**CENTRAL AFRICAN REPUBLIC**

**Ministry of Economy, Planning and Cooperation (MEPC)**

**HUMAN CAPITAL PROJECT (Maïngo) – P171158**

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

**April 4, 2021**

**ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN**

1. The Central African Republic (hereinafter the Recipient) will implement the Human Capital Project (Maïngo or "evolution, progress" in Sango) (the Project) through the Ministry of Economy, Planning and Cooperation (MECP) and a Project Implementation Unit (PIU). The International Development Association (hereinafter the World Bank) has agreed to provide financing for the Project.
2. The Recipient will implement material measures and actions so that the Project is implemented in accordance with the World Bank's Environmental and Social Standards (ESS). This Environmental and Social Commitment Plan (ESCP) defines material measures and actions, as well as any specific documents or plans, and the timing for each of them.
3. The Recipient will also comply with the provisions of any other Environmental and Social (E&S) documents required under the ESS and referred to in this ESCP, such as Environmental and Social Management Plans (ESMP), Resettlement Action Plans (RAP), Indigenous Peoples Plans (IPPs), and Stakeholder Engagement Plans (SEP), Grievance Mechanism (GM) and the timelines specified in those E&S documents.
4. The Recipient is responsible for compliance with all requirements of the ESCP, even when the implementation of specific measures and actions is conducted by the Ministry or unit mentioned in 1 above.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the World Bank by the Recipient, as required by the ESCP and the conditions of the legal agreement, and the World Bank will monitor and assess progress and completion of the material measures and actions throughout the implementation of the Project.
6. As agreed by the World Bank and the Recipient, this ESCP may be revised from time to time during Project preparation, to reflect adaptive management of changes in the Project and unforeseen circumstances or in response to assessment of the performance of the Project conducted under the ESCP itself. In such circumstances, the Recipient shall agree to these changes with the World Bank and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the World Bank and the Recipient. The Recipient shall promptly disclose the updated ESCP.
7. Where the changes in the Project, unforeseen circumstances, or the performance of the Project result in changes to the risks and impacts during the implementation of the Project, the Recipient shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include environmental, health and safety impacts, labor influx, and Gender-Based Violence (GBV).

| **MATERIAL MEASURES AND ACTIONS** | **TIMEFRAME** | **RESPONSIBLE ENTITY/AUTHORITY** |
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| MONITORING AND REPORTING |
| A | REGULAR REPORTINGThe Recipient will prepare and submit to the World Bank regular monitoring reports on the Environmental, Social, Health and Safety (ESHS) performance of the Project, including but not limited to Stakeholder engagement and grievances log. | *Quarterly, throughout the Project* implementation period | MEPC, PIU |
| B | INCIDENTS AND ACCIDENTSThe Recipient will promptly notify the World Bank of any incident or accident related to the project that has or is likely to have a significant adverse effect on the environment, affected communities, the public or workers. The Recipient will provide sufficient details of the incident or accident, indicating the immediate measures taken or planned to deal with it, as well as any information provided by any contractor and any supervisory entity, if applicable. Subsequently, at the request of the World Bank, the Recipient will prepare a report on the incident or accident and propose any measures to prevent its recurrence.For incidents related to GBV, the survivor should be immediately referred to services (at the same time as the project team and the World Bank: within 48 hours) according to a survivor-centered protocol that will be developed in the GM adapted to the above-mentioned GBV.As indicated above, the Recipient will provide sufficient details about the incident or accident and indicate the immediate measures taken to address it. Note that for GBV incidents, confidentiality must be ensured for both the survivor and the accused without providing any identifying information (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 accused/perpetrator such as age/gender/location of work, 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). A report of the incident should be submitted by the Recipient, detailing the summary findings and the root cause analysis. A record of incidents is kept at the PIU. | *Notify the World Bank within 48 hours after learning of the incident or accident. A subsequent detailed report will be provided within a period of time acceptable to the World Bank, as requested.**An incident and accident report would be provided by the Recipient within a time frame acceptable to the World Bank, as requested.* | MEPC, PIU, Contractors, sub-ContractorsFunding for implementation and follow-up should be part of the budgets of the ESMPs (including costs to provide services to GBV survivors /complaints/ grievances). |
