

**Ministry of Basic and Secondary School  
Education (MBSSE)**

**FREE EDUCATION PROJECT UPDATED FOR  
GPE COVID-19 EDUCATION EMERGENCY  
PROJECT**

**[P174858]**

**[Revised]**

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

**[August 26, 2020]**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Ministry of Basic and Secondary School Education (MBSSE) of Sierra Leone will implement the FREE Education Project (the Project) which is financed by the International Development Association. The Project will be co-financed from a Global Partnership for Education (GPE) COVID-19 grant to support COVID-19 education emergency response. The International Development Association hereinafter the Bank/the Association has agreed to provide financing for the Project.
2. The MBSSE 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.
3. Where the ESCP refers to specific plans or other documents, whether they have already been prepared or are to be developed, the ESCP requires compliance with all provisions of such plans or other documents. In particular, the ESCP requires compliance with the provisions set out in the Environmental and Social Management Plan and Resettlement Action Plan that have been developed for the Project and updated for the GPE COVID 19 Education Emergency Response Project.
4. The table below summarizes the material measures and actions that are required as well as the timing of the material measures and actions. MBSSE is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Ministry, agency or unit referenced in 1. above.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Bank/Association by MBSSE as required by the ESCP and the conditions of the legal agreement, and the Bank/Association will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the Bank/Association and MBSSE, this 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, MBSSE will agree to the changes with the Bank/Association 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 Bank/Association and the MBSSE. The MBSSE will promptly disclose the updated ESCP. Depending on the project, the ESCP may also specify the funding necessary for completion of a measure or action.
7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the MBSSE shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include environmental, health, and safety impacts, labor influx, gender-based violence.



