

Syrian Arab Republic

Ministry of Agriculture

Syria Smallholder Transformation for Agriculture Revitalization
Project (STAR) — P515346

Project Environmental and Social Documents

Drafts for public disclosure and consultation — October 2026

Contents

	Page
1. Environmental and Social Commitment Plan (ESCP)	3
2. Stakeholder Engagement Plan (SEP)	21
3. Environmental and Social Risk Screening Procedures	72

These documents were prepared under the World Bank Environmental and Social Framework and are disclosed to enable stakeholders to review them and share feedback before finalization. Feedback and grievances: [official MoA contact channel]

Syrian Arab Republic
Ministry of Agriculture (MoA)

**Syria Smallholder Transformation for
Agriculture Revitalization Project (P515346)**

**ENVIRONMENTAL AND SOCIAL
COMMITMENT PLAN (ESCP)**

Draft

Appraisal Version

October 2026

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Syrian Arab Republic (the Recipient), with the involvement of the Ministry of Agriculture (MoA), will implement the Syria Smallholder Transformation for Agriculture Revitalization Project (P515346) (the Project), as set out in the Financing Agreement (the Agreement). The International Development Association (the Association) has agreed to provide financing for the Project, as set out in Agreement.
2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association. The ESCP is a part of the Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, their respective timeframes; institutional, staffing, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESSs, in form and substance acceptable to the Association. Said E&S documents may be revised from time to time with prior written agreement by the Association. As provided for under the referred Agreement, the Recipient shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time, if necessary, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Association and the Recipient agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient's Representative specified in the Agreement or the Minister of Agriculture. The Recipient shall promptly disclose the updated ESCP.
5. The subsection on "Indicators for Implementation Readiness" below identifies the actions and measures to be monitored to assess Project readiness to begin implementation in accordance with this ESCP. Nevertheless, all actions and measures in this ESCP shall be implemented as set out in the "Timeframe" column below irrespective of whether they are listed in the referred subsection.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT ¹			
A	ORGANIZATIONAL STRUCTURE a. Establish and maintain a Project Coordination Unit (PCU) and five regional Project Technical Units (PTUs) within the Ministry of Agriculture (MoA), with qualified staff and adequate resources to support the management of environmental, social, health and safety (ESHS) risks and impacts of the Project. This will include the assignment of one Environment and Social (E&S) Focal Point within the PCU and one E&S Focal Point within each of the five regional PTUs, for a total of six dedicated E&S Focal Points. The E&S Focal Points will support the implementation, monitoring, reporting, and coordination of the Project's E&S risk management requirements at the central and regional levels. b. Ensure that the PCU hires/appoints, with ToR acceptable to the Association, the following full-time ESHS positions within its key team members: An Environmental Specialist, an Occupational, Health and Safety (EHS) Specialist, a Social Specialist/ Stakeholder Engagement, a Gender Specialist with GBV expertise.	a. Assign E&S Focal Point before the Effective Date and thereafter maintain the Focal Points throughout Project implementation. b. Ensure PCU's ESHS positions be filled within 60 days after the Effective Date, and thereafter maintain these positions throughout Project implementation	Ministry of Agriculture (MoA)/ Project Coordination Unit (PCU)

1

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
B	CAPACITY BUILDING PLAN/MEASURES Prepare and implement the following capacity building measures: 1. Training for the PCU staff on stakeholder engagement and grievance mechanism, Environmental and Social Management Framework (ESMF) and Environmental and Social Management Plans (ESMPs) requirements including pollution control, occupational health and safety, community health and safety, pesticide use, agricultural, laboratory, veterinary and e-waste management, unexploded ordnance, emergency response, Gender-Based Violence (GBV)- Sexual Exploitation and Abuse (SEA)/Sexual Harassment (SH), labor management, resettlement, security management, etc. 2. Training for contractors on stakeholder engagement and grievance mechanism, implementation of the ESMF including occupational health and safety, labor management, community health and safety, security management, waste management, SEA/SH and Code of Conduct. 3. Training/sensitizing for project-affected communities and targeted stakeholders on grievance mechanism, community health and safety, and SEA/SH and Code of Conduct	1. Training program to be developed no later than 60 days after the recruitment of environmental and social specialists referenced A.b above. Training delivery to be throughout Project implementation. 2. Prior to commencing works and throughout Project implementation. 3. Prior to commencing works and throughout Project implementation.	MoA / PCU
MONITORING AND REPORTING			
C	REGULAR REPORTING Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project. The reports shall include: • Status of preparation and implementation of E&S documents required under the ESCP.	Submit quarterly reports to the Association throughout Project implementation. Submit each report to the Association no later than 15 days after the end of each reporting period.	MoA / PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	• Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan. • Complaints submitted to the grievance mechanisms, the grievance log, and progress made in resolving them, including SEA/SH complaints. • E&S performance of contractors and subcontractors as reported through monthly contractors' and supervision firms' reports. • Number and status of resolution of incidents and accidents reported under action E below. • Implementation of the SEA/SH Action Plan. • Implementation of the Resettlement Plans (RPs) and/or Livelihood Restoration Plans (LRPs) as needed. • Labor management procedures and working conditions		
D	CONTRACTORS' MONTHLY REPORTS Require contractors to provide monthly monitoring reports on E&S performance to the PCU in accordance with the metrics specified in the respective bidding documents. Submit such reports to the Association upon request.	Submit the monthly reports to the PCU, no later than 10 days after the end of the previous month and submit upon request to the Association.	MoA / PCU
E	INCIDENTS AND ACCIDENTS Notify the Association of any incident or accident relating to the project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or	Notify the Association no later than 48 hours after learning of the incident or accident. Provide available details upon request.	MoA / PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	workers, including those resulting in death or significant injury to workers or the public; acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; dam failure; forced or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks. Provide available details of the incident or accident to the Association upon request. Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Association, and implement a Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.	Provide review report and Corrective Action Plan to the Association no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Association.	
F	CONTINGENT EMERGENCY RESPONSE COMPONENT (CERC) a. Ensure that the CERC Manual include a description of the environmental and social assessment and management arrangements for Component 4, consistent with the ESSs, including the positive list, rapid E&S screening procedures, and arrangements for labor, community health and safety, animal-health and biological-waste management, pest and pesticide management, grievance handling and landmine/ERW risk. b. Prepare, consult upon, disclose and implement any E&S instruments required for the emergency activities in accordance with the CERC Manual, the ESMF and the ESSs, and incorporate the relevant requirements into procurement documents and agreements with delivery partners (including FAO and WFP, where engaged).	a. Prepare and adopt the CERC Manual and Emergency Action Plan, in form and substance acceptable to the Association, prior to carrying out any activity under Component 4. b. Prior to carrying out the relevant CERC activities, and thereafter throughout their implementation.	MoA / PCU, with delivery partners as applicable
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.1	ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS 1. Prepare and implement the Environmental and Social Management Framework (ESMF), consistent with the relevant ESSs and Environmental and Social Screening Procedures (prepared during project preparation) 2. Prepare and implement Environmental and Social Management Plans (ESMPs) for sub-projects as per the ESMF to identify appropriate mitigation and management measures, in a manner consistent with the Environmental and Social Standards (ESSs), the Environmental, Health and Safety Guidelines (EHSGs), and relevant Good International Industry Practice (GIIP).	1. Prepare the ESMF, consistent with the relevant ESSs and E&S Screening Procedures, within 60 days after the Effective Date and before launching any procurement process. 2. Prepare ESMPs before the start of procurement process and implement it throughout Project implementation.	MoA / PCU
1.2	MANAGEMENT OF CONTRACTORS Incorporate the relevant aspects of the ESCP, including, inter alia, ESMP, the Labor Management Procedures, community and workers grievance mechanisms, and code of conduct, into the E&S specifications of the procurement documents and contracts with contractors, supervising firms and UN agencies (if engaged for project implementation). Thereafter ensure that the contractors and supervising firms comply and that they require their subcontractors to comply with the E&S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Association.	As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Association upon request.	MoA / PCU
1.3	TECHNICAL ASSISTANCE Carry out the consultancies, studies (including feasibility studies if applicable), capacity building, training, and any other technical assistance activities under the Project in accordance with terms of	Throughout Project implementation.	MoA / PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	reference acceptable to the Association, that are consistent with the ESSs. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.		
1.4	ASSOCIATED FACILITIES Ensure that any activities which meet ESS1 definition of associated facilities (if any) in the associated facility to be identified in the relevant E&S instruments that are carried out in accordance with the applicable requirements of this ESCP and the ESSs.	Same timeline as Action 1.1.1	MoA/PCU
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES Prepare and implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors and subcontractors, as well as requirements for primary supply workers consistent with ESS2.	Prepare, disclose and implement the LMP prior to engaging any project workers and thereafter implement the LMP throughout Project implementation.	MoA / PCU
2.2	OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN 1. Prepare and implement an OHS Management Plan, as part of the ESMF under Action 1.1.1, to assess and manage the OHS risks and impacts of the Project.	1. Same timeframe as action 1.1.1. Thereafter implement the OHS Management Plan throughout Project implementation.	1. MoA / PCU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
2. Engage the United Nations Mines Action Service (UNMAS), or other competent, independent, internationally recognized, UNMAS-accredited entity with relevant qualifications and experience acceptable to the Association, operating under the oversight of a centralized international mine-action coordination and certification arrangement (e.g. UNMAS-coordinated arrangements), to ensure that all project worksites and their access routes are free from landmines and Explosive Remnants of War (ERW), consistent with the ESMF and site-specific ESMPs, the LMP, the Traffic Management Plan, and any other relevant E&S instrument. The contracted entity shall be responsible for: (a) conducting landmine and ERW contamination assessments for each project worksite and its access routes; (b) carrying out clearance activities based on assessment findings in accordance with the International Mine Action Standards (IMAS); and (c) ensuring the safe handling, transport, and disposal of any hazardous waste generated during clearance activities, consistent with IMAS and good international industry practice (GIIP). The centralized international mine-action coordination body operating in accordance with IMAS shall carry out the oversight, quality assurance, and certification of clearance activities including, inter alia: (a) conduct regular field quality assurance and performance monitoring to uphold impartiality, transparency, IMAS, and sector good international industry practice; and (b) validation of clearance outputs and issuance of formal clearance reports and certification confirming that project worksites and their access routes are safe for project activities. The MoA will share with the Association each worksite clearance reports and certification that demonstrate that the decontamination process and waste disposal have been conducted following IMAS and GIIP. The scope of assessment and clearance shall be risk-based and proportionate to the nature of each activity, as detailed in the ESMF and the OHS Management Plan: (i) civil works and fixed installations shall require technical survey (intrusive survey) and clearance and certification prior to works; and (ii) dispersed farm-level activities (such as input distribution, advisory services and vaccination campaigns) shall require at a minimum, non-technical survey (non-intrusive survey), use of verified safe routes and delivery points, and Explosive Ordnance Risk Education (EORE) for workers and beneficiaries.	2. Same timeline as action 1.1.1 above and in all cases before conducting any site visits or commencement of relevant-Project activities. Share with the Association each worksite clearance reports, and certificates after obtaining them from UNMAS/ other competent, independent, internationally recognized, UNMAS-accredited entity with relevant qualifications and experience acceptable to the Association. 3. Upon engaging of project workers and before allowing access to Project worksites.	2. MoA / PCU 3. MoA/PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	3. Provide regular training and awareness sessions to Project workers on risks related to landmines and ERW and actions to be taken if encountered.		
2.3	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2. The grievance mechanism shall include a channel to enable workers to confidentially and anonymously report sensitive grievances in accordance with the LMP.	Establish workers grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	MoA / PCU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN 1. Prepare and implement a Waste Management Plan (WMP) , as part of under Action 1.1.1 prepared for the Project, to manage solid and hazardous wastes to be generated from civil works, agriculture, research, vaccination and laboratory activities (including animal carcasses and other biological waste, veterinary and vaccine cold-chain waste, empty pesticide containers and any obsolete pesticides) consistent with ESS3. 2. Ensure that any removed landmines and Explosive Remnants of War (ERW) have been properly removed and disposed following IMAS and GIIP. These practices will be part of an action plan to be included in the relevant E&S instruments and Project Operations Manual (POM). 3. PCU shares each worksite certificate and necessary documentation that demonstrate that the decontamination process has been conducted following IMAS and GIIP.	1. Same timeline as Action 1.1.1 and for preparation, thereafter, implement the WMP throughout Project implementation. 2. Practices to be included in the relevant E&S instruments and POM upon its preparation. Implementation of measures before commencement of relevant project activities and throughout project implementation.	MoA / PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		3.Share the work certificate and necessary documentation with the Association before commencement of relevant project activities.	
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures in the ESMF to be prepared under Action 1.1.1.	Same timeframe as Action 1.1.1	MoA / PCU
3.3	PEST MANAGEMENT 1. Prepare and implement an Integrated Pest Management Plan (IPMP), as part of the ESMF under Action 1.1.1 and consistent with ESS3, covering pesticide and fertilizer use, seed treatment, integrated pest and disease management in supported crops and orchards, biopesticide production units and pesticide-testing laboratories. 2. Ensure that the Project does not finance or promote formulated pesticide products that meet the criteria of WHO Hazard Classes Ia or Ib, or products containing active ingredients restricted under applicable international conventions, and that it finances only products registered by the competent national authority. WHO Class II products shall be financed only where appropriate controls on their distribution, handling and use are in place, as set out in the IPMP. 3. Include in the IPMP measures for safe storage, transport, application and personal protective equipment, and for the collection and disposal of empty pesticide containers and any obsolete pesticides; and deliver related training to extension staff, delivery partners and beneficiaries.	Same timeframe as Action 1.1.1; thereafter implement the IPMP throughout Project implementation. Training to be delivered prior to the distribution of any pesticides, treated seed or fertilizers.	MoA / PCU, with the MoA Plant Protection Directorate
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY Prepare Traffic Management Plan to manage traffic and road safety risks as part of the ESMF to be prepared under action 1.1.1 above.	Same timeframe as Action 1.1.1	MoA / PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.2	COMMUNITY HEALTH AND SAFETY Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, behavior of Project workers, risks of labor influx, response to emergency situations, exposure to waste, exposure to landmines or ERW risks and include mitigation measures in the ESMF/ESMP to be prepared under actions 1.1.1 and 1.1.2, including an Emergency Response Plan to be prepared as part of the ESMF above.	Same timeframe as Action 1.1.1	MoA / PCU
4.3	SEA AND SH RISKS 1. Prepare and implement a SEA/SH Action Plan to assess and manage the risks of SEA and SH. SEA/SH Action Plan will cover all project's components and workers. 2. Ensure that contractors' contracts include obligations for compliance with all the applicable commitments in the SEA/SH Action Plan, including the application of a Code of Conduct for all workers. 3. Conduct awareness raising campaigns for the community and service providers designed to heighten awareness of risks and to mitigate impacts, including a SEA/SH grievance mechanism procedure made available for project affected communities.	1. Prepare the SEA/SH Action Plan 90 days after the Effective Date and prior to the hiring of the security personnel or assigning Recipient's security services and before the start of relevant project activities. Thereafter implement it throughout Project implementation. 2. Upon engaging with each Project contractor 3. Implement throughout Project implementation.	MoA / PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.4	SECURITY MANAGEMENT 1. Assess and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities as set out in the standalone Security Management Plan (SMP) to be prepared by MoA, which shall include a Code of Conduct (CoC) template and included in all procurement packages under the Project. 2. In accordance with the SMP, the MoA shall ensure appropriate measures are in place to safeguard Project equipment and provide protection for Project sites during implementation, ensuring the safety of personnel, assets, and activities within the project boundaries. These measures shall be implemented through MoA staff and/or contracted security personnel, in coordination with relevant government agencies as necessary. 3. Where applicable, the MoA/PCU shall submit to the Association copies of any relevant correspondences and agreements with relevant government authorities related to security arrangements. 4. Before deploying the Recipient's security staff or engaging security personnel for the provision of security to Project workers, sites and/or assets, consistent with the ESSs, the following measures shall be adopted: ✓ Assess the risks and impacts of engagement of the security personnel and the Recipient's security staff, as part of the assessment referred to in action bullet 1 above, and implement measures to manage such risks and impacts, guided by the principles of proportionality and GIIP, and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such security personnel; ✓ Rely on Recipient's security staff and/or contracted service, ensure the signing of a proper agreement that includes clauses on compliance with the Code of Conduct (CoC);	1. Prepare the SMP including the Code of Conduct before the completion of the procurement process of the relevant project activities and prior to carrying out any activities requiring the use of security personnel, and thereafter implement it throughout Project implementation. 2. and 3. to be completed prior to carrying out any activities requiring the use of security personnel, and thereafter implement it throughout Project implementation. 4. Adopt the measures prior to the hiring of security personnel or assigning Recipient's security services. Implement measures including the agreements/ correspondences (including clauses on compliance with the Code of Conduct) and SEA/SH Action Plan throughout the implementation of the Project.	MoA / PCU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
✓ Ensure Recipient's security staff received adequate training for security personnel and the Recipient's security staff prior to deployment and on a regular basis, on the use of force and appropriate conduct, all satisfactory to the Association; ✓ Adopt and enforce standards, protocols and codes of conduct for the selection and use of security personnel, including mandatory orientation and training on Codes of Conduct and SEA/SH prevention within Project site boundaries, and screen such personnel to verify that they have not engaged in past unlawful or abusive behavior, including SEA/SH or excessive use of force where feasible; ✓ Exclude from Project-related duties any security personnel who are found, through credible information or grievance mechanisms, to have engaged in unlawful or abusive behavior, including SEA/SH, during Project implementation ✓ Ensure that any concerns or grievances regarding the conduct of security personnel are received, monitored, documented (taking into account the need to protect confidentiality), resolved through the Project's grievance mechanism (see actions 10.1 and 10.2 below) and reported to the Association after receiving the concern or grievance in the timeframe specified in action E above. 5. The MoA shall promptly review all allegations of unlawful or abusive acts of Recipient's security staff or security personnel deployed to protect Project personnel and property, take action (or urge appropriate parties to take action) to address the incident and prevent recurrence, all in accordance with the requirements of ESS4 and in a manner acceptable to the Association. 6. Ensure that the stakeholder engagement activities under the Stakeholder Engagement Plan (SEP) include communication on the involvement of the Recipient's security services or security personnel deployed to protect Project personnel and property in the Project.	5. Notify the Association after receiving the concern or grievance in the timeframe specified in action E above. 6. As set out under actions 10.1. 7. Prior to the commencement of relevant-Project activities. Share with the Association each worksite clearance reports, and certificate within 15 days of obtaining them from UNMAS / other competent, independent, internationally recognized, UNMAS-accredited entity with relevant qualifications and experience acceptable to the Association	

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	7. Ensure that all project worksites under the Project and their access routes are free from landmines and Explosive Remnants of War (ERW), consistent with the ESMF and site-specific ESMPs, the LMP, the Traffic Management Plan, and any other relevant E&S instrument, as outlined under action 2.2, applying the risk-based approach set out therein.		
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	RESETTLEMENT PLAN 1. Prepare and implement a Resettlement Framework (RF) for the Project, consistent with ESS5. 2. Once exact locations are identified and final designs are available, the site-specific screening will be carried out before any civil works commencement, to identify the risks associated with land impacts. economic displacement or encroachment within the project footprint. 3. Prepare and implement a Resettlement Plan (RP) and/or a Livelihood Restoration Plan (LRP) consistent with ESS5. RPs/LRPs to be reviewed, cleared by the Association, and disclosed. The project GM shall be used to address resettlement-related complaints and is described in SEP.	1. Prepare the RF no later than 60 days after the Effective Date and prior to the carrying of relevant project activities, and thereafter implement the RF throughout Project implementation. 2. Prior to carrying out relevant works. 3. Prepare and implement the respective RPs and/or LRPs prior to carrying out the relevant works, including ensuring that before taking possession of the land and related assets, full compensation (at replacement cost) has been provided, and as applicable displaced people have been resettled and moving allowances have been provided.	MoA/PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		Throughout project implementation as needed.	
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS Incorporate biodiversity conservation, and risk prevention and management measures in the ESMF and ESMP to be prepared under Action 1.1.1 above. These measures shall include, inter alia: phytosanitary and quality assurance of seed and planting material, including imported material, to prevent the introduction of pests, diseases and invasive alien species; management of grazing pressure and rangeland carrying capacity associated with livestock restocking and livestock-water points, particularly in the Badia; and screening of primary suppliers of living natural resources, consistent with ESS6.	Same timeframe as Action 1.1.1	MoA/PCU
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES — Not currently considered relevant to the Project.			
ESS 8: CULTURAL HERITAGE			
8.1	CHANCE FINDS Describe and implement the chance-find procedures, as part of the ESMF and site-specific ESMP to be prepared under action 1.1.1 above.	Same timeframe as Action 1.1.1	MoA / PCU
ESS 9: FINANCIAL INTERMEDIARIES — Not currently relevant: the Project does not channel financing through financial intermediaries. Relevance to be reassessed if credit or matching-grant lines through the Agricultural Cooperative Bank or other financial intermediaries are introduced.			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN	The SEP was disclosed on XX, 2026.	MoA / PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Finalize, adopt and implement the Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.	The SEP shall be updated and adopted no later than 60 days after the Effective Date and thereafter shall be implemented throughout Project implementation.	
10.2	PROJECT GRIEVANCE MECHANISM 1. Establish, publicize, maintain, and operate an accessible grievance mechanism (GM), to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10. 2. The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner. 3. Adopt and implement the GM Standard Operating Procedures (SOPs) covering SEA/SH complaints that will be developed and implemented and adopted, including enhancement to the existing GM 4. Continue implementing enhancements to the existing Ministry of Agriculture grievance mechanisms to meet Project and ESCP requirements.	1. Establish the grievance mechanism 60 days after the Effective Date and before the commencement of project activities, and thereafter operate and maintain the mechanism throughout Project implementation. 2. Operate and maintain the GM sensitive to SEA/SH throughout Project implementation. 3. SOPs prepared and adopted 60 days after the Effective Date and thereafter maintained throughout project implementation. 4. GM at MoA enhanced within the first year after the Effective Date and maintained throughout Project implementation.	MoA / PCU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
INDICATORS FOR IMPLEMENTATION READINESS		
The following actions are indicators for implementation readiness: 1. Assigning E&S focal points from the MoA as required under Action A. 2. Hiring of qualified environment, OHS, social, and gender specialists as part of the PCU as indicated in Action A 3. Training for the PCU staff on stakeholder engagement and grievance mechanism, ESMF/ESMP including occupational health and safety, community health and safety, solid and hazardous waste management, emergency response, security management, SEA/SH as indicated in Action B 4. Preparation of E&S instruments as per Action 1.1.1 5. Preparation of the LMP as per Action in 2.1 6. Operationalization of the workers' GM as per Action 2.3 7. Operationalization of project GM as per Action 10.2. 8. Ensure that all worksites and their access routes, consistent with the ESMF (action 1.1.1) and the Traffic Management Plan (action 4.1) are free from landmines and Explosive Remnants of War (ERW) as per Action 2.2, applying the risk-based approach set out therein 9. CERC Manual including its E&S section adopted (Action F) 10. IPMP prepared as part of the ESMF (Action 3.3) 11. GBV service mapping completed before consultations (as committed in the SEP).		

Syrian Arab Republic

Ministry of Agriculture (MoA)

Syria Smallholder Transformation for Agriculture Revitalization Project (STAR) (P515346)

Stakeholder Engagement Plan (SEP)

DRAFT

October 2026

1. Introduction/Project Description

1.1 Country and Sector Context

Syria is emerging from fifteen years of conflict that profoundly damaged its economy, institutions, infrastructure, and human capital. Inflation, currency depreciation, displacement, and loss of productive assets have driven widespread poverty and food insecurity and disrupted labor markets and services. The political transition initiated in December 2024 offers an important opening for reconstruction and institutional renewal, but recovery remains uncertain amid macroeconomic volatility, regional instability, climate shocks, and severe public financing constraints.

Agriculture remains a principal rural livelihood and is central to food security, employment, and household resilience. Before the conflict, Syria was a major producer and exporter of cereals, horticultural products, olives, cotton, and livestock products. Today, damaged irrigation and market infrastructure, limited inputs and services, fragmented value chains, weak institutions, and recurrent drought constrain production and incomes. Restoring agricultural activity can generate rapid, geographically dispersed benefits for conflict-affected and returning households, increase domestic food availability, and revive local markets.

The Project will restore critical productive capacity, strengthen smallholder crop and livestock resilience, reconnect producers to markets, and rebuild public functions needed for a competitive, private-sector-enabled agrifood sector. It combines near-term production support with investments in animal health, post-harvest and market infrastructure, farmer organization, research, extension, agricultural data, and institutional systems, supporting a transition from emergency recovery to resilient production and stronger value-chain participation.

1.2 Project Overview

The Syria Smallholder Transformation for Agriculture Revitalization (STAR) Project (P515346) is a proposed World Bank-financed operation being prepared under the World Bank's Environmental and Social Framework (ESF). Its development objective is to increase the productive capacity and market participation of smallholder farmers in selected areas. The Project is expected to be implemented through the Ministry of Agriculture (MoA), with a central Project Coordination Unit (PCU) in Damascus and five regional Project Implementation Units (PIUs) within MoA directorates.

The project beneficiaries will cover the following:

1. Direct beneficiaries. The Project is expected to directly benefit smallholder crop and livestock producers, including members of agricultural cooperatives, producer organizations, and workers engaged in the olive and pistachio value chains. The beneficiary estimate and activity-level targets remain to be confirmed. The Project is also expected to generate indirect benefits for rural enterprises and service providers involved in input supply, mechanization, veterinary and extension services, aggregation, processing, transport, packaging, and marketing.

2. Inclusion and measurement. Beneficiaries will be recorded through a farmer registry using unique identifiers to minimize double counting. Results will be disaggregated by sex and age and, where feasible, by displacement or return status. Targeting and delivery arrangements will promote equitable access for women and other vulnerable groups to project-supported productive

assets, services, organizations, and market opportunities. Participation targets for women will be established and monitored.

3. Institutional beneficiaries. Ministry of Agriculture staff and public institutions will benefit indirectly through strengthened systems, digital platforms, technical capacity, and service delivery, although project reporting will focus primarily on direct beneficiaries and firms.

The Project comprises four components, described below with their subcomponents:

- **Component 1:** Improving Agricultural Productivity and Food Security, including support for climate-smart inputs, seed systems, livestock recovery, animal health services, smallholder rainwater harvesting, and emergency food-security support under Subcomponent 1.4.
- **Component 2:** Agricultural Value Chains and Producer Organizations, covering olive and pistachio value chains, food safety and quality infrastructure, and agricultural cooperatives and producer organizations.
- **Component 3:** Policy, Data, Extension, and Project Delivery Systems, covering policy reform, agricultural data and registries, early warning and extension, project management, monitoring and evaluation, and environmental and social management.
- **Component 4:** Contingent Emergency Response Component (CERC), with a zero initial allocation for a future eligible emergency, and would be financed through reallocation from other components or additional financing if activated.

Component 1: Improving Agricultural Productivity and Food Security. This component will restore crop and livestock productive capacity and strengthen the resilience of targeted smallholders through a package of early-recovery investments. Activities will support climate-smart agricultural inputs, certified and climate-resilient seeds, seed systems, farmer advisory services, livestock health and veterinary services, livestock restocking, and smallholder rainwater-harvesting measures. Proposed water investments include collection, storage, soil-moisture conservation and use of harvested rainwater, with the detailed activity list to be confirmed. Activities will prioritize conflict-affected agricultural areas and support increased access to productive assets, wider adoption of climate-smart practices, improved veterinary coverage, strengthened water management, and increased crop and livestock production.

Subcomponent 1.1: Seed Systems and Climate-Smart Inputs. Activities may include provision of certified and climate-resilient seeds, fertilizers and other agricultural inputs, seed processing and storage, and farmer advisory services. Gender-responsive targeting and delivery arrangements will be applied to improve women farmers' access to productive inputs, services, training, and agricultural opportunities.

Subcomponent 1.2: Smallholder Rainwater Harvesting and Soil-Moisture Conservation. Proposed support focuses on smallholder rainwater harvesting, including rooftop and field-runoff collection, terraces and contour works, collection basins, storage tanks or lined ponds, soil-moisture conservation, and safe conveyance or low-pressure distribution of harvested rainwater. Any solar pumping would be limited to lifting water from rainwater-harvesting storage, with no groundwater, river or canal abstraction. Investments will promote inclusion of women beneficiaries in training, operation and maintenance arrangements.

- The final activity list will confirm the water investments to be supported. Site preparation will verify water sources, existing users, beneficiaries and operation and maintenance

arrangements, in coordination with the relevant technical teams and water authorities. Engagement will address siting, access, allocation and potential effects on other water users.

Subcomponent 1.3: Livestock, Animal Health and Pastoral Services. Activities may include animal vaccination, mobile veterinary services, veterinary and quarantine facilities, artificial insemination and breeding services, disease surveillance, and targeted livestock restocking. Support will focus on conflict-affected areas where livestock assets and veterinary coverage have significantly declined. Targeted outreach will prioritize eligible women livestock keepers' access to animal-health services, productive livestock assets, technical support and training.

Subcomponent 1.4: Emergency Agricultural Production and Food-Security Response. The US\$50 million Crisis Response Window (CRW) allocation will finance known food-security response activities for eligible smallholder farmers in priority food-insecure and drought-affected areas of northwest and northeast Syria (including Eastern Region governorates where selected under the agreed targeting). Support will focus on climate-resilient crop-production inputs and technical assistance; rainwater harvesting technologies; and livestock productive-asset recovery and animal-health support. It will restore productive capacity, protect priority production seasons, increase local food availability, and strengthen household resilience; it will not finance general food or cash assistance. Geographic and beneficiary targeting, packages, quantities, technical specifications, procurement and logistics, institutional and partner roles, safeguards, verification, communications, grievance handling, and monitoring will be defined in the Project Operations Manual, annual work plans, and technical annexes. Activities will use regular project arrangements and will not require Contingent Emergency Response Component activation. Activities are planned for full delivery within 12 months of effectiveness, so the related engagement, registration and grievance arrangements will be prepared before effectiveness. Targeting and registration protocols will identify and address barriers that may prevent eligible women and returnee or internally displaced farmers from accessing support, including constraints related to information, mobility, documentation and registration.

- **Climate measures.** Climate adaptation measures include climate-resilient seeds, climate-smart advisory services, regenerative agriculture, improved soil moisture management, rainwater harvesting and strengthened animal disease surveillance. Climate mitigation measures include efficient fertilizer use, organic soil amendments, reduced tillage where appropriate, and energy-efficient pumping of harvested rainwater where included.

Component 2: Agricultural Value Chains and Producer Organizations. This component supports the recovery and development of the olive and pistachio value chains, reflecting their importance for employment, value addition, exports, and private-sector investment. Activities will address key constraints along the value chain, including orchard rehabilitation, improved planting materials, pest and disease management, post-harvest handling, storage, processing, packaging, quality assurance, certification, traceability, branding, and market access. The component aims to strengthen producer aggregation, improve product quality and competitiveness, reduce losses, and increase participation in structured value chains.

Subcomponent 2.1: Olive and Pistachio Productive Recovery and Post-Harvest Services. Activities may include rehabilitation of orchards and nurseries, provision of specialized equipment and advisory services, upgrading of collection, storage, grading, processing, packaging, and market facilities. Public financing will focus on public goods, shared facilities and enabling services; commercially viable private investments in processing,

working capital, trade and distribution will be financed outside the Project. Investments will strengthen links between producers, cooperatives, processors, exporters and service providers. Value-chain assessments and investment plans will identify commercially viable entry points for women producers, workers and entrepreneurs, and project-supported services, facilities, skills development and market linkages will incorporate measures to enable their participation in higher-value segments of the selected value chains.

