

### General considerations

1. The Social Investment Fund is the coordinating agency responsible for implementing the Ghana Women and Youth Employment and Social Cohesion Project. The Bank has committed to providing financing, implementation support, and monitoring for the Project
2. The Social Investment Fund will implement measures and actions of this Environmental and Social Management Plan<sup>1</sup> (**ESMP**) so that the Project meets all the requirements of the Bank Environmental and Social Operational Safeguards (**OS**) and the National policy and legal requirements of Ghana.
3. Where the ESMP refers to specific plans, whether they have already been prepared or are to be developed, the ESMP requires compliance with all mandatory provisions of such plans.
4. The table below summarizes the material measures and actions that are required, the basis of the requirement, the timing of the measure or action, and the criteria to be used for determining whether the required measure or action has been successfully achieved. The Social Investment Fund is responsible for compliance with all requirements of the ESMP even when implementation of specific measures and actions is conducted by an entity different from the coordinating agency.
5. Implementation of the material measures and actions set out in this ESMP will be monitored and reported to the Bank by the Social Investment Fund as required by the ESMP and the conditions of the legal agreement, and the Bank will monitor and assess progress and completion of the measures and actions throughout implementation of the Project.
6. As agreed by the Bank and the Social Investment Fund, this ESMP is a live document and may be revised from time to time during the Project implementation, to reflect adaptive risk management of project changes and unforeseen circumstances or in response to assessment of project performance conducted under the ESMP itself. In such circumstances, Social Investment Fund will propose and agree changes with the Bank, and then update the ESMP to reflect such changes.

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<sup>1</sup> The ESMP refers to all the E&S risks/impacts and measures, as approved in all the disclosed E&S documents and agreed between the Bank and Borrower. For projects involving multiple subprojects, that are identified, prepared and implemented during the course of the project, the Borrower will need to demonstrate to the Bank, before the project appraisal, through the preparation of E&S documentation of a sample of subprojects, that it has the capacity to carry out appropriate environmental and social assessment of subprojects, and prepare and implement such subprojects in accordance with the national laws and the OSs. (*Section III.2.3 of Bank's ESP and section D of OSI*)

<i>Material Actions<sup>2</sup> to Manage the Project's E&amp;S Risks and Impacts</i>		<i>Basis for Requirement</i>	<i>Key Performance Indicator</i>	<i>Indicative Timing/Deadline</i>
1	Strengthen the capacity of key project staff and implementing partners through structured training sessions on AfDB's OSs and Ghana's EA Regulations to ensure effective E&S risk management, thereby enhancing institutional capacity and integrated risk mitigation systems, in accordance with DLI 5	OS1	Number of Key staff who have received certified training	Within first three months of project implementation
2	Support partner institutions such as GRATIS Foundation in training officers on Occupational Health and Safety programs. This will enhance the officers' capacity to effectively supervise training activities and help prevent or minimize injuries.	OS2	Number of officers from partner institutions who have received OHS training	Within first three months of project implementation
3	Develop and implement a comprehensive SEP at national and district/municipal levels to foster transparency and continuous dialogue, supporting institutional strengthening and inclusive participation of all relevant groups, aligned with DLI 5	OS 10	Number of targeted institutions and district levels implementing the SEP	Before commence of project
4	Prepare Labour Management Procedures (LMPs) aligned with OS 2, ensure strict adherence to occupational health and safety standards, and orient contractors and workers on safe practices to safeguard workers during renovation activities, promoting safe wage or self-employment opportunities for women and youth, consistent with DLI 1	OS1, OS 2	Number and percentage of project sites with approved Labour Management Procedures (LMPs) implemented in line with OS 2	Within first three months of project implementation
5	Mainstream gender equality and social inclusion across all activities including skills development, entrepreneurship, and MSME support to increase participation and benefits for women, youth, and vulnerable groups, boosting the number of beneficiaries acquiring STEM, digital, and creative skills, receiving business development training, and accessing finance, as targeted under DLIs 2, 3, and 4	OS 7	Inclusion metrics tracked and participation of target groups documented	Within first three months of project implementation
6	Establish an effective GRM. SIF already has a functional and effective GRM with tollfree numbers. This should be adopted for the Project and training provided for all other stakeholders thereby supporting transparency and institutional capacity building in line with DLI 5.	OS 1, OS 10	GRM established and number of complaints received/resolved	Before commence of project
7	Designate E&S Focal Persons/Specialists at the regional level to oversee monitoring and compliance with E&S requirements, reinforcing institutional systems and risk mitigation throughout implementation, contributing directly to DLI 5	OS 1	E&S Focal Persons/Specialists at post and E&S monitoring reports produced quarterly	Before commence of project

<sup>2</sup> Please add any relevant key actions and/or indicate "Not applicable" in the third column ("Basis for requirement") for actions that are not applicable to the project.

<i>Material Actions<sup>2</sup> to Manage the Project's E&amp;S Risks and Impacts</i>		<i>Basis for Requirement</i>	<i>Key Performance Indicator</i>	<i>Indicative Timing/Deadline</i>
8	Conduct targeted outreach campaigns focused on youth, women, and vulnerable groups to increase awareness and participation in skills development and entrepreneurship, increasing the number of people acquiring relevant skills and business services, as specified in DLIs 2 and 3	OS 7	Number and percentage increase in youth, women, and vulnerable groups reached through targeted outreach campaigns who subsequently enroll in and complete skills development and/or entrepreneurship programs	Within first three months of project implementation
9	Institutionalize quarterly multi-stakeholder coordination meetings to review progress, share lessons, and promptly resolve issues, strengthening overall Programme management and institutional capacity consistent with DLI 5	OS 10 and Stakeholder management	Meeting minutes documented and action plans followed up	Within first three months of project implementation
10	Establish stronger linkages with financial institutions, provide financial literacy training, and support women- and youth-led MSMEs to improve access to finance, increasing the number of MSMEs with financial support in line with DLI 4	OS 7	Number of MSMEs accessing finance and training records	Within first three months of project implementation
11	Develop and implement exit and sustainability strategies for supported businesses and training initiatives to ensure lasting benefits and continued MSME growth beyond the Programme, supporting overall employment growth and institutional strengthening consistent with DLIs 1 and 5.	Sustainability of the jobs created	Exit strategy document prepared and sustainability measures adopted	With the first year of project implementation
12	Suspending works in the event of EOHS risk or incident, immediately notify the Bank, and resume works only upon no-objection of the Bank.	Bank's ESP	Timely Reporting of all EOHS reports to the Bank. Ensure the Contractor signs Environmental and Social Covenant Agreements	Immediately and no later than 72 hours after the occurrence
13	Prepare the root-cause analysis (RCA) of any fatal EOHS incident and implement the Corrective Action Plan (CAP).	Bank's ESP and OS1	Approved RCA Report	Within one month after a preliminary report or as required by national laws
14	Disclosure of Project's E&S reports to the public	OS1, OS10, Bank's Disclosure and Access to Information Policy	Evidence of disclosed E&S reports	Before the commencement of activities for which the E&S report has been prepared, considering national requirements.

