

CENTRAL AFRICAN REPUBLIC/ Ministry of Economy, Planning
and Cooperation (MEPC)

HUMAN CAPITAL AND WOMEN and GIRL'S EMPOWERMENT
PROJECT (Maïngo) – P171158

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

August 10th ,2023

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Central African Republic (the Recipient) will implement the **Restructuring** to the Central African Republic Human Capital and Women and Girls' Empowerment (Maingo) Project (P171158) (the Project) through the Ministry of the Economy, Planning, and International Cooperation (MEPC), as set out in the Financing Agreement. The International Development Association (the Association) has agreed to provide financing for the Project, as set out in the referred agreement(s). This ESCP supersedes previous versions of the ESCP for the Project and shall apply both to the original and the additional financing for Project referred to above.
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(s).
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 adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient through the MEPC and the Association, agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient Minister of MEPC. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
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, status of preparation and implementation of E&S instruments required under the ESCP, stakeholder engagement activities, implementation of the labor management aspects (e.g., occupational health and safety), and functioning of the grievance mechanism(s) including the following: Staffing and resources, type and status of resolution of any complaint related to Project activities.</p>	<p>Submit quarterly reports to the Association throughout Project implementation, commencing after the Date of Signing of Restructuring Agreement. Submit each report to the Association no later than 15 days after the end of each reporting period.</p> <p>Submit a monthly database on the status of complaints and progress towards their resolution.</p>	MEPC, PIU
B	<p>INCIDENTS AND ACCIDENTS</p> <p>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 [e.g., road accident, or work accident]. 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>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>For incidents related to gender-based violence (GBV) or SEA/SH, the survivor should be immediately referred to relevant GBV services according to a survivor-centered protocol that shall be developed in the Grievance Mechanism (GM) adapted to be able to address the above-mentioned SEA/SH or GBV (see Action 10.2).</p> <p>As indicated above, Reporting of SEA/SH allegations shall be limited to the four key data: (i) Nature of the case, (ii) Project-related (Y/N), (iii) Age and/or sex (if available), and (iv) Whether the survivor was referred to services. However, if details are the Recipient should later provide sufficient details about the incident or accident (i.e. include the date of the incident, the GBV form, a general description of the survivor such as age/gender, a general description of the alleged perpetrator such as age/gender/location of work,</p>	<p>Notify the Association no later than 48 hours after learning of the incident or accident and within 24 hours in cases of SEA/SH and fatality.</p> <p>Provide subsequent report to the Association within a timeframe acceptable to the Association.</p>	MEPC, PIU

	<p>whether the incident is related to the Project in the survivor's own words, the services the survivor was referred to/accepted, whether the perpetrator has signed a Code of Conduct and the sanctions taken against him/her) and indicate the immediate measures taken to address it.</p> <p>Note that for GBV incidents, confidentiality must be ensured for both the survivor and the alleged perpetrator without providing any identifying information. A report of the incident should be submitted by the Recipient, detailing the summary findings and the root cause analysis. A record of incidents shall be kept at the PIU.</p>		
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. This report should also include labor management and OHS performance.</p>	<p>Submit the monthly reports to the Association upon request as annexes to the reports to be submitted under action A above.</p>	<p>MEPC, PIU</p>
D	<p>NOTIFICATIONS RELATING TO DAAB COMPLIANCE REVIEW OF CONTRACTOR COMPLIANCE WITH SEA/SH PREVENTION AND RESPONSE OBLIGATIONS</p> <p>Notify the Association of any referral submitted to the Dispute Avoidance and Adjudication Board (DAAB) to initiate a process of compliance review in relation to a contractor's obligations to prevent and respond to sexual exploitation and abuse (SEA), and/or sexual harassment (SH) specified in the respective works contract with such contractor; and, in the event of any such referral, notify the Association of: (i) the DAAB's decision on such referral; (ii) the contractor's Notice of Dissatisfaction, if any, with such DAAB decision; (iii) any notification received on the commencement of an emergency arbitration proceeding or full arbitration proceeding in relation to the DAAB's decision; and (iv) the resulting emergency arbitration order and/or full arbitration order, if any.</p>	<p>No later than 7 days after the issuance or receipt, as applicable, of the relevant document (i.e., referral to the DAAB, issuance of DAAB decision, Notice of Dissatisfaction, notice of commencement of emergency/full arbitration, emergency/full arbitration order, as applicable).</p>	<p>MEPC, PIU</p>
<p>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</p>			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Maintain the Project Implementation Unit (PIU) established within MEPC for the management of CAR - Human Capital and Women and Girls' Empowerment (Maingo) Project (P171158).</p> <p>The Recipient shall maintain, throughout the Project implementation, an adequate organizational structure, including the same PIU which is already equipped with qualified staff and resources, to support management of ESHS risks and impacts of the Project.</p>	<p>Maintain a PIU as set out in the Financing Agreement.</p> <p>Maintain all E&S positions throughout Project implementation.</p>	<p>MEPC, PIU</p>

