



MINISTRY OF AGRICULTURE AND LIVESTOCK

GENERAL SECRETARY

GENERAL DIRECTION OF AGRICULTURE

**« Projet d'Adaptation des moyens de subsistance ruraux et des
systèmes alimentaires/«Rural Livelihoods Productivity and
Resilience Project»
RIZ PLUS – P175269**

**Environmental and Social Commitment Plan
ESCP**

JANUARY 2023

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Madagascar (hereinafter the Recipient) will implement the Rural Livelihoods Productivity and Resilience Project (the Project) with the involvement of inter alia Ministry of Agriculture and Livestock (Ministère d'Agriculture et d'Élevage -MINAE) hosting the Project Implementation Unit (PIU)), as set out in the Financing Agreement. The International Development Association (hereinafter the Association) has agreed to provide financing for the Project (P175269), as set out in the referred 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 Financing Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred 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, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect the adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient, through the PIU and the Association, agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient, through the General Secretary of the MINAE. The Recipient shall promptly disclose the updated ESCP.

	MATERIAL MEASURES AND ACTIONS	TIMEFRAME	Responsible Entities/Authorities
	MONITORING AND REPORTING		
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including, but not limited to, the implementation of the ESCP, the status of the preparation and implementation of the E&S instruments required under the ESCP, stakeholder engagement activities and functioning of the grievance mechanisms.</p>	<p><i>Submit quarterly report to the Association throughout the implementation of the project, starting six months after the effective date. Submit each report to the Association no later than 15 days after the end of each reporting period.</i></p>	<ul style="list-style-type: none"> - Project Implementation Unit - Regional Project Implementation Unit (RPIU)
B	<p>INCIDENTS AND ACCIDENTS</p> <p>a) Promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury, intoxication. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.</p> <p>b) Subsequently, at the Association’s request prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>a) <i>Notify the Association no later than 48 hours after learning of the incident or accident.</i></p> <p>b) <i>Provide subsequent report within a timeframe acceptable to the Association.</i></p>	<ul style="list-style-type: none"> - Project Implementation Unit - Regional Project Implementation Unit (RPIU)
C	<p>CONTRACTORS’ MONTHLY REPORTS</p> <p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.</p>	<p><i>Submit the contractor's monthly reports to the association upon request and as an annex to the reports to be submitted under action A above.</i></p>	<ul style="list-style-type: none"> - Project Implementation Unit - Regional Project Implementation Unit (RPIU)

ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	ORGANIZATIONAL STRUCTURE		
	<p>a) Establish and maintain a Project Implementation Unit (PIU) within the Ministry of Agriculture and Livestock (MINAE) with qualified staff and resources to support management of ESHS risks and impacts of the Project including an Environmental Specialist, a Social Specialist, and a Sexual Exploitation and Abuse (SEA)/Sexual Harassment (SH) specialist with qualifications and experience acceptable to the Association.</p> <p>b) Establish and maintain two Regional Project Implementation Units (RPIU) with 1 Environmental and Social Specialist each, with qualifications and experiences in the context of E&S compliance satisfactory to the Association, to support management of ESHS risks and impacts of the Project at each regional area.</p>	<p>a) Establish the PIU, including hiring of the Environmental Specialist and the Social Specialist and <i>the SEA/SH Specialist no later than 02 months after the Effective Date. Thereafter, maintain throughout Project implementation</i></p> <p>b) <i>Establish each PRIU, including the hiring of the respective one Regional E&S specialist at each region no later than 03 months after the Effective Date. Thereafter, maintain throughout Project implementation</i></p>	<p>a) MINAE</p> <p>b) Project Implementation Unit</p>
1.2	ENVIRONMENTAL AND SOCIAL INSTRUMENTS		
	<p>a) Prepare, disclose, consult, adopt and implement:</p> <ul style="list-style-type: none"> - an Environmental and Social Management Framework (ESMF) which shall include, inter alia: (i) exclusion list for subprojects, (ii) screening procedures to address and screen out subproject activities proposed that may have direct, indirect, or cumulative impacts on critical habitats or sensitive natural habitats, (iii) traffic management and road safety measures, (iv) a Security Management Plan (SMP) (v) chance finds procedures, all consistent with the relevant ESSs; (vi) procedures for waste management, and (vii) an analysis of the legal framework relating to land issues in accordance with ESS1, para. 28 and footnote 29. - Standalone Integrated Pesticide Management Plan (IPMP) - Standalone Stakeholder Engagement Plan (SEP) - Standalone Labor Management Procedures (LMP) - Standalone Resettlement Framework (RF) - Standalone SEA-SH Action Plan 	<p>a) <i>Draft ESMF has been developed The final ESMF shall be adopted and disclosed prior to disbursement under Parts 1, 2 and 3 of the Project, and thereafter implement throughout Project implementation.</i></p>	<p>Project Implementation Unit</p>

