



RÉPUBLIQUE TOGOLAISE

Ministry of Health, Public Hygiene and  
Universal Access to Health Care

**COVID-19 EMERGENCY RESPONSE AND SYSTEM PREPAREDNESS STRENGTHENING  
PROJECT" (Togo-COVID-19)**

**AND**

**SECOND ADDITIONAL FINANCING (AFII) FOR THE COVID-19 EMERGENCY RESPONSE  
AND SYSTEM PREPAREDNESS STRENGTHENING PROJECT**

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

November 2021

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Togo (hereinafter referred to as "the Recipient"), which is currently implementing the COVID-19 Emergency Preparedness and Response Project (PREPSRU) ("Parent Project") shall implement the activities to be financed under the Second Additional Financing (AFI, AF II) granted to the Project through the Ministry of Health, Public Hygiene and Universal Access to Health Care ("MSHPAUS") with the participation of certain bodies such as the National Committee for the Management and Response to COVID-19 ("CNGR"), the COVID-19 Pandemic Crisis Management Sector Cell, the Technical Working Group for the deployment of the COVID-19 vaccine, the COVID-19 local management and response committees ("CLGR"), the Immunization Division ("ID"), the Integrated Surveillance of Health Emergencies and Response Division ("DivSIUSR"), the Directorate of Hygiene and Basic Sanitation ("DHAB"), the Pharmacovigilance Committee, the regional and prefectural health departments, the platform of civil society organizations ("CSOs") and public and private health facilities. The International Development Association (hereafter referred to as "**the Association**") has agreed to finance the project.
2. The Beneficiary shall implement the project in accordance with the environmental and social standards (ESS). For this purpose, this Environmental and Social Commitment Plan (ESCP) defines the concrete measures and actions to be carried out or to be carried out by the Beneficiary, including the schedule of actions and measures, the institutional arrangements, the staff, the trainings, follow-up and reporting, grievance redress, environmental and social assessments and the instruments to be prepared or updated, published, consulted, adopted and implemented within the framework of the ESCP and the ESS; the whole in a way that is acceptable for the Association.
3. The implementation of the measures and concrete actions defined in this ESCP shall be monitored and reported by the Recipient to the Association, in accordance with the requirements of this ESCP and the terms of the Financing Agreements, while the Association shall monitor and evaluate the progress and achievement of the measures and concrete actions throughout the implementation of the Project.
4. As agreed by the Association and the Recipient, the current ESCP may be revised from time to time during the implementation of the Project to reflect the adaptive management of unforeseen changes and circumstances or in response to the evaluation of Project performance conducted under the ESCP. In such circumstances, the Recipient shall update the ESCP to reflect the changes agreed upon. Agreement on changes to the ESCP shall be documented by an exchange of letters signed between the Association and the Recipient. The Recipient shall promptly publish the updated version of the ESCP.
5. Where changes during Project implementation, unforeseen circumstances, or Project outcomes result in a change in risks and impacts during Project implementation, the Recipient shall provide additional funds, if any, for the implementation of actions and measures to address such risks and impacts, which may include, but are not limited to: (i) impacts on the environment, health and safety; (ii) influx of labor; (iii) risks of degradation of natural resources and environmental pollution (air, soil and water pollution); (iv) risks of disruption of free movement and socio-economic activities, social unrest and conflicts; (v) risks to the health and safety of the population (spread of the epidemic in the community and among workers, adverse events following immunization (AEFI), accidents related to project's activities, health risks related to poor medical waste management, risks of sexual abuse and exploitation, sexual harassment, etc.) (vi) risks related to child labor and forced labor, among others.