Subcomponent 2.2: Food Safety, Quality Infrastructure and Market Access. Activities will support a prioritized national pesticide-residue and food-safety reference function, selective certification, traceability and branding for olive and pistachio producer groups with credible buyers, and related quality-control and trade-facilitation systems. Laboratory investments will proceed only where readiness assessments confirm staffing, accreditation and recurrent financing.

Subcomponent 2.3: Producer Organizations, Cooperative Governance and Market Linkage. Activities will strengthen viable existing agricultural cooperatives and support a gradual transition toward specialized, value-chain-oriented models through improvements in the legal framework, governance, financial management, technical capacity, market linkages, shared services and business development. Support will prioritize organizations with viable membership bases and sustainable business models, while promoting active participation and leadership by women and youth. The Project will not finance matching grants or other financial intermediation.

- **Climate measures.** Climate adaptation measures include climate-resilient orchards and planting materials, integrated pest management, improved advisory services, and more resilient post-harvest systems. Mitigation measures include energy-efficient processing and cold-chain equipment, renewable-energy options where feasible, productive use of agricultural residues, and reduction of food losses through improved harvesting, storage, processing, and marketing practices.

Component 3: Policy, Data, Extension, and Project Delivery Systems. This component will strengthen agricultural policies, data and digital systems, public services, and the capacity needed to implement and monitor the Project. Activities will support agricultural policy reform, digital transformation and institutional strengthening, and project management, monitoring and evaluation, and environmental and social management. The component aims to improve agricultural support mechanisms, strengthen service delivery, and ensure effective implementation and risk management.

Subcomponent 3.1: Agricultural Policy and Reforms. Activities will include public-expenditure and subsidy reviews, development of reform options, improvements to agricultural input and service markets, smallholder protection and inclusion, and institutional and regulatory reforms supporting private investment and value-chain development, including agricultural finance, quality and food-safety systems, and domestic and export markets. Reform options will consider fiscal, distributional, implementation, climate and gender impacts, including effects on women smallholders' access to support, services, producer organizations and markets, and transitional measures for vulnerable farmers. Government institutions will lead policy decisions and consultation, supported by analytical, advisory and capacity-building activities.

Subcomponent 3.2: Core Agricultural Data, Registries, Early Warning and Extension. Activities will support modernization of agricultural census and data-collection systems, farmer and livestock registries, digital platforms for extension, advisory services and

market information, and a proposed National Agriculture Observatory (NAO) Center at MoA. Support will include data-sharing, interoperability, privacy and governance arrangements, together with priority equipment, connectivity, light rehabilitation of selected MoA offices, regional PIUs and extension units, and specialized training and change-management support. Systems will build on compatible government and partner-supported initiatives and align with broader government digital-transformation efforts.

Subcomponent 3.3: Project Management, Monitoring and Evaluation (M&E), and Environmental and Social Systems. Activities will support the central PCU in Damascus and five regional PIUs within MoA directorates. The PCU will manage planning, fiduciary functions, technical and partner coordination, M&E, reporting and E&S risk management. Regional PIUs will coordinate field implementation, verify beneficiaries and sites, supervise contractors and service providers, and collect implementation and results data. Support will include monitoring systems, beneficiary surveys and assessments, implementation of E&S instruments, activity screening, stakeholder engagement, grievance management, and supervision of mitigation measures. Training, technical assistance, third-party monitoring and enhanced implementation support will strengthen capacity and verification, including where access or security limits field supervision.

- **Climate measures.** Climate considerations will be integrated into agricultural policy analysis, investment screening, extension, data systems and early-warning services. Digital advisory and monitoring tools will support climate-informed decisions. Energy-efficient equipment, renewable-energy options for public facilities where feasible, reduced travel through electronic services, and climate-resilient technical standards will contribute to adaptation and mitigation.

Component 4: Contingent Emergency Response Component (CERC). This zero-dollar component may be activated to provide an immediate response to a future eligible crisis or emergency. Following such an event, the Recipient may request the World Bank to reallocate uncommitted project proceeds to this component or provide additional financing in accordance with applicable World Bank requirements. No known food-security response activities are financed under Component 4; the Crisis Response Window-financed package is included under Subcomponent 1.4.

- **CERC activation, instruments, safeguards, and climate consideration.** Before any activation of Component 4, the MoA will prepare or update the CERC Manual, Emergency Action Plan, positive list, and applicable environmental and social instruments in accordance with the Financing Agreement and World Bank requirements. These instruments will specify activation, eligibility, governance, procurement, financial management, disbursement, monitoring, reporting, coordination, rapid screening, labor and community safety, land and access, grievance handling, and landmine or explosive-remnants-of-war risk-management arrangements. CERC-supported measures will apply climate-resilient specifications and build back better where feasible and will avoid maladaptation, unsustainable water abstraction, and sites with unacceptable climate or security risk.

1.3 Project coverage and engagement needs

Specific activity locations, beneficiary groups and delivery arrangements are still being defined. Engagement will therefore start with the groups and institutions identified in this SEP and be refined at governorate, community and activity levels as the scope is confirmed. Local mapping

will include people using proposed sites or shared resources, whether or not they are selected as project beneficiaries. Activities deferred to a possible post-midterm pipeline, and on-farm irrigation and water-efficiency investments referred for discussion under the IFAD Water:SALAM operation, are not financed at approval. Where this SEP refers to such activities (for example, artificial insemination, research laboratories, cold storage or drone and sensor pilots), the related engagement applies only if they are reinstated, and the SEP will be updated before they proceed.

The Project's environmental and social risk is rated Substantial. Engagement will address fair access to assistance, selection and registration, land and water use, livelihood concerns, labor and community safety, and the effects of cooperative, digital and policy activities. Conflict-related access constraints, explosive ordnance risks and the possibility of reprisals require safe and locally appropriate methods. Engagement will inform activity screening and risk management.

Engagement will also consider potential concerns regarding perceived exclusion, competition over limited land and water resources, and tensions between beneficiaries and non-beneficiaries or among displaced, returnee, and host populations.

Eastern Region considerations. Engagement in Eastern Region locations included in the agreed Project coverage will address locally relevant explosive-ordnance risks; housing, land and property issues, including absent owners and competing claims; displaced and returning households; social cohesion; language needs; and shared-water concerns. Methods will be agreed with the affected groups, with Arabic, Kurdish, Syriac or other locally used languages used where needed. If coverage or activities are subsequently expanded, including through additional financing if approved, the SEP will be updated and relevant consultations undertaken before those activities begin.

2. Objective/Description of SEP

The overall objective of this SEP is to define a program for stakeholder engagement, including public information disclosure and consultation throughout the entire project cycle. The SEP outlines the ways in which the Ministry of Agriculture (MoA) will communicate with stakeholders and includes a mechanism by which people can raise concerns, provide feedback, or make complaints about the project and any activities related to the project. The SEP specifically emphasizes methods to engage groups considered most vulnerable and that are at risk of being left out of project benefits.

The SEP is prepared in accordance with the World Bank's Environmental and Social Standard 10 (ESS10), Stakeholder Engagement and Information Disclosure. It provides for early and ongoing consultation, understandable and accessible information, and feedback that can influence project decisions. Engagement will be proportionate to the activity's risks and impacts and will take place without manipulation, interference, coercion, discrimination or intimidation. The World Bank and the MoA do not tolerate reprisals and retaliation against project stakeholders who share their views about Bank-financed projects.

The SEP will be updated throughout the project cycle as locations, delivery arrangements and stakeholder needs are confirmed, and to reflect changing circumstances, lessons learned and stakeholder feedback. Updates will record changes to the program and how stakeholder feedback has been considered, and will be disclosed through the channels described in [Section 4](#).

3. Stakeholder identification and analysis per project component

3.1 Methodology

The Project will apply the following principles for stakeholder engagement:

- **Openness and life-cycle approach:** Public consultations for the project will be arranged during the whole life cycle, carried out in an open manner, free of external manipulation, interference, coercion, or intimidation.
- **Informed participation and feedback:** Information will be provided to and widely distributed among all stakeholders in an appropriate format; opportunities are provided for communicating stakeholder feedback, and for analyzing and addressing comments and concerns.
- **Inclusiveness and sensitivity:** Engagement will give affected and interested parties a fair opportunity to receive information and express their views. Methods will reflect different needs and cultural sensitivities. Particular attention will be given to people facing barriers to participation or benefits, including women, older people, persons with disabilities, displaced people, returnees and seasonal agricultural workers, where present.
- **Gender sensitivity and safety:** Separate discussions with women and female facilitators will be arranged where these support safe and effective participation. Where SEA/SH risks or reporting channels are discussed, the approach will be agreed with qualified SEA/SH personnel, using culturally appropriate, trauma-informed and survivor-centered methods. Group settings will not be used to collect or discuss personal accounts of SEA/SH. Individuals wishing to disclose will be directed to the designated private channel.
- **Flexibility:** Engagement methods will be adapted to health, cultural, security and access constraints. Alternatives may include smaller local discussions, individual meetings or telephone contact, taking account of participants' preferences and access to communication tools.
- **Safety and Security:** The safety and security of stakeholders and project personnel will be a key consideration in planning and implementing engagement activities. Security and access restrictions, as well as any sudden deterioration in the security context, will constitute explicit triggers for adapting, postponing, or suspending engagement activities and/or changing engagement modalities, as appropriate.

Stakeholders have been identified and analyzed to the extent possible at this stage by considering who may benefit from each activity, who may be adversely affected, who influences delivery, and who may face barriers to participation. These stakeholders include affected parties (as defined in section 3.2), other interested parties (as defined in section 3.3) and disadvantaged/vulnerable individuals or groups (as defined in section 3.4).

The initial mapping below draws on the proposed activities and implementation arrangements. It will be verified with affected people and local institutions as areas and sites are selected, including whether proposed representatives reflect the views of the people concerned. Mapping will be updated when activities, access conditions or local populations change; people not initially identified may also participate. The PCU will maintain a stakeholder contact list, with personal details protected from public disclosure.

3.2. Affected parties

Affected parties include intended beneficiaries and people or groups whose livelihoods, land or resource use, services, health or safety may be affected by the Project. Table 1 identifies their relationship to the activities and the issues on which they should be consulted. Groups may overlap and inclusion does not establish eligibility for assistance. In Tables 1 and 2, internal refers to MoA/PCU/PIU project personnel; external refers to stakeholders outside that implementation team.

Table 1: Project affected parties

Stakeholders Group	Role in Project	Main Interests/Concerns/Needs in the Project	Relevant Component/Activity	Internal/ External
Smallholder crop farmers applying for or receiving input support	Applicants and beneficiaries of agricultural input and advisory support.	Clear eligibility and selection decisions; registration and correction of errors; review of rejected applications; timely delivery; suitable inputs; practical advice on safe use; safe services free from SEA/SH.	Component 1, including Subcomponent 1.4: seeds, fertilizers and associated farmer advice.	External
Seed producers, nursery operators and users of planting-material services	Operators and users of seed and nursery facilities and services receiving support.	Seed and seedling quality; access to services and planting material; clear supply and service arrangements; continuity during rehabilitation; practical training; safe services free from SEA/SH.	Components 1 and 2: seed processing, storage, logistics and nursery systems, including emergency seed services under Subcomponent 1.4 where confirmed.	External
Livestock keepers and herding households, including mobile herders and households seeking restocking support	Applicants for restocking support and users of veterinary, breeding and livestock-water services.	Fair selection; suitable animals; service locations and timing that suit herd movements; feed, water, shelter and veterinary needs; household work and continuing costs; safe animal handling and follow-up; safe services free from SEA/SH.	Component 1, including Subcomponent 1.4: restocking and animal health. Other services include breeding and veterinary facilities, where retained in the agreed activity list.	External

Stakeholders Group	Role in Project	Main Interests/Concerns/Needs in the Project	Relevant Component/Activity	Internal/ External
Farmers and other users of shared water sources, including tenants, seasonal users and upstream/downstream users	Beneficiaries of water investments and other users of the same resources.	Reliable and fair water access; recognition of existing use; concerns related to land use (temporary/permanent), concerns on access to common resources and asset, competing demands; operating and maintenance responsibilities and costs; continuity of supply during works; safe services free from SEA/SH.	Component 1: rainwater harvesting, storage, soil-moisture conservation and use of harvested rainwater, including storage-based solar pumping where confirmed.	External
Olive and pistachio growers, including owners, tenants and sharecroppers	Beneficiaries of orchard rehabilitation, planting material and crop advisory services.	Suitable planting material and practices; recognition of cultivation agreements; timing of works and planting; continued access and production; practical advice and market opportunities; safe services free from SEA/SH.	Component 2: orchard rehabilitation, seedlings, pest management and associated services.	External
Cooperative and producer-group members, and farmers using shared machinery and services, including nonmembers	Members of supported producer organizations and users or prospective users of shared agricultural services.	Fair membership and representation; access for women, youth and small producers; timely machinery services, booking and any charges; competent operation and maintenance; clear contributions and any proposed financial obligations; safe engagement free from SEA/SH.	Component 2: cooperative development, aggregation, shared machinery and services, and market linkages.	External
Growers, processors, traders and transporters using or operating supported value-chain facilities	Users and operators of supported value-chain facilities and quality services.	Facility location and operating arrangements; fair access and fees; grading, certification and buyer requirements; payment terms; reliable transport and storage; continuity of trade during works; safe services free from SEA/SH.	Component 2: collection, storage, processing, packaging, markets and quality/certification services.	External
Agricultural and value-chain workers, including seasonal, informal and landless workers	Workers on farms and in businesses or facilities receiving project support.	Employment and earnings; working conditions and safety; access to relevant training; effects of changed production practices or services on their work; concerns related to land use (temporary/permanent), private ways to raise concerns without retaliation; safe services free from SEA/SH.	Components 1 and 2, including Subcomponent 1.4: supported crop/livestock production and value-chain activities.	External

Stakeholders Group	Role in Project	Main Interests/Concerns/Needs in the Project	Relevant Component/Activity	Internal/ External
Farmers and livestock keepers using / willing to use registries, digital platforms and advisory services, including those not yet registered	Current and potential users of digital services and people whose data are collected.	Understandable registration; correction of records; assisted and offline access; useful advice; clear information on data use and privacy, including during field pilots; safe services free from SEA/SH.	Component 3: farmer/livestock registries, digital advice and proposed drone/field-sensor pilots. Component 2: cooperative digital services, where included.	External
Farmers, agricultural workers and businesses affected by proposed agricultural policy changes	People and businesses affected by policy options prepared with project support.	Changes to agricultural support, production costs, services and markets; implications for livelihoods and competition; transition measures; opportunities to comment before decisions and receive a response; safe services free from SEA/SH.	Component 3: agricultural support, market and institutional reform. Component 2: cooperative reform.	External
Users and staff of supported extension, research, laboratory and Ministry facilities and services	Users and staff of the facilities and services receiving project support.	Relevant and accessible services; continuity during rehabilitation; practical training; workable new systems; clear duties and information about changes to working arrangements; safe engagement free from SEA/SH.	Components 1–3: research, laboratory, extension and Ministry facilities, systems and training.	Internal / External
Prospective operators and participants in local compost/biopesticide units, <u>if confirmed</u>	Potential beneficiaries and operators of the proposed production units.	Clear selection criteria and responsibilities; training; safe production and handling; operating costs; market prospects; arrangements for nearby residents' concerns; safe services free from SEA/SH.	Subcomponent 1.4: Proposed local compost/biopesticide production units; to be confirmed against the agreed activity list.	External
Landowners and land/resource users at proposed activity sites, including tenants and informal or seasonal users	People holding or using land and resources where activities are proposed.	Recognition of actual and seasonal use and relevant claims; continued access to land, crops, grazing and other livelihood resources; clear site boundaries and work timing; avoidance of land disputes and livelihood loss; concerns on access to common resources and assets, review of land-related concerns; safe engagement free from SEA/SH.	Relevant activities under Components 1–3, including Subcomponent 1.4: rehabilitation, installations, facilities and access arrangements.	External

Stakeholders Group	Role in Project	Main Interests/Concerns/Needs in the Project	Relevant Component/Activity	Internal/ External
Communities and businesses near activity sites, facilities, delivery routes and field-pilot areas	Potentially affected residents, businesses and other local users.	Safe access and traffic; dust, noise, chemicals and waste; explosive-ordnance risks and safe interaction with workers; access to services and cultural places; information and privacy during field pilots; accessible complaint channels; safe services and engagement free from SEA/SH.	Relevant activities under Components 1–3, including Subcomponent 1.4: works, facilities, deliveries and field pilots.	External
Project personnel and workers of contractors, service providers and primary suppliers	Staff and workers carrying out project activities or producing essential supplies for them.	Clear employment terms, pay and duties; training and safe work; respectful conduct; grievance channels appropriate to their employment arrangements; protection from retaliation; safe engagement free from SEA/SH.	Components 1–3, including Subcomponent 1.4: project management, field services, works, transport, installation, operation and primary supply.	Internal / External

3.3. Other interested parties

Other Interested Parties refers to individuals, groups, or organizations with an interest in the Project, which may be because of the project location, its characteristics, its impacts, or matters related to public interest. For example, these parties may include regulators, government officials, the private sector, the scientific community, academics, international development partners, unions, women’s organizations, civil society organizations, media, and cultural groups. These stakeholders may not experience direct impacts from the project but consider or perceive their interests as being affected by the project and/or who could affect the project and the process of its implementation in some way.

The interests, concerns, influence, and potential involvement of other interested parties have been considered on a preliminary basis based on the available Project information. This analysis will be verified and updated through consultations as Project activities, locations, and implementation arrangements are further defined.

Table 2 identifies public institutions and other organizations with mandates or activities relevant to STAR. MoA and its implementation units are addressed in Section 5.

Table 2: Other interested parties

Stakeholders Group	Role in Project	Main Interests/Concerns/Needs in the Project	Engagement Needs	Internal/ External
Government ministries, authorities and public institutions: General Organization for Seed Multiplication (GOSM);	Relevant authorities and technical	Clear responsibilities for seed quality, animal health, land and	Consult the relevant bodies before site selection, design and	External

Stakeholders Group	Role in Project	Main Interests/Concerns/Needs in the Project	Engagement Needs	Internal/ External
General Commission for Scientific Agricultural Research (GCSAR); General Authority for Management, Development and Protection of the Badia and General Authority for Management and Development of al-Ghab, where activities overlap their areas; Ministry of Energy, General Authority for Water Resources and relevant local water, irrigation and electricity bodies; Ministry of Local Administration and Environment (MoLAE), governorates, municipalities, Environment Directorates and General Directorate of Cadastral Affairs; Ministry of Economy and Industry (MoEI) and Syrian Arab Organization for Standardization and Metrology (SASMO); General Authority for Ports and Customs; Ministry of Finance (MoF) and Agricultural Cooperative Bank where finance arrangements are relevant; Agricultural Production Support, Disaster Response and Modern Irrigation Fund, regarding agricultural support mechanisms and subsidy-reform options under Subcomponent 3.1; General Authority for the Protection and Management of State Property, regarding the use of state land at activity sites; Ministry of Communications and Information Technology and National Authority for Information Technology Services; Ministry of Higher Education and Scientific Research; Ministry of Administrative Development where institutional reform requires coordination; Ministry of Social Affairs and Labor, Labor Inspection Directorate and governorate offices; Ministry of Health for relevant public-health coordination; Directorate-General of Antiquities and Museums and local cultural authorities where heritage may be affected.	counterparts for approvals, public services and policy coordination.	water use, electricity, environmental and heritage requirements, standards and trade. Practical arrangements for data access, labor oversight, institutional reform and relevant agricultural finance.	policy decisions. Confirm approvals, water allocation, service and maintenance duties and data-sharing arrangements. Discuss proposed standards, fees and reforms with affected producers and users as well as authorities.	

Stakeholders Group	Role in Project	Main Interests/Concerns/Needs in the Project	Engagement Needs	Internal/ External
Producer and professional organizations: General Farmers' Union and governorate branches; existing agricultural cooperatives, producer groups and water-user associations; Syrian Veterinarians' Syndicate.	Represent members and advise on cooperative services, shared water use and veterinary practice.	How membership, voting, service charges and access to shared machinery or water will be decided; support for viable specialized cooperatives; reliable veterinary services and clear professional responsibilities.	Meet ordinary members as well as leaders, and consult nonmembers, tenants and women directly. Check whom each organization represents. Discuss proposed membership and service rules before adoption; seek livestock keepers' views on veterinary coverage alongside professional advice.	External
Private businesses and sector chambers: Federation of Syrian Chambers of Agriculture and local chambers, including Damascus and Rural Damascus Chamber of Agriculture; Chambers of Commerce and food-sector committees and Chamber of Industry; agricultural-input firms and local dealers, olive/pistachio nurseries, processors, exporters and local buyers, including Syrian Olive Oil Company (SYCOF-O); agricultural machinery, irrigation and solar-pump suppliers, repair enterprises, digital and telecommunications providers, and local veterinary practices.	Advise on markets and practical supply and service requirements. Firms may later participate as suppliers, buyers or service providers under the applicable arrangements.	Clear specifications and procurement information; access for small and women-led businesses; seasonal demand; input quality; storage and transport; grading, certification and payment terms; training, repairs and after-sales support; environmental and social standards and requirements for the project given that these might be new to them.	Use open market consultations to discuss prices, quality, delivery and maintenance with suppliers and users. Hear growers' concerns about buyer terms separately where needed. Confirm named firms' local operations; consultation gives no procurement preference.	External

Stakeholders Group	Role in Project	Main Interests/Concerns/Needs in the Project	Engagement Needs	Internal/ External
Universities and agricultural research organizations: Damascus, Aleppo, Homs, Hama and Latakia universities, through relevant agricultural and veterinary faculties; ACSAD; ICARDA and IFPRI, within CGIAR; other relevant agricultural research and technical partners both national and international.	Provide research, technical advice, training and field learning; project assignments will follow agreed arrangements.	Research and laboratory investments that answer producers' needs; useful field access and farmer feedback; training and equipment suited to available staff and facilities. Relevant subjects include seeds and genetic resources, dryland farming, livestock, water management and agricultural policy.	Agree research and training priorities with MoA, GCSAR and producers. Match proposed tasks to each institution's expertise and available capacity. Involve farmers in field demonstrations and feedback, and make results understandable and useful for extension services.	External
Agricultural and rural-livelihood civil society organizations, where locally active.	Share experience from rural livelihood programs and help identify locally appropriate ways to reach affected people.	Clear project areas, eligibility and delivery schedules; coordination with existing input, training and livelihood support; opportunities to flag households or communities missed by current services.	Compare local coverage and learn from previous delivery and complaints. Confirm each organization's reach before relying on its help. Use these contacts to arrange direct discussions with farmers and households, including people outside the organization's existing programs.	External

Stakeholders Group	Role in Project	Main Interests/Concerns/Needs in the Project	Engagement Needs	Internal/ External
Women's, youth and disability Non-governmental and civil society/ grassroots organizations.	Advise on participation barriers and suitable outreach or accessibility support.	Gender-responsive and inclusive project design and implementation; prevention and response to GBV/SEA/SH including appropriate and accessible GM channels; meaningful participation and protection of vulnerable groups, Women's influence over productive assets and cooperative decisions; practical opportunities for young people; information, venues and services that persons with disabilities can use.	Ask the people concerned which organizations they trust. Discuss specific barriers to registration, training, services and meetings, then agree practical adjustments. Confirm capacity for any assigned support; consult individuals directly as well as through organizations.	External
Syrian environmental NGOs and associations active in the Project areas (to be identified through local and activity-specific stakeholder mapping).	Provide environmental expertise, advocacy and independent perspectives on environmental risks and performance.	Protection of the environment and natural resources; compliance with environmental requirements; minimization of ecological impacts.	Timely access to relevant environmental assessments, proposed mitigation measures and monitoring findings; opportunities to discuss environmental concerns and provide technical input; an identified project contact and feedback on how their comments have been addressed.	External

Stakeholders Group	Role in Project	Main Interests/Concerns/Needs in the Project	Engagement Needs	Internal/ External
Community leaders	Act as local representatives and facilitate communication and coordination between the project and affected/interested communities.	Timely and accessible information; effective communication with communities; community concerns, safety, access and local priorities.	Clear information in Arabic on project activities, schedules, safety measures and potential access or service disruptions; advance notice of consultations and works affecting communities; accessible meetings and direct communication with the project team; information on grievance channels and follow-up on concerns raised.	External
NGOs related to heritage protection, such as Syrians for Heritage	Provide expertise and advocacy on protection of cultural heritage and support identification of heritage-related concerns.	Protection of cultural heritage and archaeological resources; appropriate management of chance finds and other heritage risks.	Access to relevant heritage assessment findings and proposed works information; early consultation where activities could affect cultural heritage; opportunities to advise on avoidance, protection and chance-find arrangements; feedback on concerns raised and proposed measures.	External

Stakeholders Group	Role in Project	Main Interests/Concerns/Needs in the Project	Engagement Needs	Internal/ External
International food, agriculture and animal-health organizations: Food and Agriculture Organization (FAO); World Food Programme (WFP); World Organization for Animal Health (WOAH).	FAO and WFP are proposed technical and delivery partners, particularly for Subcomponent 1.4. WOAH is a potential source of specialist animal-health support.	Agreed areas, target groups, delivery schedules and division of responsibilities; suitable veterinary, vaccination, quarantine and laboratory arrangements; usable outreach, grievance and reporting channels.	For Subcomponent 1.4, agree the outreach, registration, delivery, grievance-referral and reporting duties of proposed FAO/WFP partners through MoA-led preparation coordination and before selection and delivery begin. Coordinate WOAH specialist input where relevant and obtain direct feedback from livestock keepers, including women and mobile herders.	External
Development, financing, investment and coordination partners: International Fund for Agricultural Development (IFAD), including the proposed GAFSP-supported SALAM operation; Arab Gulf Program for Development (AGFUND) and Ibdad Bank; International Finance Corporation (IFC), Baladna and other relevant dairy or agribusiness investors; Syria Donor Agriculture Working Group (DAWG), EU Delegation to Syria, UK Foreign, Commonwealth and Development Office (FCDO), Syria Recovery Trust Fund (SRTF) and other relevant partners.	Coordinate complementary recovery programs and prospective finance, investment and market links. Each partner's role depends on its own program and agreed cooperation with MoA.	IFAD: coordinated irrigation and water-security coverage, including on-farm irrigation, water-efficiency, matching-grant and financial-intermediation support that STAR will not finance. AGFUND/Ibdad: proposed complementary support and financial literacy. IFC/Baladna: potential dairy supply and investment links. DAWG, EU, FCDO and SRTF: compatible geographic coverage and technical support, with gaps and duplication identified.	Use existing coordination meetings to compare locations, timing and target groups. Confirm proposed cooperation, including the EU laboratory interface, before announcing it. Where finance or buyer links are proposed, discuss eligibility, costs, repayment or supply obligations, prices, payment and complaints with producers. Explain which opportunities are confirmed and which remain under discussion.	External

Stakeholders Group	Role in Project	Main Interests/Concerns/Needs in the Project	Engagement Needs	Internal/ External
Mine-action organizations: United Nations Mine Action Service (UNMAS) and competent/accredited mine-action entities, including the Syrian National Mine Action Centre under the Ministry of Emergency and Disaster Management (official designation to be confirmed by MoA).	Provide specialist hazard information, site verification and referral for clearance where needed.	Sufficient information on proposed sites, routes and timing to advise on safe access and activity preparation; clear channels for reporting suspected hazards.	Coordinate with competent teams before field visits or activities in potentially affected areas. Use their advice for safe routes and public safety messages. Community reports inform the assessment but do not replace technical verification or clearance.	External
Media and community information channels: local media, community information providers and trusted local facilitators.	Help share project information and receive questions from people beyond formal organizations and online channels.	Accurate, timely information on eligibility, registration, delivery, service changes and complaints in formats their audiences can understand.	Confirm trusted channels with local people, including women and less represented groups. Share short, consistent messages and correct misinformation. Provide a private route for questions or complaints that should not be raised publicly.	External

3.4. Disadvantaged / vulnerable individuals or groups

Disadvantage may arise from limited assets or income, gender and socio-economic status, disability, displacement, insecure documentation, language, location or limited influence over household and community decisions, among other factors. These factors can overlap. The groups below require particular attention where present; vulnerability and preferred support will be assessed through direct engagement rather than assumed from group membership alone.

Vulnerable groups within the communities affected by the project, once known, will be further confirmed and consulted through dedicated means, as appropriate. The engagement methods proposed for these groups are described in the subsequent sections.

Table 3: Disadvantaged or vulnerable groups, barriers and engagement measures

Stakeholder Group	Role in Project	Potential Barriers	Main Interests/Concerns/Engagement Needs	Indicative Representative Organizations
Women farmers and livestock keepers, including women-headed households, IDPs and returnees	Potential beneficiaries of crop, livestock, water and value-chain support.	Limited recognition as producers or influence over household and cooperative decisions; care duties, work schedules and constraints on safe and/or independent travel.	• Fair access to assistance and a say in selection, use and control of productive assets and benefits. • Direct invitations, including women outside cooperatives; female facilitators and separate discussions where preferred. • Nearby venues and suitable times; practical care or travel support where needed. • Clear information on animal care, operating costs and follow-up services. • Safety and protection, including from GBV/SEA/SH risks. • Measures: safe, accessible and culturally appropriate engagement; women-only consultations where appropriate; confidential GM channels and dedicated SEA/SH GM.	Women's producer groups, rural women's associations and women-led community organizations.
Persons with disabilities and conflict-affected individuals with mobility, communication, or psychosocial support needs, including war veterans where relevant	Potential beneficiaries, users of supported services and affected community members.	Inaccessible venues, forms, or digital tools; physical, sensory, communication, or psychosocial barriers; stigma; and others speaking on behalf of the person without their agreement.	• Equal access to relevant assistance, training, services and grievance channels. • Accessible venues and communication formats suited to each person's preferences. • Help with forms and a support person if the participant wishes. • Individual or remote participation where useful, while hearing directly from the person concerned. • Respectful, non-discriminatory engagement; accessible venues and communication formats; individual or remote participation where useful; and private opportunities to discuss participation or support needs without requiring disclosure of conflict-related experiences. •	Organizations of persons with disabilities, disability associations and relevant community organizations.
Older farmers and livestock keepers	Potential beneficiaries of agricultural support and users of input, veterinary and advisory services.	Mobility or travel difficulties, isolation, unfamiliar digital systems or difficulty attending long sessions, where these apply.	• Continued access to inputs, veterinary care and advice. • Plain explanations of changes to services and technologies, with practical demonstrations. • Short local discussions, registration assistance and individual follow-up where needed. • Direct communication rather than relying only on younger household members.	Farmers' associations, livestock producer groups and older persons' or community associations.

