

DEMOCRATIC REPUBLIC OF THE CONGO

Justice - Peace - Labor



Stabilization and Recovery in Eastern DRC

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

18 November 2021

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

1. The Democratic Republic of Congo (hereafter **“the Recipient”**) shall implement the Stabilization and Recovery in Eastern DRC project under the direction of the Ministry of Finance through implementing agencies within the three Provincial Administrations of Ituri, North Kivu and South Kivu. The International Development Association (hereinafter **“the Association”**) has agreed to provide funding for Stabilization and Recovery in Eastern DRC project (hereafter **“the Project”**).
2. The Recipient shall implement the concrete measures and actions necessary to ensure that the Stabilization and Recovery in Eastern DRC project is implemented in compliance with the World Bank’s Environmental and Social Standards (ESSs). This Environmental and Social Commitment Plan (ESCP) sets out the measures and actions, any specific documents or plans and their specified implementation timeline.
3. The Recipient shall also comply with the provisions of all other Environmental and Social documents required under the World Bank’s Environmental and Social Framework (ESF) and referred to in this ESCP and the time frames indicated in these documents. These include, without limitation, the Environmental and Social Management Framework (ESMF) and the Stakeholder Engagement Framework (SEF), disclosed as initial drafts prior to appraisal and to be finalized by the Effective Date as a full ESMF and full Stakeholder Engagement Plan (SEP), along with the Gender-Based Violence (GBV), Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) Prevention and Response Action Plan (GBV/SEA/SH Action Plan) (as part of the ESMF), and the Grievance Redress Mechanism (GRM) (as part of the SEP), the Labor Management Procedures (LMPs), and Security Risk Assessment and Security Management Plan (SRA/SMP). Other instruments shall be prepared by during the implementation of the project, such as the Resettlement Policy Framework (RPF), the Indigenous Peoples Planning Framework (IPPF), Social and Conflict Assessment, Environmental and Social Institutional Capacity Assessment and Action Plan, and Environmental and Social Impact Assessments (ESIAs) and Environmental and Social Management Plans (ESMPs) as required in accordance with the ESMF, and Resettlement Action Plans (RAPs) as required in accordance with the RPF.
4. The Recipient is responsible for ensuring compliance with all requirements of the ESCP, even when the implementation of certain measures and actions falls under the responsibility of the Ministry, agency or unit referenced in paragraph 1 above.
5. The implementation of the concrete measures and actions set out in this ESCP shall be monitored and reported by the Recipient to the Association in accordance with the provisions of this ESCP and the terms of the legal agreement. Moreover, the Association shall monitor and evaluate the progress and advancement of these concrete measures and actions throughout the implementation of the project.
6. As agreed by the Association and the Recipient, this ESCP shall be updated when all relevant environmental and social instruments are prepared not later than three (3) months after the Effective Date and may be revised from time to time during the implementation of the Project, to reflect adaptive management of Project changes and unforeseen circumstances or in response to an evaluation of the performance of the Project conducted under the ESCP itself. In such circumstances, the Recipient shall agree to such changes with the Association and revise the ESCP accordingly. Agreement on changes to the ESCP shall be evidenced by an exchange of signed letters between the Association and the Recipient, through the Ministry of Finance. The Recipient shall publish the updated ESCP without delay.

7. Where the Project performance or unforeseen circumstances or changes during the Project implementation result in changes to risks and impacts, the Recipient shall provide additional funds, as appropriate, for the implementation of actions and measures to address such risks and impacts, which may include risks and impacts pertaining to the environment, health and safety effects, flooding, erosion, the appearance of animal or plant epidemics, the influx of labor, the risk of degradation of natural resources and pollution of the environment (air, soil and water pollution, reduction of vegetation in the event of deforestation, nuisances due to construction site activities and waste); disruption of free movement and socio-economic activities; social conflicts in the event of non-local employment or failure to respect customs or other project related issues; health and safety of the population (emergence of diseases among the population and workers, accidents related to construction activities, health risks related to poor management of hazardous waste and Unexploded Ordnance (UXO), biomedical waste; loss of land, property and sources of income;; adverse impacts or discriminatory barriers to access to project benefits for indigenous populations present in the Project's areas of activity; risks of gender-based violence (GBV), including SEA/HS, etc.; and risks related to child labor or forced labor.
8. Table 1 below provides a summary of the concrete measures and actions required, the responsibilities of the actors involved, and the timeframe for implementing the selected measures and actions.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit regular monitoring reports to the Association on the environmental, social, health and safety (EHS) performance of the project, including but not limited to the implementation of the ESCP and all environmental and social instruments and plans, the level of EHS readiness required under the ESCP, the stakeholder engagement activities, the implementation of GBV/SEA/SH mitigation activities, and the functioning of the Grievance Redress Mechanism (GRM).</p>	<p><i>Quarterly reports throughout the implementation of the project, starting 90 days from the Effective Date.</i></p>	<ul style="list-style-type: none"> Ministry of Finance/Coordination Generale/North Kivu Implementation Support Unit (ISU)/Ituri and South Kivu Provincial ISUs Third Party Monitoring Agency (TPM)
B	<p>INCIDENT AND ACCIDENT NOTIFICATION</p> <p>Immediately inform the Association of any incident or accident related to or affecting the project activities that has, or is likely to have, a significant adverse effect on the environment, the health and safety of affected communities and workers, including GBV/SEA/SH incidents, related to the project.</p> <p>Provide sufficient details regarding the incident or accident, including the immediate steps taken or anticipated actions to remedy the incident or accident, and include information provided by any service provider or supervisory entity, as appropriate. For GBV cases, including SEA/SH, the incident report shall respect ethical principles regarding the management of GBV-related data, in particular, the confidentiality and security of the parties involved; therefore, no identifiable information shall be shared.</p>	<p><i>Inform the Association immediately, and no later than 48 hours after learning of the incident or accident, and within 24 hours for GBV/SEA/SH cases and for any serious incident or accident. Not later than 7 business days thereafter provide the Association with a detailed report containing a root cause analysis and proposed response/mitigation measures.</i></p>	<ul style="list-style-type: none"> Ministry of Finance/Coordination Generale/North Kivu ISU and other Provincial ISUs Facilitating Partners, Small Grant Business Advisory Partners, Engineering service Partners, TPM
C	<p>MONTHLY REPORTS FROM SUPPLIERS AND PROVIDERS</p> <ul style="list-style-type: none"> Contractors and subcontractors hired for the project activities or sub-activities are required to submit monthly monitoring reports to the Project Provincial Implementation Support Units (ISUs) regarding the EHS performance of the contract work performed. The Recipient upon request shall submit these monthly monitoring reports to the Association. Any reports by contractors to the Recipient (via the Provincial ISUs) regarding individual GBV/SEA/SH incidents must follow the above guidance (see Part B). Any reports on the functioning of the contractors' GRM, if applicable, should report data on GBV/SEA/SH incidents in aggregated form. 	<p><i>Monthly reports for contract work for the duration of the contract or sub-contract.</i></p>	<ul style="list-style-type: none"> Contractor/Supplier/Provider Ministry of Finance/ North Kivu and other Provincial ISUs Supervising engineer
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			

