

**République du Sénégal**

Un Peuple – Un But – Une Foi



**Ministère des Infrastructures, des Transports Terrestres et du Désenclavement**

**AGEROUTE SENEGAL**



**ENHANCING CONNECTIVITY IN THE NORTHERN AND CENTRAL  
AGRICULTURAL PRODUCTION AREAS OF SENEGAL**

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

**Draft version**

**January 28, 2022**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

1. The Government of Senegal (*hereinafter the Recipient*) intends to implement the Agricultural Production Area Connectivity Improvement Project (**PCZA**, *hereinafter the "Project"*) with the participation of the Ministry of Infrastructure, Land Transport and Access Facilitation (Ministère des Infrastructures, des Transports Terrestres et du Désenclavement), through the Road Works and Management Agency (AGEROUTE Senegal). The World Bank (*hereafter referred to as the Association*) has agreed to finance the project.
2. The *Recipient* will implement the concrete measures and actions that are necessary to ensure that the project is implemented in compliance with the Environmental and Social Standards (ESS). This Environmental and Social Commitment Plan (ESCP) sets out these concrete measures and actions, associated documents or plans, as well as their respective implementation schedules. *The Recipient* will also comply with the provisions of all other environmental and social documents required under the ESF and referred to in this ESCP, as well as the deadlines specified in these documents: Environmental and Social Management Framework (ESMF), Resettlement Policy Framework (RPF), Environmental and Social Impact Assessments (ESIA), Resettlement Action Plans (RAP), Stakeholder Engagement Plan (SEP), Grievance redress Mechanism (GRM) and Labor Management Procedure (LMP), Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) Prevention and Response Plan, and the Health, Safety and Security plan.
3. The *Recipient* will ensure compliance with all the requirements of the ESCP, even when the implementation of specific measures and actions is entrusted to the unit or public agency referred to in paragraph 1 above.
4. The implementation of the measures and concrete actions defined in this ESCP will be monitored by *the Recipient (through AGEROUTE)* and communicated to the Association, according to the requirements or modalities provided for in the ESCP and in the legal agreement concluded with the *Association*, and the *Association* will monitor and evaluate the progress and completion of these measures and concrete actions throughout the project's implementation.
5. As agreed by the *Association* and *the Recipient*, this ESCP may be revised from time to time during the Project's implementation in a manner that reflects the adaptive management of changes and unforeseen circumstances that may arise in the Project or in response to an evaluation of the Project's performance conducted under the ESCP itself. In such circumstances, the *Recipient/AGEROUTE* will agree with the *Association* on these changes and revise the ESCP accordingly. The agreement on the changes made to the

ESCP will be documented through an exchange of letters signed between the *Association* and the *Recipient*AGERROUTE. The *Recipient*/AGERROUTE will publish the revised ESCP without delay.

6. When the performance of the project itself or unforeseen circumstances or changes occurring within the framework of the project lead to a change in the risks and impacts associated with the project's implementation, the *Recipient* will provide additional funds, if needed, for the implementation of measures aimed at addressing these risks and impacts, which may include *impacts on the environment, health and safety, prevention of COVID-19 in the workplace, security risks in conflict zones; risks related to working conditions, including risks related to child labor, sexual exploitation, abuse and harassment (SEAH), and risks related to the inflow of workers.*

MATERIAL MEASURES AND ACTIONS	TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
<b>MONITORING AND REPORTING</b>		
<p>A</p> <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, the level of preparation and implementation of environmental and social documents required under the ESCP: CPR, ESCF, ESIA/ESMP, RAP, OMMP, stakeholder engagement activities, and the operation of complaint management mechanisms.</p>	<p><i>Quarterly reports will be prepared and submitted throughout the project's implementation, starting from the effective date of the project and no later than the beginning of the month following the last quarter.</i></p>	<p><i>Project Implementation Unit (PIU)</i></p>
<p>B</p> <p><b>NOTIFICATION OF INCIDENTS AND ACCIDENTS</b></p> <p>Notify the Association promptly of any project-related incident or accident that has or is likely to have a significant adverse effect on the environment, affected communities, the public, or workers, including allegations of sexual exploitation and abuse and sexual harassment.</p> <p>Provide sufficient detail of the incident or accident, including actions taken or to be taken without delay to address the incident or accident and any information provided by a contractor, supplier or provider and the oversight entity, as appropriate.</p> <p>At the request of the Association, prepare a report on the incident or accident and propose measures to prevent its recurrence.</p> <p>In the case of SEA/SH incidents, only information that does not identify the victim will be published (type of violence, age, gender, and connection to the project).</p> <p>All SEA/SH reports must abide by the information sharing protocol to ensure respect, confidentiality and safety of the survivor.</p>	<p><i>Notify the Association of the incident or accident within 48 hours of its being reported (for serious incidents), and within 24 hours for severe incidents or accidents involving fatalities, as well as allegations of SEA/SH.</i></p> <p><i>An incident or accident report will be prepared within a maximum of seven days.</i></p> <p><i>This reporting system will be maintained throughout the project's implementation.</i></p>	<p><i>Project Implementation Unit (PIU),</i></p>

