plan is intended to:

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

Applicability to the REDiSL sub-component context:

This action plan could only affect one of the sub-components, subproject 1.2 involving the construction or rehabilitation of 50 classrooms in locations throughout Sierra Leone yet to be selected. The nature of the project area of choice would determine the extent to which this plan is applicable.

Update 2017: Subproject 1.2 is not supported under the AF

4) Wildlife Sector Policy

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

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

The main general forestry policy objectives of Government are to:

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

Applicability to the REDiSL sub-component context:

This policy could only affect one of the sub-components, subproject 1.2 involving the construction or rehabilitation of 50 classrooms in locations throughout Sierra Leone yet to be selected. The specific subproject of interest is the construction aspect, as this could require development in previously untouched areas or acquisition of land.

Update 2017: Subproject 1.2 is not supported under the AF

5) Land Tenure and Ownership

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

- In the Western Area of Sierra Leone, land tenure is governed by Property Statutes. Land is either State (publicly) owned or privately owned. The right of the state to public land is inalienable and indefeasible. Rights of occupation over public land may be granted under warrant. The state has the power, conferred by the Unoccupied Lands Act, Cap 117, to take possession of unoccupied land.
- In the provinces, customary Law co-exists with statute. The recognition of the force of customary law in the provinces is established by section 76 (1) of the Courts Act 1965.
- Through customary law, ownership of land is vested in the chiefdoms and communities; and can never be owned freehold. Land always belongs to the communities under the different forms of tenure under customary law. This principle is established by the Chiefdom Councils Act as well as by Section 28 (d) of the Local Government Act 1994.

Applicability to the REDiSL sub-component context:

This policy could only affect one of the sub-components, subproject 1.2 involving the construction or rehabilitation of 50 classrooms in locations throughout Sierra Leone yet to be selected. The specific subproject of interest is the construction aspect, as this could require development in previously untouched areas or acquisition of land.

Update 2017: Subproject 1.2 is not supported under the AF

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

6) Environmental Protection Agency Act, 2008

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

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

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

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

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

Applicability to the REDiSL sub-component context:

This Act could potentially affect more than one of the sub-components, but the subproject 1.2 involving the construction or rehabilitation of 50 classrooms in locations throughout Sierra Leone yet to be selected is the most prominent amongst these, as it could have significant implications for the biophysical environment. The cleaning of schools previously used for Ebola treatment centers under sub-component 4.2 was handled by the Ministry of Health and Sanitation and followed WHO guidelines, which were the same ones used for treatment of all Ebola treatment centers.

Update 2017: Subproject 1.2 and 4.2 are not supported under the AF

7) Forestry Act, 1998

This Act came into operation on 1st July, 1988 and the Chief Conservator of Forest, with the directives of the Minister, is responsible for the implementation of its regulations. He therefore has the role of preserving the forest environment, promoting the practice of forestry in all use

of forestland, to ensure sustainability of forest products, and the protection of the soil and water resources that constitute the environment.

Applicability to the REDiSL sub-component context:

This Act could potentially affect only one of the sub-components, the subproject 1.2 involving the construction or rehabilitation of 50 classrooms in locations throughout Sierra Leone yet to be selected. Construction is the more likely aspect as it could imply developments in areas previously covered by vegetation.

Update 2017: Subproject 1.2 is not supported under the AF

8) The Fisheries Act

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

Applicability to the REDiSL sub-component context:

This Act could potentially affect only one of the sub-components, the subproject 1.2 involving the construction or rehabilitation of 50 classrooms in locations throughout Sierra Leone yet to be selected. Wash out of construction materials into rivers and streams and its implication for aquatic life

Update 2017: Subproject 1.2 is not supported under the AF

9) The Factories Act – 1974

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

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

Powers of Inspectors

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

- To enter, inspect and examine a factory and its environs at any time, as long as he has reasonable cause to believe that explosives or any highly inflammable materials are stored or used;
- To take with him during an inspection, a police officer, if he has reasonable cause to expect any serious obstruction during the execution of his duty;

- To require the production of all documents and to examine and copy them in pursuance of this Act;
- To make necessary inquiries and examinations to ascertain whether the provisions of the Act are complied with; and
- To prohibit the use of any machinery, if he is reasonably of the opinion after examination, that it is not in good and safe condition.

If anyone willfully delays or obstructs the Inspector in the exercise of any of his duties under this Act, then such a person shall be guilty of an offence and be liable to a fine not exceeding twenty Leones or to imprisonment for a term not exceeding one month or both. The occupier of the factory shall also be guilty of such an offence and be liable to punishment in like manner, even though he has not personally caused the obstruction.

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

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

Safety, Security and Welfare of Employees

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

Applicability to the REDiSL sub-component context:

This Act is the single piece of legislation that covers occupational health and safety. The subproject 1.2 involving the construction or rehabilitation of 50 classrooms could have health and safety implications for the workers.

Update 2015

The sub-project 4.2 covering the cleanup of schools and procurement of hand-washing stations could have health and safety implications for those carrying out the cleaning as well as education staff and/or students.

Update 2017: Subproject 1.2 and 4.2 are not supported under the AF

10) The Wildlife Conservation Act, 1972

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

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

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

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

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

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

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

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

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

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

Applicability to the REDiSL sub-component context:

This Act could potentially affect only one of the sub-components, subproject 1.2 involving the construction or rehabilitation of 50 classrooms in locations throughout Sierra Leone yet to be selected is the most prominent amongst these, as it could have significant implications for the biophysical environment.

Update 2017: Subproject 1.2 is not supported under the AF

11) Local Government Act, 2004

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

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

Applicability to the REDiSL sub-component context:

This Act could be relevant to all sub-components planned for the provincial areas, with the current move towards devolution of responsibilities to provincial and district authorities.

12) Forestry Regulations

These regulations are deemed to have come into force on the 1st July, 1990. The Chief Conservator holds the same responsibilities as he does for the Act of 1988.

Generally community forests are managed by the Forestry Division or by agreement with the Division; it could be managed by the local government; or Community Forest Association. Based on this responsibility of the Division, no protected forest shall be tampered with in any way as is stated in section 21, subsection (2) of the Forestry Act - 1988, without written permission from the Chief Conservator of the forest. In section 15 of the Forestry Regulations 1989, subsection (1) it is stated that a license may be issued by an inspector of the Forestry Division authorising the holder of the mining lease, to clear land in a classified forest for the purpose of mining. However, having acquired a license, deforestation of, or vegetation removal from the environment, can only be affected by the mining company under certain conditions. These conditions are found under section 15, subsection 3 and are highlighted below:

- Removal of vegetation, can be done for mining operations only within an area licensed for this purpose;
- The specified land area, shall be cleared within a stated time, but trees requested not to be felled, removed or damaged, are to be left standing;
- Trees to be felled shall be identified, except where total felling is authorised;
- A forest severance fee and a minor forest produce fee, shall be paid in respect of all forest produce that is merchantable, which may be removed by clearance of vegetation;
- At the completion of mining, the area shall be replanted with approved crops or trees by the mining company, or provision made for this to be done by payment of the estimated reforestation cost; and
- Required method of cultivation and silviculture, specified by the chief conservator, must be employed.

As a method of environmental protection, it is stated in section 38 of part XI, that no land between the high and low water marks, nor those above the high water mark on both sides of the bank of any waterway, covering a distance of one hundred feet (approx.. 33 m), shall be cleared of any vegetation except permitted by a clearance license.

Sacred bushes are protected by the stipulated regulations of section 40, whereby clearance of vegetation from land designated as sacred bush, is prohibited except by clearance authority from the Chief Conservator.

Applicability to the REDiSL sub-component context:

This Act could potentially affect only one of the sub-components, the subproject 1.2 involving the construction or rehabilitation of 50 classrooms in locations throughout Sierra Leone yet to be selected. Construction is the more likely aspect as it could imply developments in areas previously covered by vegetation.

Update 2017: Subproject 1.2 is not supported under the AF

13) The Fisheries Regulations

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

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

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

Section 9 (1&2) of the Decree gives the government sovereign right over the Economic Exclusion Zone. They include rights for the exploitation, exploration, conservation and management of its natural resources. It further stresses the requirement for a written consent to be provided by government for any form of activities to be undertaken within this zone by states, international organizations or persons.

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

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

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

Applicability to the REDiSL sub-component context:

This Regulation could potentially affect only one of the sub-components, the subproject 1.2 involving the construction or rehabilitation of 50 classrooms in locations throughout Sierra Leone yet to be selected. Wash out of construction materials into rivers and streams and its implication for aquatic life

Update 2017: Subproject 1.2 is not supported under the AF

14) The Draft Wildlife Regulation

The Wildlife Regulation came in to force in 1997. It describes Wildlife Conservation Estate as areas described under the 1972 Wildlife Conservation Act as a National Park, Game Reserve, Strict Natural Reserve, Game Sanctuary or Non-hunting Forest Reserve. The regulation prohibits all unlicensed hunting with a Wildlife Conservation Estate to include the

removal of honey. It prohibits the hunting of young and immature wild animal or bird; female wild animal accompanied by its young; and birds which are apparently breeding. It also prohibits dazzling of birds and animals.

The regulations stipulates that a license or permit should be sought before any form of hunting of game and bird can be done as required by Section 33 and 34 of the Act. The regulation also states that such licenses and permits can be revoked by the Chief Conservator of Forest if the holder fails to comply with the provisions of the regulations.

Applicability to the REDiSL sub-component context:

This Regulation could potentially affect only one of the sub-components, subproject 1.2 involving the construction or rehabilitation of 50 classrooms in locations throughout Sierra Leone yet to be selected is the most prominent amongst these, as it could have significant implications for the biophysical environment.

Update 2017: Subproje 1.2 is not supported under the AF

Update 2015

15) Regulations related to schools and Ebola

The *Guidance Note and Protocols: Sierra Leone Operating Safe and Protective Learning Environments in Ebola Outbreak Contexts* was developed by the Sierra Leone Ministry of Education, Science, and Technology (MEST), in partnership and consultation with donor partners, the World Health Organization, and the Center for Disease Control and Prevention (CDC) in 2015. The note describes measures to be put in place before school reopening and once schools have reopened, including safe health and hygiene practices and psychological support to reduce stigma; Ebola suspected case referral and handling in schools; communication with families; and training of teachers and education personnel.

Applicability to the REDiSL sub-component context:

This Guidance Note affects the activities under component 4, namely sub-components 4.2 involving the cleaning of schools, provision of wash stations, and handling of students with suspected Ebola cases, as well as 4.4 which covers the social mobilization campaign.

Update 2017: Subcomponents 4.2 and 4.4 are not supported under the AF

The *Integrated National Waste Management Policy (INWMP)* and *Integrated National Waste Management Strategic Plan (INWMSP)* were developed in 2011 and launched in 2012 to serve as a common strategic framework to achieve sustainable management of healthcare, industrial, and municipal solid waste for the period between 2012 and 2016. They also serve as a guiding reference for the implementation of the “Libreville Declaration on health and environment”. Among other issues, the Declaration emphasizes the implementation of 11 priority

interventions which include strengthening the waste management system as a strategy for efficiency and effectiveness in the provision of quality services for improved health outcomes.

