

# **GOVERNMENT OF SIERRA LEONE**

## **Ministry of Finance**

### **ACCOUNTABLE GOVERNANCE FOR BASIC SERVICE DELIVERY PROJECT [P172492]**

**[Draft]**

### **ENVIRONMENTAL & SOCIAL COMMITMENT PLAN**

**March 13, 2021**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of Sierra Leone (GoS) is implementing the Accountable Governance for Basic Service Delivery Project (the **Project**) with the involvement of various cities and municipal councils of Sierra Leone, the Ministry of Finance (MoF) Fiscal Decentralization Division (FDD), PFMRU, NaMED. The International Development Association hereinafter the (**Association**) is providing financing for the Project.
2. GoSL shall implement material measures and actions so that the Project is implemented in accordance with the Environmental and Social Standards (**ESSs**) of the World Bank. This Environmental and Social Commitment Plan (**ESCP**) sets out material measures and actions, any specific documents or plans, as well as the timing for each of these.
3. GoSL shall also comply with the provisions of any other E&S documents required under the ESF and referred to in this ESCP, such as Environmental and Social Management Plans (ESMP), Resettlement Action Plans (RAP) and Stakeholder Engagement Plans (SEP), and the timelines specified in those E&S documents.
4. GoSL is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by any ministry, agency, local government units referenced in 1. above or another entity.
5. Implementation of the material measures and actions set out in this ESCP shall be monitored and reported to the by GoSL as required by the ESCP and the conditions of the legal agreement, and the will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the and GoSL, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, GoSL, through such authorized delegates as it may designate, will agree to the changes and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the and the GoSL, through such authorized delegates as it may designate. The GoSL, through such authorized delegates as it may designate, shall promptly disclose the updated ESCP.
7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the GoSL shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include environmental, health, and safety impacts, labor influx, gender-based violence.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/ AUTHORITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Ministry of Finance (MoF) through the PMU, shall prepare and submit quarterly monitoring reports on the ESHS performance of the Project to the Association. The reports shall, among other elements, include (i) status of implementation of the ESCP; (ii) conditions, if any, which interfere or threaten to interfere with the implementation of the ESCP; and (iii) corrective and preventive measures taken or required to be taken to address such conditions (iv) stakeholder engagement activities and functioning of the grievance mechanism.</p>	<p><i>Quarterly throughout Project implementation starting from the effective date.</i></p>	<p><i>MoF (Fiscal Decentralization Division) through the PMU shall be responsible for funding and submitting ESHS performance report for review and discussion to the Association, in a manner satisfactory to the Association.</i></p>
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Recipient shall promptly notify the Association of any incident or accident related or having an impact on the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including those related to occupational accidents that could result in death or serious injury, falls and vehicle accidents, fire injuries, physical violence, Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH), car accidents, communicable diseases, and infections.</p> <p>Recipient shall provide sufficient detail regarding the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and supervising entity, as appropriate. Subsequently, as per the Association’s request, prepare a report on the incident or accident and propose and measures to prevent its recurrence.</p> <p>Any incident register shall be maintained at all construction sites throughout the duration of works,</p> <p>In addition to the initial notification a report must be submitted to the Association on completion of incident investigation and closure.</p>	<p><i>Notification to the Association should take place within 48 hours and shall occur no later than 72 hours after becoming aware of the incident or accident.</i></p> <p><i>Report to be prepared and submitted to the Association on timeframe specified by the Association.</i></p>	<p><i>Overall responsibility rests with MoF (Fiscal Decentralization Division)</i></p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/ AUTHORITY
C	<p><b>CONTRACTORS MONTHLY REPORTS</b></p> <p>Require and ensure that contractors provide monthly monitoring reports, to the PMU. These reports shall also be submitted to the Association upon request.</p>	From the commencement of construction works and thereafter throughout project implementation	<i>MoF (Fiscal Decentralization Division) through the PMU</i>
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Recipient shall establish a Project Management Unit (PMU) with an EHS unit with qualified E&amp;S experts, including one Environmental Specialist and one Social and Gender Specialist (together, the “E&amp;S Specialists”). In the meantime, the E&amp;S team of the Resilience Urban Sierra Leone Project (RUSLP) is providing E&amp;S support to the project preparation.</p> <p>The project E&amp;S Specialists, when recruited, shall be responsible for managing the E&amp;S risks of the Project and ensuring that the Project is implemented in accordance with this ESCP. The E&amp;S Specialists shall be supported by the local council Environment and Social Officers and engineers at the Regional and District levels (in each targeted local council to implement the Project. The PMU shall also hire external expertise and consultancy services as necessary to ensure that the Project is implemented in accordance with this ESCP. This organizational structure shall be maintained throughout Project implementation.</p> <p>The PMU shall establish an Environmental and Social Management Information and Reporting System.</p>	<i>PMU, including E&amp;S Specialists, shall be set up prior to Project effectiveness and maintained throughout Project implementation</i>	<i>The MoF shall maintain and strengthen the PMU as necessary.</i>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/ AUTHORITY
<p>1.2 <b>ENVIRONMENTAL AND SOCIAL ASSESSMENT</b>                      A generic Environmental and Social Management Plan (ESMP) with an E&amp;S screening tool shall be prepared for the Project prior to appraisal in a manner acceptable to the Association. Based on the screening results, corresponding, site-specific ESMPs shall be prepared, disclosed, adopted, and implemented to address any risks identified during the process, in accordance with the generic ESMP and ESSs, and in a manner acceptable to the Association. The ESMPs shall include provisions for labor and working conditions, OHS mitigation, SEA/SH prevention and response.</p> <p><b>CONTINGENT (EMERGENCY) RESPONSE FINANCING</b></p> <p>Develop CERC-ESMF that includes a description of the ESHS assessment and management arrangements and procedures for the activation and implementation of the CERC under the project in accordance with the ESSs.</p> <p>Thereafter prepare, disclose, consult, adopt, and implement any environmental and social (E&amp;S) management plans or other instruments required for the respective CERC activities in accordance with the ESSs, CERC-ESMF, the World Bank Group Environmental, Health and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP) including World Health Organization (WHO) guidance documents on COVID-19 in a manner acceptable to the Association. Thereafter implement the measures and actions required under the said E&amp;S management plans or instruments, within the timeframes specified in the plans</p>	<p><i>The generic ESMP shall be finalized, cleared, consulted on and disclosed prior to appraisal and shall be implemented throughout Project implementation.</i></p> <p><i>Screening of subproject activities for E&amp;S risks shall be conducted prior to commencing of the relevant subproject activities.</i></p> <p><i>Preparation, disclosure, consultation, and adoption of all site specific ESMPs shall take place before the start of subproject civil works.</i></p> <p><i>The CERC ESMF will be developed within 4 weeks after the CERC is triggered during an emergency.</i></p> <p><i>Implement the measures and actions required under the CERC E&amp;S management plans or instruments, within the timeframes specified in the plans.</i></p>	<p>MoF (Fiscal Decentralization Division) PMU to supervise the preparation of ESF documents.</p>