	<p>b) Prepare, disclose, consult, adopt and implement a subproject Environmental and Social Assessment (ESIA), and corresponding Environmental and Social Management Plans (ESMPs) if necessary, consistent with the relevant ESSs as set out in the ESMF. The proposed subprojects described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project: subproject with E&S high risk– large Dam construction- subproject in protected areas and habitat critique.</p>	<p><i>b) Adopt the relevant ESIA and ESMP prior to launching the relevant bidding process and prior to carrying out for the respective subproject that requires such ESIA and ESMP, and thereafter implement throughout Project implementation.</i></p>	
1.3	<p>MANAGEMENT OF CONTRACTORS (a) Incorporate relevant aspects of the ESCP, including, inter alia, relevant E&S instruments, Labor Management Procedures and the code of conduct, into the ESHS specifications of procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p>	<p><i>a) As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation.</i></p>	<p>- Project Implementation Unit - Regional Project Implementation Unit (RPIU)</p>
	<p>(b) Cause contractors, subcontractors and supervising firms to prepare, adopt and implement a Contractor-ESMP (C-ESMP) satisfactory to the Association which shall include, inter alia: work site, Hygiene, Health, Safety and Environment Plan (HSEP), applicable E&S requirements, Codes of Conduct, Grievance Mechanism, social commitments on child labor, emergency preparedness and response and other elements provided for in the SEA-SH Action Plan as included in ESMF</p>	<p><i>b) Adopt the C-ESMP prior to carrying out any relevant works and implement throughout Project implementation</i></p>	<p>- Project Implementation Unit - Regional Project Implementation Unit (RPIU)</p>
1.4	<p>TECHNICAL ASSISTANCE (TA) Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	<p><i>Throughout Project implementation, including ensuring that Terms of Reference (TORs) for the TA under the Project are submitted to the Association for non-objection prior to launching the relevant bidding process.</i></p>	<p>- Project Implementation Unit - Regional Project Implementation Unit (RPIU)</p>