Applicability to the REDiSL sub-component context:

The INWMP and the INWMSP affect the activities under component 4, namely sub-components 4.2 involving the cleaning of schools.

Update 2017: Subcomponent 4.2 is not supported under the AF

4.1.1 International Conventions

Sierra Leone is a signatory to many relevant international conventions, some of which include:

16) United Nations Convention on Biological Diversity (UNCBD)

This convention, whose main objectives are to preserve biological diversity and rehabilitate all degraded areas, was ratified by Sierra Leone on 12th December, 1994. All signatory States are obliged to affect the prescribed undertakings which include:

- Development of national biological diversity strategy plan;
- Establishment of protected areas;
- Prevention, control and eradication of invasive and alien species; and
- Provision of educational facilities.

Applicability to the REDiSL sub-component context:

This Convention could potentially affect only one of the sub-components, subproject 1.2 involving the construction or rehabilitation of 50 classrooms in locations throughout Sierra Leone yet to be selected is the most prominent amongst these, as it could have significant implications for the biophysical environment.

Update 2017: Subproject 1.2 is not supported under the AF

17) Convention on wetlands of international importance (RAMSAR)

The Ramsar Convention on Wetlands (Ramsar) was signed by Sierra Leone on December 13, 1999, and went into effect on April 13, 2000. As required by Ramsar, Sierra Leone identified and listed one wetland site for inclusion on the Ramsar wetland list. This non-contiguous wetland is located along the Sierra Leone River Estuary near Freetown. The three areas making up the wetland have a combined area of approximately 295,000 hectares (ha) and include mangrove swamps and upland coastal plains. The mangrove swamp included in this wetland makes up approximately 19% of all the mangrove swamp in Sierra Leone. There are no Ramsar wetland sites near the mining operation, but signatory countries to the Ramsar convention agree to:

- Include conservation of wetlands in land use planning throughout the country, including the promotion of “wise use” of wetlands;
- Establish nature reserves within wetland areas;
- Promote training in the fields of research, management, and gardening; and
- Consult with other signatory countries about implementation of the convention especially in areas of shared wetlands, shared water systems, and shared species.

Applicability to the REDiSL sub-component context:

This Convention could potentially affect only one of the sub-components, subproject 1.2 involving the construction or rehabilitation of 50 classrooms in locations throughout Sierra Leone yet to be selected is the most prominent amongst these, as washout from construction materials could end up in aquatic and marine ecosystems. This would have grave significance if developments are taking place close to the Sierra Leone River Estuary, which is the only designated RAMSAR site in Sierra Leone

Update 2017: Subproject 1.2 is not supported under the AF

18) Other International Conventions to which Sierra Leone is a signatory

1. The United Nations Framework Convention on Climate change
2. The United Nations Convention to Combat Desertification (UNCCD)
3. Abidjan Convention for the cooperation in the Protection and Development of the Marine and Coastal Environment of the West and Central African Region.

6 OPERATIONAL POLICIES AND GUIDELINES OF THE WORLD BANK

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

1) OP 4.01 Environmental Assessment

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

Applicability to the REDiSL sub-component context:

This ESMF entails an assessment of all the sub-components of the REDiSL

Update 2015

This ESMF entails an assessment of the proposed additional activities under Component 4.

Update 2017

For the proposed AF, the ESMF does not entail an assessment of proposed sub-components, as AF-supported sub-components are same as the sub-components supported in the original project, with same design and implementation arrangements.

2) OP 4.36 Forests

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

Applicability to the REDiSL sub-component context:

This ESMF list environmental impacts and mitigation measures relating to the loss of vegetation should one of the sub-components, construction of new classrooms require removal of vegetation

Update 2017: Subproject 1.2 is not supported under the AF

3) OP 4.04 Natural Habitats

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

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

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

In deciding whether to support a project with potential adverse impacts on a natural habitat, the Bank takes into account the borrower's ability to implement the appropriate conservation and

mitigation measures. If there are potential institutional capacity problems, the project includes components that develop the capacity of national and local institutions for effective environmental planning and management. The mitigation measures specified for the project may be used to enhance the practical field capacity of national and local institutions.

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

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

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

Implications for the REDiSL sub-component context

Wildlife sanctuaries and national parks constitute critical natural habitats. The ESMF addresses this in the context of the Wildlife (Protection) Act, 1972.

Applicability to the REDiSL sub-component context:

This ESMF list environmental impacts and mitigation measures relating to the degradation of natural habitats should one of the sub-components, construction of new classrooms results in the contamination of natural ecosystems

Update 2017: Subproject 1.2 is not supported under the AF

4) OP 4.09 Pest Management

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

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

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

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

- (a) They must have negligible adverse human health effects.
- (b) They must be shown to be effective against the target species.
- (c) They must have minimal effect on non-target species and the natural environment.

The methods, timing, and frequency of pesticide application are aimed to minimize damage to natural enemies. Pesticides used in public health programs must be demonstrated to be safe

for inhabitants and domestic animals in the treated areas, as well as for personnel applying them.

(d) Their use must take into account the need to prevent the development of resistance in pests.

Applicability to the REDiSL sub-component context:

Pest Control does not apply to the REDiSL project

5) OP 4.37 Safety of Dams

The Bank distinguishes between small and large dams.

a) Small dams are normally less than 15 meters in height. This category includes, for example, farm ponds, local silt retention dams, and low embankment tanks.

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

Applicability to the REDiSL sub-component context:

Dam construction, operation or safety does not apply to the REDiSL project

6) OP 4.12 Involuntary Resettlement

Involuntary resettlement should be avoided or minimized where feasible, exploring all viable alternative project designs. For example, realignment of roads or reductions in dam height may significantly reduce resettlement needs.

Applicability to the REDiSL sub-component context:

There will be no land acquisition leading to the physical or economic displacement of people under the REDiSL project. Any construction or rehabilitation will take place on property already belonging to the school or the community centers identified.

7 IMPACTS AND MITIGATION MEASURES

Although the REDiSL projects and sub-components mainly take the form of environmentally and socially benign undertakings, such as the provision of scholarship and school materials, a particular sub-component involving construction activities has necessitated the examination of potential environmental and social impacts. That notwithstanding, all sub-components have been assessed in this document for their potential impacts, followed by suggested mitigation measures, where applicable. The impacts and mitigation measures of these projects will provide a fair understanding of what may be expected in the REDiSL project.

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

With respect to the construction activities, no specifics are available at this point on the selected beneficiaries, although a decision is slated to be based on information provided by a 2011 household survey and school census. Hence the impacts discussed here are more generic than specific to ensure that safeguards are put in place for various scenarios, as may be encountered following the selection.

Update 2015:

With respect to the activities related to Ebola, the targeted beneficiaries encompass all those accessing education, without specific targeting of sub-groups. Hence the impacts discussed here are more generic than specific to ensure that safeguards are put in place for various scenarios, as may be encountered following the selection.

Update 2017:

The ESMF which was developed for the original project has been updated (refer to sections Update 2017) and will be used for the current AF. Under Sub-component 1.1 - *Performance-based school grants* - beneficiary schools may decide, in consultation with their school management committees (SMCs), to utilize part of the proceeds from the performance-based school grants to engage in small scale civil works (e.g. renovations, building of WASH facilities) which can trigger the policy and require environmental safeguard measures.² It is expected that potential environmental impacts from such activities will be very minor and thus will not pose major environmental issues. In order to mitigate these and ensure all such activities undertaken are conducted in an environmentally sound manner, head teachers and SMCs from all beneficiary schools will be provided and trained on of *Environmental Guidelines*, which will identify the key environmental issues that can emerge during works regardless of degree of the expected impacts to the environment and corresponding mitigation measures based on the ESMF.³ The training of head teachers and SMCs will also cover environmental safeguards monitoring and implementation concerns. During implementation, environmental safeguards will also be reviewed during supervision missions. Under the AF, a budget will be added to the school grants sub-component to facilitate ESMF implementation

² While the use of grants would not be tracked, there is a “negative list” specifying that: (i) all expenditures have to be in line with and captured in the school improvement plan prepared in consultation with and endorsed by the SMCs; (ii) specific expenditure items cannot be funded from school grants proceeds (e.g., construction of teacher residences and boarding/hostel facilities, salaries of teachers on payroll, lending, etc.); and (ii) no more than 50 percent of the school grants proceeds can be used to finance stipends of teachers not on payroll, teacher performance bonus, and teacher training - the cap on performance bonus is 20 percent.

³ An Environmental Safeguards Management Framework (ESMF) was developed for the original project and disclosed both in country and on the Bank's external website through InfoShop; this has been updated reflecting the above and will be used for the current AF.

and has been included in the updated ESMF. The budget is in the amount of US\$15,000 and will be provided to cover the costs of printing/dissemination of guidelines for schools (\$5,000), development of training module to integrate into existing training curricula (\$4,000), master trainers' fees (\$3,000), and contracting of short term experts/consultants as and if necessary (\$3,000). The costs of the training itself as well as the monitoring and evaluation will be covered under the general training and M&E budget for this sub-component/activity – as the training on safeguards issues will be integrated in the broader training program on school grants implementation and monitoring, targeting SMCs, district education and local council officials. The school grants team in MEST will facilitate ESMF implementation in association with head teachers, SMCs and District Education Office (DEO) staff. The monitoring of ESMF implementation will be integrated in the standard checklists/tools used for monitoring of the school grants activity by the school grants team in MEST.

As can be seen, activities which required in-depth screening under the original financing (funded under sub-component 1.2) will not supported under the proposed AF. The screening methodology applied to sub-component 1.2 (not supported by the AF) cannot be applied to the AF-supported sub-component 1.1 on school grants. The proposed AF is expected to distribute 10,800 small grants (average of US\$400 per grant) to over 1,800 schools over a two years period. As per previous practice and the school grant implementation manual, schools are not preparing grant proposals and neither central nor local agencies exercise any kind of prior review for the schools' plans. Instead, payment is based on school performance (thus the sub-component supports performance based school grants). The grants are not exclusively geared to works, and grant activities can include teaching and learning materials, stipends for teachers not on payroll (50 percent of teachers are not on payroll), teacher bonuses, extra classes, co-curricular activities, classroom furniture and other equipment, in-kind financial assistance for poor students, minor works (e.g. renovations, building toilets), utilities and other operating costs, etc. (footnote 2). Requiring schools to prepare grant proposals and then screen them for technical, environmental, etc. soundness before disbursement takes effect is not feasible given the far reach and the small size of grants. ⁴ This is common practice for such activities.

The table below presents impacts that are considered of medium to major significance for each sub-component type. The respective mitigation measures are also discussed. Impacts of minor significance are not mentioned. The degree of significance is a measure of the nature, magnitude and sensitivity of the impact.

⁴ In contrast, the scope of works under sub-component 1.2 supported under the original project to which the screening applied was very large – the cost of works per school was on average \$15,000, which is 37 times larger than the size per school grant (\$400).