IMPORTANT MEASURES AND ACTIONS		TURNAROUND TIME	ORGANIZATION/AUTHORITY IN CHARGE
<b>FOLLOW-UP AND REPORTING</b>			
<b>A.</b>	<p><b>REGULAR REPORTS :</b></p> <p>Prepare and submit to the Association regular monitoring reports on the implementation of the measures outlined in the ESCP and on the environmental, social, health and safety (ESHS) performance of the Project, including, but not limited to, stakeholder engagement activities, the handling of AEFIs, and the Grievance Redress Mechanism.</p>	<p>Each quarter during the implementation of the Project, at the same time as the Project progress reports are prepared, starting from the Effective Date. No later than twenty (20) days after the end of the corresponding quarter.</p>	<p>Project Coordination Unit within the Ministry of Health, Public Hygiene and Universal Access to Health (PCU-REDISSE/MSHPAUS)</p>
<b>B.</b>	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Inform the Association of any Project-related incident or accident that has, or is likely to have, a significant adverse impact on the environment, affected communities, the public, or workers, including environmental, social, health, safety, and security (EHS) issues; any outbreaks of COVID-19 in the Project workforce; Adverse Events Following Immunization (AEFI), risks of sexual exploitation and abuse, and other types of gender-based violence (GBV), and working conditions including risks related to child and forced labor. Provide sufficient detail in a manner acceptable to the Association regarding the incident or accident, indicating any immediate actions taken or to be taken to address it, as well as any information provided by a provider and regulatory agencies, if applicable. Thereafter, at the request of the Association, the Recipient shall prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>	<p>REDISSE-PCU shall inform the Association within 48 hours of the incident or serious accident. Depending on the type and scope of the incident or accident reported, the Association shall then specify the time frame for submitting the report on the incident or accident.</p> <p>A detailed incident report shall be provided within seven (7) working days of knowledge of the event. This reporting system shall remain in effect for the duration of these Projects.</p>	<p>The Coordinator of the Project Coordination Unit within the Ministry of Health, Public Hygiene and Universal Access to Health (PCU-REDISSE/MSHPAUS)</p>

IMPORTANT MEASURES AND ACTIONS	TURNAROUND TIME	ORGANIZATION/AUTHORITY IN CHARGE
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>		
<p><b>1.1 ORGANIZATIONAL STRUCTURE:</b></p> <p>The MSHAUS/REDISSE-PCU, established for the Parent Project (PP), shall oversee the management of environmental and social risks related to the Additional Financing. The MSHAUS/REDISSE-PCU, shall need to maintain qualified staff and resources to support the management of risks and impacts related to the ESHS of the project including the Social Development Specialist, Monitoring and Evaluation Specialist. The Vaccinology Specialist already designated by the Ministry of Health as part of the Additional Financings shall provide support to REDISSE-PCU in the implementation of these referred to Additional Financing activities.</p> <p>The Environmental Safeguard Specialist has resigned, a new specialist must be hired and assume duties one week before the end of the preceding specialist's notice period</p> <p>The AFs project shall partner with other organizations, particularly WHO, UNICEF and GAVI and engage them in various roles such as procurement agents, suppliers, and specialized technical assistance providers<sup>1</sup>. The Project Coordination Unit (PCU) shall ensure that these organizations follow the principles, rules, guidelines and procedures for assessing environmental and social risks, effects and impacts as defined in the ESMF and comply with all relevant ESS. The PCU</p> <p>It must also ensure that these organizations respect the provisions of the ESCP and comply with national legislation.</p>	<p>Existing PCU to be maintained for the duration of the project. Retained the Social Development Specialist of the PCU and recruit the Environmental Safeguard Specialist before January 31, 2022.</p>	<p>Project Coordination Unit-REDISSE within the Ministry of Health, Public Hygiene and Universal Access to Health (PCU-REDISSE/MSHAUS)</p>
<p><b>1.2 ENVIRONMENTAL AND SOCIAL ASSESSMENT/MANAGEMENT PLANS AND INSTRUMENTS/CONTRACTORS:</b></p>		

