

Democratic Republic of the Congo



Connectivity and Transportation Support Project (P161877)

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

May 16, 2022

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Democratic Republic of Congo (the Recipient) shall implement the Connectivity and Transport Support Project (the Project), with the involvement of the with the involvement of the following Ministries: The Ministry of Infrastructure and Public Works through the Cellule Infrastructure (CI), in association with the Ministry of Environment and Sustainable Development, the Ministry of Telecommunications as well as with the Ministry of Transport, as set out in the Financing Agreement. The International Development Association (the Association) has agreed to provide financing for the Project, as set out in the referred agreement.
2. The 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 Financing Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient through Ministry of Infrastructure and Public Works and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient director of the Cellule Infrastructure (CI). The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY / AUTHORITY
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 (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, the level of ESHS readiness required under the ESCP, the stakeholder engagement activities and the functioning of complaint management mechanisms, including the SEA/SH Action Plan.</p>	<p>Quarterly reports throughout the implementation of the Project, starting 90 days from the Effective Date.</p>	<p>Ministry of Infrastructure and Public Works through the Cellule Infrastructure (CI) shall have primary responsibility for E&S reporting and oversight.</p>
B	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify to the Association of any Project-related incident or accident that has or is likely to have a significant adverse effect on the environment, affected communities, the public, or workers, including risks to safety including risks to safety, health and environment (SEHS), SEA/SH, alleged violations of labor laws and working conditions. Provide sufficient details regarding the incident or accident, indicating the immediate measures taken to address it, and shall include information provided by any supplier/service provider or supervision entity, as appropriate.</p> <p>Thereafter, at the request of the Association, prepare a detailed report on the incident or accident and propose measures to prevent its recurrence.</p> <p>Throughout Project implementation, require all contractors and the other Recipient's agencies on the Project to immediately report to the Recipient incidents and accidents referred to in this section and to cooperate with the Recipient and the Association in the preparation and review of follow-up requests and reports.</p>	<p>Notify the Association immediately and no later than 48 hours after becoming aware of the incident or accident, and no later than 24 hours for any SEA/SH incidents.</p> <p>Provide the Association with a detailed report containing a root cause analysis and proposed response / mitigation measures not later than 7 days from becoming aware of the incident or accident.</p> <p>Require contractors and the other agencies (MEDD, Ministry of Telecommunications as well as with the Ministry of Transport) to notify CI immediately, and no later than 48 hours after becoming aware of the incident or accident, and no later than 24 hours for any SEA/SH incidents.</p>	<p>Ministry of Infrastructure and Public Works through CI has the primary responsibility to report all incidents and accidents</p> <p>Contractors, MEDD, Ministry of Telecommunications, Ministry of Transport</p>
C	<p>MONTHLY REPORTS FROM SUPPLIERS AND PROVIDERS</p> <p>Require suppliers and service providers to regularly submit monthly monitoring reports for validation to the Recipient through the Ministry of Infrastructure and Public Works/Cellule Infrastructure (CI). Such monthly reports shall be submitted to the Association by the Recipient upon request.</p>	<p>Monthly report throughout Project implementation in coordination with the Project monitoring report.</p>	<p>Supervising engineer Ministry of Infrastructure and Public Works through CI shall have primary responsibility for reporting.</p>
ESS1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			

MATERIAL MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY / AUTHORITY
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain an organizational structure with qualified staff and resources to support management of environmental and social risk.</p> <p>The CI shall hire and maintain at the national level-Kinshasa: one (01) environmental specialist, one (01) social development specialist, one (01) GBV specialist, and (01) senior environmental specialist/safeguards coordinator.</p> <p>The CI shall expand its field presence with the creation of liaison offices in Kasai and North Kivu provinces. At the provincial level, the CI shall recruit one (1) environmental specialist, and one (1) social development specialist with a background/experience in GBV/SEA/SH risk monitoring, prevention, and response. The 2-person team shall be based in North Kivu and in Kasai to monitor the E&S activities under the Project.</p>	<p>This organizational structure at national level has been established prior to appraisal and shall be maintained throughout Project implementation.</p> <p>The organizational structure at Provincial level shall be established within 90 days from the Effective Date but in any event prior to the start of the civil works in the relevant provinces and maintained throughout the implementation of the Project.</p>	<p>Ministry of Infrastructure and Public Works through the Cellule Infrastructure (CI)</p>
1.2	<p>A national NGO shall be hired and maintained to help the CI with on-time sensitization and information sessions to communities regarding several aspects including road safety. In addition, one or more national or international organizations shall be recruited to support the PIU on the implementation of the SEA/SH Action Plan.</p> <p>In addition, recruit an independent third-party monitoring (TPM), responsible to complete and verify the monitoring of the environmental and social risks and impacts of the Project, including, the monitoring of the effectiveness of the implementation of the SEA/SH Action Plan, which spells out measures related to mitigation of risks related to SEA/SH that are linked to Project implementation.</p> <p>The Infrastructure Unit (CI) is the entity in charge of the overall management of the Project. In its multisectoral character, the CI shall sign a Memorandum of Understanding (MoU) to coordinate implementation of Project activities with the other Ministries, namely the MEDD for forest preservation activities, Ministry of Telecommunications for fiber optic investments as well as with the Ministry of Transport for the air transport investments.</p>	<p>Prior to the start of civil works. These measures shall be implemented and maintained throughout the implementation of the Project.</p> <p>TPM shall be hired no later than 90 days after the start of civil works.</p> <p>The Memorandum of Understanding shall be signed between CI and other implementing agencies by the Effective Date</p>	<p>Ministry of Infrastructure and Public Works through the Cellule Infrastructure (CI)</p>

