

CENTRAL AFRICAN REPUBLIC
Ministry in charge of Finance and Budget
(MFB)

Public Sector Digital Governance Project
P174620

ENVIRONMENTAL AND SOCIAL
COMMITMENT PLAN (ESCP)

Draft version

December 2021

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Central African Republic (hereinafter the Recipient) shall implement the Public Sector Digital Governance Project (the Project) through the Ministry in charge of Finance and Budget (MFB) and a Project Implementation Unit (PIU). The International Development Association (hereinafter the World Bank) has agreed to provide financing for the Project.
2. The Recipient shall implement material measures and actions so that the Project is implemented in accordance with the World Bank's Environmental and Social Standards (ESS). This Environmental and Social Commitment Plan (ESCP) defines material measures and actions, as well as any specific documents or plans, and the timing for each of them.
3. The Recipient shall also comply with the provisions of any other Environmental and Social (E&S) documents required under the ESS and referred to in this ESCP, such as Environmental and Social Management Plans (ESMP), Resettlement Action Plans (RAP), Indigenous Peoples Plans (IPPs), and Stakeholder Engagement Plans (SEP), Grievance Mechanism (GM) and the timelines specified in those E&S documents.
4. The Recipient is responsible for compliance with all requirements of the ESCP, even when the implementation of specific measures and actions is conducted by the Ministry or unit mentioned in 1 above.
5. Implementation of the material measures and actions set out in this ESCP shall be monitored and reported to the World Bank by the Recipient, as required by the ESCP and the conditions of the legal agreement, and the World Bank shall monitor and assess progress and completion of the material measures and actions throughout the implementation of the Project.
6. As agreed by the World Bank and the Recipient, this ESCP may be revised from time to time during Project preparation to reflect adaptive management of changes in the Project and unforeseen circumstances, or in response to assessment of the performance of the Project conducted under the ESCP itself. In such circumstances, the Recipient shall agree to these changes with the World Bank and will update the ESCP to reflect such changes. Agreement on changes to the ESCP shall be documented through the exchange of letters signed between the World Bank and the Recipient. The Recipient shall promptly disclose the updated ESCP.
7. Where the changes in the Project, unforeseen circumstances, or the performance of the Project result in changes to the risks and impacts during the implementation of the Project, 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, labor influx, and Gender-Based Violence (GBV).

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>The Recipient shall prepare and submit to the World Bank regular monitoring reports on the Environmental, Social, Health and Safety (ESHS) performance of the Project, including but not limited to Stakeholder engagement and grievances log.</p>	<p><i>Quarterly, throughout the Project implementation period</i></p>	<p>MFB, PCU</p>
B	<p>INCIDENTS AND ACCIDENTS</p> <p>The Recipient shall promptly notify the World Bank of any incident or accident related to the project that has or is likely to have a significant adverse effect on the environment, affected communities, the public or workers. The Recipient shall provide sufficient details of the incident or accident, indicating the immediate measures taken or planned to deal with it, as well as any information provided by any contractor and any supervisory entity, if applicable. Subsequently, at the request of the World Bank, the Recipient shall prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p> <p>For incidents related to SEA/SH, the survivor should be immediately referred to services. (The PIU should be notified immediately the World Bank within 48 hours) according to a survivor-centered protocol that shall be developed in the GM adapted to the above-mentioned GBV.</p> <p>As indicated above, the Recipient shall provide sufficient details about the incident or accident and indicate the immediate measures taken to address it. Note that for GBV incidents, confidentiality must be ensured for both the survivor and the accused without providing any identifying information (i.e. include the date of the incident, the GBV form, a general description of the survivor such as age/gender, a general description of the accused/perpetrator such as age/gender/location of work, whether</p>	<p><i>Notify the World Bank within 48 hours after learning of the incident or accident. A subsequent detailed report shall be provided within a period of time acceptable to the World Bank, as requested.</i></p> <p><i>An incident and accident report would be provided by the Recipient within a time frame acceptable to the World Bank, as requested.</i></p>	<p>MFB, PCU, Contractors, sub-Contractors</p> <p>Funding for implementation and follow-up should be part of the budgets of the ESMPs (including costs to provide services to GBV survivors /complaints/ grievances).</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	the incident is related to the project in the survivor's own words, the services the survivor was referred to/accepted, whether the perpetrator has signed a Code of Conduct and the sanctions taken against him/her). A report of the incident should be submitted by the Recipient, detailing the summary findings and the root cause analysis. A record of incidents is kept at the PIU.		
