

Republic of South Sudan

Ministry of Finance and Planning

**South Sudan Women Social and Economic
Empowerment Project (SSWSEEP, P4821)**

ENVIRONMENTAL and SOCIAL COMMITMENT PLAN (ESCP)

March, 2022

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of South Sudan (**Recipient**) will implement the South Sudan Women’s Social and Economic Empowerment Project (the **Project**), with the involvement of the following Ministries/agencies/units: Ministry of Gender, Children and Social Welfare (**MGCSW**), and Ministry of Finance and Planning (**MoFP**), as the implementing agencies and The United Nations Entity for Gender Equality and the Empowerment of Women (**UN Women**) to be contracted by the Recipient as an Implementing Partner as set out in the Financing Agreement.
2. The Recipient shall ensure that the Project is implemented in accordance with the Environmental and Social Standards (**ESSs**) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association (including where implementation of specific measures and actions is conducted by UNWOMEN or other appointed entity). The ESCP is a part of the Financing Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the 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.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance conducted under the ESCP itself. In such circumstances, the Recipient, through the MGCSW and the Association, agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY	
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING:</p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S instruments required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s).</p>	<p>Quarterly reporting throughout Project implementation.</p> <p>MGCSW to provide progress reports to the Association within 45 days after the end of each calendar quarter.</p> <p>UNWomen to provide their quarterly progress reports to the Project Management Unit (PMU) within 30 days after the end of each calendar quarter to be incorporated.</p>	<p>: MGCSW</p> <p>y: PMU</p>
B	<p>INCIDENTS AND ACCIDENTS:</p> <p>Promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury. Provide sufficient detail regarding the scope, severity and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and supervising entity, as appropriate.</p> <p>Subsequently, as per the Association’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>MGCSW to notify the Association within 48 hours, and UNWOMEN to notify the PMU within 24 hours, after learning of the incident or accident using such reporting formats as the Association specify.</p> <p>A detailed report of the incident shall be provided within fifteen (15) days of notifying the Association of the incident or accident, unless a different timeline is agreed with the Association.</p>	<p>MGCSW/PMU</p> <p>:</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>1.1 ORGANIZATIONAL STRUCTURE:</p> <p>Establish and maintain a PMU with qualified staff and resources to support management of ESHS risks and impacts of the Project including one environmental safeguards specialist, one social safeguards specialist, one Gender Specialist and one GBV specialist dedicated to the Project.</p> <p>Further technical support will be provided by UNWOMEN. UNWOMEN will be contracted sixty (60) days from the Effective Date. The PMU will review UNWOMEN’s E&S performance on a quarterly basis.</p> <p>UNWOMEN will be staffed with one environmental safeguards specialist, one social safeguards specialist, one gender specialist and one GBV specialist.</p> <p>UNWOMEN will also mobilize additional staff as needed to ensure the sound environmental and social management of the Project on short-term or long-term assignment in accordance with the ESMF institutional assessment/needs (including the needs and capacity of (1) UN Women and (2) community based needs/capacity etc) – in particular related to construction OHS risks and operational phase EHS risks/impacts to be undertaken including subject matter specialists on GBV/SEA, labour conditions (including child labour, forced labour, health & safety), social inclusion.</p> <p>The PMU will hire a third-party monitoring agent (TPM) within 180 days from the Effective Date. The TPM shall among other responsibilities,</p>	<p>Within one (1) month after Project effectiveness. Maintain throughout Project implementation.</p> <p>Within one (1) month after Project effectiveness and maintained throughout Project implementation.</p> <p>Within one (1) month after entering into the Output Agreement with UN Women.</p> <p>Within 180 days after Project effectiveness</p>	<p>MGCSW</p> <p>UNWOMEN</p> <p>UNWOMEN</p> <p>UNWOMEN</p> <p>MGCSW</p>

