

# Republic of Rwanda



Rwanda-Accelerating Sustainable and Clean Energy Access Transformation (ASCENT MPA – RWANDA) (P180575)

**Environmental and Social Commitment Plan (ESCP)**

**November 1, 2023**

## **ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN**

1. The Republic of Rwanda (the Recipient) is preparing the Rwanda – Accelerating Sustainable and Clean Energy Access Transformation (ASCENT MPA – RWANDA) (the Project) with the involvement of the Ministry of Infrastructure (MININFRA), Energy Development Corporation (-EDCL) and The Development Bank of Rwanda (BRD) 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 MININFRA and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and Recipient, Ministry of Finance and Economic Planning (MINECOFIN). The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Association, regular monitoring reports of the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanisms, incidents and accidents, capacity building programs conducted, and activities planned for the next reporting period.</p>	<p>Quarterly (every 3 months) after the Effective Date, and throughout the Project implementation.</p>	<p>EDCL, BRD</p>
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, significant adverse effect on the environment, such as pollution of the environment, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.</p> <p>Subsequently, at the Association’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Association immediately and no later than 24 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the Association within a timeframe acceptable to the Association.</p>	<p>EDCL, BRD</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
C	<p><b>CONTRACTORS’ MONTHLY REPORTS</b></p> <p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.</p>	Submit monthly contractor reports as annexes to the quarterly reports to be submitted under action A above upon request.	EDCL, BRD.
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>1. Expand the Single PIU in EDCL with qualified staff and resources for the management of Environmental Social Health and Safety (ESHS) risks and impacts of the Project. In addition to the existing 1 Senior Environmental and Social Safeguards Specialist, 1 Environmental Safeguards Specialist, 1 Social Safeguards Specialist and 1 Gender Specialist, recruit additional 2 Environmental Risk Management Specialists, 2 Social Risk Management Specialists and 1 Project Health and Safety Specialist.</p> <p>2. The Rwanda Development Bank (BRD) shall recruit or appoint a full time Environmental Risk Management Specialist and one Social Risk Management Specialist.</p>	<p>1. EDCL shall recruit or appoint full time the additional 5 staff for the Project before disbursement for of the specific components in the EDCL thereafter maintain these positions throughout Project implementation.</p> <p>2. BRD shall recruit or appoint the specified 2 full time staff before disbursement of components in the BRD and thereafter maintain these positions throughout Project implementation.</p>	EDCL, BRD.
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p>		