<p>1.3</p>	<p><b>MANAGEMENT TOOLS AND INSTRUMENTS</b></p> <p>Screen any proposed subproject in accordance with the Environmental and Social screening tool and, thereafter, draft, disclose, consult, adopt, and implement the subproject Environmental and Social Management Plan (ESMP), as required by the generic ESMP and ESSs, in a manner acceptable to the Association.</p> <p>The GoSL shall:</p> <ul style="list-style-type: none"> <li>a. Develop, disclose and implement a generic ESMP including E&amp;S screening form, Stakeholder Engagement Plan (SEP), and TOR for Resettlement Action Plan satisfactory to the Association.</li> <li>b. Subsequently during project implementation, use the subprojects Screening Forms to screen all subprojects to determine and comply with requirements for follow-up ESMPs, and RAPs,</li> <li>c. Prepare, disclose, adopt and implement Environmental and Social Management Plans (ESMPs), Resettlement Action Plans as may be required for the respective sub-project activities in accordance with the assessment process in the generic ESMP and ESSs, the EHSGs, the World Bank interim guidance for construction and stakeholder Engagement during COVID-19, Good practice note on SEA/SH in civil works and other relevant Good International Industry Practice (GIIP) including WHO guidelines on COVID-19 prevention.</li> </ul>	<p><i>Screening to be conducted and ESMPs adopted and implemented throughout Project implementation.</i></p> <p><i>a. The generic ESMF, screening form, and SEP will be completed, consulted on, cleared and disclosed, and shall be implemented throughout Project implementation.</i></p> <p><i>b. Screening shall be conducted as soon as sub-project locations are identified and before carrying out of construction activities.</i></p> <p><i>C. Preparation, disclosure, consultation, and adoption of site specific ESMPs and RAPs shall take place before the start of subproject constructions.</i></p>	<p><i>MoF (Fiscal Decentralization Division) through PMU E&amp;S Unit, and consultants.</i></p>
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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/ AUTHORITY
1.4	<p><b>PERMITS, CONSENTS AND AUTHORIZATIONS</b></p> <p>Obtain or cause others to obtain the relevant permits, consents and authorizations that are applicable to the Project from relevant national authorities/agencies such as:</p> <ul style="list-style-type: none"> <li>• Environmental permits/licenses</li> <li>• Any other licenses, permits, consents and authorizations as and when required</li> </ul> <p>Comply or cause others to comply with the conditions established in these permits, consents and authorizations throughout Project implementation.</p>	<p><i>Permits, to be obtained prior to the initiation of relevant Project activities, and therefore complied with throughout Project implementation.</i></p>	<p>MoF (Fiscal Decentralization Division) /PMU E&amp;S specialist.</p>
1.5	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Manage and supervise contractors and subcontractors to ensure their compliance with the ESSs and the terms of this ESCP, including by integrating ESHS specifications into procurement documents and contracts and thereafter supervise compliance. These ESHS specifications shall include but not be limited to:</p> <ul style="list-style-type: none"> <li>• Relevant requirements included in contracts and subcontracts (reflecting ESSs and ESCP);</li> <li>• Codes of conduct (CoC) for contractors and subcontractors and their workers to prohibit sexual harassment and exploitation and training of workers on their obligations under the CoC;</li> <li>• SEA/SH Action Plan as part of the contractor ESMP;</li> <li>• Preparation of a contractor ESMP (C-ESMP) that is costed, with sufficient budget to mitigate E&amp;S risks;</li> <li>• Monitor Contractor commitment and compliance;</li> <li>• Ensure contractors provide details on contractor’s oversight on environmental, social, health and safety (ESHS) performance;</li> <li>• Contractor to develop a grievance redress mechanism to handle concerns of their employees</li> <li>• Contractor’s team will include a health and safety officer</li> </ul>	<p><i>Include in the bidding document and contractors' contract, ESSs requirements, ESHS specifications and terms of the ESCP prior preparation of procurement documents. Prepare C-ESMP before commencement of civil works. Supervise contractors throughout Project implementation.</i></p> <p><i>Contractor’s Health and safety officer and PMU E&amp;S specialists shall train/orientate employees of Project Contractors on various aspects of OHS relevant to the project.)</i></p>	<p>MoF/PMU, PMU E&amp;S specialists, procurement officer.</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/ AUTHORITY
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>a. Management of project workers shall be part of the ESMP and shall set out the way in which Project workers shall be managed, in accordance with the requirements of Sierra Leone national law and ESS 2. measures shall include implementing adequate occupational health and safety (OHS), setting out grievance arrangements for Project workers and requirements for Project contractors to manage their workers.</p>	<p><i>a. Labor management shall form part of site specific ESMP and shall be implemented throughout Project implementation.</i></p>	<p><i>MoF (Fiscal Decentralization Division)</i> PMU E&amp;S specialists shall ensure that the selected contractors comply with these requirements.</p>
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish, maintain, and operate a grievance redress mechanism (GRM) for Project workers, including contractors, consistent with ESS2.</p>	<p><i>Grievance mechanism operational prior to recruitment of Project workers and implemented throughout Project implementation.</i></p>	<p>MoF and contractors</p>
2.3	<p><b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b></p> <p>Require and ensure that contractors prepare, adopt, and implement occupational, health and safety (OHS) measures specified in the project ESMP.</p> <p>Require and ensure that Project contractors abide by occupational, health and safety (OHS) measures as part of CESMP. The OHS measures shall conform with ESHS Guidelines as well as WHO country and technical guidance – coronavirus disease (COVID-19) documents for the prevention of the transmission of the COVID 19 infection. Contractor measures shall also be consistent with GoSL’s directive and policy on COVID 19.</p> <p>Contractor’s Health and safety officer and PMU E&amp;S specialists shall train/orientate employees of Project Contractors on various aspects of OHS relevant to the project.</p>	<p><i>OHS measures prepared as part of CESMP and adopted prior to initiating construction in accordance with project ESMP and implemented throughout Project life.</i></p> <p><i>Training/ orientation shall be conducted immediately recruitment is done.</i></p>	<p>MoF/PMU/ E&amp;S Specialists/ Contractors</p>



