



República de Moçambique

MINISTRY OF HEALTH

**MOZAMBIQUE DISTRICT AND COMMUNITY HEALTH SERVICES REVITALIZATION
(P179913)**

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

November 2023

Republic of Mozambique
Mozambique District and Community Health Services Revitalization (P179913) Project

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

The Republic of Mozambique (the Recipient) is planning to implement the **Mozambique District and Community Health Services Revitalization (P179913)** (the Project) with the leadership and involvement of the Ministry of Health (MISAU) in 62 out of 154 Mozambique Districts of all Provinces excluding Maputo City. The International Development Association (the Association) is providing financing for the Project.

The Recipient shall implement material measures and actions so that the Project is implemented in accordance with the Environmental and Social Standards (ESSs). This Environmental and Social Commitment Plan (ESCP) sets out material measures and actions, any specific instruments or plans, as well as 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.

The Recipient shall also comply with the provisions of any other Environmental and Social (E&S) documents required under the Environmental and Social Framework (ESF) and referred to in this ESCP, such as Stakeholder Engagement Plan (SEP), Environmental and Social Management Framework (ESMF) which among others includes the Labour Management Procedures (LMP), Gender-Based Violence, Sexual Exploitation and Abuse, Sexual Harassment Prevention and Response Action Plan (hereinafter, referred to as SEAH/GBV Action Plan), and any other necessary instruments that are prepared during Project implementation, and the timelines specified in those E&S instruments.

The Recipient is responsible for compliance with all requirements of the ESCP, even when the implementation of specific measures and actions are conducted by any other departments within the Ministry of Health, suppliers and contractors.

Implementation of the material measures and actions set out in this ESCP shall be continuously monitored and periodically reported to the Association by the Recipient, as required under the ESCP and the conditions of the legal agreement, and the Association will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.

As agreed between the Association and Recipient, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project implementation changes and unforeseen circumstances or in response to assessment of Project implementation performance conducted under the ESCP itself. In such circumstances, the Recipient shall agree to the changes with the Association and shall update the ESCP to reflect such changes. Agreement on changes to the ESCP shall be documented through the exchange of letters signed between the Association and the Recipient. The Recipient shall promptly disclose the updated ESCP.

Where 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, which may include environmental, health and safety impacts, natural resource degradation, interruption of free movement and socioeconomic activities, social conflicts due to labor influx/in-migration, community health and safety, occupational health and safety, gender-based violence (GBV) and in particular sexual exploitation and abuse/sexual harassment (SEA/SH), child labor and forced labor and security risks and impacts.

Table 1. Material Measures and Actions

Material Measures and Actions		Timeframe	Responsible institution
MONITORING AND REPORT			
A	<p>IMPLEMENTATION AND REGULAR REPORTING</p> <p>Implement all safeguards requirements and instruments set forth in this ESCP and prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S documents required under the ESCP and implementation of activities under the Stakeholder Engagement Plan (SEP) including Project associated grievance redress mechanism(s), using monitoring templates specified in the ESMF, and other instruments.</p>	<p><i>Starting from the Effectiveness Date, quarterly reports throughout Project implementation.</i></p> <p><i>Reports to be sent within the first 5 days after the reporting period.</i></p>	<p>Responsibility: (Program Management Unit) Program Management Unit Environmental & Social Safeguards Team</p> <p>Accountability: PMU Committee coordinator</p> <p>Funding: Project Funds</p>
B	<p>INCIDENTS AND ACCIDENTS NOTIFICATION:</p> <p>Promptly notify the Association in writing of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including without limitation any allegation of Gender Based Violence, Sexual Exploitation and Abuse, Sexual Harassment (GBV/SEA/SH), in connection with the Project, occupational accidents or fatalities, or labour unrest. Provide enough detail regarding the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and supervising entity, as appropriate.</p> <p>Subsequently, prepare and submit to the Association a report on completion of the incident or accident investigation and closure, including a set of proposed measures to prevent its recurrence.</p>	<p><i>Any incident or accident shall be notified to the Association Task Team Leader immediately after taking note of the incident or accident and in any event no later than 48 hours after first becoming aware of the incident or accident.</i></p> <p><i>MISAU shall Prepare and submit a full incident/ accident report in form and substance satisfactory to the Association Following the Guidelines set out in the World Bank Environmental and Social</i></p>	<p>Responsibility: PMU Environmental & Social Safeguards Team</p> <p>Accountability: PMU Committee coordinator</p> <p>Funding: Project Funds</p>