MATERIAL MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY / AUTHORITY
1.3	Establish, maintain and sign a Memorandum of Understanding between the Infrastructure Unit and the Congolese Environmental Agency (ACE), Roads Office and its Environmental and Social Unit (CESOR) Provincial as well as with the Environmental Coordinations (PEC) for the monitoring and management of environmental and social impacts.	The Memorandum of Understanding shall be signed between CI, ACE and CESOR as well as with PEC prior to the start of civil works, implemented and maintained throughout the implementation of the Project	Ministry of Infrastructure and Public Works through the CI
2	ENVIRONMENTAL AND SOCIAL ASSESSMENT Assess the E&S risks and impacts of the Project in accordance with the ESSs and ESMF, and prepare, disclose, consult upon, adopt and thereafter implement in a manner acceptable to the Association the following instruments:		Ministry of Infrastructure and Public Works through the CI
2.1	<ul style="list-style-type: none"> ESIA/ESMP for the paving of Mbuji Mayi – Kabinda –road 	The ESIA/ESMP has been disclosed in draft in country and by the Association on January 28, 2022. It was then updated, consulted, approved and redisclosed on May 4, 2022.	Ministry of Infrastructure and Public Works through the CI
2.2	<ul style="list-style-type: none"> ESIA for the paving of Kabinda-Mbanga-Lubao road 	The ESIA/ESMP has been disclosed in draft in country and by the Association on January 28, 2022. It was then updated, consulted, approved and redisclosed on April 21, 2022.	Ministry of Infrastructure and Public Works through the CI
2.3	<ul style="list-style-type: none"> ESIA/ESMP for the paving Butembo – Kanya Bayonga road 	The ESIA/ESMP has been disclosed in draft in country and by the Association on January 28, 2022. It was then updated, consulted, approved, and, redisclosed on April 21, 2022.	Ministry of Infrastructure and Public Works through the CI
2.4	<ul style="list-style-type: none"> Environmental and Social Management Framework (ESMF), including the SEA/SH Action Plan 	The ESMF was prepared and disclosed in draft in the country and by the Association on January 28, 2022. It was then updated, consulted, approved, and redisclosed on May 4, 2022.	Ministry of Infrastructure and Public Works through the CI
2.5	<ul style="list-style-type: none"> Stakeholder Engagement Plant (SEP) including a Grievance Redress Mechanism (GRM) for the Project as well as independent GRM procedures to manage SEA/SH complaints safely and confidentially using a survivor-centered approach SEA/SH GRM) 	The SEP has been prepared, consulted, approved by the Association and the Recipient, and disclosed on March 30, 2022.	Ministry of Infrastructure and Public Works through the CI

MATERIAL MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY / AUTHORITY
2.6	<ul style="list-style-type: none"> Resettlement Policy Framework (RPF) 	The RPF was prepared, consulted, approved by the Association and the Recipient, and disclosed on April 15, 2022	Ministry of Infrastructure and Public Works through the CI
2.7	<ul style="list-style-type: none"> Indigenous Peoples Planning Framework (IPPF) 	The IPPF was prepared, consulted, approved by the Association and the Recipient, and disclosed on February 3, 2022	Ministry of Infrastructure and Public Works through the CI
2.8	<ul style="list-style-type: none"> The Labor management Plan (LMP) 	The LMP was prepared, consulted, approved by the Association and the Recipient, and disclosed on March 28, 2022. It shall be applied throughout Project implementation	Ministry of Infrastructure and Public Works through the CI
2.9	<ul style="list-style-type: none"> Resettlement Action Plan (RAP) for Mbuji-Mayi – Kabinda-Mbanga 	The Recipient has prepared a draft RAP for Mbuji-Mayi – Kabinda-Mbanga L. It shall be finalized, consulted, adopted by the Association and the Recipient, and disclosed by the Effective Date, and thereafter implement it throughout Project implementation.	Ministry of Infrastructure and Public Works through the CI
2.10	<ul style="list-style-type: none"> Resettlement Action Plan (RAP) Butembo – Kanya Bayonga road 	The Recipient shall prepare, consult, adopt by the Association and the Recipient, and disclose a RAP for Butembo – Kanya Bayonga road by the Effective Date, and thereafter implement it throughout Project implementation.	Ministry of Infrastructure and Public Works through the CI
2.11	<ul style="list-style-type: none"> Conduct in accordance with the ESMF environmental and social due diligence, including ESIA/Environmental and Social Management Plans, for quarry sites, asphalt plant, crusher plant, sand pits, borrow pits, disposal areas, accommodation camps, induced access, etc. 	ESIAs/ESMPs for ancillary works for the three road segments (Mbuji-Mayi Kabinda Road, Kabinda Mbanga road and Butembo Kanya-Bayonga road) have been prepared, consulted, adopted and disclosed as disbursement conditions in form and substance acceptable to the Association, and thereafter implement the ESIA and ESMP throughout Project implementation.	Ministry of Infrastructure and Public Works through the CI Contractors
2.12	<ul style="list-style-type: none"> Undertaken a cumulative impact assessment (CIA) to adequately assess the combined impacts of the road improvement investments on ambient air quality 	The CIA shall be prepared, consulted, approved and disclosed within 18 months from the Effective Date.	Ministry of Infrastructure and Public Works through the CI