Category	Sub-component	Impact	Mitigation Measures
Component 1: Improving the learning environment and opportunities in targeted areas			
1. School grants Update 2017: This activity will be supported under the AF		<p>Positive Social impact:</p> <ul style="list-style-type: none"> • increased access to school, • improved teaching and learning environment, • reduced cost of schooling, • capacity development, • strengthening of systems for planning, budgeting, and reporting in the education sector 	
		<p>Environmental impact: Minor</p> <p>Under Sub-component 1.1 - <i>Performance-based school grants</i> - beneficiary schools may decide, in consultation with their school management committees (SMCs), to utilize part of the proceeds from the performance-based school grants to engage in small scale civil works (e.g. renovations, building of WASH facilities) which can trigger the policy and require environmental safeguard measures.⁵ It is expected that</p>	<p>In order to mitigate these and ensure all such activities undertaken are conducted in an environmentally sound manner, head teachers and SMCs from all beneficiary schools will be provided and trained on of <i>Environmental Guidelines</i>, which will identify the key environmental issues that can emerge during works regardless of degree of the expected impacts to the environment and corresponding mitigation measures. Where the scope of works is similar to the scope under component 1.2 – albeit of lesser scale - the mitigating measures described</p>

⁵ While the use of grants would not be tracked, there is a “negative list” specifying that: (i) all expenditures have to be in line with and captured in the school improvement plan prepared in consultation with and endorsed by the SMCs; (ii) specific expenditure items cannot be funded from school grants proceeds (e.g., construction of teacher residences and boarding/hostel facilities, salaries of teachers on payroll, lending, etc.); and (ii) no more than 50 percent of the school grants proceeds can be used to finance stipends of teachers not on payroll, teacher performance bonus, and teacher training - the cap on performance bonus is 20 percent.

Category	Sub-component	Impact	Mitigation Measures
		potential environmental impacts from such activities will be very minor, easily manageable, and thus will not pose major environmental issues. Schools will be provided <i>Environmental Guidelines</i> , which will identify the key environmental issues that can emerge during minor works. Where the scope of works is similar to the scope under component 1.2 – albeit of lesser scale - the impacts described under sub-component 1.2 below will inform the Guidelines.	under sub-component 1.2 below will inform the Guidelines.
2. Piloting approaches to increase school readiness Update 2017: This activity will not be supported under the AF	1. Establishment of 50 pre-primary classrooms attached to government-supported schools Update 2017: This activity will not be supported under the AF	Environmental Impacts	
	a) 30 new classrooms Update 2017: This activity will not be supported under the AF	1. Contamination of surface water courses by sediment runoff from exposed soil during construction	<ol style="list-style-type: none"> 1. A buffer zone of 50 m will be established close to a neighbouring watercourse, but these will be extended in rare cases of sensitive watercourses and wetlands. 2. Clearing will be limited to the area absolutely necessary for construction;

Category	Sub-component	Impact	Mitigation Measures
			<ol style="list-style-type: none"> 3. Major construction will be restricted to the Dry Season to minimize the effect of runoff; 4. If clearing is conducted in the Wet Season, sediment control measures must be put in place.
		<ol style="list-style-type: none"> 2. Atmospheric contamination or pollution from particulate matter released into the atmosphere from plying of lateritic roads by vehicles transporting building materials; Atmospheric pollution from exhaust fumes; toxic particulates from cement dust 	<ol style="list-style-type: none"> 1. Dust suppression measures such as sprinkling will be done on lateritic roads with major vehicular traffic; 2. Cement will be carefully handled when released from its sack, until it has been mixed with water and rocks to produce mortar or concrete. 3. Vehicles and generators will be regularly serviced and handled well to minimize gas/fume emissions from exhaust pipes. 4. All vehicles on site will be confined to sign-posted speed limits. 5. Trucks carrying earth material and cement will have covered loads and tightly sealed tailgates. 6. Miscellaneous dust sources such as spillages from trucks and silts from sediment controls will be regularly cleaned up. 7. Equipment and vehicles that show excessive emissions of exhaust gases due to poor engine adjustments, or other inefficient operating conditions will not

Category	Sub-component	Impact	Mitigation Measures
			be operated until corrective repairs or adjustments are made.
		3. Clearing and stripping of trees for construction activities could lead to loss of vegetation	<ol style="list-style-type: none"> 1. Clearing of vegetation will be restricted to the defined project site; 2. Neighbouring vegetation will remain undisturbed; site operations personnel will be deterred from conducting any work outside of the designated project site. 3. Induction will be organized for all personnel working at the site on the importance of avoiding any disturbance in the vegetated area.
		4. Risk of contamination of environmental media (soil, water or air) from construction wastes and hazardous materials (used batteries, rubbish, metals, glass, spills, etc)	<ol style="list-style-type: none"> 1. All fuel will be transported to the project area in containers that are considered safe; 2. Transporting petroleum products and/or hazardous material will be done in compliance with government regulations. 3. All employees who handle fuel or other dangerous goods on the project will have to be experienced in the handling of dangerous goods prior to working on the project; 4. All dangerous goods will be handled by persons having experience and training in these products. 5. All non-toxic or non-hazardous wastes that are not designated as combustible will

Category	Sub-component	Impact	Mitigation Measures
			<p>be either recycled or disposed of in an approved landfill. Construction debris will be appropriately stored on site until removed.</p> <ol style="list-style-type: none"> 6. Refuse generated during the servicing of equipment will be stored and removed from the site and disposed of in an appropriate manner. 7. Used batteries will not be placed in dumpsters or trash containers! 8. Used non-leaking batteries will be collected separately and temporarily stored in a safe place, and in a way that protects human health and the environment.
		Social Impacts	
		<ol style="list-style-type: none"> 5. Depending on the level of activities in a specific location, elevated vehicular traffic could lead to community safety issues 	<ol style="list-style-type: none"> 1. Speed limits should be erected and enforced on the Access Road and project site. 2. Speed limit on the Access Road within settlements should be kept at 5kph. 3. Vehicles should be instructed to hoot their horns when entering any settlements. 4. Speed bumps should be installed at the entrance and exit of every settlement along the Access Road. 5. Flagmen should be positioned at the critical areas such as schools close to the

Category	Sub-component	Impact	Mitigation Measures
			<p>Access road during high vehicle traffic periods.</p> <p>6. Traffic signs should be interpreted and communicated in social sessions to village communities along the Access road.</p>
		<p>6. Issues relating to workers' safety, the handling of dangerous goods utilized in the construction of classrooms: risk to workers and community safety</p>	<p>1. Raising the profile of occupational and environmental health issues at construction sites, by building awareness of even basic health and safety practices, and by developing a sense of due diligence among contractors' staff and foremen.</p> <p>2. Minor deficiencies in the structure, equipment or furniture e.g. exposed nails and screws, loose fittings and handles, uneven and damaged flooring, rough and splintered edges to woodwork, jamming doors etc – may cause cuts, bruises, trips and falls. They should therefore, be repaired or taken care of, as soon as they are noticed.</p> <p>3. Suitable safety footwear should be worn at all times.</p> <p>4. Personnel should be supplied with suitable personal protective equipment particularly when engaged in work involving a particular hazard, which can</p>

Category	Sub-component	Impact	Mitigation Measures
			<p>be reduced by the provision of personal protective equipment.</p> <p>5. Community people should not be allowed at construction sites</p>
		<p>7. Noise pollution and vibration effect from operation of construction equipment and machines</p>	<p>1. Work should be undertaken as quickly as possible to shorten the period of disturbance.</p> <p>2. Plants and equipment should be operated in a manner that minimizes noise.</p> <p>6. Noise levels in the nearest settlement arising from construction activities should not exceed 55 dB.</p> <p>7. Excessive noise generated activities should be restricted to daytime and be suspended on religious or cultural occasions.</p>
		<p>8. Conflict from employment issues: failure to give preference to the locals over in-migrants</p>	<p>1. Preference should be given to the local community in the area of job opportunities.</p> <p>2. Jobs should only be given to migrant workers when no suitably qualified and experienced local person is available.</p> <p>3. Opportunities should be created for employment of female workers at a level that is on par with similar establishments nationwide.</p>

Category	Sub-component	Impact	Mitigation Measures
			<ol style="list-style-type: none"> 4. In the area of job opportunities for desk assignments, preference should be given to female applicants. 5. A complaint management plan must be put in place to address grievances.
		9. Transmission of HIV-AIDS and other STDs from in-migration of job seekers and employees	<ol style="list-style-type: none"> 1. Appropriate messages concerning HIV or AIDS and other sexually transmitted diseases at construction sites should be provided to staff and locals in project affected communities. 2. The same should be done for sensitization on HIV and AIDS, Teenage Pregnancy and Malaria.
	b) 20 rehabilitated classrooms Update 2017: This activity will not be supported under the AF	Environmental Impact Atmospheric contamination or pollution from particulate matter released into the atmosphere from plying of lateritic roads by vehicles transporting building materials; Atmospheric pollution from exhaust fumes; toxic particulates from cement dust	See mitigation measures on atmospheric pollution above
		Social Impact Issues relating to workers' safety, the handling of dangerous goods utilized in the rehabilitation of classrooms: risk to workers and community safety	See mitigation measures on workers safety above
	3. Establishing minimum	Environmental Impact: None Positive Social Impact	NA

Category	Sub-component	Impact	Mitigation Measures
	standards for ECCE	<ol style="list-style-type: none"> 1. Upgrading the quality of ECCE across the country 2. Higher standard of teachers' qualifications 	
	3. Developing Pre-primary education curriculum	<p>Environmental Impact: None</p> <p>Positive Social Impact: Minimal</p>	NA
	4. Train approximately 200 teachers and care givers	<p>Environmental Impact: None</p> <p>Positive Social Impact</p> <ol style="list-style-type: none"> 1. Better output (teaching and students quality) 	NA
	5. Provide stipends for graduating teachers and caregivers working in the new classrooms	<p>Environmental Impact: None</p> <p>Positive Social Impact</p> <ol style="list-style-type: none"> 1. Better output (teaching and students quality) 	NA
	6. Support establishment of pre-primary unit in the MEST	Same as section 2, subsection 5 above.	NA
3.Strengthening reading outcomes at early grades	1. provision of reading books and relevant primary	<p>Environmental Impact: None</p> <p>Positive Social Impact</p> <ol style="list-style-type: none"> 1. Better output (teaching and students quality) 	NA

Category	Sub-component	Impact	Mitigation Measures
Update 2017: This activity is not supported under the AF.	materials for primary classes		
	2. Reading campaign	Environmental Impact: None Positive Social Impact 1. Raising the profile of education over and beyond the classroom environment with a view to increasing literacy levels	NA
	3. Training of teachers of early primary grades	Same as section 3, sub-section 2 above	
Component 2: Strengthening education service delivery			
1. Improvements in teacher management Update 2017: This activity is supported under the AF.		Same as section 3, sub-section 2 above	
2. Building foundation for better		Same as section 3, sub-section 2 above	

