

**REPUBLIC OF CAMEROON**  
**Ministry of Agriculture and Rural Development**  
**Cameroon Food Crisis Response Emergency Project**  
**(P177782)**

**Draft for Negotiation**  
**ENVIRONMENTAL AND SOCIAL**  
**COMMITMENT PLAN (ESCP)**

**March 2022**

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

The Republic of Cameroon (hereinafter the Recipient) will implement the Food Crisis Response Emergency Project (hereinafter the Project) with the involvement of the Ministry of Agriculture and Rural Development (hereinafter MINADER) Project Implementation Unit (hereinafter the PIU). The International Development Association (IDA) (hereinafter the Association) acting as the administrator of the IDA 19 fund, has agreed to provide the original financing \$ 100 000 for the project as set out in the referred agreement.

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 and the Project Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement.

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 timelines 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

As agreed by the Association and the Recipient, this ESCP may 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 Agriculture and Rural Development (MINADER), the PIU and, the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the minister of Ministry of Agriculture and Rural Development (MINADER). The recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>The Recipient shall 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(s) in form and substance acceptable to the Association.</p>	Quarterly (every three months), starting from effective date and throughout Project implementation	MINADER/ PIU
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>The Recipient shall:</p> <ul style="list-style-type: none"> <li>- Promptly inform the Association of any incident or accident related to the project which has or likely to have significant adverse effect on the environment, the affected communities, the public or workers, including inter alia, cases of sexual exploitation and abuse (SEA) sexual harassment (SH) and accidents that results in death, serious or multiple injury, traffic accident, COVID19 deaths.</li> <li>- Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, including 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.</li> </ul>	From the effective date of the project throughout Project implementation. Notify the Association within 48 hours after learning of the incident or accident. A subsequent detailed report shall be provided within 10 days of the initial notification to the Association, as requested.	MINADER PIU, Contractor/sub-contractors;

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	- 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.		
C	<p><b>MONTHLY REPORTS OF CONTRACTORS</b></p> <p>In case contractors and sub-contractors are hired for the Project activities or sub-activities, The MINADER PIU will require such contractors/sub-contractors to submit 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</p>	The contractor's report must be submitted on a monthly basis from the start of work throughout implementation of the Project.	MINADER PIU Contractor/sub-contractors
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>The recipient shall Establish and maintain an organizational structure within the Project Implementation Unit (PIU) with qualified staff (1 Social specialist, 1 GBV specialist, 1 OHS/Environmental specialist) to support the management of ESHS risks of the project.</p> <p>Terms of reference for all E&amp;S positions in the project will be shared with the Bank for review and no objection</p> <p>The PIU's is responsible for (not limited to):</p> <ul style="list-style-type: none"> <li>• <i>Implementing and maintaining a functional grievance-redress mechanism.</i></li> <li>• <i>Continually engaging with project's stakeholders.</i></li> <li>• <i>Conducting screening activities prior to the commencement of each subproject.</i></li> <li>• <i>Working in collaboration with the Ministry of Environment, nature protection and Sustainable Development and</i></li> </ul>	The Project shall hire 1 Social specialist, 1 GBV specialist, and 1 OHS/Environmental specialist no later than 2 months from Effective Date and maintain the above staff throughout Project implementation.	MINADER/ PIU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p><i>other relevant ministries at the local level on the monitoring of mitigation measures of the activities under implementation.</i></p> <ul style="list-style-type: none"> <li>• <i>Monitoring of security mitigation measures.</i></li> <li>• <i>Monitoring of road safety measures.</i></li> <li>• <i>Ensuring the inclusion of E&amp;S aspects into bidding documents in case subcontractor are hired.</i></li> <li>• <i>Preparing quarterly reports.</i></li> <li>• <i>Incorporating E&amp;S aspects into the operational manual,</i></li> </ul> <p>Implementation of Pest management Plan, occupational health and safety risks, specific COVID-19 prevention and management as relevant, etc.</p>		
<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>The Recipient shall adopt and implement an Environmental and Social Management Framework (ESMF) for the Project which defines procedure to screen and assess the environmental and social risks and impacts and develop appropriate mitigation measures, consistent with the relevant ESSs and, guide preparation of subsequent ESIA and ESMPs according to ESF, GIIP and WB EHS Guidelines.</p> <p>The recipient would need to adopt the ESMPs if applicable., e.g., Contractor adopt and implement the subproject Environmental and Social Impact Assessment (ESIA) and/or Environmental and Social Management Plan (ESMP), as set out in the ESMF. The proposed subprojects described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project</p> <p>The Recipient shall adopt and implement specific social assessments conducted prior Resettlement Action Plan (RAP) and Indigenous Peoples Plan (IPP) preparation.</p>	<p>A draft ESMF with GRM shall be prepared by appraisal, it will be finalized, disclosed, consulted upon and adopted two months after Effective Date.</p> <p>Sub-projects shall be screened according to the ESMF and specific ESIA/ESMPs shall be prepared, as needed prior to activities beginning on the ground <i>and implemented throughout project implementation</i></p> <p>A social assessment as standalone document will be conducted prior RAP preparation as well as before IPP preparation.</p>	<p>MINADER/ PIU</p>

