

THE REPUBLIC OF FIJI
Fiji Tourism Development Program in Vanua
Levu – Phase I (P178694)

ENVIRONMENTAL AND SOCIAL
COMMITMENT PLAN (ESCP)

Version: Appraisal
31st March, 2023

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Fiji (the Recipient) will implement Phase I of the Fiji Tourism Development Program in Vanua Levu or 'Na Vualiku' (the Project), with the involvement of the Ministry of Tourism and Civil Aviation (MTCA) as the lead Implementing Agency, as set out in the Financing Agreement. The International Development Association (the Association) has agreed to provide financing (P178694) for the Project, as set out in the referred agreement(s).
2. The Recipient shall ensure that the Project is carried out in accordance with the World Bank (WB) 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(s).
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the WB 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 shall 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 and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>The Recipient shall prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S instruments required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s), and any other ESHS plans prepared for Project activities.</p>	Submit quarterly reports to the Association throughout Project implementation, commencing three months after the Effective Date. Submit each report to the Association no later than 10 days after the end of each reporting period.	MTCA-PMU
B	<p>INCIDENTS AND ACCIDENTS</p> <p>The Recipient shall promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.</p> <p>Subsequently, at the Association’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Association no later than 48 hours after learning of the incident or accident, and 24 hours for any fatalities or incidents related to SEA/SH.</p> <p>Provide subsequent report to the Association within a timeframe acceptable to the Association</p>	MTCA-PMU
C	<p>CONTRACTORS’ MONTHLY REPORTS</p> <p>The Recipient shall 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 the monthly reports to the Association as annexes to the reports to be submitted under action A above.	MTCA-PMU
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>The Recipient shall establish and maintain a central PMU in the MTCA with qualified staff and resources to support management of ESHS risks and impacts of the Project including an environment and social (E&S) Specialist, an environmental officer, and a social officer with experience in managing gender issues such as SEA/SH and GBV. The Recipient may engage additional E&S specialists, for example a waste, biodiversity or SEA/SH specialist, from time to time and as required.</p>	Establish the PMU no later than 30 days after the Effective Date and before the carrying out of the relevant Project activities and thereafter maintain these positions throughout Project implementation.	MTCA

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>The Project has three other Implementing Agencies (IAs) including Fiji Roads Authority (FRA), Fiji Airports, and Savusavu Town Council. Each subcomponent IA shall establish a Project Implementation Unit (PIU) and shall formally appoint or identify an E&S focal person (or a team) to be responsible for implementing the activity level E&S risk management procedures and mitigation measures before the carrying out of the relevant Project activities and thereafter maintain these positions throughout Project implementation. The MTCA PMU E&S Specialist and Officers shall undertake E&S screening and assessment of MTCA, Fiji Airports, and Savusavu Town Council led activities, including downstream and cumulative impacts associated with TA activities. FRA will retain E&S risk management, with support provided by the E&S specialists in the MTCA PMU.</p>	<p>Subcomponent IAs shall appoint or identify an E&S focal person (or a team) with their own PIU before the carrying out of the relevant Project activities and thereafter maintain these positions throughout Project implementation.</p>	<p>FRA, Fiji Airports, Savusavu Town Council</p>
<p>1.2 ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <p>1. The Recipient shall adopt and implement the Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant WB ESSs. The Recipient shall use the screening process included in the ESMF to screen for E&S risks and impacts prior to commencement of specific project activities. Additional plans and E&S inputs shall be developed, consulted on, disclosed and implemented during project implementation as determined through the E&S screening process, and prior to commencement of the bidding process for any physical works. Examples might include environmental and social impact assessments (ESIAs), environmental and social management plans (ESMPs), land acquisition and resettlement action plans (LARPs), stakeholder engagement plans (SEPs), Biodiversity Management Plans (BMPs), Cultural Heritage Management Plans (CHMPs) and the inclusion of E&S risk analysis in feasibility studies. The Recipient shall review the E&S screening process after six months of project effectiveness to ensure that the process is appropriate.