



REPOBLIKAN'I MADAGASIKARA
Fitiavana - Tanindrazana - Fandrosoana



Republic of Madagascar
Ministry of Energy and Hydrocarbons
Ministry of Digital Development, Digital Transformation, Posts
and Telecommunications

**DIGITAL AND ENERGY CONNECTIVITY FOR
INCLUSION IN MADAGASCAR PROJECT
(DECIM, P178701)**

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

DRAFT FOR NEGOTIATION

February 2023

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Madagascar (the Recipient) will implement the Digital and Energy Connectivity for Inclusion in Madagascar Project (P178701) (the Project), with the involvement of, *inter alia*, the Ministry of Economy and Finance (MEF), the Ministry of Energy and Hydrocarbons (MEH or Ministry of Energy), the Ministry of Digital Development, Digital Transformation, Posts and Telecommunications (MNDPT or Ministry of Digital and Telecoms), a Project Coordination Unit (PCU), and a Fund Manager as set out in the Financing Agreement. The International Development Association (the Association) has agreed to provide financing 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 PCU 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 both Ministries: MEH and MNDPT. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
MONITORING AND REPORTING		
<p>A</p> <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, in form and substance acceptable to the Association, 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, as well as the implementation of the Labor Management Procedures and the SEA/SH Action Plan.</p>	<p>Submit quarterly reports to the Association throughout Project implementation, commencing from the Effective Date.</p> <p>Submit each report to the Association no later than 15 days after the end of each reporting period.</p>	<p>PCU</p>
<p>B</p> <p>INCIDENTS AND ACCIDENTS</p> <p>The Recipient shall</p> <p>a) Promptly notify the Association of any incident or accident related to the Project activities which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, on the project implementation, including, inter alia,</p> <ul style="list-style-type: none"> - cases of sexual exploitation and abuse (SEA), sexual harassment (SH), or Gender-based violence suffered by persons associated with the project activities; - accidents that result in death, - serious or multiple injury, - intoxication and social unrest - explosion - accidental spill (oil or any pollutant) - any violent and exceptional incident or labor dispute involving the Beneficiary <p>The Recipient shall provide sufficient details 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. For SEA/SH incidents, the Recipient shall ensure confidentiality for the survivor and the alleged perpetrator.</p> <p>b) 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>a) Notify the Association no later than 48 hours after learning of the incident or accident.</p> <p>b) A subsequent detailed incident report shall be provided to the Association within 10 working days of learning of the incident, unless a different timeframe is agreed in a manner acceptable to the Association.</p> <p>c) File an incident closure report to the Association within 30 days after incident occurrence or an agreed timeframe.</p>	<p>PCU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	This report should include the root cause analysis and corrective action plan to (i) remedy any adverse effects and (ii) prevent such incidents in the future. c) File an incident closure report to the Association upon corrective actions completion in manner satisfactory		
C	CONTRACTORS’ MONTHLY REPORTS 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.	Submit the monthly reports to the Association upon request.	PCU
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	ORGANIZATIONAL STRUCTURE Establish and maintain a PCU within the MEH with qualified staff and resources to support management of ESHS risks and impacts of the Project including an Environmental Specialist, a Social Specialist, and a SEA/SH Specialist, with terms of reference, qualifications, and experience satisfactory to the Association.	Establish and maintain a PCU as set out in the Financing Agreement. Hire an Environmental Specialist, a Social Specialist and a SEA/SH Specialist and an Environmental, Electrical and Electronic Equipment Waste Management Specialist no later than 02 months after the Project Effective Date, and thereafter maintain these positions throughout Project implementation.	MEH and MNDPT
1.2	ENVIRONMENTAL AND SOCIAL INSTRUMENTS Prepare, disclose, consult upon, adopt and implement: an Environmental and Social Management Framework (ESMF) including, inter alia: (i) a SEA-SH Action Plan, (ii), exclusion list for subprojects, (iii) 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, (iv) specific provisions for pandemic health barrier measures such as COVID-19 for communities as well as for Project workers;(v) traffic management and road safety measures, Security Management Plan (SMP) (vi) emergency response management (vii) a waste electrical and electronic equipment management plan (WEEEMP) (viii) and chance finds procedures, all consistent with the relevant ESS; Prepare, disclose, consult upon, adopt and implement a subproject Environmental and Social Assessment (ESIA), and corresponding Environmental and Social Management Plans (ESMPs) for subprojects under Parts 1 and 2 of the Project consistent with the relevant ESSs as set out in the	a) ESMF acceptable to the Association has been disclosed on February 21 st , and shall be implemented throughout Project implementation. Any subsequent updates shall be submitted to the Association for approval. and thereafter implement ESMF throughout Project implementation. Any subsequent updates of those instruments shall be submitted to the Association for approval.	PCU PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	ESMF. The proposed subprojects described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project (Any activity deemed illegal under host country laws or regulations or international conventions and agreements, or subject to international bans including goods containing PCBs; High risk sub-project; Sub-project involving harmful or exploitative forms of forced labor / child labor; Biomass power generation; FI sub-project involving Production, trade, storage, or transport of significant volumes of hazardous).	b) Adopt the relevant ESIA and ESMP prior to launching the relevant bidding process for the respective subproject that requires such ESIA and ESMP, and thereafter implement the ESIA and ESMP throughout Project implementation.	