1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>a. Component 1 shall be implemented by the Social Fund of DRC (FSRDC) , through the establishment of a dedicated team to implement Component 1 activities. For management of the other Project Components, the Recipient shall establish and maintain an organizational structure with appropriate staff, terms of reference and resources to support the management of environmental and social risks, including those related to GBV/SEA/SH. This shall be through the Project Steering Committee, the Provincial Implementation Support Units (ISUs) in North Kivu, South Kivu and Ituri Province, and a central Coordination Generale unit to be integrated with the North Kivu ISU to be based in Goma.</p> <p>b. FSRDC shall at a minimum recruit and retain an environmental specialist, social specialist and gender-based violence/sexual exploitation and abuse and sexual harassment (GBV/SEA/SH) specialist to manage environmental, social and GBV/SEA/SH risks for Component 1 activities. The North Kivu ISU to be based in Goma shall at a minimum initially recruit and retain an environmental expert; a social expert; a GBV/SEA/SH expert and a security officer. The Coordination Generale shall be responsible for, inter alia: the overall coordination of all project activities carried out in the three provinces with the central and provincial authorities and assure overall implementation and reporting responsibility and shall consolidate all project fiduciary, environmental and social, security risk management, technical, and results reports for transmission to the World Bank. The Environmental, Social and GBV/SEA/SH Specialists working for the North Kivu ISU shall be expected to provide environmental and social guidance to the various committees that will be established.</p> <p>c. The ISUs shall be part of the Provincial Administrations and shall incorporate staff from all the Administration specialized agencies and line Ministries. Provincial administrations shall undergo an end-to-end task-based assessment of environmental and social planning and supervision needs (see e. below) prior to commencing civil works for any activity under the Project.</p> <p>d. At the provincial level, the ISUs shall recruit adequate numbers of personnel to manage Environmental, Social, GBV/SEA/SH and Security risks, including risks of unexploded Ordnance (UXO) as determined in part by the results of the Institutional Capacity Assessment and Development Plan. Each Provincial ISU shall be responsible for, inter alia: identification and implementation of Project activities and Subprojects; Project management and planning; fiduciary and safeguards management; and reporting to the Coordination Generale for its respective Part of the Project.</p> <p>e. The Recipient shall undertake a thorough assessment of environmental and social capacity needs for additional qualified environmental and social and GBV specialists</p>	<p><i>a. FSRDC shall establish a dedicated team to manage Component 1 activities by no later than the one month after the Effective Date. The Coordination Generale integrating the North Kivu Provincial Implementation Support Unit (ISU) shall be established to implement the other Project components by not later than the Effective date, and thereafter be maintained throughout the implementation of the project.</i></p> <p><i>b. FSRDC shall recruit experts in environmental, social and GBV/SE/SH risk management for Component 1 not later than one month after Effective Date and in any case prior to initiation of Component 1 works activities with potentially adverse environmental and social impacts. An environmental expert; a social expert; a GBV/SEA/SH expert, and a security officer shall be recruited by the North Kivu ISU not later than the Effective date, and in any case prior to initiation of Component 2 works activities with potentially adverse environmental and social impacts.</i></p> <p><i>c. The Recipient shall establish, by not later than three months after the Effective date, and thereafter maintain within each of the three provincial administrations (Ituri, South Kivu and North Kivu) throughout the period of implementation of the Project, a Project Provincial Implementation Support Unit (ISU).</i></p> <p><i>d. Specialists needed to manage Environment, Social, GBV/SEA/SH and security risks for each Provincial ISU shall be hired not later than three months after Effective date. All three Provincial ISUs,</i></p>	<p><i>Ministry of Finance Coordination Generale/North Kivu ISU and Ituri and South Kivu Provincial ISUs , FSRDC (for Component 1)</i></p>
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<p>to be placed at provincial/local levels for the life of Project implementation to address Project environmental and social and GBV/SEA/SH risks and mitigation measures when the project becomes operational. A Capacity Development Action Plan shall to be agreed upon and implemented.</p> <p>f. Provincial Consultation Committees shall also be established in the three provinces. The Recipient shall establish and ensure that Provincial Consultation Committees engage with civil society organizations and associations, act as a sounding board for grievances and complaints, and validate the identification and choice of sub-projects in compliance with the Association’s environmental and social standards (ESSs) relevant to the project.</p> <p>g. At the local level, the Recipient shall establish and ensure that Peace and Development Committees (PDCs)—and in the case of Component 1, Local Development Committees (LDCs)—shall support local activities, including, redress of grievances (unrelated to GBV/SEA/SH complaints) and sub-project preparation/management, monitoring of progress in implementing any environmental and social mitigation measures.</p> <p>h. The Recipient shall sign service contracts acceptable to the Association with Facilitating & Technical Partners, Small Grant Business Advisory Partners, and Engineering Service Partners to support the implementation of the project. Facilitating Partners, Small Grant Business Advisory Partners, and Engineering Service Partners, shall employ experts with environmental, social and GBV/SEA/SH risk management expertise with responsibility for managing and reporting on E&S and GBV/SEA/SH risks, including OHS risks.</p> <p>i. The service contracts with any international and national organization (Facilitating Partners, Small Grant Business Advisory Partners, Engineering Service Partners, Third Party Monitoring Agent) shall incorporate all the relevant aspects of this ESCP and all environmental and social plans and instruments, to ensure the implementing partners, are committed to carrying out the Project in accordance with the Environmental and Social Standards (ESSs) relevant to the project, including, but not limited to, those measures related to GBV/SEA/SH risk mitigation. These contracts shall be monitored and enforced by the Provincial ISUs in accordance with the applicable environmental and social plans and instruments. Implementing partners shall make use of measures, which shall be described, as appropriate, in the environmental and social instruments to be developed under action 1.2.</p>	<p><i>including the North Kivu ISU in its coordinating role for managing environmental, social, SEA/SH and security risks, shall be maintained throughout project implementation.</i></p> <p><i>e. The Capacity Needs Assessment and Capacity Development Action Plan shall be completed by the Coordination Generale/North Kivu ISU not later than one month after the Effective Date. The capacity development action plan shall implemented throughout project implementation, with revisions made to the plan as needed as or when needs evolve over time.</i></p> <p><i>f. Provincial Consultation Committees shall be set up not later than five months after the Effective Date, and before sub-component works subprojects selection is finalized and any subproject works activities begin on the ground in the respective provinces. The committees shall be maintained throughout project implementation.</i></p> <p><i>g. Peace and Development Committee (PDCs) and (for Component 1) Local Development Committees (LDCs) shall be set up no later than five months after the Effective Date, and before Component 1 and 2 sub-project works activities begin on the ground in the respective provinces. The committees shall be maintained throughout project implementation.</i></p> <p><i>h and i. Development of environmental and</i></p>
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	Roles and responsibilities of the various structures involved in the implementation of activities are described in the PAD and will be further developed in the PIM.	<p><i>social standards and procedures for FPs and other implementing partners and contractors: to be completed by date of signing service contracts.</i></p> <p><i>Maintain the service contracts throughout Project implementation.</i></p> <p><i>The Project Implementation manual (PIM) shall be prepared no later than the Effective Date and prior to initiating any activities covered by said manual</i></p> <p><i>The initial ESMF was prepared, disclosed consulted upon and adopted prior to completing Appraisal</i></p>	
1.2	ENVIRONMENTAL AND SOCIAL ASSESSMENT a. Initial Environmental and Social Management Framework (ESMF), including draft GBV/SEA/SH Assessment and Action Plan, and TORs for additional instruments prepared consulted and disclosed.	<p><i>The full ESMF shall be prepared, disclosed, consulted upon, adopted and disclosed not later than the Effective date and prior to the initiation of any Subcomponent 1 and 2 works activities.</i></p> <p><i>CERC Annex shall be updated if the CERC component is activated prior to initiation of CERC activities</i></p>	Ministry of Finance/ Provincial ISUs, led by North Kivu ISU in its coordinating role
	b. Develop, disclose, consult, adopt, and thereafter implement a full ESMF. The full ESMF shall be based upon the initial ESMF and shall include lists of eligible and non-eligible activities for investments (also referred to as positive and negative lists), an updated GBV/SEA/SH assessment and Action plan, Cumulative Impact Assessment, Job Hazard and Risk Assessment, COVID-19 Prevention Plan, CERC Annex, standards for ESMPs for simple, routine repair works and subprojects that are likely to have minimal or no adverse environmental or social risks and impacts, generic OHS plan, COVID-19 Prevention Plan, etc.	<p><i>Not later than the Effective Date, and prior to the initiation of any Subcomponent 1 and 2 works activities.</i></p> <p><i>The SRA/SMP shall be maintained and updated periodically or as needed throughout project implementation.</i></p>	Ministry of Finance/ Provincial ISUs, led by North Kivu ISU in its coordinating role
	c. Develop, disclose, consult and adopt, and thereafter implement Security Risk Assessment and Security Management Plan (SRA/SMP).	<p><i>Not later than the Effective Date.</i></p> <p><i>The LMP shall be maintained and updated periodically or as needed throughout project implementation.</i></p>	Ministry of Finance/ Provincial ISUs, led by North Kivu ISU in its coordinating role
	d. Develop, disclose, consult and adopt, and thereafter implement Labor Management Procedures (LMP) including grievance redress mechanism (GRM) for project workers.		