Stakeholder Group	Role in Project	Potential Barriers	Main Interests/Concerns/Engagement Needs	Indicative Representative Organizations
Tenants, sharecroppers and informal or seasonal land and water users	Cultivators and resource users at proposed activity sites or within areas served by project investments.	Missing records, seasonal absence, limited influence compared with owners, or reluctance to discuss tenure concerns publicly.	• Recognition of actual cultivation and resource use; continued access to land, water and livelihoods. • Direct consultation with actual and seasonal users as well as owners, before siting and timing decisions. • Private discussion of tenure concerns and clear verification and correction routes. • Referral of unresolved land or livelihood concerns for screening before the affected decision proceeds.	Farmer and water-user associations, cooperatives and locally trusted rural community organizations.
Landless, seasonal and informal agricultural workers, including women workers	Workers on farms and in value-chain activities receiving project support.	Insecure employment, work schedules, weak representation and fear that speaking up could affect future work.	• Information on relevant work and training opportunities, working conditions and possible effects on jobs or earnings. • Direct outreach beyond employers, at times workers can attend. • Private feedback and the appropriate worker or project grievance channel, with protection from retaliation. • Consultation on changes to production practices or services that may affect their work.	Agricultural workers' associations or unions, where present, and trusted labor-rights or community organizations.
Displaced people, returnees and vulnerable host households	Potential beneficiaries of agricultural support and recovery support and households in project communities.	Lost documents, disrupted networks, uncertain land or residence arrangements, limited information, or tensions over assistance.	• Fair access to support and clear selection rules, without worsening land or resource disputes. • Direct outreach to recent arrivals and host households, including those outside existing networks. • Explanation of verification, any accepted alternatives to missing documents, and correction or appeal routes. • Private opportunities to discuss needs without publicly disclosing displacement status, land claims or household circumstances.	Community-based organizations, displaced-person and returnee groups, and trusted rural-livelihood organizations.
Mobile pastoralists and herding households	Users of veterinary and livestock-water services and potential beneficiaries of livestock support.	Distance, seasonal absence, weak connectivity and limited contact with fixed registration or service points.	• Services and outreach that fit herd movements and existing grazing and water use. • Direct discussions with herders, including women caring for livestock, on service locations and timing. • Outreach alongside mobile veterinary visits or at safe watering and gathering points. • Advance notice through agreed contacts and follow-up with groups missed on the first visit.	Pastoralist or livestock producer associations, herders' groups and locally accepted community organizations.

Stakeholder Group	Role in Project	Potential Barriers	Main Interests/Concerns/Engagement Needs	Indicative Representative Organizations
Low-income or very small-scale producers and households in remote communities	Potential beneficiaries and service users in agricultural communities targeted by the Project.	Transport and communication costs, unsafe or long journeys, inability to leave work, or limited means to maintain equipment and livestock.	- Affordable access to assistance and clear information on contributions and continuing costs. - Nearby meetings or extension visits, with oral or printed information as well as phone contact. - Discussion of operating and maintenance costs before selection or design decisions. - Application assistance and reasonable participation support where needed.	Small-producer associations, cooperatives and rural community or livelihood organizations.
Young producers and prospective entrants to supported value chains	Potential participants in agricultural training, producer organizations and supported value-chain activities.	Limited assets, experience or membership; established producers controlling access to discussions and decisions.	- Relevant skills, realistic service and market opportunities, and a voice in producer organizations. - Direct invitations beyond established leaders and existing members. - Practical demonstrations and small discussions on skills and entry barriers. - Opportunities to comment on cooperative membership and decision-making rules.	Youth associations, young-farmer or producer groups and relevant community organizations.
People facing barriers or exclusion linked to social identity, ethnic and religious minorities	Potential beneficiaries, service users and affected people within project communities.	Language or communication barriers, unfamiliar terminology, stigma, or fear of speaking openly in mixed groups.	- Information they understand and access to participation and services without discrimination. - Plain oral explanations and interpretation in the preferred language (e.g., Kurdish, Syriac or other locally spoken languages, particularly in the Eastern Region) where needed. - Private or smaller discussions through contacts accepted by the people concerned. - Direct participation without assuming one leader represents everyone or publicly identifying sensitive groups.	Locally trusted cultural or community associations and civil society organizations representing the groups concerned.
People with limited literacy or digital access, or missing or incorrect registry records	Applicants and users of farmer or livestock registries, digital advice and other supported services.	Limited reading or digital skills, poor connectivity, lack of devices, incorrect records or uncertainty about where to seek help.	- Understandable registration and advice without needing a smartphone or paid intermediary. - Oral and simple visual information, assisted registration and an offline route. - Clear correction procedures; entries read back where useful. - Participation in user testing before systems are relied on for selection or service delivery.	Farmer and livestock associations, cooperatives and trusted local community organizations.

Stakeholder Group	Role in Project	Potential Barriers	Main Interests/Concerns/Engagement Needs	Indicative Representative Organizations
Children and adolescents in affected households or near activity sites, where relevant	Members of households and communities where project activities take place.	Limited ability to recognize hazards or raise concerns; dependence on adults; possible exposure to hazardous tasks or child labor.	• Age-appropriate safety information on livestock, chemicals, delivery routes and work sites, and safe ways to raise concerns. • Simple messages through caregivers and suitable local services. • Children's views sought only where relevant, using safe, voluntary, age-appropriate methods and qualified support as needed. • Safe engagement locations and no public discussion of sensitive experiences.	Child-focused organizations, parent associations and community organizations with relevant child-protection experience.

The organization types listed are indicative. Local presence and representation will be verified with the groups concerned, alongside direct engagement with individuals.

4. Stakeholder Engagement Program

4.1. Summary of stakeholder engagement done during project preparation

No stakeholder consultations had been conducted at the time this initial draft SEP was prepared. The draft SEP and relevant Project information will be disclosed and discussed with stakeholders during preparation, early enough for their views to inform appraisal and Project design. MoA proposes an initial round across the five regional PIU areas, including separate discussions with women, outreach to herders and an interagency consultation. The round will also cover the Northeast governorates expected under Subcomponent 1.4, so that communities are consulted before Year-1 delivery. An accessible preparation-stage route for questions and complaints (Section 6.1) and the initial GBV service mapping (Section 6.3) will be in place before the round begins. Safe locations, methods and timing will be agreed, taking account of the referral arrangements in Section 6.3. Activity- and site-specific engagement will continue as locations and delivery arrangements are confirmed. Before final disclosure, this section and Annex 1 will be updated to document the consultations conducted, stakeholders consulted, key issues raised, Project responses, and any resulting changes to the SEP or Project design.

4.2. Summary of project stakeholder needs and methods, tools and techniques for stakeholder engagement.

The Stakeholder Engagement Plan below outlines the engagement process, methods, including sequencing, topics of consultations and target stakeholders. The World Bank and MoA do not tolerate reprisals and retaliation against project stakeholders who share their views about Bank-financed projects. The table plan below will be updated as locations and delivery arrangements are confirmed.

Where security, travel or connectivity constraints prevent open meetings, MOA will agree safe alternatives with the groups concerned, such as smaller local sessions, trusted facilitators or confidential telephone discussions. MoA will record who could not be reached and arrange follow-up when feasible. Engagement will not require travel through suspected contaminated areas or expose participants to intimidation. The absence of recorded contamination will not be treated as evidence that a location or route is safe; venues and routes will follow the safe-access procedures in the ESMF and the Occupational Health and Safety Management Plan. Engagement and site visits will be coordinated with the responsible technical teams and applicable safe-access and explosive-ordnance procedures.

Table 4: Stakeholder engagement program

Project Stage	Target Stakeholders	Topic of Consultation / Information to be Disclosed / Messages	Method Used	Responsibilities	Timeline / Frequency
Preparation Stage	Project Affected Parties (identified in section 3.2)	- Project objectives, proposed activities, locations, timeline and implementation arrangements. - Expected benefits, potential E&S risks and proposed mitigation measures. - Proposed eligibility and selection criteria; priorities for assistance and service improvements. - Draft SEP, available E&S documents and proposed GM; where to obtain information, provide feedback and hear the project response.	- Community meetings, focus groups and individual interviews, in person, virtually or in hybrid form as safe and accessible. - Non-technical Arabic summaries, brochures and posters; oral explanation and other language support where needed. - Disclosure of the draft and finalized SEP and available E&S documents on the MOA website, where operational, with paper copies at accessible regional/local offices. - Announcements through official social media and locally suitable media, directing people to documents and consultation opportunities. - Telephone/SMS, email and written submissions, alongside oral feedback at meetings.	MOA preparation team and relevant directorates; social staff as appointed.	During Project preparation, in time to inform appraisal and before decisions on the relevant activities or arrangements are finalized; further local engagement as sites and delivery arrangements are confirmed.
	Disadvantaged or Vulnerable Groups (Groups identified in Table 3)	- Barriers to information, consultation, registration and project benefits. - Suitable locations, languages, timing and support for participation. - Preferred ways to raise concerns safely, including sensitive concerns.	- Separate small-group and individual discussions, including women-only sessions where appropriate. - Outreach through representative NGOs, CBOs and community contacts, alongside direct engagement with individuals. - Agreed home visits for people unable to attend, where safe; telephone/SMS and accessible local meetings. - Simple printed or pictorial materials and oral explanation, using the language and formats needed by the group. - Private consultation on sensitive concerns, including SEA/SH, guided by qualified specialists.	MOA preparation team, with social and gender/SEA/SH expertise and local outreach support.	During preparation, before consultation methods and selection arrangements are finalized.

Project Stage	Target Stakeholders	Topic of Consultation / Information to be Disclosed / Messages	Method Used	Responsibilities	Timeline / Frequency
	Other Interested Parties Relevant government and local authorities, public agricultural and research bodies, and development and technical partners (identified in Table 2)	- Proposed activities, geographic coverage and links with existing programs. - Land, water, environmental, heritage and safe-access requirements relevant to proposed sites. - Technical and delivery roles, including outreach, registration, grievances and reporting. - Subcomponent 1.4 readiness and coordination with proposed delivery partners.	- Formal interagency and technical meetings, in person, virtually or in hybrid form as appropriate. - Existing coordination forums, including the Syria Donor Agriculture Working Group (DAWG). - Joint site visits with relevant authorities where needed and safe. - Written project briefs, draft arrangements and relevant E&S documents; email, official letters and recorded follow-up on decisions.	MOA preparation team and relevant technical units; proposed partners within agreed roles.	During preparation; Subcomponent 1.4 readiness coordination with the Bank and proposed delivery partners, including FAO and WFP; confirm duties before selection and delivery begin.
	Other Interested Parties Producer and professional bodies; input, equipment and service providers; chambers; academia; civil society, community representatives and media (identified in Table 2).	- Producer needs, seasonal supply, suitable technologies and service availability. - Proposed opportunities for participation and the limits of project support. - Barriers facing small producers, nonmembers and less represented groups. - Relevant local environmental, heritage and livelihood concerns; suitable public information channels. - Procurement opportunities and applicable contract ESHS requirements for prospective contractors, suppliers and service providers.	- Focused producer, business, academic and civil-society consultations and workshops. - Open market discussions and supplier information sessions under applicable procurement procedures. - Written project briefs, non-technical summaries and relevant E&S requirements shared through email, official correspondence and MoA disclosure channels. - Media briefings and public announcements through local media and official social media, with routes for feedback.	MOA technical teams and preparation team; procurement and social staff as appointed.	During design and specifications development, before procurement and service arrangements are finalized; during relevant tender and clarification stages.

Project Stage	Target Stakeholders	Topic of Consultation / Information to be Disclosed / Messages	Method Used	Responsibilities	Timeline / Frequency
Implementation	Project Affected Parties Landowners and actual land/resource users, including tenants, informal and seasonal users; neighboring communities and relevant heritage users/custodians.	- Proposed sites and alternatives; existing occupation, use, access and outstanding claims. - Effects on livelihoods, resource use and cultural heritage; measures to avoid impacts. - Land use and access arrangements, applicable ESS5 requirements and how to raise land-related grievances through the project GM. - Safe access, explosive-ordnance concerns and where to report them.	- Direct discussions with users and communities, beyond owners or representatives alone. - Safe site visits, with simple site plans/maps to explain options; private interviews, including absent claimants where safely reachable. - Relevant site/activity E&S documents, as prepared, and non-technical summaries shared before consultation. - Discussion of alternatives with relevant land, water, heritage and mine-action authorities.	Regional PIUs and technical teams; PCU social and environmental staff, with competent authorities.	Before site confirmation or preparatory works; repeat if the footprint, scope or local conditions change.
	Project Affected Parties Crop farmers, orchard cultivators, seed and nursery users, and applicants for input or equipment support, including unsuccessful applicants.	- Registration dates, eligibility, selection decisions and how to correct records or seek review. - Packages provided, any contribution, seasonal delivery and collection arrangements. - Input quality, safe use, planting advice, equipment training and maintenance support. - GM contacts, response arrangements and follow-up on delivery or quality concerns.	- Extension outreach, farmer discussions, field visits and practical demonstrations where safe. - Registration and delivery notices, brochures and posters at extension offices, cooperatives and distribution points. - Telephone/SMS and official social-media announcements; local radio where it reaches intended groups. - Assisted registration, distribution-point briefings and private follow-up with applicants seeking review.	Regional PIUs and crop/extension teams; agreed delivery partners; PCU coordination.	Before registration and each delivery round; during delivery and use, in time to address issues affecting the planting season.

Project Stage	Target Stakeholders	Topic of Consultation / Information to be Disclosed / Messages	Method Used	Responsibilities	Timeline / Frequency
	Project Affected Parties Livestock keepers and restocking households, including women and mobile herders; animal-care workers and users of veterinary and breeding services.	• Eligibility, restocking arrangements and household feed, water, shelter, labor and ongoing care needs. • Veterinary, vaccination and breeding-service locations, timing and any costs. • Animal health, quarantine, safe handling and follow-up support. • Access for remote/mobile households and people unable to reach service points; GM contacts.	• Mobile veterinary outreach, visits to safe service points and animal-care demonstrations. • Telephone/SMS, trusted local contacts along seasonal routes and locally suitable radio announcements of campaigns. • Simple animal-care leaflets or pictorial guidance, with oral explanation. • Feedback during campaigns and after restocking, including separate discussions with women where useful.	MOA animal-health teams and regional PIUs; providers and partners under agreed duties.	Before restocking and service campaigns; during delivery and veterinary follow-up; align outreach with herd movements.
	Project Affected Parties Farmers, livestock keepers and shared-water users, including tenants, seasonal users, upstream/downstream users and people not receiving project assistance.	• Water availability, existing uses and competing demands; design and siting options. • Access and allocation arrangements for rainwater harvesting, storage and use, including livestock-water needs where relevant. • Operation of pumps drawing from harvested-rainwater storage where included, maintenance responsibilities, any charges and temporary disruption. • Concerns about reduced access or unequal benefits, and GM contacts.	• Water-user discussions, including separate meetings with less influential users. • Safe joint site visits and practical explanation of design and operating options. • Written or illustrated summaries of allocation, access, operating responsibilities and any charges, with oral explanation. • Feedback meetings with responsible water bodies and demonstrations before operation.	Regional PIUs and water/irrigation teams; responsible water bodies; PCU social and environmental staff.	Before design and site confirmation; before installation and handover; review after the first operating season.

Project Stage	Target Stakeholders	Topic of Consultation / Information to be Disclosed / Messages	Method Used	Responsibilities	Timeline / Frequency
	Project Affected Parties Cooperative members and nonmembers; shared-machinery users; growers, processors, traders and workers using supported market and post-harvest services.	• Membership, representation and access to cooperative and shared services. • Machinery booking, operating responsibilities, service fees and maintenance. • Market access, grading, certification, payment terms and effects on workers. • Project support versus complementary private investment; terms and complaints channels for any proposed finance links.	• Producer, worker and business discussions, separately where needed; safe visits to proposed or supported facilities. • Workshops on business plans and service rules; machinery and service demonstrations. • Plain-language written summaries of membership, booking, charges, supply/payment terms and any finance links, with oral explanation. • Notices at cooperative/market facilities and direct outreach to nonmembers; private feedback channels.	MOA value-chain/cooperative teams and PIUs; PCU social staff; relevant providers under agreed roles.	Before investments, business plans or service rules are finalized; review after the first service cycle.
	Project Affected Parties Facility users, operators, neighboring residents and businesses; communities hosting nonlocal workers, if relevant; proposed compost/biopesticide-unit operators if confirmed.	• Works schedules, access and service continuity; traffic and other community safety measures. • Chemical/waste risks, emergency arrangements and accessible complaint contacts. • Worker conduct, Codes of Conduct and safe reporting channels; local concerns about recruitment, labor influx or accommodation. • For proposed production units: operator selection, training and safe operating arrangements.	• Advance notices and posters at works/facility entrances and nearby public locations, showing schedules, safety precautions and GM/emergency contacts. • Safe site visits and discussions with affected users and neighbors on access, disruption and relevant site-specific E&S measures, using disclosed documents and non-technical summaries. • Telephone/SMS and locally appropriate media or official social-media updates for changes affecting access or services.	Regional PIUs and supervision teams; contractors for site notices and briefings; PCU oversight.	Before mobilization or disruption; during works and whenever schedules, access or safety arrangements change.

Project Stage	Target Stakeholders	Topic of Consultation / Information to be Disclosed / Messages	Method Used	Responsibilities	Timeline / Frequency
	Project Affected Parties Farmers and other users of research, seed, testing and quality services; laboratory, nursery, research and extension personnel and trainees.	• Research, testing and advisory priorities linked to producer needs. • Service availability, quality, affordability and continuity during rehabilitation. • Training content, access and practical application of results. • User concerns and proposed improvements to facilities and services.	• Joint user and technical discussions with relevant research/academic bodies. • Facility visits, farmer field demonstrations and training workshops. • Short written or illustrated briefs on services and practical findings, shared through extension offices and available MOA digital channels. • Trainee and service-user feedback.	MOA research, extension and facility teams; agreed technical partners; PIUs and PCU social staff.	During service and training design, before works/courses; follow up after initial use and training.
	Project Affected Parties Users of farmer/livestock registries, cooperative platforms and digital advisory services, including unregistered users; neighbors of proposed field pilots.	• Registration, record correction and assisted or offline access. • Data collected, its use, sharing and protection; privacy concerns and complaints. • Usability of advice, market information and early warnings. • For drone/sensor pilots: purpose, location, timing, safety and privacy concerns.	• User interviews, demonstrations and assisted testing, including low-literacy and offline users. • Simple written/pictorial guides and privacy notices, explained through extension or service points and available digital channels. • Local briefings and safe field visits before pilots; direct discussion with affected neighbors. • Telephone/SMS, user feedback sessions and accessible GM channels for questions and record corrections.	MOA data/extension teams and providers; PCU social staff and PIUs; relevant IT counterparts.	During design/testing, before registration or rollout and before pilot deployment; follow up during use.

Project Stage	Target Stakeholders	Topic of Consultation / Information to be Disclosed / Messages	Method Used	Responsibilities	Timeline / Frequency
	Project Affected Parties and Other Interested Parties Producers, workers and enterprises affected by proposed policy/cooperative reforms; nonmembers and smaller producers; relevant authorities and representative bodies.	• Reform options and likely effects on support, costs, services, market access and livelihoods. • Implications for women and other less represented producers. • Alternatives and any transitional measures needed. • How feedback informed recommendations and reasons for decisions.	• Plain-language written briefs explaining options, shared before focused consultations with affected groups. • Technical workshops with relevant public, producer and business bodies, in person or remotely as appropriate. • Oral and written feedback through meetings, telephone, email and local outreach. • Non-technical summaries of decisions and responses to feedback, shared through MoA channels, representative bodies and local meetings.	Responsible MoA policy units and advisers; PCU social staff; PIUs for local outreach.	Before proposals are finalized and decisions taken; explain adopted measures and follow up as changes are introduced.
	Disadvantaged or Vulnerable Groups (Groups in Table 3) , particularly people missed by registration, outreach, cooperative membership or digital channels, and those facing overlapping barriers.	• Practical access to assistance, training, services and consultations. • Documentation, affordability, mobility, language, care and digital-access barriers. • Support needed and whether it is working; exclusion or discriminatory treatment. • Safe GM access, confidentiality and protection from retaliation.	• Tailored individual or small-group follow-up under Table 3, including women-only sessions where appropriate. • Assisted/offline registration and outreach through relevant NGOs/CBOs, without requiring organizational membership. • Agreed visits where needed and safe; telephone/SMS, oral explanation and accessible printed/pictorial materials. • Local radio and trusted community channels where useful, with direct contacts for questions and support.	Regional PIUs; PCU social and gender/inclusion staff; outreach teams and qualified SEA/SH personnel as relevant.	Before each registration, delivery or training round; follow up on participation gaps and whenever barriers are reported.

Project Stage	Target Stakeholders	Topic of Consultation / Information to be Disclosed / Messages	Method Used	Responsibilities	Timeline / Frequency
	Project Personnel and Workers PCU/PIU and MoA field personnel; contractor, service-provider and agreed partner personnel; primary-supply workers as relevant.	- Assigned outreach, grievance, record-keeping and referral duties. - Employment terms, working conditions, safety and required conduct. - Confidentiality, nonretaliation and the distinction between worker and community GM channels. - Workers' concerns, including those of temporary and field-based personnel.	- Induction and refresher training, including appropriate SEA/SH training and Codes of Conduct. - Workplace briefings/toolbox talks and direct worker discussions during supervision visits. - Written or explained employment and conduct requirements; notices with worker GM contacts. - Coordination meetings and private feedback through applicable worker grievance arrangements.	PCU social staff with technical/environmental and SEA/SH specialists; employers for their workers; PIUs follow up.	Before duties begin and during supervision; refresh when personnel or arrangements change and follow up on concerns.
	Other Interested Parties Relevant authorities, technical/development partners, producer/professional bodies, private service providers, academia, civil society, community representatives and media (Table 2).	- Work plans, geographic/seasonal coverage, progress and new activities; complementary services and avoidance of duplication. - Technical, market and finance links; confirmed delivery and grievance-referral roles. - Applicable E&S documents as prepared or updated, including the SEP, ESCP, ESMF, LMP and relevant site-specific instruments; key risks and mitigation measures. - Accurate public messages on eligibility, service locations, schedules and GM access; emerging community concerns.	- Partner forums, technical workshops and formal coordination meetings, in person or remotely as appropriate. - Joint monitoring/site visits where relevant and safe; discussions with civil society and community representatives. - Written progress briefs and official correspondence; disclosure of updated E&S documents on the MoA website, where operational, and at accessible local offices. - Non-technical summaries, press briefings/releases for major announcements, official social media and locally suitable radio/TV. - Telephone/email follow-up and direct community feedback to inform subsequent decisions.	MoA/PCU component and communications teams; PIUs; partners within agreed responsibilities.	During work planning and before changes to delivery, roles or scope; share relevant E&S information before consultations and affected activities; update stakeholders as work progresses.

Project Stage	Target Stakeholders	Topic of Consultation / Information to be Disclosed / Messages	Method Used	Responsibilities	Timeline / Frequency
Super vision and monit oring	Project Affected Parties, Vulnerable Groups and Other Interested Parties Beneficiaries, unsuccessful applicants and groups with low participation; affected communities, relevant local organizations and delivery teams.	• Project progress, results and challenges; access, quality and timeliness of assistance and services. • Outstanding concerns, agreed actions and effectiveness of mitigation and inclusion measures. • Findings from beneficiary feedback and grievance trends, without personal case details. • Changes made in response to feedback, reasons for decisions and lessons learned.	• Beneficiary feedback discussions or surveys and safe monitoring/site visits. • Separate follow-up with excluded or less represented groups and relevant organizations. • Review meetings using progress reports; community discussions on findings and agreed actions. • Public non-technical summaries and the annual engagement/GM summary through the MoA website, local offices, official social media and suitable local media; exclude personal or sensitive information.	Regional PIUs; PCU social, M&E and communications teams, with responsible technical teams.	Throughout implementation, after major delivery/service rounds and before annual work plans; reporting under Chapter 7, including the public annual engagement/GM summary.
Compl etion / hando ver	Project Affected Parties and Relevant Institutions Beneficiaries, facility/service users and affected communities; receiving MoA units, operators and relevant local authorities.	• Outstanding commitments and complaints, with responsibility for follow-up. • Continued operation, maintenance, service access and any user obligations. • Contacts and grievance arrangements after project support ends. • User feedback and lessons for future services.	• Local handover/completion meetings and safe facility visits with operators and users. • Written handover/service information and accessible notices with confirmed service and complaint contacts. • Beneficiary feedback discussions or surveys and a non-technical summary of results and lessons through local offices and MoA information channels. • Targeted follow-up with people whose concerns remain unresolved.	PCU and regional PIUs; receiving MoA units and operators.	Before activity transfer and project completion; continue follow-up on outstanding agreed actions.

4.3. Proposed strategy to incorporate the views of vulnerable groups

The project will seek the views of vulnerable groups through the following specific methods of engagement to allow full and enabling participation and access to information:

- **Women farmers and livestock keepers, including women-headed households, IDPs and returnees.** Ensure gender balanced participation as possible, and offer separate discussions with female facilitators. Agree nearby venues and times that accommodate farm work and care responsibilities. Seek their views on selection criteria, the suitability of inputs or animals, continuing costs, and their ability to use and benefit from the assistance. Community engagement teams will be gender-balanced and promote women's inclusion in online and in-person surveys and other engagement activities. It is also important to consider provisions for transport and safety for any in-person community engagement activities. Women-only consultations will be undertaken during project preparation, including at key project decision points such as stakeholder mapping, preparation of E&S instruments. Women-only consultations will be led by female facilitators trained in SEA/SH, gender sensitivity, trauma-informed and survivor-centered approaches, with outcomes documented and reflected in project design, mitigation measures and monitoring arrangements. As some women may have limited access to the internet or potential low literacy among some groups, direct engagement and in-person meetings will be prioritized where appropriate. Collaboration with NGOs, women's organizations and organizations advocating for survivors' rights will support meaningful and sustained engagement with women throughout the project. Prior to holding any consultations, a GBV service mapping for the project implementation locations will be completed, to be able to conduct safe referrals in case disclosures happen during consultations.
- **Persons with disabilities and conflict-affected individuals with mobility, communication, or psychosocial support needs, including war veterans where relevant.** Coordinate with their representative organizations. Confirm preferred communication and access arrangements in advance, including accessible venues, oral or visual materials, interpretation and assistance with forms. Offer individual or remote discussions where needed, and a support person of the participant's choice. Hear directly from participants about barriers to registration, training, services and grievance channels.
- **Older farmers and livestock keepers.** Use short local discussions, extension visits and practical demonstrations, with individual follow-up where travel or communication is difficult. Explain proposed service or technology changes in plain language and seek views on their suitability. Communicate directly with older participants rather than relying only on younger household members.
- **Tenants, sharecroppers and informal or seasonal land and water users.** Consult actual users as well as owners before decisions on activity locations, timing and access arrangements. Reach seasonal users when present or through agreed contacts. Offer private discussions of tenure concerns and refer unresolved claims or possible livelihood impacts for E&S screening before the affected decision proceeds.

- **Landless, seasonal and informal agricultural workers.** Reach workers directly, including women workers, through local contacts and meetings outside working hours where appropriate. Discuss effects on work and earnings, training needs and access to relevant opportunities. Offer private feedback without employers present and explain the appropriate worker or project grievance channel and protection from retaliation.
- **Displaced people, returnees and vulnerable host households.** Use local outreach to reach recent arrivals and households outside existing farmer networks. Explain selection and verification requirements, any accepted alternatives where documents are missing, and correction or appeal routes. Seek views on access to assistance and tensions over resources, with private discussions where land, displacement or household circumstances are sensitive.
- **Mobile pastoralists and herding households.** Arrange outreach alongside mobile veterinary visits or at safe watering and gathering points, taking seasonal movements into account. Give advance notice through agreed contacts and include women caring for livestock. Discuss suitable service locations and timing, grazing and water access, and follow up with groups missed during initial visits.
- **Low-income or very small-scale producers and remote households.** Use nearby meetings and extension visits, supported by oral information, printed notices and phone or SMS contact where accessible. Discuss contributions and the costs of maintaining equipment or livestock before assistance is finalized. Provide application assistance and reasonable travel or other participation support where cost or distance prevents attendance.
- **Young producers and prospective entrants to supported value chains.** Invite participants beyond established cooperative members and community leaders. Use small discussions and practical demonstrations to identify training needs and barriers to joining producer organizations or accessing supported services and markets. Seek their views on membership rules and proposed assistance before relevant arrangements are finalized.
- **People facing exclusion linked to social identity, including ethnic and religious minorities.** Use contacts trusted by the groups concerned and offer smaller or private discussions in their preferred language where needed. Seek views on selection, access to services and discrimination without requiring public identification of sensitive personal characteristics. Representative organizations will support, rather than replace, direct participation.
- **People with limited literacy or digital access, or missing or incorrect registry records.** Explain registration and eligibility orally and through simple visual materials. Provide assisted or offline participation and clear routes to correct records, without requiring a smartphone or paid intermediary. Involve these users in testing registration and information tools before they are relied on for selection or service delivery.
- **Children and adolescents, where relevant.** Discuss safety concerns with caregivers and organizations experienced in child protection, using simple information on livestock, chemicals, delivery routes and work sites. Where children's own views are needed, use safe, voluntary and age-appropriate methods with suitable consent and qualified support. Avoid public discussion of sensitive experiences.

Accessibility, interpretation and reasonable participation support will be planned and costed under the SEP budget. Participants will be informed of accessible, private grievance and feedback

channels and that raising concerns will not affect eligibility. Personal information will be kept confidential. SEA/SH information and referral arrangements will be guided by qualified specialists.

5. Resources and Responsibilities for implementing stakeholder engagement

5.1. Implementation Arrangements and Resources

MoA has overall responsibility for the SEP. The Project Coordinator will oversee its implementation, ensure that staff and resources are available, and resolve matters requiring management decisions. During preparation and until the implementation teams are in place, the designated MoA preparation team will carry out these functions. The proposed allocation of duties below will be confirmed when staff and delivery arrangements are finalized.

The PCU Social Specialist will coordinate the stakeholder engagement program, support local stakeholder mapping, prepare accessible disclosure materials, oversee grievance management, maintain consolidated records, and follow up on commitments. The Social Specialist will coordinate with relevant PCU and PIU staff responsible for gender and social inclusion, communications, monitoring and evaluation, environmental management, security, mine-risk management, and SEA/SH prevention and response, as applicable.

Regional PIUs will organize local outreach and consultations, verify participation barriers, receive and refer grievances, record feedback, and communicate responses to stakeholders. Extension, veterinary and other technical teams will explain activity choices, eligibility and service arrangements and respond to technical concerns. The PCU will support regional teams where access or capacity is constrained.

Delivery partners, consultants, and contractors will carry out the stakeholder engagement and grievance-management responsibilities assigned through their respective agreements or contracts and report to the responsible PIU and PCU.

Where partner channels are used, referral responsibilities and reporting arrangements will be agreed before delivery begins. MoA will retain oversight and a direct route for concerns, including complaints about a partner or contractor. Community representatives will support outreach.

Stakeholder engagement activities will be documented through meeting notes, attendance information, consultation summaries, or other appropriate records, depending on the nature of the activity and the stakeholder groups involved. Audio or visual recordings will only be used where appropriate and with the informed consent of participants. Personal and sensitive information will be protected in accordance with the SEP and applicable data-protection arrangements.

The preliminary budget breakdown for draft SEP implementation is US\$67,650, including a 10% contingency, as presented in Annex 2. Quantities, staff rates and funding arrangements will also be updated as needed against the agreed engagement work plan and reviewed plan.

6. Grievance Mechanism

A Grievance Mechanism is a system that allows not only grievances, but also queries, suggestions, positive feedback, and concerns of project-affected parties related to the environmental and social performance of a project to be submitted and responded to in a timely manner.