Category	Sub-component	Impact	Mitigation Measures
measurement of learning outcomes Update 2017: This activity is not supported under the AF.			
Component 3: Project Management and Supervision			
Update 2017: This component is supported under the AF.			
Funding for 2 years of school		NA	
Census and enhancement of the FM		NA	
Procurement		NA	
M&E Functions within ESP Secretariat		NA	
Update 2015 - Component 4: Support the implementation of MEST Ebola Strategic Response Plan –			
Update 2017: This component will not be supported under the AF			
1. Emergency Radio and		Environmental Impact: None	

Category	Sub-component	Impact	Mitigation Measures
Television Program		Positive Social Impact: Student have access to education services during school closures, minimizing loss of opportunity and learning	
2. Establishing a safe and secure learning environment		Environmental Impact: Issues relating to workers' safety, the handling of dangerous goods utilized in the cleaning of classrooms: risk to workers and community safety	<ul style="list-style-type: none"> • Raising the profile of occupational and environmental health issues at school sites, by building awareness of even basic health and safety practices, and by developing a sense of due diligence among staff. • Suitable safety gear as recommended by the WHO and CDC should be worn at all times. • Personnel should be supplied with suitable personal protective equipment particularly when engaged in work involving a particular hazard, which can be reduced by the provision of personal protective equipment. • Community people should not be allowed into schools until work has been completed. • Processes for cleaning of schools and ensuring safety against Ebola once schools reopen should follow the Guidance Note and Protocols development by the MEST and partners. • Update 2015: Processes for handling the waste of school cleanups should follow the Guidance Note and the national medical waste management plan.
3. Monitoring		Environmental Impact: None	

Category	Sub-component	Impact	Mitigation Measures
of the Emergency Radio Education Program (EREP) and School Reopening		Positive Social Impact: reporting of the activities for better accountability and results	
4. Social Mobilization and Public Information		Environmental Impact: None Positive Social Impact: Improved awareness among communities, especially parents and school-age children about the safety measures undertaken at school and responsibilities expected of all in the struggle to	

8 RECOMMENDATIONS FOR PUBLIC CONSULTATIONS

Purpose

In order to disclose the contents of the ESMF to the public and to obtain their comments, views and suggestions about the project and the environmental and social implications, a public consultation workshop was held at the capital city, Freetown involving a cross section of project affected and interested persons. This section of the report delves into the entire consultation process, culminating in the PCD workshop.

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

The socio-economic situation prevailing in Sierra Leone makes public consultation with the communities indispensable. Furthermore, consultation and participation by local people are invaluable to the success of the Project because of their wealth of knowledge of local conditions. In recognition of this, particular attention would be paid to public consultation with potentially PAPs when resettlement concerns are involved.

Update 2015:

The Guidance Note and Protocols developed by MEST (see Appendix 8), a key component of the ESMF that was consulted on extensively among donors, partners, stakeholders, and the Government, was presented and discussed during the Education Development Partners meeting on March 4, 2015, held at the Ministry of Education, Science and Technology. The meeting included donors, civil society, ministry staff, and others. Minutes of the meeting are attached as Appendix 9.

Update 2017:

No additional consultations were needed for this update of the ESMF as the AF-supported activities are same as the activities supported under the original project. During implementation, head teachers and School Management Committees (SMCs) will be provided with *Environmental Guidelines* which will identify the key environmental issues that can emerge during works and corresponding mitigation measures based on the ESMF. Further, as part of sensitization and training activities currently planned under sub-component 1.1 (performance-based school grants), teachers and SMCs will be informed of any potential safeguards monitoring and implementation concerns.

The ESMF for the original project was disclosed in April 2014 both in country and on the Bank's external website through InfoShop. The revised ESMF will be disclosed in country on May 15, 2017 on the Ministry's website.

Grievance Redress Mechanisms

Providing credible and accessible means for Project affected persons (PAPs) to pursue grievances allows the Project to address genuine issues in a timely manner and decreases the chances of resistance to the Project from disgruntled PAPs

The grievance procedure will be simple and will be administered as far as possible, at local levels to facilitate access by PAPs. There is no land acquisition or re-settlement involved (neither in the original nor in the AF project) as all works are done on school premises. Meanwhile, the scope of works under the AF is very minor (e.g. repairs, renovations, building toilets) so the potential environmental impacts will likely be minor and manageable. During implementation of the awareness-raising and community engagement activities related to the school grants sub-component efforts will be made to ensure that beneficiary schools and communities are aware of grievance redress mechanisms. It must be noted that the design of sub-component 1.2 strengthens community-school linkages through regular meetings between schools and community people – these meetings will also provide a forum for community members to voice and resolve their grievances. In addition, the GRM procedures will be further strengthened during implementation. Specifically, as part of the training supported under the performance-based school grants activity, SMCs will be provided with guidelines on using the established GRM to report any complaints.

All grievances concerning non-fulfilment of contracts shall be addressed to the Chiefdom development committee (CDC) or Ward Committee (WC). All attempts shall be made to settle grievances amicably. Those seeking redress and wishing to state grievances will do so by notifying their CDC/WC. The CDC/WC will inform and consult with the local and regional administration to determine validity of claims. If a claim is valid, the CDC/WC will notify the complainant accordingly. If the complainant's claim is rejected, the matter shall be brought before the local and/or regional authority for settlement. The complainant may seek redress in the established national legal system.

It has to be noted that in the local communities, people take time to decide to complain when aggrieved. Therefore, the grievance procedures will ensure that the PAPs are adequately informed of the procedure for filing grievances. The grievance redress mechanism is designed with the objective of solving disputes at the earliest possible time, which will be in the interest of all parties concerned and therefore, it implicitly discourages referring such matters to a court for resolution.

All objections to grievances shall be made in writing, in the language that the PAPs understands and are familiar with, to the CDC/WC, or in English language with the help of a translator if the complainant is illiterate. Copies of the complaint shall be submitted to the concerned project implementation officer at the chiefdom/ward level within 60 days after the issue of the Notification of Expropriation Order. Channeling complaints through the CDC/WC is aimed at addressing the problem of distance and cost the PAP may have to face. The CDC/WC shall maintain records of grievances and complaints, including minutes of discussions, recommendations and resolutions made. This approach has remained in place and will be

further strengthened. In particular, the role of SMCs will be strengthened to receive and address complaints.

The procedure for handling grievances should be as follows:

- i. The affected person must file his/her grievance in writing to the CDC/WC with a copy submitted to the concerned Project implementation unit. The grievance note should be signed and dated by the aggrieved person. Where the affected person is unable to write, she/he should obtain assistance to write the note and endorse the letter with his/her thumbprint.
- ii. The CDC/WC must respond within 14 days during which any meetings and discussions to be held with the aggrieved persons must be conducted. In this case, the aggrieved person must be notified by the CDC/WC that his/her complaint is being considered.
- iii. If the aggrieved person does not receive a response or is not satisfied with the outcome within the agreed time, they must lodge their grievance to the district administration and the project implementation unit.
- iv. The district administration and PIU will then attempt to resolve the problem (through dialogue and negotiation) within 14 days of the complaint being lodged. If no agreement is reached at this stage, then the complaint is taken to court.

Update 2015:

All points highlighted above regarding grievance redress mechanisms remain applicable.

9 ENVIRONMENTAL MANAGEMENT FRAMEWORK

A. Background

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

The objectives of the ESMF are to:

- prevent and/or mitigate any negative environmental impacts akin to the sub-components
- ensure the long term sustainability of benefits from sub-components by securing the environmental resource base to which they are linked;
- execute sub-components in a manner that can be expected to lead to increased standard of living and welfare for people through put and improved management

Update 2017: Under Sub-component 1.1 - *Performance-based school grants* - beneficiary schools may decide, in consultation with their school management committees (SMCs), to utilize part of the proceeds from the performance-based school grants to engage in small scale civil works (e.g. renovations, building of WASH facilities) which can trigger the policy and require environmental safeguard measures.⁶ It is expected that potential environmental impacts from such activities will be very minor and thus will not pose major environmental issues. In order to mitigate these and ensure all such activities undertaken are conducted in an environmentally sound manner, head teachers and SMCs from all beneficiary schools will be provided and trained on of *Environmental Guidelines*, which will identify the key environmental issues that can emerge during works regardless of degree of the expected impacts to the environment and corresponding mitigation measures based on the Environmental Safeguards Management Framework (ESMF).⁷ The *Environmental Guidelines* will be included in the updated PIM due before the effectiveness of the AF. The training of head teachers and SMCs will also cover environmental safeguards monitoring and implementation concerns. During implementation, environmental safeguards will also be reviewed during supervision missions. Under the AF, a budget will be added to the school grants sub-component to facilitate ESMF implementation and has been included in the updated ESMF. The school grants team in MEST will facilitate ESMF implementation in association with head teachers, SMCs and District Education Office (DEO) staff. The monitoring of ESMF implementation will be integrated in the standard checklists/tools used for monitoring of the school grants activity by the school grants team in MEST.

B. Awareness Raising in Communities

Within the social mobilization undertaken by the Project, each Chiefdom committee will organize environmental awareness programmes for the communities they are involved with on

⁶ The Bank will not be directly financing any works in any of the beneficiary schools.

⁷ An Environmental Safeguards Management Framework (ESMF) was developed for the original project and disclosed both in country and on the Bank's external website through InfoShop; this has been updated reflecting the above and will be used for the current AF.

a half yearly basis over the project implementation period. The material, mode and procedure of communication that will be developed later will assist the chiefdom/ward committee in organizing these awareness programs.

Update 2017:

Head teachers and SMCs from all beneficiary schools will be provided and trained on *Environmental Guidelines*, which will identify the key environmental issues that can emerge during works regardless of degree of the expected impacts to the environment and corresponding mitigation measures. The training of head teachers and SMCs will also cover environmental safeguards monitoring and implementation concerns

C. Independent Environmental Consultants

A review of potential environmental consultants or firms would be done to select a firm or an individual that would provide technical assistance to the PMU at the national level and the Deputy Director at the district level. The consultants will be contracted to provide support to the implementation of the ESMF especially at the district level. If necessary, one or two individuals in each district will be selected to develop a team to provide further support.

D. Relationship between the EPASL and Consultants

The Environment Agency will facilitate the functioning of the consultants by training and feedback on environmental assessment conducted by those consultants. The consultants will support the work of the Environment Agency by providing feedback on application of the assessment tools, the need for new tools for emerging sub-component areas and inputs for the environment monitor.

E. Environmental Supervision, Monitoring & Information Systems

Environmental Supervision

Environmental supervision would be conducted to ensure that the chiefdom/ward committees are implementing the ESMF guidelines and the environmental and social mitigation measures as spelt out in this document and in the approved sub-component. The PMU will also ensure that issues arising from project supervision, information and data on scheduled implementation of mitigation measures, and outcome of consultative meetings are documented in an overall reports submitted by the Project. The MEST will conduct supervision of the EMF, selecting specifically, the project on the construction and rehabilitation of schools and any other Level I or Level II sub-component that may evolve during development of the sub-components.

