

AFRICAN DEVELOPMENT BANK (AfDB)

SOCIAL INVESTMENT FUND

UNIVERSITY OF GHANA MEDICAL SCHOOL

UNIVERSITY OF GHANA BIOTECHNOLOGY CENTRE

UNIVERSITY OF GHANA NURSING AND MIDWIFERY SCHOOL

GHANA NEWS AGENCY (GNA)

MICROFINANCE AND SMALL LOANS CENTRE (MASLOC)



GOVERNMENT OF GHANA MINISTRY OF FINANCE

**POST COVID-19 RECOVERY PROGRAM ON
SKILLS TRAINING, RESEARCH AND
PRODUCTIVITY (PRSTRP): CONSULTANCY
SERVICES FOR PREPARATION OF
ENVIRONMENTAL AND SOCIAL
MANAGEMENT FRAMEWORK (ESMF) -
DRAFT FINAL ESMF REPORT**

KWAKU ANIM BOATENG (INDEPENDENT CONSULTANT) - ACCRA

List of Acronyms

AfDB	African Development Bank
ESIA	Environmental and Social Impact Assessment
ESMF	Environmental and Social Management Framework
EMP	Environmental Management Plan
EMU	Environmental Monitoring Unit
EPA	Environmental Protection Agency
ESA	Environmental and Social Assessment
ESIA	Environmental and Social Impact Assessment
FC	Forestry Commission
FPMU	Funds and Procurement Management Unit
GoG	Government of Ghana
LRP	Livelihood Restoration Plan
MASLOC	Microfinance and Small Loans Centre
MES	Ministry of Environment and Science
MoE	Ministry of Education
SEA	Strategic Environmental Assessment
SIF	Social Investment Fund
WRC	Water Resources Commission

Executive Summary

Project Background

The government of Ghana through the Ministry of Finance have sought funding from the African Development Bank for the proposed Post Covid-19 Recovery Program on Skills, Research, and Productivity Project. The Social Investment Fund is the Coordinating Unit of the Project.

Study Objectives of ESMF

Specifically, the objectives of the ESMF is to:

- Assess the potential LRP benefits and disbenefits commonly associated with the sub-projects.
- Establish clear procedures and methodologies for the LRP planning, review, approval and implementation of sub-projects;
- Develop LRP screening process; and specify the roles and responsibilities and the necessary reporting procedures for managing and monitoring sub-project LRP concerns.

Project Description

The PRSTRP is classified as Category II according to the African Development Bank's environmental guidelines, the Bank's Climate Safeguards System and an Environmental and Social Management Plan (ESMP) that has been prepared. Therefore, all project implementation activities will follow AfDB OS guidelines.

Project Components

Component 2: Rebuilding youths` and women`s livelihoods through entrepreneurship and employment creation. This component will support the rebuilding of livelihood and sources of income among youths and women for them to recover from the socioeconomic and climate related shocks or impacts of the COVID-19 pandemic on individuals, households, and enterprises, especially SMEs. It is aimed at improving access to technical and climate-resilient skills training and sustainable green climate finance for youths, women, and SMEs.

Institutional Capacity for ESMF implementation

The Social Investment Fund (SIF) and the Allied Agencies would be the main institutions responsible for the Post-Covid-19 Restoration Program (PCRP). The SIF is the implementing agency under the MoF mandated to implement this project. These institutions will be directly involved with the review of the ESMF. The SIF and the allied agencies will coordinate work among the relevant institutions and liaise with management on approval of agreed activities for speedy implementation. A technical team comprising these two institutions will guide the implementation of the project. The successful implementation of the ESMF will depend on the commitment, capacity of personnel and the appropriate and functional arrangements within these institutions.

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Budgetary Provisions: The budget and financial support for the cost outlays for Livelihood Restoration Plan (LRP) capacity building of project implementation units is about **USD 300,000.00**;

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1.0 Introduction

The government of Ghana through the Ministry of Finance have sought funding from the African Development Bank for the proposed Post Covid-19 Recovery Program on Skills, Research, and Productivity Project. The Social Investment Fund is the Coordinating Unit of the Project.