1.5	<p>CONTINGENT EMERGENCY RESPONSE FINANCING</p> <p>a) Ensure that the Project CERC Manual includes a description of the ESHS assessment and management arrangements [including any CERC-ESMF that will be included or referred to in the CERC Manual] for the implementation of the CERC component (Component 5), in accordance with the ESSs.</p> <p>(b) Adopt any environmental and social (E&S) instruments which may be required for the activities under the CERC component (Component 5) of the Project, in accordance with the CERC Manual and, if applicable, the CERC-ESMF and the ESSs, and thereafter implement the measures and actions required under said E&S instruments, within the timeframes specified in said E&S instruments</p>	<p><i>a) The adoption of the CERC Manual and, if applicable, other relevant instruments, as in form and substance acceptable to the Association is a withdrawal condition under Section 1.[F] of Schedule 2 to the Financing Agreement for the Project.</i></p> <p><i>(b) Adopt any required E&S instrument and include it as part of the respective bidding process, if applicable, and in any case prior to the implementation of the relevant Project activities for which the E&S instrument is required. Implement the E&S instruments in accordance with their terms, throughout the implementation of the Project.</i></p>	Project Implementation Unit
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES (LMP)</p> <p>(a) Adopt and implement 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, hiring of security personnel), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p>	<p><i>a) Draft LMP have been prepared. Finalize, disclose and adopt LMP by appraisal. Any subsequent version of the updated LMP shall be submitted to the Association for no-objection.</i></p> <p><i>Once adopted, implement the LMP throughout the implementation of the Project.</i></p>	Project Implementation Unit
	<p>(b) Ensure the signing of contracts, including the code of conduct, with all direct workers, contracted workers and primary supplier workers consistent with the LMP.</p>	<p><i>b) Prior to engaging each Project worker or before the start of relevant Project staff service under the Project, as applicable and thereafter implement throughout the Project implementation.</i></p>	<p>- Project Implementation Unit - Regional Project Implementation Unit (RPIU)</p>
	<p>(c) Develop, adopt and implement specific provisions for pandemic health barrier measures such as COVID-19 for Project workers, and include these measures in the LMP and in ESMPs to be developed under</p>	<p><i>c) Same timeframe as under Section 1.2 (b) for the ESMPs and 2.1(a) for the LMP, above, respectively.</i></p>	<p>- Project Implementation Unit - Regional Project</p>

	the ESMF, in a manner satisfactory to the Association.		Implementation Unit (RPIU)
2.2	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish, and operationalize a Grievance Mechanism (GM) for Project workers by the PIU, Contractors and Subcontractors, in relation to any matter related to work or employment under the Project, as described in the LMP and consistent with ESS2. The GM shall have an appropriate channel to handle SEA/SH related grievances.	<i>A Grievance mechanism shall be established prior to engaging Project workers and thereafter maintain and operate it throughout the Project implementation.</i>	- Project Implementation Unit - Regional Project Implementation Unit (RPIU)
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN a) Take appropriate mitigation measures to minimize the negative impacts of each sub-project on the environment and natural resources, including adopting and implementing a waste management plan to manage hazardous and non-hazardous wastes under each subproject in accordance with ESS 3. b) Ensure contractors develop and implement site-specific non-hazardous and hazardous waste management plans, consistent with ESS3.	<i>a) Same timeframe as ESMP for subprojects under 1.2(b) above.</i> <i>b) Same timeframe as C—ESMPs under Section 1.3 (b) above.</i>	- Project Implementation Unit - Regional Project Implementation Unit (RPIU)
3.2	PEST AND PESTICIDE MANAGEMENT Adopt and implement an Integrated Pesticide Management Plan (IPMP), consistent with the ESS3	<i>Same timeframe as under Section 1.2 (a) above.</i>	- Project Implementation Unit - Regional Project Implementation Unit (RPIU)
3.3	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Develop and implement specific pollution prevention and management measures, as part of the ESMPs, in accordance with the measures described in the ESMF, for sub-projects with a pollution risk.	<i>Same timeframe as under Section 1.2 (b) above.</i>	- Project Implementation Unit - Regional Project Implementation Unit (RPIU)
3.4	EFFICIENT USE OF WATER RESOURCES Develop and implement, as part of the relevant ESMPs, specific measures for the efficient use of water resources in accordance with the measures described in the ESMF and ESS3.	<i>Same timeframe as under Section 1.2 (b) above.</i>	- Project Implementation Unit - Regional Project Implementation Unit (RPIU)

ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY Incorporate, as part of the relevant ESMPs, measures to manage traffic and road safety risks as required in the ESMF.	<i>Same timeframe as under Section 1.2 (b) above for subproject ESMPs, and Section 1.3 (b) for C-ESMPs.</i>	- Project Implementation Unit - Regional Project Implementation Unit (RPIU)
4.2	COMMUNITY HEALTH AND SAFETY a) 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, propagation of COVID-19 risks for local population; personnel security risks, response to emergency situations, agricultural operation production risks, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.	<i>Same timeframe as under Section 1.2 (b) above for subproject ESMPs, and Section 1.3 (b) for C-ESMPs.</i>	- Project Implementation Unit - Regional Project Implementation Unit (RPIU)
	(b) Develop, adopt and implement specific provisions for pandemic health barrier measures such as COVID-19 for local populations due to the Project's labor influx, and include these measures in the ESMPs to be developed and implemented in a satisfactory manner for the Association	<i>Same timeframe as under Section 1.2 (b) above for subproject ESMPs, and Section 1.3 (b) for C-ESMPs.</i>	- Project Implementation Unit - Regional Project Implementation Unit (RPIU)
	(c) Develop an emergency response management, as part of the ESMF, and ensure that project contractors and/or subcontractors prepare and implement an emergency preparedness and response plan, and coordinate with related measures	<i>Same timeframe as under Section 1.2 (a) above for subproject ESMPs, and Section 1.3 (b) for C-ESMPs.</i>	Project Implementation Unit
4.3	SEA AND SH RISKS (a) Develop, adopt and implement a SEA-SH Action Plan (as part of the ESMF) in accordance with the Association's guidelines and national legislation on SEA-SH. (b) Ensure that all contract and bidding documents (TORs, DAOs, and workers' contracts) include the Codes of Conduct and GBV/SEA-SH prevention provisions.	<i>(a) Same timeframe as under Section 1.2 (a) above. Any subsequent updates to the SEA-SH Action Plan shall be submitted to the Association for approval before implementation. Once approved, it shall be applied and maintained, updated as necessary, throughout Project implementation. b) During the preparation of procurement documents and all contracts.</i>	Project Implementation Unit

<p>4.4</p>	<p>SECURITY MANAGEMENT</p> <p>a) Assess security risks 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 needed, as set out in the ESMF guided by the principles of proportionality and Good International Industry Practice (GIIP), and by ESS4 and applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel.</p> <p>b) A site-specific safety risk assessment (SRA) of the project sites shall be carried out during the preparation of ESIA/ESMPs and a subsequent safety management plan (SMP) shall be included in the relevant ESMPs and implemented in accordance with its terms.</p>	<p><i>a) Prior to the use of security personnel and thereafter implementation throughout the execution of the project</i></p> <p><i>b) Same timeframe as under Section 1.2 (b) above for subproject ESMPs, and Section 1.3 (b) for C-ESMPs.</i></p>	<p>Project Implementation Unit</p>
<p>4.5</p>	<p>DAM SAFETY</p> <p>a). Engage one or more independent dam specialists with terms of reference acceptable to the Association to, inter alia: (a) inspect and evaluate the safety status of dams, its appurtenances, and its performance history; (b) review and evaluate the owner's operation and maintenance procedures; and (c) provide a written report of findings and recommendations for any remedial work or safety related measures necessary to upgrade the dam to an acceptable standard of safety.</p> <p>b). Adopt and implement Small Dams Security Manual consistent with ESS4</p>	<p><i>a) During the preparation of the ESIA/ESMP (same timeframe as under Section 1.2)</i></p> <p><i>b) Same timeframe as under Section 1.2 (b)</i></p>	<p>Project Implementation Unit</p>
<p>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</p>			
<p>5.1</p>	<p>RESETTLEMENT FRAMEWORK</p> <p>Prepare, disclose, consult, adopt and implement a Resettlement Framework (RF), consistent with ESS5.</p>	<p><i>Draft RF has been developed. Finalize, adopt and re-disclose the RF prior to disbursement under Parts 1.1, 2.1 and 3.3 of the Project, and thereafter implement throughout Project implementation.</i></p> <p><i>Any subsequent updates shall be submitted to the Association for approval.</i></p>	<p>Project Implementation Unit</p>