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/ AUTHORITY
2.4	<p><b>EMERGENCY PREPAREDNESS AND RESPONSE</b></p> <p>As part of the OHS measures specified above in 2.3, institute measures on Emergency Preparedness and Response, and ensure effective coordination with measures under 4.5., including ensuring that Project workers and contractors are trained on emergency preparedness and response and the implementation of the relevant measures.</p>	<p><i>Prior to initiation of subprojects involving construction.</i></p> <p><i>Maintained throughout Project implementation</i></p>	<p><i>MoF (Fiscal Decentralization Division)/PMU E&amp;S specialist/ Contractors.</i></p>
2.5	<p><b>PROJECT WORKERS TRAINING</b></p> <p>Implement training programs for Project workers to improve awareness of environmental and social risks of the Project and to mitigate impacts on local communities.</p>	<p><i>Training to be conducted immediately recruitment is with periodic refresher trainings thereafter throughout Project implementation.</i></p>	<p><i>MoF (Fiscal Decentralization Division)/PMU E&amp;S specialist. Funding from Project budget</i></p>
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Resource efficiency and pollution prevention and management measures shall be addressed in the ESMPs to be prepared under action 1.3 above, in accordance with ESS3 and a manner satisfactory to the Association.</p>	<p><i>part of ESMP to be prepared prior to initiation of constructions works and applied throughout Project implementation.</i></p>	<p>MoF through the PMU.</p>
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY:</b></p> <p>Require and ensure that Project contractors develop and implement measures and actions to manage traffic and road safety risks. These measures shall be included in the ESMPs to be developed under action 1.3 above.</p>	<p><i>Measures adopted in CESMP, and implemented throughout Project implementation.</i></p>	<p>MoF through the PMU;</p>

