

**REPUBLIC OF RWANDA**



**MINISTRY OF EDUCATION**

**PROJECT:**

**RWANDA COVID-19 EDUCATION RESPONSE (GPE)  
(P174046)**

**(ADDITIONAL FINANCING TO QUALITY BASIC  
EDUCATION FOR HUMAN CAPITAL DEVELOPMENT IN  
RWANDA– P168551)**

**ENVIRONMENTAL and SOCIAL COMMITMENT  
PLAN (ESCP) – Updated version**

**April, 2020**

## **MINISTRY OF EDUCATION**

### **PROJECT: QUALITY BASIC EDUCATION FOR HUMAN CAPITAL DEVELOPMENT IN RWANDA – P168551**

#### **ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN**

1. The Ministry of Education (MINEDUC) is planning to implement the Quality Basic Education for Human Capital Development in Rwanda Project (the Project), with the involvement of the following Ministries/agencies/units: Ministry of Finance and Economic Planning, Ministry of Local Government (Districts), Rwanda Education Board, University of Rwanda-College of Education and RDB. The World Bank has agreed to provide financing for the Project.
2. The project will be delivered through three main components as agreed at the time of appraisal but recently in April 2020 an additional fourth component was added as result of the Rwanda education response action against COVID-19 Pandemic that led to closure of schools. Those components are i) Enhancing teacher effectiveness for improved student learning, ii) improving the school environment to support student learning, iii) developing institutional capacity to strengthen teaching and learning and finally iv) supporting the national COVID-19 response for continued learning, recovery, and resilience in education sector.
3. The Ministry of Education will implement material measures and actions so that the Project is implemented in accordance with the World Bank Environmental and Social Standards (ESSs). This Environmental and Social Commitment Plan (ESCP) sets out a summary of the material measures and actions.
4. In particular, the updated ESCP requires compliance with the provisions set out in the Environmental and Social Management Framework, resettlement Policy Framework, Specific Environmental and Social Impact Assessment reports, specific Environmental and Social Management Plans, Occupational Health and Safety Management plans, that will be updated or developed for the project.
5. The table below summarizes the material measures and actions that are required as well as the timing of the material measures and actions. The Ministry of Education is responsible for compliance with all requirements of the updated ESCP even when implementation of specific measures and actions is conducted by the Ministry, agency or unit referenced in 1 above.
6. Implementation of the material measures and actions set out in this updated ESCP will be monitored and reported to the World Bank by the Ministry of Education 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 implementation of the Project.
7. As agreed by the World Bank and Ministry of Education, this updated ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, the Ministry of Education will agree to the 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 Ministry of Education. The Ministry of Education will promptly redisclose the updated ESCP. Depending on the project, the updated ESCP may also specify the funding necessary for completion of a measure or action.

8. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the Ministry of Education shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts.

**QUALITY BASIC EDUCATION FOR HUMAN CAPITAL DEVELOPMENT IN RWANDA**

**ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN**

March, 2019

<i>Summary of the Material Measures and Actions to Mitigate the Project's Potential Environmental and Social Risks and Impacts</i>	<i>Timeframe</i>	<i>Responsibility / Authority and Resources/Funding Committed</i>	<i>Date of Completion</i>
<b>ESCP Monitoring and Reporting</b>			
<p><b>REGULAR REPORTING:</b></p> <p>Prepare and submit regular environmental and social monitoring reports on compliance status of the project implementation, including the additional financing, in accordance with legal agreement, including the requirements of ESCP, and ESSs.</p> <p>More elaborates aspects of monitoring and reporting will be provided in RPF and the updated ESMF.</p>	<p>Quarterly (every 3 months) and annually, throughout the project implementation.</p>	<p>MINEDUC/SPIU, Schools &amp; Districts.</p> <p>Monitoring costs to be incorporated in the overall project management costs.</p> <p>Recruitment and operation of the required staff will be financed under project management and implementation (component 3).</p>	<p>Dec 2024</p>