5.2	<p>RESETTLEMENT ACTION PLANS</p> <p>(a) Prepare, disclose, adopt and implement a resettlement action Plan (RAP) and Livelihood Restoration Plans (LRP), as necessary, for each subproject or Project activity as set out in the RF, and consistent with ESS5 and in a manner satisfactory to the Association which includes (but not limited to):</p> <ul style="list-style-type: none"> • RAP for the rehabilitation of hydro-agricultural infrastructure, • RAP for the rehabilitation of rural tracks, • RAP for the development and protection of watersheds. 	<p><i>Prepare, disclose, adopt and implement the respective RAP, including ensuring that before taking possession of the land and related assets, full compensation has been provided and as applicable, displaced people have been resettled and moving allowances have been provided.</i></p>	<p>Project Implementation Unit</p>
	<p>(b) At the Association's request prepare reports on the implementation of any RPs.</p>	<p><i>(b) Reports must be submitted to the Association for approval before the start of the concerned work.</i></p>	<p>- Project Implementation Unit - Regional Project Implementation Unit (RPIU)</p>
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>RISKS AND IMPACTS ON HABITATS</p> <p>Adopt and implement, as part of the relevant ESMPs, applicable mitigation measures to manage to avoid and/or minimize potential impacts of Project activities that could affect habitats in accordance with the measures described in the ESMF and consistent with the provisions of ESS 6, in a manner acceptable to the Association.</p> <p>Adopt and implement, as part of the relevant ESMPs measures to protect aquatic habitats so that water withdrawals do not harm the aquatic ecosystems concerned.</p>	<p><i>Same timeframe as under Section 1.2 (b) above for subproject ESMPs, and Section 1.3 (b) for C-ESMPs.</i></p>	<p>Project Implementation Unit</p>
6.2	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>Adopt and implement, as part of the relevant ESMPs, mitigation measures to manage biodiversity impacts in accordance with the measures described in the ESMF and consistent with the provisions of ESS 6, in a manner acceptable to the Association.</p>	<p><i>Same timeframe as under Section 1.2 (b) above for subproject ESMPs, and Section 1.3 (b) for C-ESMPs.</i></p>	<p>Project Implementation Unit</p>
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
NOT CURRENTLY RELEVANT			

ESS 8: CULTURAL HERITAGE			
8.1	CULTURAL HERITAGE (a) Develop, as part of the relevant ESMP, a specific communication and awareness strategy, taking into account the procedures described in the ESMF to avoid and/or mitigate potential impacts of the implementation of the Project activities on the cultural heritage. (b) If avoiding impacts on cultural heritage resources is not possible, then develop and implement a specific Cultural Heritage Management Plan and/or Chance finds procedures, as part of the ESMP, consistent with ESS8.	<i>a) Same timeframe as under Section 1.2 (a) above for subproject ESMPs, and Section 1.3 (b) for C-ESMPs.</i> <i>(b) Same timeframe as under Section 1.2 (a) above for subproject ESMPs, and Section 1.3 (b) for C-ESMPs.</i>	- Project Implementation Unit - Regional Project Implementation Unit (RPIU)
8.2	CHANCE FINDS Develop chance finds procedures during the preparation of the ESMF in accordance with ESS8 and ensure that chance finds clauses are included in the relevant ESMPs and all employment contracts, even in cases where the likelihood of discovery is low.	<i>Same timeframe as under Section 1.2 (a) above for subproject ESMPs, and Section 1.3 (b) for C-ESMPs, and during preparation of procurement bidding documents.</i>	- Project Implementation Unit - Regional Project Implementation Unit (RPIU)
ESS 9: FINANCIAL INTERMEDIARIES			
NOT CURRENTLY RELEVANT			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN (SEP) PREPARATION AND IMPLEMENTATION Finalize, disclose, adopt and implement the SEP, consistent with ESS 10, which shall include measures to provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, free from manipulation, interference, coercion, discrimination and intimidation.	<i>Finalize, disclose, and adopt the SEP by appraisal. Thereafter it shall be applied and maintained throughout Project implementation.</i> <i>Any subsequent updates to the SEP shall be submitted to the Association for no-objection prior to its adoption and implementation. Once adopted, the SEP shall be implemented throughout Project implementation.</i>	Project Implementation Unit
10.2	PROJECT GRIEVANCE MECHANISM (GM) Establish, publicize, maintain and operate, as part of the SEP, an accessible grievance mechanism 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	<i>Establish and publicize the project's GM at the same timeframe as the SEP under Action 10.1 above. Update the GM periodically as required by the Association throughout</i>	Project Implementation Unit