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>1. Adopt and implement an Environmental and Social Management Framework (ESMF). The ESMF should include screening forms to be used to screen all sub-projects to determine whether ESIAs, ESMPs, EHSP and other E&amp;S instruments must be prepared and implemented prior to sub-project implementation.</p> <p>2. Adopt and implement an Environmental and Social Impact Assessments (ESIAs), and corresponding Environmental and Social Management Plans (ESMPs), or other appropriate environmental and social risk management instruments (environment and social audit, occupational health and safety, etc.) required for the respective subproject activities, based on the assessment process, in accordance with the ESSs, the ESMF, the EHSGs and other relevant Good International Industry Practice (GIIP) in a manner acceptable to the Association.</p> <p>3. Project Operation Manual (POM): Include the E&amp;S requirements into the Project Implementation Manual. At the minimum, the Manual will describe:</p> <ul style="list-style-type: none"> <li>- The roles of Environment and Social (E&amp;S) specialists</li> <li>- The minimum E&amp;S clauses to be included in the Terms of Reference and tender documents.</li> <li>- Incorporation of E&amp;S indicators into Monitoring and Evaluation system</li> <li>- Audit requirement at completion and Completion timeline</li> </ul>	<p>1. The ESMF, for the Project has been prepared and will be disclosed prior to effective date and thereafter implement it throughout Project implementation.</p> <p>2. ESIAs/ESMPs: Prior to the launching of the bidding process for the respective subproject activities that require the adoption of such ESIAs/ESMPs, and after adoption, implement the ESIAs/ESMPs throughout Project implementation.</p> <p>3. POM by Effective Date and thereafter implement throughout project implementation.</p>	<p>EDCL, BRD</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>1.3 <b>MANAGEMENT OF CONTRACTORS</b></p> <p>Consistent with the Project’s ESMF implementation will involve other partners such as contractors and supervising firms. Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&amp;S instruments, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p> <p>To ensure coordination for successful implementation of the Project, the EDCL shall establish measures which include, but are not limited to:</p> <ul style="list-style-type: none"> <li>(i) Ascertain that implementing partners (contractors) have adequate human resource with knowledge and skills to perform their project tasks in accordance with their commitments.</li> <li>(ii) Ensure the contractor ESMP (C-ESMP) is costed, with sufficient budget to mitigate E&amp;S risks.</li> <li>(iii) Cause contractors to provide details on contractor’s oversight of environmental, social, health and safety (ESHS) performance.</li> <li>(iv) Cause contractors to prepare a GBV Action Plan as part of the C-ESMP before start of Civil works.</li> <li>(v) Ensure Workers’ Grievance Mechanisms (GM) are set up to adequately address GBV related issues.</li> <li>(vi) Cause implementing partners to apply the relevant aspects of the ESCP and the relevant management tools, including OHS, site rehabilitation and LMP, among others;</li> <li>(vii) Monitor the contractors and their associates’ compliance with the ESSs and this ESCP.</li> </ul>	<p>Integrate E&amp;S provisions as part of the preparation of procurement documents and respective contracts.</p> <p>Supervise contractors throughout Project implementation.</p>	<p>EDCL, BRD, consultants, contractors.</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> <li>(viii) Cause implementing partners to have equivalent arrangements with their subcontractors.</li> <li>(ix) Ensure implementing partners (contractors) have Environment and Social safeguards Staff.</li> <li>(x) Ensure that GBV Code of Conduct are included in service providers tender documents in accordance with national laws and the World Bank ESF Requirements.</li> </ul> <p>The Recipient will ensure that before all procurement processes begin, the ESIA/ESMP has been adopted; and involve the environmental and social management units in the review of terms of reference, request for proposal, bidding documents, and contracts to ensure compliance by contractors and subcontractors of this ESCP, ESMF, SEP, LMP, ESIA, ESMP and all Project management tools and Instruments listed in Section 1.3. above</p>		
<p>1.4 <b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies (e.g. Feasibility Study for Development of grid scale Solar PV with storage, feasibility for potential agriculture PV countrywide, Feasibility for floating PV systems etc.), capacity building, training, and any other technical assistance activities under the Project, including, inter alia, that E&amp;S risk management instruments are carried out in accordance with terms of reference acceptable to the Bank, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	<p>Throughout Project implementation.</p>	<p>EDCL, BRD</p>
<p><b>ESS 2: LABOR AND WORKING CONDITIONS</b></p>		

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p><b>2.1 LABOR MANAGEMENT PROCEDURES</b></p> <p>Adopt and implement Labour Management Procedures (LMP), consistent with national legislation and ESS2, for the Project including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p> <p>ToRs in line with the labour management procedures shall be included in all tender documents and contracts. The contracts shall include working conditions requirements consistent with national laws of labour, occupational, health and safety and ESS2, a worker’s code of conduct and a requirement for workers (including subcontractors) to be made aware of the same and be provided with written contracts. Child labor and forced labor (as defined in ESS2 and the National Labor Law) is prohibited in the Project.</p>	<p>Adopt the LMP prior to effective date and thereafter implement throughout project implementation.</p>	<p>EDCL, BRD</p>
<p><b>E2.2 GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2 and the Rwandan Labor laws. Workers’ GRM will establish a separate mechanism for reporting and managing SEA/SH related grievances that respect confidentiality and privacy of those that report cases.</p>	<p>Establish a grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project Implementation. The workers grievance committees will be elected before start of works.</p>	<p>EDCL, BRD.</p>