	<p>e. Technical and Institutional Capacity Assessment and Capacity Development Action Plan, including following elements:</p> <ol style="list-style-type: none"> 1. Terms of Reference (TOR) prepared prior to appraisal 2. Assessment which shall include a gap filling action plan identifying actions, schedule, resources and responsibilities 3. Implementation of action plan 	<p><i>The assessment and Action plan shall be prepared, consulted upon, adopted and disclosed no later than one month after the Effective Date. Action plan to be implemented per agreed schedule, and adjusted as needed throughout project implementation.</i></p>	<p><i>Ministry of Finance/Coordination generale and Provincial ISUs, led by North Kivu ISU in its coordinating role</i></p>
	<p>f. Resettlement Policy Framework (RPF)</p>	<p><i>These plans/instruments shall be prepared, disclosed, consulted upon, and adopted not later than three months after the Effective date, but in any case, before the initiation of Subcomponent 1.2 or Subcomponents 2.2 and 2.3 works activities</i></p> <p><i>Once adopted all plans shall be implemented throughout project implementation.</i></p>	<p><i>Ministry of Finance/ Provincial ISUs, led by North Kivu ISU in its coordinating role</i></p>
	<p>g. Social and Conflict Assessment</p>		
	<p>h. Indigenous Peoples Planning Framework (IPPF)</p>		