| C | MONTHLY REPORTS OF CONTRACTORSIn the event that contractors and subcontractors are hired for Project activities, the PIU will require these contractors/subcontractors to submit monthly monitoring reports to the PIU regarding the implementation of the Hygiene, Safety, Health, Environment (ESHS) Plan of the contract work. Upon request, the Recipient will submit these monthly monitoring reports to the World Bank.  | The contractor's report must be submitted on a monthly basis throughout implementation of the Project. | MEPC/PIU/Contractors |
| ESS 1: Assessment and Management of Environmental and Social Risks and Impacts  |
| 1.1 | ORGANIZATIONAL STRUCTUREThe *Recipient* will establish and maintain an organizational structure with qualified staff and resources to support E&S risk management. The Recipient will recruit a qualified environmental specialist, a social safeguard specialist, a social specialist in charge of GBV/SEA/SH and security specialist for the implementation of E&S instruments and the SEP including the GM and the ESCP. | *Prior to the project effective date. The organizational structure, including specialists, must be maintained throughout the implementation of the Project.* | MEPC, PIU |
| 1.2 | ENVIRONMENTAL AND SOCIAL ASSESSMENTThe *Recipient* shallprepare, disclose and adopt for the Project an Environmental and Social Management Framework (ESMF), including a health care waste management plan, which defines procedures to screen and assess the environmental and social risks and impacts, and define appropriate mitigation measures.As soon as subproject sites are identified, the *Recipient* shall prepare and consult upon Environmental and Social Management Plans (ESMPs)/ Environmental and Social Impact Assessments (ESIAs) for each subproject according to their environmental and social risk profile in a manner acceptable to the World Bank, submitted for the World Bank’s review and approval, and thereafter adopted and disclosed prior to launching the respective civil works (related to VETL and Safe Spaces, etc.), and shall be implemented throughout the execution of said works. | ESMF to be prepared prior to the end of project appraisal | MEPC, PIU |
| 1.2.1 | The *Recipient* shall ensure that measures and actions are taken to avoid and/or to mitigate the risks of exclusion of the targeted marginalized and vulnerable social groups, some of whom may be unable to access and use Project facilities and this risk must be mitigated. These include girl heads of households, girls in vulnerable situations (living with disabilities, orphans, associated with armed groups, etc.), young people who have dropped out of the school system (boys and girls), unemployed youth, people with disabilities, refugees, internally displaced persons and returnees. It also includes people from ethnic or religious minorities, including minorities living in a community with different ethnic and religious majority characteristics and who are exposed to discrimination and stigmatization such as the Mbororo Peuhls.The *Recipient* will pay special attention to the needs of all vulnerable social groups and provide them with the possibility to express their concerns, and to have equitable access to the benefits of the project (possibility to enroll their children in classes, participation in parents' committees, employment of teachers and/or professors, distribution of jobs, provision and distribution of supplies, etc.). | Throughout the implementation phase of the project | MEPC/PIU |
| 1.3 | MANAGEMENT TOOLS AND INSTRUMENTSThe *Recipient* shall prepare and implement the followingenvironmental and social risk management tools and instruments:1. Environmental and Social Management Framework (ESMF), including health care waste management plan. In anticipation of an emergency response, a CERC section shall be included in the Environmental and Social Management Framework (ESMF) based on an indicative list of activities related to the likely emergencies that led to CERC’s inclusion in the project;
2. Standalone Labor Management Procedures (LMP);
3. Standalone Stakeholder Engagement Plan (SEP);
4. Standalone SEA/SH Assessment, Prevention and response Action Plan, including guidance on Codes of Conduct for project staff and for contractors, and communications and awareness-raising with staff, contractors and affected communities;
5. Standalone Security Risks Assessment and Security Management Plan (SRA/SMP);
6. Standalone Indigenous Peoples Planning Framework (IPPF).
 | 1. ESMF shall be prepared, disclosed, consulted upon, approved, and adopted Prior to the end of Appraisal, including a health care waste management plan