1.1 Project Background

Contribution to Ghana's post-COVID-19 recovery in the health sector through climate-resilient infrastructure improvements and skills development in higher education institutions and the restoration of livelihoods and income and employment opportunities through entrepreneurship and jobs among youth and women is one of the initiatives under the Post Covid-19 Recovery Program on Skills Training, Research and Productivity (PRSTRP). Therefore, the Government of Ghana, through the Ministry of Finance acting through the Social Investment Fund (SIF) and allied agencies (University of Ghana Medical School, University of Ghana Biotechnology Centre, University of Ghana Nursing and Midwifery School, Ghana News Agency (GNA), Microfinance and Small Loans Centre (MASLOC)) has received financial support from the African Development Bank (AfDB) towards the cost of providing new construction and rehabilitation at **three** institutions. These include construction and rehabilitation of infrastructure/facilities for teaching and learning such as ICT laboratories, Science and Technologies production units, pharmaceutical production research and diagnostic laboratories, offices, lecture rooms, libraries and others will be rehabilitated and climate-proofed. In addition, Climate-proofed rehabilitation of 4 GNA structures in Accra, Northern Belt (Tamale), the Middle Belt (Kumasi), and the Coastal Belt (Takoradi).

1.2 Purpose and Objectives of the ESMF

The general framework for the assessment and management of environmental and social (E&S) risks and impacts of developments/projects in Ghana is provided in the Environmental Assessment (EA) Regulations - Legislative Instrument (LI 1652). For AfDB projects, E&S safeguards procedures and policies must be followed for projects funded by them. As part of the funding arrangements for the project, the Government of Ghana through SIF (as Project Implementation Agency (PIA)) has prepared this Environmental and Social Management Framework (ESMF), by use of Independent Consultant, in compliance with the AfDB's Environmental and Social Framework (ESF) and Integrated Safeguard Systems (ISS) which were reviewed, evaluated and adopted, must be cleared by the Bank and publicly disclosed.

SIF is committed to meeting the AfDB's Environmental and Social Framework (ESF) which requires that for projects with subprojects (such as Component 1.1 - Strengthening the health system-climate resilient infrastructure rehabilitation and procurement of equipment), that the risks and impacts cannot be determined until the details of sub-project have been identified, an Environmental and Social Management Framework (ESMF) must be prepared. It is envisaged that the project will have a number of sub-project activities especially in the areas that could potentially include some minor construction, renovation and refurbishment works. Since the GNA infrastructure facilities will be funded under this program, with some of the sub-project activities undetermined at this point, an ESMF is required. This ESMF provides a general impact identification framework to assist project implementers to screen sub-

projects and institute measures to address potential adverse E&S impacts. It sets out the principles and processes within which the sub-projects would be implemented and agreeable to all parties. Specifically, the objectives of the ESMF is to:

- Assess the potential LRP benefits and disbenefits commonly associated with the sub-projects and the way to avoid, minimize or mitigate them;
- Establish clear procedures and methodologies for the LRP planning, review, approval and implementation of sub-projects;
- Develop an LRP assessment screening process; and specify the roles and responsibilities and the necessary reporting procedures for managing and monitoring sub-project LRP implementation concerns.

The project will identify the potential risks of Project Component 2 (Rebuilding youths` and women`s livelihoods through entrepreneurship and employment creation) that may be required of which Livelihood Restoration Plan (LRP) will be developed.

1.3 Description of the Proposed Project

The PRSTRP is classified as Category II according to the African Development Bank’s environmental guidelines, the Bank’s Climate Safeguards System and an Environmental and Social Management Plan (ESMP) that has been prepared. Therefore, all project implementation activities will follow AfDB OS guidelines.