<p><b>INCIDENTS AND ACCIDENTS NOTIFICATION</b></p> <p>The following will be given ultimate priority:</p> <ul style="list-style-type: none"> <li>✓ Notify within 24 hours any incident or accident related to the project or that has an impact on it, and that has or could have a significant adverse effect on the environment, the affected communities, the public, or the workers included, for example, occupational accidents that could result in death or serious injury, cases of gender based violence or violence against minors, injuries, falls, vehicle accidents and electrocution.</li> <li>✓ Provide sufficient details regarding the incident or accident, and indicate immediate measures taken to address it.</li> <li>✓ A report of the incident shall be submitted, detailing summary findings of the Root Cause Analysis (RCA).</li> <li>✓ An incident register shall be maintained at all construction sites, throughout the duration of the works.</li> </ul>	<p>Any incident or accident shall be notified immediately after occurrence. Fatalities will be reported within 24 hours after occurrence.</p>	<p>Contractor; Districts MINEDUC/SPIU</p> <p>Implementation funding to be part of the EMPs budgets</p>	<p>Sep 2025</p>
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**SUMMARY ASSESSMENT**

**ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS**

<p>1.1</p>	<p><b>ORGANIZATIONAL STRUCTURE:</b></p> <p>Establish an organizational structure with qualified staff to support management of E&amp;S. Two (2) Environment and Social Specialist to be recruited at the MINEDUC/PIU level and 15 E&amp;S recruited at District level.</p> <p>Appoint focal person from MINEDUC staffs assigned to support PIU on social issues such as disability inclusion and GBV</p>	<p>The staff shall be in place 2 months before commencement of the project (August 2019)</p> <p>Maintained as necessary throughout Project implementation.</p> <p>May 2020</p>	<p>MINEDUC/SPIU, Recruitment of the requisite to be done under component 3, within the framework of funds allocate in the project budget.</p> <p>MINEDUC</p>	<p>July 1<sup>st</sup> 2019</p> <p>May 2020</p>
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1.2	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENT:</b></p> <p>Carry out specific environmental and social assessment, in accordance with existing legal instruments related to Environmental Impact Assessment, to identify and assess the specific environmental and social risks and impacts of the project and appropriate mitigation measures.</p> <p>The following have been prepared:</p> <ul style="list-style-type: none"> <li>- Resettlement Policy Framework (RPF)</li> <li>- Environmental and Social Management Framework (ESMF) (and the ESMF will be updated to accommodate the potential environmental and social risks and impacts of the AF)</li> <li>- Prepare Environment and Social Impact Assessment or Environmental and Social Management Plan (ESIA/ESMP)</li> <li>- Seek Rwanda Development Board (RDB) ESIA or ESMP clearance before the start of civil works</li> <li>- All subprojects associated with the works (new classroom construction, rehabilitation, new school construction, toilet facilities, water points etc) must be systematically screened from both environment and social standpoint.</li> </ul>	<p>Before appraisal (31<sup>st</sup> May)</p> <p>ESMF Update, May 5, 2020</p> <p>Prior to finalizing the design of subprojects. Before commencement of any civil works as appropriate</p>	<p>MINEDUC/SPIU Consultants</p>	<p>31<sup>st</sup> May 2019</p>
1.3	<p><b>MANAGEMENT TOOLS AND INSTRUMENTS:</b></p> <p>The following tools, incorporating COVID-19 pandemic management related to the AF, will be developed and implemented:</p> <ul style="list-style-type: none"> <li>- OHS management plan, including regular health screening for workers</li> <li>- Labour Management procedures</li> <li>- Site rehabilitation plan</li> <li>- Grievance management plan</li> <li>- Screen tool for all subprojects.</li> </ul>	<p>Updated in May 2020 and implemented throughout the project lifespan</p>	<p>MINEDUC/SPIU, District &amp; Schools</p>	<ul style="list-style-type: none"> <li>- Idem</li> <li>- July 1<sup>st</sup> 2019 for the first sets of construction works.</li> <li>- The rest of the</li> </ul>