MATERIAL MEASURES AND ACTIONS	TIMELINE	RESPONSIBLE ENTITY / AUTHORITY
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<p>3</p> <p>MANAGEMENT TOOLS AND INSTRUMENTS</p> <p>3.1 Contractors shall be required, as a condition of their contracts to further develop as part of their ESMPs the following E&S management tools included in site specific ESMPs prepared for the project:</p> <ul style="list-style-type: none"> • site-specific Occupational Health and Safety Management Plans; • borrow pits and quarry sites operation and rehabilitation Plan • crusher, concrete batch and asphalt plants sites operation and rehabilitation Plans • Waste Management Plan; • Water Quality Management Plan; • Biodiversity Management Plan ; • Community Communication and stakeholder Engagement Plan ; • Child Abuse Protection Plan ; • Traffic Management Plan; • Erosion and sediment control plan; • Emergence Preparedness and response Plan (EPRP) including medical evacuation measures 	<p>C-ESMP to be prepared - at least 30 days prior to the start of the works, and implement throughout their contracts</p>	<p>Ministry of Infrastructure and Public Works through the CI</p> <p>Contractors</p>
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MATERIAL MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY / AUTHORITY
3.2	Environmental and social clauses necessary to ensure compliance with this ESCP shall be included in ToRs and Bidding Documents (including codes of conduct, coordination, reporting and monitoring, and complaints mechanisms)	As part of the bidding process and before signing the contract with the bidder and maintain throughout Project implementation.	Ministry of Infrastructure and Public Works through the CI
3.3	Prepare a Project Implementation Manual (or procedures manual) with an "Environmental and Social Safeguards" section, which shall describe in detail: <ul style="list-style-type: none"> The role of the procurement specialist in recruiting the consultant charged to prepare the environmental and social studies for the project, place the ToR in the STEP, Request for Quotation, Request for Proposal, Bidding Document and contracts 	The Project Implementation Manual shall be prepared and adopted by the Effective Date and complied with throughout Project implementation	Ministry of Infrastructure and Public Works through the CI
3.4	<ul style="list-style-type: none"> Environmental and social indicators (including SEA/SH) to be included in the Project Implementation Manual (PIM) shall integrate environmental and social aspects monitoring system 	A SEA/SH Action Plan has been prepared and annexed to the ESMF. It shall be adopted and implemented on timeframe specified in section 2.4 of this ESCP.	
3.5	Any area in which civil works in/around abandoned military camps, checkpoints and trenches, bridges and their surroundings, etc., under the Project will be implemented has been cleared of unexploded ordnance (UXO), and to that 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 will be implemented has been declared safe and clear of UXO.	Prior to commencing civil works for any area in which civil works in/around abandoned military camps, checkpoints and trenches, bridges and their surroundings. Enforce these measures throughout the project implementation period	Ministry of Infrastructure and Public Works through the CI Contractors
3.6	All terms of reference and final deliverables, for any technical assistance and studies to be carried out under the Project shall be prepared, adopted, and completed in form and substance satisfactory to the Association and in accordance with the Association's environmental and social standards (ESSs) relevant to the Project.	Throughout Project implementation, with submission of draft terms of reference to the Association for non-objection before start of corresponding activities	Ministry of Infrastructure and Public Works through the CI

MATERIAL MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY / AUTHORITY
3.8	<p>EXCLUSIONS: Exclude the following types of activities as ineligible for funding under the Project:</p> <ul style="list-style-type: none"> • Activities that may result in long-term, permanent and/or irreversible negative impacts (e.g., loss of major natural habitat) • Activities that have a high probability of causing serious adverse effects on human health and / or the environment, • Activities that may have significant negative social impacts and may give rise to significant social conflicts, • Subprojects with significant risks and/or adverse impacts on biodiversity and those that would need clearing of any type of forests and protected areas will be excluded from receiving financing, • Subprojects with significant risks and/or adverse impacts on sensitive cultural receptors shall be excluded from receiving financing • Subprojects that cause or lead to child abuse, child labor exploitation, or human trafficking. • Subprojects involving harmful or exploitative forms of forced labor or child labor. • Subprojects that result in involuntary restrictions on land use or access to legally designated parks and protected areas 	During the evaluation process under Action 2 and 3, throughout Project implementation.	Ministry of Infrastructure and Public Works through the CI Contractors

MATERIAL MEASURES AND ACTIONS	TIMELINE	RESPONSIBLE ENTITY / AUTHORITY
<p>4 MANAGEMENT OF SUPPLIERS AND PROVIDERS</p> <p>Incorporate the relevant aspects of the ESCP, including the relevant E&S documents and/or plans, and the Labor Management Procedures, into the ESHS specifications of the procurement documents with contractors. Thereafter ensure that the contractors comply with the ESHS specifications of their respective contracts.</p> <p>Require the development and implementation of the following procedures applicable to contractors and subcontractors and other service providers:</p> <ul style="list-style-type: none"> • Contractor’s ESMP for the Construction Site, including Health, Safety and Hygiene Plan and COVID-19 Prevention Plan, which shall also include a worker’s GRM with specific procedures to handle SEA/SH complaints in a safe and ethical manner and applying a survivor-centered approach, as part of the overall GRM • Environmental and social clauses necessary to comply with this ESCP shall be included in ToRs and Bidding Documents for works contracts and supervision contracts (codes of conduct addressing and sanctioning SEA/SH behaviors, coordination, reporting and monitoring, Grievance Redress Mechanisms (GRM) sensitive to SEA/SH, and regular training to all staff on GBV, including SEA/SH risks and consequences, content of code of conduct and procedures to report SEA/SH incidents) • Environmental and social clauses necessary to comply with this ESCP shall be included in ToRs and Bidding documents for works contracts and supervision contracts (codes of conduct, coordination, reporting and monitoring, Complaint Management Mechanisms (CMMs)); • Social commitments on the prohibition of child labor and SEA/SH, and other forms of GBV that shall be identified in the SEA/SH Action Plan in line with those identified by the project; 	<p>As part of the preparation of procurement documents.</p> <p>C-ESMP to be prepared - at least 30 days prior to the start of the works.</p> <p>Supervise contractors throughout Project implementation, including to ensure compliance with terms of contracts and C-ESMPs.</p> <p>Supervise contractors/subcontractors throughout the implementation of the Project, including to ensure compliance with terms of contracts and C-ESMPs.</p>	<p>Ministry of Infrastructure and Public Works through the CI</p>

MATERIAL MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY / AUTHORITY
5	<p>PERMITS, CONSENTS AND AUTHORIZATIONS: Obtain or assist in obtaining, as appropriate, the permits for E&S measures and quarry sites, consents and authorizations applicable to the Project under the applicable legislation from the relevant national authorities.</p>	Obtain all relevant permits, consents and authorizations before commencement of related works. Thereafter comply with these permits, consents and authorizations throughout Project implementation.	Ministry of Infrastructure and Public Works through the CI
6	<p>THIRD PARTY MONITORING: The Recipient shall hire national or international experts to complete and verify the monitoring of the environmental and social risks and impacts of the Project, including, the monitoring of the effectiveness of the implementation of the SEA/SH Action Plan, which spells out measures related to mitigation of risks related to SEA/SH that are linked to Project implementation.</p>	<p>Throughout the Project implementation period</p> <p>Identify and recruit the experts no later than 90 days after the start of civil works Monitoring shall be performed on a monthly basis and quarterly reports shall be submitted to the Recipient and Association.</p>	Ministry of Infrastructure and Public Works through the CI