1.3	<p>MANAGEMENT OF CONTRACTORS</p> <p>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 and OHS 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>Cause contractors, subcontractors and supervising firms to prepare, adopt and implement a Contractor-ESMP (C-ESMP) consistent with the applicable subproject ESIA/ESMP and in a manner satisfactory to the Association which shall include, inter alia: work site, Hygiene, Health, Safety and Environment Plan (HSEP), Occupational Health and Safety (OHS) environmental and social clauses, Codes of Conduct, Grievance Mechanism, social commitments on child labor emergency preparedness and response and other elements provided for in the SEA-SH Action Plan, all 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 C-ESMP throughout the Project implementation.</p>	PCU
1.4	<p>TECHNICAL ASSISTANCE</p> <p>Ensure that the consultancies, studies (including feasibility studies, if applicable), 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 (ToRs).</p>	Throughout Project implementation	PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
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 for the implementation of the CERC component (Component 5) in accordance with the ESSs.</p> <p>b) Adopt any environmental and social (E&S) instruments which may be required for the activities under the CERC Part of the Project, in accordance with the CERC Manual, and if applicable the CERC-ESMF and the ESSs, and thereafter implement the measures and actions required under said 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 any required E&S instruments and include it as part of the respective bidding process, if applicable, and in any case, before to the implementation of the relevant Project activities for which the E&S instruments are required. Implement the E&S instruments in accordance with their terms, throughout Project implementation.</p>	PCU
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>a) Adopt and implement Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), specific provisions for pandemic health barrier measures such as COVID-19 for Project workers, 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 Project workers, contracted workers and primary supplier workers consistent with the LMP.</p>	<p>a) The LMP acceptable to the Association has been disclosed on February 21, 2023 and shall be implemented throughout Project implementation. Once adopted, implement the LMP throughout the implementation of the Project. Any subsequent updates shall be submitted to the Association for approval.</p> <p>(b) Prior to employment for Project workers and contractors and shall be maintained throughout the implementation of the Project.</p>	PCU
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance mechanism (GM) for Project workers, that also captures SEA/SH complaints for Project workers, as described in the LMP and consistent with ESS2 and the National law.</p>	<p>Establish and operationalize the GM prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.</p>	PCU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>a) Adopt and implement a Waste Management Plan (WMP), as part of relevant subproject instruments (ESIA/ESMP), to manage hazardous and non-hazardous wastes, consistent with ESS3 and good international industry practice (GIIP).</p> <p>b) Adopt and implement a waste electrical and electronic equipment management plan (WEEEMP), within the ESMF, to manage WEEE, in accordance with the ESS3.</p>	<p>(a) same timeframe as under Section 1.2 (b) above; and (b) same timeframe as under Section 1.2 (a) above.</p> <p>Any subsequent updates to the WMP and/or WEEEMP shall be submitted to the Association for approval prior to implementation. Once approved, the WMP and/or WEEEMP shall be operationalized and implemented throughout Project implementation.</p>	PCU
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Develop and implement specific pollution prevention and management measures as part of the subproject ESIA/ESMPs in accordance with the measures for subprojects described in the ESMF.</p>	Same timeframe as under Section 1.2 (b) above.	PCU
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY</p> <p>Incorporate measures to manage traffic and road safety risks as required in the ESMF and subsequently in the required ESIA/ESMP to be prepared under action 1.2 (b) above.</p>	Same timeframe as under Section 1.2 (a) and 1.2 (b) above, respectively.	PCU
4.2	<p>COMMUNITY HEALTH AND SAFETY</p> <p>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, measures to minimize the potential for community exposure to communicable diseases, including propagation of COVID-19 risks for local population; personnel security risks, response to emergency situations, exposure to dust, noise, and vibration risks, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.</p>	Same timeframe as under Section 1.2 (b) above.	PCU
4.3	<p>SEA AND SH RISKS</p> <p>a) Adopt and implement a SEA/SH Action Plan as part of the ESMF and ESIA/ESMP to assess and manage the risks of SEA and SH.</p> <p>b) Integrate codes of conduct and SEA-SH prevention measures into contractual and procurement documents (ToRs, Tender documents, workers' contracts).</p>	a) The SEA/SH Action Plan acceptable to the Association has been disclosed on February 21, 2023 and shall be implemented throughout Project implementation. Once adopted, implement the SEA/SH Action Plan throughout the implementation of the Project. Any subsequent updates shall be submitted to the Association for approval.	PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
		b) During preparation of procurement documents (ToRs, Tender documents, workers’ contracts) and thereafter implement throughout Project implementation.	
4.4	<p>SECURITY MANAGEMENT</p> <p>a) Develop, adopt and implement Security Management Plan (SMP) 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, guided by the principles of proportionality and Good International Industry Practice (GIIP), and by ESS4 and applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel.</p> <p>b) A site-specific safety risk assessment (SRA) of the Project sites shall be carried out during the preparation of ESIA/ESMPs and a subsequent a safety management plan (SMP) shall be included in the relevant ESMPs and implemented in accordance with its terms.</p>	<p>a) Same timeframe as under Section 1.2 (a) above</p> <p>b) Same timeframe as under Section 1.2 (b) above.</p>	PCU
4.5	<p>DAM SAFETY</p> <p>b). Adopt and implement Small Dams Security Manual consistent with ESS4</p>	Same timeframe as under Section 1.2 above.	PCU
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT FRAMEWORK</p> <p>Prepare, disclose, consult upon, adopt and implement a Resettlement Framework (RF), consistent with ESS5.</p>	The RF acceptable to the Association has been disclosed on February 21, 2023 and shall be implemented throughout Project implementation. Once adopted, implement the RF Action Plan throughout the implementation of the Project. Any subsequent updates shall be submitted to the Association for approval.	PCU