2. LMP shall be prepared, disclosed, consulted upon and adopted prior to the project effectiveness date
3. SEP shall be prepared, disclosed, consulted upon, approved, and adopted prior to project appraisal.
4. SEA/SH assessment and action plan shall be prepared, disclosed, consulted upon, approved, adopted prior to the start of the project appraisal.
5. Security Assessment and Management Plan shall be completed, disclosed, consulted upon, approved, adopted prior to the project effectiveness date.
6. IPPF shall be prepared, disclosed, consulted upon, approved, adopted prior to the project effectiveness date
 | MEPC, PIU |
| 1.3.1 | The *Recipient* shall develop a Project Operations Manual and ensure it contains a specific section on “Environmental and Social Measures”, with detailed job descriptions for:* The Procurement Specialist in the preparation of (TORs; tender documents and contracts) which must include environmental and social clauses;
* The Environmental and Social Safeguard Specialists in the preparation of the sections on environmental and social safeguards to be incorporated into the ToRs, tender documents and work contracts;
* Minimum ESHS requirements to be incorporated into the ToRs and tender documents (including Codes of Conduct, coordination, reports and surveillance and grievance mechanisms);
* Environmental and social indicators to be included in the monitoring instrument.
 | 1. Procurement specialist, Environmental specialist, Social Specialist, GBV/SEA/SH Specialist, security specialist, to be recruited prior to the project effectiveness date
2. The Security Specialist shall be recruited or provided by Ministry in charge of security prior to the project effectiveness date
3. The specific section on “Environmental and Social Measures” in Project Operations Manual shall be revised shall be adopted prior to the project effectiveness date
 | MEPC, PIU |
| 1.3.2 | The *Recipient* shall design a balanced scorecard to monitor environmental and social performance of contractors and subcontractors. The balanced scorecard shall be included into the tenders and the contracts | Prior to concluding contracts with contractors and implemented throughout the Project implementation period. | MEPC, PIU |
| 1.4 | MANAGEMENT OF CONTRACTORSThe *Recipient* shall require the following procedures, applicable to contractors and subcontractors, to be prepared and implemented:* Site-specific Environmental and Social Impact Assessment (ESIA) or Environmental and Social Management Plans (ESMPs) as appropriate for particular activities;
* Minimum ESHS requirements to be incorporated into the ToRs and tender documents for work and supervision contracts (including Codes of Conduct, coordination, reports and surveillance and grievance mechanisms);
* Provisions prohibiting Child labor, forced labor, and SEA/SH and adequate measures to mitigate against risks related to these;

The *Recipient* shall ensure that all contracts awarded require suppliers/vendors and subcontractors to incorporate and comply with all the requirements set forth in the environmental and social tools and instruments referenced above.The procurement documents should set out clearly how adequate SEA/SH costs associated with assessing and mitigating the risks of SEA/SH shall be paid for in the contract. This could be, for example, by including: (i) line items in bill of quantities for clearly defined SEA/SH mitigation activities (such as assessments, the preparation of relevant plans, training, codes of conduct, operating SEA/SH, GM) or (ii) specified provisional sums for activities that cannot be defined in advance (such as for implementation of relevant plan/s, engaging SEA/SH service providers, if necessary). | Site-specific ESIAs or ESMPs shall be prepared, disclosed, consulted upon, and adopted prior to commencement of work by the contractor, and applied throughout the Project implementation period.Contractors shall be supervisedthroughout the Project implementation period. | MEPC, PIU |
| 1.5 | PERMITS, APPROVALS AND AUTHORIZATIONSThe Recipient shall obtain all permits, approvals or authorizations applicable to the Project, or facilitate the issuance of same from the competent national authorities as the case may be, pursuant to the laws in force. The documents to be provided are as follows:* Environmental Compliance Certificate (ECC);
* Reports on meetings with local populations or public hearings;
* Deeds of conveyance, land transfer certificates or any other appropriate document (In case of the construction of new VETLs or safe spaces)
* Building permits.