		<p><i>Incident Response Toolkit (ESIRT).</i></p> <p><i>Maintain this systematic notification system throughout Project implementation.</i></p>	
<p>C</p>	<p>CONTRACTORS QUARTERLY REPORTS</p> <p>Require contractors and sub-contractors to provide quarterly monitoring reports on the environmental, social health and safety (ESHS) performance of subprojects to the PMU. Such quarterly reports shall be submitted to the Association by the Recipient. The PMU are responsible for ensuring that the reports are prepared and submitting them to the Association.</p>	<p><i>From contractors to Program Management Unit: Monthly reporting throughout Project implementation</i></p> <p><i>From Program Management Unit to the Association: Mandatory Quarterly Reports</i></p>	<p>Responsibility: PMU Environmental & Social Safeguards Team and Contractors</p> <p>Accountability: PMU Committee coordinator</p> <p>Funding: Project Funds</p>

ESS1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS

<p>1.1</p>	<p>ORGANIZATIONAL STRUCTURE: As part of the Project, the Recipient shall create and maintain, throughout Project implementation, an organizational structure with qualified staff and appropriate resources to support management of the environmental and social risks and impacts of the Project including identification, assessment, monitoring and supervision. The Recipient shall establish a Program Management Unit (PMU) for Project implementation at central level and allow the information flow to Provincial and District levels in each of the province included in the programs. Specifically, the PMU shall recruit each of the following dedicated specialists: (i) Senior Program manager; (ii) Financial Manager; (iii) Senior Procurement Manager; and (iv) M&E Specialist including one Environmental Specialist and one Social Specialist with Gender, GBV/SEA/SH skills, all recruited on the basis of terms of reference, qualifications, integrity and experience satisfactory to the Association. The Recipient shall also hire other specialists as and when required by the Association.</p>	<p><i>E&S Specialists for the PMU shall be recruited before commencement of Project activities and no later than 30 days after the Project Effectiveness Date.</i></p> <p><i>The organizational structure shall be maintained throughout Project implementation.</i></p>	<p>Responsibility: MISAU</p> <p>Accountability: PMU Committee coordinator</p> <p>Funding: Project Funds</p>
<p>1.2</p>	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT AND MANAGEMENT TOOLS The Recipient shall prepare, adopt, disclose, and implement a series of tools and instruments or mitigation of Environmental and Social risks and impacts of the Project. The following ESF instruments have been prepared in draft format and shall be finalized, updated as needed, disclosed, consulted upon, adopted and implemented thereafter consistent with the ESSs and in a manner acceptable to the Association:</p> <ol style="list-style-type: none"> 1. Environmental and Social Management Framework (ESMF) including: Labor Management Procedures (LMP) including Grievance Redress Mechanism (GRM) for Project workers, Gender-Based violence, Sexual Exploitation and Abuse and Sexual Harassment; 2. Stakeholder Engagement Plan (SEP) including a Grievance Redress Mechanism; 3. The ESMF and any other instruments as needed shall be updated or prepared in line with the recommendations and schedule set to be carried out in parallel to this Project and with a more comprehensive scope covering the various Projects in the North as well as other relevant activities. 4. Prepare and submit to the Association the ESIA, ESMPs, required for each subproject in accordance with the ESMF and ESSs. 	<p>1,2 and 3. – <i>ESMF and SEP finalized, consulted upon, and disclosed by Appraisal and implemented throughout Project implementation.</i></p> <p><i>ESMF and any other instruments shall be updated and prepared in accordance with the Regional ESIA and the schedule set therein.</i></p> <p>4. <i>Site-specific ESIA and ESMPs shall be prepared, disclosed, consulted upon, and adopted before the commencement of the corresponding civil works</i></p>	<p>Responsibility: PMU Environmental & Social Safeguards Team and Contractors</p> <p>Accountability: PMU Committee coordinator</p> <p>Funding: Project Funds</p>

