

Republic of Angola

Girls Empowerment and Learning for All Project

P168699

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

February, 2021

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Angola will implement the **Girls Empowerment and Learning for All Project** (*the Project*), with the involvement of the Ministry of Education (MoE) and the Ministry of Health (MINSA). The International Bank for Reconstruction and Development (*hereinafter the Bank*) has agreed to provide financing for the Project.
2. The Republic of Angola will implement material measures and actions so that the Project is implemented in accordance with the Environmental and Social Standards (ESSs). 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. The Republic of Angola will 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 Framework (ESMF), Labor Management Plan (LMP), Indigenous Peoples Policy Framework (IPPF), Resettlement Policy Framework (RPF), Environmental and Social Management Plans (ESMP), Resettlement Action Plans (RAP), Indigenous Peoples Plans (IPPs), and Stakeholder Engagement Plan (SEP), and the timelines specified in those E&S documents. All of these E&S documents must include an assessment and related mitigation measures of the underlying risks for gender-based violence, including sexual exploitation and abuse (SEA) and sexual harassment (SH), and adhere to safety and ethical considerations related to management of SEA/SH-related claims and associated data.
4. The Republic of Angola is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by a Ministry, agency or unit referenced in 1, above.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Bank by the Republic of Angola as required by the ESCP and the conditions of the Legal Agreement, and the Bank will monitor and assess progress and completion of the material measures and actions throughout the implementation of the Project.
6. As agreed by the Bank and the Republic of Angola, 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 an assessment of Project performance conducted under the ESCP itself. In such circumstances, the Republic of Angola will agree to the changes with the Bank 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 Bank and the Republic of Angola. The Republic of Angola will 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 Government of the Republic of Angola shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY / AUTHORITY
MONITORING AND REPORTING			
A	REGULAR REPORTING <ul style="list-style-type: none"> Prepare and submit to the Bank 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 documents required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s). 	<ul style="list-style-type: none"> Quarterly report, and throughout the Project implementation. 	MoE / PIU
B	INCIDENTS AND ACCIDENTS NOTIFICATION <ul style="list-style-type: none"> Notify the Bank of any incident or accident related to the Project which has, or is likely to have, a significant adverse impact on the environment, the affected communities, the public, or the workers, including: contamination of water resources and soil with hazardous materials due to accident spillages; occupational accidents that may result in death or severe injury of workers (such as falls and vehicle accidents); incidents related to GBV, including SEA and SH, as well as child labor or any other forms of violence against children. Provide the Bank 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 Bank's request, prepare a report on the incident or accident and propose any measures to prevent its recurrence and/or mitigate the risk of future such incidents. A report of the incident shall be submitted, detailing summary findings of the Root Cause Analysis (RCA). An incident/accident register shall be maintained at all construction sites, throughout the works. Documentation of SEA/SH claims will be maintained separately and in a secure place that can be locked with very limited access. For SEA/SH-related incidents, the survivor should be referred immediately to services following a survivor-centered protocol to be developed as part of the Grievance 	<ul style="list-style-type: none"> Notify the Bank within 48 hours after learning of the accident or incident and no later than 72 hours after becoming aware of the occurrence of the incident or accident. Throughout the project implementation. Prepare an incident/accident report within 10 business days as per the Bank request 	<ul style="list-style-type: none"> Contractor/ Supervising Entity notifies MoE/PIU MoE/PIU notifies the Bank MOE/PIU shall provide subsequent report on the incident or accident within a timeframe acceptable to the Bank, as requested.

