

# Simplified Approval Process

## Annex 12: Environmental and social action plan



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Summary of risks	Mitigation measures	Risk significance	Responsible party/person	Schedule	Expected results	Cost/Budget
<b>Risk of displacement of local communities due to construction under Activity 1.2.2</b>	<p>The construction footprint involved in Activity 1.2.2 is minimal, involving <b>small-scale construction works</b>, such as setting up meteorological equipment, installing monitoring devices, and building basic infrastructure like small structures or platforms for the equipment, with no significant land acquisition and no displacement of communities.</p> <p>The project does not involve the displacement of individuals or significant changes to land use and the monitoring stations will be located in non-sensitive areas.</p> <p>The project will ensure that local communities and stakeholders are informed and consulted about the installation and upgrading of stations. Any concerns raised will be addressed by adapting activities accordingly.</p> <p><b>No land acquisition or displacement</b> will be required for the project, as all activities, including the creation and upgrading of monitoring stations, will be carried out on <b>existing sites</b> or <b>government land</b> already allocated for meteorological purposes. This ensures that there will be <b>no negative impact</b> on local communities, and there will be no need to displace any individuals or groups. Given these provisions and</p>	Not Likely & Minor (Low)	UNIDO, Environment Authority	6-12 months after project approval	No displacement due to construction activities	Included in project budget.

	the careful planning in place, the overall risk associated with land acquisition, displacement, and the environmental and social impacts of the monitoring stations remains <b>low</b> .					
<b>Disturbances to local communities and ecosystems due to construction under Activity 1.2.2 (including noise, dusts)</b>	<p>The locations for new stations will be selected in areas that have low environmental sensitivity and no critical ecosystems.</p> <p>The upgrade activities will involve <b>minor modifications</b> to existing infrastructure to improve data collection and transmission systems. These modifications will be confined to the existing footprint, with no additional construction or significant environmental disturbance anticipated.</p> <p>Potential inconveniences during construction, will be addressed through consultations and community engagement.</p> <p>Temporary disturbances during the construction phase (such as noise or dust during land clearing), will be mitigated through careful site selection and adherence to responsible building practices.</p> <p>The project will ensure that local communities and stakeholders are informed and consulted about the installation and upgrading of stations. Any concerns raised will be addressed by adapting activities accordingly.</p>	Not Likely & Minor (Low)	UNIDO, Environment Authority	6-12 months after project approval	Ensuring minimal disturbance to local community and environment.	Included in project budget.
<b>Risk to local ecosystems and biodiversity due to construction under Activity 1.2.2</b>	The project does not have any direct or indirect impact on biodiversity or ecosystem services. The activities associated with the creation and upgrading of monitoring stations will be carried out on existing sites or government land, which are not located in or near protected areas, natural	Slight & Negligible (Low)	UNIDO, Environment Authority	Throughout project duration	Project supports climate resilience without ecological harm.	Not applicable.

	<p>reserves, or any critical habitat for biodiversity. Therefore, no significant impacts on local flora, fauna, or ecosystem services are expected.</p> <p>Overall, the project is expected to have no negative impact on biodiversity and will contribute to sustainable land use practices through its focus on improving climate information services without compromising the integrity of the environment.</p>					
<b>Risk of disturbances to local communities and environment due to operation and maintenance of stations under Activity 1.2.2</b>	<p>The operation of the stations will primarily involve routine tasks like calibration, data collection, and occasional maintenance. There will be no significant physical impact on the environment or surrounding communities. Operations will be conducted in a manner that complies with both GCF and national regulations.</p> <p>Agencies involved in the operation of the monitoring stations will undergo training and capacity building to ensure they understand how to conduct their activities with respect to local communities and the environment.</p> <p>Regular <b>assessments</b> will be conducted to ensure ongoing compliance with environmental and social standards. This will include periodic monitoring of the operational impact of the monitoring stations.</p>	Not Likely & Minor (Low)	UNIDO, Environment Authority	6-12 months after project approval	Ensuring minimal disturbance to local community and environment.	Included in project budget.

<p><b>Risk to Occupational Health and Safety</b> of workers involved with the construction under Activity 1.2.2 and operation of stations.</p>	<p>The project does not have adverse impacts on labor conditions, employment terms, or worker rights. However, proactive measures will be taken to ensure compliance with labor laws and international standards. Regular engagement with workers and implementing agencies will be established to provide grievance mechanisms and uphold fair labor practices. Training sessions on worker rights, equal opportunity policies, and workplace safety will be incorporated, particularly in the creation and upgrading of new monitoring stations, in accordance with the WMO guidelines<sup>1-2</sup> followed by the Directorate General of Meteorology (DGM) in this activity. Health and safety measures will be implemented to ensure the protection of workers and nearby residents, in compliance with national and international standards. Additionally, a grievance redress procedure will be in place to address any concerns from workers, local communities, and stakeholders involved in the project.</p>	<p>Not Likely &amp; Minor (Low)</p>	<p>UNIDO, Environment Authority</p>	<p>6-12 months after project approval</p>	<p>Safeguarding worker rights and welfare.</p>	<p>Included in project budget.</p>
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<sup>1</sup>Guidelines on the Implementation of Climate Watches (2022 Edition): The 2022 edition of the Guidelines on the Implementation of Climate Watches provides a practical framework for establishing and enhancing Climate Watch systems at the national level. Developed by the WMO Expert Team on Climate Monitoring and Assessment (ET-CMA), these guidelines aim to support early warning efforts by improving awareness of climate anomalies and extreme events. They address key challenges, such as user engagement and technical guidance, and offer a structured approach for integrating Climate Watches into existing climate services. The publication is divided into two parts: concepts and terminology, and practical implementation strategies to improve preparedness and decision-making ( [https://rcc.dwd.de/DWD-RCC/EN/overview/documents/02\\_wmo\\_climatewatchguidelines.pdf?\\_\\_blob=publicationFile&v=3](https://rcc.dwd.de/DWD-RCC/EN/overview/documents/02_wmo_climatewatchguidelines.pdf?__blob=publicationFile&v=3)).

