

REPUBLICQUE DU CAMEROUN

Paix - Travail - Patrie

COOPERATION CAMEROUN-BANQUE
MONDIALE

MINISTERE DE LA SANTE PUBLIQUE

SECRETARIAT GENERAL

CELLULE TECHNIQUE NATIONALE DU PBF

PROJET DE PREPARATION ET DE
RIPOSTE CONTRE LA COVID-19



REPUBLIC OF CAMEROON

Peace - Work - Fatherland

CAMEROON-WORLD BANK
COOPERATION

MINISTRY OF PUBLIC HEALTH

GENERAL SECRETARIAT

PBF NATIONAL TECHNICAL UNIT

COVID-19 PREPAREDNESS AND RESPONSE
PROJECT

CAMEROON COVID-19 PREPARATION AND RESPONSE PROJECT AND ADDITIONNAL FINANCING

(CCPR + AF)

PROJET DE PREPARATION ET DE REPONSE A
LA COVID-19 AU CAMEROUN ET FINANCEMENT ADDITIONNEL

Accord de Crédit N° 6783-CM

Environmental and Social Commitment Plan (ESCP)

ESCP update in December 2021 to reflect activities under Additional Financing. Replaced September 2020
version

December 07, 2021

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Cameroon (hereinafter referred to as the Recipient) is implementing the COVID-19 Preparedness and Response Project in Cameroon (the Project) through the Ministry of Public Health. The International Development Association (hereinafter referred to as the Association) has agreed to provide additional financing for the Project (AF).
2. The Recipient shall carry out the Project (means parent project and additional financing) in accordance with the Environmental and Social Standards (ESSs). To this end, the Environmental and Social Commitment Plan (ESCP) sets out material measures and actions to be carried out or caused to be carried out by the Recipient, including the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, grievance management and the environmental and social assessments and instruments to be prepared or updated, disclosed, consulted, adopted and implemented under the ESCP and the ESSs, all in a manner acceptable to the Association. This ESCP dated December 2021 replaces the version dated September 2020.
3. Implementation of the material measures and actions set out in this ESCP shall be monitored and reported to the Association by the Recipient as required by the ESCP and the provisions of the Financing Agreement.
4. As agreed by the Association and the Recipient, this ESCP may be revised from time to time such as this case 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 Recipient shall update the ESCP to reflect the agreed-upon changes. Agreement on changes to the ESCP shall be documented through an exchange of letters signed between the Association and the Recipient. The Recipient shall promptly disclose the updated ESCP.
5. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the Recipient shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts.

MATERIAL MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
MONITORING AND REPORTING			
A	<p>PERIODIC REPORTING: Prepare and submit to the Association regular environmental and social monitoring reports providing updates on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to, stakeholders engagement activities, incident reports and grievances register.</p>	Starting from the Effective Date, every three months during Project implementation, in conjunction with the Project reports (not later than 15 days after the reporting period)	Ministry of Public Health (MoPH) through the PBF Technical Unit (CTN-PBF) established within the MoPH acting as the Project Implementation Unit (PIU).
B	<p>ACCIDENTS AND INCIDENTS: The Recipient shall notify without delay any incident or accident related to the Project that has or is likely to have significant negative impact on the environment, affected communities, the public or workers including those related to occupational accidents that could result in death or serious injury, gender-based violence (GBV), particularly sexual exploitation, abuse and sexual harassment (SEA/SH), and any COVID outbreak in the Project area. The Recipient shall provide sufficient details in a manner acceptable to the Association on such incident or accident, indicating the measures taken or that are planned to be taken without delay to address the situation and including any information made available by any contractor or service provider and by the supervising entity, if applicable. Subsequently, as per the Association's request, the PIU prepare a report detailing the summary findings and propose any measures to prevent its recurrence within 10 working days.</p>	<p>Initial notification as soon as possible after learning about the incident or accident and latest within 24 hours for those related to GBV and within 48 hours for all other incidents/accidents.</p> <p>A detail report shall be provided within a timeframe acceptable to the Association, as requested, not later than 10 days after the incident notification.</p> <p>This communication process shall be applied throughout the implementation of the Project.</p>	MoPH-CTN-PBF