1.3.1 Project Components

The activities implemented under the project include new construction and rehabilitation at **three** institutions. These include construction and rehabilitation of infrastructure/facilities for teaching and learning such as ICT laboratories, Science and Technologies production units, pharmaceutical production research and diagnostic laboratories, offices, lecture rooms, libraries and others will be rehabilitated and climate-proofed. In addition, Climate-proofed rehabilitation of 4 GNA structures in Accra, Northern Belt (Tamale), the Middle Belt (Kumasi), and the Coastal Belt (Takoradi). The project components under contract are shown in Table 1.0.

Table 1.0 Profile of Summarized Project Components

Serial Number	Components	Description of Components	Comments
1	1 - Strengthening the health system- climate resilient infrastructure rehabilitation and procurement of equipment.	This component will support the recovery of Ghana’s health system from the impacts of the COVID-19 pandemic by improving of the capacity of the University of Ghana to train additional health workers to respond to	Total component cost, implementing entity responsibilities have been provided in the AfDB project output statement document.

		COVID-19 and future environmentally induced pandemics enhance capacity for testing, diagnosis, and treatment in the system. At the University of Ghana, infrastructure including teaching and learning facilities such as ICT laboratories, Science and Technologies production units, pharmaceutical production research and diagnostic laboratories, offices, lecture rooms, libraries and others will be rehabilitated.	
2	1.1 - Strengthening the health system- climate resilient infrastructure rehabilitation and procurement of equipment.	Climate-proofed rehabilitation of 4 GNA structures in Accra, Northern Belt (Tamale), the Middle Belt (Kumasi), and the Coastal Belt (Takoradi).	Total component cost, implementing entity responsibilities have been provided in the AfDB project output statement document.
3	2 - Rebuilding youths` and women`s livelihoods through entrepreneurship and employment creation.	This component will support the rebuilding of livelihood and sources of income among youths and women for them to recover from the socioeconomic and climate related shocks or impacts of the COVID-19 pandemic on individuals, households, and enterprises, especially SMEs. It is aimed at improving access to technical and climate-resilient skills training and sustainable green climate finance for youths, women, and SMEs.	Total component cost, implementing entity responsibilities have been provided in the AfDB project output statement document.

4	3 - Project Management	This component aims to provide technical and administrative support for the implementation of project activities under the two components above.	Total component cost, implementing entity responsibilities have been provided in the AfDB project output statement document.
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Source: SIF Project Document

Table 2.0. Detailed AfDB Output Statements on Project Components

OUTPUT STATEMENT 3: Increased access to modern and adequate teaching and research equipment at the School of Biomedical Sciences, the Biotechnology Centre, and the School of Nursing and Midwifery of the University of Ghana						
RESULTS CHAIN AND INDICATOR DESCRIPTION	RMF INDICATOR	UNIT OF MEASUREMENT	BASELINE (as at 2020)	TARGET AT COMPLETION (2026)	MEANS OF VERIFICATION	FREQUENCY OF REPORTING
<u>INDICATOR 3a:</u> Availability of teaching and research equipment at the University of Ghana in biotechnology, microbiology, and nursing and midwifery:	<input checked="" type="checkbox"/>	Number	???	146	University of Ghana and SIF Project Quarterly and Reports	Quarterly and Annually
<u>INDICATOR 3b:</u> Biotechnological and biomedical research linked to the sustainable local production of medical supplies such as vaccines, drugs, and other medical supplies	<input checked="" type="checkbox"/>	Yes/No	No links	Links established and functional	University of Ghana and SIF Annual Reports	Annually
OUTPUT STATEMENT 4: Improved capacities of the Ghana News Agency (GNA), UoG, and other media houses to inform and educate the public on COVID-19 and other climate related pandemics, to disseminate research findings of UoG, and link youths, women, MSMEs, and cooperatives to income and employment opportunities						
<u>INDICATOR 4a:</u> Staff of GNA, other media houses, and GoG trained in effective communication on COVID-19 and other pandemics prevention and therapeutic measures and dissemination of UoG research findings and MSMEs credit access	<input type="checkbox"/>	Number	0 (2021)	200	Project Report/ Annual Report/	Annually
<u>INDICATOR 4b:</u> Locations where GNA infrastructure is		Number	0 (2021)	4	SIF Project Quarterly and Annual	Quarterly and Annually

