

**CENTRAL AFRICAN REPUBLIC**  
**Ministry of National Education**

**CAR Accelerating Results in Education (P502128)**

**[DRAFT For Negotiations]**  
**ENVIRONMENTAL AND SOCIAL**  
**COMMITMENT PLAN (ESCP)**

**[9 Mai 2024]**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Central African Republic (the Recipient) will implement the CAR Accelerating Results in Education Project (P502128) (the Project), with the involvement of Ministry of National Education (Ministère de l'Éducation Nationale - MNE) 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.
2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association. The ESCP is a part of the Financing Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient through the Ministry of National Education 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 the Ministry of National Education. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></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&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s) including the following: staffing and resources, type and status of resolution of complaints related to project activities.</p>	<p>Submit quarterly reports to the Association throughout Project implementation, commencing after the Project Effective Date. 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 grievances and progress towards their resolution.</p>	MNE-PCU
B	<p><b>INCIDENTS AND ACCIDENTS</b></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 such as road or work accidents or security incidents related to the project. 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 which includes root cause analysis of the incident or accident and propose any measures to address it and prevent its recurrence.</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 the subsequent report to the Association within 02 weeks after the incident or accident.</p>	MNE-PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>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 available at the time of reporting, the Recipient shall provide sufficient information about the incident alongside the SEA/SH incident form (such as the date of the incident, a general description of the survivor such as age/gender, a general description of the alleged perpetrator such as age/gender/location of work, whether the incident is related to the Project, 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 SEA/SH 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 as indicated above. A record of incidents shall be kept at the PCU.</p>		
C	<p><b>CONTRACTORS’ MONTHLY REPORTS</b></p> <p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.</p>	Submit the monthly reports to the Association upon request as annexes to the reports to be submitted under action A above.	MNE-PCU
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Maintain the Project Coordination Unit (PCU) within the MNE that is tasked with ESHS management, with qualified staff and resources to support management of ESHS risks and impacts of the Project including social specialist, environmental specialist, security specialist and GBV specialist.</p> <p>The Recipient is already equipped with qualified with qualified Environmental and Social (E&amp;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) GBV: SEA/SH specialist and one (1) Security specialist.</p>	Maintain a PCU as set out in the Financing Agreement. Maintain all 4 E&S positions ( Environmental Specialist, Social Specialist, GBV Specialist and Security Specialist) throughout Project implementation.	MNE-PCU
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p>		MNE-PCU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ol style="list-style-type: none"> <li>1. Prepare, consult upon, disclose, adopt and implement a generic Environmental and Social Management Plan (ESMP) relevant to the entire project and 2 consistent with the relevant ESSs.</li> <li>2. Prepare, consult upon, disclose, and subsequently adopt and implement the site-specific Environmental and Social Management Plans (ESMPs) for the infrastructure works, of the Project consistent with the relevant ESSs.</li> <li>3- As soon as the sub-project sites are identified, the beneficiary by the contractors must prepare, disclose and consult, adopt and then implement specific environmental and social management plans (ESMP) for each sub-project according to their aspects. environmental and social risk profile in a manner acceptable to the Association, submitted for review and approval by the Association, then adopted and disclosed prior to the initiation of the respective civil works (construction of the class and training center, rehabilitation of classrooms, etc.), and will be implemented throughout the execution of said work.</li> </ol>	<ol style="list-style-type: none"> <li>1. Prepare, consult upon, and disclose draft Generic ESMP by Project appraisal and finalize, adopt and disclose it no later than three months after the Project Effective Date, then implement throughout Project implementation.</li> <li>2. Prepare, disclose, consult upon, and adopt the site-specific ESMP prior to the carrying out of sub-project activity that requires the adoption of such ESMP. Once adopted, implement the respective ESMP throughout Project implementation.</li> <li>3 Adopt the specific ESMP [prior to the carrying out of [subproject] [Project activity ] that requires the adoption of such ESMP]. Once adopted, implement the respective ESMP throughout Project implementation.</li> </ol>	