<sup>1</sup> Component 3, PAD, Additional Financing Project

IMPORTANT MEASURES AND ACTIONS	TURNAROUND TIME	ORGANIZATION/AUTHORITY IN CHARGE
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>		
<p>a. Assess the environmental and social risks and impacts of the proposed project activities in accordance with the parent Project updated ESMF, the first AF ESMF, the ESS, the Environment, Health and Safety Guidelines (EHSG), the PP, the Labor Management Procedures (LMP), and other relevant internationally recognized Good Industry Practices (GIIP), including the WHO guidelines;</p> <p>b. Develop a Sexual Exploitation and Abuse/Sexual Harassment (SEA/HS) Prevention and Response Action Plan for the parent project and additional financing.</p> <p>c. Update environmental and social management plans or other instruments, including updating the ESMP, and PP's as well as the first AF SEA/SH plan.</p> <p>d. Prepare, disclose, consult, adopt, and implement all environmental and social plans and instruments or other environmental and social management measures required for specific project activities based on the assessment process, including site specific ESIA's and ESMPs, in accordance with the ESMF good industry practices (GIIP), including the WHO Equitable Distribution Framework; WHO Guidelines on Risk Communication and Community Engagement; Refugee<sup>2</sup> Camps (Avépozo, Logope etc.) and Camp Settings; Guidance for schools, workplaces, and institutions;</p> <p>e. Incorporate the relevant aspects of this ESCP, including but not limited to any environmental and social management plans, the requirements of ESS 2, and any other environmental, social, health, and safety (EHS) requirements, into the EHS requirements specifications prescribed in the procurement documents and contracts with contractors and supervisory firms (Oversight Firms). Subsequently, ensure that contractors and supervisory firms comply with the EHS specifications in their respective contracts.</p> <p>f. Adopt procedures, protocols, and/or other measures to ensure that the various targets receiving the vaccine under these Additional Financing have been fully informed and are acting of their own free will, with informed consent, and in a manner acceptable to the Association, as set forth in the ESMF</p>	<p>a. The ESMF shall be updated, disclosed, consulted upon and adopted by the Effective date, and implemented throughout the life of the project;</p> <p>b. The SEA/HS Prevention and Response Action Plan shall be prepared, disclosed, and consulted upon and adopted by the Effective Date and implemented throughout the life of the project;</p> <p>c. E&amp;S plans/instruments must be prepared, disclosed, consulted, and adapted prior to the start of relevant project activities, and then implemented throughout the completion of those activities.</p> <p>d. Relevant E&amp;S measures must be incorporated into the procurement documents prior to the initiation of the procurement process for relevant project activities and must then be adhered to throughout the implementation of those activities.</p> <p>e. Prior to the immunization initiation and throughout the implementation of relevant project activities.</p>	<p>Project Coordination Unit-REDISSE within the Ministry of Health, Public Hygiene and Universal Access to Health (PCU-REDISSE/MSHPAUS)</p>

<sup>2</sup> Togo has set up refugee camps in Avépozo, Logopé, Guérin kouka, and in the Savannah region. Those of Avépozo were vaccinated on April 13. <https://togo.un.org/fr/124921-les-refugies-du-camp-davepozo-beneficient-de-la-vaccination-contre-la-covid-19>

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<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>		
<p><b>1.3 EXCLUSIONS:</b>                      Exclude the following types of activities as ineligible for funding under the Project:</p> <ul style="list-style-type: none"> <li>a. Activities likely to have long-term, permanent and/or irreversible adverse effects (e.g., loss of important natural habitat, displacement of populations);</li> <li>b. Activities that have a high probability of causing serious adverse effects to human health and/or the environment and are not related to the treatment of COVID-19 cases;</li> <li>c. Activities that are likely to have serious negative social repercussions and may lead to significant social conflict or social exclusion of a category of people or groups of people;</li> <li>d. Activities that may affect the land or rights of people or groups of people, including vulnerable groups (people with disabilities, ethnic minorities, people with low purchasing power, displaced persons, etc.), which may result in economic or physical displacement due to land acquisition or negative effects on cultural heritage;</li> <li>e. All other excluded activities, as defined in the Project's ESMF.</li> </ul>	<p>These exclusions are applied as part of the evaluation process conducted under Actions 1.2.a. above.</p>	<p>Project Coordination Unit-REDISSE within the Ministry of Health, Public Hygiene and Universal Access to Health (PCU-REDISSE/MSHPAUS)</p>