MATERIAL MEASURES AND ACTIONS	TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS		
<p>1.1 ORGANIZATIONAL STRUCTURE:</p> <p>The Recipient shall maintain the Project Implementation Unit (PIU), PBF Technical Unit (CTN-PBF), set up under the Parent Project to support management of ESHS risks and impacts and to meet Project’s requirements. The E&S PIU shall consider context to implement these activities, in a manner acceptable to the Association. The PIU shall include:</p> <ul style="list-style-type: none"> • An additional social specialist with GBV expertise. • An environmental specialist and a social specialist who are already in place <p>This structure shall be maintained throughout Project’s implementation and shall be tasked with:</p> <ul style="list-style-type: none"> • The E&S staff shall be primarily responsible for the implementation of ESMF and other plans developed under the Project. • Ensuring the acquisition of Personal Protective Equipment (PPE) and establishing surveillance and rapid response teams in health facilities selected for the COVID-19 response; • Ensuring the acquisition of diagnostic kits for COVID-19 laboratory testing; • Ensuring that health workers are trained on COVID-19 clinical management, and laboratory diagnosis. <p>For better effectiveness of their actions and to improve implementation and supervision of E&S safeguards by project providers, the PIU specialists could join the national COVID-19 oversight committee chaired by Ministry of Public Health with other partners.</p>	<p>The PIU is already in place with one environmental specialist and one social specialist.</p> <p>An additional social specialist with GBV expertise shall be recruited not later than 30 days after approval of the AF so he can start working on the parent project right away</p> <p>The PIU, with key E&S staff including two existing specialists and the additional social specialist, shall be maintained throughout Project implementation.</p>	<p>MoPH-CTN-PBF</p>

MATERIAL MEASURES AND ACTIONS	TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
<p>1.2 ENVIRONMENTAL AND SOCIAL ASSESSMENT/MANAGEMENT PLANS, INSTRUMENTS AND CONTRACTORS</p> <p>a. Assess the environmental and social risks and impacts of activities in the proposed Project including the activities supported under the AF, in accordance with the Project ESMF that shall be adopted to address the activities under the AF and thereafter disclosed, consulted, and adopted for the Project; the ESSs; the Environmental, Health and Safety Guidelines (EHSs); and other relevant Good International Industry Practice (GIIP), including relevant WHO guidelines.</p> <p>b. Prepare, disclose, consult, adopt, and thereafter implement any Environmental and Social Management Plans (ESMPs), Security Management Plan (SMP) or other instrument required for each Project activity based on the assessment process, in compliance with the ESSs, the ESMF, the EHSs, other relevant GIIP including WHO guidelines on COVID-19 response (screening diagnosis and immunization), as well as relevant national frameworks in a manner acceptable to the Association, to, inter alia, ensure access to and allocation of Project benefits in a fair, equitable and inclusive manner, taking into account the needs of individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable, including, as relevant, with regards to vaccines..</p> <p>c. Incorporate relevant aspects of this ESCP, including, but not limited to the ESMF, any environmental and social management plans or other instruments, ESS2 requirements and any other required ESHS measures, into the ESHS specifications of procurement documents and contracts with suppliers and services providers. Subsequently, ensure that contractors and service providers comply with ESHS specifications in their respective contracts.</p> <p>d. Adopt procedures, protocols and/or other measures to ensure Project beneficiaries that receive vaccines under the Project do so under a program that does not include forced vaccination and is acceptable to the Association, as set out in the ESMF.</p>	<p>a. The ESMF, ICWMP and LMP have been prepared <i>after parent project effectiveness as agreed</i> and this timeline allowed opportunity to also cover AF activities. ESMF, LMP and ICWMP are under Bank clearance and will be disclosed, consulted upon and adopted by AF appraisal.</p> <p>b. Plans/instruments shall be prepared, disclosed, consulted, and adopted before the carrying out of the relevant Project activities, and thereafter implemented throughout the carrying out of such activities. If necessary a SMP will be prepared within 30 days after AF-effectiveness.</p> <p>c. The relevant ESHS measures shall be incorporated into the procurement documents before launching the procurement process for the relevant Project activities and shall thereafter complied with throughout the carrying out of such activities.</p> <p>d. Before the carrying out of the relevant Project activities, and thereafter implemented throughout the carrying out of such activities.</p>	<p>MoPH-CTN-PBF</p>