6.1. Description of Grievance Mechanism (GM)

The Project will assess the existing grievance arrangements within MoA and establish a STAR-specific GM that meets the requirements of ESS10. Identified gaps will be addressed before the GM becomes operational, including arrangements for accessibility, confidentiality, appeals, monitoring and reporting, and the appropriate handling and referral of SEA/SH-related complaints.

The Social specialist at the PCU will be responsible for the overall GM monitoring and reporting. GM focal points will be assigned as part of the PIUs at regional level for uptake and facilitation. A female GM focal point will also be designated to facilitate and oversee the appropriate handling of SEA/SH related complaints.

The GM will accept questions, suggestions and complaints about selection, registration, delivery, access to services or resources, project conduct, and environmental and social impacts, in addition to grievances related to land acquisition, livelihood impacts, and ESS5 matters. Access will be free of charge and available without discrimination or retaliation. Oral, written, assisted and anonymous submissions will be accepted; a form, identity document, signature or cooperative membership will not be required to raise a concern. Complainants may contact the PCU directly without first approaching a local official or delivery partner. Bidder complaints about procurement processes will be directed to the procedures under the World Bank Procurement Regulations.

MoA will designate central and regional grievance contacts and provide at least one practical offline channel alongside telephone or electronic options suited to the area. Notices at relevant offices, outreach sessions and delivery/work sites will give the actual phone number, email or office location, opening arrangements, and how to request confidential handling. Staff will assist people who cannot write or use digital channels. Each channel will be tested, assigned a responsible person and linked to the central register before it is announced.

The PCU social specialist will oversee the GM and ensure complaints are assigned to a person able to act. Regional focal persons will record submissions, explain the process and follow up. Complaints about a focal person, local representative or delivery entity will be referred to an appropriate person outside the subject of the complaint. The GM will not adjudicate legal title disputes; it will refer project-related land or access concerns for appropriate review before the relevant activity proceeds.

Table 5: GM Steps and Description

Step	Description of process	Timeframe	Responsibility
GM implementation structure	MoA's complaint-handling procedures are based on applicable administrative and organizational legislation concerning citizens' and workers' rights, official registry procedures, Ministry circulars and administrative instructions, and legislation governing oversight and judicial bodies. Records of investigative, technical and legal committees also inform the handling of complaints. MoA handles complaints through its registry, administrative, technical and legal directorates, and governorate agriculture directorates. There is no separate complaints unit or centralized electronic complaints platform. The Internal Control Directorate also has an oversight role. STAR will build on these arrangements, with regional GM focal points supporting intake and follow-up and the PCU Social Specialist responsible for overall monitoring and reporting. The project will build on the existing system and establish a project-specific GM as per the ESCP.	Throughout project implementation	MoA, governorate agriculture directorates; PCU Social Specialist and regional GM focal points
Grievance uptake	MoA's existing channels include: • Written submissions through the Diwan registry. • Official Ministry and directorate telephone numbers, fax and email. • In-person submissions at the offices of the Minister, deputy ministers and governorate agriculture directors. • Complaint and suggestion boxes at Ministry headquarters, governorate agriculture directorates, and selected extension and agricultural-input distribution centers. • Official Ministry and directorate social media pages. • Community and field meetings, training sessions and workshops. • The General Farmers' Union, farmers' associations and cooperatives also help farmers submit and follow up complaints.	Throughout project implementation	MoA registry and reception staff; governorate agriculture directorates; regional GM focal points

Step	Description of process	Timeframe	Responsibility
	STAR contact details will include telephone/fax, email, office and box locations, and official social media accounts. The MoA is working on structuring the Grievance Mechanism uptake channels where the channels and operating hours will be disclosed before use and integrated in the SEP update. Before preparation-stage consultations, MoA will operate an interim route for questions and complaints to be also confirmed. These will include written submissions through the MoA Diwan and governorate agriculture directorates, and in person at consultation sessions. The route will be monitored by a designated GM focal point , with acknowledgement within 3 working days and transfer to the project GM once established. Details of the uptake channels including numbers, email addresses, physical address, WhatsApp number and other channels will be assessed and provided during the update of the SEP.		
Sorting, processing	Written complaints are registered in MoA's incoming registry (Diwan), assigned a reference number and date, and referred to the relevant administrative, technical or legal directorate. For STAR, complaints received through all channels will be recorded in a project grievance log and categorized by subject, including selection and registration, delivery and quality of inputs or services, access to land or water, land acquisition, livelihood impacts, and project-related environmental and social impacts. Urgent safety concerns or sensitive grievances will be referred immediately to the responsible team.	Upon receipt of complaint	Receiving office or GM focal point; relevant MoA directorate; PCU Social Specialist

Step	Description of process	Timeframe	Responsibility
Acknowledgement and follow-up	The receiving GM focal point will acknowledge receipt, provide the reference number and explain the next steps and expected response timeframe. Acknowledgement and updates will use the complainant's preferred available means of communication. Anonymous complaints will also be recorded and reviewed.	Within 3 business days of receipt	Receiving GM focal point; PCU Social Specialist for oversight
Verification, investigation, actions	The relevant MoA directorate reviews the complaint using records, field reports and supporting documents. Technical or legal committees may be consulted where needed. For STAR, field visits may be undertaken for ordinary grievances where further verification is required. Sensitive complaints will be handled through the dedicated procedures described in Section 6.3. The directorate prepares the response and corrective action for approval by the authorized officer. For STAR, the GM focal point will communicate the decision, reasons and agreed action to the complainant and follow up implementation. Selection, registration and seasonal-delivery complaints will be prioritized while the relevant decisions can still be corrected.	Response and proposed resolution within 30 calendar days of receipt for ordinary grievances. If more time is needed, communicate the reason and revised response date before the deadline through the complainant's preferred accessible means (one justified extension). Urgent safety concerns are referred immediately; SEA/SH complaints follow Section 6.3.	<i>Relevant administrative, technical or legal directorate; authorized approving officer; GM focal point</i>

Step	Description of process	Timeframe	Responsibility
Monitoring and evaluation	The PCU Social Specialist will consolidate STAR grievance records from receiving offices and regional focal points. Monitoring will cover complaint types, response times, overdue cases, appeals and completion of corrective actions. Aggregated results will be included in project E&S reports and used to address recurring problems.	Ongoing; reporting in line with the agreed project E&S reporting schedule	PCU Social Specialist; regional GM focal points; responsible MoA directorates
Provision of feedback	MoA currently closes complaints after the official response is approved and communicated to the complainant. For STAR, the focal point will also seek and record the complainant's feedback and verify completion of agreed corrective action before recording the case as resolved. Any disagreement will be recorded and the appeal option explained.	Once a resolution has been identified.	GM focal point, with the responsible MoA directorate
Training	Training will cover accessible intake, registration and referral, acknowledgement and response, confidentiality, follow-up of corrective actions, appeals and reporting. It will include central and regional focal points and registry, reception and other staff handling project complaints. Contractors and service providers will be briefed on their intake and referral responsibilities.	Before staff assumes GM duties; refresher support as needed	PCU Social Specialist, with relevant MoA directorates

Step	Description of process	Timeframe	Responsibility
Appeals process	Complainants dissatisfied with the proposed resolution may request an internal review by a designated official or committee not involved in the original decision. The STAR GM will specify how an appeal may be submitted, the responsible reviewing authority, and the applicable response timeframe. Complainants may also seek recourse through the Central Authority for Control and Inspection, competent judicial authorities, or other administrative and oversight bodies, as applicable. Use of the Project GM or its internal appeal process will not restrict access to external remedies.	Appeal decided within [15 working days] of receipt by an official or committee not involved in the original decision; outcome and external recourse options recorded in writing and communicated through the complainant's preferred accessible means.	Competent authority receiving the appeal; PCU Social Specialist for project-related tracking and follow-up.

The register will be sex-disaggregated, where this information is voluntarily provided and appropriate to collect. SEA/SH-related information will not be included in the general grievance register beyond the minimum nonidentifying information required for referral and reporting.

The register will record referrals, overdue actions, appeal status and outcomes without including sensitive case details in general reports. The PCU will review trends and overdue cases with responsible teams, address recurring problems, and report aggregated results through project E&S reporting. A low number of complaints will not by itself be treated as evidence that the GM is accessible or effective.

MoA reports existing complaints concerning expropriation compensation and historical agrarian reform claims. Where these concern STAR sites or activities, the PCU will coordinate their review with MoA's competent legal and technical bodies. The project GM will also receive concerns about land use, access restrictions and related livelihood impacts, including from tenants and users without formal title. Cases indicating land acquisition or physical or economic displacement will be referred to the PCU for verification against the Project's screening and exclusion criteria and applicable ESS5 requirements before the relevant activity proceeds in line with the ESCP. Any required follow-up for existing claims or past impacts will be determined through the relevant legal and Project procedures and tracked through the GM.

The GM will not prevent access to judicial or administrative remedies. It will not require complainants to waive rights, accept a proposed resolution, or withdraw a complaint as a

condition for assistance. During handover or project closure, MoA will identify the responsible contact for outstanding cases and communicate how follow-up will continue.

6.2 Worker grievances

Separate grievance arrangements will be maintained for Project workers in accordance with ESS2 and the Project's LMP. MoA/PCU will maintain grievance arrangements for direct Project workers, while contractors and service providers will provide accessible mechanisms for their workers, subject to PCU oversight. Workers will be informed of the appropriate channels and protection from retaliation at engagement. Where a concern reaches the wrong channel, the receiving person will help refer it safely without requiring the worker to restart the process. Worker complaints and records will be handled separately from community complaints, while nonidentifying trends inform project oversight. Workers' grievance mechanism handling procedures will be detailed in the LMP.

6.3 Sensitive complaints and SEA/SH

The GM will provide safe, confidential handling of sensitive concerns, including sexual exploitation and abuse and sexual harassment (SEA/SH) in accordance with a survivor-centered approach. A dedicated GM channel will be in place to receive such complaints. Trained designated personnel will receive such concerns privately, collect only the minimum information needed, and offer referral to appropriate verified services with the survivor's informed consent. To facilitate safe referrals, a GBV service mapping will be conducted across project implementation locations to map essential GBV services such as psychosocial support, health, legal and shelter. GBV service mapping will be finalized prior to conducting the project's initial consultations and prior to commencing project activities, and it will be annexed to the SEP. Mapping will be updated at least twice a year and more often if needed or requested by the Bank due to any project or country level contexts. Ordinary grievance staff will not investigate SEA/SH allegations, seek evidence from a survivor, or use community mediation to resolve them. Any limits to confidentiality or applicable reporting obligations will be explained in a safe and understandable manner. Anonymous complaints about SEA/SH will also be accepted and acted upon. Reporters including survivors or whistleblowers will receive information on what steps were taken following their disclosure. Allegations will be investigated by trained SEA/SH investigators, and disciplinary measures will be taken against perpetrators when allegations are substantiated, in accordance with the project code of conduct. The project CoC will include explicit SEA/SH prohibitions, consequences, and reporting obligations. All project staff, contractors, and sub-contractors will sign and receive training on a CoC that includes SEA/SH provisions before commencing their respective activities. The project's SEA/SH risk mitigation and response measures will also be further assessed and strengthened to ensure safe implementation.

All SEA/SH risk mitigation and response measures, including the dedicated SEA/SH GM arrangements (including Standard Operating Procedures for handling SEA/SH-related complaints) will be aligned with the Project's SEA/SH Action Plan when prepared.

Sensitive records will be kept separately with access limited to authorized personnel. General registers, consultation records, and public reports will not identify survivors or contain details that could expose them. Project-related incident notification will follow the applicable reporting requirements using nonidentifying information. Child-related concerns require a safe, age-

appropriate response guided by qualified personnel and applicable child-protection arrangements.

6.4 World Bank grievance channels

People who believe a World Bank-supported project has or is likely to have adverse effects on them, their community or their environment may submit a complaint to the World Bank's Grievance Redress Service (GRS). Information and submission options are available at www.worldbank.org/grs; the email address is grievances@worldbank.org. Project-affected people may also seek recourse through the Bank's independent Accountability Mechanism, subject to its procedures, at accountability.worldbank.org. These channels are additional to the project GM.

7. Monitoring and Reporting

7.1. Summary of how SEP will be monitored and reported upon (including indicators)

The SEP will be monitored based on both qualitative reporting (based on progress reports) and quantitative reporting linked to results indicators on stakeholder engagement and grievance performance.

SEP reporting will include the following:

- (i) Progress reporting on the ESS10-Stakeholder Engagement commitments under the Environmental and Social Commitment Plan (ESCP).
- (ii) Cumulative qualitative reporting on the feedback received during SEP activities, in particular
 - (a) issues that have been raised that can be addressed through changes in project scope and design, and reflected in the basic documentation such as the Project Appraisal Document, Environmental and Social Assessment, or SEA/SH Action Plan; (b) issues that have been raised and can be addressed during project implementation; (c) issues that have been raised that are beyond the scope of the project and are better addressed through alternative projects, programs or initiatives; and (d) issues that cannot be addressed by the project due to technical, jurisdictional or excessive cost-associated reasons. Minutes of meetings summarizing the views of the attendees can also be annexed to the monitoring reports.
- (iii) Quantitative reporting based on the indicators included in the SEP. An illustrative set of indicators for monitoring and reporting is included in Annex 3.

7.2. Reporting back to stakeholder groups

The SEP will be revised and updated as necessary during project implementation.

Quarterly summaries (possibly as part of the E&S reports) and internal reports on public grievances, enquiries, and related incidents, together with the status of implementation of associated corrective/preventative actions will be collated by responsible staff and referred to the project managers.

Stakeholders will be kept informed as the project develops, including reporting on project environmental and social performance and implementation of the SEP and GM. Specific measures to report back to the stakeholders differ based on the targeted stakeholders. Different

mechanisms can include follow-up meetings after consultations, leaflets or brochures highlighting the main outcomes and results.

Reporting back to stakeholders will take place at least semi-annually; the PCU, with the E&S specialists, may increase the frequency before and during major registration or delivery rounds. The frequency shall ensure that timely and regular updates are made available to different stakeholder groups throughout project implementation.

7.3 Citizen Engagement

Efficient and demonstrable Citizen Engagement (CE) is central to Project implementation. Given the communication and engagement limitations posed in post-conflict settings in Syria, careful planning is needed to reduce the risk of exclusion of vulnerable groups.

The Project will establish and maintain a grievance system which enables the tracking of closing of the feedback loop with citizens. The SEP sets out the nature and periodicity of stakeholder consultations, which will be used to measure and improve CE.

Key citizen engagement indicators that will be monitored throughout implementation include:

- Percentage of stakeholders who report satisfaction with project engagement activities (disaggregated by gender, age, and vulnerable group status)
- Percentage of grievances responded to within the agreed GM timeframes, with completion of corrective actions tracked separately
- Number of project design modifications made based on citizen feedback
- Number of vulnerable group representatives participating in consultations

The PCU will use these indicators to continuously improve stakeholder engagement approaches and ensure that the project remains responsive to the needs and concerns of project-affected communities throughout the implementation period.

Annex 1: Consultation record

This annex will record consultations actually undertaken. Completed records will distinguish public engagement from technical coordination and show how feedback has been addressed. Personal contact details, signatures and sensitive information will be kept in restricted project records rather than the disclosed SEP.

For each engagement, record the date, location or method, purpose, information disclosed, participating groups and numbers, relevant participation barriers and any groups not reached. Record participation by sex and other relevant characteristics only where appropriate and safe.

Stakeholders / engagement	Date/ Venue/ Time	Issues and feedback	Project response / resulting change	Follow-up action, owner and date

Annex 2: Stakeholder engagement budget

The proposed budget below covers additional SEP expenses during preparation and six years of implementation. Routine engagement, GM administration, reporting and SEP updates will be carried out by project staff. Shared travel, meetings, training and materials are costed once. Quantities are total planning allowances for the period shown, not annual quantities; timing is not an additional multiplier.

Budget categories	Quantity (total units)	Unit costs (US\$)	Times/Y ears (timing)	Total costs (US\$)	Remarks
1. Estimated staff salaries and related expenses					
1a. PCU Social / Stakeholder Engagement Specialist	1 specialist	N/A	Y1–6	Included	Covered under project staffing; SEP and GM duties are not charged separately.
1b. PCU Gender / GBV Specialist	1 specialist	N/A	Y1–6	Included	Covered under project staffing; no separate salary allocation in this table.
1c. Additional staff travel for consultations and field outreach	60 field days	100	Prep; Y1–6	6,000	Additional travel for consultations, outreach and ordinary GM follow-up where visits cannot be combined with planned field missions.
2. Consultations/Participatory Planning, Decision-Making Meetings					
2a. Project information and community consultation meetings	30 meetings	500	Prep; Y1–6	15,000	Preparation and activity-level consultations, including Eastern Region locations under Subcomponent 1.4; use suitable local venues.
2b. Focus groups and targeted outreach	60 sessions	150	Prep; Y1–6	9,000	Discussions with women, herders and other vulnerable groups; use project staff and local outreach teams where appropriate.

Budget categories	Quantity (total units)	Unit costs (US\$)	Times/Y ears (timing)	Total costs (US\$)	Remarks
2c. Interagency and partner consultations	With 2a	N/A	Prep; Y1–6	Included	Use regular MoA and partner coordination meetings; any additional meeting logistics are included under 2a.
2d. Accessibility and participation support	1 lump sum	6,000	Prep; Y1–6	6,000	Interpretation, accessibility assistance and reasonable transport or care support where needed.
3. Communication campaigns					
3a. Information materials and document disclosure	1 lump sum	6,000	Prep; Y1–6	6,000	Arabic summaries, leaflets, posters and paper copies, including GM notices, reporting back and SEP updates.
3b. Accessible formats and translation	1 lump sum	3,000	Prep; Y1–6	3,000	Additional languages and visual or audio formats where needed, including for revised disclosure materials.
3c. Media and direct communication	1 lump sum	3,000	Prep; Y1–6	3,000	Use existing MoA channels; additional local media, phone and SMS costs, including GM intake and responses.
4. Trainings					
4a. Inclusive engagement and GM training	12 sessions	500	Prep; Y1–6	6,000	Joint training for preparation, PCU, regional and delivery staff on consultation, inclusion, grievance handling and records.
4b. SEA/SH awareness and safe-referral training	6 sessions	500	Prep; Y1–6	3,000	Qualified specialist input; coordinate with the SEA/SH Action Plan budget.

Budget categories	Quantity (total units)	Unit costs (US\$)	Times/Y ears (timing)	Total costs (US\$)	Remarks
4c. Initial GBV service mapping and subsequent updates	1 initial round	2,500	Prep; Y1–6	2,500	Initial mapping before preparation consultations. Updates by the GBV Specialist, with additional field travel under 1c.
5. Beneficiary surveys					
5a. Beneficiary feedback and satisfaction surveys	Under project M&E	N/A	Y1–6	Included	Integrate SEP questions into planned beneficiary surveys. M&E coverage to be confirmed; no separate survey allocation here.
6. Grievance Mechanism					
6a. Training for grievance focal points	Within 4a	N/A	Prep; Y1–6	Included	Included in the joint training under 4a; SEA/SH-specific training under 4b.
6b. Setup of grievance channels	1 lump sum	2,000	Prep; Y1–6	2,000	Necessary phone-line activation, complaint boxes and basic supplies; procedures prepared by project staff.
6c. Operation of grievance hotline / SMS	Within 3c	N/A	Prep; Y1–6	Included	Intake and responses handled by designated staff; communication charges included under 3c.
6d. Grievance information materials	Within 3a	N/A	Prep; Y1–6	Included	GM notices and leaflets included in the shared printing and disclosure allowance.
6e. Complaint follow-up visits and safe referrals	Staff; 1c	N/A	Prep; Y1–6	Included	Routine follow-up by designated staff; additional field travel under 1c. Sensitive referrals follow Section 6.3.

Budget categories	Quantity (total units)	Unit costs (US\$)	Times/Y ears (timing)	Total costs (US\$)	Remarks
6f. Secure grievance recordkeeping	Office costs	N/A	Prep; Y1–6	Included	Use project registers and secure storage; coverage under office equipment to be confirmed.
7. Other expenses					
7a. Reporting back and public engagement/GM summaries	Staff inputs	N/A	Prep; Y1–6	Included	No separate fee. Staff prepare and share updates; meeting and material costs are covered under 2a–2b and 3a–3c.
7b. SEP updates and disclosure	Staff inputs	N/A	Prep; Y1–6	Included	No separate fee. Staff update the SEP; consultation, translation and disclosure costs are covered under 2a–2b and 3a–3b.
Subtotal (additional SEP costs)				61,500	
Contingency (10% of subtotal)				6,150	Security, access and price uncertainty.
TOTAL STAKEHOLDER ENGAGEMENT BUDGET				67,650	Proposed allocation; subject to validation.

Prep means the preparation stage; Y1–Y6 are the six implementation years assumed in the costing. Staff salaries and the items identified as covered elsewhere are excluded from the total. The revised estimate replaces the amounts and annual quantities in the MoA budget workbook of 15 October 2026. The accompanying revised budget uses these same estimates; annual phasing will be agreed through the work plan.

The meeting and travel allowances supplement routine outreach through MoA, regional teams and delivery partners; they do not limit the consultations or follow-up required by this SEP. The MoA/PCU will confirm preparation funding, staff availability and costs covered under other project budgets, and prioritize the initial consultation round and accessible GM arrangements. Allocations will be reviewed through annual work plans as activities, access conditions and participation needs become clearer.

Annex 3: Sample SEP Monitoring and reporting matrix

Key evaluation questions	Specific Evaluation questions	Potential Indicators	Data Collection Methods
GM. To what extent have project-affected parties been provided with accessible and inclusive means to raise issues and grievances? Has the implementing agency responded to and managed such grievances?	- Are project affected parties raising issues and grievances? - How quickly/effectively are the grievances resolved?	- Usage of GM and/or feedback mechanisms - Requests for information from relevant agencies. - Use of complaint and suggestion boxes at the locations identified in Section 6, once operational. - Number of grievances raised by workers, disaggregated by gender of workers and worksite, resolved within a specified time frame. - Percentage of Sexual Exploitation, and Abuse/Sexual Harassment (SEA/SH) cases reported in the project areas, which were referred for health, social, legal and security support according to the referral process in place. (if applicable) - Number of project staff who have completed SEA/SH training - Service mapping has been conducted and updated (Y/N) - Number of grievances that have been (i) opened, (ii) opened for more than 30 days, (iii) resolved, (iv) closed, and (v) number of responses that satisfied the complainants, during the reporting period disaggregated by category of grievance, gender, age, and location of complainant.	Records from the implementing agency and other relevant agencies
Stakeholder engagement impact on project design and implementation. How have engagement activities made a difference in project design and implementation?	- Was there interest and support for the project? - Were there any adjustments made during project design and implementation based on the feedback received? - Was priority information disclosed to relevant parties throughout the project cycle?	- Active participation of stakeholders in activities - Number of actions taken in a timely manner in response to feedback received during consultation sessions with project affected parties. - Number of consultation meetings and public discussions where the feedback and recommendation received is reflected in project design and implementation. - Number of disaggregated engagement sessions held, focused on at-risk groups in the project.	Stakeholder Consultation Attendance Sheets/Minutes Evaluation forms Structured surveys Social media/traditional media entries on the project results
Implementation effectiveness. Were stakeholder engagement activities effective in implementation?	- Were the activities implemented as planned? Why or why not? - Was the stakeholder engagement approach inclusive of disaggregated groups? Why or why not?	- Percentage of SEP activities implemented. - Key barriers to participation identified with stakeholder representatives. - Number of adjustments made in the stakeholder engagement approach to improve projects' outreach, inclusion and effectiveness.	Communication Strategy (Consultation Schedule) Periodic Focus Group Discussions Face-to-face meetings and/or Focus Group discussions with Vulnerable Groups or their representatives

SYRIAN ARAB REPUBLIC

Ministry of Agriculture (MOA)

Official Use Only

Syria Smallholder Transformation for Agriculture Revitalization (STAR) Project (P515346)

Environmental and Social (E&S) Risk Screening Procedures

Draft Version

October 15, 2026

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Contents

1.	Introduction	1
1.1	Background	1
1.2	Report Objectives & Methodology	1
2.	Project Description	2
2.1	Project Components	2
2.2	Project Activity Typology	5
2.3	Project Geographic, Environmental & Social Context	6
2.4	ESRS Risk Rating	6
3.	Applicable Regulatory Framework	7
3.1	National Legal Framework	7
3.2	World Bank Environmental and Social Requirements	9
3.3	Applicable WBG General & Sector-Specific Environmental, Health, and Safety (EHS) Guidelines	11
4.	Institutional Roles and Responsibilities	12
4.1	Ministry of Agriculture (MoA)	12
4.2	Project Coordination Unit (PCU)	12
4.3	Project Implementation Units (PIUs)	13
5.	Initial Screening of E&S Risks & Impacts	14
5.1	Environmental Risks	14
5.1.1	Air pollution	14
5.1.2	Pressure on water resources	Error! Bookmark not defined.
5.1.3	Soil and land degradation	14
5.1.4	Hazardous and medical waste accumulation	14
5.1.5	Non-hazardous solid waste generation	15
5.2	Social Risks	15
5.2.1	Land acquisition, resettlement, and livelihood impacts	15
5.2.2	Vulnerable and Marginalized groups presence and Access to Benefits	15
5.2.3	Child and Forced Labor	15

Official Use Only

5.2.4	Gender-based Violence (GBV) /SEA-SH Risk	16
5.2.4.1	Syria's Country Context in Relation to GBV and SEA/SH	16
5.2.4.2	Project-specific SEA/SH Risks	16
5.2.4.3	Proposed Mitigation Measures for SEA/SH Risks	16
5.2.5	Stakeholder engagement and Grievances Management:	17
5.2.6	Land tenure and legal/institutional context	17
5.2.7	Digital inclusion and data protection	17
5.2.8	Policy and cooperative reform	17
5.2.9	Labor and working conditions	17
5.3	Community health, safety and security	18
5.4	Occupational Health and Safety Risks	19
5.4.1	Chemical and Hazardous-Material Exposure	20
5.4.2	Biological and Zoonotic Hazards	20
5.4.3	Agricultural Machinery, Equipment and Vehicle-Related Hazards	20
5.4.4	Construction and Rehabilitation-Related Hazards	21
5.4.5	Electrical Hazards	21
5.4.6	Ergonomic and Manual-Handling Risks	21
5.4.7	Heat Stress and Climatic Exposure	22
5.4.8	Laboratory, Cold-Chain, Storage and Processing-Facility Risks	22
5.4.9	Waste and Hazardous-Waste Related OHS Risks	22
5.4.10	Overall OHS Screening Considerations	23
6.	Activity Typology & Classification Matrix	24
7.	E&S screening Procedures	32
7.1	Screening Responsibilities	32
7.2	Preliminary Eligibility and Exclusion Screening	32
7.3	Collection of Activity and Site Information	33
7.4	Site Verification	33
7.5	Completion of the E&S Screening Checklist	34
7.6	Determination of Activity-Level E&S Risk Classification	34

Official Use C

7.7	Determination of Required E&S Instruments and Measures	35
7.8	Review, Approval and Documentation	35
7.9	Integration of ESHS Requirements into Procurement and Implementation	36
7.10	Updating the Screening	36
7.11	Implementation Monitoring and Incident Management	36
	Annex A - ESHS Screening Checklist	31
	Annex B – Preliminary OHS Hazard Identification by STAR Activity	45
	Annex C – Project Exclusion List	50
	Annex D – Screening Decision Rules	51
	Annex E – Rapid E&S Screening Form (Component 4 and programme-level delivery rounds)	52

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List of Acronyms

CERC	Contingent Emergency Response Component
CoC	Code of Conduct
E&S	Environmental and Social
EO/ERW	Explosive Ordnance / Explosive Remnants of War
ESCP	Environmental and Social Commitment Plan
ESF	Environmental and Social Framework
ESHS	Environmental, Social, Health and Safety
ESIA	Environmental and Social Impact Assessment
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESRS	Environmental and Social Review Summary
ESS	Environmental and Social Standards
GBV	Gender Based Violence
GIIP	Good International Industry Practices
IDA	International Development Association
IPMP	Integrated Pest Management Plan
JHA	Job Hazard Analysis
LMP	Labor Management Procedure
LRP	Livelihood Restoration Plan
M&E	Monitoring and Evaluation
MLAE	Ministry of Local Administration and Environment
MoA	Ministry of Agriculture
OHS	Occupational Health and Safety
PCU	Project Coordination Unit
PIUs	Project Implementation Units
PPE	Personal Protective Equipment
SDS	Safety Data Sheet
SEA/ SH	Sexual Exploitation and Abuse/Sexual Harassment
STAR	Syria Smallholder Transformation for Agriculture Revitalization
UXO	Unexploded Ordnance

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1. INTRODUCTION

1.1 Background

This Environmental and Social (E&S) Risk Screening Procedures constitute the initial step in the environmental and social due diligence process for the Syria Smallholder Transformation for Agriculture Revitalization (STAR) Project in Syria. Their purpose is to identify, at an early stage, the potential environmental and social risks and impacts associated with the project's activities and to determine the appropriate level of further assessment required. These procedures also set out how the environmental and social screening of sub-projects will be carried out and will become part of the Environmental and Social Management Framework (ESMF) which will be prepared during early implementation phase of the project as per the project's Environmental and Social Commitment Plan (ESCP). The screening is conducted in line with applicable Environmental and Social Standards (ESSs) to ensure Project's compliance with the World Bank's Environmental and Social Framework (ESF).

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1.2 Report Objectives & Methodology

The screening approach, at this stage, is necessary given the dispersed geography of the project's intervention areas and the fact that specific sub-activities and their exact locations have not yet been fully determined. This preliminary approach sets out the principles and procedures needed to assess E&S risks and impacts, based on currently available information, to inform the development of appropriate E&S instruments including ESMF, Environmental and Social Impact Assessment (ESIA) and/or Site-Specific ESIA/Environmental and Social Management Plan (ESMP).

The procedures described under this E&S Screening will subsequently be incorporated into the ESMF, to be prepared during the early implementation phase in line with the project's ESCP.

The E&S screening also serves to preliminarily identify the E&S risks and impacts of planned activities, based on the information available at this stage, in order to meet appraisal requirements applicable to Substantial-risk projects, as set out in Concept Environmental and Social Review Summary Concept Stage (Environmental and Social Review Summary (ESRS) - Concept Stage dated 05/18/2026).

The main objectives of this E&S Screening are:

- To preliminary describe existing environmental and social conditions in the project area;
- To describe regulatory compliance, at this preliminary stage, with Syria's environmental and social regulatory framework, applicable World Bank Environmental and Social Standards (ESSs), and relevant international guidelines and Good International Industry Practices (GIIP);
- To identify and categorize the project's environmental and social risks based on the nature, scale, and type of proposed activities (see Section 6); and
- To present a screening checklist to the anticipated subprojects to determine the significance of associated environmental and social risks (see Annex A), in line with the World Bank ESF

Environmental and Social Risk Classification, rating risks as High, Substantial, Moderate, or Low based on a range of relevant factors.

2. PROJECT DESCRIPTION

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2.1 Project Components

The Project comprises four mutually reinforcing components totaling US\$175 million in International Development Association grant financing: US\$100 million for Component 1, including US\$50 million from the Crisis Response Window for Subcomponent 1.4; US\$50 million for Component 2; US\$25 million for Component 3; and zero dollars for Component 4. Component 4 remains a Contingent Emergency Response Component available for a future eligible emergency and would be financed through reallocation or additional financing if activated.