ESS 2: LABOR AND WORKING CONDITIONS			
<b>2.1.</b>	<p><b>LABOR MANAGEMENT:</b></p> <p>The Project shall be executed in accordance with applicable requirements of the ESS 2, in a manner acceptable to the Association, including: (i) implementation of the first AF LMPs in the framework of this Second AF; (ii) implementation of appropriate occupational health and safety measures (including personal protective equipment, preparedness, and emergency response measures); (iii) establishment of complaint handling provisions for workers under the Project; and (iv) incorporation of labor requirements in accordance with the specifications of the ESS 2 in procurement documents and contracts with contractors and Monitoring Offices.</p>	<p>Implement the First AF’s LMPs throughout the implementation of the project.</p>	<p>Project Coordination Unit-REDISSE within the Ministry of Health, Public Hygiene and Universal Access to Health (PCU-REDISSE/MSHPAUS)</p> <p>Contractors and subcontractors</p>
<b>2.2.</b>	<p><b>Grievance Redress Mechanism (GRM) FOR PROJECT WORKERS</b></p> <p>MSHPAUS through the REDISSE-PCU shall ensure that Project contractors and subcontractors prepare and maintain a Grievance Redress Mechanism (GRM) on any labor or employment related issues concerning the Project including allegations of sexual abuse and exploitation, sexual harassment, which shall be readily available to Project workers and shall be in compliance with the ESS 2.</p> <p>MSHPAUS through the REDISSE-PCU shall ensure that contractors and subcontractors and project workers are aware of, sign, and comply with the project’s Code of Conduct (CoC).</p>	<p>Prior to the start of the implementation of the activities and throughout the implementation of the Project</p> <p>Contractors and subcontractors shall review the CoC in the DAOs and sign it upon signing the contracts.</p> <p>The workers shall read the CoC and sign it when signing the employment contracts.</p> <p>Contractors, subcontractors, and workers shall agree to abide by the CoC throughout the implementation of project activities.</p>	<p>MSHPAUS/REDISSE-PCU</p>
<b>2.3.</b>	<p><b>PREPAREDNESS AND EMERGENCY RESPONSE</b></p> <p>MSHPAUS through the REDISSE-PCU shall ensure that project contractors or subcontractors prepare and implement a plan to ensure emergency preparedness and response as part of the contractor’s ESMP or environmental, health, and safety management plan and coordinate with the measures in Section 4.1 below.</p>	<p>Prior to the start of the work.</p>	<p>MSHPAUS/REDISSE-PCU</p>

ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT		
<b>3.1.</b>	Relevant aspects of this standard shall be addressed, as appropriate, under Action 1.2 above, including, but not limited to the following: make the purchase, the storage, transportation, and handling of vaccines (including cold chain management) in a safe manner and in accordance with the Environment, Health and Safety Guidelines and other Good International Industry Practices (GIIP) , including relevant WHO guidelines particularly those relating to the management of medical waste; and adequately manage and dispose of health care waste (including vaccines) and other types of hazardous and non-hazardous waste.	Throughout the life of the project implementation.  Project Coordination Unit-REDISSE within the Ministry of Health, Public Hygiene and Universal Access to Health (PCU-REDISSE/MSHPAUS)
ESS 4: COMMUNITY HEALTH AND SAFETY		
<b>4.1.</b>	<b>POPULATION HEALTH AND SAFETY</b> Relevant aspects of this standard shall be addressed, as appropriate, under Action 1. 2 above, including, but not limited to, measures to: minimize the potential for community exposure to communicable diseases; establish and implement appropriate quality management systems to manage the risks and impacts that services provided and activities conducted under the project may have on community health and safety; manage risks related to the use of security personnel; manage risks related to the influx of labor in accordance with ESS 4; and prevent and respond to sexual exploitation and abuse, and sexual harassment.	Throughout the life of the project implementation  Project Coordination Unit-REDISSE within the Ministry of Health, Public Hygiene and Universal Access to Health (PCU-REDISSE/MSHPAUS)



<p><b>4.2</b></p>	<p><b>USE OF MILITARY OR SECURITY PERSONNEL</b></p> <p>The following measures shall be adopted to ensure that the involvement of military or security personnel in the implementation of project activities, for example, to ensure the safety of workers at project sites and/or assets, is carried out in accordance with the ESS:</p> <ol style="list-style-type: none"> <li>a. Assess the risks and impacts of the involvement of military or security personnel as part of the assessment referred to in action 1.2(a) above, and implement measures, guided by the principles of proportionality and applicable law, with respect to the hiring, rules of conduct, training, equipping, and monitoring of such personnel;</li> <li>b. Adopt and enforce standards, protocols, and codes of conduct for the selection and use of security or military personnel, and monitor such personnel for past illegal or abusive behavior, including sexual exploitation and abuse (SEA), sexual harassment (SH), or excessive use of force;</li> <li>c. Ensure that the Ministry of Health agrees with the Ministry of Security and Civil Protection to define the modalities for the involvement of military or security personnel in the project, particularly in the vaccination campaign, including compliance with the relevant requirements of this ESCP.</li> <li>d. Ensure that these personnel receive adequate pre-deployment instruction and training on the use of force and appropriate behaviors including the prohibition of EAS/SH.</li> <li>e. Ensure that stakeholder engagement activities under the Stakeholder Engagement Plan (SEP) include a communication strategy on the involvement of security or military personnel in the project;</li> <li>f. Ensure that any concerns or complaints regarding the conduct of military or security personnel are received, tracked, documented with due regard to confidentiality, and resolved through the project's complaint management mechanism (see Action 10.2 below) and reported to the Association.</li> </ol> <p>the Association may request, after consultation with the Recipient (i) promptly appoint a third-party monitoring consultant, whose terms of reference, qualifications, and experience are satisfactory to the Association, to visit and monitor the Project area where military personnel are deployed, collect relevant data, and communicate with Project stakeholders and beneficiaries; (ii) request that the third-party monitoring consultant prepare</p>	<ol style="list-style-type: none"> <li>a) The assessment shall be conducted within the same time frame as Action 1.2 (a) above and all required measures shall be adopted prior to the deployment of military or security personnel to the project and thereafter implemented throughout the implementation of the project</li> <li>b), c) and d) prior to deploying military or security personnel to the project and thereafter throughout the implementation of the project.</li> <li>e) and f) as described in Actions 10.1 and 10.2 respectively.</li> <li>g) within the time frame requested by the Association.</li> </ol>	<p>Project Coordination Unit-REDISSE within the Ministry of Health, Public Hygiene and Universal Access to Health (PCU-REDISSE/MSHPAUS) Ministry of security and civil protection</p>
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	and submit monitoring reports, which shall be promptly made available to and discussed with the Association; and (iii) promptly take any actions that may be requested by the Association after review of the reports of the third-party monitoring consultant.		
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
	Not relevant		
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
	Relevant aspects of this standard shall be addressed, as appropriate, under Action 1.2 above.		
<b>ESS 7: INDIGENOUS PEOPLES/ SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
	Not relevant		
<b>ESS 8: CULTURAL HERITAGE</b>			
	Relevant aspects of this standard shall be addressed, as appropriate, under Action 1.2 above.		
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
	Not relevant		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
<b>10.1.</b>	<b>STAKEHOLDER ENGAGEMENT PLAN:</b> Update, disclose, consult upon, adopt and implement the first AF Stakeholder Engagement Plan (SEP) in accordance with ESS 10, which shall incorporate measures to, among other things, provide stakeholders with timely, relevant, understandable, and accessible information and to consult with them in an appropriate manner, free from manipulation, interference, coercion, discrimination, and intimidation	The first AF's SEP must be updated, published and consulted on or before end of appraisal. The SEP shall be implemented throughout the implementation of the project.	Project Coordination Unit-REDISSE within the Ministry of Health, Public Hygiene and Universal Access to Health (PCU-REDISSE/MSHPAUS)