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<p>In addition, ESMF will assess the risk of vulnerable groups exclusion, such as IPs, women and the poorest, in order to integrate mitigation measures into the environmental and social impact assessment, in accordance with paragraphs 28 (b)(ii) and (iii) and 29 of ESS1.</p>		
<p><b>ENVIRONMENTAL AND SOCIAL TOOLS AND INSTRUMENTS</b> The Recipient through MINADER, PIU will prepare, and as applicable consult upon, clear and disclose, and implement thereafter in a manner acceptable to the Bank the following:</p> <ul style="list-style-type: none"> <li>- A pest management plan (PMP) to mitigate the potential cumulative effects of the use of agricultural inputs and other active substances and / or pesticides even in limited quantities, needs to be properly established</li> <li>- An Environmental and Social Management Framework (ESMF) that contains the principles and procedures for the environmental and social risks and impacts assessment and management in accordance with the Environmental and Social Standards (ESSs) relevant to the Project. The ESMF also contains Subproject-specific Screening and monitoring forms for environmental and social risks and impacts</li> </ul> <p>An Indigenous Peoples Framework (IPPF) and,</p> <ul style="list-style-type: none"> <li>- Resettlement Planning framework (RPF) before project appraisal. Based on the conclusions of RPF, the Resettlement Actions Plans (RAPs) may be developed and implemented in a manner acceptable to the Association. An Indigenous Peoples (IPP) will be prepared when the project's footprint is known. A social assessment will be conducted prior RAP preparation as well as before IPP preparation.</li> <li>- Stakeholder Engagement Plan (SEP) and,</li> <li>- Labor Management Procedure need to include the Codes of Conduct that address Sexual Exploitation and Abuse (SEA) and</li> </ul>	<p>The PMP will be prepared and finalized before the start of activities of component 2.</p> <p>A draft ESMF, RPF, and IPPF will be prepared prior appraisal and finalized 2 months after the effective date.</p> <p>The final SEP shall be prepared, disclosed, consulted upon, approved, adopted prior to appraisal of the project.</p> <p>An Indigenous Peoples Plan (IPP) and RAP will be prepared when subprojects are cleared, and their footprint known. It will be submitted for the Association approval and once approved, it will be carried out throughout Project implementation.</p> <p>The LMP will prepared and disclosed no later than 1 month after the Effective Date,</p> <p>Project SRA/SMP shall be prepared no later than three months after the project Effective Date.</p>	<p>MINADER/ PIU</p>