Environmental Monitoring

This aspect remains the sole responsibility of GPE Team. The agency will be updated on progress in ESMF implementation and institution of the mitigation measures and how these affect environmental and social conditions, as well as information on emerging concerns. The agency will be involved or be represented in consultative sessions with ministries, departments and agencies. Prior to implementation, the ESMF will be subject to agency review and comments and revisions made by the ESMF developer. Details on revisions, emerging concerns or changing conditions, stakeholder consultations, etc will be compiled into a report by the PMU for submission to the agency.

Update 2017:

During implementation, environmental safeguards will also be reviewed during supervision missions. The training of head teachers and SMCs will also cover environmental safeguards monitoring and implementation concerns. Under the AF, a budget will be added to the school grants sub-component to facilitate ESMF implementation and has been included in the updated ESMF. The school grants team in MEST will facilitate ESMF implementation in association with head teachers, SMCs and District Education Office (DEO) staff. The monitoring of ESMF implementation will be integrated in the standard checklists/tools used for monitoring of the school grants activity by the school grants team in MEST.

APPENDIX 1 - The Sierra Leone Topography, Environment, and Resources

1.1.1 Geographical Features

Sierra Leone is a small country located on the West Coast of Africa and lies between latitude $6^{\circ} 00'$ and $10^{\circ} 0'N$ and longitude $10^{\circ} 16' W$ and $13^{\circ} 18'W$. The country has a North-South distance of 331 km. It is bounded on the west by the Atlantic Ocean, where it stretches along the coastline for approximately 400km, by Guinea on the North and North-East, and by Liberia on the South-East. The country is divided into four administrative regions: Eastern, Northern and Southern Regions, and the Western Area, which is the peninsular on which the capital, Freetown is situated.

1.1.2 Climate

The climate is essentially tropical, showing distinct dry and rainy seasons. Rainfall is most the important climate element in Sierra Leone. It varies both in space and time. Mean annual variability is about 20%. The average rainfall decrease from 5000mm in the Freetown peninsular to about 3000mm in the south-east, which are the lowland and escarpment regions down to about 2500mm in the drier areas of the north-west to the north-east. The mean annual rainfall in this region is 400mm, with some months recording virtually no rain. The rainfall pattern is unimodal with most of the rain falling between late April and early November. July and August are the wettest months in most areas. Due to heavy rain fall in the wet season, discharges and runoff are high and ranges between 20% to 40% total annual rainfall. Rivers overflows their banks during this period. However, there is pronounced dry season from November to March when flows may be sufficiently reduced to be a constraint.

The whole country experiences a hot and humid climate throughout, except for the wet season and the Hamattan period (December to February). Diurnal temperatures vary from $25^{\circ}C$ to $34^{\circ}C$ although they could be as low as $16^{\circ}C$ at night during the hamattan. Relative humidity is usually about 90% but drops to about 20% during the hamattan. Normal wind speed throughout the year averages 8 knots. Sunshine is plentiful; it varies substantially with the amount of cloudiness averaging 6-8 hours/day during the dry season and 2-4 hours/day during the rainy period. During the dry season (November to March) mean monthly solar radiation is high, $380 \text{ cal.cm}^{-2} \text{ day}^{-1}$ (480 lux); mean hours of sunshine varies from 7-9, and pan evaporation is about 4.5mm per day. The wet season is generally dull and cloud with a mean monthly solar radiation of $280 \text{ cal cm}^{-2} \text{ day}^{-1}$, mean hours of sunshine is 3 hours day^{-1} in July and August, and pan evaporation generally less than 2.0 mm day^{-1} , due to high diurnal humidity.

1.1.3 Relief

Sierra Leone covers a geographical area of $72,300 \text{ km}^2$. The country is divided into four main physical regions: coastal plains, interior plateaux, and hills and mountains (Table 1).

The coastline or coastal plains is relatively gentle and comprised of estuarine swamps, terraces, alluvial plains and beach ridges (Allan 1990). The interior lowland plains extend from the coastal terrace in the west to the east of Sierra Leone, occupying approximately 43% of the land area. At the edge of the lowland plains are the interior plateaux, made up of granite that runs from the

northeast of the country to the southeast. They seldom rise above 700m and are comprised of alluvial ironstone gravel in the southeastern region, while the northern end is comprised of weathered outcrops of granitic rocks. In the north and east of the country are found two of the highest mountains, with the Loma mountains in Bintumani, which rises to 1945m, while Sankan Biriwa on the Tingi hills, rises to 1805m. West of these two mountains, is the Freetown peninsula, which is also made up of dissected peaks, with the two highest peaks being Sugar loaf (760m) and Picket hills (886m). The hills on the Freetown peninsula are unique to this region, and found nowhere else in the sub-region.

REGIONS	SUB-REGIONS	AREA (KM ²)	PROPORTION (%)
1. COASTAL PLAINS	Estuarine swamps	2,347	3.2
	Beach Ridges	1,433	2.0
	Alluvial Plains	1,404	1.9
	Coastal Terraces	5,260	7.3
	<u>SUBTOTAL</u>	10,444	14.4
2. INTERIOR PLAINS	Bolilands	3,136	4.3
	Undulating Plains	27,601	38.2
	Low Plateau	681	0.9
	<u>SUBTOTAL</u>	31,418	43.4
3. PLATEAUX	Undulating High- Lying Plains	4,533	
		3,131	10.6
	Rolling Plains Hills	5,595	7.7
	Hills	2,455	3.4
	<u>SUBTOTAL</u>	15,714	21.8
4. HILLS AND MOUNTAINS	Hills on basic and Ultra basic Rocks	3,131	4.3
	Hills on Acid Rocks	11,568	16.0
	<u>SUBTOTAL</u>	14,723	20.4
	<u>TOTAL</u>	72,300	100

Sierra Leone's main physical regions, total land area = 72,300 km²

SOURCE: LWDD/MANR

1.1.4 Land Resources

Of the total land area of 72,300 km², some 60,650km² are upland and 11,650 km² are lowlands, 53,620 km² (5.36 million ha) has been estimated as suitable for crop production, about 74.2%of the total land area. Non-arable land which includes hills, rocky lands, roads, towns, rivers and creeks account for the remaining 18,860km² (25.8%) of the country (Table 2). According to Koroma (1980), land in Sierra Leone is divided into agricultural (60 per cent), pastoral (18 per cent), mangrove and Inland swamps (8 per cent), forest under the protection and management of Forestry Division (4.5 per cent) and others (9.75 per cent). The land issue is very intricately enmeshed with the land tenure/ownership. About 6,570,000 ha (90 per cent) are privately owned by families; 360,000 ha (6 per cent) are owned by communities or families and only 285,000 ha (4 per cent) are held by the government in the form of Forest reserves (Tejwani, 1988). These family lands are small and fragmented which restricts systematic planning and management. In addition land owners have great freedom and discretion to exploit their land in any manner.

LAND TYPE	AREA (KM ²)	PROPORTION (%)
Total Land Area	72,000	100.0
Uplands	60,650	83.9
Hills	17,350	24.0
Undulating Plains	40,000	55.3
Beach Plains	1,000	1.4
Terraces	2,300	3.2
Lowlands	11,650	16.1
Major Flood Plains	1,300	1.8
Minor Flood Plains & valley swamps	6,900	9.5
Drainage Depressions (Bolis)	1,450	2.0
Tidal Swamps	2,000	3.2

Arable Upland	43,020	59.5
Non-Arable Upland	17,630	24.4
Arable Lowland	10,600	14.7
Non-Arable Lowland	1,050	1.4
TOTAL ARABLE LAND	53,620	74.2
TOTAL NON-ARABLE LAND	18,680	25.8

Summary of areas occupied by various land types

SOURCE: FAO/MANR AGRIC. REVIEW MISSION REPORT, AUGUST, 1992

Of the about 36 million ha of cultivated land, 4.2 million ha are upland of relatively low soil fertility, and 1.16 million ha are more fertile swamps with considerable potentials for increased cultivation if proper farm management techniques are applied.

The lowlands comprise:

- Inland Valley Swamps (IVS)	0.69 million ha
- Bolilands	0.14 „ „
- Mangrove	0.20 „ „
- Riverain Grasslands	0.13 „ „
„	<u>1.16</u> ‘

SOURCE: MANR/FAO, 1992

There is no comprehensive land use plan for the country although adhoc planning is conducted by various departments. The net effect of this has been mutually antagonistic land use and lack of co-ordination in natural resources planning. This has resulted in the creation of environmental stress on the resources. The major environmental threat is the high vegetation, land and soil degradation.

1.1.5 Water Resources

There are abundant water resources in the country, but the supply is limited in the dry season. At present adequate and safe drinking water is only available in Freetown. In some of the urban areas the portable water supply systems have broken down. Rural areas depend on untreated wells, rivers and streams for water supply.

There are nine major river systems flowing through the country generally in a North-East to South-West direction. Great Scarcies, Little Scarcies and Moa are shared with Guinea. Moa and Mano are also shared with Liberia. There are in addition three minor water resource areas – Western, Sherbro and Ribbi-Thauka. Table 3 shows the areas of the watersheds and water resource areas.

Most of these rivers have forested areas in addition to fringing forests along most of their river banks. All the major rivers empty into the Atlantic Ocean through the coastal plain region which has a complex drainage pattern with a significant proportion, flooded at high tide during the rainy season, resulting in vast areas of mangroves.

NO	WATERSHED	AREA (KM ²)
1.	Great Scarcies	3,050
2.	Little Scarcies	13,150
3.	Moa	8,690
4.	Mano	2,290
5.	Lokko	1,500
6.	Rokel	8,500
7.	Gbangbaia	2,880
8.	Jong	8,350
9.	Sewa	19,000
	<u>Water Resource Area</u>	
1.	Western	260
2.	Ribbi-Thauka	3,780
3.	Sherbro	550

Areas of Water and Water Resources

Groundwater resources of the country have not been extensively studied, although in some areas, they are being exploited by sinking wells etc. A significant percentage of the rural population obtains water from surface sources including streams and pools.

Because of the favorable climate and water resources in Sierra Leone, monitoring of these resources for efficient use has not been accorded the priority it deserves.

1.1.6 Soils

Soils in Sierra Leone have been grouped into 12 soil associations by the Land and Water Department Division (LWDD) each with different attributes. Most soils in Sierra Leone are acidic (p^H 4-5). The soils of Sierra Leone, like most tropical soils are ferralitic and excessively leached as a result of the humid tropical conditions. This is particularly true for the upland soils, with such

common minerals as koalinite, aluminum and iron. Organic matter content is low, making the soils less suitable for cropping. Top soil organic carbon levels range between less than 1 per cent in soil under annual burnt savannah in the north and 2-4 per cent in the secondary regrowth and forest in the south, to 3-10 per cent in the seasonally flooded swamps which are relatively fertile and suited for rice cultivation. Exchangeable aluminum exceeds 1 meg./100 g in some or all horizons. It usually increases with depth. Soil containing 2-6 meg/100g in the surface are not uncommon. Available plant nutrients and effective cation exchange capacity are low (less than 4meg/100g). The most important soils are the Ultisols, Ox sols, Inceptisols and intergrades. The soils are generally infertile and there is a lack of proper management practices. The estimated soil losses due to erosion vary from 14.0 to 109 tons/ha/year depending on the soil type, slope, vegetation and land use.