MATERIAL MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
	<p>e. Ensure that technical support provided by development partners (i.e., WHO , UNICEF , etc) in implementing certain activities (vaccines purchase, communication) is conducted in a manner acceptable to the Association and incorporate the relevant requirements of the ESSs.</p>	Throughout the Project implementation.	MoPH-CTN-PBF
1.3	<p>EXCLUSIONS: Exclude the following types of activities as non- eligible for financing under the Project:</p> <ul style="list-style-type: none"> • New Constructions • Activities likely to produce long-term, permanent and/or irreversible adverse effects (such as loss of major natural habitat); • Activities not related to the treatment of COVID-19 cases with serious adverse effects on human health and/or the environment; • ;Security forces activities. (The project does not finance security forces activities but if needed might be using the support of the security forces only transport escort in FCV areas, based on existing organization put in place by the Recipient.); • Activities likely to have significant negative social impacts and generate social conflicts; • Activities that may further disadvantage vulnerable people including women and girls and refugees/internally displaced persons; • Activities that may involve not only permanent resettlement but also any other form of resettlement or land acquisition or restriction of land use, economic displacement, or negative impact on cultural heritage; • Activities that may affect rights of indigenous people; • Every other excluded activity under the Project's ESMF. 	During the evaluation process conducted under Action 1.2.a. above.	MoPH-CTN-PBF

MATERIAL MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT :</p> <p>The Recipient shall prepare a LMP to address risks and impacts associated with activities under parent project and AF, and thereafter disclose, consult, adopt and implement the LMP in accordance with ESS 2 and applicable national law.</p> <p>The principles of the LMP shall also apply to potential contractors, their subcontractors, and primary suppliers in accordance with the relevant requirements of ESS2.</p> <p>The Project shall be implemented in accordance with all relevant ESS2 requirements including, <i>inter alia</i>,: appropriate employment conditions, non-discrimination and equal opportunity (which includes a safe working environment free from violence and sexual harassment), worker organization, prohibition of child and forced labor, occupational health and safety measures and setting out grievance arrangements for Project workers and incorporating labor requirements into the ESHS specifications of the procurement documents. Similarly, any technical consultants hired by the Project shall also be subject to these standards in a manner acceptable to the Association.</p>	<p>LMP covering both parent project and AF activities will be adopted and disclosed by AF-appraisal.</p> <p>This plan will be implemented throughout Project implementation and should be revised as more information becomes available.</p>	MoPH-CTN-PBF
2.2	<p>GRIEVANCE REDRESS MECHANISM FOR PROJECT WORKERS:</p> <p>The Recipient shall establish and maintain throughout Project implementation a Grievance Redress Mechanism (GRM) for Project workers. This mechanism shall be well defined in the LMP and SEP. It shall comply with ESS 2 as well as applicable national laws as set out in the Labor Code and in the Civil Code. The GRM shall be available to all (direct and contract workers, subcontractors) and shall address all issues related to labor and working conditions, including conditions of employment; non-discrimination and equal opportunities; workers' organizations/unions; child labor; forced labor; harassment (sexual or else) and other complaint relating behaviors.</p>	<p>The GRM shall be operational before the recruitment of workers for the Project. The mechanism will be maintained throughout Project implementation.</p>	MoPH-CTN-PBF