</p> <p>Submit any plans for no-objection by the Association prior to finalization to ensure consistency with the WB Environment and Social Framework (ESF) and relevant Fiji legal and GIIP requirements.</p>	<p>1. Disclose the draft ESMF prior to appraisal. Finalize and disclose the final ESMF within 30 days of project effectiveness and thereafter implement the ESMF throughout Project implementation. MTCA PMU to review the E&S screening process after six months of project effectiveness. Plans to be developed, adopted, and disclosed prior to commencement of the bidding process for any physical works. Submit any plans to the Association for no-objection as they are developed during project implementation.</p> <p>2. Engage a consultancy to develop the SESA within 30 days of project effectiveness. Draft SESA completed prior to commencement of TMP development. SESA finalized after final TMP developed.</p>	<p>1. MTCA-PMU, FRA PIU</p> <p>2. MTCA-PMU</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>2. The Recipient shall engage an experienced consultancy to systematically carry out a Strategic Environmental and Social Assessment (SESA) to examine the risks and impacts associated with the implementation of the Tourism Master Plan (TMP). The SESA shall be completed in two stages: draft SESA and final SESA. Stage I (draft SESA) shall be completed prior to commencement of the TMP bidding process to ensure that E&S risks, impacts and opportunities are fully considered in the TMP development. The SESA shall be finalized after TMP development. 'No regrets' physical investments that require application of an ESCOP or development of an ESMP only (as per the ESMF screening procedures) will be permitted following approval of those instruments by the Bank, prior to approval of the Draft SESA but and only after the PIU has been staffed. Technical studies and design works may also commence for the Savusavu dumpsite rehabilitation and landfill/transfer station. Physical investments that require an ESIA will not be permitted until the draft SESA has been approved by the Bank.</p>		
<p>1.3 EXCLUSION LIST The following type of activities shall not be eligible for financing under the Project*: Activities of any type classifiable as “High” risk pursuant to the WB’s Environment and Social Standard 1 (ESS1) of the ESF. The following activities are illustrative examples of “High” risk activities:</p> <ul style="list-style-type: none"> • Activities that may cause long term, permanent and/or irreversible adverse impacts (e.g., resulting in significant adverse residual impacts to natural or critical habitat); • Activities that may cause significant adverse cumulative impacts; • Activities that have high probability of causing serious adverse effects to human health and/or the environment; • Activities that may have significant adverse social impacts and/or may give rise to significant social conflict; • Activities that are considered by the Association (a) to have potential to cause significant loss or degradation of high value biodiversity habitats whether directly or indirectly or those that could adversely affect forest and forest health; (b) that could significantly affect sites with archaeological, paleontological, historical, religious, or unique natural values; and (c) that will result in significant adverse impacts on relocation of households, loss of assets or access to assets that leads to loss of income sources or other means of livelihoods, and interference with households’ use of land and livelihoods; and 	<p>Throughout Project implementation</p>	<p>MTCA-PMU, FRA PIU</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> Use of goods and equipment as considered by the Association to meet the following conditions: (a) lands abandoned due to social tension/conflict, or the ownership of the land is disputed or cannot be ascertained; (b) to demolish or remove assets, unless the ownership of the assets can be ascertained, and the owners are consulted; (c) involving forced/conscripted labour, child labour (under the age of 18), or other harmful or exploitative forms of labour; (d) activities that would affect indigenous peoples, unless due consultation and broad support has been documented and confirmed prior to the commencement of the activities; and/or other paramilitary purposes. <p>*Includes potential ‘downstream’ impacts of technical assistance activities.</p>		