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>MBSSE shall establish an Environmental and Social Management and Reporting System and will prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project. The report will among others include (i) status of implementation of the ESCP; (ii) status of preparation and implementation of E&amp;S documents required under the ESCP (iii) stakeholder engagement activities and functioning grievances mechanism and log (iv) conditions, if any, which interfere or threaten to interfere with the implementation of the ESCP; (iii) corrective and preventive measures taken or required to be taken to address such conditions</p>	<p><i>Quarterly throughout project implementations</i></p>	<p><i>MBSSE, through the FREE Education Project Secretariat will be responsible for funding and submitting ESHS performance report for review, discussion and agreement with the Bank</i></p>
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>The contractor, through the secretariat, will promptly notify the Bank of any incident or accident related or having an impact on the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers including situations of fatalities or serious bodily harm and incidents of Gender Based Violence. The report will include full detail of the incident or accident, indicating immediate measures taken to address it, and include information provided by any contractor and supervising entity, as appropriate. Incidents and accidents include kidnapping, GBV, communicable diseases, violence, fatalities, infections, all fires, and occupational injuries. Subsequently, as per the Bank’s request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>	<p><i>Submission to the Bank should take place within 48 hours and no later than 72 hours after occurrence of the incident or accident.</i></p>	<p>Project Contractors will be responsible for submitting incident/accidents reports to the FREE Education Project Secretariat of MBSSE</p> <p>FREE Education Project Secretariat of MBSSE will submit incident reports to the Bank</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
C	<p><b>CONTRACTORS MONTHLY REPORTS</b> contractors shall provide monthly monitoring reports to the FREE Education Project Secretariat of MBSSE. Such reports will be consolidated and submitted to the Bank as part of the project's quarterly reports. However, upon request, such monthly reports would be submitted to the Bank</p> <p>Project will also conduct ESMP audit 3 months before completion of civil works.</p>	<p><i>Quarterly throughout project implementations</i></p> <p><i>ESMP Audit done 3 months before completion of works</i></p>	<p>Project Contractors will be responsible for monthly reports to the FREE Education Project Secretariat of MBSSE</p> <p>FREE Education Project Secretariat of MBSSE will submit reports to the Bank</p>
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b> FREE Education Project Secretariat of MBSSE shall establish an EHS unit and recruit qualified E&amp;S experts (Environmental Specialist, social and Gender Specialist) to support management of E&amp;S risks.</p> <p>The Secretariat E&amp;S Specialists at the national level will be supported by Environment and Social Officers at the Regional and District levels to implement the project. This structure will be maintained throughout Project implementation.</p> <p>The FREE Education Project Secretariat shall establish an Environmental and Social Management information and Reporting System.</p>	<p><i>The FREE Education Project Secretariat of the MBSSE with E&amp;S Specialists will be set up prior to commencement of the project activities and maintained throughout project implementation.</i></p>	<p>The MBSSE/FREE Education Project are responsible for funding the setting up and operations of the EHS Unit</p>
1.2	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENT</b> Subprojects will be screened for Environmental and Social risks and impacts as per the procedures outlined in the updated ESMF as intervention sites are identified. Based on the screening results, detailed environmental and social assessments may be conducted and accompanied by the relevant Environmental and Social Management Plans (ESMPs) in a manner acceptable to the Bank to address any risks identified during the process. The ESMP will include the assessment of GBV risks and impacts on vulnerable and disadvantaged groups or individuals.</p>	<p><i>Prior to commencing of the relevant Subprojects activities.</i></p>	<p>FREE Education Project Secretariat of MBSSE to supervise the preparation of ESF documents. Funding for consultancy services shall be covered by the FREE Education Project</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.3	<p><b>MANAGEMENT TOOLS AND INSTRUMENTS</b></p> <p>a. Develop, adopt, disclose and implement an Environmental and Social Management Framework (ESMF), Resettlement Policy Framework (RPF), Stakeholder Engagement Plan (SEP), Environmental and Social Commitment Plan (ESCP), and Labor Management Procedure satisfactory to IDA.</p> <p>b. Develop sub Subprojects Screening Forms and Impacts Checklist Forms as part of the ESMF to be used to screen all sub-project to determine requirement for follow ESHIA, ESMPs, RAPs etc</p> <p>c. Prepare, disclose, adopt and implement ESMPs and Resettlement Action Plan required for the respective sub-project activities based on the assessment process in accordance with the ESSs, the ESHGs, the World Bank interim guidance for construction and stakeholder Engagement during COVID-19, Good practice note on SEA/SH in civil works and other relevant Good International Industry Practice (GIIP) including WHO guidelines on COVID-19 prevention.</p> <p>d. Secure environmental permits for all new construction and rehabilitation under the FREE Education Project and COVID 19 Education Emergency Response Project.</p>	<p>a. <i>The ESCP and SEP will be completed prior to project appraisal while the ESMF and RPF will be updated 30 days after project effectiveness</i></p> <p>b. <i>Screening will be conducted immediately sub-project locations are identified and before carrying out of such activities</i></p> <p>c. <i>Before launching the procurement process for the relevant Project activities</i></p> <p>d. <i>before carrying out of the relevant project activities.</i></p>	<p>a. MBSSE/ through consultants / funding from the Project budget</p> <p>b. MBSSE/ through E&amp;S specialists</p> <p>c. MBSSE/ through consultation.</p> <p>d. MBSSE/ consultant/ contractor/ funding from project budget</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.4	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>MBSSE shall manage contractors and subcontractors through ESHS specification into procurement documents and contracts and thereafter, supervise compliance. These shall include but not limited to: Relevant requirements are included in contracts and subcontracts (reflecting ESSs and ESCP);</p> <ul style="list-style-type: none"> <li>• Codes of conduct (CoC) are required of contractors and subcontractors and their workers to prohibit sexual harassment and exploitation and training of workers on their obligations under the CoC.</li> <li>• Contractor to prepare a costed GBV Action Plan as part of the contractor ESMP.</li> <li>• Preparation of a contractor ESMP (C-ESMP) that is costed, with sufficient budget to mitigate E&amp;S risks</li> <li>• Monitor Contractor commitment and compliance</li> <li>• Ensure contractors provide details on contractor’s oversight on environmental, social, health and safety (ESHS) performance</li> <li>• Contractor to develop a grievance redress mechanism to handle concerns of their employees</li> <li>• MBSSE has developed a Labor Management Procedure Which Contractors shall update into a plan and comply with during Implementation.</li> <li>• Incorporate ‘Universal Design Requirements’ into the design of schools’ WASH facilities.</li> </ul>	<p><i>Prior to launching procurement process and prepared together with C-ESMP before commencement of civil works. Supervise contractors throughout Project implementation].</i></p>	<p>MBSSE /FREE Education Project Secretariat, E&amp;S specialists, procurement officer. Funding from the project budget.</p>
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.1	Update and implement the Labor Management Procedures (LMP) that have been developed for the parent Project. The LMP set out the way in which project workers will be managed, in accordance with the requirements of Sierra Leone national law and ESS 2. The LMP will address the way in which ESS2 will apply to different categories of project workers including through, inter alia, implementing adequate occupational health and safety, setting out grievance arrangements for project workers and requirements for third parties to manage their workers. The LMP will be referenced in the ESHS specifications of the procurement documents with requirements for contractors to update into a Plan during implementation and comply with its requirement.	<i>Throughout Project implementation].</i>	MBSSE/ E&S specialists shall ensure that the selected contractor meets these requirements
2.2	<b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b> The contractor shall Establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2. And shall be approved by the FREE Education Project Secretariat of MBSSE and the Bank	<i>grievance mechanism operational prior to recruitment of Project workers and maintained throughout Project implementation.</i>	MBSSE shall ensure that the mechanism is in place before recruitment of staff is conducted by contractor;
2.3	<b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b> Contractors working on the Project shall develop and implement approved occupational, health and safety (OHS) plan/measures. The OHS plan shall include guidelines provided in WHO country and technical guidance – COVID-19 documents for the prevention of the transmission of the COVID 19 infection. The contractor shall conduct their activities in observance of GoSL’s directive and policy on COVID 19.  Contractor’s Health and safety officer and MBSSE E&S specialists shall train/orient employees of Project Contractors on various aspects of OHS relevant to the project.  Emergency Preparedness and Response (EPR) measures shall be incorporated in the OHS measures guideline as part of subproject screening ESIA/ESMPs prior to commencement of works. The EPR shall also be guided by COVID 19 preparedness and response by the project team and contractor.	<i>Prior to initiating construction, and implemented throughout Project life</i>	MBSSE/ FREE Education Project Secretariat / E&S Specialists/ Contractors



MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p><b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> [the relevance of ESS3 is established during the ESA process. ESS3 may require the adoption of specific measures to cover energy, water and raw materials use, management of air pollution, hazardous and nonhazardous wastes, chemicals and hazardous materials and pesticides. Depending on the project, these measures may be set out in an E&amp;S document (e.g. ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or a separate action. Indicate whether ESS3-related measures are covered under an existing document or as stand-alone actions. See <a href="#">examples below</a>].</p>		
<p>3.1 <b>E-WASTE MANAGEMENT PLAN:</b> a standalone E-waste management plan will not be required. However, the project Contractors shall develop and implement a general waste management plan including any hazardous materials and chemicals. The plan would be annexed to the ESMP.</p>	<p><i>Wastes management plan as part of ESMP and applied throughout Project implementation.</i></p>	<p>Contractor/ MBSSE FREE Education Project Secretariat/ Project Environmental specialist. funding covered by the project</p>
<p>3.2 <b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT:</b> Resource efficiency and pollution prevention and management measures will be covered under the ESMP to be prepared under action 1.3 above.</p>	<p><i>Same timeframe for the preparation and implementation of the ESMPs]</i></p>	<p>Contractor/ MBSSE FREE Education Project Secretariat/ Project Environmental specialist. funding covered by the project</p>
<p><b>ESS 4: COMMUNITY HEALTH AND SAFETY</b> [the relevance of ESS4 is established during the ESA process. As with ESS3, ESS4 may require the adoption of specific measures that may be set out in an E&amp;S document (e.g. ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or a separate action. Indicate whether ESS4-related measures are covered under an existing document or as stand-alone actions. See <a href="#">examples below</a>].</p>		
<p>4.1 <b>TRAFFIC AND ROAD SAFETY:</b> Project Contractors shall be required to develop and implement measures and actions in the sub project ESMPs to assess and manage traffic and road safety risks.</p>	<p><i>Same timeframe for the preparation and implementation of the ESMPs and Maintained throughout Project implementation.</i></p>	<p>MBSSE/ FREE Education Project Secretariat / E&amp;S Specialists/</p>