MATERIAL MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
C	<p><b>MONTHLY SUPPLIER AND CONTRACTOR REPORTS</b></p> <p>Provide the PMU with monthly supervision reports on the implementation of environmental and social clauses included in their contracts.</p> <p>Submit, upon request, the monthly monitoring report to the Association.</p>	<p><i>Monthly report throughout the implementation of the project, with effect from the start of works.</i></p>	<p><i>Suppliers and providers</i></p> <p><i>Supervision missions and PIU</i></p>
<b>EVALUATION SUMMARY</b>			
<b>ESS n°1 : ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Maintain AGEROUTE's organizational structure, comprising qualified and effective staff, including: an environmental specialist and a social development specialist.</p> <p>Recruit additional staff: one environmental specialist, one social development expert with extensive experience in resettlement, conflict prevention and resolution, and stakeholder consultation, one occupational, health and consultant; and one SEA/SH consultant; all with qualifications, experience and under terms of reference acceptable to the Association.</p>	<p><i>The current environmental and social development specialists will be maintained throughout the project implementation cycle.</i></p> <p><i>Additional staff to be recruited should be on board no later than three months after the project start date and will be maintained throughout the project's life.</i></p> <p><i>The Occupational, Health, Safety consultant and the SEA/SH consultant will be mobilized on a part-time basis.</i></p>	<p><i>PIU</i></p>

MATERIAL MEASURES AND ACTIONS	TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
<p>1.2 <b>ENVIRONMENTAL AND SOCIAL ASSESSMENT</b></p> <p>Conduct an environmental and social assessment to identify and evaluate the project's environmental and social risks and impacts as well as appropriate mitigation measures, as outlined in paragraph 5 of Annex 1 of ESS1, in particular:</p> <ul style="list-style-type: none"> <li>• The Environmental and Social Management Framework (ESMF) and its SEA/SH Action Plan for activities under component 2.</li> <li>• Environmental and Social Impact Assessments (ESIAs) for the 8 road sections to be improved</li> <li>• The Resettlement Framework (RF)</li> <li>• Resettlement Action Plans (RAPs) for the 8 road sections to be improved</li> <li>• The ESIAs required for the sub-projects in a manner acceptable to the Association and consistent with the project's ESMF,</li> </ul> <p>Update and adopt the Environmental and Social Impact Assessment prepared for the project and implement its recommendations in a manner acceptable to the Association.</p>	<p><i>The SEP/GRM, ESMF, ESIAs and RAPs for the various road sections, RF, LMP will be disclosed prior to project appraisal.</i></p>	<p><i>PIU</i></p>

MATERIAL MEASURES AND ACTIONS	TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
<p>1.3 <b>MANAGEMENT TOOLS AND INSTRUMENTS</b></p> <p>Review any proposed sub-project in accordance with the Environmental and Social Management Framework (ESMF) prepared for the Project, and thereafter draft, adopt, and implement the sub-project's Environmental and Social Management Plan (ESMP), as required, in a manner acceptable to the Association.</p> <ul style="list-style-type: none"> <li>• The ESIA's required for the sub-projects in a manner acceptable to the Association and consistent with the project's ESMF,</li> <li>• The Stakeholder Engagement Plan (SEP) with the project's grievance redress mechanism</li> <li>• Labour Management Procedures (LMP),</li> <li>• Resettlement Action Plans (RAPs). <ul style="list-style-type: none"> <li>- Dahra-Mbeuleukhé_V1 RAP</li> <li>- Frontiere Gambie-Koungheul-Lour-Ribo escale-Payar_V1 RAP</li> <li>- Mbirkilane-Mabo-Sinthiou Wanar-Touba Saloum Et Kahone-Guinguineo-Mboss-Gnibi_V1 RAP</li> <li>- Mboro-Diogo et Tivaouane-Pambal-Darou Alpha_V1 RAP</li> </ul> </li> </ul>	<p>The SEP, LMP, four RAPs and four ESIA's for the road sections have been prepared, consulted upon and will be disclosed prior to project appraisal in-country and on the Association's website</p> <p>Subsequent site-specific RAPs for subprojects under component 2 will be prepared, consulted upon, disclosed and implemented prior to the start of any works.</p> <p>Site-specific ESIA's for subprojects under Component 2 will be prepared, consulted upon, disclosed and implemented prior to the start of any work and implemented throughout the subproject's implementation phase.</p>	<p><i>PIU</i></p>

