



REPOBLIKAN'I MADAGASIKARA
Fitiavana - Tanindrazana - Fandrosoana



**The Republic of Madagascar
Ministry of Finance
Ministry of Population, Social Protection and
Promotion of Women
Fond d'Intervention pour le Développement
MADAGASCAR SAFETY NETS AND RESILIENCE
PROJECT- P179466**

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

NEGOTIATED VERSION

November 18, 2022

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Madagascar (the Recipient) will implement the Madagascar Safety Nets and Resilience Project (the Project), with the involvement of, *inter alia*, the Ministry of Economy and Finance (MEF), the Ministry of Population, Social Protection and Promotion of Women (MPSPPW) and Fond d'Intervention pour le Développement (FID) as the Project Implementing Entity (PIE), as set out in the Financing Agreement. The International Development Association (the Association) has agreed to provide financing (P179466) for the Project, as set out in the referred agreement.
2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association. The ESCP is a part of the Financing Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient through the FID and the MPSPPW and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient through the General Secretary of the Minister of MPSPPW. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanisms.</p>	<p>Submit quarterly reports to the Association throughout Project implementation, commencing from the Effective Date. Submit each report to the Association no later than 15 days after the end of each reporting period.</p>	<p>Responsible entity:</p> <ul style="list-style-type: none"> - Project Implementation Unit (FID) for Parts 1, 2, and 4 of the Project. - MPSPPW for Part 3 of the Project.
B	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury, intoxication. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.</p> <p>Subsequently, at the Association’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Association no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the Association within a timeframe acceptable to the Association</p>	<p>Responsible entity:</p> <ul style="list-style-type: none"> - Project Implementation Unit (FID) for Parts 1, 2, and 4 of the Project. - MPSPPW for Part 3 of the Project.
C	<p>CONTRACTORS’ MONTHLY REPORTS</p> <p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts, and submit such reports to the Association.</p>	<p>Submit the monthly reports to the Association upon request and as annexes to the reports to be submitted under action A above.</p>	<p>Responsible entity:</p> <ul style="list-style-type: none"> - Project Implementation Unit (FID) - Regional Implementation Unit (FID regional)
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>a) Establish and maintain a Project Implementation Unit (PIU) within the FID with qualified staff and resources to support management of ESHS risks and impacts of the Project including an Environmental Specialist, a Social and Stakeholder Engagement Specialist, and a GBV/SEA-SH Specialist.</p> <p>b) For the component 3, establish and maintain a Coordination Unit for the Component 3 within the MPSPPW with qualified staff and resources to support management of ESHS risks and impacts of the Project including a Social and Citizen Engagement Specialist</p> <p>c) Establish and maintain Regional Implementation Units (FID regional) with 1 Assistant Environmental Specialist and 1 Assistant Social Specialist staff, with proven experiences in the context of E&S compliance, to support management of ESHS risks and impacts of the Project at each regional area.</p>	<p>a) Hire the Environmental Specialist, the Social and stakeholder Engagement Specialist and the GBV/SEA-SH Specialist no later than 02 months after the Project Effective Date, and thereafter maintain these positions throughout Project implementation.</p> <p>b) Hire the Social and Citizen Engagement Specialist within the MPSPPW no later than 02 months after the Project Effective Date and thereafter maintain these positions throughout Project implementation.</p> <p>c) Hire the Assistant E&S specialists at each region no later than 03 months after the Project Effective Date, and thereafter maintain these positions throughout Project implementation.</p>	<p>Responsible entity:</p> <p>- Project Implementation Unit (FID)</p> <p>- MPSPPW</p>
