



REPUBLIC OF CÔTE D'IVOIRE



# Forest Investment Project, Phase 2 (P175982)

NEGOTIATED

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

Negotiated on May 31, 2022

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Côte d'Ivoire (hereinafter "the Recipient") will implement the Forest Investment Project - Phase 2 ("the Project"), with the involvement of the Ministry of Water and Forests, Ministry of Environment and Sustainable Development, Ministry Agriculture and Rural Development, Ministry of Industry and Mining, the National Forest Development Agency (SODEFOR), and the Ivorian Office of Parks and Reserves (OIPR), as set out in the Financing Agreement. The International Development Association (hereinafter the "Association") has agreed to provide financing (P175982) 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 ESSs, 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 Ministry of Economy and Finance and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<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, status of preparation and implementation of E&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism.</p> <p>Information from the Environmental and Social Management Web Multitask Platform of the FIP-2 will be used to support the preparation of those reports.</p>	<p>Submit quarterly reports to the Association throughout Project implementation, commencing after the Effective Date.</p> <p>Submit each draft report to the Association no later than 15 days after the end of each reporting period.</p> <p>Submit final report considering the Association's comments no later than 30 days after the end of each reporting period.</p>	<p>Integrated Project Administration Unit (UIAP) SODEFOR OIPR</p>
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, inter alia, soil pollution and water bodies, pesticide poisoning, incidents or accidents on project worksites, conflicts over land tenure, labor migration, discrimination or exclusion of vulnerable people including women, young people, people with disabilities, or minorities, , cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury. 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 supervision 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 detailed report (of the accident, causal analysis and immediate action taken) to the Association within a timeframe acceptable to the Association.</p>	<p>UIAP SODEFOR OIPR</p>
C	<p><b>CONTRACTORS' MONTHLY REPORTS</b></p> <p>Require contractors and supervising firms to provide monthly monitoring reports on environmental, social, and health and safety (ESHS) performance in accordance with the</p>	<p>Submit the monthly reports to the Association upon request as annexes to the reports to be submitted under action A above.</p>	<p>UIAP SODEFOR OIPR</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	metrics specified in the respective bidding documents and contracts and submit such reports to the Association.		
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>1. Maintain the Integrated Project Administration Unit (UIAP) for all environmental projects financed by the Bank, with qualified staff and resources to support management of ESHS risks and impacts of the Project including full time dedicated environmental and social specialists, a gender specialist with adequate knowledge on SEA/SH, and a stakeholder engagement specialist to respectively ensure the implementation of safeguard documents prepared as part of the Project. This includes adequate resources for equipment, mobilization/travel for the environmental and social (E&amp;S) team.</p> <p>2. Sufficient experienced and local resettlement expertise will be retained by the UIAP through project implementation. This expertise will include at least one full time, highly qualified seasoned resettlement expert and up to three local resettlement specialists to provide support to the UIAP. The seasoned resettlement expert will participate in the preparation of RPs (Resettlement Plans) and other consultations with project affected persons (PAPs). The Terms of Reference for the experienced resettlement expert and of the local social specialists will receive the non-objection of the Bank prior to contracting. The Recipient will ensure adequate resources are provided to support this work including operating and functioning expenses .</p> <p>3. Recruit a supervision firm to oversee overall project implementation, including ensuring compliance with all ESSs, and supervise the resettlement experts. The Terms of Reference for the supervising firm will be reviewed and given non-objection by the Bank prior to contracting.</p> <p>4. Set up a digital web platform for environmental and social risk management common to the PIF-2 and the PDIC and give access to all the Stakeholders of the Project including the Association.</p>	<p>1. The organizational structure and E&amp;S staff of FIP-2 should be set up prior to Project effectiveness and maintained throughout Project implementation.</p> <p>2. The experienced resettlement expert will be recruited prior to the preparation of RPs. The three local resettlement specialists will be recruited prior to the implementation of the RPs and LPRs. The resettlement expertise will thereafter be maintained throughout project implementation.