C	<p>MONTHLY REPORTS OF CONTRACTORS</p> <p>In the event that contractors and subcontractors are hired for Project activities, the PIU shall require these contractors/subcontractors to submit monthly monitoring reports to the PCU regarding the implementation of the Hygiene, Safety, Health, Environment Plan of the contract work. Upon request, the Recipient shall submit these monthly monitoring reports to the World Bank.</p>	The contractor's report must be submitted on a monthly basis throughout implementation of the Project.	MFB/PCU/Contractors
ESS 1: Assessment and Management of Environmental and Social Risks and Impacts			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>The <i>Recipient</i> shall establish and maintain an organizational structure with qualified staff and resources to support E&S risk management. The Recipient shall recruit a qualified social safeguard specialist with good experiences on GBV/SEA/SH and an assistant environmental specialist, and eventually a Security specialist to assist in the preparation of E&S instruments and the implementation of the SEP including the GRM and the ESCP.</p>	<i>Prior to the project effective date. The organizational structure, including specialists, shall be maintained throughout the implementation of the Project.</i>	MFB, PCU
1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT</p> <p>The <i>Recipient</i> shall prepare, disclose and adopt for the Project a Generic Environmental and Social Management Plan (Generic</p>	Generic ESMP to be prepared prior to project appraisal	MFB, PCU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>ESMP). The project will be implemented in some areas where IPs are present, without direct impact to them or their natural resource base within the suggested project interventions. The Generic ESMP shall ensure that such communities are appropriately informed and can share in the benefits of the project in an inclusive and culturally appropriate manner (for example, mobile payment services) with provisions included in the SEP.</p> <p>As soon as subproject sites are identified, the <i>Recipient</i> shall prepare and consult upon Environmental and Social Management Plans (ESMPs)/ Environmental and Social Impact Assessments (ESIAs) for each subproject according to their environmental and social risk profile in a manner acceptable to the World Bank, submitted for the World Bank’s review and approval, and thereafter adopted and disclosed prior to launching the respective civil works (minor rehabilitation, equipment purchases, ITC installation, etc.), and shall be implemented throughout the execution of said works.</p> <p>A standalone waste management plan, which defines procedures to screen and assess the environmental and social risks and impacts, and define appropriate mitigation measures shall be developed and included in Generic ESMP as an annex</p>	<p>Waste management plan shall be prepared and adopted in a manner satisfactory to the World Bank prior to carrying out any activities involving the deployment of community health workers or the delivery of health services through the project.</p>	
<p>1.2.1 The <i>Recipient</i> shall ensure that measures and actions are taken to avoid and/or to mitigate the risks of exclusion of the targeted marginalized and vulnerable social groups, some of whom may be unable to access and use Project facilities and this risk must be mitigated. These include (women and Indigenous People, IDP, etc.).</p> <p>The <i>Recipient</i> shall pay special attention to the needs of all vulnerable social groups and provide them with the possibility to express their concerns, and to have equitable access to the benefits</p>	<p>Throughout the implementation phase of the project</p>	<p>MFB/PCU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	of the project (civil registration, training, etc.). Strategic approaches should be developed through SEP to ensure that there is no exclusion or marginalization of any vulnerable group.		