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	<p>Mechanism (GM), which will be adapted to manage SEA/SH claims ethically and confidentially.</p> <ul style="list-style-type: none"> For SEA/SH incidents, reports to the Bank regarding these claims must adhere to international norms and best practices regarding the management and sharing of survivor data (WHO Ethical and safety recommendations, 2007; GBVIMS Best Practices). As such, confidentiality should be ensured for the survivor as well as the accused, with no identifying information for either provided. The details regarding SEA/SH incidents shall include only the following: date of incident; type of GBV; survivor age/sex; whether the incident is linked to the Project (if known); whether the survivor was referred for services; whether the accused signed a Code of Conduct (CoC) and, once the GM verification process is complete, any sanctions taken against the accused. 		
C	<p>CONTRACTORS MONTHLY REPORTS</p> <ul style="list-style-type: none"> In case contractors are hired to undertake the works planned as part of the Project activities or sub-activities, PIU will require such contractors to submit monthly monitoring reports to the PIU regarding the ESHS performance of the contracted works. The Borrower will submit such monthly reports to the Bank upon request. Any reports by contractors to the Borrower (via the PIU) regarding individual SEA/SH incidents must follow the above guidance (see Part B). Any reports on the functioning of the contractors' GM, if applicable, should report data on SEA/SH incidents in aggregate form only (type of GBV and age/sex of the survivor). 	<ul style="list-style-type: none"> Contractors monthly reports to PIU throughout their Contracts. PIU submits the monthly monitoring reports to the Bank whenever requested. 	<ul style="list-style-type: none"> Contractors MoE / PIU
D	<p>THIRD PARTY MONITOR TO ADDRESS SEA/SH RISKS</p> <ul style="list-style-type: none"> Due to its high-risk nature, the Project will recruit a third-party monitor as part of its overall package of SEA/SH-related mitigation measures. The monitoring organization must have staff with specific GBV expertise in order to monitor the implementation of the GBV/SEA/SH Prevention and Response Action Plan (GBV AP) and ensure all associated parties are meeting their responsibilities. 	<ul style="list-style-type: none"> Third Party Monitor to be hired within 12 months after Project effectiveness. 	MoE/PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY / AUTHORITY
ESS1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <ul style="list-style-type: none"> The MoE, through the PIU, is responsible for the overall implementation of the Project activities and for ensuring their compliance with the Bank ESF requirements. As part of the overall Project, the Borrower will establish and maintain an organizational structure to support E&S risk identification, management, and supervision. To accomplish this objective, the following specialists will be recruited and retained as part of the PIU: one (1) Environmental Specialist (ES); one (1) Social Development Specialist (SDS); and one (1) Gender-Based Violence Specialist (GBVS). Additionally, the Project will appoint <u>and hire, respectively,</u> at the local levels: an environmental and social focal point (E&S FP, who will be a civil servant) in each municipality where project activities are taking place to coordinate and supervise the Project E&S aspects at the municipal level; and an environmental and social specialist (E&S Specialists) in each of the 6 groups of provinces to support the E&S FP in managing and coordinating the Project's E&S risks. E&S Specialists at the provincial level should have at least a basic background and understanding in gender and GBV prevention and response mechanisms. Where needed, GBV services providers will be contracted to support the provision of GBV/SEA/SH services. During the Project implementation, ad hoc assessments will be conducted to determine potential need of E&S consultants and GBV service providers. Whenever required, the PIU may hire them to support Project implementation and supervision. 	<ul style="list-style-type: none"> The PIU's ES, SDS and GBVS to be hired within 60 days after Effectiveness. Provincial E&S Specialists to be hired and E&S FPs to be appointed within 90 days from Project's Effectiveness and prior to call of bids. Assessments conducted on a quarterly base as part of the regular monitoring reports (point A). 	MoE / PIU
1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT</p> <ul style="list-style-type: none"> Prepare, adopt and implement an Environmental and Social Management Framework (ESMF) for the Project. The ESMF shall be developed in accordance with ESSs. During the preparation of the ESMF, undertake appropriate engagement with the project stakeholders (to the extent possible and adjusted to COVID-19 imposed 	<ul style="list-style-type: none"> ESMF prepared, consulted upon and disclosed prior to Project appraisal, and implemented throughout the Project. 	MoE / PIU