	<p>The Recipient is already equipped with qualified with qualified Environmental and Social (E&S) specialists including: one (1) Environmental specialist with competencies in environmental health and safety management, one (1) Social specialist with a background in indigenous peoples (IPs), stakeholder and, community engagement; and one (1) Gender and GBV/SEA/SH specialist and one (1) Security specialist.</p> <p>However, a separate PIU will manage component 5 which is under the Ministry of Budget and Finance (MFB). This separate PIU which is currently in charge of the World Bank-funded Public Sector Digital Governance Project (<i>Projet de Gouvernance Numérique du Secteur Public</i> or PGNSP¹) is also equipped with one (1) social specialist and one (1) environmental specialist who will also oversee social and environmental standards associated with the component 5. This differs from regular Maingo/project activities, which will continue to be implemented by the MEPCI.</p>		
<p>1.2</p>	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <ol style="list-style-type: none"> 1. Update, disclose, consult upon, adopt, and implement a Stakeholder Engagement Plan (SEP) including the Grievance Redress Mechanism (GRM) of the Project, consistent with ESS10. 2. Update, disclose, consult upon, adopt, and implement Labor Management Procedures (LMP) including the Grievance Redress Mechanism (GRM) for workers of the Project, consistent with ESS2. 3. Update, disclose, consult upon, adopt, and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs. 4. Update, disclose, consult upon, adopt, and implement a GBV/SEA/SH Risk Assessment and Action Plan, of the Project including its specific Grievance Redress Mechanism (GRM), which is part of project GM consistent with the relevant ESSs. 	<ol style="list-style-type: none"> 1. Update, disclose, consult upon, and adopt the SEP including GRM of the Project prior to Date of Signing of Restructuring Agreement, and thereafter update and redisclose it as needed, throughout Project implementation. 2. Update, disclose, consult upon, and adopt the LMP including GRM for workers of the Project before any disbursement is made for component 5 related to payment of salaries and wages of identified civil servants in targeted ministries and thereafter 	<p>MEPC, PIU, Contractors</p>

¹ P174620.