MATERIAL MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
1,4	<p><b>MANAGEMENT OF SUPPLIERS AND SERVICE PROVIDERS</b></p> <p>Integrate relevant aspects of the ESCP, including the E&amp;S management tools and instruments mentioned above in Section 1.2, into the environmental, social, health, and safety (ESHS) specifications of the bidding documents issued to contractors and subcontractors.</p> <p>Ensure that contractors, subcontractors and suppliers comply with the ESHS specifications in their respective contracts.</p> <p>Require the preparation and implementation of the following procedures applicable to contractors and subcontractors and other service providers:</p> <ul style="list-style-type: none"> <li>• Contractor's ESMP (for the worksite, including health, safety and security plan, safety risk management, COVID-19 transmission prevention plan, a grievance mechanism for workers).</li> <li>• Environmental and social clauses to be included in tender documents for works and supervision contracts (codes of conduct, coordination, reporting and monitoring, grievance mechanism, including mitigation of SEA/SH issues).</li> <li>• Social commitments through codes of conduct regarding the prohibition of child labor as well as SEA/SH prevention and protection measures identified in the action plan.</li> <li>• Codes of conduct for workers</li> </ul>	<p><i>During the preparation of tender documents and prior to the start of work.</i></p>	PIU



MATERIAL MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
1.5	<p><b>CONTINGENT EMERGENCY RESPONSE COMPONENT (CERC)</b></p> <p>a) Prepare a CERC-ESMF and ensure that the CERC Manual includes a description of the ESHS assessment and management arrangements including, if applicable, CERC-ESMF that has been included or referred to in the CERC Manual for the implementation of Contingent Emergency Response, in accordance with the ESSs and in a manner acceptable to the Association.</p> <p>b) Prepare, consult, adopt, and disclose any E&amp;S instruments which may be required for activities under the Contingent Emergency Response of the Project, in accordance with the CERC Manual and, if applicable, CERC-ESMF and the ESSs, and thereafter implement the measures and actions required under said E&amp;S instruments, within the timeframes specified in said E&amp;S instruments.</p>	<p><i>a) The preparation and adoption of the CERC Manual and, if applicable, the CERC-ESMF in form and substance acceptable to the Association is a withdrawal condition under Section III.B of Schedule 2 of the Financing Agreement for the Project.</i></p> <p><i>b) Submit the respective E&amp;S instrument for the Association prior review and approval and, adopt it before the carrying out of the relevant Project activities for which the E&amp;S instrument is required. Implement the E&amp;S instruments in accordance with their terms, throughout Project implementation.</i></p>	<p>PIU</p> <p>Section III.B of Schedule 2 to the Financing Agreement.</p>
1.6	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies, 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 incorporate the relevant requirements of the ESSs.</p>	<p><i>Throughout the Project implementation</i></p>	<p>PIU</p>
<b>ESS n°2 : LABOR AND WORKING CONDITIONS</b>			