<p>1.3</p>	<p>MANAGEMENT TOOLS AND INSTRUMENTS</p> <p>Review any sub-projects including small grants for a range of potential income-generating activities, of the proposed Project in accordance with the full ESMF, RPF, SEP, LMP and IPPF prepared for the Project, and develop, disclose, consult and adopt, and thereafter implement, as required, in a manner acceptable to the Association, the following instruments :</p> <ol style="list-style-type: none"> ESMPs, in accordance with the full Environmental and Social Management Framework (ESMF), including standards for ESMPs for simple, routine repair works and subprojects that are likely to have minimal or no adverse environmental or social risks and impacts (various eligible subprojects' activities) Environmental and Social Impact Assessments (ESIAs) & Environmental and Social Management Plans (ESMPs) if appropriate and required in accordance with the full ESMF; Resettlement Action Plans (RAPs) for all activities requiring land acquisition or land use change with physical or economic displacement in accordance with the RPF Indigenous Peoples Plan (IPP) if needed for any activities in areas where IP groups are present in accordance with the IPPF Grievance Redress Mechanism (GRM), as part of the SEP, with a separate pathway for the intake, documentation and response to GBV/SEA/SH complaints, and if needed (following assessments made during preparation of resettlement and IP instruments), separate pathways for either resettlement or IP-related grievances Security Risk Assessments and Security Risk Management Plans (SRAs/SMPs) <p>The Provincial ISUs, including the North Kivu Provincial ISU in its coordinating role, shall ensure that:</p> <ul style="list-style-type: none"> All terms of reference and final deliverables, for any technical assistance and studies to be carried out under the Project are prepared in form and substance satisfactory to the Association and in accordance with the Association's environmental and social standards (ESSs) relevant to the project. ToRs for the Small-grant manual, small grant business plans for a range of potential income-generating activities, delivery of community emergency supplies and goods, such as medicine, agricultural support (e.g. seeds to producer groups), take into account E&S considerations and the requirements of the environmental and social instruments described in this ESCP. Any area in/around abandoned military camps, checkpoints and trenches, bridges and their surroundings, etc., in which civil works under the Project shall be implemented has been cleared of unexploded ordnance (UXO), and to that 	<p><i>Sub-projects shall be identified by communities during implementation, and shall be implemented only after the preparation, consultation, adoption and disclosure of the full ESMF.</i></p> <p><i>Prior to implementing subprojects under the Project and when required under the full ESMF, prepare, disclose, consult and adopt appropriate ESIA(s), ESMP(s), as applicable, in accordance with the full ESMF, such ESIA(s) and ESMP(s) to be in form and substance satisfactory to the Association.</i></p> <p><i>Prior to implementing subprojects under the Project and when required under the SEP, ESIAs, ESMPs, and the RAPs, carry out specific public consultation in form and in substance satisfactory to the Association.</i></p> <p><i>Prior to commencement of subprojects involving involuntary resettlement (physical and/or economic) or involuntary acquisition of land, prepare, disclose, consult, adopt, and thereafter implement appropriate RAP or RAPs, as the case may be, for compensation or resettlement, in accordance with the RPF, such RAP or RAPs to be in form and substance satisfactory to the Association.</i></p> <p><i>Standards for ESMPs, shall be updated and adopted and implemented throughout the sub project cycle by the ISU, Facilitating Partners, Small Grant Business Advisory Partners and Engineering Service Partners (when screening of potential environmental and social risks and Impacts of subprojects concludes that potential E&S risks and impacts are minimal or have no adverse environmental or social risks and impacts).</i></p>	<p><i>Ministry of Finance/ Provincial ISUs, led by North Kivu ISU in its coordinating role</i></p>
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	<p>end, prior to commencing civil works for any activity under the Project, the Recipient shall provide a confirmation, in form and substance satisfactory to the Association, that the area in which such civil works shall be implemented has been declared safe and clear of UXO.</p> <ul style="list-style-type: none"> • Environmental and social clauses and ESMP, including those clauses in relation to GBV and SEA/SH risk mitigation, are integrated in the bidding documents and works contracts. • The Project Implementation Manual (PIM) integrates environmental and social aspects. 	<p><i>Project Implementation manual (PIM) shall be prepared not later than the Effective Date and prior to initiating any activities covered by said manual and updated periodically as needed, throughout Project implementation.</i></p>	
1.4	<p>MANAGEMENT OF SUPPLIERS AND SERVICE PROVIDERS Incorporate relevant aspects of all Project environmental and social documents/plans including a COVID-19 Prevention Plan, as well as labor management procedures and codes of conduct that describe GBV/SEA/SH actions that are prohibited along with SEA/SH risk mitigation measures addressed in the GBV/SEA/SH Action Plan, into the EHS specifications in the tender documents provided to contractors. Then, ensure that contractors and subcontractors comply with the EHS specifications of their respective contracts.</p>	<p><i>Prior to the preparation of procurement documents and any calls for bids</i></p> <p><i>Supervise contractors/subcontractors throughout the implementation of the Project</i></p>	<p><i>Ministry of Finance/ Provincial ISUs, led by North Kivu ISU in its coordinating role</i></p> <p><i>Suppliers / Providers</i></p>
1.5	<p>PERMITS, CONSENTS AND AUTHORIZATIONS Obtain or assist in obtaining, as appropriate, permits for E&S measures, consents and authorizations applicable to the Project under applicable legislation from the relevant national authorities.</p>	<p><i>All relevant permits, consents and authorizations: before commencement of related works.</i></p>	<p><i>Ministry of Finance/ Provincial ISUs, led by North Kivu ISU in its coordinating role</i></p>
1.6	<p>THIRD PARTY MONITORING AGENT The Recipient shall competitively select and retain national or international experts to complete and verify the monitoring of environmental and social risks and effects of the Project and satisfactory implementation of the related environmental and social plans and mitigation measures, including, but not limited to, the monitoring of risks related to GBV, including SEA/SH, within the framework of the Project. Given that the project has been assessed as high GBV/SEA/SH risk, the project shall ensure the engagement of third-party monitoring agent resources with specific expertise required to monitor the implementation of GBV/SEA/SH risk mitigation activities for the project in accordance with the GBV/SEA/SH Action Plan.</p>	<p><i>TOR and provisions related to TPM and supervision shall be prepared and TPM engaged no later than three months after the Effective Date.</i></p> <p><i>TPM shall be retained prior to the first reporting period to be maintained throughout Project implementation.</i></p>	<p><i>Ministry of Finance/ Provincial ISUs, led by North Kivu ISU in its coordinating role</i></p>
ESS 2: LABOR AND WORKING CONDITIONS			