WORLD BANK-ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

	monitor Environmental Social Health and Safety (ESHS) compliance in all Project components, including compliance with this ESCP. They would also include a GBV specialist to provide oversight of the implementation of the GBV Action Plan. Terms of reference for TPM with clear roles and deliverables for their engagement shall be prepared by the PMU and cleared by the Association.	and throughout Project implementation	
1.2	ENVIRONMENTAL AND SOCIAL INSTRUMENTS 1. Prepare, adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, and corresponding Environmental and Social Management Instruments consistent with the relevant ESSs.	1. Adopt the ESMF prior to disbursement for Component 1, 3 and building related activities of component 4 and thereafter implement the ESMF throughout Project implementation.	MGCSW
MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.3	ENVIRONMENTAL AND SOCIAL ASSESSMENT: a) Overall Project: Prepare, consult, and implement an Environmental and Social Management Framework (ESMF) for the Project on the terms specified in 1.3. The ESMF shall include a screening process to ensure all subprojects are appropriately screened for E&S risks, appropriate corresponding E&S instruments are prepared, disclosed, adopted, and implemented. Initiatives or subprojects that present high environmental or social risk shall be screened out and excluded from investment. b) subproject screening: Screening to ensure the subprojects are well sited, sized and designed environmentally, socially and safety wise. The processes will ensure proportionate E&S assessments and tools are prepared i.e., ESIA or ESMPs, and the identified subprojects that return a “Substantial” or “high” environmental and/or social risk including those that result to physical displacement or those that are sited within or proximal to sensitive environmental ecosystems or habitat among others are screened out. Further, subprojects requiring involuntary land acquisition would also be excluded.	Prepare and disclose the ESMF prior to disbursement for component 1, 3 and building related activities of component 4 and thereafter implemented throughout Project implementation. Prior to commencement of any civil works and thereafter implemented throughout Project implementation	MGCSW UNWOMEN

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.4	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS:</p> <p>a) Overall Project: The ESMF shall include, but not be limited to:</p> <ul style="list-style-type: none"> • Overall project-wide Environmental and Social risks assessment in line with ESS1-ESS8, ESS10. • Standardized management and mitigation procedures for handling environmental and social risks resulting from the project in the South Sudanese context. • Labour Management Procedures (LMPs), including measures for community worker OHS risks and workers Grievance Redress Mechanism. • Social assessment including risks of discrimination, community tensions (including tensions between refugees and host communities), and violence and respective mitigation measures in a social management plan. This SA will build on a rapid social assessment that has already been prepared. A broader social assessment will be undertaken which will inform the ESMF it meets the requirements of ESS7 for historically underserved traditional local communities. Overall project design includes ensuring that consultations and project activities are delivered in a culturally appropriate way in various local languages. • Gender-Based Violence /Sexual Abuse Exploitation (SEA)/Sexual Harassment (SH) Action Plan. • Procedures for screening of E&S risks and impacts of subprojects consistent with the ESSs and the exclusion list in action 1.5 of this ESCP. • Procedures to prepare subproject specific E&S risk management instruments, such as ESMPs, • Templates for site-specific mitigation and monitoring measures to be included in ESIA/ESMPs. • The chance finds procedure • Procedures for Management of Contractors and subprojects involving Community Workers. • Organizational structure and resource planning. • Monitoring and reporting system. • Capacity Building and Training. • Security Risk assessment and Security Management Plan • Voluntary land donation protocol (VLD); 	<p>Prepare, and disclose ESMF prior to disbursement for component 1, 3 and building related activities of component 4 and thereafter implemented throughout Project implementation.</p>	<p>MGCSW</p>

WORLD BANK-ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

	The ESMF shall be prepared and implemented in a manner satisfactory to the Bank and shall be disclosed in country and on the Recipient’s website.		
--	---	--	--

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.5	The updated ESMF shall include an obligation for the Recipient to ensure the ToRs for respective TA initiatives provide for compliance with the ESF requirement should the envisaged activities have any direct or indirect relationship with the respective ESS standards. Service providers be hired and managed in accordance with national law, ESS2, and the LMP once in place.	Prepare and disclose ESMF prior to disbursement and/or prior to start of any civil works, and thereafter implemented throughout Project implementation.	MGCSW
1.6	Implement and ensure that any contractors or implementing partner implement the instruments in number 1.3 above.	Throughout Project implementation	MGCSW

	MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.7	<p>MANAGEMENT OF CONTRACTORS AND IMPLEMENTING PARTNERS:</p> <p>Develop and implement site-specific instruments (ESIA, ESMPs, VLD protocol) consistent with the ESMF and the ESSs;</p> <p>Adopt and enforce procedures for managing contractors, subcontractors, and implementing partners, including UNWOMEN, and ensuring their compliance with the ESMF and ESSs, including the following:</p> <ul style="list-style-type: none"> • environmental and social requirements based on the ESMPs shall be included in the procurement and contracting process including bidding documents, for potential civil works. • relevant requirements shall be included in contracts and subcontracts consistent with the requirements of ESSs; • codes of conduct shall be required for contractors, subcontractors, primary suppliers, and their workers. • preparation of a detailed construction-ESMP (C-ESMP) that is costed, with sufficient budget to mitigate E&S risks • monitor contractor commitment and compliance with ESSs • providing grievance redress mechanisms for contractors and subcontractors, affected communities and other stakeholders • ensuring that contractors and implementing partners provide details on their oversight on environmental, social, health and safety (ESHS) performance, SEA/SH monitoring monthly to the PMU. • A requirement for contractors and implementing partners to develop a grievance mechanism to handle concerns of their employees, including a GRM suitable to address GBV related grievances. <p>A requirement for contractor and implementing partners to have a Labour Management Plan that conforms to the requirements of the Project LMP and ESS2</p>	<p>Prior to commencement of any civil works.</p> <p>Maintain procedures throughout Project implementation.</p>	MGCSW
1.8	TECHNICAL ASSISTANCE	Throughout Project implementation	

WORLD BANK-ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

	<p>Project workers engaged or employed will include direct workers (workers hired by UNWomen and MoGCSW);contracted workers (for example, skilled and non-skilled construction workers engaged by contractors, consultants) primary supply workers (for example, workers engaged for essential construction materials to be purchased on an ongoing basis, (as defined in ESS2). Other types of workers anticipated to be engaged in this project include, consultants and client staff facilitating business and entrepreneurial skills development trainings, childcare center workers, women’s local and saving groups, community health workers and project coordination and implementation units at different levels. Labor Management Procedures (LMP) will be prepared that sets out the procedures, in accordance with the requirements of South Sudan’s national laws and requirements of ESS2.</p> <p>Ensure that (i) the consultancies, studies, capacity building, training, and any other technical assistance activities are carried out in accordance with terms of reference acceptable to the Association, that incorporate the relevant requirements of the ESSs; and (ii) outputs of the TA are prepared and/or delivered in a manner acceptable to the Association and duly incorporate and take into consideration the relevant requirements of the ESSs.</p>		
--	---	--	--

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES:</p> <p>Consistent with ESS2 and to the satisfaction of the Association, prepare, adopt and implement Labour Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety,</p>	<p>LMP shall be prepared on timeframe specified in 1.2 for the ESMF.</p> <p>LMP shall be maintained throughout Project implementation</p>	<p>MGCSW</p> <p>PMU</p>

WORLD BANK-ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

	code of conduct, forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, sub-contractors and supervising firms. , as part of the ESMF, which shall be applicable to all Project workers.		
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS:</p> <p>Establish and maintain a grievance redress mechanism (GRM) for direct and contracted Project workers as part of the LMP; grievances shall be addressed by the Project GRM as outlined under ESS10.</p>	GRM shall be operational prior to engaging Project workers and maintained and implemented throughout Project implementation.	MGCSW
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <p>Update and implement occupational, health and safety (OHS) measures of SSWSEEP in line with OHS risk assessment as part of the ESMF and LMP.</p>	<p>C-ESMPs to be developed before commencement of any civil works starts.</p> <p>Maintained throughout Project implementation.</p>	MGCSW