<p>1.3 <b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&amp;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> <p>The Recipient shall require the following procedures, applicable to contractors and subcontractors, to be prepared and implemented:-</p>	<p>As part of the preparation of procurement documents and respective contracts.</p> <p>Supervise contractors throughout Project implementation.</p> <p>Site-specific ESMPs shall be prepared, disclosed, consulted upon, and adopted prior to commencement of work by the contractor, and applied throughout the Project implementation period.</p>	<p>MNE-PCU</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>·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);</p> <p>·Provisions prohibiting Child labor, forced labor, and SEA/SH and adequate measures to mitigate against risks related to these.</p> <p>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.</p> <p>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).</p>	<p>Contractors shall be supervised throughout the Project implementation period.</p>	
<p>1.4 <b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities under the Project, including inter alia, Environmental and Social Framework, Health and Safety and Security, environmental and social risk in project zones are carried out in accordance with terms of reference acceptable to the Association consistent with the ESSs. Ensure that TA activities 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, consistent with the ESSs that the outputs of such activities comply with the terms of reference.</p>	<p>Throughout Project implementation.</p>	<p>MNE-PCU</p>
<p>1.5 <b>CONTINGENT EMERGENCY RESPONSE FINANCING</b></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 in or referred to in the CERC Manual for the implementation of CERC Component, in accordance with the ESSs.</p>	<p>a) Prepare and thereafter adopt the CERC manual and 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>	<p>MNE-PCU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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 the CERC ESMF and the ESSs, and thereafter implement the measures and actions required under said E&S instruments, within the timeframes specified in said E&S instruments.	b) Adopt any required E&S instrument and include it as part of the respective bidding process for CERC financed activities,, 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 instrument in accordance with their terms, throughout Project implementation.	
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<b>LABOR MANAGEMENT PROCEDURES</b> Prepare, consult upon, disclose , 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 relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.	Prepare, consult upon, and disclose draft LMP by Project appraisal and finalize, adopt, and disclose no later than three months after the Project Effective Date, then implement throughout Project implementation.	MNE-PCU
2.2	<b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b> Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	Establish worker grievance mechanism no later than three months after the project effective date and thereafter maintain and operate it throughout Project implementation.	MNE-PCU
2.3	<b>OCCUPATIONAL HEALTH AND SAFETY MEASURES (OHS)</b> The project activities require OSH measures (included in the PMT and the generic ESMP), as the staff who will be recruited will have to carry out field missions and carry out office work involving health and safety risks. This also applies to contractor personnel who will be on site and any other workers on the project and these measures will be included in the specific ESMP.	To incorporate into LMP prepared, disclosed, consulted upon, approved, and adopted	MNE-PCU
2-4	<b>EMERGENCY PREPAREDNESS AND RESPONSE</b> The Recipient shall include emergency preparedness and response mechanisms in the OHS measures identified in paragraph 2.3.	To incorporate into LMP prepared, disclosed, consulted upon, approved, and adopted	MNE-PCU
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
3.1	<p><b>WASTE MANAGEMENT PLAN</b></p> <p>Adopt and implement waste management measures set out in the generic ESMP to manage hazardous and non-hazardous wastes, consistent with ESS3.</p> <p>For specific project sites, ensure measures to manage hazardous and non-hazardous wastes as related to specific project works, consistent with ESS3.</p>	<p>Adopt waste management measures in line with timeline for the finalized generic ESMP.</p> <p>Adopt and implement project works waste management measures in the same timeframe as site-specific ESMP</p>	MNE-PCU
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Incorporate resource efficiency and pollution prevention and management measures in the generic ESMP and site-specific ESMPs be prepared under action 1.2 above.</p>	Same timeframe as for the adoption and implementation of the generic ESMP and site-specific ESMPs.	MNE-PCU
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>Incorporate measures to manage traffic and road safety risks as required in the generic ESMP to be prepared under action 1.2 above.</p>	Same timeframe as for the adoption and implementation of the generic ESMP.	MNE-PCU
4.2	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia (behavior of Project workers, and risks of labor influx), and include mitigation measures in the generic ESMP for the relevant identified sub-projects (construction and rehabilitation of schools, pedagogic centers, etc.) and other site-specific ESMPs to be prepared in accordance with the generic ESMP.</p> <p>Site-specific ESMPs including Community Health and Safety Plan (CHSP) to be developed prior to any work under sub-Component 1.1 1.2and 2.2 of the Project shall include, including but not limited to measures related to ecosystem services, pollution prevention and management. The site-specific ESMPs shall include measures to ensure that works to be carried out under the project would not cause adverse impacts to other uses of resources available in the area, with special attention to avoiding any negative impact and conflict resulting from the use of the water and other resources.</p>	<p>Same timeframe as for the adoption and implementation of the generic ESMP and thereafter implemented throughout Project implementation.</p> <p>The Community Health and Safety Plans (included in the site-specific ESMPs) shall be elaborated by the Contractors, validated at national level, 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>	MNE-PCU



MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>4.3 <b>SEA AND SH RISKS</b> Prepare, consult upon, disclose, adopt and implement SEA/SH Risk Assessment and plan to assess and manage the risks of SEA and SH associated with the Project consistent with ESS4.</p>	<p>Prepare, consult upon, and disclose draft SEA/SH assessment and plan by project appraisal and finalize, adopt and disclose it no later than three months after the Project Effective Date. Thereafter, implement the SEA/SH Action Plan throughout Project implementation.</p>	<p>MNE-PCU</p>
<p>4.4 <b>SECURITY MANAGEMENT</b> Prepare, consult upon, and disclose (executive summaries of), adopt and implement security risk assessment (SRA) and security management plan (SMP) that covered the assessment and implementation 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 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>Prepare, consult upon, and disclose draft SRA and SMP by project appraisal and finalize and adopt no later than three months after the Project Effective Date. Thereafter implement the SRA and SMP throughout Project implementation.</p>	<p>MNE-PCU</p>
<p>4.5 <b>INVOLVEMENT OF THE MILITARY</b> In relation to the level of security risks in the Project area, the Recipient or Contractors (through the Recipient/PCU) might employ the services of "mission multidimensionnelle intégrée des Nations unies pour la stabilisation en Centrafrique" (MINUSCA) military forces 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 PCU and the contractors must rely on existing agreements between the Government through the Ministry of Economy and the Ministry of Defense, to request, according to the usual procedures in place, the mobilization of the MINUSCA military personnel in securing the project activities, including the workers.</p> <p>Ensure the following measures are carried out before deploying the military personnel for the provision of security to Project workers, sites and/or assets, consistent with the ESSs:</p>	<p>Carry out a, b), c), and d) before deploying military 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>	

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> <li>a. Assess and implement measures to manage the security risks of engaging military 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 such personnel;</li> <li>b. Adopt and implement standards, protocols, and codes of conduct for the selection and assignment of military forces to the Project, and screen such military 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;</li> <li>c. Provide adequate instruction and training to the military forces (or ensure that they are adequately trained), 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 areas), as set out in the Security Management Plan.</li> <li>d. Ensure that the stakeholder engagement activities under the Stakeholder Engagement Plan (SEP) include communication on the involvement of military forces in the Project;</li> <li>e. Ensure that any concerns or grievances regarding the conduct of military forces 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</li> <li>f. 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 military forces 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.</li> </ul>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p><b>RESETTLEMENT PLANS</b></p> <p>Prepare, disclose, consult upon, adopt and implement a resettlement action plan (RAP) including a Livelihood Restoration Plan (LRP) for each activity under the Project for which such RAP is needed, and consistent with ESS5.</p>	Prepare, disclose, consult upon, adopt and implement the respective RAP annexed with LRP, including ensuring that before taking possession of the land and related assets, full compensation has been provided and, as applicable, displaced people have been resettled and moving allowances have been provided. In addition, ensure that all measures planned in the Livelihood Restoration Plan shall be applied.	MNE-PCU
5.2	<p><b>GRIEVANCE MECHANISM</b></p> <p>The grievance mechanism (GM) to address resettlement related complaints should be described in the RAPs and SEP.</p>	To be operationalized prior to commencement of resettlement activities and maintained throughout Project implementation	MNE-PCU
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS</b></p> <p>ESS6 is not relevant to the project.</p> <p>All construction and rehabilitation activities with civil works will be carried out in already existing schools, there will be no disruption to the ecosystem. while the new secondary schools and teacher training institutions will be constructed in urban areas.</p> <p>Consequently, there will be no disruption to ecosystems, and the project activities will not affect biodiversity. However, the ESMP will include generic measures to address any impacts on biodiversity due to land clearing and tree removal.</p>	Throughout Project implementation.	MNE-PCU
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	<p><b>INDIGENOUS PEOPLES MEASURES</b></p> <p>Prepare, disclose, consult, adopt and implement and measures to mitigate risks to Indigenous Peoples in the generic ESMP and Stakeholder Engagement Plan, consistent with ESS7 and implement IP measures integrated in project design and Project Operations Manual.</p>	Same timeframe as the generic ESMP and SEP and once adopted, implement required actions throughout Project implementation. Implement IP measures included in project design and project operations manual throughout project implementation.	MNE-PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Continue to screen for potential adverse impacts on indigenous communities and conduct culturally appropriate meaningful consultation with indigenous communities in the Project area as part of the generic ESMP and stakeholder engagement process.	Throughout Project implementation.	