2.1	<p>WORKFORCE MANAGEMENT PROCEDURES</p> <p>Develop, disclose, consult and adopt, and thereafter implement Labor Management Procedures (LMPs) established for the project in accordance with national legislation and ESS 2. The LMP shall include clauses and sanctions against GBV/SEA/SH, child labor, forced labor, guidelines for community workers, project staff, etc. These shall include Codes of Conduct (CoC) explicitly prohibiting GBV/SEA/SH, including any sexual relations with anyone under the age of 18 and listing sanctions for non-compliance, signed by all staff and workers, including sub-contractors. CoC shall be accompanied by regular training for all project workers on GBV/SEA/SH risks associated to the project, the content of CoC and mitigation measures in place, including how to file a GBV/SEA/SH complaint.</p>	<p><i>The LMP prepared by the North Kivu ISU in its coordinating role shall be developed, disclosed, consulted, adopted and implemented not later than the Effective Date of the Project. This document shall be applied throughout the implementation of the Project.</i></p>	<p><i>Provincial ISUs, led by the North Kivu ISU in its coordinating role</i></p> <p><i>FSRDC for Component 1</i></p>
2.2	<p>GRIEVANCE REDRESS MECHANISM FOR PROJECT WORKERS</p> <p>Develop, disclose, consult, adopt and thereafter implement a GRM for Project workers, which shall be described in the LMPs and shall be consistent with ESS 2 and shall also include specific procedures for the ethical and confidential handling of GBV and SEA/SH grievances. The LMPs shall be easily accessible to Project staff and shall be consistent with ESS 2 and the Labor Code of the Recipient.</p>	<p><i>The project GRM shall be developed, disclosed, consulted, adopted and thereafter implemented as part of the LMP not later than the Effective Date.</i></p> <p><i>The project worker GRM shall be established and operational throughout the implementation of the Project.</i></p>	<p><i>Provincial ISUs, led by the North Kivu ISU in its coordinating role;</i></p> <p><i>FSRDC for Component 1</i></p>
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <p>Implement the ESS measures specified in the initial and full ESMF, taking into account <i>inter alia</i> measures related to COVID-19, UXO risk, zoonotic aspects associated with Project activities including income generating activities, and an action plan to manage and respond to GBV/SEA/SH risks that shall arise in the course of their service delivery.</p> <p>The full ESMF shall include Project's hazard/risk assessment (generally applicable to main activities), standard ESMPs with health and safety mitigation/prevention measures and a generic OHS Plan for project contractors and LIPW implementing agencies</p>	<p><i>The full ESMF shall be disclosed not later than three months after the Effective Date and prior to the initiation of any Component 1 or 2 subproject works activities. .</i></p>	<p><i>Provincial ISUs, led by the North Kivu ISU in its coordinating role;</i></p> <p><i>FSRDC for Component 1</i></p>
2.3	<p>Contractors and Facilitating and Technical Partners (FPs) shall undertake job hazard and risk assessments (more detailed and specific to the job that is going to be performed), and either (i) adapt the standards for ESMPs to address site specific OHS risks (ii) or develop and implement an OHS Plan, specific to their contract.</p>	<p><i>During sub-project identification phase and prior to their implementation of works or other activities in the field</i></p>	<p><i>Provincial ISUs, led by the North Kivu ISU in its coordinating role;</i></p> <p><i>FSRDC for Component 1</i></p> <p><i>Facilitating and Technical Partners (FPs)</i></p>

2.4=4	<p>EMERGENCY PREPAREDNESS AND RESPONSE</p> <p>The Recipient shall ensure that the project suppliers/providers prepare and implement an emergency preparedness and response plan, and coordinate with the measures referred to in section 4.5 below, taking into account the gender aspects and related GBV/SEA/SH risks. The Recipient shall immediately report to the Association, in accordance with Section B above, any major emergencies (e.g., accidental oil and pesticide spills, serious fires at the worksite and associated facilities, earthquakes, heavy rainfall, accidents causing significant damage).</p>	<p><i>Prior to implementation of subprojects and maintained throughout the Project implementation</i></p>	<p><i>Provincial ISUs, led by the North Kivu ISU in its coordinating role; FSRDC for Component 1 FPs, Suppliers / providers.</i></p>
ESS 3: RATIONAL USE OF RESOURCES AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>PEST MANAGEMENT</p> <p>The full ESMF shall include guidance and measures to promote good agricultural practices, including Integrated Pest Management (IPM) and safe use of agrochemicals.</p>	<p><i>The full ESMF shall be disclosed not later the Effective date and prior to the initiation of any subproject activities.</i></p> <p><i>This full ESMF including the PMP shall be maintained throughout the implementation of the Project.</i></p>	<p><i>Provincial ISUs, led by the North Kivu ISU in its coordinating role; FSRDC for Component 1</i></p>
3.2.	<p>RATIONAL USE OF RESOURCES AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Measures for the rational use of resources and pollution prevention and management shall be set out in the full ESMF, ESIA & ESMPs set out in 1.3 above, including any sub-project or project-wide cumulative impact assessments if needed.</p> <p>Source of construction materials and quantity of materials from quarry(ies) shall be addressed under the full ESMF and in subsequent E&S instruments or procedures.</p> <p>If group of subprojects is determined to be a significant user of water, a detailed water balance shall be prepared and fleshed out in the ESMF.</p>	<p><i>During the subproject identification phase and prior to their implementation in the field, prepare and submit ESIA & ESMPs to the Association for approval. Once approved and disclosed, these shall be executed throughout the implementation of the Project.</i></p> <p><i>Water balance prepared during implementation if required.</i></p>	<p><i>Provincial ISUs, led by the North Kivu ISU in its coordinating role; FSRDC for Component 1</i></p>
3.3.	<p>WASTE MANAGEMENT PLAN:</p> <p>The full ESMF including the standard ESMPs shall include guidance and measures to manage Waste and Hazardous Materials (ordinary waste and specific waste categories, including for example biomedical waste).</p> <p>Project contractors and FPs implementing LIPW activities shall prepare a site-specific waste management plan as part of their C-ESMP, and systematically remove all waste from the sites after completion of the work and guarantee its appropriate disposal.</p>	<p><i>Plans/procedures adopted prior to the start of subproject activities.</i></p> <p><i>And implemented during the entire period of project execution</i></p>	<p><i>Provincial ISUs, led by the North Kivu ISU in its coordinating role; FSRDC for Component 1</i></p>
ESS 4: COMMUNITY HEALTH AND SAFETY			

4.1	<p>TRAFFIC AND ROAD SAFETY :</p> <p>Adopt and implement measures and actions to assess and manage traffic and road safety risks, as required by the full ESMF, ESIA and ESMPs to be developed under Action 1.3 above. The procedures for managing road safety risks shall be included in the full ESMF and ESIA/ESMPs prepared in accordance with the full ESMF.</p> <p>Road safety measures shall also cover labor-intensive public works (LIPW), and delivery of community emergency supplies and goods, such as medicine, agricultural support (e.g. seeds to producer groups).</p>	<p><i>During sub-project identification phase and prior to their implementation of subprojects in the field, prepare and submit the required E&S instruments to the Association for approval.</i></p> <p><i>Once approved and disclosed, the procedures for managing road safety risks shall be maintained and complied with throughout the implementation of the Project.</i></p>	<p><i>Provincial ISUs, led by the North Kivu ISU in its coordinating role; FSRDC for Component 1; FPs</i></p>
4.2	<p>COMMUNITY HEALTH AND SAFETY RISKS:</p> <p>Develop, adopt and implement measures and actions to assess and manage the risks and impacts specific to the Project's activities for neighboring populations, including those related to the presence of Project workers/labor influx, including the risks of GBV/SEA/SH, HIV/AIDS and other STDs, child labor, and forced labor. These measures including measures related to COVID-19 shall be included in the full ESMF, ESIA & ESMPs..</p>	<p><i>During the subproject's identification phase and prior to their implementation of subprojects in the field, prepare and submit the required E&S instruments to the Association for approval.</i></p> <p><i>Once approved and disclosed, these instruments shall be maintained throughout the implementation of the Project.</i></p>	<p><i>Provincial ISUs, led by the North Kivu ISU in its coordinating role; FSRDC for Component 1; FPs</i></p>

