



**Republic of Mozambique**  
**Ministry of Agriculture and Rural Development**

**Food Systems Resilience Program (FSRP) -**  
**Mozambique**  
**Project (P177816)**

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

**March 2023**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Mozambique (RoM) will implement the Food Systems Resilience Program (P177816), herein referred to as Project, with the involvement of the Ministry of Agriculture and Rural Development (MADER) as set out in the Grant Agreement. The Project will also be implemented with the involvement of Ministry of the Sea, Inland Waters and Fishers (MIMAIP). The International Development Association (the Association) has agreed to provide financing for the Project (P177816), as set out in the referred agreement.
2. The RoM (also referred to as Recipient) shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association. The ESCP is a part of the Grant Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).
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. In such circumstances, the Recipient through the Ministry of Agriculture and Rural Development and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient through the Minister of the Ministry of Agriculture and Rural Development. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<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 (i) the implementation of the ESCP, (ii) status of preparation and implementation of E&amp;S instruments required under the ESCP, (iii) stakeholder engagement activities, (iv) functioning of the grievance mechanism, (v) implementation of Labor Management Procedures (LMP) and (vi) implementation of SEA/SH Action Plan</p>	<p>Submit quarterly reports to the Association throughout Project implementation, commencing after the Effective Date. Submit each report to the Association no later than 15 days after the end of each reporting period.</p>	<p><i>MADER/Agriculture Research Services (IIAM)</i> <i>PIU – Environmental and Social Specialist</i></p>
B	<p><b>INCIDENTS AND ACCIDENTS</b></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, water course pollution, soils contamination, air emissions, protected areas disturbances. 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/or supervising firm, as appropriate.</p> <p>Subsequently, at the Association’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Association no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the Association within a timeframe acceptable to the Association</p>	<p><i>MADER/Agriculture Research Services (IIAM)</i> <i>MIMAIP/Proazul</i> <i>PIU – Environmental and Social Specialist</i></p>
C	<p><b>CONTRACTORS’ MONTHLY REPORTS</b></p> <p>Require all contractors and supervising firms to provide monthly monitoring reports on environmental, social, health and safety (ESHS) performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.</p> <p>This report will ensure that contractors provide details on their oversight on environmental, social, health and safety (ESHS) performance as enshrined in the Environmental and Social Management Framework (ESMF), Environmental and Social Management Plan (ESMP), Construction Environmental Social Management Plans (C-ESMP), Resettlement Policy Framework (RPF), Resettlement Action Plan (RAP), Stakeholders Engagement Plan (SEP), GBV Action Plan, Labour Management Procedure (LMP) and other applicable E&amp;S instruments.</p>	<p>Submit the monthly reports to the Association as annexes to the reports to be submitted under action A above.</p>	<p><i>MADER/Agriculture Research Services (IIAM)</i> <i>PIU – Environmental and Social Specialist</i></p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
D	<p><b>NOTIFICATIONS RELATING TO DAAB COMPLIANCE REVIEW OF CONTRACTOR COMPLIANCE WITH SEA/SH PREVENTION AND RESPONSE OBLIGATIONS</b></p> <p>Notify the Association of any referral submitted to the Dispute Avoidance and Adjudication Board (DAAB) to initiate a process of compliance review in relation to a contractor’s obligations to prevent and respond to sexual exploitation and abuse (SEA), and/or sexual harassment (SH) specified in the respective works contract with such contractor; and, in the event of any such referral, notify the Association of: (i) the DAAB’s decision on such referral; (ii) the contractor’s Notice of Dissatisfaction, if any, with such DAAB decision; (iii) any notification received on the commencement of an emergency arbitration proceeding or full arbitration proceeding in relation to the DAAB’s decision; and (iv) the resulting emergency arbitration order and/or full arbitration order, if any.</p>	No later than 7 days after the issuance or receipt, as applicable, of the relevant document (i.e., referral to the DAAB, issuance of DAAB decision, Notice of Dissatisfaction, notice of commencement of emergency/full arbitration, emergency/full arbitration order, as applicable).	MADER/Agriculture Research Services (IIAM) PIU – Project coordinator
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Create and maintain and Project Implementation Unit (PIU) with qualified staff and resources to support management of environmental and social risks and impacts of the Project including identification, assessment, monitoring and supervision. Specifically, the project will recruit dedicated specialist: one Environmental and one Social Specialists, and one suitably qualified GBV/SEA/SH Specialist and will work closely with a Senior Environmental and Social Specialist to be hired by MIMAIP/ProAzul.</p> <p>Engage E&amp;S field monitors at the provincial level for implementation support.</p>	<p>(a) Hire an environmental and a social specialist and a GBV/SEA/SH specialist no later than 60 days after Project effectiveness, and thereafter maintain these positions throughout Project implementation.</p> <p>(b) E&amp;S field monitors to be recruited prior to implementation of project activities and maintained throughout project implementation.</p>	MADER/Agriculture Research Services (IIAM) MIMAIP/Proazul
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>(a) Prepare, adopt and implement the following ESF instruments consistent with the relevant ESSs:</p> <p>1) Environmental and Social Management Framework (ESMF) including:</p> <ul style="list-style-type: none"> <li>• Labor Management Procedures (LMP)</li> <li>• SEA/SH Response and Preparedness Plan</li> <li>• Pest Management Plan (PMP)</li> <li>• Risk and Hazard Assessment and Emergency Response Plan (RHA/ERP)</li> </ul>	<p>(a) Adopt and disclose the SEP by project appraisal and the ESMF and RPF by <b>20 March 2023</b>, and thereafter implement these instruments throughout the project implementation.</p> <p>(b) Adopt and implement specific ESIA, ESMP before launching the bidding process for the respective</p>	MADER/Agriculture Research Services (IIAM) MIMAIP/Proazul PIU – Environmental and Social Specialist

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>2) Resettlement Policy Framework (RPF)</p> <p>3) Stakeholder Engagement Plan (SEP)</p> <p>(b) Adopt and implement for related subprojects site-specific Environmental and Social impact Assessment (ESIA), Environmental and Social Management Plan (ESMP) as set out in the ESMF. The proposed activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project.</p>	<p>subproject and prior to the carrying out of subproject that requires the adoption of such ESMP, and thereafter throughout Project Implementation.</p>	
<p>1.3 <b>MANAGEMENT OF CONTRACTORS</b></p> <p>a) Incorporate the relevant aspects of the ESCP, including, the relevant E&amp;S instruments (ESMF, RPF, SEP, LMP, RAP, ESIA, ESMPs), Occupational and Health Safety Plan (OHSP), SEA/SH Action plan and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply with and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p> <p>b) Develop, submit for approval, and implement the following procedures applicable to contractors, subcontractors and control:</p> <ul style="list-style-type: none"> <li>○ Codes of conduct on GBV and OHS matters are required to be adopted by contractors and subcontractors and their workers, which should sign them.</li> <li>○ Incorporate and implement specific actions in line with the Project GBV Action Plan as part of ESMPs</li> <li>○ Preparation of a detailed contractor ESMP (C-ESMP) and Community Health and Safety Management Plan - CHSMP, consistent with all project E&amp;S instruments, that is costed, with sufficient budget and staff to mitigate E&amp;S risks;</li> <li>○ Contractor and subcontractor training plan;</li> <li>○ Reporting and monitoring arrangements and requirements to verify contractor commitment and compliance;</li> <li>○ Providing grievance redress mechanisms for contractor and subcontractor, communities and other stakeholders;</li> <li>○ Contractor to develop a grievance mechanism to handle concerns of their employees especially laborers;</li> <li>○ Prepare and implement a specific Labor Management Plan for the contractor consistent with the Project’s Labor Management Procedure and the local legislation.</li> <li>○ Community Health and Safety Management Plan - CHSMP</li> </ul>	<p>a) As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation</p> <p>b) Apply these measures throughout the Project implementation period</p>	<p><i>MADER/Agriculture Research Services (IIAM)</i>  <i>MIMAIP/Proazul</i>  <i>PIU – Procurement and Environmental and Social Specialists</i></p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.4	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies (including feasibility studies), capacity building, training, and any other technical assistance activities under the Project, including, inter alia, Environmental and Social Impact Assessment, Environmental and Social Management Plans, Resettlement Action Plans are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	Throughout Project implementation	<p><i>MADER/Agriculture Research Services (IIAM)</i>  <i>MIMAIP/Proazul</i>  <i>PIU – Project coordinator and Environmental and Social Specialist</i></p>
1.5	<p><b>CONTINGENT EMERGENCY RESPONSE FINANCING</b></p> <p>a) Ensure that the CERC Manual includes a description of the ESHS assessment and management arrangements in accordance with the ESSs.</p> <p>b) Adopt any environmental and social (E&amp;S) instruments which may be required for activities under CERC Component 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>a) The adoption of the CERC Manual and, if applicable, other instruments, as relevant in form and substance acceptable to the Association is a withdrawal condition under Section [XX] of Schedule X of the Financing Agreement for the Project.</p> <p>b) Adopt any required E&amp;S instrument and include it as part of the respective bidding process, if applicable, and in any case, 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.</p>	<p><i>PIU – Project coordinator and Environmental and Social Specialist</i></p>
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Adopt and implement the Labor Management Procedures (LMP) for the Project, including, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p>	Same timeframe as for 1.2 (a)	<p><i>MADER/Agriculture Research Services (IIAM)</i>  <i>PIU – Project coordinator, Environmental and Social Specialist and GBV/ SEA/SH specialist</i></p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.2	<p><b>GRIEVANCE REDRESS MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish and operate a grievance redress mechanism (GRM) for Project workers, as described in the LMP and consistent with ESS2 and Mozambican labor law.</p>	Establish GRM prior engaging Project workers and thereafter maintain and operate it throughout Project implementation	<i>MADER/Agriculture Research Services (IIAM) PIU – Project coordinator, Environmental and Social Specialist and GBV/ SEA/SH specialist</i>
2.3	<p><b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b></p> <p>a) Integrate into the Project Operation manual and all contracts signed, including for PIU workers, the measures relating to occupational health and safety contained in ESS2 and, as applicable, the labor code and related national regulations in force, and as spelled out in the LMP.</p> <p>b) Adopt a section on emergency response management in the Project Operations Manual and ensure that Contractors prepare and implement an emergency preparedness and response plan, and coordinate with related measures.</p> <p>c) Adopt and implement specific provisions for pandemic health barrier measures such as COVID-19 for Project workers, to be developed under the ESMF and include these measures in the LMP and relevant ESAs/ESMPs in a manner satisfactory to the Association.</p>	<p>a) b) Establish Project Operations Manual prior to the effectiveness date of the Project. Any subsequent updates to this Project Operations manual shall be submitted to the Association for approval prior to implementation. Once approved, the manual shall be maintained and implemented throughout the execution of the Project.</p> <p>c) At the start of activities and throughout the implementation of the Project as long as the Covid-19 pandemic persists</p>	<i>Project Implementation Unit Environmental and Social Specialist Contractors in charge of civil works of the Project</i>
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT [</b>			
3.1	<p><b>WASTE MANAGEMENT PLAN</b></p> <p>Adopt and implement a site-specific Waste Management Plan (WMP), to manage hazardous and non-hazardous wastes, consistent with ESS3.</p>	Adopt the WMP prior to commencement of Project Activities, and thereafter implement the site specific WMP throughout Project implementation.	<i>MADER/Agriculture Research Services (IIAM) PIU – Environmental and Social Specialist</i>
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under action 1.2 above.</p>	Adopt ESMP before engaging contractors, and thereafter implement the ESIA and ESMP throughout Project implementation.	<i>MADER/Agriculture Research Services (IIAM) PIU – Environmental and Social Specialist</i>
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under action 1.2 above.</p>	Same timeframe as for the adoption and implementation of the ESMP.	<i>MADER/Agriculture Research Services (IIAM) PIU – Environmental and Social Specialist</i>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.2	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Assess and manage specific risks and impacts to the community arising from Project activities, including, behavior of Project workers, risks of labor influx, response to emergency situations, COVID-19, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.</p> <p>Contractors will develop a detailed site-specific road safety management plan as part of the Community Health and Safety Management Plan - CHSMP to address the impacts on local communities of moving construction equipment and traffic.</p>	Same timeframe as for the adoption and implementation of the ESMPs	MADER/Agriculture Research Services (IIAM) PIU – Environmental and Social Specialist
4.3	<p><b>SEA AND SH RISKS</b></p> <p>a) Adopt and implement a SEA/SH Action Plan as part of the ESMF, to assess and manage the risks of SEA and SH.</p> <p>b) Integrate Codes of conduct and GBV/SEA-SH prevention measures into contractual and procurement documents (ToRs, workers' contracts).</p>	<p>a) Same timeframe as for 1.2 (a)</p> <p>b) During preparation of procurement documents (ToRs, workers' contracts)</p>	MADER/Agriculture Research Services (IIAM) PIU – GBV/ SEA/SH Specialist
4.4	<p><b>SECURITY MANAGEMENT</b></p> <p>If relevant, 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 (<b>WB projects in same areas as this project as already a SRM for some scenario, we are considering to apply the same recommendations</b>), guided by the principles of proportionality and GIIP, and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel.</p>	Prior to engaging security personnel and thereafter implemented throughout Project implementation.	MADER/Agriculture Research Services (IIAM) PIU – Project Coordinator and Environmental and Social Specialist
4.5	<p><b>INVOLVEMENT OF THE MILITARY</b></p>		N/A
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p><b>RESETTLEMENT POLICY FRAMEWORK</b></p> <p>Adopt and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5.</p>	Same timeframe as for 1.2 (a)	MADER/Agriculture Research Services (IIAM) PIU – Project Coordinator and Environmental and Social Specialist
5.2	<p><b>RESETTLEMENT PLANS</b></p> <p>Adopt and implement a Resettlement Plans (RPs), Livelihood Restoration Plans (LRPs) or Process Framework (PF) for each activity under the Project for which the RPF requires such RP and consistent with ESS5.</p>		MADER/Agriculture Research Services (IIAM) PIU – Environmental and Social Specialist

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		Adopt and implement the respective RP, including ensuring that before getting land use right and related assets, full compensation has been provided and displaced people have been resettled and moving allowances have been provided.	
5.3	<b>GRIEVANCE MECHANISM</b> Adopt and implement a grievance mechanism (GM) to address resettlement related complaints as set out in the RPF, RAPs and SEP and consistent with ESS5.	Same timeframe as for 1.2 (a)	<i>MADER/Agriculture Research Services (IIAM) PIU – Environmental and social specialist and GBV/SEA/SH Specialist</i>
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<b>BIODIVERSITY RISKS AND IMPACTS</b> Adopt and implement a Biodiversity Management Plan (BMP) as part of the ESMP, in accordance with the guidelines of the specific ESIA to be prepared for the Project, and consistent with ESS6.	Adopt the BMP prior to engagement of contractor, and thereafter implement the BMP throughout Project implementation.	<i>MADER/Agriculture Research Services (IIAM) PIU – Environmental and social specialist</i>
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	<b>INDIGENOUS PEOPLES PLANNING FRAMEWORK</b>	N/A	
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<b>CULTURAL HERITAGE RISKS AND IMPACTS</b> If relevant, adopt and implement a Cultural Heritage Management Plan (CHMP) as part of ESMP, in accordance with the guidelines of the ESIA prepared for the Project, and consistent with ESS8.	Same timeframe as for 1.2 (b)	<i>MADER/Agriculture Research Services (IIAM) PIU – Environmental and social specialist</i>
8.2	<b>CHANCE FINDS</b> Describe and implement the chance finds procedures, as part of the ESMP of the Project.	Same timeframe as for 1.2 (b)	<i>MADER/Agriculture Research Services (IIAM) PIU – Environmental and social specialist</i>
<b>ESS 9: FINANCIAL INTERMEDIARIES [This standard is only relevant for Projects involving Financial Intermediaries (FIs).]</b>			
	N/A		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, provide stakeholders with timely, relevant, understandable, and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination, and intimidation. Finalize, adopt, and disclose the SEP</p>	<p>Adopt the SEP prior to project Appraisal, and thereafter implement the SEP throughout Project implementation.</p> <p>Any subsequent updates to the SEP shall be submitted to the Association for approval. Once approved, the SEP shall be implemented throughout the implementation of the Project</p>	<p><i>MADER/Agriculture Research Services (IIAM)</i>  <i>PIU – Project coordinator and Environmental and social specialist</i></p>
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</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 gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>	<p>Establish the grievance mechanism 3 months after project effectiveness, and thereafter maintain and operate the mechanism throughout Project implementation.</p> <p>Approval prior to implementation. Once approved, the GM shall be operationalized and monitored throughout Project implementation</p>	<p><i>MADER/Agriculture Research Services (IIAM)</i>  <i>PIU – Project coordinator, Environmental and social specialist and GBV/SEA/SH specialist</i></p>
<b>CAPACITY SUPPORT</b>			
CS1	<p><b>PROJECT WORKERS TRAINING</b></p> <p>Training required for PIU staff, Project workers and beneficiaries to improve awareness of E&amp;S risks and to mitigate impacts on local communities such as:</p> <ul style="list-style-type: none"> <li>• Environmental and Social Management Framework</li> <li>• Stakeholder Engagement Plan (SEP)</li> <li>• Subprojects Environmental and Social Screening</li> <li>• GBV /SEA/SH Risk Mitigation;</li> <li>• Grievance Management, including proper handling of GBV/SEA/SH cases;</li> <li>• Environmental and Socials Reporting and Monitoring requirements;</li> <li>• Labour management procedures (LMP)</li> <li>• COVID-19 Protocol and Mitigation Measures</li> <li>• Workplace risk management.</li> <li>• Cultural heritage Chance finding procedure,</li> <li>• Community Health and Safety Plan, and</li> <li>• Road traffic Guidelines</li> <li>• E&amp;s code of conduct and other relevant instruments</li> </ul>	<p>Before the start of activities and thereafter throughout Project implementation with regular refresher training. Maintained throughout Project implementation.</p>	<p><i>MADER/Agriculture Research Services (IIAM)</i>  <i>PIU – Project coordinator, Environmental and social specialist and GBV/SEA/SH specialist</i></p>
CS2	<p><b>TRAINING FOR THE COMMUNITY:</b></p>		

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>The PIU or third parties will conduct trainings for the community designed to raise awareness of environmental and social risks and impacts and mitigation measures including trainings on:</p> <ul style="list-style-type: none"> <li>• Stakeholders Engagement Plan</li> <li>• GBV/SEA/SH awareness and prevention</li> <li>• Communicable diseases/HIV-AIDS/STI/COVID-19/</li> <li>• Community grievance redress mechanism (GRM) as described in the SEP/ ESMF</li> <li>• Road Safety Awareness</li> <li>• Labor management procedure including local hiring,</li> <li>• Safety around construction and new infrastructure and emergency procedures.</li> <li>• Emergency preparedness and response</li> </ul>	<p>Periodically with the addition of new communities become part of the Project throughout implementation</p>	<p><i>MADER/Agriculture Research Services (IIAM) PIU – Project coordinator, Environmental and social specialist and GBV/SEA/SH specialist</i></p>