The Project components are presented as follows :

Component 1: Agricultural Productive Capacity and Food Security (US\$100 million, IDA grant, including US\$50 million from the Crisis Response Window). The component will restore crop and livestock productive capacity, respond to urgent food-security needs, and strengthen smallholder resilience through four intervention categories: climate-smart crop production and farmer services; livestock health and productive-asset recovery; rainwater harvesting technologies; and time-bound emergency agricultural production support. Support will be selective and sequenced according to the annual work-planning criteria above. Intended results are greater access to productive assets and services, adoption of climate-smart practices, restored veterinary coverage and livestock assets, and increased crop and livestock resilience and production.

- a. **Subcomponent 1.1: Climate-Smart Crop Production and Farmer Services.** This subcomponent will support targeted access to quality, climate-resilient inputs; resilient seed-system functions; and farmer advisory and extension services. Support will be time-bound where it addresses recovery needs and will strengthen sustainable supply and service systems where feasible. Detailed input packages, quality standards, procurement specifications, targeting and delivery arrangements, partner roles, and gender-responsive measures will be defined in the Project Operations Manual and technical annexes.
- b. **Subcomponent 1.2: Livestock Health and Productive-Asset Recovery.** This subcomponent will restore priority animal-health, veterinary, breeding, surveillance, and livestock-production services and may provide targeted replacement of productive livestock assets where technically, economically, and socially justified. Detailed service packages, species and disease priorities, facility requirements, restocking protocols, biosecurity and waste-

management measures, eligibility criteria, delivery arrangements, and institutional responsibilities will be specified in the Project Operations Manual and technical annexes.

- c. **Subcomponent 1.3: Rainwater Harvesting Technologies in Agriculture.** This subcomponent is primarily motivated by the need to address the anticipated impacts of recurrent drought, declining and increasingly variable rainfall, higher evapotranspiration under extreme heat, and worsening agricultural water scarcity. It will finance screened, small-scale investments to capture, convey, store, and productively use rainwater for agricultural production, including farm ponds, tanks, cisterns, collection structures, and associated soil-moisture conservation measures. By increasing water availability during dry spells and reducing smallholders' exposure to rainfall variability, these investments are intended to create durable adaptation benefits and protect climate-sensitive crop and livestock production. Investments will proceed only where technically feasible, water sources and catchments are sustainable, international-waterways requirements are addressed, sites are acceptable, and beneficiaries and responsible entities have credible operations and maintenance arrangements. Detailed technology options, hydrological and water-resource assessments, site-selection procedures, design and safety standards, responsibilities, and coordination arrangements will be provided in the Project Operations Manual and technical annexes. The cost tables, procurement plan, and annual work plans will disaggregate the full financing for eligible rainwater-harvesting and associated soil-moisture-conservation investments from non-climate expenditures, enabling the dedicated adaptation share of this subcomponent to be assessed separately.
- d. **Subcomponent 1.4: Emergency Food Security and Agricultural Production Recovery (US\$50 million, IDA Crisis Response Window Early Response Financing grant).** This time-bound subcomponent will support three categories in priority food-insecure and drought-affected areas: climate-resilient crop-production inputs and technical assistance; rainwater harvesting technologies; and livestock productive-asset recovery and animal-health support. It will restore productive capacity, protect priority production seasons, increase local food availability, and strengthen household resilience; it will not finance general food or cash assistance. Geographic and beneficiary targeting, packages, quantities, technical specifications, procurement and logistics, institutional and partner roles, safeguards, verification, communications, grievance handling, and monitoring will be defined in the Project Operations Manual, annual work plans, and technical annexes. Activities will use regular project arrangements and will not require Contingent Emergency Response Component activation.

Component 2: Olives and Pistachios Value Chains and Producers Groups (US\$50 million, IDA grant).

The component will support three intervention categories in the selected olive and pistachio value chains: integrated production, post-harvest, quality, and market systems; viable producer aggregation and cooperative services; and applied research, quality infrastructure, and knowledge transfer. Public financing will focus on public goods, shared assets, enabling services, and market failures, while commercially viable investments will remain with private firms and financial institutions. Final investments will be selected through value-chain and market assessments and annual work plans, with particular attention to women's participation in higher-value activities and structured markets.

- e. **Subcomponent 2.1: Integrated Olives and Pistachios Value-Chain Development.** This subcomponent will address priority constraints linking orchard productivity, aggregation, post-harvest management, processing, quality assurance, traceability, branding, logistics, and market access. Investment choices will be driven by demonstrated value loss, market demand, buyer requirements, producer inclusion, technical and economic feasibility, and private-sector additionality. Detailed facility types, equipment, technical standards, commercial-linkage arrangements, and public-private responsibilities will be set out in the Project Operations Manual, value-chain investment plans, and technical annexes.
- f. **Subcomponent 2.2: Agricultural Cooperatives and Producer Aggregation.** This subcomponent will strengthen viable producer organizations and their capacity to provide commercially relevant services, manage shared assets, improve governance, and build sustainable market relationships. Support will prioritize organizations with demonstrated member demand, sound governance, inclusive participation, and credible service and financial models. Detailed assessment criteria, capacity-building packages, shared-service arrangements, market-linkage support, and targets for women and youth will be defined in the Project Operations Manual and technical annexes.
- g. **Subcomponent 2.3: Applied Research, Quality Infrastructure, and Knowledge Transfer.** This subcomponent will strengthen selected public-good functions for applied research, resilient planting material, quality and food-safety assurance, laboratory services, and technology transfer linked to the selected value chains. Activities will build on existing national, university, and international capacities and avoid parallel systems. Detailed facility priorities, equipment and accreditation needs, research agendas, partnership roles, training programs, and knowledge-transfer arrangements will be specified in technical annexes and implementation agreements.

Component 3: Policy Reform, Digital Transformation, Institutional Strengthening, and Project Management (US\$25 million, IDA grant). This component will support three intervention categories: agricultural policy and market-enabling reform; digital, data, extension, and institutional systems; and project management, monitoring and evaluation, and environmental and social risk management. Activities will be phased according to institutional readiness and will prioritize functions that can be embedded sustainably in Ministry systems. Detailed reform actions, system architecture, equipment, staffing, capacity-building, and implementation responsibilities will be set out in the Project Operations Manual, reform roadmaps, and technical annexes.

- h. **Subcomponent 3.1: Agricultural Policy Reform and Market-Enabling Support.** This subcomponent will support analysis, consultation, capacity building, and implementation of a phased reform agenda covering emergency stabilization, transition from distortionary support toward more targeted and market-enabling approaches, and longer-term agrifood-sector development. Priorities may address public expenditure, input and service markets, producer aggregation, private investment and competition, quality and food safety, agricultural finance, and domestic and export markets. Specific reforms will be selected based on fiscal, distributional, political-economy, implementation, climate, gender, and smallholder impacts and will be detailed in agreed reform roadmaps and technical annexes.

- i. **Subcomponent 3.2: Digital Transformation and Institutional Strengthening.** This subcomponent will strengthen priority agricultural data, registry, digital advisory, extension, planning, and service-delivery functions and the enabling infrastructure, governance, interoperability, data protection, and institutional capacity required to operate them. Investments will build on compatible government and partner systems and avoid parallel platforms. Detailed system architecture, data standards, applications, equipment and connectivity, institutional ownership, staffing, change management, and training will be defined in the Project Operations Manual and technical annexes.
- j. **Subcomponent 3.3: Project Management, Monitoring and Evaluation, and Environmental and Social Management.** This subcomponent will finance the central Project Coordination Unit, five regional Project Implementation Units, project planning and coordination, centralized fiduciary management, monitoring and evaluation, beneficiary and management information systems, communications and grievance mechanisms, environmental and social risk management, third-party monitoring, and implementation support. The central unit will retain project-wide accountability and fiduciary authority, while regional units will support field coordination, verification, supervision, data collection, and risk management. Detailed staffing, functions, workflows, controls, reporting, monitoring methods, environmental and social procedures, and capacity-transfer arrangements will be provided in the Project Operations Manual and relevant technical instruments.

Component 4: Contingent Emergency Response Component (CERC) (US\$0). This zero-dollar component may be activated to provide an immediate response to a future eligible crisis or emergency. Following such an event, the Recipient may request the World Bank to reallocate uncommitted project proceeds to this component or provide additional financing in accordance with applicable World Bank requirements. No known food-security response activities are financed under Component 4; the Crisis Response Window-financed package is included under Subcomponent 1.4.

- k. **Future CERC activation, instruments, safeguards, and climate considerations.** Before any activation of Component 4, the Recipient will prepare or update the CERC Manual, Emergency Action Plan, positive list, and applicable environmental and social instruments in accordance with the Financing Agreement and World Bank requirements. These instruments will specify activation, eligibility, governance, procurement, financial management, disbursement, monitoring, reporting, coordination, rapid screening, labor and community safety, land and access, grievance handling, and landmine or explosive-remnants-of-war risk-management arrangements. CERC-supported measures will apply climate-resilient specifications and build back better where feasible and will avoid maladaptation, unsustainable water abstraction, and sites with unacceptable climate or security risk.

2.2 Project Activity Typology

The Syria STAR Project comprises a broad range of activities and sub activities across its four components, spanning agricultural input distribution, seed and fertilizer systems, livestock and

animal health services, on-farm and community irrigation, orchard and nursery rehabilitation, post-harvest and value-chain infrastructure, agricultural laboratories and quality-control facilities, cooperative development, digital and institutional systems, and emergency food-security response under the Contingent Emergency Response Component (CERC).

Given the scale and diversity of these interventions, and the fragile, conflict-affected operating context, each activity and sub activity will require E&S screening prior to implementation. To support a structured and consistent approach to this screening, the project's activities and sub activities have been consolidated into a set of common activity typologies, grouped by shared operational characteristics and risk profiles (see Section 6 for Activity Typology).

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2.3 Project Geographic, Environmental & Social Context

The project will operate in select governorates throughout Syria, focusing mainly on rural communities that have borne the brunt of conflict, displacement, and climate-related pressures. Implementation will follow a phased, geographically targeted approach, with priority given to locations that combine strong agricultural potential with practical, on-the-ground feasibility.

Environmental conditions for Syrian agriculture are becoming increasingly difficult. Much of the country is semi-arid and subject to unpredictable rainfall and frequent droughts, both of which have worsened in recent years due to climate change. Water availability is a major concern, worsened by deteriorated irrigation systems and growing dependence on groundwater. Soil erosion, poor land management, and years of farmland abandonment during the conflict have left land degradation widespread. Institutional capacity to monitor and manage environmental factors, such as water usage and agrochemical application, remains limited. Adding to these challenges, unexploded ordnance (UXO) in certain rural areas creates further hazards for activities involving land, including infrastructure rehabilitation and farming operations.

On the social front, the project operates within a fragile, conflict-affected setting shaped by long-term displacement, poverty, food insecurity, gender inequality and widespread Gender based Violence (GBV), with socially entrenched barriers to reporting GBV, and institutional weakness. It will focus on smallholder farmers and agricultural value chains, including women, youth, internally displaced persons, and returnees, with the potential to deliver meaningful social benefits by restoring livelihoods and strengthening food security.

2.4 ESRS Risk Rating

The project's environmental and social risks have been classified as "substantial" under the World Bank Environmental and Social Risk Classification (ESRS – Concept Stage dated 05/18/2026), since some significant risks and impacts are expected, however, mostly temporary, predictable and/or reversible, lower effects on areas of high value or sensitivity, and more readily available and reliable

mitigatory and/or compensatory measures. Activity-level risk ratings will be confirmed through screening once sufficient information on locations and implementation arrangements is available.

3. APPLICABLE REGULATORY FRAMEWORK

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3.1 National Legal Framework

The relevant Syrian laws and regulations to this project are presented in the table below. The presented regulations are considered relevant and verified ¹since the proposed activities are expected to have potential impacts and risks on the aspects linked to these regulations.

¹ MOA Verification of the Validity of Legal Instruments Following the 2025 Transitional Arrangements: Based on the new constitutional framework for the transitional phase in Syria and the Principle of Continuity of Laws: Article 51 of the Constitutional Declaration of the Syrian Arab Republic, signed on 13 March 2025, stipulates: (Legislation already in force shall remain in effect unless amended or repealed). This means that all legislation listed in the below table (from older instruments such as the Civil Code of 1949 to recent ones such as Resolution No. 191/T of 2025) remains in force, subject to its own terms (for example, time-limited instruments such as Legislative Decree No. 36 of 2020), unless the legislative authority - the People's Assembly, which first convened in July 2026 - adopts new laws that explicitly repeal or amend it.

Table 1 - Relevant National Environmental and Social Legislations

egislation Title, No. & Year	Description
<i>Environment</i>	
Environmental Protection Law No. 50 of 2002, as amended by Law No. 12 of 2012.	The primary umbrella legislation governing environmental protection, resource conservation, and pollution control in Syria. It establishes the framework for Environmental Impact Assessments (EIAs), which are mandatory for major agricultural, irrigation, and agro-industrial projects. Law No. 12 of 2012 (Law of the Ministry of State for Environmental Affairs, 26 articles) tasks the competent ministry with setting environmental impact assessment procedures and conducting strategic environmental assessment of ministries' plans, policies and programmes (Art. 3); establishes the Higher Council for Environmental Protection, the Environmental Support and Protection Fund and environmental inspectors (Arts. 8, 11 and 12); and defines punishable offences, including improper disposal of solid, industrial, hazardous, medical, liquid or gaseous waste (Art. 13).
Solid Waste Management Law Law No. 49 of 2004	The foundational legal framework governing all aspects of solid waste in Syria. It establishes standards for collection, transport, treatment, recycling, and safe disposal, while assigning operational responsibilities to local municipal authorities.
Water Resources and Management Law No. 31 of 2005	This law provides a framework for the sustainable management of water, ensuring equitable distribution and preventing over-extraction. It also includes provisions for the prevention of water pollution and the treatment of wastewater.
Air Pollution Control Law No. 9 of 2007	This law deals with air pollution and is intended to control emissions from industrial facilities, vehicles, and other sources of air pollution in Syria. The law sets limits on emissions of pollutants, including sulfur dioxide, nitrogen oxides, and particulate matter. It also mandates the establishment of air quality monitoring stations in various regions of Syria.
Environmental impact assessment procedures Decision No. 818 of 2013	Defines the stepwise national EIA process: screening, scoping, study preparation, public consultation, EIA review, licensing, and post-license monitoring.
MLAE* Law No. 18 of 2016	Re-established the Ministry of Local Administration and Environment (MLAE) in Syria by merging the Ministry of Local Administration with the Ministry of State for Environmental Affairs. This legislation unified regional governance, municipal management, urban planning, and environmental regulation under a single cabinet ministry. MLAE is the authority competent for

	ESIA approval. The Ministry continues under the transitional government formed on 29 March 2025.
<i>Social</i>	
Labor Law No. 17 of 2010, as amended	Regulates employment contracts, wages, working hours, leave, employment of young workers, occupational safety and labor disputes for workers within its scope. Workers governed by agricultural-relations legislation or the Basic Law on State Employees are subject to their respective employment regimes.
Agricultural Relations Law No. 56 of 2004, as amended	Regulates agricultural employment and contractual relationships, including seasonal work and sharecropping arrangements. Defines the rights and obligations of agricultural employers, workers and cultivators. Relevant to agricultural working conditions and contractual arrangements for the use of agricultural land.
Basic Law on State Employees Law No. 50 of 2004, as amended	Governs appointment, remuneration, working hours, leave, duties, disciplinary procedures and termination of employment for public employees within its scope. Relevant to Ministry and other government personnel involved in project implementation.
Civil Code Legislative Decree No. 84 of 1949, as amended	Establishes general rules on legal personality, contracts, obligations, civil liability, ownership and other property rights. Relevant to land ownership and use arrangements, contractual relationships and the civil rights and obligations of individuals, companies and associations, subject to applicable special legislation.
Antiquities Law Legislative Decree No. 222 of 1963, as amended	Protects movable and immovable antiquities and archaeological sites, regulates works affecting protected sites and requires reporting of archaeological discoveries to the competent authorities. Relevant to excavation, rehabilitation and other activities that may affect archaeological remains.
Child Rights Law No. 21 of 2021	Protects children from violence and exploitation, raises the age of marriage by stating that both boys and girls must be 18 years old at the time of marriage and establishes restrictions on child employment, including minimum-age requirements and prohibition of hazardous work. Relevant to agricultural labor and child-protection risks.
Juvenile Employment Decision No. 12 of 2010	Specifies conditions for employing young workers and the work and occupations prohibited by age group. Relevant to verification of workers' ages and suitability of assigned tasks.
Traffic and Vehicles Law No. 31 of 2004, as amended	Regulates vehicle operation, driving and road use. Relevant to transport of agricultural inputs, equipment and livestock, and to project-related vehicle movements affecting workers and other road users.
Expropriation Legislative Decree No. 20 of 1983, as amended	While STAR does not anticipate land acquisition or involuntary resettlement. This legislation regulates acquisition of property for public benefit and associated valuation, compensation and

	objection procedures. Relevant to reviewing acquisition history and outstanding claims affecting proposed project sites.
Reconstitution of Lost or Damaged Cadastral Records Law No. 33 of 2017	Provides procedures for reconstituting lost or damaged cadastral records. Relevant where missing records affect verification of ownership and other property rights at proposed project sites.
Farmers Organization Law No. 21 of 1974, as amended	Regulates farmers' organizations including cooperatives, and entails their formation, membership and governance. Relevant to support for cooperatives, farmer representation and access to cooperative benefits.
Social Insurance Law No. 92 of 1959, as amended	Regulates social insurance for covered workers, including work-injury, disability, old-age and survivors' benefits. Applicable coverage depends on the employment category and relevant provisions.
Personal Status Law (Law No. 59 of 1953, amended by Law No. 4 of 2019)	Governs marriage, divorce, child custody, and domestic relations, but contains structural inequalities especially regarding guardianship. The 2019 amendments brought progress including raising the minimum age of marriage to 18 years for both males and females though judicial exceptions remain possible; and allowing "harm" (darar), including physical abuse, as a legal ground for divorce, which represents the main legal mechanism for domestic violence victims to seek separation, as Syria does not have a standalone Domestic Violence law. It is to be noted that marital rape is not criminalized.
Syrian Penal Code Legislative Decree No. 148 of 1949	Articles 489 to 502 address Rape and Sexual Assault with prison terms including hard labor. Aggravated penalties apply when the victim is under 15, when the perpetrator holds a position of guardianship or authority over the victim, or when the act involves multiple perpetrators. Articles 506 and 510 address Sexual Harassment and Indecent Acts. However, the definition is narrow, and it is to be noted that there is no stand-alone anti-harassment law.
OHS**	
Labor Law Law No. 17 of 2010, as amended – Title XI (Occupational Safety and Health), Articles 230–243; and Title XII on Labor Inspection.	Title XI on Occupational Safety and Health (Articles 230–243) establishes the main OHS requirements, including protection from physical, mechanical, biological and chemical hazards, safe handling of harmful substances, PPE, worker information and training, workplace OHS arrangements, and worker duties. Title XII, beginning with Article 244, provides for labor and OHS inspection.
Agricultural Relations Law No. 56 of 2004, as amended	Agricultural labor inspection covers working conditions, technical precautions for agricultural machinery and equipment, and investigation of serious occupational injuries and diseases. Article 127 is specifically relevant to enforcement of worker health and safety requirements and allows

	agricultural labor inspectors to issue orders requiring employers to remove risks to workers' health and safety.
Social Insurance Law No. 92 of 1959, as amended	Provides the national social-insurance framework including work-related injuries, occupational diseases, disability, and associated benefits. It also forms part of the national labor-inspection framework. The ILO notes that employers are required to notify occupational injuries and diseases to the competent authority within the applicable reporting period.
Regulations on Labour Inspection Ministerial Decree No. 465 of 1965	Forms part of Syria's national labor-inspection framework and supports enforcement of labor, working-condition and OHS requirements.
Agriculture	
Plant Protection & Pesticides Decision No.191/T of 2025	The Decision Regulating the Registration, Import, Trade, Distribution, and Production of Pesticides in Syria and its Annexes.
Fertilizers & Soil Conditioners Decision No. 158/T of 2017, as amended by Ministerial Decision No. 115/T of 2021.	Decision No. 158/T of 2017, concerning the production, import, and export of fertilizers, was subsequently amended by Ministerial Decision No. 115/T of 2021, which introduced additional facilitation measures for producers, importers, and exporters to improve and secure the supply of fertilizers to farmers in the local market.
Seed and seed-certification legislation Legislative Decree No. 190 of 1970 Law No. 24 of 2012	Legislative Decree No. 190 of 1970 established the General Organization for Seed Multiplication, which is mandated with the production, multiplication, import, export, and marketing of various types of seeds, tubers, bulbs, seedlings, and improved agricultural production inputs. This institution serves as the sole official authority for issuing state-accredited seed certificates and is the entity responsible for determining the seasonal selling prices of seeds for farmers (e.g., Decision No. 705 of 2026 concerning the determination of the selling price of potato seeds for the autumn crop cycle). Law No. 24 of 2012 strictly prohibits the trade, handling, or circulation of any seeds or genetically modified organisms (GMOs).
Plant quarantine legislation Law No. 26 of 2007	Law No. 26 of 19 November 2007 on Agricultural Quarantine (13 chapters, 43 articles; Official Gazette No. 51, 12 December 2007): definitions, objectives, the powers of the Minister, authorized plant protection personnel, phytosanitary inspection at border crossings, domestic phytosanitary inspection in Syria (internal quarantine), emergency situations, declaration upon

Resolution No. 23/T of 2008 Resolution No. 158/T of 2012 Resolution No. 33 of 2024 (to be confirmed) Decision No.6277 of 2009 Law No.25 of 2016 Decision No. 63/T of 2026	entry, import procedures, transit consignments, export procedures, penalties, and general and final provisions. Resolution No. 23/T of 2008 - Implementing Regulation of Law No. 26 of 2007 (22 articles, two pest lists, three annexes; Official Gazette No. 10, 5 March 2008): phytosanitary certificates, import and transit procedures, storage and movement of consignments, and the roles of the Internal Plant Quarantine Department and the Permanent Committee for Plant Quarantine. Resolution No. 158/T of 29 April 2012 - quarantine pest lists: List A1 (quarantine pests not recorded in Syria, banned from entry) and List A2 (regulated non-quarantine pests), with import procedures; amends Resolution No. 23/T of 2008 and repeals Resolution No. 34/T of 2011. Resolution No. 33 of 2024 - designation of plants and plant products that must be submitted to plant quarantine (special articles of the regulations). Not found in public databases; number, type and content to be confirmed by the Plant Protection Directorate. Decision No.6277 of 2009 concerning sampling, which outlines the methods and quantities of samples to be collected from plant consignments subject to quarantine . Law No. 25 of 2016 concerning fines for plant quarantine violations, which stipulates the monetary amounts and penalties for infractions of phytosanitary quarantine regulations. Decision No. 63/T of 2026 concerning the services and fees provided by plant quarantine laboratories accredited by the Ministry of Agriculture.
Animal health and veterinary medicines legislation Legislative Decree No. 12 of 2012 Law No. 41 of 2017 Legislative Decree No. 36 of 2020	Legislative Decree No. 12 of 22 January 2012 on Organic Agriculture: framework for organic production, certification, labelling and marketing; its scope covers livestock and animal products, feed and apiculture (Art. 3), and it requires precise standards ensuring animal health and welfare (Art. 4). Executive instructions issued by Resolution No. 247/T of 2012. Law No. 41 of 2017: regulates the veterinary profession and the Syrian Veterinary Doctors' Syndicate (registration, practice, rights and duties, discipline). It defines veterinary medicine to include the prevention and treatment of animal diseases, protection of people from zoonoses and monitoring the safety of animal products. It replaced Law No. 42 of 2002. Legislative Decree No. 36 of 2020 (late December 2020): exempted production inputs and raw materials for therapeutic and preventive veterinary preparations from customs duties and other import taxes for one year from entry into force.

	Its validity expired on December 29, 2021, as there is no subsequent legislative decree or documented ministerial decision published in the Official Gazette stipulating an extension of the exemption period.
Agricultural Pesticides and Supplies Resolution No. 191/T of 2025 Decision No. 193/T of 2026 Decision No. 193/T of 2026	Resolution No. 191/T of 2025 (Ministry of Agriculture; 89 articles, 11 annexes; repeals Resolution No. 13 of 2023): it includes the definition of pesticides and their types, the registration of agricultural pesticides, the production of agricultural pesticides in Syria, the importation of active ingredients, import and export requirements, accredited laboratories for pesticide analysis and the compliance of pesticides with standards, the regulation of trade (import and export), distribution, or manufacturing (production) of chemical, organic, and biological materials and preparations, agricultural seeds, and supplies, as well as the penalties for those who engage in dealing (distribution, trade) without a license. Testing must comply with Good Laboratory Practice (GLP). GLP certificates are accepted from the following authorities: BfR, ANSES, Sciensano, MHRA, FDA, PMDA, SCC, ENAC and FOPH. Countries to which the decision applies: United States of America, Canada, United Kingdom, Denmark, Switzerland, Austria, Germany, Belgium, France, Bulgaria, Croatia, Czech Republic, Hungary, Romania, Latvia, Slovakia, Slovenia, Spain, Sweden, Ireland, Poland, Norway, Netherlands, Greece, Japan, South Korea, Finland, Italy, Portugal, Estonia, Luxembourg, Cyprus, Lithuania, Malta. A pesticide registration form is available. Decision No. 193/T of 2026 concerning the services and fees for the production of biopesticides (Trichoderma) and natural enemies for farmers. Decision No. 193/T of 2026 concerning the services and fees for the production of biopesticides (Trichoderma) and natural enemies for international organizations.
Import and export of plants Resolution No. 91 of 2024 (to be confirmed) Resolution No. 1 of 2026 - update (to be confirmed) Decision No. 31/T of 2013	Resolution No. 91 of 2024: special decision on importation by government entities and the export of plants and parts thereof, and the applicable conditions. Resolution No. 1 of 2026: updates Resolution No. 91 of 2024. Neither instrument was found in public databases; number, type and content to be confirmed by the Plant Protection Directorate. Decision No. 31/T of 2013 concerning the production, trade, import, and export of plants and their parts.
Mine Action	

National Mine Action Centre (الألغام لمكافحة الوطني المركز)	Operates under the Ministry of Emergency and Disaster Management, established on 29 March 2025 with the formation of the Syrian transitional government, to lead, organize and unify the national response to landmines and explosive ordnance across Syria, including agricultural areas. Its work covers risk education, survey and clearance, and victim assistance, with partners such as the ICRC and the GICHD (national workshop on a strategic framework for mine action, April 2026). The legal instrument establishing the Centre was not found in public sources. For STAR, the World Bank mission of July 2026 indicated that activities in potentially contaminated areas require verification or clearance through UNMAS or UNMAS-accredited entities; working arrangements between the Centre and UNMAS should therefore be confirmed.
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* * The officially competent authority currently granting environmental approvals (including the approval of Environmental and Social Impact Assessment (ESIA) studies) is Ministry of Local Administration and Environment (MLAE): Based on Law No. 18 of 2016, which unified environmental governance and local administration under a single cabinet ministry, making it the competent authority for approving environmental and social impact assessments. Environmental Safety Directorate: This directorate serves as the competent technical body within the ministry's administrative structure, responsible for overseeing issues related to the protection of the environment and natural resources, preparing policies and standards, and issuing environmental approvals for projects. Therefore, any agricultural or development project requiring environmental approval must submit its application and undergo the assessment procedures through the Environmental Safety Directorate of the Ministry of Local Administration and Environment, in accordance with the procedures stipulated in Decision No. 818 of 2013.

*** The applicability of national OHS requirements under the Project will vary according to the category of worker, employment arrangement, and type of activity undertaken. These requirements should therefore be applied together with the relevant provisions of ESS2 and the applicable World Bank Group Environmental, Health and Safety (EHS) Guidelines and the Good International Industry Practice (GIIP) (GIIPs) when determining activity specific OHS measures.*

3.2 World Bank Environmental and Social Requirements

The World Bank's Environmental and Social Framework (ESF), approved in 2016 and made effective as of October 1, 2018, provides a comprehensive structure for identifying and managing environmental and social risks in development projects financed by the Bank. Central to the ESF are the ten Environmental and Social Standards (ESSs), which define the obligations of grant recipients to assess, manage, and monitor risks and impacts throughout the project lifecycle. These standards aim to enhance sustainable development outcomes by promoting transparency, stakeholder engagement, and environmental and social accountability. The ESSs address key thematic areas such as labor and working conditions, resource efficiency and pollution prevention, community health and safety, land acquisition and involuntary resettlement, biodiversity conservation, and the rights of vulnerable groups, among others. Compliance with the ESF and ESSs is essential to meet the World Bank's financing requirements and to ensure that environmental, social, health, and safety considerations are fully integrated into project planning and implementation.

Since the STAR project is financially supported by the World Bank, the Government of Syria - represented by the MoA - is required to comply with the applicable ESSs of the Bank. The environmental and social (E&S) risk classification, along with all relevant E&S instruments, shall be prepared, consulted upon as relevant, reviewed, cleared, and disclosed in accordance with the timing specified in the ESCP for each instrument on the MoA's official website. These instruments include (but not limited) the Environmental and Social Management Framework (ESMF), Stakeholder Engagement Plan (SEP), and Environmental and Social Commitment Plan (ESCP).

For this project, eight (8) ESSs have been determined to be applicable, as outlined in the table below.

Table 2 - The World Bank ESS Relevant to the Project

ESS Title	Description
ESS 1 – Assessment and Management of Environmental and Social Risks and Impacts	The Project funds regional agricultural rehabilitation, irrigation networks, livestock support, and value chain improvements in a fragile, high-risk zone which may have adverse impacts on communities and the environment. These Screening Procedures, including the exclusion list (Annex C) and decision rules (Annex D), constitute the appraisal-stage screening arrangements. An ESMF containing a project exclusion list, screening protocols, and ESMP guidelines will be prepared within the timeframe set out in the ESCP to cover environmental and social potential impacts, standard construction hazards, waste disposal, water resource limits, labor rights, SEA/SH, and community health. Dedicated protocols and plans will also handle UXO clearance, chance artifact finds, Integrated Pest Management Plan (IPMP), and vulnerable population access. The MoA will lead execution via a Project Coordination Unit (PCU) and regional implementation units (PIU), backed by specialized E&S staff, capacity-building programs, and optional third-party monitoring. As for regulatory binding

ESS Title	Description
	commitments and obligations, they will be detailed in the ESCP, while ties to an IFC-financed facility remain under review.
ESS2 - Labor and Working Conditions	The Project will create jobs and ensure workers' rights, health and safety. It will involve three categories of workers: direct, contracted, and primary supply-workers in agricultural production, infrastructure rehabilitation, and service delivery. Potential risks include informal employment, child labor, OHS hazards linked to machinery, agrochemical handling, unexploded ordnance (UXO), labor disputes, lack of contracts, unfair wages, poor working conditions, discriminatory employment practices, and child labor. Mitigation measures in ES instruments will include safe systems at work, safety training, protective equipment, fair labor practices, creating a working environment safe from SEA/SH, and grievance mechanisms. Labor Management Procedures (LMP) will be prepared. The LMP will mandate fair employment terms, prohibit child and forced labor, prohibit SEA/SH, guarantee equal opportunity, and set up a dedicated worker grievance redress mechanism. Applicable LMP requirements will be incorporated into contractor and primary supplier contracts and constitute legally binding clauses through procurement contracts, supported by MoA capacity building for ongoing monitoring, supervision, and oversight.
ESS3 - Resource Efficiency and Pollution Prevention and Management	The Project activities will generate various types of pollution, affecting air, water, noise, and soil, as well as resource utilization. Resource efficiency and pollution risks are linked to irrigation upgrades, farming inputs, and agricultural expansion. Key concerns include cumulative water extraction, fertilizer runoff, and hazardous waste from farms, labs, and veterinary services. Mitigation measures shall focus on climate-smart practices, drip/sprinkler irrigation, regenerative agriculture, and an Integrated Pest Management Plan (IPMP) to control pesticide reliance. Comprehensive pollution controls (covering air, water, noise, and waste management) and sustainable resource policies will be screened and governed under the ESMF.
ESS4 - Community Health and Safety	Community health and safety could be affected by the Project activities. Infrastructure rehabilitation, heavy machinery operation, and agricultural input handling create direct public hazards, including agrochemical exposure and construction-related accidents. High-risk conditions are amplified by fragile local settings, presence of vulnerable populations, restricted access to basic services, and hidden unexploded ordnance (UXO). Interacting with external workforces poses SEA/SH and community safety risks. These are aggravated by weak local institutional oversight and limited monitoring capacity. To mitigate these operational risks, site-specific Environmental and Social Management Plans (ESMPs), strict contractor controls, and community awareness campaigns will enforce general safety measures. Prior to any physical works, specialized entities will conduct systematic screening and clearance to manage unexploded ordnance (UXO) hazards. Additionally, contextual security assessments will guide the creation of site-specific Security Management Plans (SMPs) as relevant, while a dedicated SEA/SH Action Plan will be developed to design and implement mitigation measures and present an accountability and response framework to respond to SEA/SH risks.