5.2	<p>RESETTLEMENT PLANS AND LIVELIHOOD RESTORATION PLANS</p> <p>a) Adopt and implement Resettlement Plans (RPs), and Livelihood Restoration Plans (LRPs) for each subproject as set out in the RF, and consistent with ESS5 and in a manner satisfactory to the Association.</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.	PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	b) Prepare and submit to the Association a report on the implementation of each RPs and LRPs.	b) Each reports shall be submitted to the Association for approval before the start of the concerned work.	
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>Adopt and implement, as part of the relevant ESIA/ESMPs, impacts and risks on biodiversity and relevant mitigation measures will be addressed in the area-based ESIA, and ESMPs through field surveys and in consultations with relevant stakeholders 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>	Same timeframe as under Section 1.2 (b) above.	PCU
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
NOT CURRENTLY RELEVANT			
ESS 8: CULTURAL HERITAGE			
8.1	<p>CULTURAL HERITAGE RISKS AND IMPACTS</p> <p>Adopt and implement, as part of the relevant ESIA/ESMP, a Cultural Heritage Management Plan (CHMP), in accordance with the measures described in the ESMF and consistent with the provisions of ESS8.</p>	Same timeframe as under Section 1.2 (b) above for subproject ESMPs, and Section 1.3 (b) for C-ESMPs.	PCU
8.2	<p>CHANCE FINDS</p> <p>Describe and implement the chance finds procedures, as part of the ESMF of the Project and ensure that chance finds procedures are included in the relevant ESIA/ESMPs.</p>	Same timeframe as under Section 1.2 (a) and 1.2 (b) above respectively for the ESMF and for subproject ESMPs, and Section 1.3 (b) for C-ESMP	PCU
ESS 9: FINANCIAL INTERMEDIARIES			
9.1	<p>ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS)</p> <p>Develop, maintain, and implement an ESMS, satisfactory to the Association, to identify, assess, manage, and monitor the environmental and social risks and impacts of financial intermediaries (FI) subprojects that receive support from the Project. The ESMS shall include, inter alia, the following elements: Identification of the FI subprojects that may receive support from the Project. An environmental and social policy endorsed by the FI senior management Clearly defined procedures for the identification, assessment and management of the environmental and social risks and impacts of FI</p>	Establish and operationalize ESMS before carrying out screening of any proposed FI subprojects. Once established, maintain and implement the ESMS throughout Project implementation.	PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	<p>subprojects, in accordance with ESS9, including, inter alia, stakeholder engagement and disclosure requirements applicable to FI subprojects. Exclusion list with the activities of the FI subprojects that are not eligible for financing.</p> <p>An organizational capacity and competency for implementing the ESMS with clearly defined roles and responsibilities</p> <p>Monitoring and reporting of environmental and performance of FI subprojects and the effectiveness of the ESMS.</p> <p>Incidents and accidents notification and subsequent reporting requirements as set out in action B above.</p> <p>An external communications mechanism, including measures to respond to public enquiries and concerns in a timely manner.</p> <p>Disclose a summary of each of the elements of the ESMS through the relevant website.</p>		
9.2	<p>EXCLUSIONS</p> <p>Ensure that Fund manager screen all proposed FI subprojects in compliance with the exclusion measures set out in the ESMF as set in above Section 1.2. and shall describe in the Operations Manual</p>	Screen FI subprojects before determining whether they are eligible to receive support from the Project.	PCU
9.3	<p>FI ORGANIZATIONAL CAPACITY</p> <p>Establish and maintain an organizational capacity and competency for implementing the ESMS, with clearly defined roles and responsibilities including one Environmental and Social Specialist under terms and conditions acceptable to the Association, to manage E&S aspects of the FI subprojects.</p>	The Environmental and social specialist Staff recruited as part of the selection of the Fund Manager, and thereafter maintain these positions throughout Project implementation.	PCU
9.4	<p>SENIOR MANAGEMENT REPRESENTATIVE</p> <p>Designate a senior management representative to have overall accountability for environmental and social performance of FI subprojects that receive support from the Project.</p>	At the latest two months after appointment of the Fund Manager.	PCU
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 shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable, and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.</p>	The Stakeholder Engagement Plan (SEP) acceptable to the Association has been disclosed on February 21, 2023 and shall be implemented throughout Project implementation. Once adopted, implement the SEP throughout the implementation of the Project. Any subsequent updates shall be submitted to the Association for approval.	PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>Establish, publicize, maintain, and operate as part of the SEP, an accessible grievance mechanism (GM) 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>Establish and publicize the project's GM at the same timeframe as the SEP under Action 10.1 above. Update the GM periodically as required by the Association throughout Project implementation. Any subsequent updates to the GM shall be submitted to the Association for approval prior to implementation.</p> <p>Once approved, the GM shall be implemented throughout Project implementation.</p>	PCU
CAPACITY SUPPORT			
CS1	<p>Develop and submit to the Association a Capacity Building Plan for PCU, MEH, MNDPT and Fund manager staff including:</p> <ol style="list-style-type: none"> a. ESF and World Bank Group EHS Guidelines <ul style="list-style-type: none"> - Introduction to ESF, and World Bank Group EHS Guidelines; - Development, implementation, monitoring and reporting in accordance with the ESCP, LMP, SEP; b. 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. c. Implementation of LMP, SEP including: <ul style="list-style-type: none"> • Stakeholder Engagement, and citizen engagement; • Working Code of conduct; • Health and safety for workers and communities: hazards and risks, measures to address hazards and risks, emergency 	<p>Submit to the Association Capacity Building Plan for PCU, MEH, MNDPT and Fund manager staff no later than 03 months after the Project Effective Date and thereafter implement the Capacity Building Plan throughout Project implementation.</p>	PCU

	MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	<p>procedures;</p> <ul style="list-style-type: none"> • SEA-SH Risks Mitigation, and support to SEA-SH survivor; • Inclusion of vulnerable and disadvantaged groups in the consultation process; • Worker’s Grievance Mechanism; • Dissemination of information. <p>d. Occupational health and safety including :</p> <ul style="list-style-type: none"> - Emergency prevention and preparedness; - Response arrangements to emergency situations; - Incident reporting; - Safety procedures in energy operations. <p>e. Implementation of RPs, LPs</p> <p>f. Hazardous and non-hazardous waste management, including WEEE</p>		
CS2	<p>Develop and submit to the Association a Capacity Building Plan for Contractors and sub-contractors on:</p> <ol style="list-style-type: none"> a. Introduction to the ESF, ESS and World Bank Group EHS Guidelines b. 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; - Hazardous and non-hazardous waste management. c. Occupational health and safety including on: <ul style="list-style-type: none"> - Emergency prevention and preparedness; - Response arrangements to emergency situations; <p>Incident reporting Safety procedures in energy operations.</p>	<p>Submit to the Association the Capacity Building Plan for contractors and sub-contractors no later than 03 months after the Project Effective Date and thereafter implement the Capacity Building Plan throughout Project implementation.</p>	<p>-PCU</p>
CS3	<p>Develop and submit to the Association a Capacity Building Plan for other stakeholder staff and communities on:</p> <ol style="list-style-type: none"> a. Introduction to the ESF, ESS and World Bank Group EHS Guidelines; b. Community health and safety; c. GBV awareness, control and prevention; 	<p>Submit to the Association the Capacity Building Plan for other stakeholder staff and communities no later than 03 months after the Project Effective Date and thereafter implement the Capacity Building Plan for</p>	<p>-PCU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	<ul style="list-style-type: none"> d. Grievance mechanism; e. SEP Implementation. 	other stakeholder staff and communities throughout Project implementation.	

