

**FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA**

**Response – Recovery – Resilience for Conflict-Affected  
Communities in Ethiopia (3R-4-CACE)  
(P177233)**

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

January 2022

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of Ethiopia (the Recipient) will implement the Ethiopian Response – Recovery – Resilience for Conflict-Affected Communities Project (3R-4-CACE) (hereafter the Project), with the involvement of the following Ministries/agencies/units: Ministry of Finance (MoF), Ministry of Women and Social Affairs (MoWSA), Ethiopia Disaster Risk Management Commission (EDRMC), and the regional states and local districts. The International Development Association (IDA) (hereinafter the Association) 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 Environmental and Social Standards (**ESSs**). This Environmental and Social Commitment Plan (**ESCP**) sets out material measures and actions, any specific documents or plans, as well as the timing for each of these.
3. The Recipient shall also comply with the provisions of any other E&S documents required under the ESF and referred to in this ESCP, such as Environmental and Social Management Plans (ESMP), Resettlement Plans (RP), and Stakeholder Engagement Plans (SEP), and the timelines specified in those E&S documents.
4. The Recipient is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Ministry, agency or unit referenced in 1. above or another entity.
5. Implementation of the material measures and actions set out in this ESCP shall be monitored and reported to the Association by the Recipient as required by the ESCP and the conditions of the legal agreement, and the Association will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the Association and Recipient, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, Recipient will agree to the changes with the Association and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the Association and the Recipient. The Recipient shall promptly disclose the updated ESCP.
7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the Recipient shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, such as GBV risks.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></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, SEP, status of preparation and implementation of E&amp;S documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s).</p> <p>The World Bank will engage a Third-Party Monitor to provide, among others, operational review of project’s environment and social risk management performance as well as well as verification of project results. The PCU E&amp;S staff will cooperate with the Third Party Monitor as necessary.</p>	<p>Quarterly and annually throughout the Project implementation period</p> <p>Throughout the Project implementation period.</p>	<p><i>The PCU in collaboration with MoF and MoWSA</i></p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
B	<p><b>INCIDENTS AND ACCIDENTS</b></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 safety hazards associated with road obstructions, diversions, or closures to give room to works with concomitant increased traffic volume on public roads and accidents that may occur due to civil works to rebuild or rehabilitate the public centers. Provide sufficient detail regarding the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and supervising entity, as appropriate.</p> <p>Subsequently, as per the Association’s request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>	<p>Immediately, and in any case within 48 hours after first becoming aware of the incident or accident</p> <p>A detailed report of the incident shall be provided to the Association within 15 days from the date the Recipient first becomes aware of the incident or accident, unless a different timeline is specified by the Association.</p>	<p><i>The PCU in collaboration with MoF and MoWSA</i></p>
C	<p><b>CONTRACTORS MONTHLY REPORTS</b></p> <p>Require contractors to provide monthly monitoring reports on the environmental, social, health, and safety (ESHS) performance of subprojects in accordance with the requirements outlined in item 1.4 below.</p> <p>The Recipient, through NDRMC, shall ensure that these reports are prepared and submitted to the Association upon request.</p>	<p>Throughout project implementation</p>	<p><i>The PCU in collaboration with Contractor MoF and MoWSA</i></p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>		
<p>1.1 <b>ORGANIZATIONAL STRUCTURE</b></p> <p>1. Establish and maintain a Project Coordination Unit (PCU) at the national level and PIUs at the regional levels. The PCU shall include qualified staff and resources to support the management of environmental and social risks and impacts of the Project, including one Environmental Specialist, and one Social Specialist. No actions that will have adverse environmental and social footprint will be implemented before assignment/ recruitment of the two specialists.</p> <p>2. Hire or procure additional expertise in accordance with the capacity building action plan and respective timelines approved by the Association (per item 4 below) to ensure implementation of the Project in accordance with the ESSs and this ESCP.</p> <p>3. Allocate, utilize and maintain the required resources including budget to support management of environmental and social risks and impacts for ensuring full compliance with ESSs, ESCP and other relevant instruments including ESMF, RF, LMP, SEP, Security Risk Assessment and Management Plan (SRA&amp;MP), GBV action plan and any subsequent instruments, such as, ESMPs, or RPs.</p> <p>4. The Recipient shall monitor and assess the E&amp;S capacity needs of the Project and present an assessment report and capacity building action plan for the approval of the Association, and once approved shall implement the action plan as required by the agreed action plan.</p>	<p>1. An organizational structure including the two specialists shall be established within two months of Project effectiveness and maintained throughout Project implementation</p> <p>2. Throughout Project implementation in accordance with schedule included in the action plan</p> <p>Allocate budget for first year within 30 days after the Effective Date and annually thereafter and maintain throughout Project implementation</p> <p>Submission of plan to the Association within three months after the Effective Date and implementation of action plan throughout Project implementation</p>	<p><i>The PCU in collaboration with MoF and MoWSA</i></p>