1.3	<p>MANAGEMENT TOOLS AND INSTRUMENTS</p> <p>The <i>Recipient</i> shall prepare and implement the following environmental and social risk management tools and instruments:</p> <ul style="list-style-type: none"> (a) Generic Environmental and Social Management Plan (Generic ESMP). The Generic ESMP shall also assess this risk of exclusion and recommend a strategic approaches to be developed through SEP. In anticipation of an emergency response, a CERC section shall be included in the Generic Environmental and Social Management Plan (Generic ESMP) based on an indicative list of activities related to the likely emergencies that led to CERC's inclusion in the project. (b) A standalone waste management plan, which defines procedures to screen and assess the environmental and social risks and impacts, and define appropriate mitigation measures shall be developed and included in G-ESMP as an annex (c) Standalone Labor Management Procedures (LMP); (d) Standalone Stakeholder Engagement Plan (SEP); (e) Standalone SEA/SH Assessment, Prevention and response Action Plan, including guidance on Codes of Conduct for project staff and for contractors, and communications and awareness-raising with staff, contractors and affected communities. (f) Standalone Security Risks Assessment and Security Management Plan (SRA/SMP); 	<ul style="list-style-type: none"> (a) Generic ESMP shall be prepared, disclosed, consulted upon, approved, and adopted Prior to Appraisal, (b) Waste management plan must be prepared and adopted in a manner satisfactory to the World Bank prior to carrying out any activities involving the deployment of community workers or others. (c) LMP shall be prepared, disclosed, consulted upon and adopted prior to the project effectiveness date (d) SEP shall be prepared, disclosed, consulted upon, approved, and adopted prior to project appraisal. (e) SEA/SH assessment and action plan shall be prepared, disclosed, consulted upon, approved, adopted prior to the start of the project appraisal. (f) Security Assessment and Management Plan shall be completed, disclosed, consulted upon, approved, adopted prior to the project appraisal 	MFB, PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.3.1	<p>The <i>Recipient</i> shall develop a Project Operations Manual and ensure it contains a specific section on “Environmental and Social Measures”, with detailed job descriptions for:</p> <ul style="list-style-type: none"> • The Procurement Specialist in the preparation of (TORs; tender documents and contracts) which must include environmental and social clauses. • The Environmental and Social Safeguard Specialists in the preparation of the sections on environmental and social safeguards to be incorporated into the ToRs, tender documents and work contracts. • Minimum ESHS requirements to be incorporated into the ToRs and tender documents (including Codes of Conduct, coordination, reports and surveillance and grievance mechanisms); • Environmental and social indicators to be included in the monitoring instrument. 	<p>(a) Procurement specialist, Assistant Environmental specialist, Social Specialist, (eventually security specialist), to be recruited prior to the project effectiveness date</p> <p>(b) The Security Specialist shall be recruited or provided by Ministry in charge of security 2 months after the project Effectiveness Date</p> <p>(c) The specific section on “Environmental and Social Measures” in Project Operations Manual shall be revised and adopted prior to the project Effectiveness Date</p>	MFB, PCU
1.3.2	<p>The <i>Recipient</i> shall design a balanced scorecard to monitor environmental and social performance of contractors and subcontractors. The balanced scorecard shall be included into the tenders and the contracts</p>	<p>Prior to concluding contracts with contractors and implemented throughout the Project implementation period.</p>	MFB, PIU