		<i>activities in case rehabilitations takes place.</i>	
1.3	<p>MANAGEMENT OF CONTRACTORS:</p> <p>The Recipient shall develop and implement procedures for managing contractors and subcontractors as follows:</p> <ul style="list-style-type: none"> - Relevant aspects of the ESCP, including the management tools and instruments referred to in Section 1.2 above and any other E&S plans, Environmental Codes of Practices (ECOPs) and Gender Based Violence (GBV) Codes of Conduct, among others shall be incorporated in ESHS specifications of relevant procurement documents and in contracting processes including bidding documents for potential civil works. Contractor’s Management Procedures and requirements shall include without limitation: <ul style="list-style-type: none"> - Codes of conduct on GBV and OHS matters are required to be adopted by contractors and subcontractors and their workers, which should sign them. - Incorporate and implement specific actions in line with the Project GBV Action Plan as part of ESMPs - Preparation of a detailed contractor ESMP (C-ESMP), consistent with all Project E&S instruments, that is costed, with sufficient budget and staff to mitigate E&S risks - Contractor and subcontractor training plan - Reporting and monitoring arrangements and requirements to verify contractor commitment and compliance - Providing grievance redress mechanisms for contractor and subcontractor, communities and other stakeholders - Ensure contractors provide details on contractor’s oversight on environmental, social, health and safety (ESHS) performance - Contractor to develop a grievance mechanism to handle concerns of their employees especially laborers - Contractor shall prepare and implement a specific Labor Management Plan consistent with the Project’s Labor Management Procedure - Provisions for remedial actions and sanctions in case of non-compliance - Supervision arrangements including reporting and effective noncompliance remedies shall be reflected in contractual requirements and enforced thereafter. - Procedures to provide for proper interface between the Project GRM and Contractor GRM are in place. 	<p><i>Prior to the preparation of procurement documents.</i></p> <p><i>Maintain procedures throughout Project implementation</i></p> <p><i>Supervise contractors throughout Project implementation</i></p>	<p>Responsibility: PMU Environmental & Social Safeguards Team and Contractors</p> <p>Accountability: PMU Committee coordinator</p> <p>Funding: Project Funds</p>

1.4	<p>PERMITS, CONSENTS AND AUTHORIZATIONS:</p> <p>Obtain or assist in obtaining and verifying that contractor has obtained, as appropriate, the permits, consents and authorizations that are applicable to the Project from relevant national authorities, including but not limited to:</p> <ul style="list-style-type: none"> • Environmental licenses • Water use and effluent discharging licenses • Land use rights (DUATs) • Construction licenses • Bush clearing licenses • Any other licenses as and when required <p>The Recipient shall comply or cause to comply, as appropriate, with the conditions established in these permits, consents and authorizations throughout Project implementation.</p>	<p><i>Prior to initiating activities that require permits, consents and authorizations.</i></p> <p><i>Throughout Project implementation.</i></p>	<p>Responsibility: PIUs Environmental & Social Safeguards Team</p> <p>Accountability: PMU Committee coordinator</p> <p>Funding: Project Funds</p>
1.5	<p>THIRD PARTY MONITORING:</p> <p>Engage a third-party monitoring (TPM) agent to provide independent review of Project implementation and verification of Project results, including adherence to all aspects of the Project Operations Manual and the ESCP and all ESHS instruments, including GBV/SEA/SH Action Plan.</p> <p>The TPM shall report quarterly to the Recipient and the Association.</p>	<p><i>TPM shall be hired no later than 6 months after Project Effectiveness</i></p> <p><i>Quarterly reporting starting one month after being hired and throughout Project implementation</i></p>	<p>Responsibility: PMU Environmental & Social Safeguards Team</p> <p>Accountability: PMU Committee coordinator</p> <p>Funding: Project Funds</p>
1.6	<p>CONTINGENT EMERGENCY RESPONSE</p> <p>In the event of an emergency which leads to activation of the Contingent Emergency Response Component (CERC) of the Project, the necessary E&S instruments and measures shall be developed as required prior to undertaking of the emergency response activities, to ensure compliance with the ESSs and in accordance with the Exclusion List and the Environmental and Social Screening Check List that were prepared and included in the CERC ESMF as part of the Project ESMF. Thereafter, comply with those E&S instruments and measures throughout implementation of CERC activities.</p>	<p><i>Instruments and measures shall be adopted prior to the start of emergency response activities. The request to activate the CERC shall come from the implementer with prior No Objection from the Association.</i></p>	<p>Responsibility: PMU Environmental & Social Safeguards Team</p> <p>Accountability: PMU Committee coordinator</p> <p>Funding: Project Funds</p>
ESS2: WORKING AND LABOR CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES:</p>	<p><i>LMP shall be finalized as part of the ESMF on timeframe specified in</i></p>	<p>Responsibility: PMU Environmental & Social Safeguards Team</p>

