

REPUBLIC OF CONGO/ Ministry of Planning, Statistics and
Regional Integration

REGIONAL PROJECT TO IMPROVE ROAD AND RIVER
TRANSPORT CORRIDORS IN CENTRAL AFRICA (PRACAC -
P175235)

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

Negotiated version

May 25th ,2023

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Congo (the Recipient) will implement the Central Africa Regional Waterways Project (P175235) (the Project), with the involvement of the Ministry of Planning, Statistics, and Regional Integration (MPSIR), 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).
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 Ministry of Budget and the Ministry of Planning, Statistics, and Regional Integration (MPSIR) and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Ministry of Planning, Statistics, and Regional Integration (MPSIR). 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, and functioning of the grievance mechanism(s) (GM).</p>	<p>Submit quarterly reports to the Association throughout Project implementation, commencing after the Effective Date. Submit each report to the Association no later than 15 days after the end of each reporting period.</p>	<p>Implementation Unit (MPSIR - PCU)</p>
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 services according to a survivor-centered protocol that shall be developed in the GM adapted to be able to address the above-mentioned SEA/SH or GBV (see Action 10.2).</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>	<p>Implementation Unit (MPSIR – PCU- GIE-SCEVN)</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	As indicated above, the Recipient shall 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 alleged perpetrator without providing any identifying information (i.e. include Nature of the case, project-related (Y/N), age and/or sex (if available), and Whether the survivor was referred to services). 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 PCU		
C	CONTRACTORS' MONTHLY REPORTS 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.	Submit the monthly reports to the Association upon request as annexes to the reports to be submitted under action A above.	Implementation Unit (MPSIR - PCU)
D	NOTIFICATIONS RELATING TO DAAB COMPLIANCE REVIEW OF CONTRACTOR COMPLIANCE WITH SEA/SH PREVENTION AND RESPONSE OBLIGATIONS 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.	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).	Implementation Unit (MPSIR - PCU)
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain a PCU with qualified staff and resources to support management of ESHS risks and impacts of the Project 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 resettlement; and one (1) Gender and GBV/SEA/SH Specialist, all with terms of reference satisfactory to the Association.</p>	<p>Establish and maintain a PCU as set out in the Financing Agreement. One (1) Environmental Specialist, one (1) Social Specialist, and one (1) Gender and GBV/SEA/SH specialist shall be hired or appointed no later than 2 months after the Effective Date and thereafter maintain these positions throughout Project implementation. An environmental and social safeguards Specialist for each decentralized office will be recruited no later than six (6) months after the effective date.</p>	<p>Implementation Unit (MPSIR - PCU)</p>
1.2	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <ol style="list-style-type: none"> 1. Prepare, disclose, consult upon, adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs. The ESMF contains site-specific screening and monitoring form for environmental and social risks and impacts. The ESMF also includes Integrated, GBV risk assessment and detailed screening of Project activities for biodiversity impacts. 2. Prepare, disclose, consult upon, adopt and implement the subproject Environmental and Social Management Plan (ESMP), as set out in the ESMF and consistent with ESSs. 3. Prepare, disclose, consult upon, adopt and implement a standalone Stakeholder Engagement Plan (SEP) including GM, all consistent with ESS10. 	<ol style="list-style-type: none"> 1. A draft ESMF was prepared, disclosed, consulted upon, and adopted on 21 May 2023. Thereafter, shall be implemented throughout Project implementation. 2. Adopt the ESMP prior to the carrying out of project activity that requires the adoption of such ESMP. Once adopted, implement the respective ESMP throughout Project implementation 3. A SEP has been prepared, disclosed, consulted upon and adopted on 19 May 2023. Thereafter, shall be implemented throughout Project implementation. 	<p>Implementation Unit (MPSIR – PCU- GIE-SCEVN)</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>4. Prepare, disclose, consult upon, adopt and implement a standalone Indigenous Peoples Planning Framework (IPPF), and a subsequent Indigenous Peoples Plan (IPP) as relevant, all consistent with ESS7.</p> <p>5. Prepare, disclose, consult upon, adopt and implement Labor Management Procedures (LMP) including a workers’ Grievance Mechanism (GM) and to include Codes of Conduct that address Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) risks, all consistent with ESS2.</p> <p>6. Prepare, disclose, consult upon, adopt, and implement an GBV/SEA/SH Risk Assessment and Action Plan, including Grievance Redress Mechanism (GRM), consistent with the relevant ESSs.</p> <p>7. Prepare, disclose, consult upon, adopt and implement a standalone Resettlement Policy Framework (RPF), and a subsequent Resettlement Action Plan (RAP) as relevant, all consistent with ESS5.</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>9. Prepare, disclose, consult upon, adopt and implement a Dredging Management Plan of the Congo-Ubangi river consistent with ESSs.</p>	<p>4. A IPPF has been prepared, disclosed, consulted upon and adopted on 19 May 2023. Thereafter, shall be implemented throughout Project implementation. Subsequent IPP, as relevant, shall be prepared, disclosed, consulted upon, adopted and implemented during implementation prior to the carrying out of any activity that requires the preparation of such IPP.</p> <p>5. A LMP has been prepared, disclosed, consulted upon, and adopted on 19 May 2023. Thereafter, shall be implemented throughout Project implementation.</p> <p>6. A GBV/SEA/SH Action Plan has been prepared, disclosed, consulted upon, and adopted on 19 May 2023. Thereafter, shall be implemented throughout Project implementation.</p> <p>7. A RPF has been prepared, disclosed, consulted upon and adopted on 19 May 2023 and Thereafter, shall be implemented throughout Project implementation. Subsequent RAPs, as relevant, shall be prepared, disclosed, consulted upon, adopted and implemented during implementation before taking possession of the land and related assets.</p> <p>8. Adopt the site-specific ESIA/ESMP prior to the carrying out of Project activity that requires the adoption of such ESIA/ESMP. Once adopted, implement the respective ESIA/ESMP throughout Project implementation.</p>	