1.4	<p>MANAGEMENT OF CONTRACTORS</p> <p>The <i>Recipient</i> shall require the following procedures, applicable to contractors and subcontractors, to be prepared and implemented:</p> <ul style="list-style-type: none"> • Environmental Action Plans (EAPs) as appropriate for particular activities. • Minimum ESHS requirements to be incorporated into the ToRs and tender documents for work and supervision contracts (including Codes of Conduct, coordination, reports and surveillance and grievance mechanisms); 	<p>Based on the generic ESMP, contractor shall prepare EAP, disclosed, consulted upon, and adopted prior to commencement of work by the contractor, and applied throughout the Project implementation period.</p> <p>Contractors shall be supervised throughout the Project implementation period.</p>	MFB, PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	<ul style="list-style-type: none"> Provisions prohibiting Child labor, forced labor, and SEA/SH and adequate measures to mitigate against risks related to these; <p>The <i>Recipient</i> shall ensure that all contracts awarded require suppliers/vendors and subcontractors to incorporate and comply with all the requirements set forth in the environmental and social tools and instruments referenced above.</p> <p>The procurement documents should set out clearly how adequate SEA/SH costs associated with assessing and mitigating the risks of SEA/SH shall be paid for in the contract. This could be, for example, by including: (i) line items in bill of quantities for clearly defined SEA/SH mitigation activities (such as assessments, the preparation of relevant plans, training, codes of conduct, operating SEA/SH, GM) or (ii) specified provisional sums for activities that cannot be defined in advance (such as for implementation of relevant plan/s, engaging SEA/SH service providers, if necessary).</p>		
1.5	<p>PERMITS, APPROVALS AND AUTHORIZATIONS</p> <p>The Recipient shall obtain all permits, approvals or authorizations applicable to the Project, or facilitate the issuance of same from the competent national authorities as the case may be, pursuant to the laws in force. The documents to be provided are as follows:</p> <ul style="list-style-type: none"> Environmental Compliance Certificate (ECC). Reports on meetings with local populations or public hearings. Building permits (in case of civil works) 	Prior to commencement of works	MFB, PIU
1.5.1	<p>The <i>Recipient</i> shall comply or ensure compliance with the permits and authorizations throughout the Project implementation period.</p>	Within the deadlines set in the permits, approvals and authorizations	MFB, PIU
1.6	<p>CONTINGENT EMERGENCY RESPONSE</p> <p>In the event of an emergency which leads to activation of the Contingent Emergency Response of the Project, the necessary</p>	Prior to the start of emergency response activities. The request to activate this part shall come from the	MFB, PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	instruments and measures shall be developed as required prior to undertaking of the emergency response activities, to ensure compliance with the ESSs.	implementer with prior No Objection from the World Bank.	
1.7	<p>EXCLUSION</p> <p>Exclude the following type of activities as ineligible for financing under the Project:</p> <ul style="list-style-type: none"> • Activities that may cause long term, permanent and/or irreversible (e.g., loss of major natural habitat) impacts • Activities that have high probability of causing serious adverse effects to human health and/or the environment • Activities that may have significant adverse social impacts and may give rise to significant social conflict • Activities that may affect lands or rights of indigenous people or other vulnerable group/minorities, <p>All the other excluded activities set out in the ESMF of the Project.</p>	During the assessment process conducted under action 1.2.a above.	MFB, PIU
ESS 2: Labor and Working Conditions			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>The Project shall carry out activities in accordance with the LMP (mentioned in 1.3), the labor laws and regulations of CAR, and the applicable requirements of ESS2, in a manner acceptable to the World Bank, including through, inter alia, implementing adequate occupational health and safety measures (including emergency preparedness and response measures), prohibiting child labor (for children under 18) due to the hazardous work environment, setting out grievance arrangements for Project workers, and incorporating/annexing labor requirements into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms.</p>	Labor Management Plan shall be prepared, disclosed, consulted upon and adopted prior to the project Effectiveness Date	MFB, PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>The Recipient will establish a grievance mechanism for project workers, as described in the LMP and consistent with ESS2.</p>	<i>To be incorporated in E&S documents prepared, disclosed, consulted upon, approved, and adopted prior to the project Effectiveness Date</i>	MFB, for staff recruitment PIU for the recruitment of contractors/subcontractors
