**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 solution (to be retrieved from the concept note and/or full proposal - 500 words max).*

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| *Guiding points*   * *Subproject aim* * *List the activities* * *Location where activities will take place* * *Estimation of the number of days for implementing activities* * *Number of people involved* * *E&S risks associated with each activity as well as their risk category* |

1. **Risks, mitigation measures and monitoring**

*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** | **Indicators to monitor implementation of mitigation measures** |
| **Environmental risks** |  |  |
| **Example 1.** Coral damage from equipment (e.g. BRUV) | **Example 1.1.** Develop and implement a protocol for the deployment of BRUV | **Example 1.1.** BRUV deployment protocol provided |
| **Example 1.2.** Train staff in BRUV deployment | **Example 1.2.** % of staff involved in the project trained in BRUV deployment |
| **Example 2.** Target species mortality | **Example 2.1.** Develop and implement a protocol for tagging of target species | **Example 2.1.1.** Protocol for tagging of target species provided  **Example 2.1.2.** % of target species died during tagging |
| **Example 2.2.** Train staff in tagging of target species | **Example 2.2**. % of staff involved in the project trained in tagging of target species |
| **Example 3.** Pollution of marine environment from discharges | **Example 3.1.** Set up and implement a proper waste water treatment system | **Example 3.1.** % of water samples flagged pollution |
| **Example 3.2.** Train staff in collection of water samples | **Example 3.2.** % of staff involved in the project trained in collection of water samples |
| **Occupational health & safety risks** |  |  |
| **Example 1.** Injuries or accidents to staff | **Example 1.1.** Develop a health and safety protocol | **Example 1.1** Health and safety protocol provided |
| **Example 1.2.** Familiarize staff in health and safety | **Example 1.2.** % of staff involved in the project informed in health and safety |
| **Example 2.** Overworking of staff, no proper breaks for resting and for meals as well as no proper time-off | **Example 2.1.** Develop labour management procedures | **Example 2.1.** Labour management procedures developed and provided |
| **Social risks** |  |  |
| **Example 1.** Involuntary restriction of access to legally designated parks and protected areas | **Example 1.1.** Develop and implement a livelihood restoration plan | **Example 1.1.1.** Change in livelihood activities of households, by type of activity and amount  **Example 1.1.2.** Change in type and location of natural resources use |
| **Example 1.2.** Develop and implement a stakeholder engagement plan (as part of the Livelihood Restoration Plan) (i) to identify Project Affected Persons and their livelihoods affected and (ii) to define mitigation/restoration measures | **Example 1.2.1.** Number of participants in consultation process  **Example 1.2.2.** Number and types of vulnerable groups participating in consultation process |
| **Example 1.3.** Ensure the project Grievance Redress Mechanism is accessible to all Project Affected Persons during the development and implementation of the Livelihood Restoration Plan | **Example 1.3.1.** Number of grievances or conflicts recorded  **Example 1.3.2.** Number of remedial activities implemented in response to recorded grievances  **Example 1.3.3.** Time taken to resolve grievances |

1. **Monitoring Plan**

*The objective of the monitoring plan is to ensure that the mitigation measures are properly implemented.*

* 1. **Data collection, analysis and report responsibilities**

*List personnel or organization responsible for collecting data related to monitoring indicators, processing data and reporting to the PIU.*

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| **Example 2.** Targeted species mortality   1. Data relating to the indicator will be collected by the proponent and/or SeyCCAT as required. 2. SeyCCAT will processed the data and provide a brief monitoring report to PIU 3. If required PIU will collect additional monitoring data   If complex data is required to be collected PIU E&S or/and MEECC (e.g. sewage water analysis). |

* 1. **Additional support (capacity building, resources etc.)**

*List the additional support that is required to ensure that the mitigation measures are properly being implemented.*

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| **Example 3.** Pollution of marine environment   1. MEECC staff provide training for collection of water samples 2. Proponent develop data forms 3. Data collected transferred or stored in appropriate format e.g. excel spreadsheet etc. 4. Seychelles Bureau of Standards analyse water samples |

* 1. **Monitoring table**

*For every mitigation measures proposed, list the monitoring indicator, frequency of monitoring, responsible for monitoring and the associated cost. This will ensure early detection of conditions that require additional or alteration in mitigation actions, provide info on progress and results of mitigation.*

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| **Mitigation measures** | **Indicator** | **Frequency** | **Responsibility** | **Cost** |
| **Example 3.** Set up a proper waste water treatment system | **Example 3.1.** water quality | **Example 3.1.** Every two weeks throughout the duration of project | **Example 3.1.** Proponent | **Example 3.1.** 15 times @ $50 |
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* 1. **Implementation schedule**

*Provide a schedule for implementation of the various mitigation measures and activities that will enable for the monitoring of the implementation of the mitigation measures.*

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| **Activity** | **Timeline of Activity** | | | | | | | | | | |
|  | *Please insert the exact date here, e.g. days, months, quarter, year etc.* | | | | | | | | | | |
| Mitigation measures | | | | | | | | | | | |
| **Example 1.1.** Develop health and safety protocol |  |  |  |  |  |  |  |  |  |  |  |
| Monitoring of the mitigation measures implementation | | | | | |  |  |  |  |  |  |
| **Example 3.1.** Training for collection of water samples |  |  |  |  |  |  |  |  |  |  |  |
| **Example 3.2.** Develop data forms |  |  |  |  |  |  |  |  |  |  |  |

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.

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