				construction activities will be preceded by approved plans.
1.4	<p><b>MANAGEMENT OF CONTRACTORS:</b></p> <p>The project implementation will involve implementing partners such as districts and respective schools. To ensure coordination for successful implementation of the project, the Ministry of Education will establish measures which include, but not limited to:</p> <ul style="list-style-type: none"> <li>a) Assessment of the environmental and social risks and impacts associated with contracts of suppliers;</li> <li>b) Ascertain that implementing partners have adequate human resource with knowledge and skills to perform their project tasks in accordance with their commitments;</li> <li>c) Incorporate all relevant aspects of the ESCP into tender documents;</li> <li>d) Officially require implementing partners to apply the relevant aspects of the updated ESCP and the relevant management tools;</li> <li>e) Monitor implementing partners and their associates' compliance with their commitments;</li> <li>f) Require implementing partners to have equivalent arrangements with their subcontractors.</li> <li>g) <i>All implementing partners to have Environment and Social Staff</i></li> <li>h) <i>Ensure that GBV code of conduct are included in service providers tender documents in accordance with national laws and the bank ESF requirements.</i></li> </ul>	<p>Development of procedures: November 2019</p> <p>Implementation: whole life of the project.</p>	<p>MINEDUC/SPIU REMA Districts</p>	<p>Dec 2019</p>

1.5	<p><b>PERMIT, CONSENTS AND AUTHORIZATIONS:</b></p> <p>Obtain or assist in obtaining, as appropriate, the permits, consents and authorizations that are applicable to the Project from relevant national authorities.</p> <p>Prior to the commencement of any construction activities, the Ministry shall obtain an Environmental and Social Impact Assessment Certificate from the relevant authority; building permits from One Stop Centers in their respective District, and any necessary permits, consents and authorizations for contractors, in accordance with relevant laws.</p> <p>All suppliers of raw-materials such as sand, stones, bricks, timber and other relevant construction should be authorized sites with legal documents to operate.</p> <p>Comply or cause to comply, as appropriate, with the conditions established in these permits, consents and authorizations throughout Project implementation.</p>	<p>ESIA Certificate: before the commencement of construction works subject to ESIA;</p> <p>Other permits, consents and authorizations: before commencement of related project activities;</p> <p>Implementation and compliance: throughout the project life</p>	MINEDUC, RDB, Contractors and Districts	Throughout project implementation.
1.6	<p><b>THIRD PARTY MONITORING:</b></p> <ul style="list-style-type: none"> <li>✓ Monitoring of environmental and social hazards and their impacts on the project-affected communities and workers will continuously be monitored by Rwanda Environment Management Authority (REMA), to ensure effective compliance in accordance with ESIA conditions of approval.</li> <li>✓ Regular inspections will be done by other relevant Institutions/One stop Centers to monitor and make sure that the project is complying with national buildings codes.</li> <li>✓ Concerned local government authorities shall carry out routine monitoring and inspection to ensure comprehensive compliance in accordance with Environmental, social and health aspects of the</li> </ul>	<p>Continuous throughout the project period</p> <p>According to their plan: routine</p>	MINEDUC/SPIU, REMA, SContractors , Districts, Sectors	- Sep 2025



	project to the community.			
1.7	<i>Add other measures and actions that have been agreed, as per the specific risks and impacts of the Project (see the details of ESIA and ESMF)</i>			-
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>				
2.1	<p><b>LABOR MANAGEMENT PROCEDURES:</b></p> <p>Update the LMP to reflect the AF activities</p> <p>The labor management procedures shall be done through the following actions:</p> <ul style="list-style-type: none"> <li>- Avail information to workers regarding their terms of employment. The information will set out their rights under national labor and employment law, including their rights related to hours of work, wages, overtime, compensation and benefits;</li> <li>- Provide workers with adequate periods of rest per week, annual holiday and sick leave, as required by national law;</li> <li>- Ensure Non-Discrimination and Equal Opportunity in the project;</li> <li>- Set out measures to prevent and address harassment, intimidation and/or exploitation in human resources policies and procedures;</li> <li>- Ban the use or support of child, forced or compulsory labor.</li> <li>- Works should have signed contracts with clear terms as per the Rwanda Labor law</li> </ul>	<p>Update LMP, 07/2020</p> <p>Continuous throughout the project period</p>	<p>MINEDUC/SPIU, Contractors, Districts</p>	<p>- 30<sup>th</sup> July 2019</p>
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS:</b></p> <p>The process or procedure to receive and facilitate resolution of stakeholders' concerns and grievances regarding the environmental and social performance will respect the following:</p> <ul style="list-style-type: none"> <li>✓ The grievance mechanism will be scaled to the risks and potential adverse impacts of the project.</li> <li>✓ Where possible, grievance mechanism will utilize existing formal or informal grievance mechanisms suitable for project purposes.</li> <li>✓ The Grievance mechanism, process or procedure shall address</li> </ul>	<p>By November 2019, the GRCs should be established and operationalized</p>	<p>MINEDUC/SPIU, Contractors, Districts</p>	<p>Dec 2024</p>