ESS Title	Description
ESS5 - Land Acquisition, Restrictions on Land Use and Involuntary Resettlement	No land acquisition or involuntary resettlement is expected, as activities focus on restoring existing infrastructure within current footprints. However, due to Syria's fragile context, risks involving informal land tenure, displacement, and localized access disputes remain possible. To manage this, the project will screen for ESS5 risks via the ESMF, exclude any activities causing physical or economic displacement from funding. The project GM will receive and facilitate resolution of land-related concerns, with referral to competent authorities where needed; it will not replace land-related risks screening or determine legal ownership.
ESS6 - Biodiversity Conservation and Sustainable Management of Living Natural Resources	Restoring irrigation, repairing infrastructure, and boosting crop and livestock production will take place near natural and modified rural habitats. While no significant degradation of critical habitats is expected, potential site-specific risks include localized disturbance, land-use shifts on abandoned fields, water resource pressure, and agrochemical runoff affecting biodiversity. The ESMF will screen out sensitive ecological areas, encourage sustainable farming, and enforce measures to protect surrounding ecosystems and living natural resources.
ESS8 - Cultural Heritage	This standard applies as a precautionary measure during small-scale civil works and other ground-disturbing activities. While no known cultural heritage sites are expected to be affected, widespread excavation carries the potential to uncover hidden artifacts. The Environmental and Social Management Framework (ESMF) will establish a mandatory Chance Finds Procedure, enforced through site-specific Environmental and Social Management Plans (ESMPs), requiring contractors to stop work, protect, and report any unexpected cultural heritage discoveries. Chance-find requirements will also be included in the relevant physical works contracts.
ESS10 - Stakeholder Engagement and Information Disclosure	Stakeholder engagement among smallholder farmers, local workers, cooperatives, and government bodies in Syria's fragile environment will be consistent, comprehensive, coordinated, and culturally appropriate. To address barriers like information gaps and marginalization of women, youth, displaced persons, and returnees, a Stakeholder Engagement Plan (SEP) will be consulted on and published prior to appraisal. The project will also deploy an accessible Grievance Mechanism (GM) featuring confidential, survivor-centered channels for sensitive issues like Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH).

3.3 Applicable WBG General & Sector-Specific Environmental, Health, and Safety (EHS) Guidelines

This Project will adhere to the International Finance Corporation (IFC) Environmental, Health, and Safety (EHS) Guidelines. These technical references guide measures to avoid, minimize, and control EHS impacts throughout implementation. Consequently, the Project must comply with general IFC EHS Guidelines as well as applicable sector-specific standards regarding:

- Guidelines for Agri-Business/ Food Production: This collection of Industry-Sector Environmental, Health, and Safety (EHS) Guidelines includes sub-sectors in agribusiness and

food production. Depending on the specific agricultural components of the project, one or more sector-specific guidelines will apply. It will offer guidance on managing related environmental, occupational, and community health and safety risks. Technical guidance is available for plantation of crop production, livestock and animal protein, aquafarms, food and bio-fuel processing, food distribution and retailers, and agri-commodity traders.

- General EHS Guidelines: It applies across all activities and covers broad risk categories, including Environmental, Occupational Health and Safety, and Community Health & Safety.

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4. INSTITUTIONAL ROLES AND RESPONSIBILITIES

4.1 Ministry of Agriculture (MoA)

The Ministry of Agriculture (MoA) is the Syrian government body responsible for agricultural development, rural affairs, and agrarian reform. It formulates agricultural policies, supports farmers, manages research initiatives, implements land reform, and works to enhance national food security and crop production. Under the STAR Project, the MoA is the only sectoral institution equipped with a legal mandate, technical departments, and regional directorates across all governorates. Consequently, it acts as the sole implementing agency with ultimate accountability for E&S risk management, led by the Minister or a designated senior official. A central Project Coordination Unit (PCU) and five regional Project Implementation Units (PIUs) will support the Ministry in executing this large-scale, decentralized project. This setup accommodates the Ministry's current operational limits while capitalizing on its countrywide presence to build institutional capacity over time.

4.2 Project Coordination Unit (PCU)

To balance central oversight with broad field reach, the implementation centers core accountability within a Damascus-based PCU while deploying five regional PIUs across Ministry directorates. The PCU will coordinate all four components, consolidate annual work plans and budgets, manage project resources, ensure compliance with the Financing Agreement and Project Operations Manual, and serve as the principal interface with the World Bank.

The PCU will be headed by a Project Coordinator and staffed with competitively recruited full-time specialists in procurement, financial management, crop production, livestock, value chains and cooperatives, policy and digital systems, environmental and social risk management, monitoring and evaluation, gender and social inclusion, communications, and administration. It will prepare and update procurement plans, annual work plans and budgets, cash forecasts, financial and results reports, environmental and social instruments, and implementation schedules. The PCU will approve and consolidate regional plans, maintain the management information system and beneficiary registry, coordinate contractors and technical partners, monitor compliance and performance, hold

centralized responsibility for procurement, and escalate policy or implementation issues to Ministry management and the Project Steering Committee.

4.3 Project Implementation Units (PIUs)

Five (5) regional Project Implementation Units (PIUs) will be established within Ministry regional directorates and will operate under the authority, procedures, and fiduciary controls of the central PCU. They will not be separate implementing agencies and will not hold independent financial-management or procurement authority unless explicitly delegated in the Project Operations Manual. Regional PIUs will coordinate with governorate agriculture directorates, extension and veterinary units, cooperatives and producer groups, local authorities, contractors, service providers, and beneficiaries. Their responsibilities will include outreach and beneficiary verification, site screening, field coordination, supervision support, environmental and social compliance, grievance intake, data collection, verification of delivered goods and completed works, and timely reporting to the PCU.

The PCU E&S team will provide overall OHS oversight and technical guidance, while designated PIU E&S personnel will undertake routine field-level OHS screening, verification, and monitoring. Contractors and service providers remain responsible for the OHS performance of their personnel and activities in accordance with applicable contractual and Project requirements.

Table 3 - Project Environmental & Social Roles & Responsibility Summary

Stakeholder/Level	Primary Roles & Key Responsibilities
Ministry of Agriculture (MoA)	• Project implementation • Holds overall accountability and statutory responsibility for Project E&S risk management. • Provides executive oversight and strategic guidance through the Minister or designated senior officials. • Approves annual work plans, major E&S budgets, and institutional capacity-building frameworks.
Project Coordination Unit (PCU) <i>Central Level – 1 Unit in Damascus</i>	• Coordinates overall implementation, oversight, and monitoring of the ESCP, ESMF, SEP, LMP, IPM, SEA/SH action plan, security/mine-risk procedures, and site-specific E&S instruments. • Houses full-time, dedicated E&S specialists managing central-level E&S operations. • Consolidates regional reporting, manages third-party monitoring contracts, and leads reporting to external stakeholders. • Designs and coordinates targeted capacity-building, training, and mentoring programs across all implementation levels.
Project Implementation Units (PIUs) <i>Regional Level - 5 Units</i>	• Conducts field-level E&S screening and site verifications. • Supervises and enforces the execution of site-specific E&S mitigation measures.

	• Manages local-level grievances, tracks incidents, and maintains regional logbooks. • Provides direct field reports, data, and incident escalations to the central PCU.
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5. INITIAL SCREENING OF E&S RISKS & IMPACTS

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5.1 Environmental Risks

Project activities may create environmental risks where civil works, land clearing, resource extraction, agricultural input usage, waste generation, and water management interact with existing ecosystems and natural resources. The potential environmental risks associated with the project activities are presented below:

5.1.1 Air pollution

Project activities are expected to generate localized air quality impacts, primarily from two sources. First, small-scale civil works associated with the rehabilitation of irrigation systems, water harvesting structures, collection/storage/processing facilities, and cooperative aggregation facilities will generate construction-related dust and emissions from machinery and equipment during the rehabilitation period. Second, increased vehicle traffic and mobility linked to service delivery, particularly veterinary and vaccination services under the animal health program, as well as transport and logistics for seed distribution, livestock restocking, and other related operations, will contribute to vehicle emissions.

5.1.2 Soil and land degradation

Small to medium-scale civil rehabilitation, nursery operations, and intensive agricultural land preparation can carry physical risks, including soil erosion, compaction, topsoil loss, and broader land degradation. These physical risks may further be compounded by potential chemical contamination affecting topsoil, surface water bodies, and underlying groundwater tables due to the potential improper handling or runoff of agricultural chemicals, pesticides, disinfectants, and animal vaccines. Specifically, the over-application, improper storage, and unsafe road transport of fertilizers may risk polluting subsurface waters.

5.1.3 Hazardous and medical waste accumulation

The improper handling, collection, treatment, and disposal of hazardous, biological, and chemical wastes that will be generated through veterinary interventions, livestock vaccination campaigns, quarantine protocols, and laboratory operations may create environmental and biosafety hazards. Field deployment of animal vaccines will produce hazardous sharp waste, including used needles, syringes, and lancets. These items require strict containment, dedicated waste-tracking, and specialized disposal protocols to prevent occupational needle-stick injuries and environmental contamination. Substandard storage or open dumping of these supplies can pose risks of soil and

subsoil degradation. During rainfall events, surface runoff and soil seepage can transport chemical residues and contaminants into nearby surface water bodies and underlying aquifers, creating localized environmental pollution and potentially facilitating the transmission of animal pathogens.

5.1.4 Non-hazardous solid waste generation

The procurement, logistics, and field deployment of animal vaccines and medical supplies will generate quantities of non-hazardous solid waste. While these waste streams do not present direct biological or chemical hazards, their improper handling and haphazard disposal can lead to environmental degradation, land littering, and localized pollution if not managed systematically. Packaging materials, including cardboard and carton boxes, plastic and nylon wrapping, protective foam, and plastic strapping, will also be generated and may accumulate at central storage facilities, distribution hubs, and field operations sites during unpacking and preparation.

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5.2 Social Risks

5.2.1 Land acquisition, resettlement, and livelihood impacts

While no land acquisition or involuntary resettlement is anticipated under the project, project-supported activities may affect land, assets or livelihood access, including through temporary work areas, routes and preparatory clearance. Screening will identify owners and actual users, including tenants, sharecroppers, informal occupants, seasonal herders and market users. It will assess effects on crops, grazing, water access and income. Location, design and work scheduling should avoid physical or economic displacement; activities that would still involve such displacement are excluded under the current project approach. Material unresolved land or access issues will be referred to the PCU E&S team before selection is finalized.

5.2.2 Vulnerable and Marginalized groups presence and Access to Benefits

Eligibility, registration, fees, cooperative membership and delivery arrangements may exclude otherwise eligible women, youth, displaced and returning farmers, tenants, remote communities, persons with disabilities, and other vulnerable and marginalized groups identified in the SEP. Screening will consider favoritism in beneficiary selection, unequal access and control over benefits within households. Clear selection criteria, accessible outreach, assisted registration and suitable delivery and training arrangements will be implemented. Livestock packages will also be checked for access to feed, water, shelter and veterinary support, identifying assistance needed by vulnerable recipients rather than excluding them solely because of these constraints.

5.2.3 Child and Forced Labor

Agricultural, seasonal and informal work may expose children to hazardous tasks or interfere with schooling, including family work associated with supported activities, and/or expose children to SEA/SH and child trafficking. Screening will identify minimum-age and age-verification requirements and prohibit hazardous work by persons under 18. It will also check risks of coerced work, recruitment

fees, withheld wages and retained identity documents. Measures will be reflected in the LMP, procurement, and supervision according to the actual worker category. Suspected cases require protective follow-up and appropriate remediation, including consideration of the child's welfare.

5.2.4 Gender-based Violence (GBV) /SEA-SH Risk

The GBV and SEA/SH risks present in this project are derived from Syria's overall context and from project-specific risks.

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5.2.4.1 Syria's Country Context in Relation to GBV and SEA/SH

The STAR project will be implemented across multiple locations in Syria's conflict-affected context, marked by widespread displacement, dismantled community support structures, and vulnerable groups including women and girls exposed to multiple forms of violence, including intimate partner violence, sexual assault, transactional sex, early and forced marriage, and trafficking, with limited access to formal protection and justice mechanisms. GBV is widely underreported due to social stigma, fear of retaliation, lack of accessible services, and mistrust of institutions.

5.2.4.2 Project-specific SEA/SH Risks

The project will finance infrastructure rehabilitation activities which will bring workers who are potentially from outside local communities into project areas. Labor influx in conflict-affected settings is a well-established driver of SEA/SH risk, as it can disrupt community power dynamics, increase economic disparities between project workers and local residents, and create contexts of dependency or transactional relationships. The project will also engage smallholder farmers, agricultural workers, cooperatives, and community members, including internally displaced persons (IDPs), returnees, women, and youth. These groups face elevated vulnerability to GBV and SEA/SH, particularly where displacement has weakened household and community protective structures. Additionally, direct engagement between project workers and beneficiary communities through cooperative strengthening and distribution increases the potential for power imbalances that can give rise to SEA/SH.

5.2.4.3 Proposed Mitigation Measures for SEA/SH Risks

The project will adopt robust mitigation and response measures to be defined in the Environmental and Social Commitment Plan (ESCP) and reflected in relevant E&S instruments, including at a minimum, a standalone SEA/SH Action Plan, mandatory CoCs for all contractors, sub-contractors, and project workers, with explicit prohibitions on SEA/SH and enforcement mechanisms, including disqualification provisions consistent with World Bank procurement requirements, integration of SEA/SH-specific provisions into the project's Grievance Mechanism (GM), ensuring confidential, safe, and survivor-centered handling of complaints, targeted awareness-raising activities for communities, training on SEA/SH prevention for project workers, and a GBV service mapping in project implementation areas to ensure referral pathways are available prior to the start of civil works activities.

5.2.5 Stakeholder engagement and Grievances Management:

Screening will identify affected people and record concerns about site selection, land and water access, benefit selection and service delivery. Engagement will reach less-represented groups through accessible local channels and suitable timing and their representative groups and organizations in line with the SEP. PIUs will record how concerns inform the activity and communicate accessible project GM channels and response arrangements, without cost or retaliation. Worker grievances will follow the applicable separate LMP route. These arrangements will be coordinated with the SEP.

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5.2.6 Land tenure and legal/institutional context

Displacement, missing records, overlapping claims and informal agricultural arrangements may complicate verification. Screening will distinguish ownership, permission to use land and actual occupation or use, including relevant absent claimants. Missing title documents will not alone establish absence of rights or ineligibility for support. The PCU will obtain competent legal or administrative advice where needed; a local endorsement or beneficiary selection will not settle disputed rights.

5.2.7 Digital inclusion and data protection

Farmer and livestock registries, digital platforms and monitoring systems may exclude people through inaccurate records, documentation barriers or limited connectivity and digital skills. Misuse or inappropriate disclosure of personal, landholding, or displacement information may also cause harm. Screening will identify the minimum data needed and their intended uses, access and sharing controls, retention and secure disposal, correction routes and assisted or offline access. Farmers will receive clear information on how their data will be collected, used and shared. Requirements will be incorporated into system design, operating procedures and service-provider contracts.

5.2.8 Policy and cooperative reform

Advisory work on agricultural support, cooperative rules, certification and market access may have distributional effects even without civil works. Screening will identify who may benefit or bear costs, barriers for small producers and women, and consultation needs. Relevant terms of reference and outputs will address these effects and, where needed, transitional measures for vulnerable farmers and groups, and affected parties.

5.2.9 Labor and working conditions

Project implementation is expected to involve different categories of project workers, including PCU and regional PIU personnel, government and technical staff, contracted workers, consultants and service providers, suppliers, and their personnel, as well as veterinarians and laboratory personnel, drivers, machinery operators and other personnel engaged in project-supported activities.

Potential labor and working-condition risks may include:

- inadequate or unclear terms and conditions of employment, including delayed or unpaid wages and unauthorized deductions
- excessive working hours or insufficient rest periods
- unequal treatment or discrimination
- absence of insurance coverage against work incidents, illnesses, and injuries, including gaps in applicable social-insurance coverage
- inadequate worker grievance arrangements
- weak labor-management capacity among contractors and service providers
- inadequate working conditions, including but not limited to resting facilities, ergonomics, access to potable water, and sanitation facilities
- workers, particularly women, may face sexual harassment, exploitation, or abuse from supervisors, co-workers, or community members
- inadequate arrangements for workers deployed to rural or remote locations, and
- insufficient worker welfare, communication, accommodation, first aid or emergency preparedness arrangements where relevant to the nature of the work.

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Contracted, temporary and field-based workers may be particularly exposed where employment arrangements are informal or where contractor management and supervision capacity is limited.

The specific number, categories, and deployment arrangements of project workers have not yet been fully defined. Labor risks and applicable requirements should therefore be further assessed as implementation arrangements are developed and reflected in the project Labor Management Procedures, contracts and other relevant E&S instruments.

Screening will identify actual employment and engagement arrangements. Existing civil servants, contracted workers and primary supply workers will be addressed through the applicable ESS2 and LMP provisions. Direct and contracted workers will receive understandable employment information and access to a worker GM without retaliation. Primary-supply screening will address child or forced labor and serious safety risks, with monitoring and corrective action in accordance with the LMP.

5.3 Community health, safety and security

Project activities may create community health and safety risks where civil works, agricultural machinery, livestock activities, agrochemicals, transport operations, water-harvesting and distribution infrastructure and project-supported facilities interact with beneficiaries and surrounding communities.

Potential risks may include:

- exposure of community members to construction traffic, open excavations, trenches and unsecured work areas
- safety risks at input and livestock distribution points, including crowding, vehicle movements and animal-handling injuries, where relevant;
- traffic and pedestrian risks associated with agricultural machinery, project vehicles, heavy equipment movement, mobile veterinary units and livestock transport
- accidental exposure to pesticides, fertilizers, disinfectants and other agricultural or veterinary chemicals due to inappropriate transport, storage, use or disposal
- public health and biosecurity risks associated with livestock vaccination, veterinary services, quarantine, animal movement and disposal of veterinary wastes
- waterborne and vector-borne disease risks associated with contaminated water, standing water or inadequate drainage around water-harvesting and distribution facilities;
- accidental access to open wells, irrigation channels, water-harvesting structures and other water-related infrastructure; and
- potential exposure to landmines and other explosive ordnance in conflict-affected or previously inaccessible locations, particularly where project activities may increase access to agricultural land, irrigation systems, rural infrastructure or other previously unused areas.

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The nature and significance of these risks will vary depending on the location, scale and type of activity and the proximity of communities and other sensitive receptors. Community health and safety risks will therefore require further consideration during activity-level E&S screening and incorporation of appropriate measures into subsequent E&S instruments, as applicable. Screening will consider the particular exposure of vulnerable groups and the need for accessible community safety information and emergency-response arrangements.

5.4 Occupational Health and Safety Risks

The proposed project activities encompass a diverse range of agricultural, livestock, infrastructure rehabilitation, laboratory, storage, processing, logistics, and service-delivery activities. The nature and magnitude of occupational health and safety (OHS) risks will therefore vary according to the specific activity, location, scale, technology and equipment used, workforce characteristics, duration of exposure, and implementation arrangements.

Potential OHS risks will be considered in accordance with applicable national requirements, ESS2 on Labor and Working Conditions, and relevant World Bank Group General and Industry-Sector Environmental, Health and Safety (EHS) Guidelines. Activity-level screening will identify relevant OHS hazards and determine the need for further assessment and appropriate OHS measures through the applicable E&S instrument.

5.4.1 Chemical and Hazardous-Material Exposure

Potential chemical exposure may arise from the procurement, transportation, storage, handling and application of pesticides, fertilizers, disinfectants, veterinary medicines, laboratory reagents, fuels, cleaning chemicals and other hazardous substances associated with project activities.

Potential exposure pathways include inhalation, dermal and eye contact, ingestion and accidental splashes or releases. The nature and significance of the risks will depend on factors including the hazardous properties and quantities of substances involved, frequency and duration of exposure, storage and handling conditions, application methods, and characteristics of the working environment.

Activities involving potentially significant chemical or hazardous-material exposure will require activity-specific assessment and appropriate control measures through the applicable E&S instrument.

5.4.2 Biological and Zoonotic Hazards

Livestock vaccination, veterinary services, livestock restocking, quarantine activities, laboratory activities and other animal-related interventions may expose workers to biological agents and zoonotic diseases.

Potential hazards include animal bites, kicks and crushing injuries; needle-stick and sharps injuries; contact with animal blood, bodily fluids and infectious materials; contaminated surfaces, equipment and wastes; and exposure during the collection, handling, transportation or testing of biological samples.

The significance of these risks will depend on the types of animals and biological agents involved, the nature and frequency of worker contact, activity setting, and existing biosafety and occupational-health arrangements. Relevant activities will therefore require further assessment where material biological or zoonotic exposure is identified.

5.4.3 Agricultural Machinery, Equipment and Vehicle-Related Hazards

The provision and use of agricultural machinery and equipment may introduce risks associated with moving and rotating parts, entanglement, crushing, cutting, overturning, noise, vibration, equipment maintenance, and other mechanical hazards.

Transportation and logistics associated with the movement of workers, agricultural inputs, livestock, equipment and materials may also expose workers to road-traffic accidents, vehicle movements, loading and unloading activities, and related occupational hazards. Field activities may also require travel to remote or rural locations where road conditions, limited communications, and delayed access to emergency medical assistance may increase occupational risks. Where relevant, screening will consider journey management, vehicle and driver requirements, communications and emergency-response arrangements.

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The significance of these risks will depend on the type and condition of machinery and vehicles, frequency and circumstances of use, operator competency, work environment, and nature of associated activities. These factors will be assessed further once equipment specifications and implementation arrangements are defined.

5.4.4 Construction and Rehabilitation-Related Hazards

Light rehabilitation of agricultural, veterinary, laboratory, storage, processing, cooperative Ministry and extension facilities may expose workers to construction-related occupational hazards.

Potential hazards may include work at height, falling objects, electrical hazards, excavation, unstable ground conditions, use of hand and power tools, welding and hot works, lifting and material handling, dust, noise, vibration, slips and falls, temporary works, vehicle and equipment movement, and unsafe access or working conditions.

Works involving wells, tanks, channels, pits or other enclosed or water-related structures may also present confined space, restricted access, drowning or engulfment hazards. Such activities will require specific assessment of access, ventilation, rescue arrangements, barriers and other relevant controls.

The nature and significance of these risks will depend on the scope, scale, and duration of the rehabilitation works, site conditions, construction methods, and equipment used. Further site- and activity-specific OHS assessment will therefore be required where rehabilitation work presents material occupational risks.

5.4.5 Electrical Hazards

Electrical hazards may arise during rehabilitation works and through the installation, operation or maintenance of agricultural machinery, irrigation pumps, laboratory equipment, refrigeration and cold-chain systems, processing equipment, solar systems, batteries, electrical installations and IT systems.

Potential risks include electric shock, electrical burns, fire, and injuries associated with damaged, inadequately installed or poorly maintained electrical equipment and systems.

The significance of electrical risks will depend on the type and condition of equipment and installations, work environment, maintenance requirements, and extent of worker interaction with electrical systems. Activities involving material electrical risks will require further activity-specific assessment and appropriate controls.

5.4.6 Ergonomic and Manual-Handling Risks

Manual lifting, carrying, loading and unloading may occur during agricultural input distribution, storage and logistics, seed processing, livestock activities, laboratory operations, facility rehabilitation and movement of equipment and materials.

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Workers may also be exposed to repetitive movements, awkward postures, prolonged standing or sitting, and other ergonomic factors that may contribute to musculoskeletal injuries or disorders.

The significance of these risks will depend on the weight and frequency of loads handled, duration and repetitiveness of tasks, workplace layout, availability of mechanical assistance, and characteristics of the workforce.

5.4.7 Heat Stress and Climatic Exposure

Workers undertaking outdoor agricultural, veterinary, irrigation, rehabilitation, transport and other field-based activities may be exposed to high temperature, solar and ultraviolet radiation and other adverse climatic conditions.

Prolonged or strenuous work under high-temperature conditions may increase the potential for heat-related illness, dehydration, fatigue, and associated occupational accidents. The level of risk will depend on location, season, duration, and intensity of work, environmental conditions, and characteristics of the exposed workforce.

These factors will be considered during activity-specific screening, particularly for activities involving prolonged or physically demanding outdoor work.

5.4.8 Laboratory, Cold-Chain, Storage and Processing-Facility Risks

Laboratory and quality-control activities may involve a combination of chemical, biological, sharps, electrical, fire and ergonomic hazards. Veterinary and cold-chain facilities may involve biological hazards, refrigeration systems, compressed gases, cryogenic materials, electrical equipment, manual handling and temperature-related exposures. Seed processing, storage, collection, processing and packaging facilities may introduce machinery, dust, noise, material-handling, storage, electrical and fire-related hazards.

The specific nature and significance of these risks will depend on the processes, equipment, materials, and facility arrangements involved. Relevant facilities and activities will therefore require further OHS assessment through the applicable activity-specific E&S instrument.

5.4.9 Waste and Hazardous-Waste Related OHS Risks

Project activities may generate or involve the handling of pesticide containers and residues, veterinary and biological wastes, sharps, laboratory wastes, used oils, chemical wastes, contaminated materials, electronic waste and other potentially hazardous waste streams.

Workers involved in the collection, segregation, handling, temporary storage, transportation or disposal of these wastes may be exposed to chemical, biological and physical hazards, including cuts and puncture injuries, hazardous-substance exposure, contact with contaminated materials and accidental spills or releases.

The significance of these risks will depend on the types and quantities of waste generated, hazardous characteristics, handling arrangements, and worker exposure. Activities expected to generate or

handle hazardous wastes will therefore require further assessment through the applicable E&S instrument.

5.4.10 Overall OHS Screening Considerations

The level of OHS risk associated with an individual activity will depend on factors including its nature, scale and duration; geographic and climatic conditions, workforce characteristics, equipment and technology used, hazardous substances and materials involved, frequency and duration of worker exposure, worker competency, site conditions, and implementation and supervision arrangements. Potential worker exposure to landmines and other explosive ordnance (EO/ERW) shall be considered where activities involve conflict-affected or previously inaccessible land or infrastructure, with safe-access verification completed before worker entry where relevant.

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Crosscutting OHS management considerations will include, as relevant:

- Activity-level hazard identification and risk assessment
- Job Hazard Analysis (JHA) or task-based risk assessment (TBRA)
- Competent and adequately trained workers
- Task-specific safe work procedures
- Appropriate task specific personal protective equipment (PPE)
- Emergency preparedness and first-aid arrangements
- Incident and near-miss reporting and investigation
- Periodic workplace inspections
- OHS inspections and audits, including independent review where required
- Corrective-action tracking, and
- OHS monitoring and supervision.

Activity-level screening will determine the specific OHS measures and any further assessment required through the applicable E&S instrument.

6. ACTIVITY TYPOLOGY & CLASSIFICATION MATRIX

To support systematic environmental and social risk screening across the project's diverse sub activities, these have been grouped into eighteen broad activity typologies based on their common characteristics and associated risk profiles. This typology-based grouping allows similar sub activities from across the project's four components to be screened and managed under common mitigation measures, streamlining the application of the ESMF and its supporting instruments (e.g., IPMP, LMP, OHS Plan, chance finds procedures) while ensuring that activity-specific risks, such as agrochemical use, waste generation, water resource pressure, or e-waste, are appropriately addressed.

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1. Agricultural inputs (seeds, fertilizers)
2. Pesticide/pest management
3. Seed processing, storage, logistics
4. Livestock vaccination/veterinary services
5. Livestock restocking
6. Veterinary/quarantine/cold-chain facilities
7. Solar-powered irrigation and livestock-water systems (for water distribution and not for pumping)
8. Rain water harvesting technologies
9. Orchard rehabilitation/nurseries
10. Agricultural machinery/equipment
11. Collection/storage/processing/packaging facility rehabilitation
12. Agricultural labs/quality-control/research facilities
13. Cooperative/aggregation facilities
14. Light rehabilitation of Ministry/extension facilities
15. Digital/IT activities (incl. e-waste)
16. Hazardous waste-generating activities
17. Policy, cooperative and other nonphysical advisory activities

Where an activity combines several types of intervention, all relevant typologies shall be considered. The indicative ratings provide a starting point for screening. The PCU E&S team will confirm the overall activity-level classification based on the location, scale, affected groups and implementation arrangements.

Table 4 - Activity Typology & Classification Matrix

Activity Typology	Potential Environmental, Social & OHS Risks	Indicative ESHS Risk Level			Indicative Environmental, Social & OHS Requirements
		Environmental	Social	OHS*	
1. Agricultural inputs (seeds, fertilizers)	Environment: Soil and water contamination from increased/unbalanced fertilizer application and runoff; packaging waste; vehicle emissions from input distribution logistics. Where seed is chemically treated: risk that treated seed is consumed as food or feed by households or livestock, particularly in food-insecure areas. Social: Distribution processes involving direct contact between input suppliers or project staff and farmers including females can create power imbalances leading to SEA/SH risks. Exclusion or favoritism in beneficiary selection; documentation and delivery barriers; unsuitable or delayed inputs; tensions over allocation. OHS: Chemical exposure, dust; manual handling, loading/unloading, inappropriate storage; spills, transport-related risks	Moderate	Substantial	Moderate	E&S screening; chemical handling/storage requirements, PPE, SDS availability, emergency/spill procedures, OHS provisions in operational procedures Gender-sensitive input distribution protocols; Code of Conduct (CoC) for distribution staff; accessible and confidential GM for beneficiaries; effective and transparent stakeholder engagement and community awareness on rights and complaint channels; transparent eligibility and allocation criteria; accessible outreach and assisted registration; clear delivery information and guidance on input use. Treated seed to be dyed, labelled in Arabic with pictograms and handed over with explicit warnings; treated-seed bags not to be re-used for food or feed.
2. Pesticide / pest management	Environment: Potential soil, surface and groundwater contamination from pesticide residues, spray drift and runoff; harm to non-target species from over-application or misuse; accumulation of empty pesticide containers and other hazardous packaging waste.	Substantial	Substantial	Substantial	E&S screening, Pest Management Plan/arrangements as applicable, pesticide handling procedures, training, PPE, safe storage, transport and disposal; community protection under the IPMP; accessible guidance for users; age and task restrictions and applicable LMP requirements.