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		9. Prepare, disclose, consult upon, and adopt the Dredging Management Plan within 6 months after the Effective Date and thereafter implemented throughout Project implementation.	
1.3	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, the 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>	As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation	Implementation Unit (MPSIR - PCU)
1.4	<p>TECHNICAL ASSISTANCE</p> <p>Ensure that the consultancies, studies (including feasibility studies), capacity building, training, and any other technical assistance activities under the Project, including, inter alia, the environmental and social instruments to be supported under the TA, 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.	Implementation Unit (MPSIR - PCU)
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, CERC-ESMF/ESMF Addendum that will be included or referred to in the CERC Manual for the implementation of CERC Component, in accordance with the ESSs.</p> <p>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, CERC-ESMF or CERC-ESMF Addendum] and the ESSs, and thereafter implement the</p>	a) The adoption of the CERC manual and, CERC-ESMF/ESMF Addendum in form and substance acceptable to the Association is a withdrawal condition under Section [I.] of Schedule 2 of the Financing Agreement for the Project.	Implementation Unit (MPSIR - PCU)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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.	
1.6	<p>PERMITS, APPROVALS AND AUTHORIZATIONS Obtain, as appropriate, permits, consents and authorizations applicable to the Project under applicable legislation from the relevant national authorities.</p>	Prior to launching works	Implementation Unit (MPSIR - PCU)
1.7	<p>EXCLUSIONS: Exclude the following types of activities as ineligible for funding under the project in accordance with the exclusion list of the ESMF:</p> <ol style="list-style-type: none"> 1. Activities that may result in long-term, permanent and/or irreversible negative impacts (e.g. loss of major natural habitat), 2. Activities that have a high probability of causing serious adverse effects on human health and / or the environment, 3. Activities that may have significant negative social impacts and may give rise to significant social conflicts, 4. Any activity or subprojects with significant risks and/or adverse impacts on critical habitat and the biodiversity that it supports and those that would need clearing of any type of critical habitats or forests in protected areas shall be excluded from receiving financing, 5. Negative list of activities (if activation of CERC). 	During the above assessment process under Action 1.2.	Implementation Unit (MPSIR - PCU)
ESS 2: LABOR AND WORKING CONDITIONS			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Adopt and implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including clauses 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>These procedures will also include clauses for the use of national and foreign workers (skilled and unskilled) in accordance with the Labor Code and ESS2. These clauses require suppliers and subcontractors to behave in a way that does not create or exacerbate the risks of SEA/SH by signing the code of conduct and following regular training on GBV, and SEA/SH risks and consequences, prohibited conduct and applicable sanctions, and reporting incidents under GRM sensitive to SEA/SH. A labor influx management plan shall be prepared which prescribe transparent procedures for recruitment of temporary local employees to reduce risk of social unrest.</p>	<p>A LMP has been prepared, disclosed, consulted upon, and adopted on 19 May 2023. Thereafter, shall be implemented throughout Project implementation.</p>	<p>Implementation Unit (MPSIR - PCU)</p>
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	<p>Establish grievance mechanism prior engaging Project workers and thereafter maintain and operate it throughout Project implementation.</p>	<p>Implementation Unit (MPSIR - PCU)</p>