<sup>2</sup> Guide to Instruments and Methods of Observation: Observing Systems: This guide provides standardized WMO guidelines for the design, operation, and integration of meteorological observing systems. It ensures reliable data collection through best practices in instrumentation, calibration, and maintenance. It also includes The Siting Classification for Surface Observing Stations on Land, the first ISO/WMO standard (ISO 19289:2014 (EN)), ensuring consistent station placement for high-quality observations (<https://library.wmo.int/records/item/68661-guide-to-instruments-and-methods-of-observation>).

<b>Risk of unsustainable use of resources and pollution due to construction under Activity 1.2.2</b>	Responsible building practices will be adopted to ensure construction activities generate minimal emissions, discharges, or waste.	Not Likely & Minor (Low)	UNIDO, Environment Authority	6-12 months after project approval	Environmental sustainability ensured.	Included in project budget.
<b>Risk of further marginalisation of vulnerable groups due to lack of involvement in project activities.</b>	No impact on indigenous peoples, ethnic minorities, or vulnerable groups. The project will include an inclusive stakeholder engagement process to ensure participation from all demographic groups, with specific efforts to involve marginalized communities in early warning preparedness activities. Additionally, the Accredited Entity has carried out all due diligence necessary to ensure that the funded activity complies with the applicable requirements under the GCF's Updated Gender Policy and the Indigenous Peoples Policy.	Slight & Negligible (Low)	UNIDO, Environment Authority	Throughout project duration	Inclusive project benefits for all groups.	Not applicable.
<b>Risk of reduced access to Cultural Heritage sites due to project activities</b>	<p>The project does not restrict access to cultural heritage sites or properties. The activities related to the establishment and upgrading of monitoring stations will be conducted on existing government land or designated sites that are not located near or within areas of cultural significance.</p> <p>If any project activity is determined to be in proximity to a culturally significant site, the project will undertake the necessary due diligence, including consultations with local communities and relevant stakeholders, to ensure that these areas are protected, and that access is not impeded.</p> <p>The project aims to respect and preserve the cultural heritage of the local communities while</p>	Not Likely & Negligible (Low)	UNIDO, Environment Authority	Throughout project duration	Protection of cultural sites ensured.	Not applicable.

	implementing climate resilience measures, and no negative impacts on cultural heritage are expected as a result of project activities.					
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### SEAH Contextual and Project Risks and Mitigation Measures

Given Oman's strong legal framework, cultural values, and institutional safeguards, the likelihood and potential impact of Sexual Exploitation, Abuse, and Harassment (SEAH) in the Enhancing Multi-Hazard Early Warning System project are very low. The project operates within a controlled environment, primarily focusing on technical capacity-building activities held in secure government settings and hotels. However, in line with best practices and GCF requirements, the following mitigation measures have been outlined to ensure ongoing awareness, prevention, and reporting mechanisms remain accessible. These measures are designed to align with Oman's cultural and institutional safeguards, ensuring that SEAH-related risks are addressed effectively if they arise:

- **Contextual Risks and Mitigation Measures:** Contextual risks refer to cultural, social, and broader national-level factors that may impact SEAH risks. In Oman, strong legislation and existing societal structures already discourage SEAH, with strong cultural and religious norms reinforcing gender respect and protection. Table 1 presents key contextual risks and corresponding mitigation strategies.

Table 1: Contextual Risks and Mitigation Measures

Description of Potential Risks	Likelihood (L)	Potential Impact (L)	Mitigation Measures
<b>Risk of lacking Legal Protection limiting the safety provided to participants from SEAH</b>  While some laws aim to safeguard individuals, there are notable areas where protections are lacking, particularly concerning gender-based violence and women's autonomy	L	L	The gender equality and anti-violence content will be integrated into the capacity building and awareness raising activities, improving participants' awareness and laying a foundation for the potential legislation against gender-based violence.