	<p>concerns promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all segments of the project-affected communities, at no cost and without retribution.</p> <ul style="list-style-type: none"> <li>✓ The mechanism, process or procedure will not prevent access to judicial or administrative remedies.</li> <li>✓ The project-affected communities will be informed about the grievance process in the course of its community engagement or stakeholders' engagement activities, and will make publicly available a record documenting the responses to all grievances received;</li> <li>✓ Handling of grievances will be done in a culturally appropriate manner and be discreet, objective, sensitive and responsive to the needs and concerns of the project-affected communities.</li> </ul>			
2.3	<p><b>OHS MEASURES:</b>  Update the Occupational Health and Safety (OHS) of the parent project to reflect the activities of AF.  The relevant OHS provisions in the General EHSs will be applied to the project, and this requirement will be set out in the legal agreement and the updated ESCP.  Measures will be designed and implemented, in accordance with national law and the EHSs, to address:</p> <ul style="list-style-type: none"> <li>❖ Identification of potential hazards to project workers, particularly those that may be life-threatening;</li> <li>❖ Provision of preventive and protective measures, including modification, substitution, or elimination of hazardous conditions or substances;</li> <li>❖ Training of project workers and maintenance of training records; Documentation and reporting of occupational accidents, diseases and incidents;</li> <li>❖ Emergency prevention, preparedness and response arrangements.</li> <li>❖ Screening of community workers to mitigate the spread of</li> </ul>	<p>Update OHS 07/2020  Throughout the execution of the project.</p>	<p>MINEDUC/SPIU,  Contractors, District  Funded under the  EMPs budget</p>	<p>- Sep 2025</p>

	<p>COVID-19 on the project sites.</p> <p><b>Applicability and Approach:</b></p> <ul style="list-style-type: none"> <li>✓ Employers and supervisors are obliged to implement all reasonable precautions to protect the health and safety of workers.</li> <li>✓ The contractor will hire a technical staff capable to manage the occupational health and safety issues of their employees,</li> <li>✓ Preventive and protective measures will be introduced according to OHS management plan</li> </ul>			
2.4	<p><b>EMERGENCY PREPAREDNESS AND RESPONSE:</b></p> <p>As part of the OHS measures specified in 2.3, include measures on emergency preparedness and response, and ensure coordination with measures under 4.5.</p> <ul style="list-style-type: none"> <li>✓ Measures to address incidents will be identified and designed to prevent unanticipated incidents from injuring the health and safety of the affected community, and to minimize, mitigate and compensate for any impacts that may occur. The following measures will be put in place;</li> <li>✓ Carry out the Risk Hazard Assessment (RHA), as part of the Environmental and Social Assessment;</li> <li>✓ Prepare an Emergency Response Plan (ERP) in coordination with the relevant local authorities and the affected community.</li> </ul> <p><b><i>The emergence Preparedness and Response will include:</i></b></p> <ul style="list-style-type: none"> <li>- engineering controls (such as containment, automatic alarms, and shut-off systems) commensurate with the nature and scale of the hazard;</li> <li>- identification of and secure access to emergency equipment available on-site and nearby;</li> <li>- notification procedures for designated emergency responders;</li> <li>- Training program for emergency responders including drills at regular intervals;</li> <li>- Public evacuation procedures;</li> </ul>	<p>Prior to initiating construction. Maintained throughout Project implementation. (Sep 2025)</p>	<p>MINEDUC/SPIU, Contractors, Districts</p> <p>Funded under the EMPs budget</p>	<p>- Sep 2025</p>