<p>1.4 MANAGEMENT OF CONTRACTORS</p> <p>The Recipient shall incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, the Labour Management Procedures (LMP), 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>The Recipient shall cause all contractors and subcontractors to prepare, adopt and implement a contractor Environmental and Social Management Plan (C-ESMP) or contractor Environmental and Social Code of Practice (C-ESCOP) as defined through the screening process set out in the ESMF.</p>	<p>As part of the preparation of procurement documents and respective contracts, before the carrying out of the relevant Project activities, and thereafter throughout the carrying out of such activities.</p> <p>During implementation, before the carrying out of the relevant Project activities.</p>	<p>MTCA-PMU, FRA PIU</p>
<p>1.5 TECHNICAL ASSISTANCE</p> <p>The Recipient shall screen TA activities to ensure that they will not support negative downstream and cumulative impacts included in the exclusion list and reflect key E&S aspects and risks and mitigation measures including WB ESF and relevant Fiji legal and GIIP requirements in consultancy terms of reference (TORs) for consultancies, studies, capacity building, training, and any other technical assistance activities under the Project. The Recipient shall review TA outputs to ensure consistency with WB ESF and relevant Fiji legal and GIIP requirements.</p> <p>Submit any consultancy TORs and outputs for no-objection by the Association prior to finalization to ensure consistency with WB ESF and relevant Fiji legal and GIIP requirements.</p>	<p>TA activities are carried out consistent with the WB ESSs, Fiji law and GIIP throughout Project implementation.</p> <p>Submit any consultancy TORs and outputs to the Association for no-objection during project implementation, as they are developed.</p>	<p>MTCA-PMU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.6	<p>CONTINGENT EMERGENCY RESPONSE FINANCING</p> <p>a) The Recipient shall ensure that the CERC Manual includes a description of the ESHS assessment and management arrangements. A CERC-ESMF Addendum shall be included or referred to in the CERC Manual for the implementation of CERC, in accordance with the WB ESSs.</p> <p>b) The Recipient shall adopt any E&S instruments which may be required for activities under the CERC of the Project, in accordance with the CERC Manual and, if applicable, CERC-ESMF and the WB ESSs, and thereafter implement the measures and actions required under said E&S instruments, within the timeframes specified in said E&S instruments.</p>	<p>a) The adoption of the CERC manual within 90 days of project effectiveness in form and substance acceptable to the Association is a withdrawal condition under Section D of Schedule 2 of the legal agreement for the Project.</p> <p>b) Submit the respective E&S instrument for the Association’s prior review prior and approval 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>	MTCA PMU
ESS 2: LABOUR AND WORKING CONDITIONS			
2.1	<p>LABOUR MANAGEMENT PROCEDURES</p> <p>The Recipient shall adopt and implement the LMP for the Project, including provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including provisions relating to Gender Based Violence (GBV), Sexual Exploitation, Abuse and Sexual Harassment (SEA/SH), and sexually transmitted infections (STIs)), forced labour, a mandated age verification procedure for all workers, grievance arrangements for Project workers, a COVID-19 safety protocol, incident reporting, and applicable requirements for contractors, subcontractors, and supervising firms.</p>	<p>Disclose the draft LMP prior to appraisal. Finalize the LMP and disclose the final LMP within 30 days of Project effectiveness and thereafter implement the LMP throughout Project implementation.</p> <p>All measures specified in this action 2.1 shall be implemented throughout the Project implementation period.</p>	MTCA-PMU, FRA PIU
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>The Recipient shall establish and monitor a grievance mechanism (GM) for PMU Project workers to receive and resolve issues related to labour and working conditions. The Project Worker GM shall be capable of receiving complaints of a sensitive nature,</p>	<p>Establish the Project Worker GM for PMU hired workers within 60 days after the Effective Date and monitor the Project Worker GM throughout Project Implementation.</p>	MTCA-PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>including with respect to GBV and SEA/SH as described in the LMP and consistent with ESS2.</p> <p>The MTCA will also require their contractors under the Project to develop and implement their respective worker GM (WGM) for contracted workers before the start of civil works and prior to engaging contracted workers.</p>	<p>Require contractors to develop and implement WGM prior to engaging contracted workers and start of civil works.</p>	
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>The Recipient shall adopt and implement an ESMF which shall include measures to screen for and manage solid and liquid wastes and other types of hazardous and non-hazardous wastes associated with proposed Project activities.</p>	<p>Disclose the draft ESMF prior to appraisal. Finalize and disclose the final ESMF within 30 days of project effectiveness and thereafter implement the ESMF throughout Project implementation.</p>	<p>MTCA-PMU, FRA PIU</p>