MATERIAL MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
2.1	<p><b>LABOR MANAGEMENT PROCEDURES:</b>                      Prepare, have approved and publish the Labor Management Procedure (LMP) in accordance with national legislation and ESS2, considering the principles of non-discrimination and equal opportunity.                      Relevant clauses to be included in the contracts of suppliers/service providers and subcontractors include the prohibition of child labor and forced labor and guarantee the right to form a trade union. Project staff will be required to sign codes of conduct prohibiting sexual exploitation, abuse, and harassment (SEA/SH).</p>	<p><i>The LMP will be disclosed prior to project appraisal and implemented throughout the project implementation period.</i></p>	<p><i>PIU and service providers, contractors and their subcontractors</i></p>
2.2	<p><b>GRIEVANCE REDRESS MECHANISM FOR PROJECT WORKERS</b>                      As part of the LMP, establish, operate, and maintain a grievance redress mechanism for project workers to promptly address employment-related concerns and issues through a transparent, easily accessible, inclusive and participatory process that is easy to understand, and provides feedback to affected parties in a language they understand. The grievance redress mechanism will be reflected in the contractor's Environmental and Social Management Plan (C-ESMP), and with entry points for SEA/SH incident management, detailed procedures, referrals to SEA/SH services, and mechanisms for complainants.</p> <p>AGERROUTE is responsible for the grievance process but may involve its contractors, suppliers or subcontractors in the settlement of certain grievances involving them.</p> <p>AGERROUTE is required to designate a person within the PMU who is responsible for managing the process and maintaining the grievance register.</p>	<p><i>Prior to the start of activities and throughout the project's implementation.</i></p>	<p><i>PIU and service providers, contractors and their subcontractors</i></p>

MATERIAL MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
2.3	<p><b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b></p> <p>Ensure that occupational health and safety (OHS) clauses specified in the GM, SEP, LMP, ESMF, RF and ESIA are included in the tender documents or specifications and contracts of its suppliers, service providers and subcontractors.</p> <p>Ensure that suppliers, contractors and subcontractors comply with occupational health and safety (OHS) measures, including measures to prevent COVID-19 and other communicable diseases such as HIV/AIDS.</p>	<p><i>Prior to the start of works. These measures will be maintained throughout the project implementation period.</i></p>	<p><i>PIU and suppliers, contractors and their subcontractors</i></p>
2.4	<p><b>TRAINING OF PROJECT EMPLOYEES :</b></p> <p>AGERROUTE, in collaboration with contractors in charge of the works shall ensure that all persons working in the project have received training on site-related risks, hygiene, occupational health and safety, compliance with the code of conduct, use of Personal Protective Equipment (PPE) and emergency response.</p>	<p><i>Prior to the start of works. These measures will be maintained throughout the project implementation period.</i></p>	<p><i>PIU and suppliers, contractors and their subcontractors</i></p>
<b>ESS n°3 : RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			

MATERIAL MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
3.1	<p><b>WASTE AND HAZARDOUS MATERIALS MANAGEMENT :</b></p> <p>Develop, adopt and implement a waste management plan, including hazardous waste management. This waste management plan shall be consistent with the ESMF and ESIA and its implementation shall be adequately monitored during construction.</p> <p>The treatment of hazardous materials must be specifically planned and detailed in the waste management plan and in accordance with the ESMF and ESIA recommendations. This should be included in the specifications and contract of the contractor performing the work.</p> <p>Ensure that all site waste is properly disposed of in accordance with the Senegalese environmental code, the waste management plan and the ESMF and ESIA.</p> <p>Ensure that project suppliers and service providers develop and implement a waste and hazardous materials management plan.</p>	<p><i>Prior to the start of construction</i></p> <p><i>These measures and actions will be maintained throughout the project's life cycle.</i></p>	<p><i>PIU, Contractors, Subcontractors, and Supervision Mission</i></p>

MATERIAL MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT:</b> Ensure that:</p> <ul style="list-style-type: none"> <li>(i) The ESMF as well as the specific instruments (ESIA) contain measures to reduce air pollution, due to dust, noise, vehicle exhaust...</li> <li>(ii) Site-specific ESMPs consider technically and financially feasible measures to improve the efficient use of water and construction materials; and</li> <li>(iii) Technical requirements and measures are covered in the contractor's ESMP.</li> </ul> <p>Suppliers and contractors will be required to comply with pollution management standards and measures. Payment of submitted invoices will be subject to compliance with technical, environmental and social recommendations.</p>	<p><i>During the preparation and implementation of the ESMF and various specific ESMPs.</i></p>	<p><i>PIU, Supervision Mission and Contractors</i></p>
<b>ESS n°4 : COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY:</b> Ensure that companies develop and implement Traffic and Road Safety Plans, particularly a traffic plan for construction equipment, a deviation plan that takes into account an alternative route for supplying the construction site. Tarpaulin trucks will be used to supply the site and the transport of materials will be escorted to the site.</p>	<p><i>Prior to the start of works.</i></p> <p><i>These measures and actions will be maintained throughout the project's implementation</i></p>	<p><i>PIU, Supervision missions and contractors</i></p>