<p>1.2</p>	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENT</b></p> <p>The following ESF instruments and tools shall be prepared as part of the Environmental and Social Risk Management (ESRM), sent to the Association for review and No Objection, consulted upon and disclosed, and once approved implemented by the Recipient:</p> <ul style="list-style-type: none"> <li>a) As the project is prepared under emergency, a preliminary Stakeholder Engagement Plan (SEP) shall be prepared for appraisal.</li> <li>b) Prepare and implement an ESMF to identify and assess the environmental and social risks and impacts of the Project and design appropriate mitigation measures. Project activities shall be screened for E&amp;S risks, and mitigation measures adopted, in accordance with the ESMF.</li> <li>c) A social assessment shall be conducted to identify the type and number of vulnerable and disadvantaged groups in the project areas and prepare a Social Risk Mitigation Strategy. The process shall include community and vulnerable group consultations and field visits to the project regions. The assessment shall also address potential social tensions between displaced and host communities. This instrument shall be annexed to the ESMF. A rapid social assessment shall be prepared based on secondary data analysis prior to Board.</li> <li>d) Project level enhancements to GBV (SEA/SH) Risk Assessment and corresponding action plan shall be prepared as part of social assessments.</li> <li>e) Prepare and implement a Resettlement Framework (RF) to address involuntary resettlement and land acquired for the project shall also be screened, according to</li> </ul>	<ul style="list-style-type: none"> <li><i>a) The preliminary SEP shall be prepared prior to project appraisal and finalized by prior to Project effectiveness date</i></li> <li><i>b) ESMF shall be prepared prior to disbursement of funds under Component 1 and 2.</i></li> <li><i>c) The rapid SA shall be prepared prior to appraisal. The comprehensive SA and Social Risk Mitigation Strategy shall be prepared along the same timeline as the ESMF (prior to disbursement and activities on the ground under Component 1 and 2).</i></li> <li><i>d) The GBV/SEA Risk assessment will be conducted as part of the SA. GBV action plan will be prepared prior to disbursements and activities on the ground under Component 1 and 2</i></li> </ul>	<p><i>The PCU in collaboration with MOF and MoWSA</i></p>
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	<p>criteria and procedures set out in the RF. Resettlement Plans or Abbreviated Resettlement Plans will be prepared and implemented as needed.</p> <p>f) Prepare an assessment and plan to address requirements under ESS7 regarding Sub-Sahara African Historically Underserved Traditional Local Communities (SSAHUTLC-A&amp;P).</p> <p>g) Prepare Labour Management Procedures (LMP)</p> <p>h) Project level Security Risk Assessment and Management Plan (SRA&amp;MP)</p> <p>i) Prepare the Project Operating Manual which shall include ESRM provisions</p> <p>j) Implement CERC activities in compliance with the requirements of the ESMF.</p> <p>Ensure the preparation, disclosure, adoption, and implementation of all ESRM instruments for the Project, in accordance with ESSs.</p> <p>All Terms of References (TORs) for the preparation of the above instruments shall be submitted for Association non-objection. Once approved all plans, instruments and tools shall be disclosed and implemented throughout Project implementation</p>	<p><i>e) The RF shall be prepared prior to disbursements and activities on the ground for Component 1 and 2. RAPs and ARAPs will be prepared and implemented prior to any land impacts of respective subprojects.</i></p> <p><i>f) The SSAHUTLCP shall be prepared prior to disbursements under Component 1 and Component 2.</i></p> <p><i>g) The LMP shall be prepared prior to bidding work</i></p> <p><i>h) The SRA&amp;MP shall be prepared prior to disbursements and activities on the ground under Component 1 and 2.</i></p> <p><i>i) The Project Operating Manual shall be prepared prior Project effectiveness and regularly updated as more information becomes available</i></p> <p><i>j) Immediately after activation of CERC activities update the ESMF</i></p>	
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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.4	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of this ESCP, including the relevant E&amp;S documents and/or plans, and the Labor Management Procedures, into the ESHS specifications of the procurement documents with contractors.</p> <p>Thereafter, ensure that the contractors comply with the ESHS specifications of their respective contracts and provide the corresponding reports monthly and upon request.</p>	<p>Prior to the preparation of procurement documents.</p> <p>Supervise contractors throughout Project implementation.</p>	<p><i>The PCU in collaboration with MOF and MoWSA</i></p>
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Develop and implement Labour Management Procedures (LMP) for all Project workers, namely direct Project workers, contracted workers, and community workers, consistent with Ethiopia Labour Proclamation No. 1156/2019 and ESS2.</p> <p>The LMP shall address all issues identified in ESS2, including the applicable requirements regarding non-discrimination and equal opportunity.</p> <p>The LMP shall also include a grievance redress mechanism (GRM) covering all Project workers, including contractor and subcontractors, throughout Project implementation.</p>	<p><i>The LMP shall be prepared before disbursements and activities on the ground under Component 1 and Component 2.</i></p>	<p><i>The PCU in collaboration with MOF and MoWSA</i></p>