<p><b>Risk of heightened cultural sensitivities</b></p> <p>Oman's conservative cultural context means that interactions across genders or between local community members and external experts can be particularly sensitive.</p> <p>Local norms may also discourage victims from reporting incidents due to fear of stigma or social repercussions.</p>	L	L	The project will incorporate secure and confidential reporting channels into the grievance redress mechanism (GRM), as outlined in the Gender Assessment and Action Plan ensuring that victims and witnesses can report incidents without fear of retaliation. The project will promote awareness of these channels during community outreach, trainings, and stakeholder meetings.
<p><b>Risk of misuse of power imbalances</b></p> <p>Training sessions and capacity building events may inadvertently create environments where senior personnel or external consultants could exploit their positions.</p>	L	L	Mandatory training sessions (Activity 2.1.4) for project staff, consultants, and partners on SEAH prevention, survivor-centered approaches, and cultural sensitivity will be conducted to avoid the SEAH accidents.
<p><b>Vulnerability</b></p> <p>Community members—especially women—may be more vulnerable when engaging in activities.</p>	L	L	Prior consultation (activity 1.1.3) with female community members on how to structure the events in a way that makes them feel safe represents an approach to decrease the risks of SEAH and vulnerability of women in the activities and increase the participation of local women.

- **Project Risks and Mitigation Measures:** Project risks focus on specific factors related to the implementation of the Multi-Hazard Early Warning System project that could create SEAH risks. Since the project is technical in nature, with activities conducted in government-supervised environments, the risk of SEAH is extremely low. However, Table 2, ensures existing safeguards are upheld and communicated clearly to all stakeholders.



Table 2: Project Risks and Mitigation Measures

Description of Potential Risks	Likelihood (L)	Potential Impact (L)	Mitigation Measures
<b>Higher risks due to frequent Community Engagement</b> Activities involving direct community participation, such as local risk assessments (Activity 2.1.4), public awareness campaigns, and community-based training (Activities 2.4.3, 2.4.4, 2.4.5), carry a higher risk due to increased face-to-face interaction.	L	L	Codes of conduct of zero tolerance will be established for all events, including trainings and workshops, with clear sanctions for violations, to be communicated to all participants and staff.  The events for communities will be convened in a gender-sensitive and culturally sensitive manner in consultation with local stakeholders.
<b>Unclear accountability of Multiple Stakeholders and Cross-Sector Engagement</b> Collaboration with international organizations (Activity 1.2.4) and multiple national agencies increases complexity and the need for clear accountability, heightening the risk if roles and responsibilities are not clearly defined.	L	L	The roles and responsibilities of processing the SEAH complaints will be communicated clearly to all organizations and agencies to avoid misunderstanding and increase the efficiency at three levels including project level (NDA), Accredited Entity level (UNIDO) and the GCF level (GCF).
<b>Exploited Training and Capacity Building Events</b> Workshops and training sessions under Component 1 (Activity 1.2.1) and Component 3 (Activity 3.1.3) involve interactions that may be exploited if proper safeguards are not in place.	L	L	In addition to the code of conduct, before conducting community-based events, the project team will assess the risk of SEAH that consider venue safety, transportation, and the dynamics of the participant group and adapt the sessions to ensure minimal risk for SEAH. The team will also consult with community members on how they would feel the safest during the events.
<b>Risk of Insufficient Monitoring</b> Insufficient monitoring of the SEAH risk mitigation measures and Grievance Redress Mechanism may lead to the ignorance of SEAH complaints.	L	L	The PSC will continually monitor and periodically review the SEAH risk mitigation measures and the Grievance Redress Mechanism, ensuring that lessons learned are integrated into future project planning and capacity-building efforts.

## **Grievance Redress Mechanism (GRM)**

The project will implement a Grievance Redress Mechanism (GRM) to ensure safe, ethical, and effective handling of SEAH cases, even though the risk remains very low. The GRM will adhere to international best practices, focusing on survivor-centered approaches and confidentiality. Cases are handled in strict confidence, with personal data protection. Anonymous complaints are allowed through secure reporting channels, and only authorized personnel will have the access to the SEAH Cases.

The purpose of the grievance mechanism at the project level is to provide an accessible, quick and effective response to the complaints and concerns raised by project affected stakeholders. In this context, it is important that all project affected stakeholders understand the different options that they have for communicating their grievances and where they can get support and advice about whether and how to communicate a potential grievance.

The channels available to submit a report are:

### **a) Project-Level GRM Contact Details**

- **Environment Authority:**  
Ms. Maha Al-Balushi:  
Climate Change Specialist  
Environment Authority, Climate Affairs, Po.Box 232, Muscat, Oman  
Phone: +968 24404213  
Email: maha.albalushi@ea.gov.om

### **b) Accredited Entity (AE) GRM Contact Details**

- **United Nations Industrial Development Organization (UNIDO)**  
Anonymous Online Reporting Tool: [Link](#)

The complaint may also be submitted through any one of the following: (i) United Nations office in the country; (ii) the UNIDO representative at country or regional level; (iii) the relevant UNIDO project manager; or (iv) UNIDO Office of Evaluation and Internal Oversight (EIO). Anyone who has difficulty accessing or using these mechanisms may request another person to make the report on their behalf.