MATERIAL MEASURES AND ACTIONS	TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT		
<p>3.1. WASTE AND HAZARDOUS MATERIALS MANAGEMENT :</p> <p>Relevant aspects of this standard shall be considered, as needed, under action 1.2 above, including, inter alia, measures to: carry out the purchase, storage, transportation and handling of vaccines (including, ultra-cold chain management) in a safe manner and in accordance with the EHSGs, and other relevant GIIP including relevant WHO guidelines; and adequately manage and dispose of health care wastes (including, vaccines) and other types of hazardous and non-hazardous wastes.</p> <p>Accordingly, the Recipient shall develop and implement measures and actions to manage waste and hazardous materials and ensure that these are clearly defined in the ICWMP prepared as an annex of ESMF, consistent with ESS 3 and regulatory provisions described in the applicable national law including <i>inter alia</i> :</p> <ul style="list-style-type: none"> o measures relating to collection, packaging, transportation, disposal/destruction of sanitary and biomedical waste in compliance with ESS3 and regulatory provisions; and measures relating to vaccination waste in large quantities and measures to address the current low capacity of health units. 	<p>The ICWMP has been produced in the same timing with ESMF and will be adopted and disclosed by Project AF-appraisal.</p> <p>These measures and actions will be maintained throughout implementation of the Project.</p>	<p>The MoPH with the support of the environmental services, laboratories and waste management private or public companies approved and retained by the Project.</p>
<p>3.2. RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>The Recipient shall adopt and implement measures for resource efficiency and the prevention and management of pollution consistent with ESS3.</p> <p>Specific measures shall be taken to preserve the environment during incineration activities and management of remaining doses of antigens. Project logistics (cold chain equipment's rehabilitation of storage places; PPE used by the staffs, as well as selection of the incinerators to be used during the project for wastes treatment) should comply with environmental standards. The choice of cold chain equipment's should be made in compliance with international conventions on the production of greenhouse gases. Rehabilitation activities like the upgrading of the central storage to keep the vaccines safely shall cause less harm to people and the environment</p>	<p>Not later of Effective Date. <i>(Same schedule with ESMPs-sites specific preparation and implementation).</i></p> <p>These measures and actions will be maintained throughout Project implementation.</p>	<p>The MoPH with the support of the environment services, laboratories and waste management companies approved and retained by the Project.</p>

MATERIAL MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1.	<p>COMMUNITY HEALTH AND SAFETY: Relevant aspects of this standard shall be considered, as needed, under action 1.2 above including, inter alia, measures to: minimize the potential for community exposure to communicable diseases ; establish and implement appropriate quality management systems to manage the risks and the impacts that services provided and activities carried out under the Project may have on community health and safety; manage the risks of the use of security personnel; manage the risks of labor influx; manage traffic risk accidents during vaccine deployment and prevent and respond to sexual exploitation and abuse, and sexual harassment.</p> <p>These measures are specified under the ESMF and its annexes ICWMP and LMP.</p> <ul style="list-style-type: none"> • 	<p>During Before the works begin.</p> <p>These measures and actions shall be maintained and implemented throughout Project implementation.</p> <p>ESMF annexes shall be prepared/updated, disclosed, consulted, adopted, and implemented in accordance with the ESMF timeframe indicated in Section 1.2 above.</p>	<p>The MoPH with the support of the Ministry of Environment</p>
4.2.	<p>RISKS OF GENDER-BASED VIOLENCE (GBV), SEXUAL EXPLOITATION AND ABUSE, AND SEXUAL HARASSMENT (SEA/SH):</p> <ul style="list-style-type: none"> • the Recipient shall develop and implement risk assessment of GBV and SEA/SH and identify mitigations measures and actions in accordance with ESS4. • Assess GBV service providers and protective referral pathways in the Project-affected communities using good practice standards of care, identify gaps and propose gap filling measures including preparing a strategy for service provision. • The risk of prejudice or discrimination toward individuals or groups in providing access to development resources and project benefits, particularly in the case of those who may be disadvantaged or vulnerable, including risks related to SEA/SH are to be taken into consideration. • The Recipient shall prepare, adopt and disclose a “SEA/SH Prevention and Response Action Plan” 	<p>Before the start of the work.</p> <p>These measures and actions shall be maintained throughout Project implementation.</p>	<p>The MoPH – CTN-PBF</p>