</p> <p>3. Within 1 year of project effectiveness and maintained throughout Project implementation.</p> <p>4. Set up the platform before start of the implementation of Project activities and provide access throughout Project implementation.</p>	<p>UIAP SODEFOR OIPR</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>1.2 <b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>1. Adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs in a manner acceptable to the Association. The Environmental and Social Impact Assessment that shall be carried out for each subproject to identify and evaluate the environmental and social risks and impacts, shall include SEA/SH and appropriate mitigation measures. A focus shall be at the consultation with potentially affected persons and vulnerable people including women and children. Consultation with women shall be led by a woman to identify their specific needs and interests. Social assessment shall include the mapping of GBV service providers in sites of project implementation as part of the preparation of the SEA/H service referral protocol.</p> <p>2. Develop and implement the following risk assessment and management tools and instruments:</p> <ul style="list-style-type: none"> <li>- Site-specific Environmental and Social Impact Assessment (ESIAs), with site-specific Environmental and Social Management Plans (ESMPs)</li> <li>- Stakeholder Engagement Plan (SEP)</li> <li>- SEA/SH Prevention and response Action Plan</li> <li>- Resettlement Framework (RF) with its annexed Livelihoods Restoration Strategy (LRS), and site-specific Resettlement Plans (RPs) and Livelihood Restoration Plans (LRPs)</li> <li>- Labor Management Plan (LMP)</li> <li>- Pest Management Plan (PMP)</li> <li>- Social Conflict Study (SCS) that will be used to inform the ESMPs, RPs and LRPs.</li> </ul> <p>3. Agroforestry activities that will lead to the physical or economic displacement of farmers will be conditional on the availability of replacement lands as referenced in the RF and LRS. This will also be required in the approved LRPs and RPs that will also include the commitment to relocate these farmers on clearly designated lands. This commitment, as well as the availability of such land, will be clearly outlined in the LRPs and RPs to be submitted to the Association together with the final version of the Participatory Forest Management Plan (PFMP) for non-objection prior to the implementation of any activities under the C3 PFMPs. If replacement lands were not available at the time of the census of affected persons, the Recipient will have to make such replacement lands available, either through land purchases or other means acceptable to the Association.</p>	<p>1. Implement the ESMF throughout Project implementation.</p> <p>2. Prepare, consult, adopt, and disclose the ESIAs/ESMPs before carrying out of any Project activities that require ESIAs/ESMPs. Once adopted, implement the respective ESMP throughout Project implementation.</p> <p>The SEP will be implemented throughout Project implementation. The SEA/SH Action Plan will be prepared, consulted, adopted, and disclosed prior to Project effectiveness and implemented throughout Project implementation.</p> <p>3. The Gazetted Forests’ Participatory Forest Management Plans and the accompanying site-specific RPs and LRPs will be finalized and submitted to the Association for non-objection after the completion of an integrated multi-stakeholder engagement process, as well as the census, parcel and socio-economic survey required for each of the Gazetted Forests’ Participatory Forest Management Plans. No activity will be carried out under the C3 Gazetted Forests’ Participatory Forest Management Plans and no related agroforestry contract will be signed until (a) the Recipient has finalized the C3 GF Gazetted Forests’ Participatory Forest</p>	<p>UIAP SODEFOR OIPR</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>4. Renew the 10-year agroforestry contracts with all farmers who comply with the contract conditions are respected.</p> <p>5. Unauthorized forms of child labor including under the agroforestry contracts are prohibited and they will be monitored by the Recipient.</p>	<p>Management Plans in an inclusive and participatory manner acceptable to the Association; (b) adopted the census, parcel and socio-economic survey required for each C3 GFMP, and (c) carried out relevant RPs and LRPs, all in form and substance satisfactory to the Association.</p> <p>Implement the PMP throughout the execution of the project.</p> <p>5-year agroforestry contracts will be signed, and displacement for all Project Affected Persons (PAPs) will be authorized only after replacement land is identified.</p> <p>Included this commitment in the Participatory Forest Management Plans to be approved by decrees.</p> <p>Implement the LMP throughout the execution of the project.</p> <p>4. This commitment will be included in the decrees establishing the Participatory Forest Management Plans and monitored throughout Project implementation.</p> <p>5. Conduct an assessment of the compliance of child labor related measures during the Mid-Term Review and propose measures to improve them if required.</p>	