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <p>Project activities require OHS measures, as the staff that will be recruited will carry out field missions and perform clerical work with health and safety hazards. This also applies to the staff of the contractors who will be on site and any other workers on the project</p>	<i>To incorporate into LMP prepared, disclosed, consulted upon, approved, and adopted prior to the project Effectiveness Date</i>	MFB, PIU
2.4	<p>EMERGENCY PREPAREDNESS AND RESPONSE</p> <p>The Recipient shall include emergency preparedness and response mechanisms in the OHS measures identified in paragraph 2.3.</p>	<i>To be incorporated into LMP prepared, disclosed, consulted upon, approved, and adopted prior to the project Effectiveness Date</i>	MFB, PIU
ESS 3: Resource Efficiency and Pollution Prevention and Management			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>Relevant aspects of this standard shall be considered, as needed, under action 1.2 above, including, inter alia, measures to manage hazardous and non-hazardous wastes and to use resources (water, air, etc.) in accordance with implementing partners' rules and regulations and consistent with ESS3, relevant World Bank Group Environmental, Health and Safety Guidelines (WBG EHS Guidelines), and relevant sources of Good International Industry Practices (as defined in ESS3).</p> <p>The <i>Recipient</i> shall ensure the implementation of the waste and hazardous material handling plan on the target sites.</p>	Waste management plan must be prepared and adopted in a manner satisfactory to the World Bank prior to carrying out any activities involving the deployment of workers through the project.	MFB, PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	The <i>Recipient</i> shall equally ensure that the Project suppliers/vendors prepare and apply a waste and hazardous material handling plan (ordinary waste and special waste).		
ESS4: Community Health and Safety			
4.1	<p>COVID-19 PREVENTION MEASURES</p> <p>The <i>Recipient</i> shall prepare, disclose, consult upon, adopt and ensure the implementation of COVID-19 measures prevention plans (awareness meetings, wash kits, social distancing, respect of hygiene and management of waste from works, etc.), particularly health plans for on-site during (minor) works, training sessions and events in accordance with the ESMPs.</p>	Prior to commencement of activities related to (minor) civils works, trainings, events and thereafter implemented throughout Project implementation	MFB/ PIU
4.2	<p>TRAFFIC AND ROAD SAFETY</p> <p>The Recipient shall adopt and implement measures and actions to assess and manage traffic and road safety risks in the work sites as required in the generic ESMP.</p>	During preparation and implementation of the Generic ESMP throughout the Project.	MFB/ PIU
4.3	<p>COMMUNITY HEALTH AND SAFETY</p> <p>The Recipient shall prepare, disclose, consult upon, adopt and thereafter ensure the implementation of measures and actions related to community health and safety as set out in the ESMPs in a manner acceptable to the World Bank.</p> <p>Site specific ESMPs to be developed prior to any works (minor rehabilitation, equipment purchases, ITC installation, etc.) shall include measures related to resource efficiency and pollution prevention and management. It shall also comprise if relevant, measures to response to COVID-19 issue. The Generic ESMP shall include measures to ensure that works to be carried out under the project would not cause adverse impacts to other users, with</p>	<p>Prior to commencement of works, and thereafter implemented throughout Project implementation</p> <p>The Health and Safety Plans shall be elaborated by the Contractors, validated at national level and approved by the World Bank before work begins on the sites and shall be executed and monitored throughout the implementation of the work.</p>	MFB/ PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	special attention to be paid to avoid any negative impact and conflict resulting from the use of the water.		