	<p>A draft Labour Management Procedure (LMP) for all Project workers aligned with the applicable Mozambican Labour Legislation and the requirements of ESS2 has been prepared and shall be finalized, consulted upon, adopted, disclosed and implemented thereafter.</p> <p>The LMP shall address all issues identified in ESS2, including the applicable requirements regarding non-discrimination, equal opportunity, prohibition of child labour and forced labour and include a grievance redress mechanism (GRM) covering all Project workers throughout Project implementation. This GRM shall be consistent with ESS2 and shall be equipped to handle allegations of SEA/SH. Information on the GRM shall be disseminated to Project workers.</p>	<p><i>action 1.2.</i></p> <p><i>LMP shall be implemented throughout Project implementation.</i></p> <p><i>GRM under LMP shall be disseminated and operational prior engaging Project workers and maintained throughout Project implementation</i></p>	<p>Accountability: PMU Committee coordinator</p> <p>Funding: Project Funds</p>
2.2	<p>GRIEVANCE REDRESS MECHANISM (GRM) FOR PROJECT WORKERS</p> <p>Establish, maintain, and operate a GRM for Project workers, as described in the LMP and consistent with ESS2.</p>	<p><i>GRM shall be operational prior engaging Project workers and maintained throughout Project implementation</i></p>	<p>Responsibility: Environmental & Social Safeguards Team</p> <p>Accountability: PMU Committee coordinator</p> <p>Funding: Project Funds</p>
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES:</p> <p>Develop and implement OHS measures, in line with Mozambican legislation and ESS2, as part of the LMP (included in the ESMF/ESIA/ESMP) and Emergency Preparedness and Response Plan (ERP).</p> <p>The OHS measures shall include COVID-19 specific measures to ensure that all Project activities minimize the spread of infections.</p>	<p><i>Preparation of OHS measures as part of relevant E&S instruments by Appraisal.</i></p> <p><i>Implemented throughout Project implementation</i></p>	<p>Responsibility: Environmental & Social Safeguards Team</p> <p>Accountability: PMU Committee coordinator</p> <p>Funding: Project Funds</p>
2.4	<p>PROJECT WORKERS TRAINING:</p> <p>The Recipient shall develop and implement a training plan for Project workers, to raise awareness of environmental and social risks and impacts and mitigation measures. This shall include but not be limited to the following:</p> <ul style="list-style-type: none"> - GBV/SEA/SH awareness and prevention - Covid-19 awareness and prevention 	<p><i>Before commencement of relevant activities and throughout Project implementation.</i></p>	<p>Responsibility: Environmental & Social Safeguards Team</p> <p>Accountability: PMU Committee coordinator</p>

	<ul style="list-style-type: none"> - Communicable diseases/HIV-AIDS/Sexually Transmitted Infections (STI)/awareness and prevention - Occupational Health and Safety - ESMPs - Emergency Response procedures - Security management - Workers' grievance redress mechanism as described in the SEP/ ESMF/ESIA/ESMP 		Funding: Project Funds
ESS3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT: The ESMF shall include an Infectious Control and Waste Management Plan (ICWMP), and a Pest Management Plan (PMP), all in compliance with ESS3 requirements. Resource efficiency, pollution prevention and management measures shall be covered under the ESMF and the specific ESMPs to be prepared subsequently, following subprojects' screening results.</p>	<p><i>ICWMP and PMP finalized as part of the ESMF on timeframe in action 1.2. Preparation of Waste specific ESMPs to be prepared subsequently, following subprojects' screening results. Management Plan as part of ESMPs in line with timeframes set forth in action 1.2 above. Maintained throughout Project implementation.</i></p>	<p>Environmental & Social Safeguards Team</p> <p>Accountability: PMU Committee coordinator</p> <p>Funding: Project Funds</p>
ESS4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY: Measures and actions to address traffic and road safety risks shall be included in the ESMF and the specific ESMPs to be prepared subsequently, following subprojects' screening results.</p> <p>Procedures to address traffic and road safety risks that include emergency communication in case of accident and incidents shall be prepared and applied to all services providers involved in Project implementation</p>	<p><i>Preparation of traffic and road safety measures as part of ESMF and relevant ESMPs in line with timeframes set forth in action 1.2 above. Maintained throughout Project implementation.</i></p>	<p>Responsibility: Environmental & Social Safeguards Team</p> <p>Accountability: PMU Committee coordinator</p> <p>Funding: Project Funds</p>
4.2	<p>COMMUNITY HEALTH AND SAFETY: The subproject specific ESIA/ESMPs shall include measures and actions to assess and manage specific risks and impacts to the community arising from the corresponding Project activities,</p>	<p><i>Preparation of community health and safety</i></p>	<p>Responsibility: Environmental & Social Safeguards Team</p>