10.2.	<p><b>INFORMATION AND DISCLOSURE OF STAKEHOLDER ENGAGEMENT: Adopt measures to ensure that the implementation of project activities</b> includes stakeholder engagement and disclosure of information in accordance with ESS 10, including measures to, among other things, provide stakeholders with timely, relevant, understandable, and accessible information, and to consult with them in a culturally appropriate manner that is free from manipulation, interference, coercion, discrimination and intimidation</p>	<p>A communication plan specific to COVID immunization shall be developed and validated before the implementation date.</p> <p>The PIU shall also involve Ministry of Health officials in charge of communication activities related to COVID immunization during the implementation of the project.</p>	
10.3.	<p><b>Grievance Redress Mechanism</b></p> <p>The project shall use the Grievance Redress Mechanism established under the PP and validated March 15, 2021. This mechanism shall be accessible and operated to receive and facilitate the resolution of Project-related concerns and grievances, including health complaints (AEFIs) and SEAs/SHs and any concerns or complaints about the conduct of military or security personnel, promptly and efficiently, in a transparent, culturally appropriate, and easily accessible manner to all Project-affected parties, free of charge and without retaliation, including concerns and grievances filed anonymously, in a manner that is consistent with the ESS 10.</p>	<p>Maintain GRM throughout the implementation of the Project.</p>	<p>Project Coordination Unit-REDISSE within the Ministry of Health, Public Hygiene and Universal Access to Health (PCU-REDISSE/MSHPAUS)</p>

IMPORTANT MEASURES AND ACTIONS	TURNAROUND TIME	ORGANIZATION/AUTHORITY IN CHARGE
<b>CAPACITY BUILDING (TRAINING)</b>		
<p>The Project Implementation Unit and other relevant implementation support staff of the Project shall be trained on EHS plans and instruments, fair, equitable and inclusive access and benefit sharing, including vaccines, as well as on the roles and responsibilities of different key agencies in the implementation of the ESSs. These include:</p> <ul style="list-style-type: none"> <li>a. recommendations for the Infection Prevention and Control Communication Strategy (IPC) for COVID-19;</li> <li>b. risk communication strategy and community engagement;</li> <li>c. IPC recommendations for COVID-19;</li> <li>d. Laboratory biosafety guidance on COVID-19;</li> <li>e. collection and transportation of samples for testing;</li> <li>f. standard precautions for patients with COVID-19;</li> <li>g. relevant instructions and information to military or security personnel, prior to deployment, on the use of force and appropriate behavior including the prohibition of SEAs/SHs;</li> <li>h. WHO and CDC Africa guidelines for quarantine, including case management;</li> <li>i. detection, monitoring and management of AEFIs.</li> </ul>	<ul style="list-style-type: none"> <li>▪ A detailed training plan shall be developed not later than sixty (60) days after the Effective date.</li> <li>▪ The implementation of the detailed training plan shall be started no later than ninety (90) days after the Effective Date, and throughout the implementation of the Project.</li> </ul>	<ul style="list-style-type: none"> <li>▪ , The <b>Environmental and Social Safeguards Specialists</b> and the Vaccinology Specialist of the Project Coordination Unit-REDISSE within the Ministry of Health, Public Hygiene and Universal Access to Health (PCU-REDISSE/MSHPAUS) in coordination with the Association;</li> </ul>
<ul style="list-style-type: none"> <li>a. ESS 1: Environmental and Social Risk and Impact Assessment and Management;</li> <li>b. ESS 2: Employment and Working Conditions;</li> <li>c. ESS 3: Resource Efficiency and Pollution Prevention and Management;</li> <li>d. ESS 4: Population Health and Safety;</li> <li>e. ESS 10: Stakeholder Engagement and Disclosure;</li> <li>f. Content of the Environmental and Social Commitment Plan (ESCP);</li> <li>g. Content of the Stakeholder Engagement Plan (SEP).</li> </ul> <p>Recruitment of consultants may be considered to assist UCP-REDISSE in capacity building/training.</p>	<ul style="list-style-type: none"> <li>▪ Prior to the start of the Project activities.</li> <li>▪ If needed, consultants can be recruited before the start and throughout the capacity building/training</li> </ul>	<ul style="list-style-type: none"> <li>▪ Project Coordination Unit-REDISSE within the Ministry of Health, Public Hygiene and Universal Access to Health (PCU-REDISSE/MSHPAUS)</li> </ul>