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.3	<p><b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b></p> <p>Adopt and implement site specific occupational, health and safety (OHS) measures specified in the ESMF and site specific ESMPs. Cause contractors to prepare OHS plans, as part of Contractor ESMPs (C-ESMPs), before their mobilization for approval by PIU.</p>	<p>Prior to implementation of the ESMPs and C-ESMPs. Maintain throughout Project implementation.</p>	EDCL, BRD.
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>WASTE MANAGEMENT PLAN</b></p> <p>As per the ESMF, subproject- specific ESS3 related requirements shall be established in subproject instruments. Adopt and implement a Waste Management Plan (WMP) to manage hazardous and nonhazardous wastes, consistent with ESS3 and the National E-wastes Management Policy. As per the ESMF, subproject- specific ESS3 related requirements shall be established in subproject instruments.</p> <p>Subprojects shall incorporate waste management measures required by the ESMF into subprojects Contractors’ CESMPs.</p>	<p>Adopt the WMP prior to any subproject commencement and implement throughout Project implementation.</p> <p>Adopt before subproject commencement (as part of Contractor’s Environment and Social management Plan(C-ESMP) and implement throughout the subproject implementation.</p>	EDCL, contractors, BRD.
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Consistent with the Project’s ESMF and ESS3, resource efficiency and pollution prevention and management measures shall be covered under the specific ESMPs to be prepared under action 1.2 above, comprising, among others, the following measures and actions:</p>	<p>Adopt and implement ESIA/ESMPs as per the timeframe under Action 1.2</p>	EDCL, BRD, Contractors, Supervisors.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> <li>- Feasible measures (financial and technical) for improving efficiency in consumption of energy, fuelwood and water, as well as other resources and material inputs.</li> <li>- The production, transportation, handling, storage, and use of hazardous materials for the entire cycle of the Project. All these measures shall be adopted and included in the site-specific Construction ESMPs (CESMPs) as required. Before approval, proposed clean cooking solutions for schools will be tested in partnership with Rwanda Standards Board.</li> </ul>	Adopt and implement as part of ESIA/ESMPs as per the timeframe under (Action 1.2)	
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>Appropriate measures shall be identified, and plans prepared and implemented to ensure road safety and minimize traffic accidents. These shall be part of the site-specific ESIA/ESMPs. Traffic management plans/ measures shall cover procedures to undertake pre-construction checks for any roads to be used for transport of construction- and access materials to ensure roads are suitable. Cause contractors to develop their own traffic management plans (based on the ESMP).</p>	Adopt and implement as part of ESIA/ESMPs Prior to the commencement of the subprojects as part of subprojects ESMP and implemented throughout the sub project implementation.	EDCL, BRD,
4.2	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <ul style="list-style-type: none"> <li>- Adopt in the relevant ESMPs appropriate measures to address the following risks and impacts as set out in the ESMF consistent with ESS4 :</li> <li>- - Transmissible diseases (e.g. HIV/AIDS) and communicable diseases (e.g. corona virus, influenza,)</li> <li>- Hazardous material and other harmful substances</li> </ul>	As per timelines under 1.2	EDCL, contractors and consultants.