1.1.7 Vegetation

The vegetation of Sierra Leone is constantly being altered by the influence of man. The major part of Sierra Leone lies within the moist forest zone of West Africa, at low altitude is thought to be the climax vegetation of Sierra Leone. A smaller part lies within the moist savannah woodland zone and except in the south; there is a small mangrove zone along the coast. Within these zones, the vegetation varies considerably in composition depending on the edaphic conditions and to the degree of disturbance it has experienced due to human activity. Only limited areas of the country still have pure climax vegetation. Most of the country is a mosaic of forest regrowth, secondary forest and derived savannah which now covers much of the upland areas of the country and inland swamp plant communities which occur in the moist forest zone and the forest savannah woodlands zone. In the coastal and inland swamps, specific vegetation patterns have developed due to the influence of tidal and fresh water inundation respectively. Considerable modifications have also occurred in this vegetation type, primarily due to rice cultivation (Birchall et al. 1979; Gordon et al. 1979).

	VEGETATION TYPE	PLANT COMMUNITY	AREA (KM ²)	PERCENT OF COUNTRY
A	Tropical closed forest	Rain forests) Moist evergreen) Moist semi- deciduous) Secondary forest	358,700	5% 3.6%
B	Forest Regrowth	Farm bush		52.2%
C	Swamp forests (Wetlands)	<ul style="list-style-type: none"> • Mangrove swamps • Inland valley swamp • Fringing forests • Raphia swamp • Gallery forests 		2.4% 1.5% 0.4% 0.5%

D	Savannah woodlands	• Moist, closed, Guinea	8.6%
		• Savannah woodlands	10.1%
		• Mixed-tree, open, sudan savannah woodland	3.7%
		• Lophira tree savannah	1.5%
		• Coastal park savannah woodland	3.5%
		• Tall grass (3m) savannah	
E	Tropical Grassland (seasonal wetlands)	• Riverain grassland +	2.5%
		▪ Grassland (1-3m tall)	
		• Boliland swamp + grassland (1m tall)	
		• Montane grassland (1m short)	0.1%
		• Lateritic pan grassland (very short)	
F	Plantations, farmland and wetlands	• Rubber	
		• Oil palm	
		• Coffee and cacao	0.1%
		• Fuelwood	2.3%
		• Forest trees	

Vegetation Types and plant communities in Sierra Leone

1.1.8 Forest Estate

Sierra Leone is essentially a forest as the climate conditions can support close high forest in about 80 percent of the country. Historical evidence, (cole, 1968) indicated that at the turn of the 20th century, 80 percent of the country was covered with tropical closed forests on the lowland and escarpment area and savannah woodland in the northern plateau region. Unwin (1922), Savill and Fox (1967) reported that it has been estimated that 70% of the country was at one time forested. Mann (1990) also indicated that the beginning of the country, an estimated 75 percent of the land surface was covered in forest, and the remaining area considered of 9 percent swamp, and 16 percent open savannah, forest regrowth and crop fields. Human impact on the vegetation, largely due to the rapid increase in population, demand for forest products (timber, fuel wood and building poles) and slash-and-burn agriculture, wild bush fires and urbanization has been so severe to the extent that, nowadays, the original forest cover has been decimated with just under 6 percent of the country under forest, another 4 percent is secondary forest and 52 percent is in various seral stages of regrowth (Gordon et al. 1979).

Forest Type	Area (ha)	Percentage of Total	Percentage of National Area
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Closed High Forest	365,200	5.8	5.1
Secondary Forest	261,000	4.1	3.6
Forest Regrowth	3,774,400	59.9	52.7
Savannah Woodland	622,600	9.9	8.7
Mixed Tree Savannah	732,600	11.6	10.2
Lophira Tree Savannah	264,600	4.2	3.7
Coastal woodland	50,000	0.8	0.7
Mangrove	171,600	2.7	2.4
Fringing Swamp Forest	28,800	0.4	0.4
Raphai Swamp Forest	35,500	0.6	0.5
TOTAL	6,305,800	100.0	88.0

Vegetation Types and plant communities in Sierra Leone

SOURCE: Koroma, 1988 without percentages

Broadly classified, there are 6 vegetation types, and these include tropical closed forests (moist evergreen rainforest and moist semi-deciduous), forest regrowth (farm bush), swamp forests (wetlands- mangroves, inland valley swamps, fringing and gallery forests), savannah, and tropical grasslands (riverine, bolilands and montane) and plantations and wastelands. Farmbush arises from slash-and-burn agriculture and is becoming the dominant vegetation type in Sierra Leone. The savannah is restricted to the northern parts of the country and is increasingly being subjected to frequent fires. Most of the moist and semi-deciduous forests are located within protected areas, often on mountain tops and slopes.

Cole (1968) described in details 19 plant communities comprising the vegetation of Sierra Leone. This was supplemented by Gordon et al (1979). A summary of the various plant communities is given in Table 4 above.

The remnant moist closed forests are now confined to protected forests and reserves, mainly located in the Eastern and North-Eastern part of the country. Within a short period of time (less than a century) there has been a dramatic change in the area, structure and distribution of the forest resource in the country.

The Forest estate as at 1985 was 325,205 hectares or 5.6 percent of the forested area and 88 percent of the national area (Koroma, 1988). This made up as follows:

- (i) Gazette Reserves (285,229 ha) fully under the protection and management of the Forestry Division. They are made up of different categories of wood vegetation, 83

- percent in the closed high forest zones, 14 percent in the savannah woodlands and 3 percent in open areas and tall grasslands (Kingston, 1986)
- (ii) Proposed Reserved (33,953 ha) fully under protection and control of the Forestry Division but not yet legally constituted.
 - (iii) Protected Forest 933,023) on chiefdom lands. They consist mainly of strips of plantations along road and the erstwhile railway tracts. They are protected and administered by the Forestry Division on behalf of the chiefdom owning the protected forest. The legal distinction with the forest reserves is the different ways
 - (iv) in which the revenue accruing from exploitation is distributed (shared). These protected forests are now known as community forests.
 - (v) Game Reserve (76,500 ha) mainly in savannah woodlands. They are fully under the protection and control of the Forestry Division. To date not all this area has been legally contribution. These are supplemented by non-hunting forest reserves which are mainly in closed forest areas.
 - (vi) Plantations (about 9,800) are mainly in small plots of both cash trees (rubber, oil palm, coffee, cocoa) and forest trees species, scattered throughout the country. The total plantation area about 77 percent of that which was established before 1971.

Most reports (FAO, 1980, Allan, 1988) quote an original area of about 8,000 ha of which only 41,000 ha remain. The other 50 percent has been lost through encroachment and expanded agricultural activities. A survey of plantations in 1982 (Koroma, 1988), out of 7,600 ha planted before 1972, 5,775 ha have been planted. Most of the country's productive forest lies in the east while about half (1/2) of the estate in the North is savannah and most of the forest in the Western Area are Protection Forest Reserves. By 1990 it was estimated that about 100,000 ha of forest reserve and 65,000 ha outside of the reserve make up the exploitative forests in Sierra Leone. Plantations comprise about 1-2% of the total forest estate and are scattered all over the country. Estimates of yield are about 33m³ /ha in the reserves and 21m³ /ha outside reserves.

Location	Area planted (ha)	
	Before 1971	After 1971
Eastern Region	2198	108
Northern Region	1221	465
Southern Region	3822	1556
Western Area	365	138
Total	7604	2267

Plantation Area (ha) by regions

Forests in Sierra Leone provide most of the wood products for local consumption. They provide 95% of the country's domestic energy in the form of fuel wood for over 98% of the population. About 1.5% of the round wood removals from the forest comprise sawlogs; 4% of construction poles and 95% of fuel wood. There are about 300 carpentry and joinery workshops in the Western area alone utilizing over 4000m³ of roundwood (1995). The utilizing industries contributed 0.6%

to 0.8% to the GDP (1988). Most of the timber is utilized locally and in 1986 only 7,300m³ of sawn was exported. The annual per capital firewood consumption in the 1990s was 1.63m³/yr. Apart from providing fuel wood and sawn timber; to majority of the population forests also provide food, medicine, job opportunities and income. The coastal mangrove forests in addition protect the coastal and river banks against erosion and are important natural habitat and breeding grounds for various aquatic life and sanctuary for migratory birds. Forests are therefore ceitical for biological diversity conservation and sustainability.

1.1.9 Wildlife

Philipson (1978) listed 102 large and small mammals of which 23 species were antelopes, gazelles and buffaloes (Bovidae), 7 species of large cats (felidae) and 18 species of primates (monkeys, chimps and gorillas). A more recent survey by Stuart and Adams (1990) for whole of sub-Saharan African Countries, gave Sierra Leone a total of 178 species of animals of which 15 were primates and 18 species were in the antelope class. The same Survey recorded 614 species of birds in Sierra Leone, of these six forest interior birds are threatened with extinction (IUCN, 1992), whilst the number of amphibians and reptiles was stated as unknown. Lebbie (2002) listed 25 species of amphibians 17 species of reptiles.

A major source of protein in Sierra Leone is from the hunting of wild life, generally called “bush meat”. About 55% of animal protein consumed in Sierra Leone is from bush me

APPENDIX 2 – Summary of Consultations

ONE-DAY WORKSHOP TO DELIBERATE ON THE ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK (ESMF)

1.0 Introduction

The workshop was held in Freetown on **Thursday 5th September, 2013 at 9:00 a.m.** at the Bintumani Hotel, Aberdeen Village, Freetown.

The participants were drawn from the nineteen local councils in the four regions of the country and included all stakeholders in education that partner with the Ministry of Education, Science and Technology to facilitate the effective and efficient delivery of educational service.

The Session was chaired by the Permanent Secretary Mr. Mani Koroma who invited volunteers to offer Christian and Muslim prayers.

After welcoming the participants to the workshop, he invited them to do self introductions.

2.0 Overview of the REDiSL Project

Immediately after the self introductions, the Chairman invited the Project Coordinator, Mr. Reginald C. King to give a background on the project. In his overview, he stated that the Revitalising Education Development in Sierra Leone (REDiSL) Project was a US\$23.4 million grant⁸ processed under the Investment Project Financing (IPF) instrument available to the Government of Sierra Leone from the Global Partnership of Education (GPE) Fund as well as the Sierra Leone Multi-Donor Trust Fund. The funding was provided to build on the progress achieved through the previous EFA-FTI operation, and finances the activities in the revised ESP (2013-2018).

The Project Components and Sub-components were as follows:

Component 1: Improving the learning environment and opportunities in targeted areas

Component 2: Strengthen education service delivery

Component 3: Project Management and Supervision

⁸ \$17.9 million allocation from GPE; \$5.5 million equivalent from a multi-donor TF, currently funded by DFID.