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.3	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&amp;S instruments, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and the supervision firm. Thereafter ensure that the contractors and supervision firm comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p>	Supervise contractors throughout Project implementation.	UIAP SODEFOR OIPR
1.4	<p><b>TECHNICAL ASSISTANCE</b></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.</p>	Throughout Project implementation.	UIAP SODEFOR OIPR
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>1. Adopt and implement the Labor Management Plan (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), 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>	Implement the LMP throughout Project implementation.	UIAP SODEFOR OIPR
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2 and national labor legislation in Côte d'Ivoire, and responsive to SEA/SH.</p> <p>Ensure that Project workers who make use of this grievance mechanism shall not be subject to any form of discrimination or reprisals by employers by establishing a dedicated access channel and procedures to address this type of complaints.</p>	Establish a grievance mechanism prior to signing contracts with Project workers and thereafter maintain and operate it throughout Project implementation.	UIAP SODEFOR OIPR

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<b>WASTE MANAGEMENT PLAN</b> Ensure that Project companies or contractors develop and implement a Waste and Hazardous Materials Management Plan (common and specific waste), consistent with ESS3.	As part of the preparation of implementing documents and respective contracts. Supervise contractors throughout Project implementation.	UIAP SODEFOR OIPR
3.2	<b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> Incorporate resource efficiency and pollution prevention and management measures in the ESMPs to be prepared under action 1.2 above.	Same timeframe as for the adoption and implementation of the ESMPs.	UIAP SODEFOR OIPR
	<b>POLLUTION PREVENTION AND MANAGEMENT</b> Ensure that the measures for the prevention and management of risks and potential impacts laid down in the Pest Management Plan (PMP) are applied; as part of the environmental and social assessment of each sub-project, that all sources of pollution (liquid, solid and gaseous) are identified and analyzed, and appropriate specific mitigation measures are developed and implemented.	Implement the PMP throughout Project implementation.	UIAP SODEFOR OIPR
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<b>TRAFFIC AND ROAD SAFETY</b> Incorporate measures to manage traffic and road safety risks as required in the ESMPs to be prepared under action 1.2 above.	Same timeframe as for the adoption and implementation of the ESMPs.	UIAP SODEFOR OIPR
4.2	<b>COMMUNITY HEALTH AND SAFETY</b> 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, response to emergency situations, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.	Same timeframe as for the adoption and implementation of the ESMPs.	UIAP SODEFOR OIPR
4.3	<b>SEA AND SH RISKS</b>  Adopt and implement a SEA/SH Action Plan as part of the ESMPs, to assess and manage the risks of SEA and SH. The activities of the SEA/SH action plan will include communication campaign about the content of the Code of Conducts for project personnel and workers, including reference to forbidden behaviors, how to signal misconduct, overview of the Grievance Mechanism process and description of services available to SEA/SH survivors.	Prepare, consult, adopt, and disclose the SEA/SH Action Plan prior to Project effectiveness, and thereafter implement the SEA/SH Action Plan throughout Project implementation.	UIAP SODEFOR OIPR



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.4	<p><b>SECURITY MANAGEMENT</b></p> <p>Assess and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, Gazetted Forests, Parks, assets, and activities, as set out in the ESMPs, guided by the principles of proportionality and GIIP, and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel.</p>	<p>Prior to engaging security personnel and thereafter implemented throughout Project implementation. Update as needed during Project implementation.</p>	<p>UIAP SODEFOR OIPR</p>
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT [</b>			
5.1	<p><b>RESETTLEMENT POLICY FRAMEWORK</b></p> <p>Implement the Resettlement Framework (RF) and its annexed Livelihood Restoration Strategy (LRS).</p>	<p>Screen for any possible ESS5 related impacts throughout project implementation.</p>	<p>UIAP SODEFOR OIPR</p>
5.2	<p><b>RESETTLEMENT PLANS AND LIVELIHOODS RESTORATION PLANS</b></p> <ol style="list-style-type: none"> <li>Adopt and implement site-specific RPs and LRPs consistent with ESS5.</li> <li>Extend the contract of the NGO CARE (responsible of implementing livelihoods' restoration activities) and of the supervisory firm after the end of the seven years project implementation if the resettlement process, particularly livelihoods' restoration activities, is not finalized.</li> <li>Do not evict any occupants identified in the detailed census in the targeted GFs.</li> </ol>	<ol style="list-style-type: none"> <li>The Category 3 GF-specific RPs and LRPs will be prepared and disclosed immediately after the census, parcel and socio-economic survey required for each of the Gazetted Forests' Participatory Forest Management Plans have been completed. Prepare, consult, adopt, and disclose and implement the respective RPs and LRPs including ensuring that full compensation has been provided and displaced people have been resettled and moving allowances have been provided before taking possession of the land and related assets. Adopt and implement the LRPs immediately following the payment of compensations, including monitoring and evaluation of relevant livelihoods' indicators.</li> <li>The contract extension commitment will be included in the relevant RP and/or LRP.</li> </ol>	<p>UIAP SODEFOR OIPR</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		3. The commitment to not evict occupants identified in the detailed census of the targeted GFs will be included in the RPs and LRPs.	
5.3	If communities' access to natural resources in protected areas is limited or restricted before or during project implementation, a Process Framework (PF) will be prepared and implemented in accordance with the provisions of ESS 5.	Prepare, consult, adopt, and disclose the PF as soon as access restrictions to natural resources in protected areas are identified.	
5.4	<b>GRIEVANCE MECHANISM</b>  ESS 5 related grievances will be handled as per the specific component of the GM addressing this type of complaints. The grievance mechanism (GM) to address resettlement related complaints is described in the RF and should be adequately reflected in the RPs, and SEP.	The grievance mechanism, including its different resettlement and SEA/SH procedures, should be operational no later than three months after Project effectiveness and maintained throughout Project implementation.	UIAP SODEFOR OIPR
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<b>BIODIVERSITY RISKS AND IMPACTS</b>  Ensure that ESIA: (i) assess potential impacts on biodiversity and habitats and include measures and actions to manage risks and impacts in the ESMPs in accordance with the mitigation hierarchy and consistent with ESS6, and (ii) implement these measures in a manner acceptable to the Association.	Prepare, consult, adopt, and disclose the ESIA/ESMPs before carrying out of agroforestry activities and thereafter implement the ESMPs throughout Project implementation.	UIAP SODEFOR OIPR
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<b>CULTURAL HERITAGE RISKS AND IMPACTS</b>  Adopt and implement the cultural heritage management Plan in the ESMF, consistent with ESS8.	Implement the measures throughout Project implementation.	UIAP SODEFOR OIPR
8.2	<b>CHANCE FINDS</b> Describe implement the chance finds procedures, as part of the ESMF.	Implement such measures throughout Project implementation	UIAP SODEFOR OIPR
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b>	Implement the SEP throughout Project implementation.	UIAP SODEFOR OIPR