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT:</p> <p>As part of the ESMF, adopt and implement measures and procedures for assessing and managing Project-related pollution and resource efficiency consistent with ESS3. This shall include procedures to avoid impacts on community shared resources and/or adverse environmental impacts included in ESS3.</p> <p>Require contractors to prepare, adopt, maintain, and implement respective measures as part of the C-ESMP, including measures to minimize and/or avoid pollution prior commencement of civil works. Further, a) Use technically and financially feasible ground water</p>	<p>Prepared, consulted and disclose the EMPs including waste management and resource efficiency measures prior disbursement of component 1, 3 and building related activities of component 4, and thereafter implemented throughout Project implementation.</p> <p>Maintained throughout Project implementation</p>	MGCSW

WORLD BANK-ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

	<p>usage. Implement water conservation measures. Use alternative water sources b) Use energy efficient appliances and technologies where applicable c) The Project will ensure the least possible use of hazardous substances, promoting their substitution by less polluting products and more friendly to the environment. This will apply to pest management techniques, with Integrated Pest Management and avoidance of chemical pesticides being promoted through the project, as per the ESMF d) For any waste and hazardous materials under any subproject, the Project will ensure appropriate management and disposal. Further, the management of chemicals and hazardous waste will be based on according to relevant international standards and codes of conducts as well as the ESS3 to avoid or minimize adverse impacts on human health and the environment by avoiding or minimizing pollution.</p>		
--	--	--	--

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY	
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>COMMUNITY HEALTH AND SAFETY:</p> <p>Measures and actions to assess and manage specific community health and safety risks and impacts to the community arising from Project activities shall be included in the ESMF and subsequent subproject ESMPs. The Project will prepare, adopt, maintain, and implement a Health and Safety Plan including community health and safety risk management as part of the C-ESMP.</p>	<p>The SSWSEEP ESMF to be prepared, consulted up on and disclosed prior to disbursement and/or prior to start of any civil works and thereafter implemented throughout Project implementation.</p> <p>C-ESMP which includes Health and Safety plan including community health and safety risk management prepared and disclosed prior to start of any civil works and implemented throughout Project implementation</p>	MGCSW

<p>4.2</p>	<p>TRAFFIC AND ROAD SAFETY:</p> <p>As part of the ESMF, adopt and implement measures and actions to assess and manage traffic and road safety risks.</p>	<p>The SSWSEEP ESMF to be prepared, consulted up on and disclosed prior to disbursement and/or prior to start of any civil works and thereafter implemented throughout Project implementation.</p>	<p>MGCSW</p>
<p>4.3</p>	<p>GBV AND SEA/SH RISKS:</p> <p>Undertake update of the gap assessment of GBV/SEA/SH protection risks identified during stakeholder engagement and identified mitigation measures and actions and update and implement a GBV/SEA/SH Prevention Action Plan as part of the ESMF.</p> <p>Conduct a quality assessment of the current GBV referral pathway service providers made available in the Project-affected communities using good practice standards of care within a month after Project effectiveness.</p>	<p>GBV Action to be prepared prior to disbursement for component 1, 3 and building related activities of component 4 thereafter implemented throughout Project implementation.</p>	<p>MGCSW</p>
<p>4.4</p>	<p>SECURITY PERSONNEL:</p> <p>Assess and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard Project workers, sites, assets and activities, as set out in the Security Management Plan (SMP), guided by principles of proportionality and GIIP, and by applicable law, in relation to hiring, rules of conduct, training, equipping and monitoring such personnel.</p> <p>Prepare, adopt and implement a Security Management Plan (SMP) consistent with the requirements of ESS4, in a manner acceptable to the Association.</p>	<p>SMP shall be adopted on timeframe specified in 1.2 for the ESMF and thereafter implemented throughout Project implementation.</p>	<p>MGCSW</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT PLANS: There will not be any involuntary land acquisition under the Project. 1) any projects requiring involuntary resettlement will be screened out; 2) all land status and absence of encroachments will be verified; and 3) all VLD will be in accordance with all requirements of ESS5 and the respective provisions of the ESMF. The project will ensure respective documentation and subprojects which would require involuntary land acquisition, will not be eligible under this project. VLD should not occur if it requires physical relocation, loss of structures or fixed assets on the affected portion of land which will be the basis for involuntary resettlement.</p>	<p>Voluntary land donation procedure will be prepared and adopted on timeframe specified in 1.2 for the ESMF and thereafter implemented throughout Project implementation.</p>	MGCSW