	<p>including inter alia behaviour of Project Workers, any risks of labour influx, response to emergency situations, security risks, the spread of infectious diseases, and GBV/SEA/SH prevention and response and include these measures in the ESMPs to be prepared in accordance with the ESMF and ESS4, in a manner acceptable to the Association. The Project shall apply the requirements of the Environmental Health and Safety Guidelines (EHSGs) as well as ESS4 provisions when preparing subproject level E&S instruments.</p> <p>The draft ESMF prepared for the Project includes OHS measures, including a protocol to ensure that all Project activities minimize the spread of infections.</p> <p>Relevant measures shall be applied to all service providers involved in Project implementation</p>	<p><i>measures as part of relevant ESIA/ESMPs on timeframes specified in action 1.2.</i></p> <p><i>Maintained throughout Project implementation</i></p>	<p>Accountability: PMU Committee coordinator</p> <p>Funding: Project Funds</p>
4.3	<p>GBV/SEA/SH RISKS ASSESSMENT AND ACTION PLAN: A Gender-Based Violence/ Sexual Exploitation and Abuse/ Sexual Harassment (GBV/SEA/SH) Risk Assessment and Action Plan shall be included in the ESMF. It shall include provisions for additional assessment and mitigation measures at the subproject level. It shall be applied across all relevant activities in accordance with ESS4.</p> <p>A Code of Conduct on GBV/SEA/SH shall be prepared and applied to all workers involved in Project implementation.</p> <p>The Recipient shall ensure that the labor and community related clauses of the ESMP and GBV/SEA/SH Action Plan are included in the bidding documents, Requests for Proposals (RFPs) and contracts for contractors, sub-contractors and service providers, who are required to prepare Contractor’s ESMPs (C-ESMP) including a Community Health and Safety Plan (CHSP).</p>	<p>GBV/SEA/SH Risk Assessment and Action Plan <i>finalized as part of the ESMF and disclosed on timeframe specified in action 1.2.</i></p> <p><i>Codes of Conduct on GBV/SEAH and GBV Action Plan shall be in place prior to commencement of Project activities.</i></p> <p><i>Maintained throughout Project implementation.</i></p>	<p>Responsibility: Environmental & Social Safeguards Team</p> <p>Accountability: PMU Committee coordinator</p> <p>Funding: Project Funds</p>
4.4	<p>EMERGENCY RESPONSE MEASURES (ERP): An Emergency Response Plan (ERP) shall be included in the ESMF and shall include guidelines for preparation of ERPs to be included in site specific ESIA/ESMP instruments. Measures included in the ERP shall be disseminated, including as part of the SEP, and as part of the C-ESMP dissemination and community awareness procedures, in accordance with ESS4. The measures shall be updated and detailed in light of site- specific risks and impacts in</p>	<p><i>Prior to commencement of the corresponding Project activities. ERP finalized as part of the ESMF and ESIA/ESMPs on timeframes specified in</i></p>	<p>Responsibility: Environmental & Social Safeguards Team</p> <p>Accountability: PMU Committee coordinator</p>