Activity Typology	Potential Environmental, Social & OHS Risks	Indicative ESHS Risk Level			Indicative Environmental, Social & OHS Requirements
		Environmental	Social	OHS*	
	Social: Exposure of nearby households to spray drift or unsafe pesticide use; child labor and unsafe agricultural work practices. OHS: Acute and chronic pesticide exposure through inhalation, skin contact or ingestion, unsafe mixing/application, spills, contaminated containers, inadequate PPE				
3. Seed processing, storage and logistics	Environment: Dust and particulate emissions from seed cleaning, drying and handling; generation of packaging and seed-treatment chemical waste; wastewater from equipment/facility cleaning; fuel emissions and noise from processing and logistics vehicles. Social: Labor in storage and logistics facilities may expose female workers to harassment or abuse from male supervisors or co-workers in enclosed, low-oversight environments. Inadequate employment conditions; unequal access to seed services; disruption of existing users during rehabilitation. OHS: Moving machinery, entanglement/crushing; dust, seed-treatment chemicals, forklifts/vehicles,	Moderate	Moderate	Substantial	Activity-specific OHS assessment, machinery guarding and lockout/tagout, fire safety, ventilation/dust control; traffic management, emergency procedures CoC for facility workers and supervisors; SEA/SH awareness training for workers including management; GM accessible to workers; safe and confidential reporting channels; applicable LMP requirements; transparent service-access arrangements; consultation with existing users and measures to maintain access during works.

Activity Typology	Potential Environmental, Social & OHS Risks	Indicative ESHS Risk Level			Indicative Environmental, Social & OHS Requirements
		Environmental	Social	OHS*	
	electrical and fire hazards, manual handling				
4. Livestock vaccination / veterinary services	Environment: Generation of hazardous biomedical waste (used vials, syringes and other sharps); improper storage or disposal of expired vaccines and disinfectants and hazardous biomedical waste; minor risk of soil or water contamination from disinfectant residues and field runoff. Social: Home or farm visits by veterinary workers to female-headed households create power imbalance in isolated, low-supervision settings that raise SEA/SH risk. Unequal service coverage, particularly for remote households and mobile herders; barriers related to timing, information or service charges; community safety risks at vaccination sites. OHS: Animal bites, kicks and crushing, zoonoses, sharps/needlestick injuries; vaccines and disinfectants, biological exposure, field travel	Moderate	Substantial	Substantial	Veterinary OHS/biosafety procedures, sharps management, PPE, vaccination-team training, cold-chain safety, emergency/first-aid arrangements, journey management CoC for workers covering field visit conduct; protocol requiring visits to households not conducted alone (buddy system or community representative present); GM accessible to beneficiaries. Accessible campaign information and stakeholder engagement; routes and timing suited to herd movements; clear service and fee arrangements, where applicable; safe access for livestock keepers.
5. Livestock restocking	Environment: Localized land and pasture degradation from increased grazing pressure at destocking/restocking sites; manure management and potential nutrient runoff near water points; risk of disease	Moderate	Substantial	Moderate to Substantial	Animal-handling and biosecurity procedures, transport safety, veterinary screening, PPE, safe livestock distribution arrangements, transparent, criteria-based asset distribution process with community oversight; CoC for distribution staff; GM

Activity Typology	Potential Environmental, Social & OHS Risks	Indicative ESHS Risk Level			Indicative Environmental, Social & OHS Requirements
		Environmental	Social	OHS*	
	transmission affecting local livestock and wildlife populations. Social: Distribution of high-value assets to vulnerable households can create imbalanced power dynamics where access may be conditioned on sexual favors. Exclusion and household tensions over productive assets; insufficient resources for feed, water, shelter or veterinary care; pressure on shared grazing and water access. OHS: Animal handling injuries, zoonotic exposure, loading/unloading, livestock transport, veterinary medicines, beneficiary interaction				with confidential channel for beneficiaries; targeted awareness and stakeholder engagement for community including female-headed households on rights and complaints procedures, mapping and referral to GBV services in project areas. Assessment of recipients' support needs and continuing costs; suitable training and follow-up; verification of access to feed, water and grazing without displacing existing users.
6. Veterinary / quarantine / cold-chain facilities	Environment: Generation of hazardous biomedical waste (sharps, expired biologicals, disinfectants); potential releases from refrigerants and cryogenic/liquid-nitrogen storage; wastewater from facility cleaning and disinfection; construction and demolition waste from rehabilitation works; energy consumption from cold-chain equipment. Social: Disruption of existing services or site users; inadequate employment conditions; community exposure during animal movements and facility operations.	Substantial	Moderate	Substantial	Facility-specific OHS/biosafety assessment, biosecurity procedures, cryogenic/refrigeration safety, ventilation, emergency response, civil-works OHS requirements; land and user verification; service-continuity and community-access measures in the relevant ESMP; applicable LMP requirements, worker GM and public information.

Activity Typology	Potential Environmental, Social & OHS Risks	Indicative ESHS Risk Level			Indicative Environmental, Social & OHS Requirements
		Environmental	Social	OHS*	
	OHS: Animal handling, zoonoses, biological materials, disinfectants, sharps, refrigeration, liquid nitrogen/cryogenic hazards, electrical hazards, rehabilitation works				
7. Solar-powered irrigation and livestock-water systems (for water distribution and not for pumping)	Environment: Trenching pipes, installing panels, tanks, and troughs can cause soil disturbance, erosion, vegetation clearing, and dust. Solar panels, batteries (if used), and controllers eventually become e-waste. Social: Labor influx into communities increases risk of SEA/SH against community members, particularly women and girls. Disputed land or water-use rights; unequal water allocation or reduced access for other users; livelihood disruption; unclear operation and maintenance responsibilities. OHS: Excavation, unstable ground, open channels, drowning, pumps, lifting, electrical hazards, heat stress, possible confined spaces	Moderate	Substantial	Substantial where excavation/wells are involved, otherwise, Moderate	E&S Site-specific screening, excavation/trenching controls; water safety, electrical safety, confined-space procedures where applicable, EO/ERW safe-access verification Contractor CoC with SEA/SH provisions and sanctions; mandatory SEA/SH training for all workers prior to mobilization; labor influx management plan; community-level GM with confidential reporting; mapping and referral to GBV services in project areas. Verification of land and water users, including tenants and downstream users; consultation on allocation, access and operating responsibilities; application of the displacement exclusion and relevant ESMP measures. Intervention which do not qualify for the exception to the riparian notification requirement under paragraph 7(a) of OP 7.50 will not be financed through the project.
8. Rain water-harvesting technologies	Environment: Land disturbance, soil erosion and sedimentation from excavation and earthworks; alteration of natural drainage and downstream flow patterns;	Moderate	Substantial	Substantial	Civil works OHS plan/method statements, excavation controls, machinery safety, site access control, emergency arrangements, EO/ERW screening

Activity Typology	Potential Environmental, Social & OHS Risks	Indicative ESHS Risk Level			Indicative Environmental, Social & OHS Requirements
		Environmental	Social	OHS*	
	construction spoil and waste generation; dust and noise during works; potential impacts on local ecosystems and water users. Social: Labor influx into communities increases risk of SEA/SH against community members, particularly women and girls. Land and access disputes; changes in access to water or grazing; effects on downstream users; community safety risks around open structures. OHS: Excavation, ground collapse; construction machinery, falls, drowning, manual handling, dust/noise, heat				Contractor CoC with SEA/SH provisions and sanctions; mandatory SEA/SH training for all workers prior to mobilization; labor influx management plan; community-level GM with confidential reporting; mapping and referral to GBV services in project areas. Verification of land and water-use arrangements; consultation with affected users; avoidance of displacement and livelihood restrictions; safe-access and community-protection measures in the relevant ESMP.
9. Orchard rehabilitation / nurseries	Environment: Agrochemical (fertilizer/pesticide) use and associated runoff; irrigation water abstraction; vegetation clearing and land preparation; generation of nursery waste (plastic pots, growing media, plant residues). Social: Seasonal agricultural labor often in remote settings with limited oversight, exposing female workers to harassment and abuse. Disputed or unverified use of damaged or abandoned land; exclusion of tenants or returning farmers; child labor and	Moderate	Substantial	Moderate	Activity-level screening, field-work procedures, heat-stress management, tool/machinery safety, chemical/PPE requirements, EO/ERW safe-access screening where relevant CoC for seasonal labor employers and supervisors; SEA/SH awareness training for workers; safe and accessible GM for workers; supervision protocols for remote worksites. Verification of ownership and actual use; application of displacement exclusions; transparent beneficiary selection; applicable LMP requirements and age verification.

Activity Typology	Potential Environmental, Social & OHS Risks	Indicative ESHS Risk Level			Indicative Environmental, Social & OHS Requirements
		Environmental	Social	OHS*	
	inadequate seasonal employment conditions. OHS: Field tools, machinery, manual handling, heat/UV exposure, agrochemicals, irrigation equipment, travel to agricultural land				
10. Agricultural machinery / equipment	Environment: Fuel, oil and lubricant spills or leaks; air emissions, dust and noise from machinery operations; generation of used oil, filters, tires and scrap metal from maintenance activities; localized soil compaction and contamination. Social: Unequal access to shared machinery services; damage to third-party land or crops; risks to nearby residents during operation and transport. OHS: Crushing, entanglement, cutting, rollover, collision, unsafe maintenance, noise/vibration, inadequate operator competence	Moderate to Substantial	Moderate	Substantial	Machinery safety procedures, guarding, operator authorization/training, preventive maintenance, lockout/tagout, traffic/site movement controls; transparent booking, allocation and fee arrangements, where applicable; protection of third-party access and assets; arrangements for reporting and resolving damage or service complaints. community level GM and stakeholder engagement in line with the SEP.
11. Collection / storage / processing / packaging facility rehabilitation	Environment: Construction and demolition waste and hazardous waste (Asbestos) from facility rehabilitation; process wastewater and effluent from collection/processing/packaging operations; solid waste from packaging	Substantial	Substantial	Substantial	Contractor OHS plan, machinery guarding, electrical/fire safety, emergency procedures, traffic management, refrigeration controls where relevant, contractor CoC with SEA/SH provisions; SEA/SH training for workers and supervisors; gender-sensitive worksite

Activity Typology	Potential Environmental, Social & OHS Risks	Indicative ESHS Risk Level			Indicative Environmental, Social & OHS Requirements
		Environmental	Social	OHS*	
	materials; refrigerant emissions; dust, noise and energy use; potential soil or water contamination from spills or poor waste management. Social: Labor influx and female-dominated processing workforces create elevated risk of harassment and abuse in low-supervision environments. Disruption of traders, workers and other existing users; temporary income or access losses; exclusion from upgraded facilities; inadequate employment conditions. OHS: Civil works, moving machinery, cutting/crushing, electrical hazards, fire, refrigeration, manual handling; vehicle movement				management (separate lockable toilet facilities, lighting, safe transport); accessible project GM and separate worker GM arrangements under the LMP; GBV service mapping and referral pathways. Verification of existing users and livelihoods before design approval; avoidance of physical or economic displacement; continuity of access and services; transparent facility-access arrangements and applicable LMP requirements.
12. Agricultural laboratories / quality-control / research facilities	Environment: Generation of hazardous chemical and biological laboratory waste; wastewater containing chemical or biological residues; air emissions from fume hoods/ventilation systems; risk of improper storage, handling or disposal of reagents, samples and expired materials. Social: Inadequate employment conditions; unequal access to testing and research services; disruption of existing users during rehabilitation; exposure of community to hazardous chemicals and waste.	Substantial	Moderate	Substantial	Laboratory-specific biosafety/chemical-safety assessment, SOPs, ventilation/containment, PPE, sharps and hazardous-waste management, emergency procedures; applicable LMP requirements and worker GM; clear service information and access arrangements; consultation and service-continuity measures where facilities are rehabilitated.

Activity Typology	Potential Environmental, Social & OHS Risks	Indicative ESHS Risk Level			Indicative Environmental, Social & OHS Requirements
		Environmental	Social	OHS*	
	OHS: Biological and chemical exposure, infectious agents; sharps, compressed gases, hazardous waste, electrical/fire hazards, inadequate containment/ventilation				
13. Cooperative / aggregation facilities	Environment: Generation of solid waste (packaging, organic residues) from storage and aggregation activities; wastewater from cleaning operations; minor dust, air emissions and noise from vehicle movements; energy and water use. Social: Governance structures of cooperatives, especially if under male leadership, may expose female members to SEA/SH. Elite capture, restrictive membership or fees; exclusion of women, youth, tenants or smaller producers; unequal influence over shared assets and benefits. OHS: Routine workplace risks, manual handling, storage, vehicle movements, minor electrical/fire hazards depending on facility use	Low to Moderate	Substantial	Low to Moderate	Basic OHS screening, fire/electrical safety, housekeeping, manual-handling controls, emergency arrangements Capacity-building to promote gender-inclusive leadership for cooperatives; awareness on SEA/SH rights for cooperative members; GM accessible to female members with confidential reporting channel; transparent membership, service and allocation rules; inclusive consultation and representation; land and user verification for facilities; assessment of the distributional effects of proposed governance changes; accessible and transparent community-level GM.
14. Light rehabilitation of Ministry / extension facilities	Environment: Construction and demolition waste from minor rehabilitation works; dust and noise during works; potential presence of	Moderate	Moderate	Moderate	Contractor OHS requirements, task risk assessments, electrical safety, work-at-height controls where applicable, PPE, site supervision; basic CoC for civil works

Activity Typology	Potential Environmental, Social & OHS Risks	Indicative ESHS Risk Level			Indicative Environmental, Social & OHS Requirements
		Environmental	Social	OHS*	
	asbestos-containing materials or lead-based paint in older buildings; minor increases in energy and water use. Social: Limited labor influx but non-negligible risk of worker-community SEA/SH risks. Temporary restriction of public services; accessibility barriers for persons with disabilities; contractor labor issues and risks to users of occupied premises. OHS: Falls; hand/power tools, electrical hazards, dust/noise, minor work-at-height, manual handling				contractors covering SEA/SH prohibitions; accessible project GM and separate worker GM arrangements under the LMP; brief SEA/SH awareness session for workers at mobilization; continuity of public access and services; accessible entrances where relevant to the works; applicable LMP requirements; advance information on temporary service changes.
15. Digital / IT activities, including e-waste	Environment: Generation of electronic waste, including batteries and obsolete equipment containing hazardous materials (heavy metals, other pollutants); energy consumption; minor disturbance to wildlife or privacy-related nuisance from drone operations where applicable. Social: Exclusion through inaccurate records, documentation barriers or limited digital access; misuse or disclosure of personal, landholding or displacement information. OHS:	Low to Moderate	Moderate	Low to Moderate, drone operations may be Moderate	Office OHS measures, electrical/fire safety, e-waste procedures, ergonomic controls, drone operating procedures where applicable; assisted or offline access and record-correction routes; clear information on data use; minimum necessary data, access and sharing controls, retention and secure disposal requirements in system specifications, procedures and contracts.

Activity Typology	Potential Environmental, Social & OHS Risks	Indicative ESHS Risk Level			Indicative Environmental, Social & OHS Requirements
		Environmental	Social	OHS*	
	Ergonomic risks, electrical/fire hazards, battery hazards, e-waste handling, drone-related risks where applicable				
16. Hazardous waste-generating activities	Environment: Direct risk of soil, water and air contamination from improper storage, handling, transport or disposal of hazardous chemical, biological, veterinary and laboratory waste; risk of spills and leaching into soil and groundwater; potential harm to ecosystems and public health from uncontrolled hazardous-waste management. Social: Community exposure during storage, transport or disposal; unsafe informal handling, including by children; inadequate employment conditions for waste handlers. OHS: Exposure to chemicals, biological materials, sharps, contaminated containers, veterinary/laboratory waste and other hazardous residues	Substantial	Substantial	Substantial	Hazardous-waste procedures, segregation, labeling; safe storage, PPE, spill response, sharps management, approved disposal arrangements as applicable; community information and access controls; prevention of unauthorized handling and child involvement; applicable LMP and contractor requirements.
18. Policy, cooperative and other nonphysical advisory activities	Environment: If advisory work helps draft new land-use regulations, energy tariffs, or industrial zoning rules, it can indirectly lead to land	Low to Moderate, subject to activity-specific screening	Substantial initially, subject to activity-specific screening	Low to Moderate, subject to activity-specific screening	Proportionate assessment of distributional and inclusion effects in advisory terms of reference and outputs; consultation under the SEP; transitional measures for affected vulnerable producers where needed.

Activity Typology	Potential Environmental, Social & OHS Risks	Indicative ESHS Risk Level			Indicative Environmental, Social & OHS Requirements
		Environmental	Social	OHS*	
	conversion, ecosystem fragmentation, or industrial pollution. OHS: Risks vary by activity and working conditions Social: Changes to agricultural support, cooperative rules, certification or market access may disadvantage smallholders, women, tenants and other vulnerable producers or affect their livelihoods.				

7. E&S SCREENING PROCEDURES

The Environmental, Social, Health and Safety (ESHS) screening process will be applied to all proposed project activities and subprojects before approval and implementation. For dispersed, standardized activities (such as input distribution, vaccination campaigns and restocking rounds), screening will be undertaken at programme level, per delivery round and governorate, rather than per beneficiary, with site-level verification focused on distribution points, storage facilities and access routes. Component 4 activities and programme-level delivery rounds will use the Rapid E&S Screening Form in Annex E. The purpose of the screening is to identify applicable environmental, occupational health and safety and social risks and impacts, determine whether any exclusion criteria apply, establish the activity-level E&S risk classification, and identify the E&S measures and instruments required prior to implementation.

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The process will use the ESHS Screening Checklist provided in Annex A, supported by the activity of typology and indicative risk classification presented in Section 6. Where relevant, the OHS hazard identification presented in Annex B will also inform the screening process.

7.1 Screening Responsibilities

The regional Project Implementation Units (PIUs), with support from their designated E&S personnel, will carry out the initial screening of proposed activities and sites.

The PIUs will be responsible for:

- collecting available information on the proposed activity and location;
- undertaking the preliminary eligibility and exclusion screening;
- completing the Annex A screening checklist;
- undertaking site verification, where required;
- identifying applicable E&S risks and impacts;
- proposing the preliminary activity-level E&S risk classification;
- identifying applicable E&S instruments and mitigation measures; and
- Submitting the completed screening documentation to the PCU E&S team for review.

The PCU E&S team will review the completed screening documentation to verify the adequacy and consistency of the assessment, confirm the activity-level risk classification, and determine the required E&S instrument or measures.

Where additional information is required to determine the nature or significance of an identified risk, the PCU may request additional assessment, site verification, technical information, or consultation before finalizing the screening decision.

7.2 Preliminary Eligibility and Exclusion Screening

Before completing the detailed E&S screening, each proposed activity will be reviewed against the Project's applicable exclusion criteria set out in Annex C.

Activities that clearly meet an exclusion criterion will not proceed to detailed screening or implementation unless the activity can be modified to remove the excluded element in a manner consistent with Project requirements.

Where the applicability of an exclusion criterion is uncertain, the matter will be referred to the PCU E&S team for determination before further processing. The outcome of the exclusion screening will be documented as part of the activity screening record.

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Activities involving physical or economic displacement are not eligible under the current Project approach. Where land rights, actual use or livelihood access remain materially uncertain or disputed, screening shall remain pending until the PCU E&S team has completed the necessary verification. Consent from an owner or local authority does not establish the absence of impacts on tenants, informal occupants or other users.

7.3 Collection of Activity and Site Information

Before completing the screening checklist, sufficient information should be collected on the proposed activity, including, as applicable:

- type, scale and duration of the activity;
- proposed location and site conditions;
- existing land use and current users;
- nature and extent of civil works or rehabilitation;
- machinery, equipment and technologies to be used;
- agricultural inputs, pesticides, fertilizers, chemicals or hazardous materials involved;
- water requirements and water sources;
- waste streams expected to be generated;
- workforce and labor arrangements;
- proximity to communities, sensitive receptors and environmentally sensitive areas;
- presence of vulnerable or disadvantaged groups;
- potential land-tenure, access or livelihood issues;
- security conditions and potential EO/ERW risks; and
- any other information relevant to the environmental and social risks identified in Section 5.

Available technical designs, maps, photographs, records, consultations and other supporting information should be reviewed as relevant.

7.4 Site Verification

A site visit should be undertaken where site-specific conditions are necessary to determine the nature or significance of potential E&S risks. Site verification will be particularly relevant where activities involve physical works, rehabilitation, agricultural land, water infrastructure, existing facilities, communities or sensitive receptors, land-access issues, or potential EO/ERW exposure.

The site visit should verify relevant information entered in the screening checklist and identify any site-specific risks or conditions that may not be evident from available documentation.

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Where applicable and available under Project implementation arrangements, digital data-collection tools, including GEMS, may be used to document site conditions, geographic information, photographs and screening findings.

7.5 Completion of the E&S Screening Checklist

The PIU E&S personnel will complete Annex A for each proposed activity or subproject that has passed the preliminary eligibility and exclusion of screening. For each screening question, the checklist will identify:

- whether the risk or issue is applicable;
- the relevant E&S instrument or measures required;
- the indicative site-specific E&S risk categorization; and
- any relevant remarks, supporting information or follow-up actions.

Screening should consider the combined nature, magnitude, likelihood and sensitivity of the identified environmental and social risks rather than assessing individual risks in isolation. Where information is insufficient to determine whether a potentially significant risk is present, the issue should not automatically be screened out. Additional information or assessment should be obtained before the screening is finalized.

7.6 Determination of Activity-Level E&S Risk Classification

Based on the completed screening checklist, site verification where applicable, and the nature and significance of identified risks and impacts, each activity will be assigned an activity-level E&S risk classification. The classification will take into consideration, as relevant:

- nature, scale and duration of the activity;
- magnitude and likelihood of potential impacts;
- sensitivity of the activity location and surrounding receptors;
- reversibility of potential impacts;
- complexity of required mitigation measures;
- occupational and community health and safety risks;
- labor and social risks including SEA/SH;
- land and access issues;

- vulnerability of affected persons or groups;
- institutional and implementation capacity; and
- contextual risks, including security and EO/ERW exposure.

The indicative risk levels presented in Section 6 may be used as an initial reference. The final activity-level classification will, however, be based on actual activity and site-specific screening results. The classification will apply the decision rules in Annex D. Any activity classified as High risk is not eligible for Project financing.

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7.7 Determination of Required E&S Instruments and Measures

Based on the screening results and confirmed risk classification, the PCU E&S team will determine the E&S instrument, plan, procedure, or mitigation measures required before implementation.

Depending on the nature and level of risk, these may include, as applicable:

- application of standard E&S mitigation measures;
- site-specific ESMP;
- activity specific OHS measures or contractor OHS requirements;
- Pest Management/IPM measures;
- waste or hazardous-waste management procedures;
- biosafety or veterinary safety procedures;
- EO/ERW screening and safe-access verification;
- Security Management Plan or other security measures;
- Labor Management Procedures and applicable contractual labor requirements;
- Chance Finds Procedure;
- SEA/SH action plan with appropriate risk mitigation and response measures;
- stakeholder-engagement and grievance-management measures including dedicated channels and procedures for handling SEA/SH allegations; and
- other activity-specific E&S measures identified through screening.

The scope and level of detail of the required instrument or measures will be proportionate to the nature and significance of the identified risks. No activity involving material OHS risks shall commence until the required OHS measures, procedures, competent personnel, emergency arrangements and safe-access requirements identified through screening have been put in place and verified.

7.8 Review, Approval and Documentation

The completed screening checklist and supporting documentation will be submitted by the PIU to the PCU E&S team for review. The PCU E&S team will:

- review the completeness and quality of the screening;

- confirm or revise the proposed risk classification;
- confirm the required E&S instruments and measures;
- identify any additional information or assessment required; and
- document the screening decision.

No activity requiring additional E&S instruments, assessments, approvals or mitigation measures should commence until the required actions have been completed and accepted through the applicable Project procedures. Screening records, supporting documentation, approvals and subsequent E&S instruments will be maintained as part of the Project E&S documentation and monitoring system. The PCU E&S team will complete its review within 10 working days of receiving a complete screening package. The Association's prior review will apply to the screening of the first two activities of each typology and to all activities classified as Substantial; other screenings will be subject to post review, unless otherwise agreed with the Association.

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7.9 Integration of ESHS Requirements into Procurement and Implementation

ESHS requirements identified through screening shall be incorporated, as applicable, into technical specifications, bidding and the procurement documents, contracts, work orders and service-provider arrangements before commencement of the relevant activity. Applicable social requirements shall be included before the relevant procurement documents are issued and reflected in the resulting contracts. These include labor terms and worker grievances, Codes of Conduct, grievance mechanisms, stakeholder engagement, and information disclosure requirements, protection of existing access and livelihoods, and data safeguards where relevant to the assignment. For activities involving contractors or higher-risk work, the contractor or service provider shall demonstrate adequate ESHS arrangements prior to mobilization, including a Contractor's ESMP (C-ESMP) where required by screening, ESHS staffing, applicable risk assessments, safe work procedures, competent personnel, training, PPE, emergency and first-aid arrangements, and any activity-specific OHS plans or procedures required by the screening.

7.10 Updating the Screening

The screening should be revisited where there is a material change in the activity, including changes in location, design, scale, technology, implementation method, workforce arrangements or other conditions that could introduce new or increased E&S risks. Where new risks or impacts are identified during implementation, the applicable E&S measures or instruments should be updated accordingly.

7.11 Implementation Monitoring and Incident Management

During implementation, the PIU, with oversight from the PCU E&S team, shall verify implementation of the required ESHS measures through site inspections, review of records, observation of work practices, incident and near-miss reporting, and follow-up of corrective actions. Material ESHS deficiencies shall be corrected within an appropriate timeframe, and activities presenting an

imminent danger to workers or community members shall not proceed until adequate controls are in place.

Social monitoring will cover beneficiary selection and access to assistance, labor rights and conditions and worker grievances, community complaints and grievances, land and livelihood access, stakeholder engagement activities, information disclosure, and implementation of agreed inclusion and data-protection measures, as applicable. PIUs will document findings and corrective actions and report them to the PCU through the project reporting arrangements and in line with the ESCP.

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Relevant ESHS incidents and accidents shall be promptly escalated through the PIU to the PCU E&S team and managed in accordance with the notification requirements and timelines specified in the ESCP and applicable World Bank Environmental and Social Incident Reporting Toolkit. Relevant incidents shall be investigated to identify immediate and underlying causes, define corrective and preventive actions, assign responsibilities and timelines, and verify closure. SEA/SH allegations will follow a separate survivor-centered procedure and will not be investigated through the ordinary incident management process.

ANNEX A - ESHS SCREENING CHECKLIST

This checklist shall be used by MoA/PCU/PIUs to review the potential Environmental, Social, Health and Safety (ESHS) risks and impacts of subprojects and determine whether the subprojects will require relevant E&S instruments. It is a tool to screen, classify, and evaluate the Sub-project activities prior to the approval of each activity during Project implementation. This checklist shall be used in conjunction with Annex B.