MATERIAL MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY / AUTHORITY
7	<p>CONTINGENT EMERGENCY RESPONSE COMPONENT Activities carried out under Contingent Emergency Response Components also must meet ESS requirements.</p> <ul style="list-style-type: none"> • A CERC- ESMF Addendum has been prepared, disclosed, consulted upon, approved and adopted. CERC activities shall be carried out in accordance with CERC ESMF and in a manner satisfactory to the Association. • Ensure that the CERC Manual includes a description of the ESHS assessment and management arrangements (including, CERC-ESMF Addendum) that shall be included or referred to in the CERC Manual for the implementation of component 4, in accordance with the ESSs. • Adopt any environmental and social (E&S) instruments required for activities under component 4 in accordance with the CERC-ESMF Addendum and the ESSs, and thereafter implement the measures and actions required under said E&S instruments, within the timeframes specified in said E&S instruments 	<p>Final CERC ESMF shall be prepared, consulted, approved/adopted and disclosed as part of the CERC component activation package.</p> <p>The adoption of the CERC manual and, if applicable, other instruments, as relevant in form and substance acceptable to the Association as part of the CERC component activation package.</p> <p>Adopt any required E&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&S instrument is required. Implement the E&S instruments in accordance with their terms, throughout Project implementation.</p>	<p>Ministry of Infrastructure and Public Works through the CI</p> <p>MEF</p>
ESS 2 : EMPLOYMENT AND WORKING CONDITIONS			

MATERIAL MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY / AUTHORITY
7	<p>WORKFORCE MANAGEMENT PROCEDURES</p> <p>Develop, adopt, and implement labor management procedures (LMPs) in accordance with national legislation and ESS2, taking into account the recruitment and employment management process under the Project. These procedures are set out in a document entitled Workforce Management Procedures (WMP).</p> <p>These LMPs shall include clauses for the use of Congolese and foreign Project workers (skilled and unskilled) in accordance with the Labor Code and ESS2. These clauses shall be included in the contracts of suppliers and subcontractors, prohibit the employment of children and forced labor, and guarantee the right to form a union. These clauses also must protect vulnerable people such as women and people with disabilities. These clauses shall require suppliers/suppliers and subcontractors to behave in a way that does not create or exacerbate the risks of SEA/SH, including by signing the code of conduct and following regular training on GBV and SEA/SH risks and consequences, prohibited conduct and applicable sanctions, and reporting incidents under GRM sensitive to SEA/SH</p>	The LMP has been prepared, consulted, approved and disclosed on March 28, 2022, and thereafter applied throughout Project implementation.	Ministry of Infrastructure and Public Works through the CI for the recruitment of suppliers/contractors, - Labor Inspection - Control missions
7.1	Ensure that contractors/suppliers give preference to the recruitment of local labor, with equal competence. In addition, they shall ensure a 30% quota for the recruitment of women within the companies hired under the Project.	Before the start of sub-projects work	Ministry of Infrastructure and Public Works through the CI
7.2	Ensure that contracts are signed with Direct Workers (e.g., contractual personnel of the Infrastructure Unit) and with Contractual Workers (e.g., suppliers/subcontractors) by ensuring that the labor clauses comply with the LMPs and national framework (compliance with the Labor Code, endorsing the contract with the National Employment Office, compliance with the application of the Labor Code).	- Prior to the start of work - Before Project workers begin work on the Project	Ministry of Infrastructure and Public Works through the CI for signing contracts with the Direct and contractual workers and - The suppliers/suppliers for signing contracts with their workers, and their subcontractors

MATERIAL MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY / AUTHORITY
8	<p>PROJECT WORKER COMPLAINT MANAGEMENT MECHANISM</p> <p>Prepare and implement a global grievance redress mechanism (GRM) for Project workers. The CI shall provide suppliers and subcontractors with access to the GRM, which shall include independent procedures to handle SEA/SH incidents safely and confidentially under a survivor-centered approach and cover all issues related to labor and employment, SEA/SH risk prevention, mitigation, and response, as well as measures to combat all forms of discrimination and support the workers' union, etc.</p> <p>The GRM shall be easily accessible to the Project's workers, comply with the ESS2 and with the relevant provisions of national social legislation (Labor Code).</p> <p>In the absence of a union, the contractors/suppliers shall also be required to set up a GRM that complies with the global project GRM for Project workers to manage their internal grievances within the contractors and that is also adapted to manage SEA/SH complaints safely and confidentially under a survivor-centered approach, including a response protocol to ensure survivors are referred to quality GBV services in a timely, confidential, and ethical manner.</p>	<p>GRM shall be operational before the start of sub-project activities.</p>	<p>Ministry of Infrastructure and Public Works through the CI and suppliers / providers</p>
9	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <p>Consistent with ESS2, prepare, adopt and implement occupational health and safety (OHS) including COVID19 measures for Project workers. These measures shall be specified in the ESMF and ESIA/ESMPs.</p> <p>Project suppliers/providers shall undertake job hazard assessments (more detailed and specific to the job that is going to be performed), develop and implement site-specific Occupational Health and Safety Management Plans and the COVID-19 and Ebola pandemic prevention plans.</p> <p>Perform periodic inspections of the Contractor's facilities to evaluate compliance with applicable labor regulations, including compliance with occupational health and safety requirements</p>	<p>Prior to the start of civil works. These measures shall be implemented and maintained throughout the implementation of the Project.</p> <p>Quarterly inspections throughout the implementation of the Project, starting 90 days from civil works</p>	<p>Ministry of Infrastructure and Public Works through the CI /Suppliers / providers</p> <p>ACE/Labor Inspectorate supervision engineers</p>