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b>                      A GRM for Labour shall be prepared under LMPs and will be implemented by the PCU and Contractors</p> <p>✓</p> <p>Grievance redress mechanisms for workers GBV/SH cases handled through survivor’s centered approach as per the guidance of World Bank GBV good practice note.</p>	<i>Grievance mechanism shall be operational prior to engaging Project workers and maintained throughout Project implementation.</i>	<i>The PCU in collaboration with MOF and MoWSA</i>
2.3	<p><b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b>                      Prepare, adopt, and implement occupational, health and safety (OHS) measures as part of the ESMF. Also ensure the preparation and implementation of OHS measures by the contractors</p>	<i>Throughout Project implementation</i>	<i>The PCU in collaboration with MOF and MoWSA</i>
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>Prepare and implement waste management plan as needed</b></p>	<i>Throughout Project implementation</i>	<i>The PCU in collaboration with NDRMC, MOWSA and MoF</i>
3.1	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT:</b> Resource efficiency and pollution prevention and management measures shall be addressed in the ESMF (in specifically on site specific ESMPs) to be prepared under action 1.2 above.</p>	<i>ESMF to be prepared on timeframe specified in 1.2.</i>	<i>The PCU in collaboration with MOF and MoWSA</i>
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY:</b>                      Adopt and implement measures and actions to assess and manage traffic and road safety risks as required in the ESMPs to be developed.</p>	<i>As part of ESMF and Throughout Project implementation</i>	<i>The PCU in collaboration with MOF and MoWSA</i>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
4.2	<p><b>COMMUNITY HEALTH AND SAFETY:</b>                      Prepare, adopt, and implement measures and actions to assess and manage specific risks and impacts to the community arising from Project activities, behavior of Project workers and risks of labor influx. Incorporate measures in the ESMPs to be prepared in accordance with the ESMF, in a manner acceptable to the Association.</p> <p>Put in place measures to minimize the potential for community exposure to communicable diseases taking into consideration highly vulnerable groups.                      Ensure that all activities are aligned with WHO guidance on COVID19 risk communications  <a href="https://www.who.int/emergencies/diseases/novel-coronavirus-2019/technical-guidance">https://www.who.int/emergencies/diseases/novel-coronavirus-2019/technical-guidance</a> and the GoE's Ministry of Health COVID19 Infection Prevention and Control protocol.</p>	<p><i>As part of the ESMF and throughout Project implementation</i></p>	<p><i>The PCU in collaboration with MOF and MoWSA</i></p>
4.3	<p><b>GBV AND SEA RISKS:</b>                      Prepare, adopt, and implement Gender-Based Violence Action Plan (GBV Action Plan), to assess and manage the risks of gender-based violence (GBV) and sexual exploitation and abuse (SEA).</p>	<p><i>Submit the GBV Action Plan for the Bank's approval along the timeline of the ESMF development.                      Once approved, the GBV Action Plan shall be implemented throughout Project implementation</i></p>	<p><i>The PCU in collaboration with MOF and MoWSA</i></p>
4.4	<p><b>SECURITY</b>                      Prepare, adopt, and implement a Security Risk Assessment and Management Plan (SRA&amp; SRMP) consistent with the requirements of ESS4, in a manner acceptable to the Association to assess and address security risks related to the Project, including those relating to the involvement of public and private security personnel, to minimize the risk of conflict and insecurity in Amhara, Tigray and Oromia regions.</p>	<p><i>The SRA&amp;SMP shall be prepared and annexed to the ESMF.</i></p> <p><i>The document shall be updated in case of any changes to the use of security personnel or other related risk factors during project implementation.</i></p>	<p><i>The PCU in collaboration with MOF and MoWSA</i></p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>		
<p>5.1 <b>RESETTLEMENT FRAMEWORK AND PLANS:</b></p> <p>a) Prepare, adopt, and implement a Resettlement Framework (RF) in a manner acceptable to the Association.</p> <p>b) Prepare, adopt, and implement resettlement plans (RAPs) or Abbreviated Resettlement Plans (ARAPs) in accordance with ESS 5 and consistent with the requirements of the prepared Resettlement Framework (RF) and thereafter adopt and implement the respective RPs before carrying out any associated land acquisition activities, in a manner acceptable to the Association.</p>	<p>a) RF shall be prepared prior to disbursements and activities on the ground under Component 1 and 2.</p> <p>b) RAPs and ARAPs will be prepared and implemented prior to any land impacts of respective subprojects.</p>	<p>The PCU in collaboration with MOF and MoWSA</p>