<p>4.2</p>	<p><b>COMMUNITY HEALTH AND SAFETY:</b> The Project ESMF shall guide the Contractors to develop and implement adequate measures and actions to assess and manage specific risks and impacts to the community and beneficiary schools arising from project activities. These will include, inter alia, measures to: minimize the potential for community exposure to communicable diseases, accidents and pollution; prevent and respond to sexual exploitation and abuse, and sexual harassment; and protection of individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable, have access to the development benefits resulting from the Project. Contractors measures, and work methods shall be validated by the local authorities and SMCs and approved by the FREE Education Project Secretariat MBSSE.</p> <p>The CHS plan shall include guidelines provided by WHO and GoSL’s directives on the prevention of community transmission of COVID-19. The contractor shall conduct their activities in such a manner as to ensure that their workers do not become the source or means of transmission of COVID infection in communities. Workers shall be screened for the disease as part of the recruitment process.</p>	<p><i>Prior to project implementation and staff recruitment. Maintained throughout Project implementation.</i></p>	<p>MBSSE/ FREE Education Project Secretariat / E&amp;S Specialists/ shall ensure that the document is approved and available prior to project implementation activities as well as supervise implementation of the CHS by the contractor</p>
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<p>4.3</p>	<p><b>GBV AND SEA RISKS:</b> [For projects with a moderate, substantial, or high prevalence of GBV risk]</p> <p>the contractor shall develop and implement a well costed SEA/H action Plan and strictly abide by the measures provided.</p> <p>Project to hire a local non-governmental organization (NGO) to assist in SEA/H response including supporting the design of SEA/H sensitive GRM, training and awareness raising on SEA/H for the local communities and MBSSE, ensure that care seeking behaviors and knowledge of how and where to report SEA/H cases are known and support survivors to receive appropriate support services (medical/physical-social counseling and legal aid as agreed with the survivor).</p> <p>Prepare, adopt, and implement a stand-alone Gender-Based Violence Action Plan (GBV Action Plan), to assess and manage the risks of gender-based violence (GBV) and sexual exploitation and abuse (SEA).</p>	<p><i>Submit the GBV (SEA/H) Action Plan for the Bank’s approval as part of ESMP. Once approved, the GBV Action Plan is implemented throughout Project implementation.</i></p> <p><i>services of the NGO (service provider) sought prior to contractor mobilization. Maintained throughout Project implementation</i></p>	<p>MBSSE/ FREE Education Project Secretariat / project E&amp;S Specialists/ Contractors. Funding as part of project cost</p>
<p>4.4</p>	<p><b>GBV AND SEA RISKS DURING PROJECT IMPLEMENTATION:</b> SEA/H action plan will be required by the contractor as part of C-ESMP with adequate funding for implementation.</p>	<p><i>Monitoring of compliance to contractor GBV Action Plan throughout project implementation</i></p>	<p>MBSSE/ FREE Education Project Secretariat / project E&amp;S Specialists/ Contractors/ GBV service provider. Funding as part of contractor cost for ESMP implementation</p>
<p>4.4</p>	<p><b>SECURITY PERSONNEL:</b> The project will not involve the use of security forces in its interventions. However, the contractor shall not engage in activities that may impede the operations of the Emergency Operations Center (EOC) or the security forces that are implementing the GoSL’s COVID 19 emergency preparedness and response under the current State of Public Health Emergency. The contractor shall observe all national laws, directives, regulations, lockdowns or curfews instituted by GoSL.</p>	<p><i>Security measures will be observed throughout the State of Public Health Emergency</i></p>	<p>MBSSE/ FREE Education Project Secretariat / project E&amp;S Specialists/ Contractors.</p>

**ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT** [the relevance of ESS5 is established during the ESA process. If during Project preparation, it is determined that resettlement documents need to be prepared, this should be reflected in the ESCP. See [examples](#) below]

5.1	<p><b>RESETTLEMENT PLANS:</b> The Project has prepared and disclosed a Resettlement Policy Framework (RPF). The RPF will be updated to reflect the AF component. Thereafter, the project shall prepare, adopt, and implement resettlement plans (RAPs) as may be required when sub-project locations are identified in accordance with ESS 5 and consistent with the requirements of the Resettlement Policy Framework (RPF). The project shall implement the respective RAPs before carrying out the associated activities, in a manner acceptable to the Bank.</p> <p>Project will also conduct RAP completion audit following completion of RAP implementation and ESMP audit 3 months before completion of civil works.</p>	<p><i>RPF updated 30 days after project effectiveness. Follow up RAPs submitted for the Bank's approval before initiation of procurement activities for civil works that involve land acquisition and resettlement and, once approved, implemented prior to commencing Project activities.</i></p> <p><i>RAP completion audit done after RAP implementation</i></p>	<p>MBSSE/ FREE Education Project Secretariat / project E&amp;S Specialists/ will ensure that the RAP has been done consistent with ESS 5 before mobilization of contractor</p>
5.2	<p><b>GRIEVANCE MECHANISM</b></p> <p>A Grievance Redress Mechanism (GRM) is being developed as part of the ESMF, RPF and SEP and will be completed before commencement of project activities. The GRM will incorporate existing GRM systems in place at the MBSSE and the local level.</p>	<p><i>Prior to commencement of project activities and maintained implementation</i></p>	<p>MBSSE shall ensure a GRM has been set up and is being implemented before mobilization of contractor</p>
<p><b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b> [the relevance of ESS6 is established during the ESA process. As with other ESSs, ESS6 may require the adoption of specific measures that may be set out in an E&amp;S document (e.g. ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or a separate action. Indicate whether ESS6-related measures are covered under an existing document or as stand-alone actions. See <a href="#">examples</a> below].</p>			

6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS:</b> The project will screen subproject activities using the screening tool developed under the ESMF to determine potential biodiversity risks and impacts and make recommendations.</p> <p>Sites within one (1) kilometre radius of natural and critical habitats or environmentally sensitive areas shall be declared ineligible for construction during the screening and site selection Work shall not be carried out in sensitive ecosystems/habitats/species, such as protected areas, forests, wetlands and IUCN listed species to avoid elaborate offsets and project delays.</p> <p>The Project will also consider the views, roles, and rights of groups, including local NGOs and local stakeholder communities, and involve such in planning, designing, implementing, monitoring, and evaluating the project. Involvement may include identifying appropriate conservation measures, managing protected areas and other natural habitats, and monitoring and evaluating specific actions.</p>	<i>Prior to commencing sub-project activities</i>	MBSSE/ FREE Education Project Secretariat, E&S specialist. <i>funding from project budget</i>
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b> [See examples of possible actions below, if determined that ESS7 is relevant].			
7.1	<b>INDIGENOUS PEOPLES PLAN:</b> currently not relevant under this project	N/A	
7.2	<b>GRIEVANCE MECHANISM:</b> N/A	N/A	
<b>ESS 8: CULTURAL HERITAGE</b> [the relevance of ESS6 is established during the ESA process. As with other ESSs, ESS6 may require the adoption of specific measures that may be set out in an E&S document (e.g. ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or a separate action. Indicate whether ESS8-related measures are covered under an existing document or as stand-alone actions. See <a href="#">examples</a> below].			
8.1	<p><b>CHANCE FINDS:</b> The contractor shall implement a Chance Find procedure in line with the ESMF/ESMP in preparation for any 'chance' or accidental finds during the project.</p> <p>In the event of a find, the Monuments and Relics Commission (MRC) that is entrusted with the protection of cultural heritage in Sierra Leone shall be contacted.</p>	<i>Prior to the Commencement of Works as part of the sub project screening and Site Selection</i>	FREE Education Project Secretariat MBSSE/ Contractors