MATERIAL MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY / AUTHORITY
10	<p>MANDATORY WEARING OF PERSONAL PROTECTIVE EQUIPMENT (PPE):</p> <p>Ensure that Project suppliers/providers provide their workers and visitors with personal protective equipment (PPE), including those for the control of COVID-19 and Ebola, prior to accessing worksites and other associated facilities. In addition, ensure that adequate PPE is worn by all Project workers and visitors on the construction sites and associated facilities.</p>	Prior to the start of civil works. These measures shall be implemented and maintained throughout the implementation of the Project.	Ministry of Infrastructure and Public Works through the CI /Suppliers / providers
11	<p>EMERGENCY PREPAREDNESS AND RESPONSE:</p> <p>Ensure that project suppliers/providers prepare and implement an emergency preparedness and response plan, and coordinate with the measures referred to emergency response measures, taking into account gender aspects and related SEA/SH risks.</p>	Prior to implementation of subproject and maintain throughout the Project implementation	Ministry of Infrastructure and Public Works through the CI /Suppliers / contractors
12	<p>TRAINING OF PROJECT WORKERS:</p> <p>The Recipient shall work with the Project's suppliers/contractors, through the CI, to organize training for Project workers in order to better control the risks of implementation on local populations, focusing on the following topics: pollution and management of environmental risks during project works - Occupational Health and Safety, child labour, STIs/HIV/AIDS, PMM, the fight against the COVID-19 pandemic and Ebola outbreak. In addition, The Project's suppliers/contractors shall be required to organize regular trainings on GBV, including SEA/SH risks and consequences, content of code of conduct and SEA/SH -GRM. These trainings shall be conducted by specialized organizations and supervised by the Recipient.</p>	Prior to implementation of subproject and maintain throughout the Project implementation	Ministry of Infrastructure and Public Works through the CI
ESS3 RESSOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT.			

MATERIAL MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY / AUTHORITY
13	<p>WASTE MANAGEMENT PLAN</p> <p>In accordance with ESS3, the ESMF shall include measures to manage Waste and Hazardous Materials (ordinary waste and specific waste, including biomedical waste).</p> <p>For infrastructure to be rehabilitated containing asbestos materials (asbestos), the Recipient shall ensure that suppliers/providers prepare and implement an asbestos specific management plan (hazardous waste), which shall be validated by the ECA and subsequently submitted to the Association for no-objection prior to implementation.</p> <p>The Recipient shall also ensure that project contractors 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</p>	<p>On timeframe for ESMF specified in 2.4.</p> <p>During the entire period of project execution Prior to completion of works</p> <p>C-ESMP to be prepared - at least 30 days prior to the start of the works.</p>	Ministry of Infrastructure and Public Works through the CI
14	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Ensure that Project suppliers/providers implement measures for the efficient use of resources and pollution prevention and management as set out in the ESMF, ESIA's & ESMPs set out in 2.1., 2.2., 2.3., 2.4., 2.11. and 3 above.</p> <p>Require contractors to prepare and implement borrow pits and quarry sites operation and rehabilitation Plans .</p> <p>For existing borrow pits/quarry sites, ensure that a code of procedures is developed for key suppliers as part of the draft ESIA's/ESMPs.</p>	<p>ESMF and ESIA's/ESMPs shall be developed and implemented on timeframes specified in 2.1., 2.2., 2.3., 2.4., 2.11 and 3.</p> <p>Incorporate into contractor agreements in accordance with 2.11.</p> <p>Prior to the start of civil works and maintain throughout the Project implementation</p>	Ministry of Infrastructure and Public Works through the CI
14.1	<p>Soil erosion and runoff control</p> <p>Require contractors to prepare and implement erosion, stormwater and sediment control plans as part of their ESMP.</p>	Prior to the start of civil works and maintain throughout the Project implementation	Ministry of Infrastructure and Public Works through the CI /contractors/ supervision engineers

ESS4 COMMUNITY HEALTH AND SAFETY			
15	<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 ESMF, ESIA and ESMPs to be developed under Action 2.1., 2.2., 2.3., 2.4., 2.11. and 3 above.</p> <p>Require and ensure that Project suppliers/providers develop and implement as part of their C-ESMP traffic and road safety plans, in particular a construction traffic management plan. Require and ensure that suppliers/contractors fence off their sites, mark out and post signs for traffic and speed reduction.</p>	<p>ESMF and ESIA/ESMPs shall be developed and implemented on timeframes specified in 2.1., 2.2., 2.3.,2.4., 2.11. and 3.</p> <p>C-ESMP to be prepared at least 30 days prior to the start of the works.</p>	<p>Ministry of Infrastructure and Public Works through the CI and supervision engineers</p>
16	<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 SEA/SH, child labor, and forced labor. These measures shall be included in the ESMF, ESIA & ESMPs, including measures related to COVID-19.</p>	<p>ESMF and ESIA/ESMPs shall be developed and implemented on timeframes specified in 2.1., 2.2., 2.3., 2.4., 2.11. and 3.</p>	<p>Ministry of Infrastructure and Public Works through the CI Labor Inspectorate supervision engineers</p>