4.4	<p>SEA/ SH ASSESSMENT AND RISK MANAGEMENT</p> <p>The Recipient is committed to develop and implement risk assessment and management measures and actions for gender-based violence, sexual exploitation and abuse. To mitigate the assessed risks, an SEA/SH Action plan with mandatory mitigating measures will be developed and will include an accountability and response plan (Grievance mechanism sensitive to SEA/SH, Code do Conduct, GBV services mapping, SOPs for referrals to GBV services) and a capacity building and community sensitisation strategy.</p>	SEA/SH Assessment and Action Plan to be prepared prior to the start of Appraisal and implemented throughout Project implementation.	MFB/ PIU
	<p>The <i>Recipient</i> shall ensure that all tender documents, work or service contracts, including consultancy services under the Project, require suppliers/vendors, subcontractors or consultants to adopt a code of conduct to be signed by all employees as well as community workers, and an associated training plan. The code of conduct shall be binding on all contracts or services, including consultancy services, ordered or delivered under the said contracts, and shall cover SEA/SH and violence against children. In addition, awareness-raising/training sessions on the code of conduct shall be organized throughout the implementation of the project.</p>	Throughout Project implementation	
4.5	<p>SECURITY MANAGEMENT</p> <p>Given that the project shall operate across the country including in areas where there is presence of active Non-state armed groups, the <i>Recipient</i> shall carry out a security risks assessment and prepare, disclose, consult upon, adopt, and implement a stand-alone Security Management Plan consistent with the requirements of ESS4, and in a manner acceptable to the World Bank. The Security management plan shall include appropriate security risk mitigation measures to protect project workers and beneficiaries.</p>	Security Risk Assessment and Security Management Plan to be prepared prior to the start of Appraisal and implemented throughout Project implementation.	MFB/ PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	In addition, the security screening of sites shall be done prior to commencement of project activities (events, works, trainings, etc.) in all project areas and all bidding documents need to include Security Management Plan (SMP) requirements for contractors.		
ESS 5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement			
5.1	<p>LAND ACQUISITION AND INVOLUNTARY RESETTLEMENT</p> <p>ESS5 is not currently relevant to the Project. Land acquisition, Restrictions on Land Use and Involuntary Resettlement due to project activities are not expected. However, the project could support small work and rehabilitation, but they will be carried within the existing facilities. If small work and rehabilitation works requires private and public land acquisition, this standard will be relevant and the associated instruments (RPF/RAP) will be prepared.</p>	Throughout Project implementation.	MFB/ PIU
ESS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>ESS6 is not relevant to the project.</p> <p>The nature of the project does not involve physical intervention (e.g. land clearing, resource use) that could negatively affect the biodiversity or living natural resources.</p>	Throughout Project implementation.	MFB, PIU
ESS 7: Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities			
7.1	<p>INDIGENOUS PEOPLES/SSHUTLC RISKS MANAGEMENT</p> <p>ESS7 is currently considered relevant to the Project. There will be no direct impact to the Indigenous Peoples/Sub-Saharan Historically Underserved Traditional Local Communities or their natural resource base within the suggested project interventions. However, there is a presence of Indigenous Communities in particular (Aka/ Bayaka) in a number of the areas (4 prefectures)</p>	Throughout Project implementation.	MFB, PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	targeted by this project, namely in Ombella-Mpoko, Sangha-Mbaéré, Lobaye and Mambere-Kadei prefectures. The client will ensure that such communities are appropriately informed and can share in the benefits of the project in an inclusive and culturally appropriate manner (for example, mobile payment services) with provisions included in the SEP.		
	However, if during the implementation, potential adverse effects on IPs are identified, those adverse effects are avoided, minimized, mitigated or compensated. If impacts on IPs are unavoidable, an Indigenous Peoples Plan (IPP) will be prepared in accordance with the requirement of ESS-7 prior project negotiation. IPs' Free, Prior and Informed Consent (FPIC), will be required if the project will have a significant impact on the social norms/practices of the indigenous peoples concerned and specially once project specific sites and activities are determined.	Throughout Project implementation.	
