**Environmental and Social Management Plan**

**for**

**“***Please insert subproject name here***”**

1. **Project Description** (location, specific activities)

*Briefly list the planned activities. Clearly identify the issues to be addressed in terms of potential E&S impacts and the proposed mitigation measures (to be retrieved from the concept note and/or full proposal - 500 words max).*

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| *Guiding points (first 3 points to be succinctly described in this section, the last 2 points are addressed in the next section)** *List of activities*
* *Describe location where activities will take place*
* *Identify potential E&S risks associated with each activity as well as their risk category*
* *What measures are planned to be undertaken to mitigate each E&S risk*
* *Indicate means to ensure the measures are properly implemented*
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1. **E&S risks checklist & mitigation measures**

*Identify and list potential environmental and social risks associated to the project. For each of the identified risks proposed mitigation measures to mitigate these risks and develop indicators to monitor the implementation of the proposed mitigation measures.*

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| --- | --- | --- |
| **Potential risks** | **Mitigation measures** | **Means to ensure mitigation measures are properly implemented** |
| **Environmental risks** |  |  |
|  |  |  |
|  |  |  |
| **Occupational health and safety risks** |  |  |
|  |  |  |
|  |  |  |
| **Social risks** |  |  |
|  |  |  |
|  |  |  |

1. **Grievance Redress Mechanism**

In line with the World Bank safeguards policies, the SWIOFish3 project has developed a Grievance Redress Mechanism (GRM) to receive, process and respond to complaints from any person or group of people related to the project or is affected by its activities. The GRM is a system designed to answer questions, clarify doubts and resolve implementation problems and complaints of individuals or groups affected by SWIOFish3 project activities. GRMs are intended to be accessible, collaborative, efficient, and effective in resolving concerns through dialogue, joint fact-finding, negotiation, and problem solving. Grievances can surface at different stages of the project cycle. Some grievances may arise during the project design and planning stage, while others may come up during project implementation. In general, grievances that may be encountered in the implementation of the SWIOFish3 project can be grouped into three categories:

* Grievances related to the changes in access to resources through management plans
* Grievances related to proponents and beneficiaries of the Blue Grants Fund (BGF) and Blue Investment Fund (BIF)
* Grievances related to issues encountered by local communities where project activities are occurring

Individuals or groups affected by the SWIOFish3 subproject can

* complete a “complaint form” which will be made available to the public to formulate their suggestions or complaints. These forms can be withdrawn at the District Administration offices, Seychelles Fishing Authority, Ministry of Fisheries and Agriculture, Ministry of Environment Energy and Climate Change, Seychelles Conservation and Climate Adaptation Trust, Development Bank of Seychelles, Public Health Authority, Citizen Engagement Platform Seychelles, Department of Blue Economy and PIU office or download from the project website. Once completed, these forms can be deposited in complaint boxes placed at the respective offices;
* A line of communication has been made available for the public to transmit suggestions and complaints through a call or an SMS;
* Formal letters, emails can also be sent to the PIU;
* Suggestions or complaints can also be formulated during consultation meetings.

**Address:**

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