	<p>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.</p> <p>The GM 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.</p>	<p><i>Project implementation.</i></p> <p><i>Any GM updates shall be submitted to the Association for no-objection prior to its adoption and implementation. Once approved, operationalize and monitor throughout project implementation.</i></p>	
CAPACITYSUPPORT (TRAINING)			
CS1	<p>Develop, submit to the Association for no-objection, and thereafter adopt and implement, a Capacity Building Plan for PIU including:</p> <ol style="list-style-type: none"> a. ESF and World Bank Group EHS Guidelines <ul style="list-style-type: none"> - Introduction to ESF, and World Bank Group EHS Guidelines - Development, implementation, monitoring and reporting in accordance with the ESCP, LMP, SEP b. Implementation of ESMPs, including: <ul style="list-style-type: none"> - Health and safety of workers and communities - GBV awareness, control and prevention - Emergency preparedness and response - Grievance mechanism - Development, implementation, monitoring and reporting in accordance with the LMP - Awareness and prevention of sexually transmitted infections: HIV/AIDS etc. - Awareness on measures against the spread and control of Covid-19 c. Implementation of LMP, SEP including: <ul style="list-style-type: none"> • Stakeholder Engagement, and citizen engagement • Working Code of conduct • Health and safety for workers and communities: hazards and risks, measures to address hazards and risks, emergency procedures • SEA-SH Risks Mitigation, and support to SEA-SH survivor • Inclusion of vulnerable and disadvantaged groups in the consultation process • Worker’s Grievance Mechanism 	<p>Submit the plan to the Association no later than 03 months after the Effective Date and implement during the implementation of the Project.</p>	<p>Project Implementation Unit</p>

	<ul style="list-style-type: none"> • Dissemination of information <p>d. Occupational health and safety including on:</p> <ul style="list-style-type: none"> - Emergency prevention and preparedness - Response arrangements to emergency situations - Incident reporting <p>e. Implementation of RPs, LPs and SMP</p>		
CS2	<p>Develop and submit to the Association a Capacity Building Plan for Community (non-exhaustive list) including:</p> <ul style="list-style-type: none"> a. Operationalization and Infrastructure Maintenance b. Community governance, accountability systems, , and citizen engagement c. Conflict and Grievance mechanism d. Training on the inclusion of vulnerable and disadvantaged individuals and groups e. Support to SEAH-SH survivor Child labor 	Submit the plan to the Association no later than 03 months after the Effective Date and implement during the implementation of the Project.	Project Implementation Unit
CS3	<p>Develop and submit to the Association a Capacity Building Plan for all other Project stakeholders (non-exhaustive list) including:</p> <ul style="list-style-type: none"> a. Introduction to the ESF, ESS and World Bank Group EHS Guidelines b. National environmental and social assessment framework c. Preparation of ToRs for ESIA and RPs development d. Implementation of the ESMF, RF, ESMP, RP, etc. e. Monitoring and assessment of the implementation of ESMF, RF, ESMP, RP, SEP, etc. f. Stakeholder engagement, and citizen engagement g. Operationalization and maintenance of infrastructure and provide guidance for better decentralization and citizen engagement h. Social review of sub-projects i. Support to GBV survivor Child labor 	Submit the plan to the Association no later than 03 months after the Effective Date and implement during the implementation of the Project.	Project Implementation Unit