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> <li>- Accidents and other emergencies (e.g., fire response or natural disaster)</li> <li>- Pollution</li> <li>- Abuse by project workers</li> <li>- Emergency management</li> <li>- Risk of Labor influx</li> <li>- Traffic</li> <li>- Gender based violence.</li> <li>- SEA/SH</li> </ul> <p>These measures shall include mechanisms to protect individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable, and ensure access to the development benefits resulting from the Project.</p> <p>Cause Contractors to develop their own traffic management plan, labour influx management plan, emergency management plan, hazardous material management plan, diseases prevention plan and diligent implementation will be supervised and monitored by the supervising firms, EDCL and BRD.</p>	<p>Adopt before subproject commencement (as part of Contractor’s Environment and Social management Plan (C-ESMP) and implement throughout the subproject implementation.</p>	
<p>4.3 <b>SEA AND SH RISKS</b></p> <p>According to the provisions of the ESMF, adopt and implement measures and actions to assess and manage the risks of gender-based violence (GBV), sexual exploitation and abuse (SEA) and sexually transmitted diseases. The ESMPs shall comprise comprehensive and culturally appropriate measures to address risks and impacts and to undertake appropriate sensitization, awareness rising and capacity building for local communities, including social institutions such as schools. The SEP and ESMP shall contain provisions for additional community-based monitoring and reporting.</p>	<p>As per timelines under 1.2</p>	<p>EDCL, BRD</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Cause contractors to develop their own management- and community liaison plans covering community health and safety (based on the ESMP), diligent implementation to be supervised and monitored by EDCL.		
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<b>RESETTLEMENT POLICY FRAMEWORK</b> Adopt and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5.	Adopt the RPF prior to effective date and thereafter implement throughout project implementation.	EDCL
5.2	<b>RESETTLEMENT PLANS</b> Adopt and implement site specific resettlement action plans (RAPs) or proportional resettlement action plans consistent with the requirements of the Resettlement Policy Framework (RPF). As part of the preparation of RAP, socio-economic surveys will be conducted to identify vulnerable groups among the PAPs, as per ESS5 in a manner acceptable to the EDCL, RDB, and the Association,	Adopt and implement the respective RAPs, including ensuring that before taking of land and related assets, full compensation has been provided and displaced people have been resettled and moving allowances have been provided.	EDCL
5.3			
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<b>BIODIVERSITY RISKS AND IMPACTS</b> According to the provisions of the ESMF, ESS6 measures shall be identified through the site specific ESAs and ESMPs to be prepared under action 1.2.  If required, adopt and implement as part of the ESMPs biodiversity protection measures, including as appropriate a stand-alone Biodiversity Management Plan, in accordance with ESS6 and the ESMF, and in a manner acceptable to the Association.	ESAs/ESMPs to be adopted as per timeframe under action 1.2.  Submit for the Bank's approval prior to initiation of activity that may affect biodiversity. Once approved, the plan shall be	EDCL, BRD, contractors.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		implemented throughout Project implementation.	
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<p><b>CULTURAL HERITAGE RISKS AND IMPACTS</b></p> <p>Consistent with the Project’s ESMF and ESS8, and GoR’s policies and legal frameworks, measures, and actions to address risks and impacts on cultural heritage will be identified and management measures included as part of site specific ESIA/ESMPs for subprojects (to be prepared under action 1.2 above), in a manner acceptable to the Association.</p>	Before commencement of sub project activities and throughout Project implementation	EDCL, consultants, CONTRACTORS, BRD
8.2	<p><b>CHANCE FINDS</b></p> <p>Consistent with the Project’s ESMF and ESS8, and GoR’s policies and legal frameworks, incorporate and implement chance finds procedure (integrated in the ESMF), in case valuable artefacts or culturally valuable materials are found, as part of site specific ESMPs for subprojects (to be prepared under action 1.2 above), in a manner acceptable to the Association. Such procedure (comprising actions to be taken in case of an unexpected cultural heritage discovery) shall be included in all contracts (which will be addressed in CESMPs by contractors) relating to the implementation of the Project.</p> <p>Ensure relevant workers are trained in the requirements of the procedure prior to ground disturbance.</p>	as per timeframe under action 1.2. and throughout Project implementation	EDCL, consultants, Contractors, BRD
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
9.1	<p><b>ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS)</b></p> <p>Develop, maintain, and implement an ESMS to identify, assess, manage, and monitor the environmental and social risks and impacts of subprojects implemented by BRD.</p>		BRD

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	The ESMS shall include, the ESMS will need to establish screening mechanisms to ensure that site-specific ESSs instruments (ESMPs/ ESIA/ RAP, as required) are prepared, implemented, and monitored, in a manner consistent with the ESF. Each ESMP will incorporate a solid waste management plan, a labor management plan, or an occupational health and safety plan as required. For E&S management positions/resources that are a part of the organizational structure will be assigned in accordance with the commitment to be reflected in the final ESCP	Adopt and implement BRD existing ESMS for the project by effective date and maintain throughout project implementation.	
9.2	<b>FI ORGANIZATIONAL CAPACITY</b> Establish and maintain an organizational capacity and competency for implementing the ESMS with clearly defined roles and responsibilities	Maintain the already existing ESMS and its resources at BRD and with specific update for or the Project.  The ESMS will be maintained throughout Project implementation.	BRD
9.3	<b>SENIOR MANAGEMENT REPRESENTATIVE</b> Designate a senior management representative to have overall accountability for environmental and social performance of BRD.	BRD will designate a Senior Manager Representative by the Effective Date.	BRD
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b> Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner,	Adopt the disclosed SEP by implement throughout project implementation.	EDCL, BRD