	subsequent ESMPs.	<i>action 1.2 above and maintained throughout Project implementation.</i>	Funding: Project Funds
4.5	<p>TRAINING FOR THE COMMUNITY:</p> <p>The Project shall conduct trainings for the community designed to raise awareness of environmental and social risks and impacts and mitigation measures. These shall include but not be limited to the following:</p> <ul style="list-style-type: none"> - GBV/SEA/SH awareness and prevention - Community grievance redress mechanism as described in the SEP/ ESMF/ESIA/ESMP - Road Safety Awareness - Labor Influx management measures - Emergency Response procedures - Communicable diseases/HIV-AIDS/STI/awareness and prevention 	<p><i>Prior to commencement of the corresponding Project activities, with regular refresher training. Maintained throughout Project implementation.</i></p>	<p>Responsibility: Environmental & Social Safeguards Team</p> <p>Accountability: PMU Committee coordinator</p> <p>Funding: Project Funds</p>
4.6	<p>SECURITY MANAGEMENT PLAN (SMP):</p> <p>The project will benefit from Security Risk Assessments and Action Plans prepared for the various projects in the region and these can be updated periodically and implemented throughout the Project.</p> <p>The security specialist hired within the scope of other MISAU's projects financed by the Bank will also cover the security issues of this project in the 62 Districts covered by the project.</p>	<p><i>Security Risk Assessment and Action Plan prepared for all MISAU's projects implemented throughout Project implementation.</i></p>	<p>Responsibility: Environmental & Social Safeguards Team</p> <p>Accountability: PMU Committee coordinator</p> <p>Funding: Project Funds</p>

ESS5: LAND ACQUISITION, RESTRICTION ON LAND USE AND INVOLUNTARY RESETTLEMENT

There are no actions under the Project related to Acquisition, Restriction on land and involuntary resettlement, therefore there are no mitigation measures to be undertaken under ESS5.

ESS6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES

There are no actions under the Project related to Biodiversity Conservation Management of Living Resources, therefore there are no mitigation measures to be undertaken under ESS6.

ESS7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES

This standard is not relevant currently as there are no distinct social and cultural groups have been identified in accordance with ESS7 and in the national context in the Project area.

ESS 8: CULTURAL HERITAGE

There are no actions under the Project related to Cultural Heritage, therefore there are no mitigation measures to be undertaken under ESS8.

ESS9: FINANCIAL INTERMEDIARIES

There are no actions under the Project related to Financial Intermediaries, therefore there are no mitigation measures to be undertaken under ESS9.

ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE

10.1	<p>STAKEHOLDER ENGAGEMENT PLAN (SEP) PREPARATION AND IMPLEMENTATION</p> <p>The SEP shall guide stakeholder engagement during preparation of the environmental and social risk management instruments and other studies. It was prepared and consulted upon by appraisal and shall be regularly updated throughout Project implementation to reflect new stakeholders identified and appropriate ways to consult them.</p>	<p><i>SEP was disclosed by Appraisal. It shall be updated and implemented and throughout the project cycle as needed.</i></p>	<p>Responsibility: Environmental & Social Safeguards Team</p> <p>Accountability: PMU Committee coordinator</p> <p>Funding: Project Funds</p>
10.2	<p>GRIEVANCE REDRESS MECHANISM:</p> <p>The Grievance Redress Mechanism shall provide Project-affected parties with accessible and inclusive means to raise issues and grievances including on GBV/SEAH-related complaints, in accordance with ESS10, and in a manner acceptable to the Association.</p> <p>Prepare and disseminate the GRM manual.</p>	<p><i>GRM Manual to be prepared and disseminated no later than 30 days after the Project Effectiveness Date.</i></p> <p><i>GRM shall be operational before commencement of Project activities and at the latest within 60 days of the Project Effectiveness Date.</i></p> <p><i>GRM shall be maintained throughout Project implementation.</i></p>	<p>Responsibility: Environmental & Social Safeguards Team</p> <p>Accountability: PMU Committee coordinator</p> <p>Funding: Project Funds</p>
10.3	<p>Capacity Building</p> <p>All capacity building activities and trainings shall be further detailed in the ESMF. Trainings shall be required in:</p> <ol style="list-style-type: none"> 1. Training on the ESF (Environmental and Social Standards) 2. Stakeholder engagement 3. Environmental and Social screening 4. Occupational and Community Health and Safety 5. Emergency preparedness and response <p>SEA/SH Risk Mitigation</p> <ol style="list-style-type: none"> 6. GRM, including proper handling of GBV/SEA/SH cases 7. Labour management procedures <p>response arrangements to emergency situations</p> <ol style="list-style-type: none"> 8. Conflict Management 	<p><i>Starting during the first year of Project implementation, before commencement of relevant activities and throughout Project implementation.</i></p>	<p>Responsibility: Environmental & Social Safeguards Team</p> <p>Accountability: PMU Committee coordinator</p> <p>Funding: Project Funds</p>

	9. Monitoring and reporting 10. Security Management		
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