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<p>Sexual Harassment (SH) risks. Also ensure requirements in CoCs are clearly understood by those signing; Have CoCs signed by all those with a physical presence at the project site; Train project-related staff on the behavior obligations under the CoCs; Disseminate CoCs (including visual illustrations) and discuss with employees and surrounding communities.).</p> <ul style="list-style-type: none"> <li>- Project SRA/SMP</li> <li>- Third-party SRA/SMPs</li> <li>-Third-party worker GRMs</li> <li>-Third-party SEA/SH action plans</li> <li>- Site-specific ESMP</li> </ul>	<p>Site-specific ESMP will be prepared before the start of physical field activities.</p> <p>Third-party SRA/SMPs and SEA/SH action plans shall be prepared before the start of third-party field activities. Third-party worker GRMs shall be prepared before the mobilization of respective project third party workers are hired.</p>	
<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Ensure that the Contractor ToR's and bidding documents include environmental and social requirements (including CoCs, GBV and child labor prevention measures; non-discrimination measures; reporting guidelines; monitoring and GRM). Incorporate the relevant aspects of the ESCP, including the relevant E&amp;S documents and/or plans, and the LMPs, into the ESHS specifications of the procurement documents with contractors. Thereafter ensure that the contractors comply with the ESHS specifications of their respective contracts.</p> <p>The recipient shall also ensure that Contractors and subcontractors prepare and implement specific ESMPs, in accordance with the ESMF. Site specific ESMPs will address waste management, occupational health and Safety risks, specific COVID-19 prevention and management if relevant, etc. The procurement documents should set out clearly how adequate GBV costs will be paid for in the contract. This could be, for example, by including: (i) line items in bill of quantities for clearly defined GBV activities (such as preparation of relevant plans) or (ii) specified provisional sums for activities that cannot be defined in advance (such as for implementation of relevant plan/s, engaging GBV service providers, if necessary).</p>	<p>As part of the preparation of procurement document and respective contracts Contractors will be supervised from start of work throughout Project implementation.</p>	<p>MINADER / PIU</p>

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1.4	<p><b>EXCLUSIONS</b> Exclude the following type of activities as ineligible for financing under the Project:</p> <ul style="list-style-type: none"> <li>Activities that may cause long term, permanent and/or irreversible (e.g., loss of major natural habitat) impacts</li> <li>Activities that have high probability of causing serious adverse effects to the environment</li> <li>Activities that may have significant adverse social impacts (Forced labor and child labor) and may give rise to significant social conflict</li> <li>Activities that may affect lands or rights of vulnerable groups/minorities especially Indigenous peoples (for example, quarry sites)</li> </ul> <p>All the other excluded activities set out in the ESMF of the Project.</p>	During the assessment process conducted under action 1.2.a. above.	MINADER/ PIU
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b> The Project shall carry out activities in accordance with the LMP (mentioned in 1.2.1), the labor laws and regulations of Cameroon, and the applicable requirements of ESS2, in a manner acceptable to the Association, including but not limited to implementing adequate occupational health and safety measures (including emergency preparedness and response measures), prohibiting child labor (for children under 18) providing acceptable conditions of work and terms of employment, accepting workers' organizations, setting out grievance arrangements for Project workers, and incorporating labor requirements into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. The LMP will also include a GRM specific for project workers.</p>	The LMP will be Developed finalized, consulted upon and disclosed no later than 1 month after the Effective Date, before any recruitments or workers engagements occur and thereafter implement the LMP throughout Project implementation.	MINADER / PIU
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p>		MINADER/ PIU



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	The recipient shall establish a grievance mechanism for all Project workers, shall be developed in the LMP and operationalized consistent with ESS2. The recipient shall ensure that all non-government third parties prepare and implement worker GRMs.	The project worker Grievance Mechanism shall be an integral part of the LMPs. The Grievance Mechanism shall be developed and operational before Project workers are hired. Third-party worker GRMs shall be prepared before respective project workers are hired (no later than 03 months after the effective date). The recipient will report quarterly on the functioning of the GRM	
2.3	<b>OCCUPATIONAL HEALTH AND SAFETY:</b> The Recipient shall prepare and implement adequate occupational health and safety measures protocol (including emergency preparedness and response measures) in a manner consistent with ESS2 and acceptable to the Association.	OHS measures will be developed as part of the ESMF and will be applied throughout Project implementation.	MINADER / PIU
2.5	<b>EMERGENCY PREPAREDNESS AND RESPONSE:</b> The Recipient shall include emergency preparedness and response mechanisms in the OHS measures identified in paragraph 2.3.	To be incorporated into ESMF and applied throughout the Project implementation period.	MINADER/ PIU
2.6	<b>WORKERS CODE OF CONDUCT:</b> The Recipient shall ensure that all tender documents, works contracts or service contracts under the Project require suppliers / service providers, sub-contractors, or consultants to adopt a code of conduct, which will be signed by all workers financed under the Project. This code of conduct will apply to contracts or services, ordered or carried out under such contracts or sub-contracts, and will cover gender-based violence, violence against children, sexual harassment, and sexual exploitation and abuse and will include an action plan for their effective application and provide training to this end.	From the effective date of the project and Throughout Project implementation.	MINADER/ PIU