7.3	<p><b>GRIEVANCE MECHANISM</b></p> <p>The grievance mechanism to address complaints submitted by Indigenous Peoples shall be described in the SEP and based on consultation with Indigenous Peoples and Indigenous Peoples representative organizations.</p>	Same timeframe as section 10.3.	MNE-PCU
<b>ESS 8: CULTURAL HERITAGE</b>			
	This standard is not currently relevant		
<b>ESS 9: FINANCIAL INTERMEDIARIES [This standard is only relevant for Projects involving Financial Intermediaries (FIs).]</b>			
9.1	<p><b>ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS)</b></p> <p>This standard is not currently relevant.</p>		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <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>	Prepare and disclose the draft SEP by project appraisal and finalize, adopt, and disclose it no later than three months after the Project Effective Date. Thereafter implement the SEP throughout Project implementation.	MNE-PCU
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>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>	Establish the grievance mechanism within same time frame as the SEP and thereafter maintain and operate the mechanism throughout Project implementation.	MNE-PCU
<b>CAPACITY SUPPORT</b>			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>CS1 <b>Training to the PIU including E&amp;S Unit of MPH, service providers and some Contractors shall be required in the following areas:</b></p> <ul style="list-style-type: none"> <li>• ESF briefing session during the kick-off workshop and specific aspects of environmental and social assessment Implementation and monitoring of the Environmental and Social Commitment Plan (ESCP)</li> <li>• stakeholder mapping and engagement and Implementation of the Stakeholder Engagement Plan (SEP) and its monitoring &amp; evaluation framework</li> <li>• Development and implementation of Labor Management Procedures (LMP)</li> <li>• Mitigation, prevention and response on SEA/SH assessment, development and implementation of the SEA/SH Action Plan</li> <li>• Community Health and safety and security risks in project zones</li> <li>• The Project Grievance Mechanism and SEA/referral pathways</li> <li>• Development and implementation of security risks assessment and security management plan</li> <li>• Child and forced labor prohibition awareness</li> <li>• Compensation arrangements in cases of physical and economic displacement</li> <li>• Livelihoods restoration</li> <li>• HIV/AIDS, STIs and Hepatitis B control</li> <li>• Hazardous and no hazardous Waste management</li> <li>• Use and management of security forces.</li> <li>• Occupational Health and Safety</li> </ul>	<p>ESF briefing, ESCP and SEP: Within 2 (two) months after the project effective date.</p> <p>Training on other subjects: no later than three months after the project effective date and throughout Project implementation</p>	<p>MNE-PCU</p>
<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> <p>Training and capacity building for key actors, including actors at community level and local monitoring committees to ensure compliance with the implementation of environmental and social requirements,</p> <ul style="list-style-type: none"> <li>• Occupational Health and Safety including Personal Protective Equipment (PPE) and Work-site risk management</li> <li>• Occupational accident prevention</li> <li>• Hygiene, safety and environment (HSE) regulations</li> </ul>	<p>Adopt and implement a training program after the project effective date, and prior to commencement of works, and thereafter implemented quarterly throughout Project implementation</p>	<p>MNE-PCU</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> <li>•Environmental and social assessments, community health and safety, stakeholder engagement, grievance, codes of conduct, etc.)</li> <li>• ESIA/ESMP implementation</li> <li>• LMP</li> <li>• Grievance Mechanism and SEA/SH referral pathways</li> <li>• Solid and liquid waste management</li> <li>• STI/HIV AIDS sensitization</li> <li>• 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.</li> </ul>		