 | Prior to commencement of works | MEPC, PIU |
| 1.5.1 | The *Recipient* shall comply or ensure compliance with the permits and authorizations throughout the Project implementation period. | Within the deadlines set in the permits, approvals and authorizations | MEPC, PIU |
| 1.6 | CONTINGENT EMERGENCY RESPONSEIn the event of an emergency which leads to activation of the Contingent Emergency Response of the Project, the necessary instruments and measures shall be developed as required prior to undertaking of the emergency response activities, to ensure compliance with the ESSs.  | Prior to the start of emergency response activities. The request to activate this part shall come from the implementer with prior No Objection from the World Bank. | MEPC, PIU |
| 1.7 | EXCLUSIONExclude the following type of activities as ineligible for financing under the Project:* Activities that may cause long term, permanent and/or irreversible (e.g., loss of major natural habitat) impacts
* Activities that have high probability of causing serious adverse effects to human health and/or the environment
* Activities that may have significant adverse social impacts and may give rise to significant social conflict
* Activities that may affect lands or rights of indigenous people or other vulnerable group/minorities,
* Activities that may involve permanent resettlement or land acquisition or impacts on cultural heritage

All the other excluded activities set out in the ESMF of the Project. | During the assessment process conducted under action 1.2.a above. | MEPC, PIU |
| ESS 2: Labor and Working Conditions |
| 2.1 | LABOR MANAGEMENT PROCEDURESThe Project shall carry out activities in accordance with the LMP (mentioned in 1.3), the labor laws and regulations of CAR, and the applicable requirements of ESS2, in a manner acceptable to the World Bank, including through, inter alia, implementing adequate occupational health and safety measures (including emergency preparedness and response measures), prohibiting child labor (for children under 18) due to the hazardous work environment, setting out grievance arrangements for Project workers, and incorporating/annexing labor requirements into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. | LMP must be prepared and submitted to the World Bank for review and approval prior to the project effective dateLMP to be completed no later than two months after Project Effective date Throughout Project implementation. | MEPC, PIU |
| 2.2 | **GRIEVANCE MECHANISM FOR PROJECT WORKERS**The Recipient will establish a grievance mechanism for project workers, as described in the LMP and consistent with ESS2. | *To be incorporated in E&S documents* prepared, disclosed, consulted upon, approved, and adopted prior to the project effectiveness date | MEPC, for staff recruitmentPIU for the recruitment of contractors/ subcontractors |
| 2.3 | OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURESProject activities require OHS measures, as the staff that will be recruited will carry out field missions and perform clerical work with health and safety hazards. This also applies to the staff of the contractors who will be on site and any other workers on the project | *To incorporate into LMP* prepared, disclosed, consulted upon, approved, and adopted prior to the project effectiveness date | MEPC, PIU |
| 2.4 | EMERGENCY PREPAREDNESS AND RESPONSEThe Recipient will include emergency preparedness and response mechanisms in the OHS measures identified in paragraph 2.3. | *To be incorporated into LMP* prepared, disclosed, consulted upon, approved, and adopted prior to the project effectiveness date | MEPC, PIU |
| ESS 3: Resource Efficiency and Pollution Prevention and Management |
| 3.1 | WASTE MANAGEMENT PLANRelevant aspects of this standard shall be considered, as needed, under action 1.2 above, including, inter alia, measures to manage hazardous and non-hazardous wastes and to use resources (water, air, etc.) in accordance with implementing partners’ rules and regulations and consistent with ESS3, relevant World Bank Group Environmental, Health and Safety Guidelines (WBG EHS Guidelines), and relevant sources of Good International Industry Practices (as defined in ESS3).The *Recipient* shall ensure the implementation of the waste (medical and biomedical) and hazardous material handling plan on the target sites.The *Recipient* shall equally ensure that the Project suppliers/vendors prepare and apply a waste and hazardous material handling plan (ordinary waste and special waste).Medical waste, including chemicals, contaminated PPE, equipment and kits for small surgeries should be stored, transported and disposed of safely. | Prior to commencement of activities on the Project sites and throughout Project implementation period.  | MEPC, PIU |