4.2	<p><b>COMMUNITY HEALTH AND SAFETY:</b> Require and ensure that contractors develop and implement adequate measures and actions to assess and manage risks and impacts to the community arising from Project activities in accordance with ESS4. These measures shall include, inter alia, measures to prevent, minimize, and mitigate: the potential for community exposure to communicable diseases, accidents and pollution; harm caused by Project workers, transmission of COVID-19 infection in communities, sexual exploitation and abuse, and sexual harassment; and harm to or exclusion of Project benefits for individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable, including but not limited to persons with disabilities.</p>	<p><i>Measures to be adopted as part of, and thereafter implemented throughout Project implementation.</i></p>	<p>PMU E&amp;S Specialists shall supervise implementation of the CESMP.</p>
4.3	<p><b>GBV AND SEA RISKS:</b> Prepare, adopt, and implement a SEA/SH Action Plan as part of CESMP to manage the risks of sexual exploitation and abuse (SEA) and Sexual Harassment (SH).</p>	<p><i>Submit the GBV Action Plan as part of CESMP for the Association’s approval before mobilization to site by contractor. Once approved, the SEA/SH Action Plan is implemented throughout Project implementation by the contractor.</i></p>	<p>MoF (Fiscal Decentralization Division) through the PMU/Project E&amp;S Specialists/ Contractors.</p>
4.5	<p><b>SECURITY PERSONNEL:</b> The Project shall not engage security personnel.</p> <p>Ensure that contractors do not engage in activities that may impede the operations of the Emergency Operations Center (EOC) or the security forces that are implementing the GoSL’s COVID-19 emergency preparedness and response under the current State of Public Health Emergency. Require and ensure that contractors observe all national laws, directives, regulations, lockdowns or curfews instituted by GoSL.</p>	<p><i>Implemented throughout Project implementation.</i></p>	<p>MoF (Fiscal Decentralization Division) through the PMU/project E&amp;S Specialists/ Contractors.</p>