<b>ESS 9: FINANCIAL INTERMEDIARIES</b> [This standard is only relevant for Projects involving Financial Intermediaries (FIs). See below a couple of examples of actions that should be considered when FIs are involved.]			
9.1	<b>ESMS:</b> <i>Not relevant to this project since there are no FIs involved in project implementation.</i>	<i>Not relevant</i>	
9.2	<b>FI ORGANIZATIONAL CAPACITY:</b> <i>Not relevant</i>	<i>Not relevant</i>	
9.3	<b>SENIOR MANAGEMENT REPRESENTATIVE:</b> <i>Not relevant</i>	<i>Not relevant</i>	
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b> A SEP was already prepared and disclosed Prior to appraisal for the parent project and has been updated to cover for COVID 19 Education Emergency Response Project	<i>Throughout Project implementation</i>	MBSSE/ FREE Education Project Secretariat.
10.2	<b>PROJECT GRIEVANCE MECHANISM:</b> Prepare, adopt, maintain and operate a grievance mechanism, as described in section 2.2 and 5.2.	<i>Throughout Project implementation</i>	MBSSE/ FREE Education Project Secretariat. Cost is covered by the project
<b>CAPACITY SUPPORT (TRAINING)</b>			

<p>CS1</p>	<p>Project workers Training Health and Safety training shall be provided to employees of Project Contractors and will include:</p> <ul style="list-style-type: none"> <li>• Stakeholder engagement</li> <li>• Subproject Environmental and Social screening</li> <li>• Specific aspects of environmental and social assessment</li> <li>• Occupational Health and Safety</li> <li>• Training on COVID 19 transmission, prevention, preparedness and response</li> <li>• Emergency preparedness and response</li> <li>• Community health and safety</li> <li>• Monitoring and Reporting</li> <li>• Gender-Based Violence Risk Mitigation</li> <li>• Disability inclusion training</li> <li>• GRM</li> <li>• Waste management (domestic solid wastes and sewage)</li> <li>• Documentation and reporting</li> <li>• Labor management procedures</li> </ul> <p>The following measures shall be observed during the training: limited number of workers at a time (multiple versus single session), wearing of masks, social distancing, hand wash stations etc.</p>	<p>This will be done before commencement of civil works and maintained throughout project implementation</p>	<p>MBSSE/ FREE Education Project Secretariat / E&amp;S Specialists/ are responsible for providing oversight of compliance with Health and Safety Requirements</p>
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<p>CS2</p>	<p>Due to the risk of disease transmission associated with assembling community people for training, the project shall employ other means of communicating the Community Health and Safety (CHS) Plan to the community and addressing concerns and questions.</p> <p>These shall include:</p> <ul style="list-style-type: none"> <li>• Radio;</li> <li>• Town crier;</li> <li>• Through the local authority;</li> <li>• Signage;</li> <li>• An existing or project related GRM;</li> </ul> <p>Key training topics shall include but not limited to:</p> <ul style="list-style-type: none"> <li>• communicable diseases/HIV-AIDS/STI awareness and prevention</li> <li>• Site COVID-19 prevention and response (training will be conducted in accordance with local and international (WHO) COVID 19 related guidelines and regulations)</li> <li>• community grievance redress mechanism as described in the Stakeholder Engagement Plan/ ESMF/RPF</li> <li>• community grievance redress mechanism as described in the Stakeholder Engagement Plan/ ESMF/RPF</li> <li>• process for resolving conflicts between workers and community members</li> <li>• GBV and SEA and Child protection</li> <li>• Environmental, social and safety impacts of the project and their mitigation</li> <li>• Community Health and Safety</li> </ul> <p>All trainings cost will be costed as part of project and contractor costs as appropriate.</p>	<p>Training shall commence at project implementation</p>	<p>MBSSE/Project Consultants, Contractors</p>
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