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rehabilitated					Progress Reports	
INDICATOR 4c: GNA and other media houses using digitalized communication platforms on the COVID-19 pandemic and MSMEs access to credit	<input checked="" type="checkbox"/>	Yes/No	No	Yes	SIF Project Quarterly and Annual Progress Reports	Quarterly and Annually
OUTPUT STATEMENT 5: Increased access to technical, entrepreneurial and climate-resilient skills training for youths and women						
INDICATOR 5a: Youths and women trained in technical, entrepreneurial and climate resilient skills and sustainable green climate finance for youth, women SMEs, and cooperatives	<input type="checkbox"/>	Number	Number of trainees: Males= Females=	Number of trainees: Males= Females=	Ghana Enterprise Agency (GEA), SIF and MASLOC Project Quarterly and Annual Progress Reports	Quarterly and Annually
OUTPUT STATEMENT 6: Increased access to sustainable green climate finance for youth and women SMEs and cooperatives						
INDICATOR 6a: Access to green climate finance increased for youths, women, MSMEs and cooperatives	<input checked="" type="checkbox"/>	Number	Number of males= Number of females=	Number of males= Number of females=	GEA, Ghana SIF and MASLOC Project Quarterly and Annual Progress Reports	Quarterly and Annually
INDICATOR 6b: MASLOC credit operations and transactions fully digitalized to deepen financial inclusion	<input checked="" type="checkbox"/>	Yes / No	Manual	Digitalized	SIF and MASLOC Project Quarterly and Annual Progress Reports	Quarterly and Annually
INDICATOR 6c: Green and climate resilient jobs created for youths and women	<input checked="" type="checkbox"/>	Number	Direct jobs=5,000 Males= Females= Indirect jobs= Males= Females=	Direct jobs=6,000 Males= Females= Indirect jobs= Males= Females=	GEA, SIF and MASLOC Project Quarterly and Annual Progress Reports	Quarterly and Annually

ACTIVITIES	INPUTS			
<p>PROJECT COMPONENTS</p> <ul style="list-style-type: none"> A. Component 1: Infrastructure Rehabilitation and Procurement of Equipment B. Component 2: Rebuilding youths' and women's livelihoods through entrepreneurship and employment creation C. Component 3: Project Management 	Component		Source	
			ADF Grant (million)	Government (In Kind)
		A- Infrastructure Rehabilitation and Procurement of Equipment	UA 7.13	UA 0.71
		B-Component 2: Rebuilding youths' and women's livelihoods through entrepreneurship and employment creation	UA11.00	UA 1.10
		C. Project Management	UA2.01	UA 0.20
		D		-
				-
Total (UA)	20.14	2.01		

Source : AfDB Data Records

2.0 Livelihood Restoration Plan (LRP)

There will not be any physical involuntary resettlement, resulting in land acquisition, population displacement and compensation payment in the literal sense. However, there will be support for climate-resilient socio-economic recovery and the protection of jobs and businesses and contribute to the rebuilding of the health system in Ghana. The proposed project will also strengthen resources and capacities of small and medium enterprises especially women and youth, built relevant medium and high-level skills in TVET and STEM and enhance linkages between research, policy, and private sector growth in the pharmaceuticals industry.

Livelihood Restoration Plan: This livelihood restoration section outlines measures to contribute to Ghana's post-COVID-19 recovery in the health sector through climate-resilient infrastructure improvements and skills development in higher education institutions and the restoration of livelihoods and income and employment opportunities through entrepreneurship and jobs among youth and women under the Project. The measures and options presented form the basis of the livelihood restoration planning of Project Component 2 of the ESMF. It aims to support the rebuilding of livelihood and sources of income among youths and women for them to recover from the socioeconomic and climate related shocks or impacts of the COVID-19 pandemic on individuals, households, and enterprises, especially SMEs. It is aimed at improving access to technical and climate-resilient skills training and sustainable green climate finance for youths, women, and SMEs to pre-Covid-19 levels livelihoods, and to ensure the promotion of improved sustainable livelihoods.