<p>17</p>	<p>RISKS OF SEXUAL EXPLOITATION AND ABUSE AND SEXUAL HARASSMENT (during the PACT Preparation Phase):</p> <p>A gender-based violence (GBV) risk assessment has been conducted in in Lomami and Kasai Oriental provinces, including some areas of North Kivu, targeted by the two corridors of the project. Any other provisions where the Project will be located shall be the subject of a similar GBV risk assessment. A SEA/SH Action Plan shall be included in the ESMF. It shall include the following elements:</p> <ul style="list-style-type: none"> - Provisions for drafting codes of conduct that specifically prohibit SEA/SH and outline applicable sanctions. The SEA/SH Action Plan shall require these codes of conduct to be signed by all Project workers, Codes of Conduct (CoCs) shall be translated into local languages and signed by Project workers and posted at construction sites and other associated facilities. It shall apply to contracts or services other than consultancy services, commissioned or carried out under such contracts, shall cover inter alia SEA/SH and violence against children. - An awareness-raising strategy that describes how Project workers and local communities will be made aware of the risks and consequences of gender-based violence, including SEA/SH, the responsibilities of workers under the code of conduct, and procedures to report these kinds of incidents. - Provisions for organizing independent community consultations with women in safe and enabling environments and with female facilitators, which will provide information as to project-related risks for women and feedback on safe and accessible GRM reporting channels for SEA/SH complaints. - A training strategy that describes the responsibilities of workers covered by the code of conduct, SEA/SH concepts, prohibited behaviours and sanctions for violations, and specific procedures to manage SEA/SH complaints in an ethical and confidential manner, following a survivor-centered approach - Procedures under an independent GRM specific for handling SEA/SH grievances safely and confidentially and using a survivor-centered approach, including response and information-sharing protocols and information as to how the project will provide employees and the local population with information on how to report SEA/SH grievances and violations of the code of conduct to the SEA/SH GRM. - 	<p>The SEA/SH Action Plan has been drafted shall be finalized as an annex to the ESMF on the time frame in 2.4..</p> <p>Necessary training shall be provided prior to the start of Project activities by suppliers and contractors</p>	<ul style="list-style-type: none"> - Ministry of Infrastructure and Public Works through the CI - Labour Inspection
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	<ul style="list-style-type: none"> - - Ensure that all tender documents (DAO), works contracts or service contracts other than consultancy services under the Project oblige suppliers/suppliers, subcontractors or consultants to adopt a code of conduct, including provisions to address SEA/SH and applicable sanctions, which will be given to all workers for signature. - Provisions for mapping holistic package of services (psychosocial, medical, and legal) to which SEA/SH survivors will be referred, including the quality of the services that providers offer. - Provisions for hiring a third-party monitor to supervise the implementation of the measures under the SEA/SH Action Plan, set out in action 6 of this ESCP above. - Ensure that all tender documents (DAO), works contracts or service contracts other than consultancy services under the Project oblige suppliers/suppliers, subcontractors or consultants to adopt a code of conduct, including provisions to address SEA/SH and applicable sanctions, which will be given to all workers for signature. 		
17.1	<p>RISKS OF SEXUAL EXPLOITATION AND ABUSE AND SEXUAL HARASSMENT DURING PROJECT IMPLEMENTATION</p> <p>The SEA/SH Action Plan shall be implemented, and shall be updated as needed according to the evolution of the conditions on the ground within the sub-projects, and based on the community consultations and the results of the TPM monitoring referred to in Action 6 of this ESCP.</p>	<p>Throughout Project implementation</p> <p>Update the SEA/SH Action Plan at least quarterly or more frequently if needed</p>	<p>Ministry of Infrastructure and Public Works through the CI</p> <p>Labour Inspection</p>
18	<p>EMERGENCY RESPONSE MEASURES</p> <p>Ensure that suppliers/providers develop and implement as part of their C-ESMP, emergency preparedness and response plans including firefighting, evacuation, vehicles accidents, incidents, as required with local legislation and consistent with the Association's requirements.</p>	<p>C-ESMP to be prepared at least 30 days prior to the start of the works.</p>	<p>Ministry of Infrastructure and Public Works through the CI</p>

ESS#5: LAND ACQUISITION, LAND USE RESTRICTIONS AND INVOLUNTARY RESETTLEMENT			
20	<p>RESETTLEMENT PLANS</p> <p>Consistent with ESS5 and to the satisfaction of the Association, prepare, consult, adopt, disclose and implement a Resettlement Policy Framework (RPF) for the Project to spell out the principles, organizational modalities and design criteria for resettlement that shall apply to the components or sub-projects to be prepared before project implementation (see paragraph 25 of ESS5). Once the individual sub-projects or components of the project have been defined and the necessary information made available, this RPF shall be expanded to take into account the potential risks and impacts of the sub-project activities.</p> <p>Prepare, consult, adopt, disclose and implement Resettlement Action Plans (RAPs) in accordance with the requirements of the Resettlement Policy Framework (RPF), ESS5 and national legislation, including the implementation budget and assistance to resettlement and vulnerable persons. These RAPs shall be validated by the Association and subsequently by the Congolese Environment Agency (ACE).</p>	<p>The RPF has been prepared, consulted, approved by the Association and the Recipient, and disclosed on April 15, 2022.</p> <p>In accordance with ESS5, and as stated in the RPF, Project activities that will result in physical and/or economic displacement shall not commence until specific resettlement action plans (RAPs) for the corresponding sub-projects are finalized and approved by the Association and implemented.</p>	<ul style="list-style-type: none"> - Ministry of Infrastructure and Public Works through the CI - Individual Consultant / Firm
20.1	<p>MONITORING AND REPORTING:</p> <p>Ensure the development of a regular monitoring and reporting plan for land acquisition and resettlement activities in accordance with ESS5 and the country's social legislation; this plan shall be executed by the different actors referred to in the RAPs (IC, Local Litigation Management Committee including those of SEA/SH, NGOs/consultants, ACE, resettlement monitoring officer, etc.)</p>	<p>The monitoring of RAP implementation shall start at the beginning of RAP process and continue throughout Project implementation. The follow up and monitoring are mandatory in the RAP Process. The beneficiaries shall be involved.</p>	<ul style="list-style-type: none"> - Ministry of Infrastructure and Public Works through the CI (Coordinator, HSSM, M&E Officer, GBV Expert) - ACE - CPE

20.2	<p>COMPLAINTS MANAGEMENT MECHANISM</p> <p>Ensure that RAPs provide details of the Grievance Redress Mechanism, to which complaints and feedback on involuntary resettlement under PACT can also be directed. For SEA/SH aspects, the same principle relating to specialised NGOs will apply through PACT.</p>	<p>Before the start of resettlement activities of each sub-project.</p> <p>During the entire project implementation period.</p> <p>Monthly reports on the results of the Complaints Management Mechanism set up by PACT.</p>	<p>Ministry of Infrastructure and Public Works through the CI (Coordinator, HSSS, M&E and GBV Expert)</p>
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ESS6: PRESERVATION OF BIODIVERSITY AND SUSTAINABLE MANAGEMENT OF BIOLOGICAL NATURAL RESOURCES