4.2	<p><b>COMMUNITY HEALTH AND SAFETY</b> Ensure that the recommendations contained in E&amp;S management documents such as the ESMF, ESIA, SEP and LMP are implemented by contractors, suppliers and subcontractors for the protection of local populations, where applicable, local residents and Project workers.</p> <p>Develop and implement measures against the transmission of COVID-19 in accordance with national and WHO requirements and inform communities of these risks and prevention measures.</p> <p>These measures will be included in the ESMPs to be developed under Action 1.3 above.</p>	<p><i>Prior to the start of work and throughout the project's life cycle.</i></p> <p><i>Same timeline as for the preparation and implementation of the instruments: ESIA/ESMF</i></p>	<p><i>PIU, Supervision Missions and Contractors</i></p>
4.3	<p><b>RISKS OF SEXUAL EXPLOITATION AND ABUSE, AND SEXUAL HARASSMENT (SEA/SH):</b> The SEP, LMP and GRM assess project-related risks of SEA/SH and AGEROUTE will ensure its proper implementation. Measures to raise awareness, prevent and mitigate these risks must be documented in the form of a code of conduct and training sessions must be organized to raise awareness among the various project stakeholders. AGEROUTE will ensure that the works contracts or service contracts under the Project require contractors, subcontractors or suppliers to adopt a code of conduct that will cover gender-based violence, violence against children, their exploitation and sexual abuse.</p>	<p><i>Implement the SEP, LMP, and GRM throughout the project implementation period.</i></p> <p><i>Codes of conduct will be signed by workers and required training will be provided when recruiting workers and contracting with subcontractors</i></p> <p><i>The approved action plan and codes of conduct will be enforced throughout the project implementation period.</i></p>	<p><i>PIU, Supervision Mission, contractors and their subcontractors</i></p>
4.4	<p><b>EMERGENCY RESPONSE MEASURES:</b> AGEROUTE will ensure that Project contractors or subcontractors prepare and implement an emergency preparedness and response plan. Emergency response measures identified in the ESIA will take the populations into consideration.</p>	<p><i>Prior to the start of construction and throughout the project implementation period.</i></p>	<p><i>PIU, Supervision Mission and contractors and their subcontractors</i></p>

4.5	<p><b>SECURITY PERSONNEL</b></p> <p>The project does not envisage the use of security personnel. If security personnel are required for the safety of the site facilities, the contractors in charge of the works are required to train their personnel on GBV, integrity and road safety and to resort to personnel in the project area whenever possible. Where applicable, the development, adoption and implementation of a stand-alone safety personnel management plan will be necessary, in accordance with the requirements of ESS4, acceptable to the Association.</p>	<p><i>The safety risk assessment will be completed at the start of operations;</i></p> <p><i>Upon request, a security personnel management plan will be prepared in accordance with the requirements of ESS4 during project implementation and prior to the hiring of security personnel.</i></p>	<p><i>PIU, Monitoring Mission and Contractors</i></p>
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#### ESS n°5 : LAND ACQUISITION, LAND USE RESTRICTIONS, AND INVOLUNTARY RESETTLEMENT

5.1	<p><b>RESETTLEMENT PLANS</b></p> <p>The implementation of the physical investments planned under the PCZA will require the acquisition of land that may result in economic or physical displacement. The RF that has already been prepared and the RAPs under preparation will guide the implementation of the resettlement.</p> <p>All RAPs must be approved by the Association and made available nationally and on the Association's website.</p>	<p><i>RF will be prepared and disclosed prior to the Project's approval by the World Bank</i></p> <p><i>Site-specific RAPs will be prepared, disclosed and implemented prior to the start of any civil works</i></p>	<p><i>PIU</i></p>
5.2	<p><b>GRIEVANCE REDRESS MECHANISM (GRM)</b></p> <p>The Project Grievance Redress Mechanism, prepared as part of the SEP, shall be disclosed and disseminated to all stakeholders as discussed in Section 2.2 of this ESCP.</p>	<p><i>Prior to the start of works.</i></p>	<p><i>PIU</i></p>