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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.		
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Establish, 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 have different procedures and be equipped to receive, register, and facilitate the resolution of resettlement and 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. The grievance mechanisms will have multiple reporting channels that will be confirmed as safe and accessible by women during consultation done in small women-only groups led by a woman. It will also have complaint management procedures that are confidential, and survivor centered.</p>	The grievance mechanism, including its different resettlement and SEA/SH procedures, should be operational no later than three months after Project effectiveness and maintained throughout Project implementation.	UIAP SODEFOR OIPR
<b>CAPACITY SUPPORT</b>			
The ESCP proposes a training plan covering the themes presented below. The plan shall be adapted according to the needs during the implementation of the Project. This Training Plan aims at strengthening the capacity of the project stakeholders.			
<p><b>Training on environmental and social standards and the Multitask Web Platform</b></p> <ul style="list-style-type: none"> <li>- ESS. 1: Assessment and Management of Environmental and Social risks and impacts,</li> <li>- ESS. 2: Labor and Working conditions,</li> <li>- ESS3: Resource efficiency and pollution prevention and management</li> <li>- ESS. 4: Community health and safety</li> <li>- ESS 5: Land Acquisition, Restrictions on Land use and Involuntary Resettlement</li> <li>- ESS 6: Biodiversity conservation and sustainable management of Living natural resources</li> <li>-ESS. 8: Cultural Heritage</li> <li>-ESS 10: Stakeholder engagement and information.</li> <li>-Stakeholder Engagement Plan (SEP),</li> <li>-Prevention, mitigation and response to sexual exploitation and abuse and sexual harassment</li> </ul>		Three months after the recruitment of environmental and social experts	UIAP