REDiSL (US\$23.4M)	
GPE Funded (US\$17.9M)	MDTF Funded (US\$5.5M)-DFID
Performance-based School Grants	Monitoring and Reporting of ESP
Piloting approaches to increase school readiness (Early Childhood Care Education)	Transformation and capacity building
Strengthening reading outcomes at early grades	Building the foundation for better measurement of learning outcomes (Learning Assessment)
Improvements in teacher management (Teaching Service Commission-TSC)	Robust consistent school data collection
Project Management and Supervision	Establishing a system for driving and monitoring the Implementation of the Education Sector Strategy – The Change Unit (CU)

The Coordinator, in conclusion appealed to the participants to derive the maximum benefits from the workshop as to endeavour to make the sessions highly participatory.

3.0 ESMF Presentation

The Chairman then requested the consultant Dr. Ralph Bona to do his presentation.

- Commencing his presentation he highlighted the purpose of having an ESMF and the objectives of the workshop:

a) Purpose for an ESMF

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

b) Workshop Objectives

- i) To disclose the contents of the ESMF to the public and to obtain their comments, views and suggestions on the environmental and social implications that may arise from the project

- ii) To provide an opportunity for informing the stakeholders about the proposed Project and sub-components and build on the ownership
- iii) To acquaint stakeholders on grievance redress mechanisms

c) Policies, Regulations and Laws

- i) In continuing his presentation, reference was made to the undermentioned Policies, Regulations and Laws that governed the preservation of the environment in relation to the sub component of the project that dealt with classroom construction.

Policy	Regulation	Law
National Environmental Policy, 1994	Forestry regulation 1990	Environment Protection Agency Act, 2008
National Lands, Policy	Fisheries regulation 1990	Supplementary EPA Acts, 2010, Environmental Impact Assessment Act, 2010
Wildlife sector policy, 2003	Wildlife regulation, 1997	Forestry Act, 1998
Biodiversity Action Plan, 2003		Fisheries Act, 1988
		Factories Act, 1974
		Wildlife conservation Act, 1972
		Local government Act 2004

- ii) Following this, he recounted the World Bank’s operational policies and the expected impact on the project. These are as follows:

7) OP 4.01 Environmental Assessment

The ESMF would cover an assessment of all the sub-components of the REDiSL

8) OP 4.36 Forests

The ESMF would list environmental impacts and mitigation measures relating to the loss of vegetation should one of the sub-components, construction of new classrooms require removal of vegetation

9) OP 4.04, OP 4.04 a, BP 4.04 Natural Habitats

The ESMF would list environmental impacts and mitigation measures relating to the degradation of natural habitats should one of the sub-components, construction of new classrooms results in

the contamination of natural ecosystems

10) OP 4.09 Pest Management

It was noted that Pest Control does not apply to the REDiSL project

11) OP 4.37 Safety of Dams

Also noted was that Dam construction, operation or safety does not apply to the REDiSL project

12) OP 4.12 Involuntary Resettlement

Further, it was clearly articulated that there will be no physical or economic displacement of people under the REDiSL project

d) Impacts and Mitigation Measures for Selected Sub-component Types

The Consultant continuing his presentation after the Lunch Break, then informed participants of the Impacts and mitigations for the selected sub-component types that the project coordinator had highlighted in his overview. These issues were portrayed in a tabular format as indicated below:

Category	Sub-component	Impact	Mitigation Measures
Component 1: Improving the learning environment and opportunities in targeted areas			
1. School grants		<p>Environmental impact: None</p> <p>Positive Social impact:</p> <ul style="list-style-type: none"> • increased access to school, • improved teaching and learning environment, • reduced cost of schooling, • capacity development, • strengthening of systems for planning, budgeting, and reporting in the education sector 	None
2. Piloting approaches to increase school readiness	1. Establishment of 50 pre-primary classrooms attached to government-supported schools	Environmental Impacts	
	c) 30 new classrooms	10. Contamination of surface water courses by sediment runoff from	5. A buffer zone of 50 m will be established close to a neighbouring watercourse, but these will be

Category	Sub-component	Impact	Mitigation Measures
		<p>exposed soil during construction</p>	<p>extended in rare cases of sensitive watercourses and wetlands.</p> <ol style="list-style-type: none"> 6. Clearing will be limited to the area absolutely necessary for construction; 7. Major construction will be restricted to the Dry Season to minimize the effect of runoff; 8. If clearing is conducted in the Wet Season, sediment control measures must be put in place.
		<ol style="list-style-type: none"> 11. Atmospheric contamination or pollution from particulate matter released into the atmosphere from plying of lateritic roads by vehicles transporting building materials; Atmospheric pollution from exhaust fumes; toxic particulates from cement dust 	<ol style="list-style-type: none"> 1. Dust suppression measures such as sprinkling will be done on lateritic roads with major vehicular traffic; 2. Cement will be carefully handled when released from its sack, until it has been mixed with water and rocks to produce mortar or concrete. 3. Vehicles and generators will be regularly serviced and handled well to minimize gas/fume emissions from exhaust pipes. 4. All vehicles on site will be confined

Category	Sub-component	Impact	Mitigation Measures
			<p>to sign-posted speed limits.</p> <ol style="list-style-type: none"> 5. Trucks carrying earth material and cement will have covered loads and tightly sealed tailgates. 6. Miscellaneous dust sources such as spillages from trucks and silts from sediment controls will be regularly cleaned up. 7. Equipment and vehicles that show excessive emissions of exhaust gases due to poor engine adjustments, or other inefficient operating conditions will not be operated until corrective repairs or adjustments are made.
		<p>12. Clearing and stripping of trees for construction activities could lead to loss of vegetation</p>	<ol style="list-style-type: none"> 1. Clearing of vegetation will be restricted to the defined project site; 2. Neighbouring vegetation will remain undisturbed; site operations personnel will be deterred from conducting any work outside of the designated project site. 3. Induction will be organized for all personnel working at the site on the importance of avoiding any

Category	Sub-component	Impact	Mitigation Measures
			disturbance in the vegetated area.
		<p>4. Risk of contamination of environmental media (soil, water or air) from construction wastes and hazardous materials (used batteries, rubbish, metals, glass, spills, etc)</p>	<ol style="list-style-type: none"> 1. All fuel will be transported to the project area in containers that are considered safe; 2. Transporting petroleum products and/or hazardous material will be done in compliance with government regulations. 3. All employees who handle fuel or other dangerous goods on the project will have to be experienced in the handling of dangerous goods prior to working on the project; 4. All dangerous goods will be handled by persons having experience and training in these products. 5. All non-toxic or non-hazardous wastes that are not designated as combustible will be either recycled or disposed of in an approved landfill. Construction debris will be appropriately stored on site until removed. 6. Refuse generated during the servicing of equipment will be stored and removed from the site and disposed of in an appropriate manner. 7. Used batteries will not be placed in dumpsters or trash containers!

Category	Sub-component	Impact	Mitigation Measures
			8. Used non-leaking batteries will be collected separately and temporarily stored in a safe place, and in a way that protects human health and the environment.
		Social Impacts	
		9. Depending on the level of activities in a specific location, elevated vehicular traffic could lead to community safety issues	<ol style="list-style-type: none"> 1. Speed limits should be erected and enforced on the Access Road and project site. 2. Speed limit on the Access Road within settlements should be kept at 5kph. 3. Vehicles should be instructed to hoot their horns when entering any settlements. 4. Speed bumps should be installed at the entrance and exit of every settlement along the Access Road. 5. Flagmen should be positioned at the critical areas such as schools close to the Access road during high vehicle traffic periods. 6. Traffic signs should be interpreted and communicated in social sessions to village communities along the Access road.
		7. Issues relating to workers' safety, the handling of dangerous goods utilized in the construction of classrooms: risk	<ol style="list-style-type: none"> 1. Raising the profile of occupational and environmental health issues at construction sites, by building awareness of even basic health and safety practices, and by developing a

Category	Sub-component	Impact	Mitigation Measures
		to workers and community safety	<p>sense of due diligence among contractors' staff and foremen.</p> <ol style="list-style-type: none"> 2. Minor deficiencies in the structure, equipment or furniture e.g. exposed nails and screws, loose fittings and handles, uneven and damaged flooring, rough and splintered edges to woodwork, jamming doors etc – may cause cuts, bruises, trips and falls. They should therefore, be repaired or taken care of, as soon as they are noticed. 3. Suitable safety footwear should be worn at all times. 4. Personnel should be supplied with suitable personal protective equipment particularly when engaged in work involving a particular hazard, which can be reduced by the provision of personal protective equipment. 5. Community people should not be allowed at construction sites
		6. Noise pollution and vibration effect from operation of construction equipment and machines	<ol style="list-style-type: none"> 1. Work should be undertaken as quickly as possible to shorten the period of disturbance. 2. Plants and equipment should be operated in a manner that minimizes noise. 3. Noise levels in the nearest settlement

Category	Sub-component	Impact	Mitigation Measures
			<p>arising from construction activities should not exceed 55 dB.</p> <p>4. Excessive noise generated activities should be restricted to daytime and be suspended on religious or cultural occasions.</p>
		<p>7. Conflict from employment issues: failure to give preference to the locals over in-migrants</p>	<p>1. Preference should be given to the local community in the area of job opportunities.</p> <p>2. Jobs should only be given to migrant workers when no suitably qualified and experienced local person is available.</p> <p>3. Opportunities should be created for employment of female workers at a level that is on par with similar establishments nationwide.</p> <p>4. In the area of job opportunities for desk assignments, preference should be given to female applicants.</p> <p>5. A complaint management plan must be put in place to address grievances</p>
		<p>6. Transmission of HIV-AIDS and other STDs from in-migration of job seekers and employees</p>	<p>1. Appropriate messages concerning HIV or AIDS and other sexually transmitted diseases at construction sites should be provided to staff and locals in project affected communities.</p> <p>2. The same should be done for</p>

Category	Sub-component	Impact	Mitigation Measures
			sensitization on HIV and AIDS, Teenage Pregnancy and Malaria.
	d) 20 rehabilitated classrooms	<p>Environmental Impact</p> <p>Atmospheric contamination or pollution from particulate matter released into the atmosphere from plying of lateritic roads by vehicles transporting building materials; Atmospheric pollution from exhaust fumes; toxic particulates from cement dust</p>	See mitigation measures on atmospheric pollution above
		<p>Social Impact</p> <p>Issues relating to workers' safety, the handling of dangerous goods utilized in the rehabilitation of classrooms: risk to workers and community safety</p>	See mitigation measures on workers safety above
	4. Establishing minimum standards for ECCE	<p>Environmental Impact: None</p> <p>Positive Social Impact</p> <p>7. Upgrading the quality of ECCE across the country</p> <p>8. Higher standard of teachers' qualifications</p>	NA