<p>5.2 <b>GRIEVANCE MECHANISM</b></p> <p>Establish and maintain a grievance mechanism (GM) to address resettlement related complaints and shall be described in the RF, RAPs, and SEP.</p>	<p>Prior to commencement of resettlement activities</p>	<p>The PCU in collaboration with MOF and MoWSA</p>
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>		
<p>6.1 <b>BIODIVERSITY RISKS AND IMPACTS</b></p> <p>Biodiversity risk management shall be addressed in the ESMF (as well as specifically in site specific ESMPs) to be prepared under action 1.2 above. As per the ESMF requirements, conduct a preliminary screening and assess each of the proposed activity/subproject for financing, in terms of its risks and impacts on biodiversity and ensure all activities/subprojects with such impacts and/or located within important and/or critical natural habitats will be excluded from the Project financing.</p>	<p>ESMF to be prepared on timeframe specified in 1.2.</p>	<p>The PCU in collaboration with MOF and MoWSA</p>
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
7.1	<p><b>INDIGENOUS PEOPLES PLAN:</b> Prepare, adopt, and implement a SSAHUTLC assessment and plan, in a manner acceptable to the Association.</p>	<p><i>The SSAHUTLC Assessment &amp; Plan shall be prepared prior to disbursements and activities on the ground under Component 1 and 2. Once approved, implement the SSAHUTLCP throughout Project implementation.</i></p>	<p><i>The PCU in collaboration with MoFand MoWSA</i></p>
7.2	<p><b>GRIEVANCE MECHANISM:</b> Ensure that a grievance mechanism is established for the Project, as described in ESS10, which is culturally appropriate and accessible to affected Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities and considers the availability of judicial recourse and customary dispute settlement mechanisms among the communities.</p>	<p><i>Project GRM shall be established and operationalized prior to activities on the ground of component 1 and 2.</i></p>	<p><i>The PCU in collaboration with MoFand MoWSA</i></p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>ESS 8: CULTURAL HERITAGE</b>		
<p>8.1 <b>CHANCE FINDS:</b>                      Consistent with ESS8 and in a manner acceptable to the Association, ensure that chance find procedure is followed if previously unknown cultural heritage is encountered during Project activities.</p> <p>In collaboration with Woreda Administrations, tourism and culture offices and PCU shall develop chance finds procedure. The chance find procedure shall be spelled out in the ESMF and site specific ESMP and included in all contracts relating to the implementation of the Project.</p> <p>Through the environmental and social assessment/ site specific Environmental and social management plan , determine appropriate measures to address risks and impacts on cultural heritage, including:</p> <ul style="list-style-type: none"> <li>- retain competent professionals to assist in the identification and protection of cultural heritage;</li> <li>- Consult with stakeholders and encourage them to participate in management of cultural heritage likely to be affected by the Project and explore avoidance and mitigation options.</li> <li>- Consult with persons with relevant expertise to determine whether disclosure of information regarding cultural heritage required under the ESSs would compromise or jeopardize the safety or integrity of such cultural heritage.</li> </ul>	<p>Before construction on any sites</p> <p>Implemented and monitored throughout implementation. Project</p>	<p><i>The PCU in collaboration with MoF and MoWSA</i></p>
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>		
Not applicable		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>a) Prepare a preliminary SEP including a stakeholder assessment and requirements and planning on stakeholder engagement throughout the Project lifecycle.</p> <p>b) Prepare an updated SEP, including consultations with affected and interested parties, adopted and disclosed. The SEP will govern stakeholder engagement throughout the Project lifecycle.</p> <p>c) The SEP shall be implemented and regularly updated to reflect new stakeholders identified and appropriate ways to consult them.</p>	<p>a) Prior to project appraisal</p> <p>b) Prior to disbursements and activities on the ground under Component 1 and 2</p> <p>c) Throughout Project implementation</p>	<p><i>The PCU in collaboration with MoF and MoWSA</i></p>