Purpose for Livelihood Restoration Program: It is important to consider the context and nature of **economic displacement** in the design of a livelihood restoration program and the opportunities open to affected youth and women. The focus of the livelihood restoration plan is to support youth and women to quickly re-establish life-support activities to reduce their vulnerability from impacts of Covid-19 pandemic. Given the importance of entrepreneurship and employment creation for youth and women and the links between livelihood, sources of income and vulnerability, it is recommended that the main livelihood support program focuses on skills training.

Livelihood Restoration Strategy: The primary livelihood restoration strategy to be adopted for the Project Component 2 is to conduct intensive skills training for the youth and women and SMEs, with support in compensation for losses of livelihood assets incurred during the global pandemic effects from Covid-19. The standard compensation methodology to be adopted by the Project should include transition support allowance. Moreover, additional livelihood restoration interventions should be implemented depending on the circumstances of the youth, women and SMEs to ensure that international standard requirements are achieved for the Project. Vulnerable groups should specifically be considered in the approach to the provision of livelihood restoration scheme. Here, vulnerability analysis should be undertaken to establish the levels of vulnerability among the youth, women and SMEs.

It should be noted that as recommendation by the Individual Consultant, attention should be paid to the needs of disadvantaged groups among those targeted for livelihood intervention. Vulnerable individuals or groups among the youth, women and the SMEs are particularly the marginalized or disadvantaged and who might thus be more likely than others to experience adverse impacts from the Covid-19. Vulnerability can be determined by identifying the likelihood that an individual or a group faces harder conditions as the result of the Covid-19 impacts. This vulnerable status may stem from a group's gender, economic status, ethnicity, religion, cultural behaviour, sexual orientation, language or physical and psychological health conditions. Vulnerable groups may include,

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among others, female-headed households, those below the poverty line, the landless, those without legal title to assets, ethnic, religious and linguistic minorities, indigenous peoples, those who are disabled, etc.

Transition Allowance Support: Transition support complements other livelihood restoration measures to ensure that youth, women and SMEs can meet their basic needs and maintain their standard of living, once their livelihood supports have been truncated by Covid-19 effects. This should be given to youth, women and SMEs which are vulnerable to access basic goods and services to maintain household standard of living including food, health care and educational cost support. Transition allowance support should be calculated based on the average monthly incomes for youth, women and SMEs business type or on the cost of rent for this targeted group. These costs should be incorporated into the LRP budgets for each group.

Financial Literacy Training Program: Series of Financial Literacy Training sessions are expected to be delivered to the youth, women and SMEs to support them in making informed decisions about how to use and invest their green climate finance to support their livelihoods. The traditional financial institutions like Ecobank, Agriculture Development Bank, Ghana Commercial Bank, etc., within the project catchment zones can be contacted to offer Financial Literacy Training Program services to the youth, women and SMEs in the project area. The Financial Literacy Training Program is expected to be in the form of short courses with modules or training sessions to be delivered for 1-2 months for up to three (3) years.

Formation of Community Livelihoods Committee (CLC) and LRP Steering Committee: CLC is expected to be formed from community representatives who represent youth, women and SMEs including specific representatives for the vulnerable groups. They are to deliver on finalization and implementation of the LRP on behalf of the wider affected parties. CLC should be formed consisting of fifteen (15) members.

However, the LRP Steering Committee is to be set up to deliver institutional oversight, technical guidance and to make final decisions on the LRP process. The LRP Steering Committee is to be formed consisting of CLC members, representatives of relevant Government institutions (MDAs), Project Developers, Project Advisors and representatives of Traditional Leaders. About twenty-three (23) members should be registered as core members of the LRP Steering Committee.