#### ESS n°6 BIODIVERSITY PRESERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES

6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS:</b> Ensure that the ESMF and Environmental and Social Impact Assessments (ESIAs) include measures and actions to manage biodiversity risks and impacts, commensurate with the level of risk identified (reforestation); location and avoidance of natural habitats; biodiversity restoration).</p>	<p><i>During the preparation of the ESMF and ESIAs</i></p>	<p><i>PIU Contractors</i></p>
<p><b>ESS n° 7 : INDIGENOUS PEOPLES/ SUB-SAHARAN AFRICA AFRICAN HISTORICALLY</b></p>			
<p><b>NOT APPLICABLE</b></p>			
<p><b>ESS n°8 : CULTURAL HERITAGE</b></p>			
8.1	<p><b>CHANCE FINDS PROCEDURE :</b> Develop and implement a procedure for incidental discoveries. Clauses on such discoveries will be included in all work contracts, even in cases where the probability is very low. The ESMF proposes a procedure in case of incidental discovery of cultural remains, in accordance with national legislation and practices of the Ministry of Culture.</p>	<p><i>Prior to the start of works and throughout the project's implementation.</i></p>	<p><i>PIU, contractors</i></p>
<p><b>ESS 9 FINANCIAL INTERMEDIARIES</b></p>			
<p><b>NOT APPLICABLE</b></p>			
<p><b>ESS 10 : STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b></p>			
10.1	<p><b>PREPARATION AND IMPLEMENTATION OF THE STAKEHOLDER ENGAGEMENT PLAN</b> Prepare and adopt a Stakeholder Engagement Plan (SEP) in accordance with ESS10 prior to the project's appraisal and will be updated as necessary before the project comes into effect and then throughout the project period. The Beneficiary will provide the Association with a monitoring report on the implementation of the plan.</p>	<p><i>The final SEP will be disclosed prior to the project evaluation.</i></p> <p><i>The SEP can be updated as needed throughout the project's life cycle.</i></p>	<p><i>PIU</i></p>



10.2	<p><b>GRIEVANCE REDRESS MECHANISM:</b> Develop, adopt, and implement a Grievance Redress Mechanism (GRM) as described in the SEP. The GRM will include a special channel for handling grievances related to cases of sexual exploitation, abuse and harassment, and violence against children.</p>	<p><i>Same timeline as the SEP preparation and prior to the start of works</i></p> <p><i>The GRM will be operational no later than three months after effectiveness and maintained throughout the project's implementation.</i></p>	<p><i>PIU</i></p>
<b>CAPACITY BUILDING (TRAINING)</b>			
i	<p><b>Training on the following aspects:</b></p> <ul style="list-style-type: none"> <li>• Environmental and Social Assessment (ESA) process and procedure in general;</li> <li>• Environmental and social assessment process and procedure in the road infrastructure and social facilities project cycle;</li> <li>• Laws/regulations, national environmental procedures and the World Bank's environmental and social standards (ESS);</li> <li>• Impacts of infrastructure projects and their management with special emphasis on protected areas safeguard measures;</li> <li>• Familiarity with the World Bank's Safeguard Policies</li> </ul> <p>Targets: Regional Environmental Monitoring Committees (REMCs) and Technical Committees whose aim will be to strengthen their skills in environmental assessment, works supervision and environmental and social monitoring.</p>	<p><i>In the first quarter of the first year of the project's implementation</i></p>	<p><i>PIU</i></p> <p><i>World Bank</i></p>