<p>- Web platform E&amp;S program</p> <p>The training will target the following:</p> <ul style="list-style-type: none"> <li>-Steering Committee</li> <li>-UIAP (coordinator, International Social Specialist, Environmental Specialist)</li> <li>-SODEFOR</li> <li>-OIPR</li> <li>-Procurement specialist</li> <li>- Financial intermediaries</li> <li>-NGOs working on the environmental and social issues in the project areas</li> <li>-Technical structures</li> <li>- ANDE</li> <li>-Territorial authorities concerned.</li> </ul>		
<p><b>Training on Occupational Health and Safety:</b></p> <p>Enterprises shall train all workers involved in Project activities, including safety officers, on occupational health and safety, first aid equipment, prevention of emergency situations and how to prepare for and respond to such situations.</p> <p>Contractors shall also ensure that the workers of their subcontractors are trained on the same topics.</p> <p>The training will target the following:</p> <ul style="list-style-type: none"> <li>- Workers in enterprises (including subcontractors)</li> <li>- Supervising Engineers</li> <li>-UIAP</li> <li>-SODEFOR</li> <li>-OIPR</li> </ul>	<p>Prior to the start agroforestry and civil works and carry out regular refresher training sessions throughout the Project Implementation.</p>	<p>UIAP</p>
<p><b>Training on Labor and Working Conditions</b></p> <ul style="list-style-type: none"> <li>-Terms and conditions of employment under the national labor legislation;</li> <li>- Code of conduct for suppliers/providers and subcontractors ;</li> <li>- Workers' organizations;</li> <li>- Rules on child labor and minimum age of work.</li> </ul> <p>The training will target the following:</p> <ul style="list-style-type: none"> <li>- Companies workers (including subcontractors possibly)</li> <li>- Supervising Engineers</li> <li>-NGOs working in social field</li> <li>- Beneficiaries</li> </ul>	<p>Prior to the start of agroforestry and civil works and carry out regular refresher training sessions throughout the Project Implementation.</p>	<p>UIAP</p>

<p><b>Training on Environmental and Social Management:</b>                  This training will cover:                  - the process of environmental and social selection and classification of sub-projects;                  - the procedures for organizing and conducting ESIA and RP;                  - environmental policies, procedures and legislation in Côte d'Ivoire;                  - the process of monitoring the implementation of the ESMP and RP.</p> <p>The training will target the following:                  -PCU (International Social Specialist, Environmental Specialist, Procurement specialists)                  -Central and local technical structures of SODEFOR and OIPR                  -ANDE</p>	<p>Throughout project implementation</p>	<p>UIAP</p>
<p><b>Training on grievance mechanism:</b></p> <ul style="list-style-type: none"> <li>- Registration and handling procedure;</li> <li>- Grievance resolution procedure;</li> <li>- Documentation and handling of complaints;</li> <li>- Use of the procedure by the different stakeholders</li> </ul> <p>The training will target the following:                  -UIAP (Coordinator, Social and Environmental safeguard specialists),                  -Procurement specialist,                  -Technical structures                  -ANDE                  - Territorial authorities concerned                  -NGOs                  - Beneficiaries</p>	<p>Six ) months after Project effectiveness, and before the start of agroforestry activities.                  Furthermore, a training session will be provided once a year to ensure that all the staff are trained, including at the local level.</p>	<p>UIAP</p>
<p><b>Training on SEA/SH risk management</b></p> <ul style="list-style-type: none"> <li>- Awareness raising and prevention and mitigation measures of risks related to GBV and in particular SEA/SH, including the World Bank Good Practice Note on SEA/SH;</li> <li>- the project SEA/SH Action Plan;</li> <li>- SEA/SH component of the GM;</li> <li>- Other specific themes, activities and the target public as defined in the SEA/SH action plan</li> </ul> <p>The training will target the following stakeholders:                  -IUAP (Coordinator, Environmental and social safeguard specialists),                  -SODEFOR                  -OIPR</p>	<p>Prior to the start agroforestry activities and carry out regular refresher training sessions throughout the Project Implementation.</p>	<p>UIAP</p>

<ul style="list-style-type: none"> <li>-Procurement Specialist,</li> <li>-Technical structures,</li> <li>-ANDE,</li> <li>-Territorial authorities concerned,</li> <li>-NGOs and other project stakeholders.</li> </ul>		
<p><b>Training on risk management during construction or agroforestry</b></p> <ul style="list-style-type: none"> <li>- SEA/SH, child labor;</li> <li>- GM - including the different procedures and managing complaints on SEA/SH and resettlement;</li> <li>- Respect for the code of conduct clearly mentioning prohibition of SEA/SH and sanctions in case of misconduct, etc.</li> <li>-Pollution and damage during project work or farm work,</li> <li>-Health and safety.</li> </ul> <p>The training will target the following stakeholders:  Contractors workers  Sub-contractors workers  Beneficiaries</p>	<p>Prior to the start of civil works and agroforestry activities and hold regular refresher training sessions</p>	<p>UIAP</p>
<p>Information/awareness on potential environmental and social risks including SEA/SH of the Project to generate their commitment and participation in the identification of measures to minimize and mitigate risks and negative environmental and social impacts related to the project implementation.  The training will target all the local population.</p>	<p>Prior to the start of civil works and agroforestry activities throughout project implementation.</p>	<p>UIAP</p>