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	restrictions), particularly with project-affected people, and especially vulnerable and marginalized populations, to ensure the integration of their perspectives, expectations and concerns regarding the Project. The ESMF was consulted upon with stakeholders and integrates relevant contributions resulting from the public participation procedure.		
1.3	<p>MANAGEMENT TOOLS AND INSTRUMENTS</p> <ul style="list-style-type: none"> Considering the expected Project risks and impacts prepare, adopt and implement the following instruments: <ul style="list-style-type: none"> Stakeholder Engagement Plan (SEP), including a project-level Grievance Mechanism (GM) and a SEA/SH-specific GM; Environmental and Social Management Framework (ESMF); Labor Management Procedures (LMP); Resettlement Policy Framework (RPF); Indigenous Peoples Planning Framework (IPPF). Screen any proposed subprojects following the ESMF prepared for the Project, and prepare and implement the following instruments, where applicable, in a manner acceptable to the Bank: <ul style="list-style-type: none"> Environmental and Social Impact Assessment (ESIA); Construction-Environmental and Social Management Plans (C-ESMP); GBV/SEA/SH Action Plans (GBV AP); Waste Management Plans (WMP); Occupational Health and Safety Management Plans (OHSMP); Resettlement Action Plans (RAP); Indigenous Peoples Plans (IPP). 	<ul style="list-style-type: none"> ESMF, SEP, LMP, RPF, IPPF prepared, consulted upon and disclosed prior to Project appraisal, and implemented throughout the Project. ESIA shall be submitted for Bank approval and disclosed prior to call for bids for the respective works - contractor can update prior to initiating construction. C-ESMPs, GBV APs, WMPs, OHSMPs and shall be submitted for Bank approval and disclosed prior to contract signature - contractor can update prior to initiating construction. RAPs and IPPs consulted upon, approved by the Bank, disclosed and implemented before 	<ul style="list-style-type: none"> MoE / PIU MoE / PIU / Contractors MoE / PIU / Contractors MoE / PIU

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	<ul style="list-style-type: none"> The C-ESMP and OHSMP must include provisions to address COVID-19 risk as well as to address the Project SEA/SH-related risks ethically and adequately. These plans need to include Code of Conduct (CoC) that specifically prohibit SEA/SH and include applicable sanctions. 	<p>commencing Project activities that involve land acquisition and resettlement, and before initiating any activity that require the preparation of IPPs in accordance with the IPPF, respectively.</p> <ul style="list-style-type: none"> Once approved, all instruments shall be implemented throughout project implementation. 	
1.4	<p>MANAGEMENT OF CONTRACTORS</p> <ul style="list-style-type: none"> Incorporate the relevant aspects of the ESCP, including the relevant E&S documents and/or plans, into the ESHS specifications of the procurement documents with contractors. Regarding SEA/SH, the procurement documents shall set out clearly how adequate related costs will be paid for in the Contract. Thereafter, ensure the contractors and sub-contractors comply with the ESHS specifications of their respective contracts. Contractors must prepare and implement: <ul style="list-style-type: none"> C-ESMP, including SEA/SH risk assessment and associated mitigation and response measures; OHSMP including COVID-19 risk specific mitigation measures 	<ul style="list-style-type: none"> Relevant aspects of the ESCP to be included into the ESHS specifications of the procurement documents during their preparation. Supervise contractors and sub-contractors throughout Project implementation. 	MoE / PIU
1.5	<p>PERMIT, CONSENTS AND AUTHORIZATIONS:</p> <ul style="list-style-type: none"> Obtain or cause contractors to obtain the permits, consents and authorizations that are applicable to the Project from relevant national authorities. The permits and approvals to be issued are as follows: <ul style="list-style-type: none"> Environmental license (existing licenses are for installation, operation and decommissioning), if required by the national legislation, will be issued by the environmental authority for new constructions. 	<ul style="list-style-type: none"> The Environmental and construction licenses need to be obtained prior to initiating construction activities. Waste Management Plan for the sub-projects (if applicable) need 	MoE / PIU