ii	<p><b>GBV/VAC Prevention and management</b></p> <p>Accountability measures to maintain confidentiality (Confidentiality of GBV/VAC survivor information; Empathetic and non-judgmental listening skills of compliance team members; Disciplinary measures, including termination and prosecution, against individuals who violate the confidentiality of survivors' identities unless a breach of confidentiality is necessary to protect the survivor or any other person from serious harm, or when required by law) ;</p> <ul style="list-style-type: none"> <li>• Procedures for Allegations of GBV and VAC;</li> <li>• Financial and other support for survivors;</li> <li>• Awareness strategy for workers and the community on GBV/VAC;</li> <li>• Intervention protocol ;</li> <li>• Sanctions;</li> <li>• Discharge options for victims of GBV/VAC;</li> <li>• Strategies and methods for consulting women/girls.</li> <li>• Follow-up of environmental and social measures, including those related to GBV/SEA/SH and health and safety standards;</li> <li>• Training on territorial governance, land management and gender (GBV).</li> </ul> <p>Targets: Regional environmental monitoring committees (REMC) and technical committees whose aim is to strengthen their skills in the fight against GBV and VAC.</p>	<p><i>In the first quarter of the first year of project implementation</i></p>	<p><i>PIU</i></p> <p><i>World Bank</i>  <i>DEEC/DRECC involved</i>  <i>Contractors/Supervision Mission</i></p>
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<p>iii</p>	<p>Resettlement module according to ESS 5</p> <ul style="list-style-type: none"> <li>• ESS 5 on land acquisition and involuntary resettlement;</li> <li>• Inventory and Evaluation of assets according to World Bank standards;</li> <li>• Social screening of sub-projects;</li> <li>• RAP Preparation and implementation;</li> <li>• Establishment and operation of the conflict management mechanism for resettlement operations;</li> <li>• Social support for PAPs,</li> <li>• Support measures for vulnerable PAPs;</li> <li>• Planning and implementation of the livelihoods restoration plan;</li> <li>• Monitoring and evaluation of the implementation of the Resettlement Plan etc.</li> </ul> <p>Targets: PIU, DEEC, relevant regional technical services, local communities.</p>	<p><i>In the first year of project implementation prior to project interventions.</i></p>	<p><i>PIU</i></p> <p><i>World Bank</i> <i>DEEC/DRECC involved</i> <i>Contractors/Supervision Mission</i></p>
<p>iv</p>	<p><b>Module on employment and working conditions</b></p> <ul style="list-style-type: none"> <li>▪ Capacity building in occupational health and safety;</li> <li>▪ Basic knowledge of work regulations in the facility for new workers, as well as for their personal protection and that of their co-workers.</li> <li>▪ Attitudes and conduct to avoid and/or respond to hazards including suspected or known cases of COVID-19;</li> <li>▪ Management of transformer explosions/fires, spills of pollutants into sensitive areas such as waterways...</li> </ul>	<p><i>In the first quarter of the first year of project implementation and Throughout Project Implementation</i></p>	<p><i>PIU</i></p> <p><i>World Bank</i> <i>DEEC/DRECC involved</i> <i>Contractors/Supervision Mission</i></p>

v	<p><b>Grievance Mechanism Module, design and implementation of the module including at least the following aspects :</b></p> <ul style="list-style-type: none"> <li>▪ Environmental and social standards related to Project activities and risk management related to negative impacts and Gender-Based Violence;</li> <li>▪ Principles and procedures for grievance management;</li> <li>▪ Social mediation and communication techniques;</li> <li>▪ Gender mainstreaming in the implementation of PCZA activities;</li> <li>▪ Risks related to GBV and prevention principles and procedures;</li> <li>▪ Principles and procedures for reporting and managing cases of sexual abuse (National Standard Operating Procedures/World Bank requirements).</li> </ul> <p>Operationalization of the GBV prevention and management system: Implementation and management of grievance /reporting channels</p> <ul style="list-style-type: none"> <li>- Principles and procedures for handling complaints;</li> <li>- Communication on the GBV grievance redress mechanism;</li> <li>- GRM and GRM/GBV Data management system.</li> <li>- Monitoring and evaluation, use of tools, data reporting and archiving of grievances.</li> </ul>	<p><i>In the first quarter of the first year of the project's implementation and Throughout Project Implementation</i></p>	<p><i>PIU</i></p> <p><i>World Bank</i> <i>DEEC/DRECC involved</i> <i>Contractors/Supervision Engineers</i></p>
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vi	<ul style="list-style-type: none"> <li>• <b>Other trainings:</b></li> <li>• Training in market gardening for women and youth;</li> <li>• Training in modern agricultural techniques while promoting a return to the land;</li> <li>• Training in driving construction machinery for young people;</li> <li>• Training on territorial governance, land management and gender (GBV).</li> <li>• Training in complaint management;</li> <li>• Training for stakeholders on citizen project management, monitoring and citizen control,</li> <li>• Training on jurisdictional and non-jurisdictional remedies in case of violation</li> </ul>	<i>Throughout Project implementation</i>	<i>PIU Beneficiaries</i>
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