<p>5. Update, disclose, consult upon, adopt, and implement a Security Risk Assessment and Security Management Plan (SRA/SMP) for the Project, consistent with the relevant ESSs.</p> <p>6. Update, disclose, consult upon, adopt, and implement an Indigenous People Policy Framework (IPPF), for the Project consistent with ESS7.</p> <p>7. Prepare, disclose, consult upon, adopt, and implement the site-specifics Environmental and Social Impact Assessment (ESIA), and corresponding Environmental and Social Management Plan (ESMP) for the infrastructure works, of the Project consistent with the relevant ESSs.</p> <p>8. Cause contractors to adopt and implement the site-specific ESIA/ESMPs, as set out in the ESMF. The proposed activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project.</p>	<p>implement the updated LMP throughout Project implementation.</p> <p>3. Update, disclose, consult upon, and adopt the ESMF of the Project before any disbursement is made for component 5 related to payment of salaries and wages of identified civil servants in targeted ministries, and thereafter implement the updated ESMF throughout Project implementation.</p> <p>4. Update, disclose, consult upon, and adopt the GBV/SEA/SH Risk Assessment and Action Plan of the Project before any disbursement is made for component 5 related to payment of salaries and wages of identified civil servants in targeted ministries, and thereafter implement the updated GBV/SEA/SH Action Plan throughout Project implementation.</p> <p>5. Update, disclose, consult upon, and adopt the SRA/SMP before any disbursement is made for component 5 related to payment of salaries and wages of identified civil servants in targeted ministries, and thereafter implement the updated SRA/SMP throughout Project implementation.</p> <p>6. Update, disclose, consult upon, and adopt the IPPF before any disbursement is made for component 5 related to payment of salaries and wages of</p>	
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		<p>identified civil servants in targeted ministries, and thereafter implement the updated IPPF throughout Project implementation.</p> <p>7. Adopt the site-specific ESIA/ESMP prior to the carrying out of Project activity that requires the adoption of such ESIA/ESMP [for infrastructure]. Once adopted, implement the respective ESIA/ESMP throughout Project implementation.</p>	
1.3	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant updated E&S instruments, the updated Labor Management Procedures, and code of conduct, into the ESHS specifications of the 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>As part of the preparation of procurement documents and respective contracts.</p> <p>Supervise contractors throughout Project implementation.</p>	MEPC, PIU
1.4	<p>TECHNICAL ASSISTANCE</p> <p>Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities under the Project, including inter alia, ESF, Health and Safety and Security, Risk in project zones, and TA activities (e.g., under component 3. national capacity building, communication campaigns to empower women and girls and project management) 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>	Throughout Project implementation.	MEPC, PIU
1.5	<p>CONTINGENT EMERGENCY RESPONSE FINANCING</p> <p>a) Ensure that the CERC Manual includes a description of the ESHS assessment and management arrangements including, a standalone framework instrument for CERC (CERC ESMF) that will be included or referred to in the CERC Manual for the implementation of CERC Component, in accordance with the ESSs.</p>	<p>a) The adoption of the CERC manual and, a standalone framework instrument for CERC (CERC ESMF) in form and substance acceptable to the Association is a withdrawal condition under Section [XX] of Schedule 2 of the Financing Agreement for the Project.</p>	MEPC, PIU

	b) Adopt any environmental and social (E&S) instruments which may be required for activities under CERC Part of the Project, in accordance with the CERC Manual and, a standalone framework instrument for CERC (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.	b) Adopt any required E&S instrument and include it as part of the respective bidding process, if applicable, and in any case, before the carrying out of the relevant Project activities for which the E&S instrument is required. Implement the E&S instruments in accordance with their terms, throughout Project implementation.	
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES Update, disclose, consult upon, adopt and implement the updated 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, subcontractors, and supervising firms.	Update, disclose, consult upon, adopt the LMP before any disbursement is made for component 5 related to payment of salaries and wages of identified civil servants in targeted ministries, and thereafter implement the updated LMP throughout Project implementation.	MEPC, PIU
2.2	GRIEVANCE MECHANISM FOR PROJECT WORKERS Refresh/Update and operate a grievance mechanism for Project workers, as described in the updated LMP and consistent with ESS2.	Refresh/Update grievance mechanism prior to Date of Signing of Restructuring Agreement and thereafter maintain and operate it throughout Project implementation.	MEPC, PIU
2.3	OCCUPATIONAL HEALTH AND SAFETY PLAN (OHSP) Require contractors to adopt and implement an Occupational Health and Safety Plan (OHSP) following the World Bank Group Environmental Health and Safety Guidelines (for construction/rehabilitation activities) and site-specific ESMPs.	OHS Plan to be prepared by Contractors, , and shared with the Association for its approval prior to commencement of any civil works under the Project. Thereafter implemented throughout Project implementation.	MEPC / PIU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	(MEDICAL) WASTE MANAGEMENT PLAN Develop, disclose, consult upon, adopt and implement an updated standalone Medical Waste Management Plan (MWMP) of the Project, to manage hazardous and non-	Develop, disclose, consult upon, adopt the standalone MWMP no later than 60 days after Date of Signing of	MEPC, PIU

	<p>hazardous wastes, consistent with ESS3.</p> <p>Medical waste management measures will be developed based on SENI Project (P164953) model and included in updated ESMF.</p>	<p>Restructuring Agreement, and thereafter implement the developed WMP throughout Project implementation.</p>	
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Incorporate resource efficiency and pollution prevention and management measures in the ESIA/ESMP to be prepared under action 1.2 above.</p>	<p>Same timeframe as for the adoption and implementation of the ESIA/ESMPs</p>	MEPC, PIU
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY</p> <p>Incorporate measures to manage traffic and road safety risks as required in the site-specific ESMPs to be prepared under action 1.2 above.</p>	<p>Same timeframe as for the adoption and implementation of the ESMP.</p>	MEPC, PIU
4.2	<p>COMMUNITY HEALTH AND SAFETY PLAN</p> <p>Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia (behavior of Project workers, response to emergency situations), and include mitigation measures in the e site-specific ESMPs to be prepared in accordance with the updated ESMF.</p> <p>Site specific ESMPs to be developed prior to any work under component 1 and 2 of the Project shall include measures related to resource efficiency and pollution prevention and management. They shall also comprise, if relevant, measures to response to COVID-19 issue. The updated ESMF shall include measures to ensure that works to be carried out under the project would not cause adverse impacts to other users, with special attention to be paid to avoid any negative impact and conflict resulting from the use of the water and other resources.</p>	<p>Prior to commencement of works under component 1 and 2 of the Project, and thereafter implemented throughout Project implementation</p> <p>The Community Health and Safety Plans (included in the ESMPs) shall be elaborated by the Contractors, and shared with the Association for its approval before work begins on the sites and shall be executed and monitored throughout the implementation of the work.</p>	MEPC, PIU
4.3	<p>SEA AND SH RISKS</p> <p>Update the SEA/SH Risk Assessment and disclose, consult upon, adopt and implement an updated SEA/SH Action Plan of the project to assess and manage the risks of SEA and SH, consistent with ESS4.</p>	<p>Update, disclose, consult upon, adopt the SEA/SH Action Plan of Project before any disbursement is made for component 5 related to payment of salaries and wages of identified civil servants in targeted ministries and thereafter implement the updated Plan throughout Project implementation.</p>	MEPC, PIU
4.4	<p>SECURITY MANAGEMENT</p> <p>Update the assessment 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 updated Security Management Plan, 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 personnel.</p>	<p>Update, disclose, consult upon, adopt the SRA and SMP before any disbursement is made for component 5 related to payment of salaries and wages of identified civil servants in targeted ministries and thereafter</p>	MEPC, PIU

		implemented throughout Project implementation.	
4.5	<p>INVOLVEMENT OF THE MILITARY</p> <p>In relation to the level of security risks in the Project area, the Contractors (through the Recipient/PIU) are likely to employ the services of <i>Mission multidimensionnelle intégrée des Nations unies pour la stabilisation en Centrafrique</i> (MINUSCA) and Central African Armed Forces (FACA) where necessary or other private security companies with (non-armed) personnel to ensure the safety of its personnel, equipment and facilities. The management of risks and impacts associated with the use of these security personnel will be assessed before any engagement and throughout project implementation.</p> <p>The PIU and the contractors must rely on existing agreements between the Government through the MEPC and the Ministry of Defense, to request, according to the usual procedures in place, the mobilization of the MINUSCA or FACA in securing the project activities, including the workers.</p> <p>Ensure the following measures are carried out before deploying the [Recipient’s FACA or MINUSCA for the provision of security to Project workers, sites and/or assets, consistent with the ESSs:</p> <ol style="list-style-type: none"> a. Assess and implement measures to manage the security risks of engaging the FACA/MINUSCA forces as set out in the Security Management Plan, guided by the principles of proportionality and GIIP, and by applicable law, in relation to screening, hiring, rules of conduct, training, equipping, and monitoring of FACA/MINUSCA; b. Adopt and implement standards, protocols, and codes of conduct for the selection and assignment of FACA/MINUSCA to the Project, and screen such FACA/MINUSCA forces to verify that they have not engaged in past unlawful or abusive behavior, including sexual exploitation and abuse (SEA), sexual harassment (SH) or excessive use of force; c. Enter into a memorandum of understanding (MoU), with the [ministry of defense] and FACA setting out the arrangements for the engagement of the FACA in the Project, including the relevant actions and measures set out in this ESCP; d. Provide adequate instruction and training to the FACA/MINUSCA forces, prior to deployment and on a regular basis, on the use of force and appropriate conduct (including in relation to civilian-military engagement, SEA and SH, and other relevant 	<p>Carry out a, b), c), and d) before deploying FACA/MINUSCA forces under the Project and implement throughout Project implementation.</p> <p>e) and f) as set out under actions 10.1 and 10.2 respectively. Notify the Association after receiving the concern or grievance in the timeframe specified in action B above.</p> <p>[g) within the timeframes requested by the Association.</p>	MEPC, PIU

	<p>areas), as set out in the Security Management Plan; and MoUs (Letter sent to Ministry of Defense by MARD relying on existing MoU between the Government and the MINUSCA).</p> <p>e. Ensure that the stakeholder engagement activities under the Stakeholder Engagement Plan (SEP) include communication on the involvement of FACA/MINUSCA in the Project;</p> <p>f. Ensure that any concerns or grievances regarding the conduct of FACA/MINUSCA are received, monitored, and documented (taking into account the need to protect confidentiality) by the Project’s grievance mechanism (see action 10.2 below), which shall facilitate its resolution, in accordance with ESS4 and ESS10. Notify the Association after receiving the concern or grievance, as set out under action B above; and</p> <p>g. Where the Association so request in writing, after consultation with the Recipient: (i) promptly appoint a third- party monitor consultant, with terms of reference, qualifications and experience acceptable to the Association, to visit and monitor the Project area where FACA/MINUSCA are deployed, collect relevant data and communicate with Project stakeholders and beneficiaries; (ii) require the third-party monitor consultant to prepare and submit monitoring reports, which shall be promptly made available to and discussed with the Association; and (iii) promptly take any actions, as may be requested by the Association upon its review of the third-party monitor consultant reports.</p>		
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT POLICY FRAMEWORK</p> <p>ESS5 is not currently relevant to the Project. Land acquisition, Restrictions on Land Use and Involuntary Resettlement due to project activities are not expected. The project will include construction and rehabilitation works for school toilets and vocational training centers, but they will be carried within the existing facilities.</p> <p>Activities that may involve permanent resettlement or land acquisition shall not be financed. The ESMF shall provide guidance on site screening criteria and mitigation measures to ensure that project activities do not alter or cause resettlement or land acquisition.</p>	Prior to commencement of civil works, and thereafter implemented throughout Project implementation.	MEPC, PIU
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p>		MEPC, PIU