ESS 8: Cultural Heritage			
8.1	The ESS8 is considered not relevant to the Project at this time. The project intervention does not involve any civil works that could affect cultural heritages.	N/A	MFB/ PIU
ESS 9: Financial Intermediaries			
9.1	ESS9 is not currently relevant to the Project. No financial intermediary will be financed through the Bank funds for the implementation of the project's activities.	N/A	MFB/ PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 10: Stakeholder Engagement and Information Disclosure			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN</p> <p>The Recipient shall ensure that the SEP is developed, disclosed and implemented in a manner consistent with ESS 10 for Project activities, including the preparation of E&S documents and other technical studies, as appropriate.</p> <p>The SEP shall include additional guidance on public consultations/stakeholder engagement which takes into account the social distancing measures for COVID-19.</p>	<p>SEP: prepared, disclosed, consulted upon, approved, and adopted before the start of project appraisal. The SEP shall be implemented and updated periodically as needed throughout the Project implementation period.</p>	MFB, PIU
10.2	<p>GRIEVANCE MECHANISM</p> <p>Acceptable grievance arrangements shall be made publicly available to receive and facilitate resolution of concerns and grievances in relation to the Project, consistent with ESS10, in a manner acceptable to the World Bank. Without limitation to the foregoing, the Recipient shall prepare and establish a project-wide grievance mechanism (GM), with a specific mechanism sensitive to address SEA/SH complaints ethically, safely, and confidentially. The SEA/SH-sensitive GM shall adopt reporting and complaint/ allegation procedure as part of an accountability and response framework designed to handle SEA/SH complaints in line with guiding principles for survivor care. In addition, the GM shall ensure appropriate and accessible channels are developed to receive and address complaints made by vulnerable groups. The SEP shall ensure that sensitization activities on the GM are carried out in accessible format according to the target audience, including being sensitive to vulnerable groups needs and concerns that would have been raised during the SEP consultations.</p>	<p>GM: Operational prior to commencement of Project activities and maintained throughout project implementation.</p>	MFB, PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
Capacity Support (Training)			
CS1	<p>Training to the PIU shall be required in the following areas:</p> <ul style="list-style-type: none"> • ESF briefing session during the launching workshop • COVID-19 Prevention and response measures • Implementation and monitoring of the Environmental and Social Commitment Plan (ESCP) • Development and implementation of the Stakeholder Engagement Plan (SEP) and its monitoring & evaluation, • Development and implementation of Labor Management Procedures (LMP) • Mitigation, prevention and response on the SEA/SH front, assessment, development and implementation of the SEA/SH Action Plan including Code of Conduct (CoC) • Health, safety and security risks, including risks related to road traffic in the sites of works zones with high pedestrian traffic • Project Grievance Mechanism to enable project-affected people to file complaints that could be quickly addressed should they have any grievance in relation to the project. • Development and implementation of a waste management plan • Development and implementation of security risks assessment and security management plan • Capacity building in other specific aspects of assessment and implementation of environmental and social risk management practices, as identified through needs assessments of key project actors during project implementation. 	<p>ESF briefing, SEA/SH & CoC training, Training on COVID-19 Prevention and Response measures, ESCP and SEP: Within 1 (one) month after effective date</p> <p>Training on other subjects: as soon as possible after effectiveness and throughout project implementation</p>	MFB/ PIU
	<p>PIU personnel assigned to the Generic ESMP implementation shall be trained in CERC environmental and social management, including introduction to Generic ESMP and subsequent instruments for CERC activities with potential environmental and social risks or impacts.</p>	<p>After activation of the CERC</p>	

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
CS2	<p>Training sessions shall be organized for contractors, laborers and other employees working on project sites, inspectorates’ officials and workers who shall be responsible for field level implementation of the project. In addition, sensitization programs shall be organized for neighboring populations on the following aspects:</p> <ul style="list-style-type: none"> • Personal protective equipment (PPE) • Work-site risk management • Occupational accident prevention • Hygiene, safety and environment (HSE) regulations, including COVID-19 prevention and response measures • Solid and liquid waste management • Emergency preparedness and response • STI/HIV AIDS sensitization • GBV/SEA/SH sensitization, Codes of Conduct, GM, SEA/SH services available and other mitigation measures put in place by the project both for workers and the community. 	<p>As soon as possible after project effectiveness and throughout project implementation.</p>	<p>MFB/ PIU</p>