	<ul style="list-style-type: none"> <li>- Designated coordinator for ERP implementation;</li> <li>- Measures for restoration and clean-up of the environment following any major accident;</li> <li>- Documentation of emergency preparedness and response activities, resources, and responsibilities.</li> </ul>			
2.5	<p><b>PROJECT WORKERS TRAINING:</b></p> <ul style="list-style-type: none"> <li>✓ Training will be provided to workers in hygiene, health and safety, sexual transmitted diseases, Gender based violence/exploitation and sexual abuse.</li> </ul>	November 2019 prior to commencement of construction, with regular site training sessions.	MINEDUC/SPIU, Contractors, Districts.	- Dec 2024
2.6	<p><i>Add other measures and actions that have been agreed, as per the specific risks and impacts of the Project (See the ESIA findings)</i></p>			
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>				
3.1	<p><b>MANAGEMENT OF WASTE AND HAZARDOUS MATERIALS:</b></p> <p>The following measures will be put in place to ensure effective management of wastes and hazardous materials, including those related to the AF activities;</p> <ul style="list-style-type: none"> <li>✓ Generation of hazardous and non-hazardous waste materials will be avoided or minimized in all possible measures;</li> <li>✓ Review and strengthen measures to control wastewater from the schools in the context of COVID-19 preparedness.</li> <li>✓ Where waste generation cannot be avoided, it will be reduced, recovered and reused in a manner that is safe for human health and the environment. Where waste cannot be recovered or reused, it be treated, destroyed, or disposed of it in an environmentally sound manner that includes the appropriate</li> </ul>	Throughout project implementation.	MINEDUC/SPIU, Contractors	- Sep 2025

	<p>control of emissions and residues resulting from the handling and processing of the waste material.</p> <ul style="list-style-type: none"> <li>✓ The existing national requirements for management of hazardous wastes including national legislation and applicable international conventions, will be abided by.</li> <li>✓ There will be no manufacture, trade and use of chemicals and hazardous materials subject to international bans, restrictions or phase-outs.</li> <li>✓ The release and use of hazardous materials will be minimized and controlled.</li> </ul> <p><b>Resource Efficiency:</b> Feasible measures (financial and technical) for improving efficiency in consumption of energy and water, as well as other resources and material inputs will be put in place.</p> <p>The production, transportation, handling, storage, and use of hazardous materials for the entire cycle of the project will be assessed through the ESIA</p>			
3.2	<p><i>Add other measures and actions that have been agreed, as per the specific risks and impacts of the Project (See the details of ESIA)</i></p>			
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>				
4.1	<p><b>TRAFFIC AND ROAD SAFETY:</b></p> <ul style="list-style-type: none"> <li>✓ The potential traffic and road safety risks to workers and potentially affected communities throughout the project life-cycle will be identified, evaluated and monitored.</li> <li>✓ The appropriate measures and plans will be identified, developed and implemented to address potential traffic and roads safety risks, including appropriate training to workers on driver and vehicle safety.</li> </ul>	<p>November 2019 prior to commencement of construction and maintain during the project timeline</p>	<p>MINEDUC/SPIU, Contractors, Districts, Schools</p>	<p>- Sep 2025</p>