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY PLAN (OHSP)</p> <p>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 activities) and Industry Sector Guidelines for Construction Materials Extraction.</p>	<p>OHS Plan to be prepared by Contractors validated at national level and shared with the Association for its approval prior to commencement of works Under components. 1 and 3 of the Project, and thereafter implemented throughout Project implementation.</p>	<p>Implementation Unit (MPSIR - PCU)</p>
<p>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
3.1	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under action 1.2 above.</p>	Same timeframe as for the adoption and implementation of the ESMP under action 1.2.	Implementation Unit (MPSIR - PCU)
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>COMMUNITY HEALTH AND SAFETY</p> <p>Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, behavior of Project workers, risks of labor influx, response to emergency situations, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.</p>	Same timeframe as for the adoption and implementation of the ESMPs.	Implementation Unit (MPSIR - PCU)
4.2	<p>SEA AND SH RISKS</p> <p>Adopt and implement a SEA/SH Action Plan to assess and manage the risks of SEA and SH, consistent with ESS4.</p>	A SEA/SH Action Plan has been prepared, disclosed, consulted upon, and adopted on 19 May 2023. Thereafter, shall be implemented throughout Project implementation.	Implementation Unit (MPSIR - PCU)
4.3	<p>SECURITY MANAGEMENT</p> <p><i>“Assess and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities, [specify plans or include a reference to the instrument where such measures are reflected, as needed, e.g. as set out in the ESMP or 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.”</i></p>	Same timeframe as for the adoption and implementation of the ESMPs.	Implementation Unit (MPSIR – PCU- GIE-SCEVN)
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT POLICY FRAMEWORK</p> <p>Prepare, disclose, consult upon, adopt and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5.</p>	A RPF has been already prepared and will be disclosed, consulted upon, and adopted on 19 May 2023 and thereafter shall be implemented throughout Project implementation.	Implementation Unit (MPSIR - PCU)
5.2	<p>RESETTLEMENT PLANS</p>	Prepare, disclose, consult upon, adopt and implement the respective RAP, including ensuring	Implementation Unit (MPSIR - PCU)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Prepare, disclose, consult upon, adopt and implement a resettlement action plan (RAP) for each activity under the Project for which the RPF requires such RAP, as set out in the RPF, and consistent with ESS5.	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. RAP should cover all types of land transactions (i.e., land donations, negotiated agreements, and expropriation), as well as livelihood restoration.	
5.3	<p>GRIEVANCE MECHANISM</p> <p>Develop and implement the arrangements for the grievance mechanism for resettlement in accordance with the grievance mechanism under ESS10.</p> <p>The grievance mechanism (GM) to address resettlement related complaints should be described in the RPF, RAPs and SEP.</p>	Prior to commencement of resettlement activities	Implementation Unit (MPSIR - PCU)
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>Adopt and implement a Biodiversity Management Plan (BMP), as part of the ESMF and ESMP, in accordance with the ESS6.</p>	Same timeframe as for the adoption and implementation of the ESMPs under action 1.2., and thereafter implement the BMP throughout Project implementation.	Implementation Unit (MPSIR - PCU)