4.6	<p><b>TRAINING FOR THE COMMUNITY</b>                  Conduct training programs for Project-affected communities to raise awareness of Project-related environmental and social risks, impacts and mitigation measures, including but not limited to training on the following issues:</p> <ul style="list-style-type: none"> <li>• Community grievance redress mechanism as described in the SEP</li> <li>• Communicable and other diseases including HIV-AIDS/STI</li> <li>• SEA/SH Action Plan</li> <li>• Road Safety Awareness</li> </ul>	<p><i>Prior to initiating construction, with regular refresher training.</i></p>	<p><i>MoF (Fiscal Decentralization Division) /PMU E&amp;S specialists</i></p>
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**ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT**

<p>5.1</p>	<p><b>RESETTLEMENT PLANS:</b></p> <p>a. conduct sub-project E&amp;S screening consistent with the project screening form satisfactory to the Association.</p> <p>b. <u>consult and inform PAPs about their rights and choices</u></p> <p>c. Thereafter prepare (the Resettlement Action Plan RAPs) in accordance with ESS 5 and consistent with the requirements of the RAP TOR.</p> <p>d. Obtain the RAP clearance from the Bank</p> <p>e. Pay compensation and resettlement assistances to PAPs</p> <p>f. Submit to and obtain clearance from the Bank on compensation and resettlement assistance payments report</p> <p>g. Site handover to the contractor</p> <p>h. Monitor resettlements impact.</p>	<p><i>a. screening form and RAP TOR will be prepared and disclosed prior to appraisal,</i></p> <p><i>b. Upon completion of the initial impact screening assessment as well as during or subsequent reverification exercises</i></p> <p><i>c. Upon completion of subproject screening, reverification and consultation exercises</i></p> <p><i>d. Upon completion and submission of RAP report</i></p> <p><i>e. Upon obtaining RAP clearance from the Bank.</i></p> <p><i>f. Upon completion of compensation payments</i></p> <p><i>g. Upon maturit/expiration of site vacating notice or period</i></p> <p><i>h. throughout project implementation</i></p>	<p>MoF/PMU E&amp;S Specialists/ shall ensure that the RAP has been implemented consistent with ESS 5 before mobilization of contractor.</p>
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5.2	<p><b>GRIEVANCE MECHANISM</b></p> <p>A project grievance mechanism (GM) shall be used address general as well as resettlement-related complaints. the GRM shall be established and operational as soon as possible after project effectiveness.</p>	<p><i>GM to be operationalized as soon as possible after project effectiveness.</i></p>	<p><i>MoF (Fiscal Decentralization Division) shall ensure a GRM has been set up and is operationalized before mobilization of contractor.</i></p>
5.3	<p><b>MONITORING AND REPORTING ON RESETTLEMENT ACTION PLANS</b></p> <p>Prepare and submit to the Association regular monitoring reports on the implementation of Resettlement Action Plans, including on issues related to land acquisition, assessment/census of Project-affected people and compensation.</p>	<p><i>Quarterly throughout implementation of RAPs</i></p>	<p><i>MoFPMU E&amp;S Specialistsshall ensure that the regular RAPs implementation reports are prepared in a manner consistent with the requirements of ESS 5.</i></p>
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS</b></p> <p>Project activities shall be conducted in accordance with ESS6 and the subproject screening forms to screen and exclude any investments that will impacts on biodiversity and habitats.</p>	<p><i>. Screening for biodiversity risk and impacts shall be conducted as soon as sub-project locations are identified and sites with potential biodiversity impacts shall be avoided.</i></p>	<p><i>MoF (Fiscal Decentralization Division)/PMU E&amp;S specialist. Funding from Project budget</i></p>
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	Not currently relevant to the Project		
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<p><b>CHANCE FINDS</b></p> <p>Integrate Chance Find procedure in subproject ESMPs.</p> <p>In the event of a find, the Monuments and Relics Commission (MRC) that is entrusted with the protection of cultural heritage in Sierra Leone shall be contacted within 72 hours of the find.</p>	<p><i>Chance Find procedure integrated in sub-project ESMPs in accordance with timeframe in action 1.3, and thereafter implemented throughout Project implementation.</i></p>	<p><i>MoF (Fiscal Decentralization Division)/PMU E&amp;S specialists</i></p>
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
9.1	Not currently relevant to the Project		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			