	✓ The regular maintenance of project vehicles will be ensured.			
4.2	<p><b>COMMUNITY HEALTH AND SAFETY:</b></p> <ul style="list-style-type: none"> <li>✓ The potential risks and impacts of the parent project and the AF activities to the community and environment will be identified and appropriate mitigation measures will be set in the ESMF to be updated to reflect the AF activities.</li> <li>✓ Community Exposure to disease namely water borne diseases, vector borne diseases, communicable diseases and COVID-19 pandemic will be avoided or mitigated taking into consideration higher sensitivity of vulnerable groups.</li> </ul>	November 2019 prior to commencement of construction and maintain during the project timeline	MINEDUC/SPIU, Contractors, Districts	- Sep 2025
4.3	<p><b>GBV AND SEA RISKS:</b></p> <p>During development and implementation of measures and actions to assess and manage the risks of gender-based violence (<i>GBV</i>) and sexual exploitation and abuse (<i>SEA</i>), much emphasis will be put on the following</p> <ul style="list-style-type: none"> <li>✓ Prevent or mitigate risks of sexual exploitation and abuse that may result from interaction and collaboration between groups of actors</li> <li>✓ Identify and understand the risk to women and other vulnerable populations, of sexual exploitation and abuse;</li> <li>✓ In collaboration with local government and other actors in education, MINEDUC will assess the impact of COVID-19 on child sexual assault, teenage pregnancy, dropout and other GBV cases associated with school suspension and Stay-home orders resulted from COVID-19 pandemic.</li> <li>✓ Raise consciousness of boys and girls at increased risk of violence and how to report violence cases during schools' shutdown and stay-at-home orders as results of COVID-19 through use of social media, radio television and mobile sms communication</li> </ul>	<p>November 2019 prior to commencement of construction and maintain during the project timeline</p> <p>Quarter 1 of 2021</p> <p>During COVID-19 Pandemic</p>	<p>MINEDUC/SPIU, Contractors, Districts</p> <p>MINEDUC</p> <p>MINEDUC, REB</p>	<p>Sep2025</p> <p>September 2020</p> <p>July 2020</p>

	<ul style="list-style-type: none"> <li>✓ Organize awareness raising sessions and educate the workers and the community in the project site on issues of GBV/SEA, legal rights, grievance redress mechanism and referral path for victims of GBV and SEA.</li> <li>✓ SEA risks will be monitored continuously through the life of a project. If the risk of SEA is found to be increase during the course of a project, this should trigger concomitant action.</li> <li>✓ Grievance Redress Mechanisms for SEA will be strengthened and integrated to track complaints related to SEA/GBV, including a feedback system for regular and timely feedback on actions taken to respond to complaints.</li> </ul>	Monthly awareness raising campaigns through the stakeholders engagement forums such as umuganda	Districts, Sectors and MINEDUC	
4.4	<p><b>GBV AND SEA RISKS DURING PROJECT IMPLEMENTATION:</b></p> <p>The project has designed a dedicated subcomponent 2.3 aimed at addressing GBV/SEA issues under this project. Supporting gender sensitive learning environment for students (US\$ 1 million)</p>	Throughout the project	MINEDUC/PIU	Sept, 2025
4.5	<p><b>EMERGENCY RESPONSE MEASURES:</b></p> <p>Throughout the life cycle of the project, there will be continuous assessment of possible risks to the communities as it relates to emergency incidents such as the uncontrolled release of pollutants and fire, accidents, etc.</p> <p>A procedure to ensure compliance with local laws and international requirements relating to the emergency response approach, hazardous materials management, vehicle and container specifications, training of the drivers, risks associated with the transportation route will be developed.</p> <p>The emergency plans address the following aspects of emergency response and preparedness: COVID-19 pandemic mitigation related to the AF (also reflected in the updated SEP), Specific emergency response procedures, Communication strategy, Trained emergency response teams, Emergency contacts and communication</p>	November 2019 prior to commencement of construction and maintain during the project timeline	MINEDUC/SPIU, Contractors	- Sep 2025