LRP Grievance Redress Mechanism Registry: The LRP implementation program is expected to adopt a clearly defined grievance mechanism to register all complaints emanating from the Stakeholders Engagement Plan. The grievance mechanism is to address the following: avenues for raising complaints by youth, women and SMEs; resolve disputes or issues arising from the project cycle including post Covid-19 impacts; LRP implementation program effects. SIF should develop Grievance Mechanism Forms for registration of complaints or grievances associated with the LRP implementation program. These Grievance Mechanism Forms should be distributed among the traditional leaders, assemblymen and women within the project areas and opinion leaders for easy access to complainants. On the Grievance Mechanism Forms, complainants are expected to provide the following information: name; community or town; telephone number; date; nature of grievance and suggested solution if any. SIF should address issues emanating from the Grievance Mechanism Forms to the satisfaction of the complainants. The grievance redress mechanism process should be dynamic and ongoing and will continue beyond the project implementation cycle.

3.0 Institutional Capacity for ESMF Implementation

3.1 Institutional Arrangements

The Social Investment Fund (SIF) and the Allied Agencies would be the main institutions responsible for the Post-Covid-19 Restoration Program (PCRP). The SIF is the implementing agency under the MoF mandated to implement this project. The Regional Coordinating Council and the Environmental Protection Agency are major stakeholders with institutional roles in the areas of coordination, assessment and monitoring. These institutions will be directly involved with the review of the ESMF. The SIF and the allied agencies will coordinate work among the relevant institutions and liaise with management on approval of agreed activities for speedy implementation. A technical team comprising these two institutions will guide the implementation of the project. The successful implementation of the ESMF will depend on the commitment, capacity of personnel and the appropriate and functional arrangements within these institutions.

3.2 Project Steering Committee

A Project Steering Committee (PSC) comprising the SIF Chief Executive Officer and/or other delegated officials will provide oversight for the entire implementation team. The PSC will be responsible for assessing and guiding the project implementation progress on the ground and undertake site visits as necessary. Specifically, the PSC will undertake the following functions:

- Provide guidance on strategic, policy and implementation issue.
- Coordinate activities of the SIF and other stakeholders involve in the implementation of the project.
- Review and approve annual work plan and budgets.
- Review quarterly and annual progress reports and make recommendations.
- Guard the implementation trajectory to ensure that project objectives are met.
- Resolves issues that could not be dealt with by lower level authority.
- Provide oversight and ensure the project comply to all environmental and social safeguard requirements of the project.

The PSC will be chaired by the Chief Executive of SIF or his designee and will include representatives of the Microfinance and Small Loans Centre (MASLOC). The representatives would be at the Chief Director level for the SIF and at the Director levels for the agencies.

3.3 Project Implementation Team (PIT)

The Project Implementation Team (PIT) comprising team leaders from SIF will undertake the following:

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- Coordinate work among the relevant institutions.
- Liaise with management on approval of agreed activities for speedy implementation.
- Liaise with MASLOC to ensure their full participation in the supervision of the project.
- Prepare and update the schedule of activities/procurement plans to be executed under the project.
- Review reports submitted by supervising entities.
- Prepare briefs to the SIF leadership (PST)

3.4 Institutional Strengthening and Capacity Building

SIF, over the previous years, has been implementing Infrastructure Improvement Projects and has adequate staffing and capacity for financial management, procurement, safeguards and monitoring and evaluation. Safeguards capacity at the regional and local level will be upgraded. It is therefore recommended that safeguards training, and clarification of roles be undertaken for the regional staff and community actors.

Training workshops. These Workshop will focus on identifying and discussing livelihood enhancement measures that will arise during the implementation of the ESMF and LRP.

Budgetary Provisions: The budget and financial support for the cost outlays for Livelihood Restoration Plan (LRP) capacity building of project implementation units is about **USD 300,000.00**;

Table 3.0 Profile of LRP Budgetary Provisions

Serial Number	Description	Cost (USD)	Comments
1	Institutional Arrangements	55,000.00	Main Institutions to handle the LRP
2	Project Steering Committee	50,000.00	Assessing and guiding the LRP
3	Project Implementation Team (PIT)	75,000.00	Overall implementation team for the LRP.

4	Institutional Strengthening and Capacity Building	120,000.00	Organization of training workshops on LRP implementation and monitoring programs.
5	Total Budget	300,000.00	

Source: Independent Consultant Data Records