- Activity name and ID: _____
- Location and brief description: _____
- Relevant Table 4 typology/typologies: _____
- Screening date and supporting verification/consultation records: _____

E&S Topic/ Risk / Question	Applicability		Applicable E&S instrument / Measures	Site Specific E&S Risk Categorization				Remarks / Comments
	Yes	No		High	Substantial	Moderate	Low	
Environment								
Is the subproject located in or close to nature reserves/protected area (existing or planned), forest areas, drinking water conservation areas or areas with high ecological or cultural value?			ESMF, Site-specific ESIA / ESMP, Biodiversity Management Plan					If within critical habitat or a legally protected area: excluded (Annex C). Otherwise: site-specific ESIA/ESMP with biodiversity measures and PCU review.
Are there any important, vulnerable or endangered species of plants or animals inhabiting the subproject area?			ESMF, Site-specific ESIA / ESMP, Biodiversity Management Plan					If critical habitat or critically endangered/en dangered species would

E&S Topic/ Risk / Question	Applicability		Applicable E&S instrument / Measures	Site Specific E&S Risk Categorization				Remarks / Comments
	Yes	No		High	Substantial	Moderate	Low	
								be significantly affected: excluded (Annex C). Otherwise: site-specific ESIA/ESMP with species-protection measures.
Will the subproject cause any loss of precious ecology, ecological, and economic functions due to construction/installation of infrastructure?			ESMF, Site-specific ESIA / ESMP, Biodiversity Management Plan					
Does the implementation of the subproject affect common natural habitats (such as forests, rivers, or wetlands)?			ESMF, Site-specific ESIA / ESMP, Biodiversity Management Plan					
Could the subproject lead to land use change, fragmentation, conversion, or degradation of habitats (water and/or land)?			ESMF, Site-specific ESIA / ESMP, Biodiversity Management Plan					
Could the subproject provide or lead to the use of non-native species, varieties or breeds (terrestrial)?			ESMF, Site-specific ESIA / ESMP, Biodiversity Management Plan					
Could the subproject lead to the introduction of genetically modified organisms (GMOs)?			ESMF, Site-specific ESIA / ESMP, Biodiversity Management Plan					
Could the subproject affect animal welfare, e.g. include transport or slaughter of animals?			ESMF, Site-specific ESIA / ESMP					
Could the subproject negatively affect soil and water resources, or water related ecosystems, through activities (e.g. through pollutants, pesticides, fertilizers, hazardous materials or waste)?			ESMF, Site-specific ESIA / ESMP					

E&S Topic/ Risk / Question	Applicability		Applicable E&S instrument / Measures	Site Specific E&S Risk Categorization				Remarks / Comments
	Yes	No		High	Substantial	Moderate	Low	
Could the subproject lead to significant consumption/extraction of raw materials, surface or ground water and/or energy (e.g. water extraction above sustainable levels or recharge capacities)?			ESMF, Site-specific ESIA / ESMP					
Could the subproject implement irrigation activities (including rehabilitation of irrigation schemes) and/or restrict or alter riverine systems (e.g. dams, reservoirs, river basin development, water diversion)?			ESMF, Site-specific ESIA / ESMP					
Will the subproject abstract water from, or affect the flow or quality of, a river or aquifer shared with another country (e.g., Euphrates, Tigris, Khabur, Orontes, Yarmouk)?			Referral to the PCU and the Association; OP 7.50 (Projects on International Waterways) as determined by the Association					A Yes answer suspends approval until the Association confirms the OP 7.50 position in writing.
Will groundwater be abstracted (new or rehabilitated wells, solar pumps)? Is the abstraction licensed under Water Law No. 31 of 2005 and within the sustainable yield of the aquifer?			Water-use licence; metering and agreed abstraction limits; hydrogeological assessment where yield is uncertain; site-specific ESMP					Abstraction from officially over-exploited aquifers or without a licence is excluded (Annex C).
Does the subproject involve a new or rehabilitated embankment, small dam, weir or water-storage structure? If yes, state height and storage capacity.			Design and supervision by qualified engineers; ESS4 dam-safety measures for small dams; site-specific ESMP					Large dams as defined in ESS4 are excluded (Annex C).
Could the subproject directly or indirectly lead to the use and/or management of pesticides? This also includes activities related to management or			ESMF, Site-specific ESIA / ESMP, IPMP					

E&S Topic/ Risk / Question	Applicability		Applicable E&S instrument / Measures	Site Specific E&S Risk Categorization				Remarks / Comments
	Yes	No		High	Substantial	Moderate	Low	
disposal of waste pesticides, obsolete pesticides, or pesticide contaminated waste materials.								
Could the subproject lead to the use and/or management of fertilizers?			ESMF, Site-specific ESIA / ESMP, IPMP					
Does the subproject involve the distribution or use of chemically treated seed?			IPMP; dyeing and Arabic/pictogram labelling of treated seed; warnings at hand-over; safe disposal of bags					Treated seed must not be distributed as, or alongside, food assistance.
Will the subproject increase the levels of harmful air emissions?			ESMF, Site-specific ESIA / ESMP					
Will the subproject result in potential soil or water contamination?			ESMF, Site-specific ESIA / ESMP					
Will the subproject cause increased waste production?			ESMF, Site-specific ESIA / ESMP, Waste Management Plan					
Will the subproject cause Hazardous Waste production?			ESMF, Site-specific ESIA / ESMP, Waste Management Plan					
Does the subproject involve rehabilitation of older buildings that may contain asbestos-containing materials or lead-based paint?			Pre-works survey by a competent person; asbestos/lead management procedure in the C-ESMP					Use of new asbestos-containing materials is excluded (Annex C).
Will the subproject cause threat to local ecosystems due to invasive species?			ESMF, Site-specific ESIA / ESMP, Biodiversity Management Plan					
Will the subproject cause Greenhouse Gas Emissions?			ESMF, Site-specific ESIA / ESMP					
Could the subproject activities lead to an increase in the release of pollutants (e.g. nitrates from fertilizers, methane from livestock)?			ESMF, Site-specific ESIA / ESMP					

E&S Topic/ Risk / Question	Applicability		Applicable E&S instrument / Measures	Site Specific E&S Risk Categorization				Remarks / Comments
	Yes	No		High	Substantial	Moderate	Low	
Could the subproject involve the use of hazardous substances and materials and/or lead to significant generation and handling of wastes (e.g. plastic, construction and demolition related waste, wastewater, pesticide-related waste, veterinary waste or animal residue)?			ESMF, Site-specific ESIA / ESMP, Waste Management Plan					
Social								
Could vulnerable groups face exclusion or unequal access to project benefits?			ESMF; SEP/GM; POM beneficiary-selection procedures					
Does the subproject involve civil works or physical rehabilitation activities, and will it bring workers from outside the local community (labor influx)? If yes, will workers be housed in camps or accommodation near communities?			SEA/SH Action Plan with appropriate SEA/SH risk mitigation and response measures; SEA/SH measures integrated in relevant E&S instruments					
Is the subproject located in an area affected by conflict, insecurity, or with a significant presence of displaced persons (IDPs or returnees)?			SEA/SH Action Plan with appropriate SEA/SH risk mitigation and response measures; SEA/SH measures integrated in relevant E&S instruments					
Are women or girls among the primary beneficiaries or workers engaged by the project and/or subprojects?			SEA/SH Action Plan with appropriate SEA/SH risk mitigation and response measures; SEA/SH measures integrated in relevant E&S instruments					

E&S Topic/ Risk / Question	Applicability		Applicable E&S instrument / Measures	Site Specific E&S Risk Categorization				Remarks / Comments
	Yes	No		High	Substantial	Moderate	Low	
Does the subproject involve direct, repeated interaction between project workers and community members, including home or farm visits?			SEA/SH Action Plan with appropriate SEA/SH risk mitigation and response measures; SEA/SH measures integrated in relevant E&S instruments					
Could beneficiary selection or benefit allocation involve favoritism or create tensions?			ESMF; SEP/GM; POM selection and distribution procedures					
Could beneficiaries need additional support to use or maintain project assistance?			ESMF; POM delivery, training and maintenance arrangements					
Does the subproject involve distribution of high-value assets, inputs, or cash transfers to beneficiaries? If yes, will project staff or contractors have discretionary authority over who receives project benefits?			SEA/SH Action Plan with appropriate SEA/SH risk mitigation and response measures; SEA/SH measures integrated in relevant E&S instruments					
Are beneficiary selection or distribution processes conducted without community oversight or transparent criteria?			SEA/SH Action Plan with appropriate SEA/SH risk mitigation and response measures; SEA/SH measures integrated in relevant E&S instruments					
Could advisory work or reforms disadvantage producers or affect livelihoods?			E&S assessment; advisory terms of reference and outputs; SEP					

E&S Topic/ Risk / Question	Applicability		Applicable E&S instrument / Measures	Site Specific E&S Risk Categorization				Remarks / Comments
	Yes	No		High	Substantial	Moderate	Low	
Are GBV response services (health, legal, psychosocial, and shelter) available and accessible in the subproject area?			SEA/SH Action Plan with appropriate SEA/SH risk mitigation and response measures; SEA/SH measures integrated in relevant E&S instruments					
Could digital barriers or inaccurate records exclude eligible beneficiaries?			SEP/GM; registry and service-delivery procedures					
Will the activity collect, use or share personal or sensitive data?			ESMF; data safeguards in system specifications, procedures and contracts					
Have there been any previous complaints raised to MoA by affected parties/ interested parties/ or vulnerable and marginalized groups in the project/ activity area?			ESMF, SEP					
Have they been resolved?								
Labor and Working Conditions								
Could workers face unclear terms, unpaid wages, excessive hours or missing employment benefits?			LMP					
Could workers face discrimination, intimidation or restrictions on lawful representation?			LMP; CoC; worker GM					
Could child labor, hazardous work by under-18s or work interfering with schooling occur?			LMP, CoC					
Could forced labor, coercive recruitment or involuntary community work occur?			LMP, CoC					
Could primary suppliers present child labor, forced labor or serious worker-safety risks?			LMP, CoC, Contractual clauses					
Could workers lack adequate working conditions and arrangements?			LMP					
Could workers lack accessible grievance channels or face retaliation for raising concerns?			LMP, Workers' GM					

E&S Topic/ Risk / Question	Applicability		Applicable E&S instrument / Measures	Site Specific E&S Risk Categorization				Remarks / Comments
	Yes	No		High	Substantial	Moderate	Low	
Does the subproject's grievance mechanism include a confidential channel safe for SEA/SH complaints?			GM includes survivor-centered confidential GM channel and SEA/SH stand-alone processes					
Have contractor/worker Codes of Conduct with explicit SEA/SH prohibitions been prepared and signed?			CoC with SEA/SH provisions					
Occupational Health and Safety								
Could the activity involve civil works, rehabilitation, excavation, trenching, work at height, lifting operations, hot works, use of hand/power tools, or interaction with construction machinery?			Contractor OHS plan and safety requirements, task-based risk assessment/JHA, safe work procedures, excavation/work-at-height/lifting controls/confined space, PPE, supervision					
Could workers be exposed to agricultural machinery, processing equipment, pumps, vehicles, forklifts, drones, or other moving/mechanical equipment presenting crushing, entanglement, cutting, rollover or collision risks?			Machinery/equipment safety procedures, guarding, operator competency/authorization, preventive maintenance, lockout/tagout where applicable, traffic and movement controls					
Could workers be exposed to pesticides, fertilizers, disinfectants, seed-treatment products, fuels, laboratory reagents, veterinary medicines or other hazardous chemicals?			Pest Management Plan/arrangements where applicable, chemical handling/storage procedures, SDS, spill-response arrangements, training, appropriate PPE, safe					

E&S Topic/ Risk / Question	Applicability		Applicable E&S instrument / Measures	Site Specific E&S Risk Categorization				Remarks / Comments
	Yes	No		High	Substantial	Moderate	Low	
			transport and disposal measures					
Could the activity involve biological agents, infectious materials, animal contact, veterinary procedures, vaccination, sharps, needles, biological samples or zoonotic-disease exposure?			Veterinary/laboratory biosafety procedures; infection-prevention measures; animal-handling procedures; sharps management; PPE; hygiene and disinfection; biological-waste procedures; first-aid/post-exposure arrangements					
Could workers be exposed to electrical, solar, battery, refrigeration, compressed gas, cryogenic or liquid-nitrogen hazards?			Electrical safety measures, competent personnel, isolation/LOTO where applicable, battery and fire-safety controls, refrigeration/cryogenic procedures, ventilation, emergency arrangements, PPE					
Could workers enter or work near wells, tanks, channels, pits, enclosed spaces or other locations presenting confined space, drowning, engulfment or restricted-access hazards?			Confined-space assessment/procedure where applicable, training, access control, atmospheric testing and rescue arrangements where relevant, water-safety measures, barriers/guarding, supervision					
Could the activity expose workers to excessive heat, solar/UV radiation, dust, noise, vibration, cold temperatures, repetitive work, heavy manual handling or other physical/ergonomic hazards?			Heat-stress and hydration measures, work/rest arrangements, dust/noise/vibration controls,					

E&S Topic/ Risk / Question	Applicability		Applicable E&S instrument / Measures	Site Specific E&S Risk Categorization				Remarks / Comments
	Yes	No		High	Substantial	Moderate	Low	
			manual-handling measures, ergonomic controls, PPE, task-specific training					
Will workers undertake significant road travel, remote field work, mobile veterinary/extension activities, or work in locations with limited communications or delayed access to emergency medical assistance?			Journey-management arrangements, vehicle/driver requirements, monitoring, communications, emergency contact and response arrangements, first aid, heat/remote-work procedures, field-security arrangements as applicable					
Could workers access agricultural land, wells, irrigation systems, rural infrastructure or other conflict-affected or previously inaccessible areas where landmines or other explosive ordnance (EO/ERW) may be present?			EO/ERW screening and safe-access verification prior to activity, clearance/verification by competent entities, exclusion of unsafe areas, worker awareness and reporting procedures					
Could the activity generate or involve handling hazardous, biological, veterinary, laboratory, chemical, sharps, contaminated or other potentially dangerous wastes?			Waste-management procedures, segregation, labeling, suitable containers, temporary storage, sharps controls, PPE, spill response arrangements, approved transport/disposal arrangements					
Does the activity require workers with specific training, competency or authorization to safely perform the assigned tasks?			Verify worker competency before assignment, induction and task specific training, refresher training where					

E&S Topic/ Risk / Question	Applicability		Applicable E&S instrument / Measures	Site Specific E&S Risk Categorization				Remarks / Comments
	Yes	No		High	Substantial	Moderate	Low	
			required, authorization records, supervision					
Are adequate OHS arrangements in place for emergency preparedness, first aid, incident and near-miss reporting, workplace inspections, corrective actions and worker supervision?			Activity specific OHS measures, emergency response arrangements, first-aid provision, incident/near-miss reporting and investigation, inspection and corrective-action tracking, OHS monitoring					
Community Health and Safety								
Could works, traffic, machinery, open water or distribution activities endanger community members?			Site specific E&S tools (e.g., ESMP)					
Could chemicals, waste, contaminated water or animal diseases affect community health?			site specific E&S tools (e.g., ESMP) ; IPMP, waste management measures					
Could the activity reduce community access to water or other essential services?			ESMF, site specific E&S tools (e.g., ESMP), GM					
Could incoming workers or worker accommodation create tensions or pressure local services?			LMP, site specific E&S tools (e.g., ESMP), SEP					
Could works or increased land access expose people to landmines or other explosive ordnance?			EO/ERW Screening and verification/ clearance ; site specific E&S tools (e.g., ESMP)					
Could insecurity at sites or along access routes endanger communities or beneficiaries?			Security assessment and SMP; SEP					
Will public or private security personnel be deployed for the activity?			SMP; security-service requirements; project GM					
Land and livelihood access								

E&S Topic/ Risk / Question	Applicability		Applicable E&S instrument / Measures	Site Specific E&S Risk Categorization				Remarks / Comments
	Yes	No		High	Substantial	Moderate	Low	
Does the activity require, or has its preparation involved, land acquisition, leasing, donation or temporary land use?			ESMF – exclusion procedures					A Yes answer requires PCU E&S review before proceeding. Verify the land-access arrangement and impacts on owners and all users. Activities requiring land acquisition or causing physical or economic displacement are excluded under Annex C.
Are ownership, land-use rights, existing users or competing claims unverified or disputed?			Land and user verification; PCU E&S review and competent legal advice where needed; GM for related concerns.					
Could land take or access restrictions cause relocation or loss of assets, income or livelihoods, even temporarily?			ESMF – exclusion procedures					
Cultural Heritage								

E&S Topic/ Risk / Question	Applicability		Applicable E&S instrument / Measures	Site Specific E&S Risk Categorization				Remarks / Comments
	Yes	No		High	Substantial	Moderate	Low	
Could the activity affect cultural heritage or community access to it, including locally recognized sites?			ESMF, Chance Find Procedures (CFP)					
Could excavation, demolition or other ground disturbance encounter previously unidentified heritage?			ESMF, CFP					
Could works materially affect cultural practices, or could traditional knowledge or heritage be used commercially?			ESMF; applicable ESS8 assessment and consultation requirements.					
Local Community								
Are any affected or less-represented groups yet to be identified or meaningfully consulted? (if new categories/ stakeholders are identified, it has to be reflected to the SEP)			SEP					
Could literacy, disability, distance or security barriers limit information access or participation?			SEP					
Are stakeholder concerns or complaints unresolved or at risk of being not considered in activity planning?			SEP, GM					
Could people face barriers to raising grievances?			GM					
Could women, children and other vulnerable groups face barriers to raising SEA/SH complaints?			SEA/SH GM					
Are there any barriers for conducting stakeholder engagement activities?			SEP					

Screening Decision & Review

- Eligibility outcome (eligible / pending further assessment or redesign / excluded): _____
- Overall activity-level E&S classification and brief basis: _____

- Required measures/instruments, responsible party and completion stage: _____
- PIU preparer and date: _____
- PCU reviewer and date: _____

ANNEX B – PRELIMINARY OHS HAZARD IDENTIFICATION BY STAR ACTIVITY

#	STAR activity / sub activity	Potentially exposed groups	Key OHS hazards initial screening	OHS screening triggers / further information required
1	Climate-smart seed and fertilizer package for smallholders	Farmers/agricultural workers, distribution and warehouse staff, drivers	Fertilizer/seed handling and storage, dust, spills, manual handling, loading/unloading, traffic	Agro-input storage/handling, EO/ERW screening for returnee or previously inaccessible land
2	Seed processing, storage and logistics infrastructure	Seed-processing operators, warehouse staff, drivers, maintenance workers	Moving machinery, dust, seed-treatment/sterilization agents, fire, electrical hazards, manual handling, vehicle/forklift interaction	Machinery guarding/LOTO, chemical treatment, fire safety, EO/ERW safe access to facilities
3	Rainwater harvesting and soil-moisture conservation	Construction workers, irrigation/water workers, supervisors	Excavation, ground collapse, falls, open water/drowning, tools and machinery dust/noise, manual handling, heavy equipment movement	Intrusive work, water-related work, EO/ERW safe-access verification
4	National livestock vaccination campaigns	Veterinarians, vaccinators, animal handlers, drivers/cold-chain staff	Animal bites/kicks/crushing, zoonotic exposure, sharps/needlestick injuries, vaccines/disinfectants, cold-chain hazards, road/remote field work	Mass field campaign, biological exposure, sharps, cold chain, EO/ERW safe routes/field access
5	Rehabilitation of Badia livestock water wells with solar-powered pumping	Construction/well workers, electricians/solar installers, supervisors	Excavation/open wells, falls/drowning, pumps and lifting, electrical shock/fire, solar/battery handling, heat and remote area work, work at height, hot works	Well, opening work, electrical/solar work, remote response, EO/ERW clearance before access
6	Mobile veterinary units and public veterinary clinics	Veterinarians, animal-health workers, drivers, clinic staff	Animal handling injuries, zoonoses, sharps, medicines/disinfectants, road traffic, remote work, electrical/general clinic hazards	Mobile/remote operations, biological/sharps exposure, EO/ERW route verification
7	Artificial insemination service chain	Veterinary/AI technicians, animal handlers, facility workers, drivers	Animal handling, sharps, biological exposure, cryogenic liquid nitrogen cold burns, oxygen displacement/asphyxiation, pressure hazards, transport	Cryogenic storage/ventilation, animal handling, facility rehabilitation, EO/ERW safe access
8	Rehabilitation of veterinary quarantine sector	Construction workers, veterinarians, animal handlers, quarantine staff	Rehabilitation hazards, animal injury, zoonoses, sharps, disinfectants, waste, vehicle/livestock movement	Biosecurity/quarantine, animal handling, civil works, EO/ERW safe access
9	Vaccine strain renewal and national vaccine production	Laboratory staff, technicians, maintenance/cleaning staff	Biological and chemical exposure, sharps, compressed gases, equipment, fire/electrical hazards, hazardous waste	Biosafety/chemical safety, ventilation/containment, hazardous waste; facility-level

#	STAR activity / sub activity	Potentially exposed groups	Key OHS hazards initial screening	OHS screening triggers / further information required
				biosafety (BSL) risk assessment by a qualified specialist and site-specific ESIA; subject to the Association's prior review
10	Feed laboratory development	Laboratory staff, technicians	Chemical/biological exposure, sharps, compressed gases, equipment, electrical/fire hazards, hazardous waste	Laboratory safety assessment, hazardous waste
11	On-farm drip/sprinkler/smart irrigation	Installation crews, farmers, irrigation technicians	Excavation, manual handling, hot works, pumps/pressure systems, electrical hazards, slips/falls, heat	Water-related work, field installation, EO/ERW safe access
12				
13	Olive and pistachio orchard rehabilitation	Nursery/orchard workers, field technicians, distribution staff	Heat/UV, tools, manual handling, vehicles, possible agrochemical exposure	Field work, nursery operations, EO/ERW screening of orchards/land
14	Pistachio nursery, soil/analysis laboratory and research station	Nursery workers, laboratory staff, construction workers	Civil works, lab chemical/biological exposure, tools, heat, manual handling	Laboratory safety plus field/civil works, safe access
15	Pheromone and color traps for IPM	Agricultural workers, extension staff	Heat/outdoor exposure, travel, manual handling, possible contact with attractants/lures	Confirm chemical attractants/SDS/PPE, field safe access
16	Nursery modernization and nursery-well rehabilitation	Construction/water workers, supervisors	Excavation, collapse, falls, drowning, tools/machinery, dust/noise	Intrusive work, water-related work, EO/ERW safe access
17	Agricultural mechanization and machinery service pools	Operators, mechanics, field workers	Crushing, entanglement, rollover, collision, cutting, maintenance, noise/vibration	Heavy equipment/mobile machinery, training, guarding, cleared work areas
18	Olive-press modernization and processing equipment	Processing operators, maintenance staff, warehouse workers	Entanglement; cutting, crushing, electrical hazards, noise, hot surfaces, slips, fire	Guarding/LOTO, electrical/fire safety
19	Tissue-culture laboratory and potato greenhouse rehabilitation	Laboratory staff, nursery workers, construction/maintenance workers	Rehabilitation hazards, laboratory exposure, tools, heat/UV, manual handling	Laboratory safety plus civil works, safe access
20	Refrigeration and cold-storage units	Cold-store workers, maintenance staff, loaders	Cold exposure, refrigerants, electrical/mechanical hazards, slips, manual handling, entrapment	Refrigeration-system safety, emergency egress, refrigerant safety
21	Pesticide-residue and food-safety reference laboratory	Laboratory staff, technicians	Chemical/biological exposure, sharps, gases, fire/electrical hazards, hazardous waste	Biosafety/chemical safety, ventilation, hazardous waste

#	STAR activity / sub activity	Potentially exposed groups	Key OHS hazards initial screening	OHS screening triggers / further information required
22	Quality laboratory modernization package	Laboratory staff, technicians	Chemical/biological exposure, sharps, gases, electrical/fire hazards, hazardous waste	Biosafety/chemical safety, containment, hazardous waste
23	Bee laboratories	Laboratory staff, technicians	Chemical/biological exposure, sharps, equipment, fire/electrical hazards, hazardous waste	Laboratory safety, hazardous waste
24	GCSAR research laboratories and genetic-resources bank	Laboratory/research staff	Chemical/biological exposure, sharps, equipment, fire/electrical hazards, hazardous waste	Laboratory safety, containment, hazardous waste
25	Quality certification, accreditation and traceability	Auditors, technical staff, field inspectors, drivers	Road traffic, field travel, heat, routine ergonomic risks	Journey management, safe field access
26	Pistachio market rehabilitation	Construction workers, market workers, drivers	Rehabilitation hazards, traffic/pedestrian interaction, electrical/fire risks, manual handling, slips/trips	Civil works/public interface, safe access
27	Specialized cooperative development programme	Project staff, consultants, trainees, technical and administrative personnel	Routine office OHS risks, including ergonomics, electrical/fire safety, slips/trips, screen work and workload-related concerns	Basic workplace OHS arrangements, no additional activity-specific OHS assessment unless physical works, equipment installation, field deployment or other higher-risk tasks are introduced
28	National cooperative digital platform	IT staff, technical personnel, system administrators, office staff	Ergonomic risks from prolonged screen work, electrical/fire hazards, workload-related concerns	Routine workplace OHS, ergonomic workstation arrangements, electrical/fire safety, additional assessment if hardware installation, field deployment or other physical activities are introduced
29	Cooperative capacity building	Trainers, project staff, consultants, cooperative personnel, participants	Routine office/training-room OHS risks, ergonomics, slips/trips, electrical/fire safety, travel risks where training requires field deployment	Basic workplace/training OHS arrangements, safe venue/access, emergency arrangements, journey management where field travel is involved
30	Agricultural policy reform package	Government staff, project staff, consultants and technical experts	Routine office OHS risks, including ergonomics, prolonged screen work,	Routine workplace OHS, no additional activity-specific OHS assessment unless field activities,

#	STAR activity / sub activity	Potentially exposed groups	Key OHS hazards initial screening	OHS screening triggers / further information required
			electrical/fire safety and workload-related concerns	physical works or other higher-risk tasks are introduced
31	National agricultural data and digital-platform system	Office/technical staff	Ergonomics, electrical/fire safety, workload	Routine workplace OHS
32	Precision-agriculture pilot using drones and sensors	Drone operators, field technicians	Rotating parts, battery/fire risk, launch/recovery injuries, loss of control, heat exposure	Drone procedures, battery charging/storage, safe field access
33	Digital education and extension modernization	Construction/maintenance workers, office/extension staff	Minor civil works, tools, falls, dust/noise, electrical hazards, ergonomics/fire	Contractor OHS for rehabilitation, safe access
34	Institutional strengthening and associated civil works	Construction/maintenance workers, office staff	Minor civil works, falls, dust/noise, electrical hazards, office risks	Contractor OHS, safe access
35	PCU and regional PIUs	Office/technical staff	Ergonomic risks, electrical/fire safety, workload	Routine workplace OHS
36	Monitoring and evaluation system	Monitoring staff, enumerators, drivers	Traffic, field travel, heat/remote work, ergonomics	Journey management, field security/safe access, EO awareness
37	ESF compliance, screening and supervision	Technical/monitoring staff, drivers	Traffic, field travel, heat/remote work, office ergonomic risks	Journey management, EO/ERW awareness for field visits
38	Local compost and biopesticide production	Production workers, agricultural workers, maintenance staff	Organic dust, bioaerosols, microorganisms, compost heat, machinery, chemicals/biological agents, manual handling	Biological/chemical process assessment, ventilation/hygiene, machinery
39	Emergency seed and fertilizer distribution	Farmers, distribution/warehouse staff, drivers	Fertilizer/seed handling, dust, spills, manual handling, loading/unloading, traffic	EO/ERW safe-access verification of distribution points and access routes (risk-based approach, ESCP Action 2.2), screening against hazard maps, agro-input safety
40	Emergency seed cleaning, treatment and QA	Seed-processing operators, warehouse staff, drivers, maintenance staff	Machinery, dust, seed-treatment agents, fire, electrical hazards, manual handling, forklifts	Guarding/LOTO, chemical treatment, fire safety, safe access
41	Emergency on-farm irrigation kits	Installation crews, farmers, irrigation technicians	Excavation, manual handling, pumps/pressure systems, electrical hazards, slips/falls, heat	Water-related work, field installation, safe access
42	Solar-powered small pumping units	Solar installers, irrigation workers, supervisors	Electrical shock/fire, lifting, pumping equipment; heat, remote work, batteries	Electrical/solar, remote response, EO/ERW clearance

#	STAR activity / sub activity	Potentially exposed groups	Key OHS hazards initial screening	OHS screening triggers / further information required
44	Milking cows for returnee women-headed households	Veterinarians, handlers, drivers, beneficiaries	Animal injuries, zoonoses, veterinary medicines, quarantine, loading/unloading, transport	Animal handling/biosecurity, transport, safe routes/grazing areas
45	Awasi sheep restocking	Veterinarians, handlers, drivers, beneficiaries	Animal injuries, zoonoses, veterinary medicines, loading/unloading, transport	Animal handling/biosecurity, safe corridors
46	Poultry restocking kits	Veterinary staff, poultry handlers; drivers, beneficiaries	Zoonoses, scratches/bites, dust/bioaerosols, disinfectants, transport/manual handling	Biosecurity/zoonoses, distribution routes/safe access
47	Emergency animal vaccination	Veterinarians, vaccinators, handlers, drivers/cold-chain staff	Animal injuries, zoonoses, sharps, vaccines/disinfectants, cold-chain hazards, road/remote work	Mass campaign, biological exposure, sharps, cold chain, EO/ERW verification

ANNEX C – PROJECT EXCLUSION LIST

The following activities are not eligible for financing under the Project. Where an exclusion applies only to an element of a proposed activity, the activity may proceed only if redesigned to remove that element, as confirmed by the PCU E&S team.

#	Excluded activity	Basis
1	Activities causing physical or economic displacement, or requiring land acquisition.	ESS5; Project design
2	Activities located within, or causing significant conversion or degradation of, critical habitats or legally protected areas.	ESS6
3	Conversion of natural rangeland or natural forest to cropland or other uses.	ESS6
4	Procurement, use or promotion of pesticide products that meet the criteria of WHO Hazard Classes Ia or Ib; that contain active ingredients restricted under the Stockholm, Rotterdam or Montreal conventions (including methyl bromide); or that are not registered by the competent national authority.	ESS3; national pesticide legislation
5	Introduction of genetically modified organisms or of known invasive alien species, varieties or breeds.	ESS6; national legislation
6	Construction of new large dams, or rehabilitation of large dams, as defined in ESS4.	ESS4
7	Activities on international waterways which do not qualify for the exception to the riparian notification requirement under paragraph 7(a) of OP 7.50.	OP 7.50
8	New groundwater abstraction, or expansion of existing abstraction, from aquifers officially classified as over-exploited, or without a valid water-use licence.	ESS3; Water Law No. 31 of 2005
9	Use of new asbestos-containing materials.	ESS3; WBG EHS Guidelines
10	Activities at sites or along access routes not verified as safe from landmines and EO/ERW in accordance with the risk-based approach in ESCP Action 2.2.	ESS2; ESS4; ESCP
11	Activities involving forced labor, or child labor in hazardous work or work by persons below the minimum age.	ESS2; Child Rights Law No. 21 of 2021
12	Commercially viable private investments in processing, working capital, trade or distribution that are to be financed outside the Project.	Project design
13	Any activity classified as High risk through screening.	ESF; Annex D

ANNEX D – SCREENING DECISION RULES

These rules translate Annex A results into an activity-level classification and the required instrument. Where rules point to different classifications, the higher classification applies. Where information is insufficient to answer a question, the screening remains pending and the risk is not screened out.

Screening result	Activity-level classification	Required instrument / measures	Approval
Any exclusion criterion in Annex C applies	Excluded	Activity not financed unless redesigned to remove the excluded element	PCU E&S team records decision
Any High rating in Annex A, or overall classification High	Not eligible	Not financed	PCU E&S team records decision; Association informed
Yes on international waterways	Suspended	Referral to the Association under OP 7.50	Written confirmation from the Association before approval
Yes on any of: excavation, wells or water-storage structures; laboratories or vaccine production; hazardous-waste generation; processing facilities; labor influx; disputed land or water use; EO/ERW clearance needs	Substantial	Site-specific ESIA or ESMP; C-ESMP for works; activity-specific OHS plan; disclosure before works	PCU E&S clearance and Association prior review
Three or more Substantial-level answers across different topics (environment, social, OHS, community, land), even if the indicative typology rating is Moderate	Substantial	As above	PCU E&S clearance and Association prior review
Light rehabilitation; input-distribution, vaccination or restocking rounds; machinery provision; no Substantial-level answers	Moderate	ESMP checklist and standard measures; Rapid Screening Form (Annex E) for delivery rounds	PCU E&S clearance; Association prior review for the first two activities of each typology, post review thereafter
Office, advisory, training or digital activities without physical works or field deployment provided screening of the risks identified in Section 6 does not warrant a higher classification	Low	Standard workplace measures; distributional review for policy work under the SEP	PIU record; PCU confirmation

ANNEX E – RAPID E&S SCREENING FORM (COMPONENT 4 AND PROGRAMME-LEVEL DELIVERY ROUNDS)

To be completed by the PIU for each delivery round in each governorate (seed and fertilizer distribution, irrigation kits and solar pumps, livestock restocking, vaccination campaigns), and reviewed by the PCU E&S team before the round starts.

Delivery round / governorate: _____ Distribution points and stores: _____ Number of beneficiaries: _____ Inputs or assets: _____
Date: _____

#	Check	Yes / No / N/A	Action required if No
1	Distribution points, stores and access routes verified safe for EO/ERW under the risk-based approach		STOP: do not proceed until verified
2	All pesticides and seed-treatment products nationally registered and outside WHO Classes Ia/Ib; treated seed dyed and labelled in Arabic with pictograms		STOP: replace or relabel before distribution
3	Water sources for irrigation kits and solar pumps identified and licensed; no abstraction from transboundary rivers or over-exploited aquifers		STOP for the affected items; refer to PCU
4	Storage meets basic chemical-safety rules (ventilated, separated from food and feed, spill kit, SDS available)		Correct before distribution
5	Selection criteria publicly disclosed; registration accessible to women, IDPs, returnees and persons with disabilities and other vulnerable groups ; beneficiary list verified for exclusion, favoritism, and/or capture		Correct before distribution
6	Affected people, including vulnerable groups, consulted on delivery arrangements; accessible information on assistance, timing and relevant risks provided; concerns and agreed actions recorded.		Complete before distribution
7	GM hotline and focal point announced at each point, including a confidential SEA/SH channel		Correct before distribution
8	All staff and partner personnel have signed the CoC and received SEA/SH briefing; mixed-gender distribution teams where possible		Correct before distribution
9	Crowd, traffic and animal-handling arrangements and first aid in place at distribution points		Correct before distribution
10	Livestock: veterinary screening and quarantine completed; recipients confirmed to have access to feed, water and shelter		Correct before distribution
11	Waste arrangements in place for packaging, empty containers, sharps and veterinary waste		Correct before distribution
12	No unresolved land or access dispute at distribution or installation sites		Refer to PCU E&S team

#	Check	Yes / No / N/A	Action required if No
13	Security assessment for the round completed and movement plan agreed		Correct before distribution

Decision: All Yes or N/A: proceed only after confirming eligibility under Annex C and completing the applicable assessment, mitigation and approval requirements in Section 7, including World Bank prior review where required. Any No on items 1, 2 or 3: stop the affected activity. Any other No: correct and record before distribution starts. PIU preparer and date: _____ PCU reviewer and date: _____