	systems/protocols, Procedures for interaction with local and regional emergency and health authorities, Protocols for fire truck, ambulance, and other emergency vehicle services.			
4.6	<b>SECURITY PERSONNEL:</b> Not applicable to this project	Not applicable to the project	MINEDUC/SPIU, Contractors	Sep 2025
4.7	<b>TRAINING FOR THE COMMUNITY:</b> Not applicable	Not applicable	Not applicable	
4.8	<i>Add other measures and actions that have been agreed, as per the specific risks and impacts of the Project</i>			
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>				
5.1	<b>LAND ACQUISITION AND RESETTLEMENT:</b> Prepare a resettlement Policy Framework (RPF) before appraisal to guide project implementation	May 2019, before project appraisal	MINEDUC/SPIU, Districts	- Dec 2024
5.2	<b>RESETTLEMENT PLANS:</b> Develop and implement resettlement plans [RAPs] consistent with the requirements of the [RPF and] and ESS5.	Before commencement of any civil works at a site with expropriation requirement	MINEDUC/SPIU, Districts	- Dec 2024
5.3	<b>MONITORING AND REPORTING:</b> Ensure that monitoring and reporting on land acquisition and resettlement activities are conducted separately. All subproject sites will be (for additional classrooms and new schools) assessed in terms of availability of land for additional classrooms or schools and those with land acquisition requirements, ARAPs will be prepared and submitted to the bank for review and clearance before the start of any civil works on such sites.	Throughout the project life.  November, 2019	MINEDUC/SPIU, Districts	- Dec 2024
5.4	<b>GRIEVANCE MECHANISM:</b> Update and implement the arrangements for the grievance mechanism for resettlement (if established separately from the grievance mechanism under ESS10)	Update GM, May 5, 2020	MINEDUC/SPIU, Districts, contractors	- Dec 2024
5.5	<i>Add other measures and actions that have been agreed, as per the specific risks and impacts of the Project</i>			
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>				



6.1	<b>BIODIVERSITY RISKS AND IMPACTS:</b>  Not relevant at this stage			-
6.2	<i>Add other measures and actions that have been agreed, as per the specific risks and impacts of the Project</i>			
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>				
7.1	<b>INDIGENOUS PEOPLES PRESENT OR COLLECTIVELY ATTACHED TO PROJECT AREA:</b> Not applicable	Not applicable	Not applicable	
7.2	<b>INDIGENOUS PEOPLES PLAN:</b> Not applicable	Not applicable	Not applicable	
7.3	<b>GRIEVANCE MECHANISM:</b> Not applicable	Not applicable	Not applicable	
7.4	<i>Add other measures and actions that have been agreed, as per the specific risks and impacts of the Project</i> <i>See the ESA</i>	Not applicable	Not applicable	
<b>ESS 8: CULTURAL HERITAGE</b>				
8.1	<b>CHANCE FINDS:</b>  In collaboration with Rwanda Development Board (RDB) and MINISPOC, develop chance finds procedure in case valuable artefacts or culturally valuable materials are found. Such procedure will be included in all contracts relating to the implementation of the project.  Ensure relevant workers are trained in the requirements of the procedure prior to ground disturbance.	November 2019 prior to the commencement and maintain during construction	MINEDUC/SPIU, Contractors, RDB, MINISPOC, Districts	- Dec 2024
8.2	<b>CULTURAL HERITAGE:</b>  <i>Identify measures to address risks and impacts on cultural heritage.</i>  Through the environmental and social assessment, determine appropriate measures to address risks and impacts on cultural heritage, including: - retain competent professionals to assist in the identification and	Before construction on any site	MINEDUC/SPIU, Contractors, Districts	- Dec 2024

	<p>protection of cultural heritage;</p> <ul style="list-style-type: none"> <li>- ensure that internationally recognized practices for field-based study, documentation and protection of cultural heritage are implemented, including by contractors and other third parties;</li> <li>- Consult with stakeholders, and encourage them to participate in management of cultural heritage likely to be affected by the project and explore avoidance and mitigation options;</li> <li>- Consult with persons with relevant expertise to determine whether disclosure of information regarding cultural heritage required under the ESSs would compromise or jeopardize the safety or integrity of such cultural heritage.</li> <li>- In collaboration with relevant stakeholders, implement any agreed protective or recovery measures such as identified in the ESIA or other specific studies.</li> </ul>			
8.3	<i>Add other measures and actions that have been agreed, as per the specific risks and impacts of the Project</i>			
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>				
9.1	<b>ESMS:</b> Not applicable to the project	Not applicable	Not applicable	Not applicable
9.2	<b>FI ORGANIZATIONAL CAPACITY:</b> Not applicable to Rwanda's case.	Not applicable	Not applicable	
9.3	<b>SENIOR MANAGEMENT REPRESENTATIVE:</b> Not applicable	Not applicable	Not applicable	
9.4	<i>Add other measures and actions that have been agreed, as per the specific risks and impacts of the Project (see ESIA)</i>			
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>				
10.1	<b>Stakeholder Engagement Plan (SEP) PREPARATION:</b> Implement the updated Stakeholder Engagement Plan (SEP), comprising the AF activities, describing the timing and methods of engagement with the project-affected communities and other stakeholders throughout the life-cycle of the project.	SEP already updated	MINEDUC/SPIU,	- Dec 2024