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>which is free of manipulation, interference, coercion, discrimination and intimidation.</p>		
<p>10.2 <b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Establish, publicize, maintain and operate an accessible project GRM. The grievance mechanism will ensure reception and timely response to any complaints made about the Project (including those from members of the communities, local businesses, and other stakeholders) and will be the basis for developing appropriate mitigation strategies.</p> <p>The grievance redress mechanism will include the following elements:</p> <ul style="list-style-type: none"> <li>- Modalities by which stakeholders can submit their complaints, including, but not limited to, submissions in person, by phone, text message, letters or e-mail.</li> <li>- A log where complaints are registered in writing, maintained as a database;</li> <li>- Publicly advertised service standards outlining the length of time stakeholders can expect to wait for acknowledgement, response and resolution of their complaints;</li> <li>- Transparency about the grievance procedure, governing structure and decision makers;</li> <li>- An option for moving to mediation in cases where complainants are not satisfied with the proposed resolution and as appropriate;</li> <li>- An appeal process (including the national judiciary) to which unsatisfied complainants may be referred when an agreed resolution by other means has not been reached.</li> <li>- A mechanism to receive and handle SEA/SH complaints in accordance the requirements of law as well as ESS2.</li> </ul> <p>The Project’s Grievance Mechanism to cover special provisions for victims of GBV as appropriate. Workers Code of Conduct to comprehensively</p>	<p>Establish prior to commencement of project activities. It will be operationalized and maintained throughout project implementation.</p>	<p>EDCL, BRD</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>cover the areas of GBV, SEA and STD, including relevant disciplinary measures, penalties and provisions for prosecution.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential manner.</p>		
CAPACITY SUPPORT			
CS1	<p>The following types of training shall be provided to the relevant target groups, such as PIU staff, stakeholder community, grievance redress committees, project workers, consultants, contractors, sub-contractors:</p> <ul style="list-style-type: none"> <li>- Orientation training to staff of REG-EDCL/EAQIP, PIU and BRD on the World Bank ESF and its implementation modality (screening, scoping etc.)</li> <li>- Capacitating the district authorities for resettlement activities</li> <li>- Labor Management Plan and related procedures,</li> <li>- Cultural heritage management</li> <li>- Traffic and road safety,</li> <li>- Management of environmental and social safeguards during project implementation</li> <li>- training on environmental health, safety, SEA/SH and GBV before working in schools and communities.</li> </ul>	<p>Planning for capacity building training at the start (during the first year) of the Project. This plan will be updated annually based on the need assessment findings and annual plan collected from the Project implementing institutions. Throughout Project preparation and implementation.</p>	EDCL, BRD.



MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> <li>- Gender-Based Violence (GBV) and Sexual Exploitation and Abuse (SEA)</li> <li>- Grievance redress mechanism and reporting</li> <li>- Occupational Health and Safety, community health and safety, (including emergency prevention, preparedness, and response arrangements),</li> <li>- Waste management</li> <li>- Environmental and Social Impacts Assessment of the Projects (ESIA) and RAP</li> <li>- Climate change, environmental pollution control, and Social Risk management</li> <li>- Environmental and Social Audit for Projects</li> </ul>		
<p>CS2</p> <ul style="list-style-type: none"> <li>- The PCU and PIU shall develop and implement training and awareness for Project workers and the community on occupational health and safety including on emergency prevention and preparedness, as well as on consultation and capacity building of local communities regarding GBV, SEA/SH and STD.</li> </ul>	<p>Prior to commencing implementation and in regular basis throughout the Project Implementation.</p>	<p>EDCL safeguards team, contractors, supervisor, BRD.</p>