<p>10.2</p>	<p><b>PROJECT GRIEVANCE MECHANISM:</b></p> <ul style="list-style-type: none"> <li>- The SEP shall include the design of a Grievance Redress Mechanism.</li> <li>- The Grievance Redress Mechanism shall provide Project-affected parties (including IDPs and host communities) with accessible and inclusive means to raise issues and grievances in accordance with ESS10, the ESF and this ESCP and all E&amp;S instruments, and in a manner acceptable to the Association.</li> <li>- Prepare the GRM guidelines.</li> <li>- The GRM process or procedure to receive and facilitate resolution of stakeholders’ concerns and grievances regarding the environmental and social performance shall respect the following:             <ul style="list-style-type: none"> <li>✓ The grievance mechanism shall be scaled to the risks and potential adverse impacts of the Project.</li> <li>✓ Where possible, grievance mechanism shall utilize existing formal or informal grievance mechanisms suitable for Project purposes.</li> <li>✓ The Grievance mechanism including GBV grievance mechanisms, process or procedure shall address concerns promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all segments of the Project-affected communities, at no cost and without retribution.</li> <li>✓ The Grievance mechanism addressing GBV issues shall follow the respective requirements, including confidentiality and protection from retaliation, as outlined in the GBV Action Plan.</li> </ul> </li> </ul>	<p>Prepare the GRM guideline prior to project effectiveness</p> <p>Establish and Operationalization the GRM prior to component 1 and 2 implementation and implementation throughout the Project implementation</p>	<p><i>The PCU in collaboration with Contractors, MOF and MoWSA</i></p>
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MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<ul style="list-style-type: none"> <li>✓ The mechanism, process or procedure shall not prevent access to judicial or administrative remedies.</li> <li>✓ The Project-affected communities shall be informed about the grievance process (except for GBV/SH cases since GBV/SH cases strictly confidential) in the course of its community engagement or stakeholders' engagement activities</li> </ul> <p>Handling of grievances shall be done in a culturally appropriate manner and be discreet, objective, sensitive and responsive to the needs and concerns of the Project-affected communities.</p> <ul style="list-style-type: none"> <li>- Grievance redress mechanisms for GBV/SH cases handled through survivor's centered approach as per the guidance of World Bank GBV good practice note.</li> </ul>		
<p><b>CAPACITY SUPPORT (TRAINING)</b></p>		



MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>1 Capacity building training for Project staff, other relevant stakeholders (like MOWSA, MoF, NDRMC) at federal and regional and Project workers on occupational health and safety including:</p> <ul style="list-style-type: none"> <li>- Capacity building for PCU staff and level on specific requirements of the ESSs/ESF, the ESMF,</li> <li>- Environmental and Social screening and Site-specific instrument preparation</li> <li>- GBV and response mechanism/Risk management for experts at all levels and communities.</li> <li>- Project Grievance Redress Mechanism including proper handling of GBV/SEA cases</li> <li>- Occupational and Community Health and Safety</li> <li>- Monitoring and reporting</li> <li>- Covid-19 prevention based on the MOH and the World Bank guideline</li> <li>- RP preparation and implementation.</li> <li>- Security Risk Assessment and Management Plan (SRA&amp;MP),</li> <li>- <i>SSAHUTLC Assessment and Plan</i> and engagement with IPs</li> <li>- Other measures, as relevant and necessary, to implement the Project in accordance with the ESSs.</li> </ul>		