| ESS4: Community Health and Safety |
| 4.1 | COVID-19 PREVENTION MEASURESThe *Recipient* shall prepare, disclose, consult upon, adopt and ensure the implementation of COVID-19 measures prevention plans (awareness meetings, wash kits, social distancing, respect of hygiene and good practice rules when using small-scale surgical equipment when providing care to some people with infectious diseases, management of waste from works and communities, etc.), particularly health plans for on-site during construction/refurbishment works, training sessions and events in accordance with the ESMPs. | Prior to commencement of activities related to civils works, trainings, events and thereafter implemented throughout Project implementation | MEPC/ PIU  |
| 4.2 | TRAFFIC AND ROAD SAFETYThe *Recipient* shall prepare, disclose, consult upon, adopt and ensure the implementation of road safety plans, particularly traffic plans for on-site machinery during construction/refurbishment works (VETLs, Safety Spaces, School toilets) in accordance with the ESMPs. | Prior to commencement of civils works, and thereafter implemented throughout Project implementation | MEPC/ PIU  |
| 4.3 | COMMUNITY HEALTH AND SAFETYThe Recipient shall prepare, disclose, consult upon, adopt and thereafter ensure the implementation of measures and actions related to community health and safety as set out in the ESMPs in a manner acceptable to the World Bank. Site specific ESMPs to be developed prior to any construction works shall include measures related to resource efficiency and pollution prevention and management. It shall also comprise if relevant, measures to response to COVID-19 issue. The 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. | Prior to commencement of civils works, and thereafter implemented throughout Project implementation The Health and Safety Plans shall be elaborated by the Contractors, validated at national level and approved by the World Bank before work begins on the sites and shall be executed and monitored throughout the implementation of the work. | MEPC/ PIU |
| 4.4 | SEA/ SH ASSESSMENT AND RISK MANAGEMENTThe risk screening carried out by the team indicated that SEA/SH risk is high. In addition to the country context, preliminary risks identified specific to the project relate to: (i) the lack of training programs on SEA/SH prevention, management, and response to social, education and health sector personnel’s; (ii) the lack of protocol for the identification and care of students affected by SEA/SH for the whole education system and especially in vocational training centers; (iii) the insufficiency of initiatives in schools/VETLs to raise awareness around SEA/SH; and (v) the lack of institutional codes of conduct for health, community and education workers and administrative staff that include prohibitions against SEA/SH for the entire institution system (health, social, education, etc.). This analysis should be completed to include (but not limited to) the following areas: SEA of women and girls by men working on the project; SEA of girls in VETLs/schools; gender dimensions and increased risks of child marriage in the context of COVID-19; GBV services in the CAR.The *Recipient* shall prepare a thorough SEA/SH assessment and associated Action Plan containing SEA/SH sensitization, prevention and risk mitigation measures, including, inter alia, budget allocated to implement those measures, a standard code of conduct to be signed by employees, Grievance Mechanism procedures specific to dealing confidentially and safely with SEA/SH allegations, and details on SEA/SH awareness campaigns for all Project stakeholders. | SEA/SH Assessment and Action Plan to be prepared prior to the start of Appraisal and implemented throughout Project implementation. | MEPC/ PIU |
|  | The *Recipient* shall ensure that all tender documents, work or service contracts, including consultancy services under the Project, require suppliers/vendors, subcontractors or consultants to adopt a code of conduct to be signed by all employees as well as health and community workers, teachers and school/VETLs employees and an associated training plan. The code of conduct shall be binding on all contracts or services, including consultancy services, ordered or delivered under the said contracts, and shall cover SEA/SH and violence against children. In addition, awareness-raising/training sessions on the code of conduct shall be organized throughout the implementation of the project. | Throughout Project implementation |  |