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	<ul style="list-style-type: none"> - Construction license; and - Approval of Waste Management Plans. 	to be approved prior to initiating construction activities.	
ESS2: WORKING AND LABOR CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES <ul style="list-style-type: none"> • Prepare, adopt, and implement LMP, including OHS measures and GM for labor-related complaints. Labor requirements shall be reflected in the contractors and sub-contractors' contracts and include prohibition of child and forced labor as well as uphold the right to organize labor unions. • LMP to include a plan for operating the PIU office with COVID-19 safety measures in place. • Ensure the LMP is regularly updated. 	<ul style="list-style-type: none"> • LMP prepared, consulted upon and disclosed prior to Project appraisal and implemented throughout the Project. LMP to be updated and implemented throughout the Project implementation. 	MoE / PIU
2.2	GRIEVANCE MECHANISM FOR PROJECT WORKERS <ul style="list-style-type: none"> • Establish, maintain, and operate a GM for labor-related complaints, based on national laws and procedures and consistent with ESS2, as described in the LMP. 	<ul style="list-style-type: none"> • GM strategy finalized prior to bidding. GM operational prior engaging Project workers and start of any activities. GM maintained throughout Project implementation. 	MoE / PIU/ Contractors

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2.3	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <ul style="list-style-type: none"> • Ensure contractors and sub-contractors prepare, adopt, and implement an OHSMP, which shall include: <ul style="list-style-type: none"> - Identification of potential hazards to Project workers, particularly those that may be life-threatening, and including SEA/SH risks; - Provision of preventive and protective measures, including modification, substitution, or elimination of hazardous conditions or substances; - Training of Project workers and maintenance of training records; - Documentation and reporting of occupational accidents, diseases and incidents, including incidents of sexual harassment in accordance with appropriate reporting guidelines; - Emergency prevention, preparedness, and response arrangements for emergencies; - COVID-19 provisions. • The OHSMP shall include measures to mitigate SEA/SH risks, such as (i) having separate, safe and easily accessible facilities for women and men working on-site, (ii) locker rooms and/or latrines located in separated areas, well-lit and including the ability to be locked from the inside, (iii) visibly displaying signs around the Project site (if applicable) that signal to workers and communities that the Project site is an area where SEA/SH is prohibited, and (iv) well-lit public spaces around the Project grounds, as appropriate. Workers shall also be required to sign a CoC that prohibits SEA/SH and lists applicable sanctions in case of infraction, and shall be trained on SEA/SH and associated mitigation and response measures, including the CoC and SEA/SH specific GM complaint procedures. 	<ul style="list-style-type: none"> • OHSMP to be prepared prior to bidding and implemented throughout the works. 	MoE / PIU

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ESS3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN <ul style="list-style-type: none"> Measures to prevent and manage the waste generation due to Project activities will be covered under the ESMF, ESIA and specific C-ESMP to be prepared under actions 1.2 and 1.3 above. As part of the ESMF/ESIA/ESMP, develop and implement measures and procedures for managing wastes and hazardous wastes and materials during demolition, construction, rehabilitation and operation, including but not limited to construction debris. Contractors and sub-contractors shall prepare, adopt, and implement a Waste Management Plan considering all requirements and guidance under ESMF/ESIA/ESMP. This requirement must be included in the ToR of the bidding process. 	<ul style="list-style-type: none"> Measures shall be included in the ESMF and the ESIA and C-ESMP. ESIA and C-ESMP to be prepared prior to bidding and contract signature, respectively – contractor can update prior to initiating construction and maintained throughout Project implementation. 	MoE / PIU MoE / PIU / Contractors
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT <ul style="list-style-type: none"> Resource efficiency and pollution prevention and management measures will be covered under the ESMF, ESIA and C-ESMP to be prepared under actions 1.2 and 1.3 above. 	<ul style="list-style-type: none"> Measures shall be included in the ESMF, ESIA and the C-ESMP. ESIA and C-ESMP to be prepared prior to bidding and contract signature, respectively, and maintained throughout Project implementation. 	MoE / PIU Contractors