<p>4.3</p>	<p>GBV RISKS, INCLUDING SEA/SH:</p> <p>Develop, prepare, consult, adopt and disclose a GBV/SEA/SH Action Plan which shall include the following elements:</p> <p>An accountability, prevention and response plan, including:</p> <ul style="list-style-type: none"> ● Recruitment of a dedicated GBV Specialist ● Inclusion of GBV/SEA/SH risk mitigation actions and clauses in bidding documents and contracts for vendors, including in a contractor’s ESMP; all bidding documents and contracts must require that contractors adopt a code of conduct prohibiting GBV/SEA/SH ● The implementation and signing of codes of conduct prohibiting GBV/SEA/SH and elaborating applicable sanctions. These shall also be posted on work sites. ● An independent GRM for handling GBV/SEA/SH allegations in an ethical, survivor-centered and confidential manner, outlining the channels for collection, the timeframe for response and resolution of the claims, possible sanctions, and guiding principles to be followed. ● Mapping of GBV service providers in accordance with minimum services package (psychosocial, medical, and legal) and with international best practices and standards for assessing service quality. ● A response protocol, linking the project to a holistic package of local GBV service providers. ● Gap filling provision of a minimum services package (psychosocial, medical, and legal) to provide quality and timely GBV and SEA/SH survivor support in accordance with international best practices and standards for service provision. ● A monitoring and supervision plan, including: Recruitment of a third-party monitoring agent to verify implementation of the actions outlined under the GBV/SEA/SH Action Plan; and Establishment and supervision of appropriate indicators; <p>A training and awareness plan, including:</p> <ul style="list-style-type: none"> ● A training targeting all program personnel covered by the codes of conduct on concepts related to GBV, including SEA/SH, prohibited behaviors, sanctions for violations, the functioning of the independent GBV/SEA/SH GRM, and other services and mitigation measures in place. 	<p><i>Conduct a GBV/SEA/SH risk screening prior to the appraisal of the Project (which may be reviewed and updated as needed during implementation)</i></p> <p><i>The GBV/SEA/SH Action Plan (included in the initial ESMF) shall be finalized, disclosed, consulted upon and adopted not later than the Effective Date as part of the full ESMF and prior to the initiation of any subproject activities and thereafter carried out throughout project implementation.</i></p> <p><i>The GBV specialist shall be hired by the North Kivu PIU not later than the Effective Date.</i></p> <p><i>The codes of conduct shall be translated into local languages, signed by workers, and posted on job sites and other associated facilities prior to the start of the project activities.</i></p> <p><i>The necessary trainings shall be provided prior to the start of relevant project activities and reinforced during implementation.</i></p> <p><i>The TPM provider shall be hired not later than three months after the Effective Date,, and before the conclusion of the first reporting period for project E&S implementation.</i></p> <p><i>Update the GBV/SEA/SH Action Plan as required throughout project implementation as provided in the Plan.</i></p>	<p><i>Provincial ISUs; led by the North Kivu ISU in its coordinating role; FSRDC for Component 1; FPs.</i></p> <p><i>Suppliers/providers, subcontractors, or consultants</i></p>
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	<ul style="list-style-type: none"> • An awareness-raising strategy that describes how workers and local communities, including participants in DDR interventions, shall be made aware of the risks of GBV, including SEA/SH, the project standards of conduct, and how to report complaints and access the independent GBV/SEA/SH GRM. • Provisions to organize and carry out community sex-segregated consultations with women in safe and confidential conditions with female facilitators to collect information on program impacts, safety risks, access to services, and safe and accessible channels for reporting complaints. <p>A GBV/SEA/SH GRM shall have multiple accessible and safe entry points as identified through consultations with women and girls. It shall link all survivors disclosing incidents to medical, psychosocial, and legal GBV services through referral protocols, irrespective of the verification outcome. The GRM shall include procedures for managing complaints that prioritize survivors' confidentiality, safety, dignity and informed consent, in line with a survivor-centered approach.</p> <p>All measures shall have sufficient allocated budget, assigned responsibilities for implementation and monitoring, and their implementation shall be monitored throughout the duration of the project. Contractors shall reflect the requirements stated in the GBV/SEA/SH Action Plan in their C-ESMP. The GBV/SEA/SH Action Plan shall provide for updates as necessary to reflect changing conditions on the ground in the context of the project's activities and in accordance with monitoring results.</p>		
4.4	<p>EMERGENCY RESPONSE MEASURES: Prepare and implement an Emergency Preparedness and Response Plan to manage emergencies and ensure coordination with the measures outlined in Section 2.4.</p>	Not later than three (3) months after the Effective Date and prior to commencement of subproject activities, and shall be maintained and operated throughout Project implementation	<i>Provincial ISUs, led by the North Kivu ISU in its coordinating role; FSRDC for Component 1; FPs</i>

4.5	<p>USE OF SECURITY PERSONNEL:</p> <p>Security risk assessment for all components and subprojects involving sites requiring the use of public or other security personnel forces shall be included in the project's Security Risk Assessment and Security Management Plan (s)</p> <p>If security personnel are to be used (directly or indirectly) in the implementation of Project activities, the Project shall prepare, integrate, adopt, and implement any component of the Security Management Plan pertaining to the project's use of security personnel based on a Security Risk Assessment, in order to manage security personnel consistent with the requirements of ESS4, including with regard to GBV/SEA/SH risks, in a manner acceptable to the Association.</p> <p>Additionally, for any sites for which security personnel is required, the Recipient shall:</p> <p>(i) conduct reasonable investigations to verify that direct or contract workers hired to provide security are not implicated in past abuses; (ii) adequately train (or determine that security personnel are adequately trained) in the use of force (and, where applicable, firearms), and appropriate conduct towards affected workers and communities, including risks related to GBV/SEA/SH; and (iii) require such personnel to act in accordance with applicable law and any requirements set out in this ESCP and the project E&S instruments particularly SMPs.</p>	<p>The SRA and SMP shall be prepared, disclosed, consulted upon and adopted not later than Effective Date and updated periodically as needed throughout project implementation. For activities at sites requiring the use of public or other security personnel forces, the SRA and SMP shall be updated prior to implementation of identified subprojects/activities requiring these personnel.</p>	<p><i>Provincial ISUs led by the North Kivu ISU in its coordinating role; FSRDC for Component 1</i></p>
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			