	<p>The updated SEP describes the range of information to be provided to and sought from stakeholders. Main characteristics and interests of stakeholders, as well as different levels of engagement and appropriate consultation will be taken into account.</p> <p>The updated stakeholder engagement plan also includes and describes the grievance mechanism required.</p>			
<b>10.2</b>	<p><b>SEP IMPLEMENTATION:</b></p> <ul style="list-style-type: none"> <li>✓ Ensure effective information dissemination and consultations on emergency preparedness and response,</li> <li>✓ Training of local officials and key players in the project implementation as needed to implement the plan.</li> <li>✓ Establish appropriate channels of communication to maintain ongoing engagement and communicating additional information that may arise at key stages in the project cycle prior to start-up of operations, and any specific issues identified as of concern to stakeholders.</li> <li>✓ Inform stakeholders about any material changes to the project that result in additional risks and impacts of concern, specifying how those risks and impacts are being addressed and disclose an update.</li> <li>✓ Conduct survey on citizen feedback on the services provided</li> </ul>	<p>Throughout Project implementation</p> <p>Annually</p>	<p>MINEDUC/SPIU, Contractors, Districts</p> <p>MINEDUC/SPIU, District</p>	<p>- Dec 2024</p>
<b>10.3</b>	<p><b>PROJECT GRIEVANCE MECHANISM:</b></p> <p>The grievance mechanism will be updated to reflect the AF activities and will ensure reception and timely response to any complaints made about the project (including those from members of the communities, local businesses and other stakeholders) and will be the basis for developing appropriate mitigation strategies.</p>	<p>Update the GR, 05/2020</p>	<p>MINEDUC/SPIU, Contractors, Districts</p>	<p>- Dec 2024</p>

	<p>The grievance redress mechanism to be updated will include the following elements:</p> <p>(a) Modalities by which stakeholders can submit their complaints, including, but not limited to, submissions in person, by phone, text message, letters or e-mail;</p> <p>(b) A log where complaints are registered in writing, maintained as a database;</p> <p>(c) Publicly advertised service standards outlining the length of time stakeholders can expect to wait for acknowledgement, response and resolution of their complaints;</p> <p>(d) Transparency about the grievance procedure, governing structure and decision makers;</p> <p>(e) An option for moving to mediation in cases where complainants are not satisfied with the proposed resolution and as appropriate; and</p> <p>(f) An appeal process (including the national judiciary) to which unsatisfied complainants may be referred when an agreed resolution by other means has not been reached.</p>			
10.4	<i>Add other measures and actions that have been agreed, as per the specific risks and impacts of the Project (see ESIA)</i>			
<b>Capacity Support</b>				
	<b>Specify Training to be provided</b>	<b>Specify Targeted Groups and Timeframe for Delivery</b>	<b>Specify Training Completed</b>	
Use of Personal Protective Equipment (PPE)		All workers and project staff Continuous		
Emergency Preparedness and Response, including COVID-19 pandemic mitigation in relation to the AF activities.		Site Engineers and Project Manager A month prior the project commencement		
Occupational health and safety including on emergency		All workers and project staff		

prevention and preparedness and response arrangements to emergency situations.	Continuous throughout the project timeline	
Environmental Awareness	All workers and project staff Continuous throughout the project timeline	
Gender Based Violence (GBV) and Sexual Exploitation and Abuse (SEA)	Idem	
Sexually Transmitted Diseases (STDs) and other communicable diseases	Idem	
Environment and social monitoring and reporting	Environment and Social safeguards specialists	

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