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>COMMUNITY HEALTH AND SAFETY</p> <p>The Recipient shall use the ESMF to screen, assess and manage specific risks and impacts to the community consistent with ESS4 arising from Project activities, including, inter alia, increases in GBV, SEA/SH and safety risks, the potential for labour influx and worker spread of STIs, HIV/AIDS, Covid-19 and other infectious diseases and viruses, GBV and SEA/SH incidents perpetrated between project workers or by workers toward community members, the potential use of security personnel, and/or lack of universal access in infrastructure design.</p>	<p>Disclose the draft ESMF prior to appraisal. Finalize and disclose the final ESMF within 30 days of project effectiveness and thereafter implement the ESMF throughout Project implementation.</p>	<p>MTCA-PMU, FRA PIU</p>
4.2	<p>SEA AND SH RISKS</p> <p>The Recipient shall prepare, disclose, and adopt a separate SEA/SH Assessment and Action Plan to assess and manage the risks of SEA and SH prior to starting any activities which requires SEA/SH risk management as defined through the E&S screening process.</p> <p>Submit the developed SEA/SH Action Plan to the Association to provide no objection prior to finalization to ensure consistency with WB ESF and relevant Fiji legal and GIIP requirements.</p>	<p>Prepare, disclose, and adopt the SEA/SH Action Plan prior to starting any activities which require SEA/SH risk management, and thereafter implement the SEA/SH Action Plan throughout Project implementation.</p> <p>Submit the SEA/SH Action Plan to the Association for no-objection, prior to start any activities that require SEA/SH risk management.</p>	<p>MTCA-PMU, FRA PIU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT FRAMEWORK</p> <p>The Recipient shall adopt and implement the Project in accordance with the Land Acquisition and Resettlement Framework (LARF) prepared for the Project, consistent with ESS5. The Recipient shall use the LARF to guide screening, assessment, resettlement plan development and compensation for land acquisition and leasing (including involuntary land acquisition/restrictions/resettlement, and the process for guiding negotiated settlements and voluntary donation), impact assessment, mitigation and compensation for temporary or permanent physical and economic displacement to titled and non-title holders.</p>	<p>Disclose the draft LARF prior to appraisal. Finalize and disclose the final LARF within 30 days of project effectiveness and thereafter implement the Project in accordance with the LARF and its subsequent Land Acquisition and Resettlement Plan(s) (LARP) throughout Project implementation.</p>	<p>MTCA-PMU, FRA PIU</p>
5.2	<p>RESETTLEMENT PLANS</p> <p>The MCA shall prepare, disclose, and adopt a land acquisition and resettlement plan (LARP) for each activity under the Project for which the LARF requires such LARP, as set out in the LARF, and consistent with ESS5.</p> <p>Submit any LARP developed to the Association to provide a ‘No Objection’ prior to finalization to ensure consistency with WB ESF and relevant Fiji legal and GIIP requirements.</p>	<p>Prepare, disclose and adopt the LARP, and once adopted, implement the respective LARP, including ensuring that before taking possession of the land and related assets, full compensation and allowances provided.</p> <p>Submit any LARP to the Association to review and approve during project implementation, and prior to start of any activity for which a LARP is required.</p>	<p>MTCA-PMU, FRA PIU</p>
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>The Recipient shall adopt and implement an E&S screening procedure as part of the ESMF consistent with ESS6. The included E&S screening procedure shall dictate the exclusion of activities that may impact critical natural or high value biodiversity habitats and require the implementation of biodiversity management measures such completion of a Biodiversity Management Plan (BMP) (if applicable) for sub-component activities.</p> <p>Submit any BMP developed for no objection by the Association prior to finalization to ensure consistency with WB ESF and relevant Fiji legal and GIIP requirements.</p>	<p>Disclose the draft ESMF prior to appraisal. Finalize and disclose the final ESMF within 30 days of project effectiveness and thereafter implement the ESMF throughout Project implementation.</p>	<p>MTCA-PMU, FRA PIU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		Where applicable, prepare and submit any BMP developed to the Association for review and no objection. Adopt and disclose any BMP developed prior to start any activity which requires such plan, and thereafter implement the BMP throughout Project implementation.	