Category	Sub-component	Impact	Mitigation Measures
	9. Developing Pre-primary education curriculum	Environmental Impact: None Positive Social Impact: Minimal	NA
	10. Train approximately 200 teachers and care givers	Environmental Impact: None Positive Social Impact 2. Better output (teaching and students quality)	NA
	11. Provide stipends for graduating teachers and caregivers working in the new classrooms	Environmental Impact: None Positive Social Impact 4. Better output (teaching and students quality)	NA
	12. Support establishment of pre-primary unit in the MEST	Same as section 2, subsection 5 above.	NA
3.Strengthening reading outcomes at	2. provision of reading books and relevant	Environmental Impact: None Positive Social Impact	NA

Category	Sub-component	Impact	Mitigation Measures
early grades	primary materials for primary classes	1. Better output (teaching and students quality)	
	5. Reading campaign	Environmental Impact: None Positive Social Impact 2. Raising the profile of education over and beyond the classroom environment with a view to increasing literacy levels	NA
	6. Training of teachers of early primary grades	Same as section 3, sub-section 2 above	
Component 2: Strengthening education service delivery			
1. Improvements in teacher management		Same as section 3, sub-section 2 above	

Category	Sub-component	Impact	Mitigation Measures
2. Building foundation for better measurement of learning outcomes		Same as section 3, sub-section 2 above	
Component 3: Project Management and Supervision			
Funding for 2 years of school		NA	
Census and enhancement of the FM		NA	
Procurement		NA	
M&E Functions within ESP Secretariat		NA	

4.0 Recommendations/Next steps

After several questions and comments, the following recommendations were made:

1. The issues of importance in the ESMF should be disseminated to other stakeholders who were not in attendance, especially the contractors who would be executing the Civil Works under the Early Childhood sub-component [This can be done during implementation]
2. The ESMF should be used to inform stakeholders of the proposed Project and sub-components [This can be done during implementation by the REDiSL Secretariat]
3. That the Public be kept informed about the ESMF in order to afford potentially displaced persons the opportunity to contribute to both the design and implementation of the Project activities, including:
 - a. Project inception and planning;
 - b. Alternatives and screening process;
 - c. Feasibility study;
 - d. Preparation of sub-component designs;
4. The ESMF should provide a credible and accessible means for Project affected persons (PAPs) to pursue grievances. This will allow the Project to address genuine issues in a timely manner and decreases the chances of resistance to the Project from disgruntled PAPs

a. Closing

The Chairman in closing the workshop thanked the participants for a job well done and encouraged them to continue to give support to the project.

Workshop Agenda

1. Registration of participants
2. Opening Prayers – Christian and Muslim
3. Introduction of participants
4. Chairman’s Opening Remarks
5. Overview of REDiSL Project-Project Coordinator
6. ESMF Presentation: Consultant-Dr. Ralph Bona
 - a. Purpose of ESMF

b. Workshop Objectives

c. Policy Regulations and Laws

LUNCH BREAK

7. Impacts and Mitigation Measures for Selected Sub-component Types-Consultant

8. Recommendations/Next Steps

9. Closing

Appendix 3 – Summary of Consultations update 2015



GOVERNMENT OF SIERRA LEONE

Education Development Partners' Meeting Draft Minutes 4th March 2015

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AGENDA

1. Welcome by UNICEF Co-chair
2. Remarks by the Honorable Minister of Education, Science and Technology
3. Action points of the previous meeting- 19th February 2015
4. Status of School Reopening (MEST)
5. AOB
6. Closing remarks by the Honorable Minister of Education Science and Technology

1 & 2 Welcome Remarks

The meeting was called to order at 2:26pm and was co-chaired by the Hon Minister of Education and the UNICEF Country Representative.

The Honourable Minister welcomed all present and thanked them for their contribution in the school reopening process. He reiterated that since the last EDP meeting on the 19th February 2015 there have been series of meetings discussing issues surrounding the reopening of schools. It is against this background the Education Development Partners should be updated with progress and also look at issues to be addressed, he concluded.

3. Action Points for 19th February 2015 EDP Meeting :

The Minister led partners present through the Action Points for 19th February 2015 EDP meeting:

- UNICEF to circulate Guidance Note and protocol amongst EDPs – **Done**
- Technical committee to meet on the Friday 20th February for the formation of the subcommittees- **Done**
- MEST to prepare the new compressed academic year calendar for the attention of the general public- **Done**
- REDiSL secretariat to work with UNICEF on the list of EDP membership - **Done**

5. Status of School Reopening – Subcommittees reports:

i. Guidance note and protocol Committee

- One of the major responsibility of this committee is monitoring the decontamination of schools and make sure the WASG stations are in place
- Generally monitoring the check list to make sure that the safe environment of schools are done
- Schools used as Ebola centers, schools to be used as examination centers and the rest of the schools are to be decontaminated
- Schools used as holding centers are not too many nationwide and should be given top most priority during the disinfection exercise
- Decontamination of schools used as Ebola centers should be finished by the 16/3/15
- For disinfection of schools MoHS is responsible under the leadership of Dr Ansumana Sillah
- MoHS protocols should be adhered to during the decontamination process of all schools
- Prince of Wales and Methodist Boys High School will be part of the schools to be given priority in the disinfection drive

Action Point:

- Chairman ,Protocol committee to follow up with MoHS on their representation in the at the subcommittee level

ii. Supply and Logistics Committee :

- MOU have been signed with NEC for distribution of supplies from the district stores to the schools in the remote area, as they have the capacity in sorting and packaging of items
- MEST/GPE consignments will be taken from the central warehouse at Wellington to districts using the same mode of transportation
- At the district level , materials will be dispatched to schools under the watchful eyes of the district task force
- The committee have prepared the supply matrix and disseminated among partners
- The matrix indicates the gaps
- MEST/GPE supplies , the committee is using the procurement procedure of UNICEF so the committee won't have to re-vent the wheel as procurement process involves great deal of time
- The process of acquiring MEST/GPE supplies is on going
- UNICEF will be supplying around 24,300 buckets and jerry cans while MEST/GPE will do about 39,230. The total expected quantity of bucket and jerry can will be 63,530
- The committee and NEC have drafted key dated for distribution as follows:

Phase 1 distribution time line	
5 th March 2015	Arrival of materials at the central warehouse in Freetown

6 th – 9 th March 2015	Packing and sorting of materials by district at the central warehouse
8 th -10 th March 2015	Movement of materials to district warehouse
9 th -11 March 2015	Packing and sorting of materials at the district ware houses
9 th -14 th March 2015	Distribution of materials from district headquarters to schools
15 th March 2015	Internal arrangement and preparation for reopening of schools JSS3
16 th March 2015	Reopening of schools for JSS 3
Phase 2 distribution time line	
10 th - 15 th March 2015	Packing and sorting of materials at the central warehouse for phase 2 distribution
12 th -18 th March 2015	Movement of materials to the district warehouse
13 th – 20 th March 2015	Packing and sorting of materials at the district warehouses
20 th -23 rd March 2015	Final distribution materials to schools
23 rd -29 th March 2015	Final of reopening of schools nation wide

Action Point:

- Chairman of this ,is to follow up with partners whether their commitments are still on the table

III. Accelerated Learning:

- Some agencies have pledge over 110,500 radios to the radio and television programme
- Any radio to be procure should have a playback
- The committee continue with recording and distribution of past lessons to hard to reach areas
- The committee have spent some time on content development for the radio programme, covering a period of 10 weeks
- Moratorium will be placed on all extracurricular activities
- The committee has decided to develop core content for the abridge school year for 25weeks
- Distribution of the core content will be done to all school through the DDs in the districts
- School calendar for 2015 will consist of 25weeks – 30th March- 18th September 2015 and 2015/2016 academic year will commence on October

Action point:

- ✓ IBIS to collect duty weaver form from their clearing agent and fast track the process with MEST

IV. Teacher Training Committee:

- The committee announced the following calendar for school reopening and for the conduct of examination :
 - i. School reopening -30th March -18th September 2015

- ii. This session will go uninterrupted except on public holidays, this will running for 25weeks
- iii. There will be no school celebrations except official holidays
- iv. Revision starts on 16th March 2015 for JSS 3 pupils , taking the outstanding BECE examination
- v. The BECE examination starts On the 24th March -2nd April 2015
- vi. Friday 3rd April 2015 is Good Friday & Monday 6th April will be public holiday

- 32,500 pieces of infer-red thermometers will be transported to the various schools nationwide
- National assessment has been conducted and the data are being analyzed at MEST Planning Unit
- About 400 Trainer of Trainers-TOT have been trained on psychosocial and EVD issues, with support from UNICEF/DFID
- UNICEF/DFID to produce the training manual for teacher training and this training will commence on the 9th March 2015
- Likewise 2days (9th – 10th March 2015) training for tertiary institution on the use of thermal cameras
- 2nd training will be done later this month with funds provided by IDB

V. School Feeding Committee:

- School feeding programme have 3 partners, the Government, CRS and WFP
- The GOSL will be supporting 800,000, WFP 267,000 and CRS 29,000
- WFP targeting hardest hit area of Ebola
- Koinadugu district is the targeted area for CRS, covering 5 chiefdoms and WFP will cover 19 chiefdoms and a constituency in the Western Area
- The committee has sent out expression of interest to partners and have received 11 but 3 are to send in their profile
- Assessment of these partners will commence on the 5-9 March 2015 and information will be presented to the steering committee for partner selection
- Government has committed 11million USD to the school feeding programme

Action point:

- To follow up with CRS on their representation at committee meeting
- MEST to have meeting with WFP to determine the mode of operation

VI. WASH committee:

- The minimum number of hand washing buckets was 4: 50, and increases as the number increases
- Two pieces of bar soap per bucket
- Stands for the bucket to be provided by SMC,/CTA
- Where the community/ SMCs cannot provide water for schools , agreement for water trucking be made until sustainable water supply is restored in the school in question
- The following package was agreed on as package for school cleaning:
 - 6 pieces of nose marks per school
 - 25 liters of Clorox per school
 - 1 wheelbarrow and 2shovel per school
 - 4 pairs of rubber hand glove per school
 - 1 rubbish bin per classroom

VII. Social Mobilization Committee:

This committee has developed a document called social mobilization & communication strategy

- In the documents key messages developed for targeted groups

- Developed a management , coordination and M&E team
- Developed a work plan with budget for the committee assigned task and awaits the Coordinator for her approval

Action point:

- The committee to start sending out its mobilization messages
- To continue budget discussion with REDiSL Coordinator on sensitization

Comments/ Observation from partners:

- The Process of sharing information among partners to be improved upon as some partners do not easily access vital information from subcommittees of the school reopening programme
- IBIS to expedite the process of clearing the 2000 radios they imported for the radio/ television programme
- In other for parent to have confidence in the school reopening process should be an ongoing process, messages from social mobilization
- There should be a body responsible for coordination of information and dissemination of information to partners
- A body should also be responsible for duty weaver, kit content, so that partners can contact this body directly
- Social mobilization should be an ongoing process of convincing parent /guidance guaranteeing them about the safety of the school environment
- Government is paying composite fees and schools should not ask for a single cent from parents
- Government will pay this amount directly into the school accounts

6. Closing Remarks

The honourable minister thanked all for attending and making useful contribution to the school reopening process.

Meeting adjourned to Thursday 26th March 2015