| 4.5 | SECURITY MANAGEMENTGiven that the project shall operate across the country including in areas where there is presence of active Non-state armed groups, the *Recipient* shall carry out a security risks assessment and prepare, disclose, consult upon, adopt, and implement a stand-alone Security Management Plan consistent with the requirements of ESS4, and in a manner acceptable to the World Bank. The Security management plan shall include appropriate security risk mitigation measures to protect project workers and beneficiaries.In addition, the security screening of sites shall be done prior to commencement of project activities (events, works, trainings, etc.); and all bidding documents need to include Security Management Plan (SMP) requirements for contractors. | Security Risk Assessment and Security Management Plan to be prepared prior to the start of Appraisal and implemented throughout Project implementation. | MEPC/ PIU |
| ESS 5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement  |
| 5.1 | LAND ACQUISITION AND INVOLUNTARY RESETTLEMENTESS5 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.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. | 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 | BIODIVERSITY RISKS AND IMPACTS ESS6 is not relevant to the project.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 and/or cultural resource areas. | Throughout Project implementation. | MEPC, PIU |
| ESS 7: Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities |
| 7.1 | INDIGENOUS PEOPLES/SSHUTLC RISKS MANAGEMENTThe Recipient shall prepare, disclose, consult upon and adopt an Indigenous Peoples Planning Framework (IPPF) taking into account project-specific activities, consulted upon, cleared, and disclosed following the ESS 7 requirements, prior to the project effective date. | IPPF: prepared, disclosed, consulted upon and adopted prior to the project effective date. | MEPC, PIU |
|  | Once project sites and activities in locations where there is presence of IPs/SSHUTLC are determined, if needed, the Recipient shall prepare, disclose, consult upon and adopt an Indigenous Peoples Plan (IPP) acceptable to the World Bank that sets out measures through which the project shall ensure that: (i) IPs affected by the project receive culturally appropriate social and economic benefits; (ii) are able to participate in project benefits; and (iii) if potential adverse effects on IPs are identified, those adverse effects are avoided, minimized, mitigated or compensated. | IPP(s): Prior to the start of activities once project sites in locations where there is presence of IPs/ SSHUTLC are identified and needed, in accordance with the IPPF. | MEPC, PIU |
| 7.2 | GRIEVANCE MECHANISMAny grievances that may subsequently arise during project implementation among IPs/SSHUTLC shall be addressed through the overall project GM described in the SEP and ESMP. The SEP shall also contain outreach measures to ensure IPs receive information in timely and culturally appropriate ways to ensure they are aware of project opportunities and risks linked to human capital activities. | Outreach to IPs included in the SEP and detailed in the GM (including SEA/SH specific GM), prepared prior to the project effective date | MEPC/ PIU  |
| ESS 8: Cultural Heritage |
| 8.1 | ESS8 is not currently relevant to the Project. Although Component 1 of the project aims at community mobilization and awareness raising on key positive practices, none of the activities aimed at achieving this objective will have an impact on cultural heritage, whether tangible or intangible. However, ‘chance find’ procedures will be included in the ESMF.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. A Chance Finds procedure shall be included in the ESMF. | Mitigation measures shall be defined during the preparation of the ESMF and applied by the Contractors during the implementation of the works. | MEPC/ PIU  |
| ESS 9: Financial Intermediaries |
| 9.1 | ESS9 is not currently relevant to the Project. No financial intermediary will be financed through the Bank funds for the implementation of the project's activities. However, access to finance possibly through local financial institutions could be considered under the project, especially payment of bursaries to students, payment of school fees, and payment of working capital to young women for the launch of economic activities. In case the project decides to involve use of financial institutions to provide access to finance, ESS9 would apply. | Prior to commencement of school and economical young girls grants activities, and thereafter implemented throughout Project implementation. | MEPC/ PIU |