10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b>                  Prepare and implement Stakeholder Engagement Plan (SEP) consistent with ESS10 in a manner satisfactory to the Association. A draft SEP shall be prepared and disclosed before appraisal and thereafter shall be updated during implementation.</p>	<p><i>A draft SEP shall be prepared and disclosed prior to appraisal. It shall be updated during implementation as needed when major changes are required and re-disclosed.</i></p>	<p><i>MoF (Fiscal Decentralization Division)/PMU E&amp;S specialists</i></p>
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b>                  Prepare, adopt, maintain and operate a grievance mechanism, as described in the SEP, consistent with ESS10.</p>	<p><i>Grievance Mechanism shall be established and operationalized as soon as possible before project effectiveness and maintained throughout Project implementation.</i></p>	<p><i>MoF (Fiscal Decentralization Division)/PMU E&amp;S specialists</i></p>
<b>CAPACITY SUPPORT (TRAINING)</b>			
CS1	<p><b>Specify Training to be provided</b>                  PMU and Contractor staff shall be required to enhance their E&amp;S including by undergoing training. Training requirements shall include:</p> <ul style="list-style-type: none"> <li>• stakeholder mapping and engagement</li> <li>• Subproject Environmental and Social screening</li> <li>• community health and safety.</li> <li>• Occupational Health and Safety</li> <li>• Training on COVID 19 transmission, prevention, preparedness and response</li> <li>• Monitoring and Reporting</li> <li>• SEA/SH action plan</li> <li>• Disability inclusion training</li> <li>• GRM</li> <li>•</li> </ul>	<p><b>Specify Targeted Groups and Timeframe for Delivery</b>                  District Engineers and Environmental Officers, Project Consultants.</p> <p>Training shall be conducted as soon as workers are mobilized for the project implementation and shall continue every quarter.</p>	<p><b>Specify Training Completed</b>                  This will be done before start of project implementation.</p> <p><i>MoF (Fiscal Decentralization Division), PMU E&amp;S specialists and contractors.</i></p>

<p>CS2</p>	<p>Train Project workers and community on occupational health and safety, including on emergency prevention and preparedness and response arrangements to emergency situations. Training subjects shall include:</p> <ul style="list-style-type: none"> <li>• community health and safety.</li> <li>• Occupational Health and Safety</li> <li>• communicable diseases/HIV-AIDS/STI awareness and prevention</li> <li>• community grievance redress mechanism as described in the Stakeholder Engagement Plan/ ESMF</li> <li>• process for resolving conflicts between workers and community members</li> <li>• SEA/ SH and Child protection.</li> </ul>	<p><i>Training shall be done before commencement of civil works</i></p>	<p>MoF (Fiscal Decentralization Division), PMU E&amp;S specialists and contractors</p>
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