<p>5.1</p>	<p>LAND ACQUISITION AND RESETTLEMENT: The implementation of the Project activities may lead to a need for land acquisition. The Recipient shall prepare, consult, adopt and disclose a Resettlement Policy Framework (RPF).</p> <p>Once investments have been defined and the necessary information is made available, the Recipient shall prepare RAPs in accordance with the RPF. Project activities that shall result in planned or unintentional physical and/or economic displacement shall not commence until these specific plans have been developed and approved by the Association and implemented to the satisfaction of the Association prior to the commencement of work.</p> <p>The Ministry of Finance, as Recipient, shall provide sufficient funding to cover land acquisition costs and loss compensation costs (agricultural, private trees, etc.) per the RPF and RAPs, while Project funds shall finance the preparation of RAPs, capacity building, monitoring and evaluation, and other resettlement assistance (excluding any cash payments to affected persons).</p> <p>Per the Resettlement Policy Framework (RPF), the activities to be financed through project funds include: preparation of Resettlement action plans, implementation of the RAPs, M&E of the resettlement activities, capacity building, communication and awareness raising campaigns, and social audits.</p> <p>The Recipient shall cover all land related compensation with Government/counterpart funds in a timely manner.</p>	<p><i>The RPF shall be prepared, consulted upon, adopted and disclosed not later than three months after the Effective date and prior to the initiation of any subproject activities that may require land acquisition or resettlement.</i></p> <p><i>All compensation required in accordance with approved RAPs must be fully provided before the respective sub-project activities can start.</i></p>	<p><i>Provincial ISUs, led by the North Kivu ISU in its coordinating role FSRDC for Component 1</i></p>
<p>5.2</p>	<p>RESETTLEMENT ACTION PLANS : If required in accordance with this ESCP and the RPF, the Recipient shall prepare, disclose, consult upon, adopt and implement Resettlement Action Plans in accordance with the requirements of the Resettlement Policy Framework (RPF), including the implementation budget and support for resettlement and vulnerable persons in accordance to ESS 5 and national legislation.</p> <p>All RAPs shall be validated by the Association, and then disclosed at the national level and on the World Bank external website. Implementation of RAPs shall take place (including any compensation or other assistance) before all work begins.</p>	<p><i>Any RAPs, if required, shall be prepared, disclosed, consulted upon and adopted prior to the final approval of, and fully implemented prior to the commencement of any Project activities requiring involuntary resettlement.</i></p>	<p><i>Provincial ISUs, led by the North Kivu ISU in its coordinating role; FSRDC for Component 1</i></p>

5.3	<p>MONITORING AND REPORTING:</p> <p>The Recipient shall ensure the development of a Monitoring and Regular Reporting Plan for land acquisition and resettlement activities in accordance with ESS 5 , the RPF and the country’s relevant legislation; this Plan shall be implemented by the different actors targeted in the RAPs.</p>	<p>Reporting Plan adopted and disclosed prior to the start of any resettlement activities and implemented throughout the period of execution of these activities.</p>	<p><i>Provincial ISUs, led by the North Kivu ISU in its coordinating role; FSRDC for Component 1</i></p>
5.4	<p>GRIEVANCE REDRESS MECHANISM :</p> <p>The Recipient shall ensure, through the North Kivu ISU in its coordinating role, that grievance procedures covering land acquisition or land use change, involuntary resettlement or economic displacement (if required) shall be integrated into the Project GRM.</p> <p>The same principle of managing the grievances in an ethical and confidential manner shall apply throughout the Project.</p>	<p>If needed, provisions in the Project he GRM addressing land acquisition or other resettlement compensation shall be operational and available prior to the start of the resettlement activities of each investment, and throughout the implementation of the Project activities.</p>	<p><i>Provincial ISUs, led by the North Kivu ISU in its coordinating role FSRDC for Component 1</i></p>

ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES

6.1	<p>RISKS AND EFFECTS ON BIODIVERSITY</p> <p>The full ESMF and subsequent instruments (ESIA/ESMPs) shall provide guidance on screening and mitigation measures to ensure that Project activities, particularly those related to construction, rural road rehabilitation, and agriculture do not alter or cause the destruction of critical and/or natural habitats.</p> <p>The Recipient shall consider direct and indirect, as well as cumulative, project-related impacts on biodiversity and ecosystem services and prepare if necessary a Biodiversity Management Plan as part of the full ESMF and/or subproject specific ESIA/ESMPs.</p> <p>Any new construction and/or rehabilitation in protected areas, reserved forests (or proposed protected areas) or other natural habitats or areas of high national conservation level that could have the potential to cause significant conversion (loss) or degradation of such natural habitats unless specified as planned investments as part of the respective Protected Areas (PA) management plan (where such a plan exists) shall not be eligible.</p>	<p><i>The full ESMF shall be prepared, consulted upon, adopted and disclosed no later than three months after the Effective date and prior to the initiation of any subproject activities.</i></p> <p>During the identification phase of the specific investments and prior to the implementation of any field activities, prepare and submit to the Association the ESIA/ESMPs.</p> <p>Once approved and disclosed, these documents shall be maintained and complied with throughout the implementation of the Project taking into account biodiversity conservation measures.</p>	<p><i>Provincial ISUs, led by the North Kivu ISU in its coordinating role; FSRDC for Component 1</i></p>
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ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES

7.1	<p>INDIGENOUS PEOPLES PLANS</p> <p>The Recipient shall prepare, disclose, consult upon and adopt an Indigenous Peoples Planning Framework for the Project and the provisions of ESS 7, in form and substance acceptable to the Association.</p> <p>If necessary, the Recipient shall develop, adopt and implement IPPs that are consistent with the requirements of the IPPF developed for the Project and the provisions of ESS 7, in a manner that is acceptable to the Association.</p>	<p><i>The IPPF shall be prepared, consulted upon, adopted and disclosed no later than three months after the Effective date and prior to the initiation of any subproject activities affecting indigenous communities.</i></p> <p><i>If needed in accordance with the IPPF, the project shall prepare an IPP for each subproject once the specific sites have been identified. The IPP shall be prepared, approved, consulted up and adopted prior to implementation of activities in that location and implemented subsequently.</i></p>	<p><i>Provincial ISUs, led by the North Kivu ISU in its coordinating role; FSRDC for Component 1</i></p> <p><i>Funded by the Project budget</i></p>
7.2	<p>GRIEVANCE REDRESS MECHANISM</p> <p>The Recipient shall develop and implement the modalities of the Indigenous Peoples' GRM, pursuant to the IPPF, and shall describe these modalities in detail in the respective IPPs and distinct from the overall Project GRM defined under ESS 10. The Indigenous Peoples' GRM shall also take into account modalities for the ethical and confidential handling of GBV/SEA/HS-related grievances from Indigenous communities, ensuring in particular that Indigenous women are targeted and consulted in the dissemination of related information.</p>	<p><i>A GRM shall be prepared, consulted upon, disclosed and adopted as part of the IPPF to meet specific cultural, linguistic and other considerations for addressing project-related grievances presented by Indigenous Peoples.</i></p>	<p><i>Provincial ISUs, led by the North Kivu ISU in its coordinating role; FSRDC for Component 1</i></p>
ESS 8: CULTURAL HERITAGE			
8.1	<p>CHANCE FINDS:</p> <p>Prepare, adopt and implement the chance finds procedure. The chance finds procedure shall be incorporated into the full ESMF, which shall be prepared for the Project in accordance with national legislation, guidelines from the Ministry of Arts and Culture and ESS 8.</p> <p>ESS8 due diligence shall be part of the ESIA's and ESMPs for subprojects.</p>	<p><i>The full ESMF shall be prepared, consulted upon, adopted and disclosed no later than three months after the Effective date and prior to the initiation of any subproject activities.</i></p>	<p><i>Provincial ISUs, led by the North Kivu ISU in its coordinating role; FSRDC for Component 1;</i></p>
ESS 9: FINANCIAL INTERMEDIARIES			
	This standard is not relevant for the Project.	Not applicable	Not applicable
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			

10.1	<p>PREPARATION AND IMPLEMENTATION OF A STAKEHOLDER ENGAGEMENT FRAMEWORK AND PLAN</p> <p>A Stakeholder Engagement Framework (SEF) was prepared for appraisal. It will be updated and expanded into a full Stakeholder Engagement Plan (SEP) prior to implementation. SEP shall be revised and updated periodically as necessary. The SEP shall include a generalized project level Grievance Redress Mechanism (GRM) as well as including a separate GRM with an independent pathway for the intake, documentation and response to GBV/SEA/SH complaints</p> <p>The SEP shall include provisions for organizing independent sex-segregated consultations with women beneficiaries of the Project under safe and confidential conditions and with female group facilitators to ensure that information on women's risks and needs that arise in the Project, including GBV and SEA/SH risks, is taken into account.</p>	<p><i>The SEF was prepared, approved and disclosed prior to appraisal. An full SEP shall be prepared, disclosed, consulted, adopted and thereafter implemented not later than the Effective date and prior to the initiation of any subproject activities.</i></p> <p><i>The SEP shall be maintained, complied with and updated periodically and as required throughout the Project implementation</i></p>	<p><i>Provincial ISUs, led by the North Kivu ISU in its coordinating role; FSRDC for Component 1</i></p>
10.2	<p>PROJECT-LEVEL GRIEVANCE REDRESS MECHANISM:</p> <p>The Recipient shall develop and implement the Project GRM with the modalities described in the SEP and ESMF and as required by ESS10, 2, 4, 5 and 7.</p> <p>Develop and implement a Project-wide GRM in addition to a separate GRM established to receive, document and handle GBV/SEA/SH complaints as set out in 4.3 above. Develop and implement a communications and redress plan for the GRM to ensure that indigenous peoples and potentially affected communities are aware of the existence of the mechanism and how to submit grievances.</p>	<p><i>Prepare in conjunction with the SEP in section 10.1.</i></p>	<p><i>Provincial ISUs, led by the North Kivu ISU in its coordinating role FSRDC for Component 1</i></p>
CAPACITY BUILDING (TRAINING)			
SPECIFIC TRAINING TO BE PROVIDED		TIMEFRAME	RESPONSIBLE ENTITY
<p>With the support of third-party resources, as needed (Independent Experts, Financial Institutions, Firms, NGOs, etc.) to be identified prior to the implementation of capacity building initiatives, the Recipient shall develop and implement a Training Plan for targeted groups associated with the Project to make them aware of the risks and established mitigation measures.</p>			

<ul style="list-style-type: none"> • A thorough E&S capacity needs assessment of key stakeholders shall be conducted, and any capacity gaps/ strengthening measures (for the implementation of the Environmental and Social Standards – ESSs) shall be captured in a Capacity Development Action Plan • A series of E&S training for Facilitating Partners (FP), Small grant business advisory Partners and Engineering service Partners (ESP), Peace and Development Committees (PDCs), Provincial Consultation Committees, etc. <ul style="list-style-type: none"> ○ Environmental and Social Standards (ESSs); ○ E&S documentation. ○ guidance on how to screen subprojects for environment and social risks and impacts; ○ basic processes and procedures with regard to social and environmental Standards (ESSs) to be displayed at a notice board in all project settings. ○ Chance procedures and UXO prevention ○ Notification and reporting des incidents • Training in provisions of the full ESMF, Standard ESMPs, ESMP, RAP, IPP, etc. • Occupational Health and Safety ; • Conditions of employment and work ; • Provisions and operation of the Grievance Redress Mechanism; • Management of plagues/pests and hazardous waste ; • Management of risk for GBV, including SEA/SH (including elements of the GBV/SEA/SH Action Plan); • Preparation of environmental and social instruments (ESCP, SEP, LMP, etc.) • COVID-19 and HIV-AIDS prevention and mitigation 	<p><i>A thorough E&S capacity needs assessment of key stakeholders shall be conducted, and the capacity development plan adopted not later than one month after Effective Date</i></p> <p><i>Once adopted the Capacity Development action plan shall be implemented throughout project implementation in accordance with the schedule established therein.</i></p> <p><i>During the preparation of the E&S risk management instruments and before the start of site-specific activities and throughout the implementation of the project (years 1 to 5)</i></p>	<p><i>Provincial ISUs, led by the North Kivu ISU in its coordinating role</i></p>
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