| ESS 10: Stakeholder Engagement and Information Disclosure |
| 10.1 | STAKEHOLDER ENGAGEMENT PLANThe Recipient will ensure that the SEP is developed, disclosed and implemented in a manner consistent with ESS 10 for Project activities, including the preparation of E&S documents and other technical studies, as appropriate.The SEP shall include additional guidance on public consultations/stakeholder engagement which takes into account the social distancing measures for COVID-19. | SEP: prepared, disclosed, consulted upon, approved, and adopted before the start of project appraisal. The SEP shall be implemented and updated periodically as needed throughout the Project implementation period. | MEPC, PIU  |
| 10.2 | GRIEVANCE MECHANISMAcceptable grievance arrangements shall be made publicly available to receive and facilitate resolution of concerns and grievances in relation to the Project, consistent with ESS10, in a manner acceptable to the World Bank. Without limitation to the foregoing, the Recipient shall prepare and establish a project-wide grievance mechanism (GM), with a specific mechanism sensitive to address SEA/SH complaints ethically, safely, and confidentially. The SEA/SH-sensitive GM shall adopt reporting and complaint/ allegation procedure as part of an accountability and response framework designed to handle SEA/SH complaints in line with guiding principles for survivor care. In addition, the GM shall ensure appropriate and accessible channels are developed to receive and address complaints made by IPs/ SSHUTLC in accordance with ESS7. The SEP shall ensure that sensitization activities on the GM are carried out in accessible format according to the target audience, including being sensitive to IPs/SSHUTLC needs and concerns that would have been raised during the SEP consultations. | GM: Operational prior to commencement of Project activities and maintained throughout project implementation. | MEPC, PIU |
| Capacity Support (Training) |
| CS1 | Training to the PIU shall be required in the following areas:* ESF briefing session during the launching workshop
* COVID-19 Prevention and response measures
* Implementation and monitoring of the Environmental and Social Commitment Plan (ESCP)
* Development and implementation of the Stakeholder Engagement Plan (SEP) and its monitoring & evaluation,
* Development and implementation of Labor Management Procedures (LMP)
* Mitigation, prevention and response on the SEA/SH front, assessment, development and implementation of the SEA/SH Action Plan
* Health, safety and security risks, including risks related to road traffic in the zones surrounding schools/VETLs with high pedestrian traffic
* Project Grievance Mechanism to enable project‐affected people to file complaints that could be quickly addressed should they have any grievance in relation to the project.
* Development and implementation of a health care waste management plan
* Development and implementation of security risks assessment and security management plan
* Development and implementation of IPPF/Indigenous Plan (IP)
* Capacity building in other specific aspects of assessment and implementation of environmental and social risk management practices, as identified through needs assessments of key project actors during project implementation.
 | ESF briefing, Training on COVID-19 Prevention and Response measures, ESCP and SEP: Within 1 (one) month after effective dateTraining on other subjects: as soon as possible after effectiveness and throughout project implementation | MEPC/ PIU  |
|  | PIU personnel assigned to the ESMF implementation shall be trained in CERC environmental and social management, including introduction to ESMF and subsequent instruments for CERC activities with potential environmental and social risks or impacts. | After activation of the CERC |  |
| CS2 | Training sessions shall be organized for contractors, laborers and other employees working on project sites, inspectorates’ officials and workers (from Health, Education, Social, etc.), and management committees (schools/VETLs, health centers) who shall be responsible for field level implementation of the project. In addition, sensitization programs shall be organized for neighboring populations on the following aspects:* 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
* Emergency preparedness and response
* 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*.*
 | As soon as possible after project effectiveness and throughout project implementation. | MEPC/ PIU  |