<p>21</p>	<p>RISKS AND EFFECTS ON BIODIVERSITY</p> <p>Consistent with ESS6, the ESMF and site-specific environmental and social instruments (including ESIA and ESMPs) shall spell out requirements for assessment and mitigation measures to ensure that Project activities do not alter or cause the destruction of critical and/or natural habitats.</p> <p>Ensure that all ESIAs/ESMPs identify, assess and propose mitigation measures to manage any risks and impacts on biodiversity, proportionate to the level of the identified risk, consistent with ESS6.</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 shall not be eligible for financing under the Project. With the aims of achieving net gains and no significant degradation or conversion of critical habitats, including those habitats within the Virunga National Park, a standalone Biodiversity Management Plan (BMP) shall be prepared for the project assessing and identifying mitigation measures regarding any works susceptible of causing significant adverse impacts, either direct or indirect, on biodiversity in a manner acceptable to the Association. Such BMP shall be participatory, including input from the authorities responsible for managing the Virunga National Park and prepared to fully reflect the mitigation hierarchy, indirect impacts, long term biodiversity monitoring and evaluation program, with capacity building plan, additional conservations actions and/or programs designed to promote and enhance the conservation aims and effective management of the Virunga National Park and budget estimates committed. The BMP shall assess and identify mitigation measures regarding indirect impact to biodiversity from potential in-migration/induced settlement and the assessment of ecosystem services. The Recipient shall implement those mitigation measures throughout Project implementation.</p> <p>Contractors shall be required to develop and implement site-specific OHS and emergency procedures for managing wildlife within project sites. In addition, they shall be required to develop and implement as part of their C-ESMP a site-specific Biodiversity Management Plan through the project life cycle.</p>	<p>ESMF and ESIAs/ESMPs shall be developed and implemented on timeframes specified in 2.1., 2.2., 2.3., 2.4., 2.11. and 3.</p> <p>The draft BMP shall be consulted upon and finalized by the Recipient, and approved by the Association by the Effective Date, and the results and recommended measures incorporated in the relevant ESIAs/ESMPs and contractor ESMPs</p> <p>C-ESMP to be prepared - at least 30 days prior to the start of the works. Approved plans are executed throughout the implementation of the Project.</p>	<p>Ministry of Infrastructure and Public Works through the CI</p>
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21.1	The section of the road crossing Virunga National Park is not eligible for Project financing.	Enforce this measure throughout the project implementation period	Ministry of Infrastructure and Public Works through the CI
21.2	Set up and finance the platform for participatory monitoring of potential indirect and cumulative impacts related to forest cover loss along the targeted road corridors.	within 90 days from the Effective Date and maintained throughout the implementation of the project	Ministry of Infrastructure and Public Works through the CI, MEED and the Congolese Institute of Nature Conservation (ICCN).
ESS7: HISTORICALLY DISADVANTAGED INDIGENOUS PEOPLES/TRADITIONAL LOCAL COMMUNITIES OF SUB-SAHARAN AFRICA			
22	INDIGENOUS PEOPLES' PLAN Prepare, adopt and implement Indigenous Peoples Plans (IPPs) consistent with the requirements of the Indigenous Peoples Planning Framework that has been developed for the Project and the provisions of ESS7, in a manner acceptable to the Association.	Before the start of any activity requiring the development of an IPP. The approved IPP shall be applied throughout the implementation of the Project.	Ministry of Infrastructure and Public Works through the CI
23	GRIEVANCE REDRESS MECHANISM Develop, adopt and implement the modalities of the Indigenous Peoples' Complaints Management Mechanism, pursuant to the Indigenous Peoples' Planning Framework, and describe these modalities in detail in the respective IPPs (where this mechanism is distinct from the Complaints Management Mechanism defined under ESS10). This mechanism shall be able to handle SEA/SH complaints in a safe, ethical and confidential manner, following a survivor-centered approach.	Throughout the duration of the Project	Ministry of Infrastructure and Public Works through the CI
ESS8: CULTURAL HERITAGE			
24	CHANCE FINDS: Prepare, adopt and implement the chance finds procedure consistent with ESS8. The chance finds chance shall be incorporated into the ESMF, which was prepared for the Project in accordance with national legislation, guidelines from the Ministry of Arts and Culture and ESS 8. Chance finds procedures shall be included in all works contracts, even in cases where the probability is very low. ESS8 due diligence shall be part of the ESIA's and ESMPs for subprojects. Subprojects with significant risks and/or adverse impacts on sensitive cultural receptors shall be excluded from receiving financing	ESMF and ESIA's/ESMPs shall be developed and implemented on timeframes specified in 2.1., 2.2., 2.3., 2.11., 2.4., and 3.	Ministry of Infrastructure and Public Works through the CI

ESS9: FINANCIAL INTERMEDIARIES

25	Not relevant under the Project		
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ESS10: STAKEHOLDER MOBILISATION AND INFORMATION

26	<p>PREPARATION AND IMPLEMENTATION OF THE STAKEHOLDER ENGAGEMENT PLAN</p> <p>Prepare, consult, adopt and disclose a Stakeholder Engagement Plan (SEP), which shall (i) establish a systematic approach to stakeholder engagement that will allow for the proper identification of stakeholders and the establishment and maintenance of a constructive relationship with them, particularly those affected by the project; (ii) assess the level of interest and buy-in of stakeholders and allow for their views to be taken into account in the design of the project and its environmental and social performance (iii) Encourage the effective engagement of all project-affected parties throughout the life of the project on issues that could potentially affect them and provide the means to do so; (iv) Ensure that stakeholders receive timely, understandable, accessible and appropriate information on the environmental and social risks and impacts of the project; and (v) Provide a means for project-affected parties to easily raise concerns and complaints and for implementing agencies to respond to and manage them.</p> <p>–The SEP may be amended and updated (and redisclosed) as necessary during the implementation of the Project.</p>	<p>The SEP has been prepared, consulted, approved by the Association and the Recipient, and disclosed on March 30, 2022 and thereafter implemented throughout Project implementation.</p>	<p>Ministry of Infrastructure and Public Works through the CI</p>
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26.1	<p>PROJECT-LEVEL GRIEVANCE REDRESS MECHANISM Consistent with ESS10, develop, adopt, implement and maintain a grievance redress mechanism as described in the SEP.</p> <p>Develop and implement a Grievance Redress Mechanism for the entire Project, including independent GRM procedures to address the safe and confidential management and referral of SEA/SH complaints to quality services using a survivor-centered approach.</p> <p>The project shall develop and implement a communication plan for the Grievance Redress Mechanism before and during the implementation to ensure that indigenous peoples and potentially affected communities are aware of the existence and implemented GRM in the areas of project and the modalities for submitting complaints.</p>	<p>Operationalize GRM before the start of the Project activities.</p> <p>During the whole project implementation period</p>	<p>Ministry of Infrastructure and Public Works through the CI (Coordinator, SMSS, SMSE and GBV Expert)</p>
CAPACITY BUILDING (TRAINING)			
SPECIFIC TRAINING TO BE PROVIDED		TIMEFRAME	RESPONSIBLE ENTITY
<p>Specific capacity needs assessment of the key stakeholders including contractors, supervision engineers, and other provincial authorities, shall be streamlined, and capacity building plans prepared satisfactory to the Association. It shall include capacity building in forest preservation and natural resources management.</p>		<p>Additional capacity needs assessment of stakeholders for managing E&S risks and impacts, including the risks related to SEA/SH, shall be conducted, and capacity building plans developed no later than 03 months after the Effective Date.</p>	<p>Ministry of Infrastructure and Public Works through the CI MEDD and ICCN Virunga Park</p>
<p>The following training basic modules shall be required for CI staff, contractors, subcontractors, primary suppliers, MEDD, ICCN, ACE, community leaders, GRM committee, etc.</p>			
27	<ul style="list-style-type: none"> - ESF training: ESS1, ESS2, ESS3, ESS4, ESS5, ESS6, ESS7, ESS8, ESS9, ESS10. ES: - stakeholder mapping and engagement specific aspects of environmental and social assessment - emergency preparedness and response - Content of the Environmental and Social Commitment Plan (ESCP); - Content of the Stakeholder Mobilisation Plan 	<p>1st Quarter of the 1st year</p>	<p>Ministry of Infrastructure and Public Works (CI)/ MEDD and ICCN</p>