MATERIAL MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
4.3.	<p>USE OF MILITARY OR SECURITY PERSONNEL:</p> <p>The project does not finance security forces activities but if needed might be using the support of the security forces only for transport escort in FCV areas, based on existing organization put in place by the Recipient.</p> <p>The use of security forces by the Recipient may be required only to ensure the transportation and guided by the principles of proportionality and GIIP, and by applicable law, rules of conduct, training. The following measures shall be adopted, to ensure that the engagement of security or military personnel is carried out in accordance with the ESSs:</p> <ol style="list-style-type: none"> a. Assess the risks and impacts of engagement of the security or military personnel, as part of the assessment referred to in action 1.2 b. Adopt and enforce standards, protocols and codes of conduct for the selection and use of security or military personnel, and screen such personnel to verify that they have not engaged in past unlawful or abusive behavior, including sexual exploitation and abuse (SEA), sexual harassment (SH) or excessive use of force; c. Ensure that the stakeholder engagement activities under the Stakeholder Engagement Plan (SEP) include a communication strategy on the involvement of security or military personnel under the Project; d. Ensure that any concerns or grievances regarding the conduct of security or military personnel are received, monitored, documented (considering the need to protect confidentiality), resolved through the Project's grievance mechanism (see action 10.2 below) and reported to the Association no later than 03 days after being received. 	<p>a) Assessment carried out in the same timeframe than action 1.2 a) above and any required measures shall be adopted before deploying security or military personnel under the Project and thereafter implemented throughout Project implementation.</p> <p>b), c) and d) before deploying security or military personnel under the Project and thereafter throughout Project implementation.</p> <p>e) and f) as set out under actions 10.1 and 10.2 respectively.</p> <p>[g) within the timeframes requested by the Association.</p>	<p>MoPH-CTN-PBF Project Coordination Team for security personnel.</p> <p>Contractors who hire security personnel who may come into contact with Project-affected persons and Project workers.</p>

MATERIAL MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
4.4.	<p>TRAINING FOR THE POPULATIONS:</p> <p>Conduct training sessions for local populations to increase risk awareness and mitigate the effects described in this section (see 4.1, 4.2, and 4.3 for these risks). These trainings shall cover all populations located in the Project influence area, including those receiving or not receiving the vaccine and other Project benefits as relevant.</p> <p>These trainings could cover including but not limited to:</p> <ul style="list-style-type: none"> • HIV-AIDS/STI/GBV/SEA/SH • Child labor awareness and prevention • Community grievance redress mechanism as described in the SEF/ ESMF/ Framework for Addressing Gender-Based • strategy on the involvement of security or military personnel 	<p>During project implementation.</p> <p>Hold regular training/skill upgrading sessions throughout Project implementation</p>	<p>MoPH-CTN-PBF with the support of all stakeholders supporting CTN.</p>
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
	Not relevant.		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
	<p>Not currently relevant</p> <p>The Project is not expected to support any activities that might jeopardize the integrity of biodiversity or living natural resources as the Project activities will take place in existing premises.</p> <p>However, on the production of wood products for upgrade of health facilities, the Recipient shall consider only suppliers with no history of disrespect /damage to biodiversity and living natural resources. Therefore, the ESMF shall include a procurement procedure that ensure that due diligence is completed for all Project suppliers in a manner acceptable to the Association.</p>	<p>The relevant measures shall be incorporated into the procurement documents before launching the procurement process for the relevant Project activities and shall thereafter complied with throughout the carrying out of such activities.</p>	<p>MoPH-CTN-PBF</p>
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			

MATERIAL MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
7.1	<p>MEASURES FOR INDIGENOUS PEOPLES: The Project shall be carried out in accordance with the applicable requirements of ESS7, including, inter alia: (i) ensuring that the Stakeholder Engagement Plan (SEP) includes meaningful consultations with indigenous peoples throughout Project implementation; (ii) implementing procedures, protocols and/or other measures to ensure that indigenous peoples have access to Project benefits in an fair, equitable, inclusive and culturally appropriate manner, including, as relevant, with regards to vaccines, as set out in the ESMF and the SEP; and (iii) implementing measures to ensure that indigenous peoples are able to access the Project's grievance mechanism in a culturally appropriate manner.</p>	Throughout Project implementation.	MoPH-CTN-PBF
7.2	<p>INDIGENOUS PEOPLES PLANS</p> <p>If IP/SSAHUTLC are subject to quarantine provisions/policies, site-specific Indigenous Peoples' Plans shall be prepared, disclosed, consulted, adopted, and then implemented in accordance with ESS7, the ESMF and SEP and in a manner satisfactory to the Bank.</p> <p>If IP/SSAHUTLC are affected by the national COVID vaccination program, the Recipient shall ensure that their specific cultural needs are considered and addressed consistent with ESS7 and in a form satisfactory to the Bank (respect of their culture and mobilization of sufficient funds). To ensure this, the formal CTN Indigenous Peoples Plan will be actualized to reflect these aspects.</p>	<p>Throughout Project implementation.</p> <p>The existing IPP of health sector is under review by the PIU and will be redisclose earlier AF implementation, not later than 30 days after project activities started. The IPP will be update every 6 months as well as SEP.</p>	MoPH-CTN-PBF
ESS 8: CULTURAL HERITAGE			
	Relevant aspects of this standard shall be considered, as appropriate, under Action 1.2 above.		
ESS 9: FINANCIAL INTERMEDIARIES			
	Not relevant.		