6.2	<p>DREDGING MANAGEMENT PLAN</p> <p>Prepare, disclose, consult upon, adopt and implement a Dredging Management Plan of the Congo-Ubangi river consistent with ESSs.</p> <p>The Dredging Management Plan should be tailored to the project and should define the dredging methodology; identify and assess dredged materials disposal options and sites; characterize the chemical and physical composition and behavior of the sediments to be dredged; characterize the environmental baseline where the port, harbor, and/or terminal (and disposal area) will be located; define the area of influence with identification, assessment and modeling of sensitive ecological receptors</p>	Prepare, disclose, consult upon, and adopt the Dredging Management Plan within 6 months after the Effective Date and thereafter implemented throughout Project implementation.	Implementation Unit (MPSIR - GIE-SCEVN - PCU)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	(usually through sediment plume propagation modeling); define mitigation measures to address adverse impacts (for example on aquatic habitat, biodiversity, and water quality), and relevant.		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	INDIGENOUS PEOPLES PLANNING FRAMEWORK Prepare, disclose, consult upon, adopt and implement an Indigenous Peoples Planning Framework (IPPF) for the Project, consistent with ESS7.	A IPPF has been prepared, disclosed, consulted upon and adopted on 19 May 2023 and thereafter shall be implemented throughout Project implementation.	Implementation Unit (MPSIR - PCU)
7.2	INDIGENOUS PEOPLES PLAN Prepare, disclose, consult upon, adopt and implement an Indigenous Peoples Plan (IPP) for each activity under the Project for which the IPPF requires such IPP, as set out in the IPPF, and consistent with ESS7.	Prepare, 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 IPP throughout Project implementation.	Implementation Unit (MPSIR - PCU)
7.3	GRIEVANCE MECHANISM Prepare, adopt, and implement the arrangements for a grievance redress mechanism (GRM) for indigenous people, as required under the IPPF and further describe such arrangements in the respective IPPs.	The GM to redress complaints submitted by indigenous people shall be prepared prior to the Effective Date. The IPP(s) shall be prepared as required before Project implementation activities in areas where indigenous peoples are located.	Implementation Unit (MPSIR - PCU)
ESS 8: CULTURAL HERITAGE			
8.1	CULTURAL HERITAGE RISKS AND IMPACTS Adopt and implement a Cultural Heritage Management Plan (CHMP) as part of the ESMF, in accordance with ESS8.	Same timeframe as for the adoption and implementation of the ESMF under action 1.2.	Implementation Unit (MPSIR - PCU)
8.2	CHANCE FINDS Describe and implement the chance finds procedures, as part of the ESMF of the Project.	Describe the chance find procedures in the ESMF. Implement the procedures throughout Project implementation.	Implementation Unit (MPSIR - PCU)
ESS 9: FINANCIAL INTERMEDIARIES			
Not relevant			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION	A SEP has been prepared, disclosed, consulted upon and adopted on 19 May 2023. Thereafter, shall be implemented throughout Project implementation.	Implementation Unit (MPSIR - PCU)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>Prepare, 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>		
10.2	<p>PROJECT GRIEVANCE MECHANISM Establish, publicize, maintain, and operate 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>	<p>Establishing the grievance mechanism 3 months after the Effectiveness Date and thereafter maintain and operate the mechanism throughout Project implementation. While the operationalization of the Project GRM is pending, the project will use the grievance mechanisms of Bank projects that are operational in the same region.</p>	<p>Implementation Unit (MPSIR - PCU)</p>
CAPACITY SUPPORT			
CS1	<p>Training to the PCU including E&S Unit of MPSIR, 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) 	<p>ESF briefing, Training on COVID-19 Prevention and Response measures, ESFP and SEP: Within 1 (one) month after Effective Date</p> <p>Training on other subjects: as soon as possible after effectiveness and throughout project implementation</p>	<p>Implementation Unit (MPSIR - PCU)</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> • 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 • 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 • Livelihoods restoration • HIV/AIDS, STIs and Hepatitis B control • Waste management 		
<p>CS2 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 and hazardous waste • 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. 	<p>As soon as possible after project effectiveness and throughout project implementation.</p>	<p>Implementation Unit (MPSIR - PCU)</p>