27.1	<p>Environmental and social management module, design and implementation of the module by integrating at least the following aspects:</p> <ul style="list-style-type: none"> • Selection process and environmental and social classification of sub-projects according to the requirements of the Environmental and Social Framework (ESF); • World Bank Good Practice Note addressing SEA/SH in Investment Project Financing involving Major Civil Works, including SEA/SH-related risks and consequences and relevant risk mitigation measures to be implemented under the SEA/SH Action Plan • Good knowledge of the procedures for organising and conducting ESIA's; • Environmental policies, procedures and legislation in DRC; • Knowledge of the process of monitoring the implementation of ESIA's and RAPS; • Knowledge of the Environmental and Social Management Plan (ESMP) of the site. 	1st Quarter of Year 1	Ministry of Infrastructure and Public Works through the CI
27.2	<p>Occupational Health and Safety Module:</p> <ul style="list-style-type: none"> • Personal Protective Equipment (PPE); • Risk management in the workplace; • Prevention of accidents at work; • Health and safety rules; • Handling of fire extinguishers for firefighting; • Hazardous waste management (solid and liquid); • Emergency preparedness and response; • Prevention of the risks of spreading STIs and HIV/AIDS. <p>Community health and safety</p> <ul style="list-style-type: none"> • Sensitization on environmental protection and road safety • Management of UXO risks 	1st to 5th year	Ministry of Infrastructure and Public Works through the CI

27.3	<p>Employment and working conditions module:</p> <ul style="list-style-type: none"> • Terms and conditions of employment in accordance with the national labour legislation of the DRC; • Codes of Conduct (CoC) for suppliers/suppliers and subcontractors, including provisions related to SEA/SH; • Internal regulations of suppliers/suppliers; • Labour code; • International Labour Organisation (ILO); • Workers' organisations; • Rules on child labour and minimum age of employment for children. 	From 1st to 5th year (Throughout the implementation of the projects)	Ministry of Infrastructure and Public Works through the CI
27.4	<p>Grievance redress mechanism module, design and implementation of the module by integrating at least the following aspects, which shall likewise include relevant information on managing and resolving SEA/SH complaints:</p> <ul style="list-style-type: none"> • Registration and handling procedure (including complaints related to SEA/SH); • Complaint resolution procedure; • Documentation and handling of complaints; • Use of the procedure by various stakeholders; • Data collection tools/forms (including those specific to SEA/SH complaint management). 	From 1st to 5th year (Throughout the implementation of the projects)	Ministry of Infrastructure and Public Works through the CI
27.5	<p>Hazardous and Biomedical Waste Management Module:</p> <ul style="list-style-type: none"> • Information on risks and health and safety advice, see the World Bank Group's Environmental Health and Safety Guidelines for the Management of Health Care Facilities, and international good practice in this area • Basic knowledge of waste handling and risk management procedures • Wearing of personal protective and safety equipment • Information on the waste separation process • Safe procedures for managing landfill waste • Emergency and rescue measures 	From 1st to 5th year (Throughout the implementation of the projects)	Ministry of Infrastructure and Public Works through the CI

27.6	SEA/SH Risk Module: <ul style="list-style-type: none"> • Awareness raising, capacity building and measures to prevent and mitigate SEA/SH risks under project, including basic concepts around SEA/SH prevention, mitigation, and response; • Care for survivors of gender-based violence: • Coordination of SEA/SH activities to be implemented under the SEA/SH Action Plan and the GRM specific to management of SEA/SH complaints; • Themes, activities and target audiences will be defined in the project's SEA/SH Action Plan. 	Before the start of PACT activities and periodically from year 1 to year 5	Ministry of Infrastructure and Public Works through the CI
27.7	Introduction to risk and disaster management <ul style="list-style-type: none"> • Types of disasters • Disaster management • Disaster management plan preparation and contingency planning • Disaster risk reduction 	Before the start of PACT activities and periodically from year 1 to year 5	Ministry of Infrastructure and Public Works through the CI
27.8	Specific module to indigenous populations: <ul style="list-style-type: none"> • Health, hygiene and safety, including concerns related to SEA/SH risks within IP communities; • Personal protective equipment; • Risk management in the workplace; • Prevention of accidents at work; • Hygiene and safety rules; • Solid and liquid waste management. 	1st to 3rd year	Ministry of Infrastructure and Public Works through the CI
27.9	Managing IPs' complaints: <ul style="list-style-type: none"> • Types of mechanism, including procedures for the safe and confidential management of SEA/SH complaints using a survivor-centered approach; • Registration and handling procedure; • Level of handling, types of bodies and composition. 	1st to 3rd year	Ministry of Infrastructure and Public Works through the CI
30	Violence against indigenous peoples: <ul style="list-style-type: none"> • Legislation on GBV in DRC; • Care for survivors; • Complaints management, including for SEA/SH. 	1st to 3rd year	Ministry of Infrastructure and Public Works through the CI

31	Introduction to risk and disaster management: <ul style="list-style-type: none">• Types of disasters• Disaster management	1st to 3rd year	Ministry of Infrastructure and Public Works through the CI
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