	<p>ESS6 is not relevant to the project.</p> <p>The E&S screening process mentioned in Action 1.2 above, will exclude any activities that would significantly convert natural habitats or significantly alter potentially important biodiversity areas.</p>	Throughout Project implementation.	
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	<p>INDIGENOUS PEOPLES PLANNING FRAMEWORK</p> <p>Update, disclose, consult upon, adopt and implement an Indigenous Peoples Planning Framework (IPPF) for the Project, consistent with ESS7.</p>	Update, disclose, consult upon, adopt the IPPF for the project before any disbursement is made for component 5 related to payment of salaries and wages of identified civil servants in targeted ministries , and thereafter implement the updated IPPF throughout Project implementation.	MEPC, PIU
7.2	<p>INDIGENOUS PEOPLES PLAN</p> <p>Update, disclose, consult upon, adopt and implement an Indigenous Peoples Plan (IPP) of Project for each activity under the Project for which the updated IPPF requires such IPP, as set out in the updated IPPF, and consistent with ESS7.</p>	Update, disclose, consult upon, adopt the IPP prior to the carrying out of any activity that requires the preparation of such IPP. Once adopted, implement the respective updated IPP throughout Project implementation.	MEPC, PIU
7.3	<p>GRIEVANCE MECHANISM</p> <p>Update, adopt, and implement the arrangements for a grievance redress mechanism (GRM) for indigenous people, as required under the updated IPPF and further describe such arrangements in the respective IPPs.</p>	The GM to redress complaints submitted by indigenous people shall be operationalized (culturally adapted), before the Date of Signing of Restructuring . The IPP(s) shall be prepared as required before Project implementation activities in areas where indigenous peoples are located.	MEPC, PIU
ESS 8: CULTURAL HERITAGE			
8.1	<p>CULTURAL HERITAGE RISKS AND IMPACTS</p> <p>ESS8 is not currently relevant to the Project. There are no actions under the project with known impact on Cultural Heritage, therefore there are no mitigation measures to be undertaken under this ESS8.</p> <p>However, describe and implement the chance finds procedures, as part of the updated ESMF of the Project</p>	Chance find procedures are updated in the ESMF and are adopted in site-specific ESMPs. Implement the procedures throughout the project implementation	MEPC, PIU

ESS 9: FINANCIAL INTERMEDIARIES			
9.1	Not relevant		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Update, disclose, consult upon, adopt and implement a 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.</p>	Update, disclose, consult upon, adopt the SEP prior to Date of Signing of Restructuring Agreement and thereafter implement the SEP throughout Project implementation.	MEPC, PIU
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>Refresh, publicize, maintain, and operate in the project areas 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 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 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.</p>	Refresh the grievance mechanism in the project areas before any disbursement is made for component 5 related to payment of salaries and wages of identified civil servants in targeted ministries and thereafter maintain and operate the mechanism throughout Project implementation.	MEPC, PIU
CAPACITY SUPPORT			
CS1	<p>Training to the PIU including E&S Unit of MEPC, service providers and some Contractors shall be required in the following areas:</p> <ul style="list-style-type: none"> • ESF briefing session during the kick-off workshop, • COVID-19 Prevention and response measures • Implementation and monitoring of the Environmental and Social Commitment Plan (ESCP) • Implementation of the Stakeholder Engagement Plan (SEP) and its monitoring & evaluation framework • Development and implementation of Labor Management Procedures (LMP) • Mitigation, prevention and response on SEA/SH assessment, development and implementation of the SEA/SH Action Plan • Health and safety and security risks in project zones 	<p>ESF briefing, ESCP and SEP: Within 1 (one) month after the Date of Signing of Restructuring Agreement</p> <p>Training on other subjects: as soon as possible after the Date of Signing of Restructuring Agreement and throughout Project implementation.</p>	MEPC, PIU

	<ul style="list-style-type: none"> • The Project Grievance Mechanism • Development and implementation of security risks assessment and security management plan • Child and forced labor prohibition awareness • Compensation arrangements in cases of physical and economic displacement • HIV/AIDS, STIs and Hepatitis B control • Waste management • Use and management of security forces. 		
CS2	<p>Training sessions shall be organized for contractors, laborers and other employees working on project sites, inspectorates' officials and workers (from Environment, Social Affairs, etc.), and the GRM committees that shall be responsible for field level implementation of the project. In addition, sensitization programs shall be organized for PAPs on the following aspects:</p> <ul style="list-style-type: none"> • Personal Protective Equipment (PPE) • Work-site risk management • Occupational accident prevention • Hygiene, safety and environment (HSE) regulations, including COVID-19 prevention and response measures • Solid and liquid waste management • STI/HIV AIDS sensitization • GBV/SEA/SH sensitization, Codes of Conduct, GM, SEA/SH services available and other mitigation measures put in place by the project both for workers and the community. 	After the Date of Signing of Restructuring Agreement, and thereafter implemented throughout Project implementation	MEPC, PIU