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<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>		
<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> Ensure that the pest management plan developed under the project clearly defines the actions for the prevention and management of pollution linked to the use of agricultural inputs and other active substances and / or pesticides as well as phytosanitary products, animal health and waste likely to have a negative impact on human and animal health and the environment</p> <p>The PMP and site specific ESMPs will include measures related to resource efficiency and pollution prevention and management.</p>	<p>Pest management Plan will be developed and finalized before the start of activities of component 2 .</p>	<p>MINADER/PIU Contractor/sub-contractors</p>
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>		
<p>4.1 <b>COVID-19 PREVENTION MEASURES</b> The Recipient shall prepare, disclose, consult upon, adopt, and ensure the implementation of COVID-19 measures prevention plans (awareness meetings, wash kits, social distancing, respect of hygiene and management of waste from works, etc.), particularly during training sessions and events in accordance with the ESMPs.</p>	<p>Prior to commencement of project activities.</p>	
<p>4.2. <b>TRAFFIC AND ROAD SAFETY:</b> Adopt and implement measures and actions to assess and manage traffic and road safety risks as required in site specific ESMPs to be developed in accordance specific ESMP, in a manner acceptable to the Bank. Appropriate measures and plans including gender - based violence (GBV), sexual harassment (SH) and sexual exploitation and abuse (SEA) will be identified, developed and implemented to address potential traffic and roads safety risks, including appropriate training to workers on driver and vehicle safety.</p>	<p>Incorporated during the elaboration of site specific ESMP and implemented throughout the project Prior to commencement of construction or rehabilitation works and will be maintained during the Project timeline</p>	<p>MINADER/ PIU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
4.3	<p><b>COMMUNITY HEALTH AND SAFETY:</b> Site specific ESMPs for construction works will include installation and/or upgrade of fire and life safety measures (physical infrastructures and training, drills, etc.), and universal access for disabled people, in a manner acceptable to the Association.</p>	Prior to commencement of construction or rehabilitation works and maintain during the project timeline	PIU, Contractors
4.4	<p><b>GBV AND SEA/SH RISKS:</b> Conduct GBV/SEA/SH assessment and prepare, adopt, and implement a stand-alone GBV/SEA/SH Action Plan to manage the risks of gender-based violence (GBV), sexual exploitation and abuse (SEA), and sexual harassment (SH) linked to the project. The recipient shall ensure that all non-government third parties prepare and implement SEA/SH action plan.</p>	<p>No later than one month after the project effective date. GBV/SEA/ SH Action Plan will be implemented throughout project duration. Third-party SEA/SH action plans shall be prepared before the start of their respective field activities (no later than 06 months after the effective date).</p>	Project's preparation team
4.5	<p><b>SECURITY PERSONNEL:</b> In case of use security forces to safeguard field's operations, the Borrower will assess risks related to those security arrangements and will be guided by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of security forces. The project will be implemented in areas with security risks arising from socio-political conflict in the Northwest and Southwest regions, Boko haram attacks in the Extreme North and refugee influx in the East and Adamawa regions. The project will have a security coordinator that will liaise with the Country security apparatus and partners to ensure safety of project staff and project activities. A security risk assessment (SRA) will be conducted, and a security management plan (SMP) prepared. The SRA/SMP will include Journey Management Procedure for travels to guide project travels at-risk areas. The project SRA/SMP will also inform on the nature of security personnel that will be required to oversee and monitor the implementation of security measures.</p>	<p>SRA/SMP to be prepared no later than 3 months after the project Effective Date. Third-party SRA/SMP shall be prepared before the start of their respective field activities (no later than 06 months after the effective date).</p>	MINADER/PIU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
The recipient shall ensure that all non-government third parties prepare and implement SRA/SMPs relevant to their activities.		
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>		
<p><b>RESETTLEMENT PLANS</b>            Prepare, adopt, and implement resettlement plans (RAPs) in accordance with ESS 5 and consistent with the requirements of the Resettlement Policy Framework (RPF) that has been prepared for the Project, and thereafter adopt and implement the respective RAPs before carrying out the associated activities, in a manner acceptable to the Association</p>	<p>A draft RFP shall be prepared by appraisal, it will be finalized, disclosed, consulted upon and adopted two months after Effective Date.</p> <p>RAPs and ARAPs to be prepared, when necessary, before construction work start. The RAPs/ARAPs will be submitted to the Association for validation before implementation.</p>	PIU
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>		
<p>Some project activities may involve the clearing of sites, the cleaning and stripping of rights-of-way, the construction of site bases, the clearance and removal of vegetation (possibly), etc. These activities can affect biodiversity especially in areas with dense vegetation. The specific ESMPs must define measures in a manner acceptable to the Association in order to minimize the risks of biodiversity loss. The Recipient will ensure that these measures are implemented in accordance with ESS 06</p>	<p>Site specific ESMPs to be developed before any construction and /or rehabilitation works start</p>	MINADER/PIU, Contractors
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>		
<p><b>INDIGENOUS PEOPLES PLAN:</b>            The project is implemented in areas with indigenous people (the Baka, Bakola, Bagyéli, and Bedzang forest communities) in the East Region. The Recipient shall prepare an Indigenous Peoples Planning Framework (IPPF) to set principles of IPs consultation and activities implementation throughout the project. This plan will set specific activities and implementation plan to address IPs needs in the framework of the project.</p>	<p>A draft IPPF shall be prepared by appraisal, it will be finalized, disclosed, consulted upon and adopted 02 months after Effective Date.</p>	MINADER/PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	An Indigenous Peoples Plan (IPP) will be prepared when subprojects are cleared, and their footprint known. IPP submitted to the Association for approval and once approved, it will be carried out throughout Project implementation.		
<b>ESS 8: CULTURAL HERITAGE</b>			
	<b>CULTURAL HERITAGE</b> Ensure that all site specific ESMPs will include a chance find procedure and all contracts will include a “Chance Find” clause which will require contractors to stop work in the event that cultural heritage sites are encountered during construction.	Specific ESMPs will be developed Prior to any construction and/or rehabilitation works	MINADER/PIU
<b>ESS 9: FINANCIAL INTERMEDIARIES [</b>			
ESS 9 is not Relevant			
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<b>PREPARATION AND IMPLEMENTATION OF THE STAKEHOLDER ENGAGEMENT PLAN:</b> 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.	Adopt the SEP by project appraisal and thereafter implement the SEP throughout Project implementation.	MINADER/ PIU
10.2	<b>PROJECT GRIEVANCE MECHANISM:</b> 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.	Establish the grievance mechanism by project appraisal and thereafter maintain and operate the mechanism throughout Project implementation. The project GRM will go operational no later than 01 month after the project Effective Date.	MINADER/ PIU