1.2	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <p>a) Prepare, disclose, consult, adopt and implement:</p> <ul style="list-style-type: none"> - an Environmental and Social Management Framework (ESMF) including, inter alia: (i) a GBV/SEA-SH Action Plan, (ii) an Integrated Pesticide Management Plan (IPMP), (iii) exclusion list for subprojects, (iv) screening procedures to address and screen out subproject activities proposed that may have direct, indirect, or cumulative impacts on critical habitats or sensitive natural habitats, (v) traffic management and road safety measures, Security Management Plan (SMP) and (vi) chance finds procedures, all consistent with the relevant ESSs; - Stakeholder Engagement Plan (SEP) - Labor Management Procedures (LMP) - Resettlement Framework (RF) <p>b) Prepare, disclose, consult, adopt and implement a subproject (under Subcomponent 1.2 and 1.3) Environmental and Social Assessment (ESIA), and corresponding Environmental and Social Management Plans (ESMPs) if necessary, consistent with the relevant ESSs as set out in the ESMF. The proposed subprojects described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project.</p>	<p>a) Draft ESMF is developed and will be disclosed for public consultation after Beneficiary and Association clearance. Finalize, adopt and re-disclose prior to disbursement of sub-components 1.1, 1.2 and 1.3.ii and 1.3iii, and thereafter implement throughout Project implementation. Any subsequent updates shall be submitted to the Association for approval.</p> <p>b) Adopt the relevant ESIA and ESMP to the bidding process and prior to carrying out for the respective subproject that requires such ESIA and ESMP, and thereafter implement throughout Project implementation.</p>	<p>Responsible entity:</p> <p>- Project Implementation Unit (FID)</p> <p>- MPSPPW</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.3	<p>MANAGEMENT OF CONTRACTORS</p> <p>a) Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p> <p>b) Submit for approval by the Association, and follow up implementation by contractors, subcontractors and supervising firm of : Contractor-ESMP (C-ESMP) which shall include – work site, Hygiene, Health, Safety and Environment Plan (HSEP), environmental and social clauses, Codes of Conduct, Grievance Mechanism, social commitments on child labor and other elements provided for in the GBV/SEA-SH Action Plan as included in ESMF</p>	<p>a) As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation.</p> <p>b) Adopt these C-ESMP prior to commencement of relevant works and implement throughout the Project implementation period</p>	<p>Responsible entity: - Project Implementation Unit (FID) - MPSPPW</p>
1.4	<p>TECHNICAL ASSISTANCE</p> <p>Ensure that the consultancies, studies (including feasibility studies), capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	<p>TORs should be prepared for the TA under the project and submitted to the Association for non-objection during Project implementation.</p>	<p>Responsible entity: - Project Implementation Unit (FID) - MPSPPW</p>
1.5	<p>CONTINGENT EMERGENCY RESPONSE FINANCING</p> <p>a) Ensure that the CERC Manual includes a description of the ESHS assessment and management arrangements in accordance with the ESSs.</p> <p>b) Prepare and adopt any environmental and social (E&S) instruments which may be required for activities under the CERC Part of the Project, in accordance with the CERC Manual, the CERC Annex of the ESMF and the ESSs, and thereafter implement the measures and actions required under said CERC E&S instruments, within the timeframes specified in said E&S instruments.</p>	<p>a) The adoption of the CERC Manual in form and substance acceptable to the Association is a withdrawal condition under Section I.F of Schedule 2 to the Financing Agreement for the Project.</p> <p>b) Adopt the required CERC E&S instruments and include it as part of the respective bidding process, if applicable, and in any case, before the carrying out of the relevant Project activities for which the E&S instrument is required. Implement the CERC E&S instruments in accordance with their terms, throughout Project implementation.</p>	<p>Responsible entity: - Project Implementation Unit (FID)</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>a) The Labor Management Procedures (LMP) have been prepared and shall be adopted, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p> <p>b) Ensure the signing of contracts, including the code of conduct, with all direct workers, contracted workers and primary supplier workers consistent with the LMP.</p>	<p>a) The LMP shall be disclosed prior appraisal and thereafter implement the LMP throughout Project implementation. Any subsequent updates to the LMP shall be submitted to the Association for approval prior to implementation.</p> <p>b) Prior engaging any Project workers. Before the start of Project staff service and thereafter maintain throughout the Project implementation.</p>	<p>Responsible entity:</p> <ul style="list-style-type: none"> - Project Implementation Unit (FID) - MPSPPW
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance mechanism (GM) for Project workers, as described in the LMPs and consistent with ESS2.</p>	<p>The GM shall be operational prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.</p>	<p>Responsible entity:</p> <ul style="list-style-type: none"> - Project Implementation Unit (FID) - MPSPPW
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <p>a) Integrate into the Project Operations Manual (POMs) specifically (i) the Environmental and Social Operating Manual of FID, the (ii) Environmental and Social Operating Manual of MPSPPW (iii) FID Financial Management and Procurement Manual (iv) MPSPPW Manual, bidding documents, and all contracts signed, including for PIU workers, the measures relating to occupational health and safety contained in ESS2 and, as applicable, the labor code and related national regulations in force, and as spelled out in the LMP.</p> <p>b) Include a section on emergency response management in the POM and ensure that Contractors prepare and implement an emergency preparedness and response plan and coordinate with related measures.</p> <p>c) Adopt and implement specific provisions for pandemic health barrier measures such as COVID-19 for Project workers, to be developed under the ESMF and include these measures in the LMP and relevant ESIA/ESMPs in a manner satisfactory to the Association.</p> <p>d) Adopt and implement specific provisions for pesticide management to protect workers from risk of exposure, in accordance with measures developed into ESMF</p>	<p>a) & b) Adopt POMs as a disbursement condition of the Project. Include measures in bidding documents as part of the procurement process and in the contracts prior to signing. Any subsequent updates to this POM shall be submitted to the Association for approval prior to implementation. Once adopted, the POM shall be maintained and implemented throughout the execution of the Project.</p> <p>c) Adopt these measures on timeframes specified for the ESMF, LMP, and ESMPs</p> <p>d) Adopt these measures on timeframes specified for the ESMF, and LMP</p>	<p>Responsible entity:</p> <ul style="list-style-type: none"> - Project Implementation Unit (FID) - MPSPPW

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN Adopt and implement a Waste Management Plan (WMP), as part of relevant subproject instruments, to manage hazardous and non-hazardous wastes, consistent with ESS3.	Same timeframe as under Section 1.2 (a) above.	Responsible entity: - Project Implementation Unit (FID)
3.2	PEST AND PESTICIDE MANAGEMENT As part of the ESMF, adopt and implement an Integrated Pesticide Management Plan (IPMP), consistent with the ESS3	Same timeframe as under Section 1.2 (a) above.	Responsible entity: - Project Implementation Unit (FID)
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY Incorporate measures to manage traffic and road safety risks as required in the ESMF to be prepared under action 1.2 above.	Same timeframe as under Section 1.2 (a) above.	Responsible entity: - Project Implementation Unit (FID)
4.2	COMMUNITY HEALTH AND SAFETY Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia behavior of Project workers, risks of labor influx, propagation of COVID-19 risks for local population; personnel security risks, response to emergency situations, agricultural operation production risks, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.	Same timeframe as under Section 1.2 (a) above.	Responsible entity: - Project Implementation Unit (FID)
4.3	SEA AND SH RISKS a) Update existing SEA/SH Action Plans, already developed for existing Madagascar Safety Net Project (P149323) then implement, to assess and manage the risks of SEA and SH. b) Integrate Codes of conduct and SEA-SH prevention measures into contractual and procurement documents (ToRs, DAOs, workers' contracts).	a) Same timeframe as under Section 1.2 (a) above. b) During preparation of procurement documents (ToRs, Bidding documents, workers' contracts)	Responsible entity: - Project Implementation Unit (FID) - MPSPPW
4.4	SECURITY MANAGEMENT Assess security risks and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard Project workers, sites, assets, and activities, as needed, as set out in the ESMF or Security Management Plan (SMP), guided by the principles of proportionality and GIIP, and by ESS4 and applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel.	Assess security risks during the preparation of the ESMF under Section 1.2 (a) above, and if required in accordance with the assessment and in agreement with the Association, prepare and adopt the Security Management Plan (SMP) prior to carrying out the Project activities in the relevant area and engaging security personnel. Thereafter implement the SMP throughout Project implementation.	Responsible entity: - Project Implementation Unit (FID)
4.5	INVOLVEMENT OF THE MILITARY		Responsible entity:

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>Ensure the following measures are carried out before deploying the Recipient’s police or gendarmerie in the implementation of component 2 for the provision of security to Project workers, sites and/or assets, consistent with the ESSs:</p> <ul style="list-style-type: none"> a. Assess and implement measures to manage the security risks of engaging security personnel and/or police/gendarmerie as set out in the ESMF: Security Management Plan (SMP), guided by the principles of proportionality and GIIP, and by ESS4 and applicable law, in relation to screening, hiring, rules of conduct, training, equipping, and monitoring of such security personnel and/or police/gendarmerie; b. Adopt and implement standards, protocols, and codes of conduct for the selection and assignment of security and/or police/gendarmerie personnel forces to the Project, and screen such security or police/gendarmerie personnel forces to verify that they have not engaged in past unlawful or abusive behavior, including sexual exploitation and abuse (SEA), sexual harassment (SH) or excessive use of force; c. Enter into a memorandum of understanding (MoU), with the police/gendarmerie and/or the security firm, setting out the arrangements for the engagement of the security or police/gendarmerie personnel forces in the Project, including the relevant actions and measures set out in this ESCP; d. Provide adequate instruction and training to the security personnel and/or police/gendarmerie, prior to deployment and on a regular basis, on the use of force and appropriate conduct, as set out in the ESIA and SMP; e. Ensure that the stakeholder engagement activities under the Stakeholder Engagement Plan (SEP) include communication on the involvement of security personnel or police/gendarmerie in the Project; 	<p>Adopt the sub-project SMP, as part of ESMP, with the same timeline for the preparation of each ESMP.</p> <p>Carry out a, b), c), and d) before deploying security personnel and/or police/gendarmerie under the Project and implement throughout Project implementation.</p> <p>e) and f) as set out under actions 10.1 and 10.2 respectively. Notify the Association after receiving the concern or grievance in the timeframe specified in action B above.</p> <p>g) within the timeframes requested by the Association.</p>	<p>- Project Implementation Unit (FID)</p> <p>-</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>f. Ensure that any concerns or grievances regarding the conduct of security personnel and/or police/gendarmerie are received, monitored, and documented (taking into account the need to protect confidentiality) by the Project’s grievance mechanism (see action 10.2 below), which shall facilitate its resolution, in accordance with ESS4 and ESS10. Notify the Association after receiving the concern or grievance, as set out under action B above; and</p> <p>g. Where the Association so request in writing, after consultation with the Recipient: (i) promptly appoint a third- party monitor consultant, with terms of reference, qualifications and experience acceptable to the Association, to visit and monitor the Project area where security personnel and/or police/gendarmerie are deployed, collect relevant data and communicate with Project stakeholders and beneficiaries; (ii) require the third-party monitor consultant to prepare and submit monitoring reports, which shall be promptly made available to and discussed with the Association; and (iii) promptly take any actions, as may be requested by the Association upon its review of the third-party monitor consultant reports.</p>		
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT POLICY FRAMEWORK Prepare, disclose, consult, adopt and implement a Resettlement Framework (RF), consistent with ESS5.</p>	<p>Draft RF is developed and will be disclosed for public consultation after Beneficiary and Association clearance. Finalize the RF Finalize, adopt and re-disclose prior to disbursement under Parts 1.1, 1.2 and 1.3ii and 1.3iii of the Project, and thereafter implement throughout Project implementation. Any subsequent updates shall be submitted to the Association for approval.</p>	<p>Responsible entity: - Project Implementation Unit (FID)</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
5.2	<p>RESETTLEMENT PLANS</p> <p>a) Adopt and implement Resettlement Plans (RPs), and Livelihood Restoration Plans (LRPs), as necessary, for each subproject as set out in the RF, and consistent with ESS5 and in a manner satisfactory to the Association.</p> <p>b) Develop and submit to the Association monthly progress report on the implementation of RPs and LRPs, and develop and submit to the Association a completion report of the RPs and LRPs implementation.</p>	<p>a) Adopt and implement the respective RP before the start of any activity inducing the need of land acquisition and/or involuntary resettlement, including ensuring that before taking possession of the land and related assets, full compensation has been provided and as applicable displaced people have been resettled and moving allowances have been provided.</p> <p>b) Submit to the Association monthly progress report of the RPs and LRPs implementation prior first week of the month commencing from the Effective Date. Submit to the Association the completion report of RP and LRPs upon the completion of the relevant RP.</p>	<p>Responsible entity:</p> <p>- Project Implementation Unit (FID)</p> <p>- Regional Implementation Unit (FID regional)</p>
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>Adopt and implement if needed mitigation measures to manage biodiversity impacts in accordance with the measures described in the ESMF and consistent with the provisions of ESS 6, in a manner acceptable to the Association.</p>	<p>Same timeframe as under Section 1.2 (b) above</p>	<p>Responsible entity:</p> <p>- Project Implementation Unit (FID)</p>
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
NOT RELEVANT			
ESS 8: CULTURAL HERITAGE			
NOT RELEVANT			
ESS 9: FINANCIAL INTERMEDIARIES			
NOT RELEVANT			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which 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>Adopt the SEP by appraisal, and thereafter implement the SEP throughout Project implementation.</p> <p>Any subsequent updates to the SEP shall be submitted to the Association for approval. Once approved, the SEP shall be implemented throughout the implementation of the Project</p>	<p>Responsible entity:</p> <p>- Project Implementation Unit (FID)</p> <p>-MPSPPW</p>
10.2	<p>PROJECT GRIEVANCE MECHANISM</p>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>Update existing Grievance Mechanism (GM), publicize, maintain, and operate an accessible grievance mechanism to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>	<p>Update the grievance mechanism no later than two months after the Project Effective Date, and thereafter maintain and operate the mechanism throughout Project implementation.</p> <p>Any subsequent updates to the GM must be submitted to the Association for approval prior to implementation. Once approved, the GM shall be operationalized and monitored throughout Project implementation</p>	<p>Responsible entity: - Project Implementation Unit (FID) -MPSPPW</p>
CAPACITY SUPPORT			
CS1	<p>Develop and submit to the Association a Capacity Building Plan for FID and MPSPPW PIU staff including :</p> <ul style="list-style-type: none"> • Stakeholder mapping and engagement • Specific aspects of environmental and social assessment • Emergency preparedness and response • Community health and safety • Occupational Health and Safety • Incident reporting • ESF, ESS and World Bank Group EHS Guidelines • Health and safety of workers and communities • GBV risk mitigation • Inclusion of vulnerable and disadvantaged groups in the consultation process • Grievance Mechanism • Development, implementation, monitoring and reporting in accordance with the LMP • Awareness and prevention on sexually transmitted infections: HIV/AIDS, etc. • Awareness on GBV, SEA-SH and child protection • Raising awareness on barrier measures against the spread of Covid-19 • Implementation of RF and RP 	<p>Adopt the Capacity Building plan no later than 03 months after the Effective date and implement during the implementation of the Project.</p>	<p>Responsible entity: - Project Implementation Unit (FID) - MPSPPW</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
CS2	<p>Develop and submit to the Association a Capacity Building Plan for Contractors and sub-contractors on:</p> <ul style="list-style-type: none"> • Introduction to the ESF, ESS and World Bank Group EHS Guidelines • Implementation of ESMPs, including: <ul style="list-style-type: none"> - Health and safety of workers and communities - GBV awareness, control and prevention - Emergency preparedness and response - Grievance mechanism - Development, implementation, monitoring and reporting in accordance with the LMP - Awareness and prevention of sexually transmitted infections: HIV/AIDS etc. - Awareness on measures against the spread and control of Covid-19 • Occupational health and safety including on: <ul style="list-style-type: none"> - Emergency prevention and preparedness - Response arrangements to emergency situations - Incident reporting 	<p>Adopt the Capacity Building plan no later than 03 months after the Effective date and implement during the implementation of the Project.</p>	<p>Responsible entity: - Project Implementation Unit (FID) - MPSPPW</p>
CS3	<p>Develop and submit to the Association a Capacity Building Plan for to other stakeholder staff and communities on:</p> <ul style="list-style-type: none"> • Introduction to the ESF, ESS and World Bank Group EHS Guidelines • Community health and safety • GBV awareness, control and prevention • Grievance mechanism • SEP Implementation 	<p>Adopt the Capacity Building plan no later than 03 months after the Effective date and implement during the implementation of the Project.</p>	<p>Responsible entity: - Project Implementation Unit (FID) -MPSPPW</p>