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ESS4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY <ul style="list-style-type: none"> Identify, evaluate, and monitor the potential traffic and road safety risks to workers, affected communities, and road users throughout the Project life cycle and, where appropriate, develop and implement measures and plans to address them. For the overall Project, measures and actions to assess and manage traffic and road safety risks are covered under the ESMF prepared under action 1.2 above. For subprojects concerning the rehabilitation and expansion of existing schools, construction of new schools and construction of WASH facilities, and as well as other construction works, such measures and actions will be covered under the C-ESMP to be prepared under action 1.3 above. 	<ul style="list-style-type: none"> Prior to initiating construction activities of subprojects and maintained during the Project timeline. 	MoE / PIU Contractors
4.2	COMMUNITY HEALTH AND SAFETY <ul style="list-style-type: none"> Prepare, adopt, and implement measures and actions to assess and manage communities' specific risks and impacts arising from Project activities, including SEA/SH risks (see below), community transmission of COVID-19 and include these measures in the ESIA, C-ESMP to be prepared following the ESMF, in a manner acceptable to the Bank. 	<ul style="list-style-type: none"> ESIA and C-ESMP to be prepared and approved by the Bank prior to bidding and contract signature, respectively. 	MoE / PIU Contractors
4.3	GBV/SEA/SH RISKS <ul style="list-style-type: none"> Prepare, adopt, and implement a stand-alone GBV AP as part of the ESMF, to assess, manage and respond to the risks of GBV/SEA/SH. The GBV AP will be adopted and implemented in each of the 18 provinces and, where necessary, adapted to each provincial local context and needs. Contractors shall reflect the requirements stated in the GBV AP in their C-ESMP. Schools personnel shall apply GBV/SEA/SH measures as specified in the GBV AP. 	<ul style="list-style-type: none"> ESMF and GBV AP prepared, consulted upon and disclosed prior to Project appraisal, and implemented throughout the Project. GBV APs at the provincial levels adopted and, where necessary, adapted within 60 days from selection of schools. 	MoE / PIU Contractors Schools administrators

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4.4	GBV/SEA/SH RISKS DURING PROJECT IMPLEMENTATION <ul style="list-style-type: none"> GBV/SEA/SH mitigation measures shall be implemented to address identified SEA/SH risks per the GBV AP/s. Funding must be available for recruitment of GBV services providers to facilitate access to timely, safe and confidential services for survivors (including money for transportation, documentation fees, and lodging if needed). 	<ul style="list-style-type: none"> GBV/SEA/SH mitigation measures to be implemented throughout the Project per GBV Action Plan above. 	MoE / PIU Contractors Schools administrators
4.4	SECURITY PERSONNEL Not applicable.		
4.5	COMMUNITY EXPOSURE TO COMMUNICABLE DISEASES <ul style="list-style-type: none"> Take measures to avoid or minimize transmission of communicable diseases, particularly COVID-19, that may be associated with the influx of temporary project labor, including risks related to STD/HIV-AIDS transmission as well as associated GBV/SEA/SH risks, and include these measures in the ESIA and C-ESMP to be prepared following the ESMF, in a manner acceptable to the Bank. Measures to address the transmission of COVID-19 must be in line with existent COVID-19 Emergency Plans or specific regulations on this matter. 	<ul style="list-style-type: none"> ESIA, C-ESMP to be prepared prior to bidding and contract signature, respectively. 	MoE / PIU Contractors
ESS5: LAND ACQUISITION, RESTRICTION ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	RESETTLEMENT PLANS <ul style="list-style-type: none"> Prepare, disclose and adopt a Resettlement Policy Framework (RPF) to the satisfaction of the Bank, prior to the Project appraisal. Once investment sites are identified, prepare, disclose, adopt, and implement Resettlement Action Plans (RAPs) following ESS5 and consistent with the requirements of the RPF that has been prepared for the Project, and thereafter adopt and implement the respective RAP before carrying out the associated activities, in a manner acceptable to the Bank. 	<ul style="list-style-type: none"> RPF prepared, disclosed and adopted prior to Project appraisal. RAPs consulted upon, approved by the Bank, disclosed and implemented before commencing Project activities that involve land acquisition and resettlement. 	MoE / PIU

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5.2	GRIEVANCE MECHANISM <ul style="list-style-type: none"> Complaints related to resettlement shall be addressed through the project-level GM described in the RPF and SEP. 	<ul style="list-style-type: none"> GM design to be finalized prior to effectiveness, and GM to be operational by 60 days after effectiveness. 	MoE / PIU
ESS6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS: <ul style="list-style-type: none"> The ESMF includes measures to mitigate impacts on natural habitats in case of occurrence and requires that ESIAs/ESMPs provide mitigation measures to ensure that project activities do not cause any harm to or alter natural habitats. The screening procedures included in the ESMF shall be used to identify possible restrictions to existing land or natural resource uses. The ESMF also includes measures and actions to assess and manage risks and impacts on biodiversity, although these risks and impacts if occur are not foreseen to cause significant impacts at this stage. Prepare ESMPs where needed according to ESMF, considering mitigation hierarchy (that is avoid, minimize, mitigate, as a last resort offset). 	<ul style="list-style-type: none"> ESMF prepared, consulted upon and disclosed prior to Project appraisal, and implemented throughout the Project. C-ESMP to be prepared prior to contract signature, contractor can update prior to initiating construction and maintained throughout Project implementation. 	MoE / PIU Contractors
ESS7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	INDIGENOUS PEOPLES PLANS <ul style="list-style-type: none"> Prepare, adopt and implement an Indigenous Peoples Policy Framework (IPPF) before the Project's appraisal. Once investments sites are identified, prepare, adopt, and implement Indigenous Peoples Plans (IPP) consistent with the requirements of the IPPF that has been prepared for the Project and ESS7, in a manner acceptable to the Bank. The IPP prepared for the Project shall assess the need for Free, Prior, and Informed Consent (FPIC). Furthermore, should the Project activities change during the implementation period meeting any of the conditions set out in ESS7 as requiring FPIC, such process must be carried with affected communities before the implementation 	<ul style="list-style-type: none"> IPPF prepared, consulted upon and disclosed prior to Project appraisal. IPP consulted upon, approved by the Bank, and disclosed before initiating any activity that require the preparation of such plans in accordance with the IPPF. 	MoE / PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY / AUTHORITY
	of those activities. Should FPIC be a requirement, the Project will contract independent specialists to assist in the identification of the Project risks and impacts and assist in the consultation process.	<ul style="list-style-type: none"> Once approved, implement the IPPs throughout Project implementation, including completing any actions required prior to initiating construction prior to contractor mobilization in the respective areas. 	
7.2	GRIEVANCE MECHANISM <ul style="list-style-type: none"> IP-related complaints shall be addressed through the project-level GM described in the IPPF and SEP. The project-level GM shall be culturally appropriate and accessible to affected IPs and take into account the availability of judicial recourse and customary dispute settlement mechanisms among IP. 	<ul style="list-style-type: none"> GM design to be finalized prior effectiveness, and GM to be operational by 60 days after effectiveness. 	MoE / PIU
ESS8: CULTURAL HERITAGE			
8.1	CHANCE FINDS <ul style="list-style-type: none"> Prepare, adopt, and implement the chance finds procedure described in the ESMF prepared for the Project. The procedure shall be included in all C-ESMP to be prepared under action 1.3 and appropriately implemented throughout the execution of all construction works related to the Project, including excavations, demolition, movement of earth, or other changes in the physical environment. 	<ul style="list-style-type: none"> Same timeframe as for the preparation and implementation of the C-ESMP. 	MoE / PIU Contractors
ESS9: FINANCIAL INTERMEDIARIES – NOT APPLICABLE			
ESS10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION <ul style="list-style-type: none"> Prepare, consult upon, disclose and adopt a Stakeholder Engagement Plan (SEP) in line with ESS10 requirements. Any stakeholder feedback shall be reviewed and incorporated into the SEP, as appropriate. If significant changes are made to the SEP, the revised version shall be publicly disclosed. 	<ul style="list-style-type: none"> SEP prepared, consulted upon and disclosed prior to Project appraisal and implemented throughout the Project. Update SEP, as appropriate, and publicly disclose and implement 	MoE / PIU

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	<ul style="list-style-type: none"> Ensure that independent consultations with women and girls, including in indigenous communities, are conducted in safe and enabling environments, with female facilitators, to gather feedback from female beneficiaries regarding potential impacts and risks as a result of Project activities, including risks related to GBV/SEA/SH and violence in schools as well as the accessibility and safety of the SEA/SH-specific GM to all women and girls. Independent consultations shall be conducted also in safe and enabling environments among other disadvantaged groups, such as ethnic minorities, IPs, SOGI, persons with disabilities to gather their feedbacks on Project activities' possible risks and impacts. Report stakeholder feedback as part of quarterly reports. 	<ul style="list-style-type: none"> revised versions throughout Project implementation. Stakeholder feedback report on a quarterly base. 	
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <ul style="list-style-type: none"> Prepare, adopt, operate and maintain, a project-level GM and a GBV/SEA/SH-specific GM, as described in the SEP. The GBV/SEA/SH-specific GM shall include specific procedures to manage and resolve GBV/SEA/SH-related claims ethically and confidentially and contain an appropriate response protocol for such claims. Report on claims presented and status/response as part of quarterly reports. 	<ul style="list-style-type: none"> GM design to be finalized prior to effectiveness, and GM to be operational (including at the provincial and local levels) by 60 days after effectiveness. GBV/SEA/SH-specific GM operational (including in the provinces and local levels) within 60 days after Project effectiveness. GMs maintained and implemented throughout Project implementation. Claims report submitted on a quarterly base. 	MoE / PIU

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CAPACITY SUPPORT (TRAINING)			
CS1	<ul style="list-style-type: none"> The MoE / PIU will need training on the environmental and social aspects relevant for an adequate application of the WB ESF, including: <ul style="list-style-type: none"> - Assessment, management and supervision of the Project's risks and impacts; - GBV/SEA/SH risks' prevention, response and mitigation mechanisms; - Continuous development and update, implementation and supervision of the SEP; - Community health and safety (such as: communicable diseases/HIV-AIDS/STD/GBV/SEA/SH awareness and prevention; and Road Safety Awareness special attention shall be given to the prevention of COVID-19 transmission); - Implementation of the Labor Management Procedures, including GBV/SEA/SH risks in the workplace environment; - Involuntary resettlement; - Grievance Mechanisms (as per SEP and LMP), including the SEA/SH-specific GM; - Labor influx, including GBV/SEA/SH risks and communities conflicts; - Environmental Awareness; - Environmental and social monitoring and reporting; - Environmental and Social Framework (ESF), training for the project unit; - ESF online training course for Borrowers and external partners. Stakeholders, particularly vulnerable groups, will require awareness-raising on Project's risks and impacts, and capacity building on the use of the GMs. 	<ul style="list-style-type: none"> Prior to the commencement of the Project activities and throughout Project implementation. 	World Bank MoE / PIU
CS2	<ul style="list-style-type: none"> Training for Project workers on occupational health and safety, including on emergency prevention and preparedness and response arrangements to emergencies, 	<ul style="list-style-type: none"> For direct workers within three months after Project effectiveness and maintain, as 	MoE / PIU

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	and community health and safety, including GBV/SEA/SH risk mitigation and response as well as specific aspects of environmental and social assessment and management.	<p>necessary, throughout Project implementation.</p> <ul style="list-style-type: none"> • For contracted workers prior to initiating construction activities and during their execution, as necessary. 	Contractors