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS:</p> <p>As part of the ESMF, include a screening procedure for biodiversity risks and impacts assessment to ensure proposed activities are not located within or close to critical natural habitats. The screening procedure shall further ensure proposed investments are designed and implemented in ways that avoid adverse impacts on biodiversity and promote sustainable management of natural resources.</p> <p>Further, a list of exclusion criteria shall be included in the ESMF, to be used in screening during subproject assessment and excluded from project financing.</p>	<p>Prepare and disclose the ESMF prior to disbursement and/or prior to start of any civil works (component 1, 3 and building related activities of component 4 and thereafter implemented throughout Project implementation</p>	MGCSW

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
-------------------------------	-----------	------------------------------

ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	Communities in South Sudan meet the criteria for Sub Saharan Africa Historically Underserved Traditional Local Communities. As such, the Project through its design, SEP and ESMF shall provide adequate, culturally appropriate forms of meaningful consultations and linguistically relevant content on the Project identification and implementation process and benefit sharing.	The SEP and ESMF shall be reviewed, approved, and disclosed by the World Bank prior to completion of Project appraisal and prior to disbursement of component 1, 3 and building related activities of component 4 and thereafter implemented throughout Project implementation.	MGCSW
7.2	GRIEVANCE MECHANISM The grievance mechanism to address complaints submitted by indigenous peoples shall be established as described in the ed in the SEP.		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 8: CULTURAL HERITAGE			
8.1	CHANCE FINDS: Prepare, adopt, and implement a chance finds procedure in the Project ESMF and any other measures needed in accordance with ESS8.	On timeframe specified in 1.2 for the ESMF	MCSW

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 9: FINANCIAL INTERMEDIARIES			
9.1	This standard is not relevant, as the project has no financial intermediaries.		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION: Prepare, adopt, disclose, 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	The draft SEP was disclosed on February 11, 2022 SEP shall be implemented throughout Project implementation	MGCSW

WORLD BANK-ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

	culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation. Update the SEP as needed throughout Project implementation.		
10.2	<p>PROJECT GRIEVANCE MECHANISM: 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 consisted with ESS10. The SEP includes a robust GRM with provisions for IP/SSAHUTLC, refugees/returnees, and survivors of SEA/SH</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant GBV service providers, all in a safe, confidential, and survivor-centered manner.</p>	GRM should be in place at the latest prior to disbursement prior to disbursement of component 1, 3 and building related activities of component 4 and thereafter implemented throughout Project implementation	MGCSW

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
CAPACITY SUPPORT (TRAINING)			
CS1	<p>All capacity building activities and trainings shall be spelled out in the ESMF. Training shall be provided to Project workers, contractors, and implementing partners to ensure that the Project is carried out in accordance with this ESCP. Trainings shall be required in accordance with results of capacity assessment, in:</p> <ul style="list-style-type: none"> • Stakeholder engagement • Subproject Environmental and Social screening • Occupational and Community Health and Safety including road safety • Emergency preparedness and response • GBV/SEA/SH Risk Mitigation • Disability inclusion training • GRM • Implementation, monitoring and reporting of ESMPs 	Throughout Project implementation, as specified in the ESMF.	MGCSW

WORLD BANK-ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

	<ul style="list-style-type: none"> • LMP • Social Assessment and Management Plan implementation <p>The project will also include capacity building and training of relevant stakeholders (specified in SEP includes MGCSW staff at the national and state levels, government partners, contractors and project workers; risks will be monitored throughout project implementation through regular re-assessment with the risk screening tool, particularly as new project locations are determined, and through regular monitoring engagement).</p>		
CS2	At the outset, an Institutional Capacity Needs Assessment for MGCSW will be prepared.	Preparation of study to start once PMU is in place.	MGCSW