IMPORTANT MEASURES AND ACTIONS	TURNAROUND TIME	ORGANIZATION/AUTHORITY IN CHARGE
<b>CAPACITY BUILDING (TRAINING)</b>		
<p><b>Specific modules for staff involved in the implementation of the Project:</b></p> <ul style="list-style-type: none"> <li>a. Occupational Health and Safety (OHS);</li> <li>b. Individual Protective Equipment;</li> <li>c. Workplace Risk Management;</li> <li>d. AEFI Management;</li> <li>e. Workplace Accident Prevention;</li> <li>f. Health and Safety Rules;</li> <li>g. Medical Waste Management (solid and liquid), including waste from immunization.</li> </ul> <p><b>Grievance Redress:</b></p> <ul style="list-style-type: none"> <li>a. Types of mechanisms;</li> <li>b. Registration and processing procedure; Level of treatment, types of bodies and composition.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Prior to the start of the Project activities.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Project Coordination Unit-REDISSE within the Ministry of Health, Public Hygiene and Universal Access to Health (PCU-REDISSE/MSHPAUS)</li> </ul>
<p><b>Violence against communities:</b></p> <ul style="list-style-type: none"> <li>a. Legislation on GBV in Togo;</li> <li>b. Awareness and measures to prevent and mitigate GBV/SEA/SH risks;</li> <li>c. Content and sanctions of the Codes of Conduct (CoC);</li> <li>d. Management of SEA/SH survivors;</li> <li>e. Grievance Redress;</li> <li>f. The activities and target audiences shall be defined in the GBV action plan.</li> <li>g. The mechanism in place to ensure proper conduct of military and security personnel in this operation</li> </ul> <p>The recruitment of a specialized NGO or consultants may be necessary to provide these trainings</p>	<ul style="list-style-type: none"> <li>▪ Prior to the start of the Project activities.</li> <li>▪ The NGO or consultant, if needed, should be recruited prior to the start of the training and retained throughout the training/capacity building activities.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Project Coordination Unit-REDISSE within the Ministry of Health, Public Hygiene and Universal Access to Health (PCU-REDISSE/MSHPAUS)</li> </ul>

IMPORTANT MEASURES AND ACTIONS	TURNAROUND TIME	ORGANIZATION/AUTHORITY IN CHARGE
<b>CAPACITY BUILDING (TRAINING)</b>		
<p><b>Introduction to Risk and Emergency Management:</b></p> <ul style="list-style-type: none"> <li>a. Types of emergencies;</li> <li>b. Emergency management.</li> </ul> <p>The recruitment of a specialized NGO or consultants may be necessary to provide these trainings</p>	<ul style="list-style-type: none"> <li>▪ Prior to the start of the project activities and throughout its implementation</li> </ul>	<ul style="list-style-type: none"> <li>▪ Project Coordination Unit-REDISSE within the Ministry of Health, Public Hygiene and Universal Access to Health (PCU-REDISSE/MSHPAUS)</li> </ul>