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
	Not relevant		
ESS 8: CULTURAL HERITAGE			
8.1	<p>CULTURAL HERITAGE RISKS AND IMPACTS</p> <p>The Recipient shall adopt and implement an E&S screening procedure as part of the ESMF consistent with ESS8. The included E&S screening procedure shall dictate the exclusion of activities that may significantly affect sites with archaeological, paleontological, historical, religious, or unique natural values and require the development of management measures such as the completion of a Cultural Heritage Management Plan (CHMP) (if applicable) for sub-component activities.</p> <p>Submit any CHMP for no-objection by the Association -prior to finalization to ensure consistency with WB ESF and relevant Fiji legal and GIIP requirements.</p>	<p>Disclose the draft ESMF prior to appraisal. Finalize and disclose the final ESMF within 30 days of project effectiveness and thereafter implement the ESMF, and any subsequent CHMP(s), throughout Project implementation.</p> <p>Where applicable, prepare and submit any CHMP developed to -the Association for review and no objection. Adopt and disclose any CHMP developed prior to start any activity which requires such plan, and thereafter implement the CHMP throughout Project implementation.</p>	MTCA-PMU, FRA PIU
8.2	<p>CHANCE FINDS</p> <p>The Recipient shall implement the chance finds procedures as per the ESMF of the Project.</p>	Disclose the draft ESMF prior to appraisal. Finalize and disclose the final ESMF within 30 days of project effectiveness and thereafter implement the ESMF throughout Project implementation.	MTCA-PMU, FRA PIU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
ESS 9: FINANCIAL INTERMEDIARIES		
Not relevant		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE		
<p>10.1 STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>The Recipient has prepared a SEF for the Project, consistent with ESS10, which includes measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation The SEF provides guidance for detailed sub-component SEPs to be prepared, disclosed and adopted during the implementation phase of the project. The Recipient shall prepare SEPs for sub-components during implementation and prior to the implementation of activities.</p> <p>The Recipient shall submit any sub-component SEP developed to the Association for no objection prior to finalization to ensure consistency with WB ESF and relevant Fiji legal and GIIP requirements.</p>	<p>Disclose the draft SEF prior to appraisal. Finalize the SEF and disclose the final SEF within 30 days of Project effectiveness and thereafter implement the SEF throughout Project implementation.</p> <p>Prepare SEPs for sub-components during implementation, prior to the implementation of the activities for which a SEP is required.</p> <p>Submit any sub-component SEP to the Association for review and no-objection. Adopt and disclose any SEP developed and thereafter implement the SEP throughout Project implementation.</p>	MTCA-PMU, FRA PIU
<p>10.2 PROJECT GRIEVANCE MECHANISM</p> <p>The Recipient shall establish, publicize, maintain, and operate an accessible GM, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10. The GM shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant GBV service providers, all in a safe, confidential, and survivor-centred manner.</p> <p>The prepared SEF includes grievance lodgement tools, and investigation and feedback processes. The SEF outlines how the GM shall respond to incidents relating to SEA/SH perpetrated by project workers against other project workers or members of the public as part of infrastructure investments envisaged under component 2.</p>	<p>Establish the GM no later than 60 days after the Effective Date, and thereafter operate and maintain the mechanism throughout Project implementation.</p>	MTCA-PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
CAPACITY SUPPORT			
CS1	<p>The Recipient shall ensure that staff, stakeholders, communities, and Project workers are trained on:</p> <ul style="list-style-type: none"> • The project’s GM, including the processes for handling sensitive complaints such as SEA/SH incidents • Sub-component activity environmental and social screening processes • SEP and good practices related to engaging stakeholders in an ethical and responsive way • LMP including the project worker GM • LARF and activity specific LARPs • Biodiversity management including BMPs • Cultural Heritage including CHMPs • Occupational health and safety • Community health and safety • SEA/SH risk management including the SEA/SH Action Plan and GM • Documentation, monitoring, and reporting • Other (to be determined according to needs) <p>The Recipient shall undertake training needs assessments (TNAs) during project implementation and develop and maintain capacity building/training plan(s) based on the TNA(s) and relevant to the E&S requirements of the Project.</p>	Six months after Effectiveness Date and thereafter during project implementation.	MTCA-PMU
CS2	<p>Implementing partners and project workers to receive training on:</p> <ul style="list-style-type: none"> • Stakeholder mapping and engagement • Environmental and social screening • Environment and social risk and impact management • SEA/SH risk management including the SEA/SH Action Plan and GM • LMP and project worker GM • Activity specific BMPs • Activity specific CHMPs • LARF and activity specific LARPs • Training for Project workers on occupational health and safety including on emergency prevention and preparedness and response arrangements to emergency situations, including Occupational Health and Safety, Community Health and Safety (i.e., including traffic and road safety, mitigation measures 	Six months after Effectiveness Date and thereafter during project implementation.	MTCA-PMU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>related to communicable diseases), COVID-19 mitigation; Codes of Conduct, Emergency preparedness and response, SEA/SH risks, reporting requirements.</p> <p>The Recipient shall undertake training needs assessments (TNAs) during project implementation and develop and maintain capacity building/training plan(s) based on the TNA(s) and relevant to the E&S requirements of the Project.</p>		