MATERIAL MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
NES 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN</p> <p>Update, disclose, consult, adopt, and thereafter implement the Stakeholder Engagement Plan (SEP) for the Project consistent with ESS 10, in a form and substance satisfactory to the Association, 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> <p>The <u>SEP</u> includes measures to address the special needs of indigenous peoples in accordance with the provisions included in the ESMF and reflected in the SEP.</p> <p>The COVID19 National Response Plan is made available to all Project stakeholders.</p>	<p>A Stakeholder Engagement Plan has been prepared to reflect all activities and shall be cleared by the Association and disclosed by AF Project appraisal.</p> <p>The SEP shall be continuously updated as needed during Project implementation.</p>	MoPH-CTN-PBF
10.2	<p>GRIEVANCE MECHANISM:</p> <p>Accessible grievance mechanisms shall be updated, publicized, maintained and operated to receive and facilitate the resolution of Project-related concerns and complaints, 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 compliance with ESS 10, in a manner acceptable to the Association.</p> <p>a. This updated Grievance mechanism will take into account activities under the additional financing which has been finalized, made public along with the SEP in annex.</p> <p>b. Stakeholder consultations under the Project shall continue with the support of the National COVID-19 Oversight Committee and with parties affected by the Project throughout Project implementation as necessary.</p> <p>c. The grievance mechanism shall also receive, record, and address concerns and complaints related to GBV and SEA/SH in a safe and confidential manner, including through the referral of survivors to gender-based violence service providers.</p> <p>d. as the grievance mechanism shall also receive, register and address complaints related to unintended health consequences resulting from immunization, particularly those resulting in Adverse Effects Following Immunization (AEFI).</p>	<p>The Project grievance mechanism shall be updated and adequately resourced by project AF appraisal and shall be maintained throughout the Project implementation.</p>	MoPH-CTN-PBF

MATERIAL MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
CAPACITY SUPPORT & TRAINING			
CS1	<p>An inventory of training for different Project stakeholders, PIU, suppliers, contractors and workers needs shall be prepared. Based on inventory results, an action plan shall be developed to meet identified needs. Based on inventory and other action plans, seminars or workshops, training courses, training sessions shall be organized under the Project.</p> <p>Trainings provided shall include, inter alia:</p> <ul style="list-style-type: none"> • Health personnel training on COVID-19 clinical management, and laboratory diagnosis; • Training on infectious care wastes and associated management plan; • Training on the use of Personal Protective Equipment (PPE) for surveillance and rapid response teams, laboratory personnel and health workers (<i>medical masks, N95/FFP2 "respirators", "examination, surgery and decontamination" gloves, "eye protection" glasses and face shields, medical gowns</i>); • Training on GBV and SEA/SH prevention and child protection protocols awareness, and other communicable diseases; • Training on occupational health and safety. <p>Other training topics for staff involved in Project implementation shall include, but not be limited to:</p> <ul style="list-style-type: none"> • Risk management associated with vaccination for infection prevention and control; • Clinical Adverse Reaction Management ; • Management (storage, handling, etc.) of vaccines ; • Immunization Information and Awareness Techniques ; • Risk communication and community engagement; WHO guidelines on COVID-19 management, including vaccination. 	<p>A comprehensive training plan shall be prepared not later than 60 days after the Effective Date. It shall be implemented throughout Project implementation.</p>	<p>MoPH-CTN-PBF</p>