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	The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of IP and Resettlement complaints as well as SEA/SH complaints. With regards to SEA/SH complaints the project grievance mechanism shall ensure referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.		
<b>CAPACITY SUPPORT (TRAINING)</b>			
CS1	<p>MINADER and project technical and financial staff will be trained on the World Bank Environmental and Social Framework (ESF), as well as on specific aspects of environmental and social risk management, occupational health and safety (OHS) for workers and environmental and health and safety (EHS) for communities including but not limited to:</p> <ul style="list-style-type: none"> <li>Environmental and Social Standards (ESSs)</li> <li>Environmental and Social Management.</li> <li>Occupational Health and Safety.</li> <li>Conditions of employment and work.</li> <li>Operation of a Grievance Mechanism.</li> <li>Management of non-hazardous and hazardous waste.</li> <li>Management of GBV risk, including SEAH risk (including elements of the SEAH Action Plan)</li> <li>Chemical inputs (chemical fertilizers, herbicides, insecticides, pesticides) usage</li> <li>Agro-sylvo-pastoral conflicts resolution (farmers / grazers conflict management)</li> <li>Training may be required for Project workers on occupational health and safety on: <ul style="list-style-type: none"> <li>• Management of non-hazardous and hazardous waste.</li> <li>• Chemical inputs (chemical fertilizers, herbicides, insecticides, pesticides) usage</li> </ul> </li> </ul>	From the effective date of the project and Throughout Project implementation	MINADER/ PIU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY