

REPUBLIC OF COTE D'IVOIRE



MINISTRY OF HYDRAULICS, SANITATION AND HYGIENE

Water Security and Sanitation Support Project (P177118)

**under Phase 1 of the Côte d'Ivoire Water Security Program
Using the Multiphase Programmatic Approach**

Negotiated

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

April 24, 2024

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Côte d'Ivoire (the Recipient) will implement the Water Security and Sanitation Support Program (the Project) with the involvement of the Ministry of Hydraulics, Sanitation and Hygiene (MINHAS) and with the participation of the Ministry of Water and Forestry (MINEF), as indicated in the Financing Agreement and the Project Agreement. The International Development Association (the Association) has agreed to provide financing for the Project, as set out in the referred agreements.
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 and the Project Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreements.
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, the 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 MINHAS and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient, represented by the Minister of Economy and Finance. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Association, regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including, but not limited to the implementation of the ESCP, status of preparation and implementation of E&S including health and security instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s) including cases of sexual exploitation and abuse and sexual harassment (SEA/SH).</p>	<p>Submit quarterly reports to the Association throughout Project implementation, commencing after the Effective Date.</p> <p>Submit each report to the Association no later than fifteen (15) days after the end of each relevant quarter.</p>	Project Coordination Unit (PCU)
B	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of SEA/SH, and accidents that result in death, serious or multiple injury, cases of water and soil pollution, pesticide poisoning, degradation of a particular ecosystem such as a protected area, damage to the property of an individual or community, incidents or accidents at Project sites, land conflicts, labor migration, discrimination (e.g. discrimination against women, youth, persons with disabilities and minority groups), exclusion of vulnerable or disadvantaged individuals or groups, or marginalization and working conditions, child labor, forced labor, handling of Project-related complaints, etc. Provide sufficient details 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 supplier, contractor and/or supervising firm, as appropriate.</p> <p>Subsequently, at the Association's request, prepare a detailed 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 forty-eight (48) hours after learning of the incident or accident, and no later than twenty-four (24) hours after learning of severe incident or accident such as fatalities, SEA/SH incidents.</p> <p>Provide subsequent report to the Association within a maximum of five (5) working days after learning of the incident or accident.</p> <p>This systematic reporting shall be maintained throughout Project implementation.</p>	PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		Provide a follow-up report to the Association within a time frame acceptable to the Association.	
C	<p>CONTRACTORS' MONTHLY REPORTS</p> <p>Require suppliers, 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 upon request as annexes to the reports to be submitted under Action A above.	PCU
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain a Project Coordination Unit (PCU) with qualified staff and resources to support management of ESHS risks and impacts of the Project including: i) an environmental specialist as the Head of the Environmental and Social Safeguard Unit, based at the central PCU; ii) a social specialist (including gender and SEA/SH aspects); iii) an Environmental Specialist; iv) a health and safety specialist; and v) a security specialist, based in the regional PCU branch, and any other E&S positions that may be deemed necessary during Project implementation.</p>	<p>Establish and maintain PCU throughout Project implementation as set out in the Financing Agreement, including hiring or appointing:</p> <p>(a)(i) an environmental specialist as the Head of the Environmental and Social Safeguard Unit; (ii) a social specialist; (iii) an Environmental Specialist and (iv) a health and safety specialist prior to the Effective Date; and</p> <p>(b) a security specialist no later than three (3) months after the Effective Date,</p> <p>and thereafter maintain these positions throughout Project implementation.</p>	PCU
1.2	ENVIRONMENTAL AND SOCIAL INSTRUMENTS		PCU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ol style="list-style-type: none"> 1. Adopt, disclose, and implement an Environmental and Social Impact Assessment (ESIA), and corresponding Environmental and Social Management Plan (ESMP) for sub-projects/activities of four (4) high-risk dam's rehabilitation works, namely the dams of Kafiné, Katiola, Tengrela, and Korhogo, consistent with the relevant ESSs. 2. Adopt, disclose, and implement an Environmental and Social Impact Assessment (ESIA), and corresponding Environmental and Social Management Plan (ESMP) for other projects activities for which the ESIA/ESMP is required, consistent with the relevant ESSs. 3. Adopt, disclose, and implement an Environmental and Social Management Framework (ESMF) including an Integrated Pest and Vector Management Plan (IPM/IVM) for the Project, consistent with relevant ESSs. 4. Adopt and disclose Sectoral Strategic Environmental and Social Assessments (SESAs) for the Project (components 1 and 3), consistent with relevant ESSs. 5. Ensure that implementing agencies, suppliers and contractors, subcontractors and supervising engineer associated with sub-projects adopt and implement the sub-project site-specific ESIA and ESMP as set out in the ESMF. The proposed activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project. 	<p>1. Adopt the four ESIA and ESMPs of four (4) high-risk dams prior to the Project Appraisal, and thereafter include the ESMP measures in the bidding documents before their launching and the start of relevant activities. The ESIA and ESMP shall be implemented throughout Project implementation.</p> <p>ESIA for Tengrela dam has been disclosed, consulted, and adopted on September 5, 2023. ESIA for Kafiné, Korhogo and Katiola dams have been disclosed, consulted, and adopted on September 26, 2023.</p> <p>2. Adopt the ESIA and ESMP prior to the launching of bidding documents and the start of any activity requiring the preparation of a such instrument, and thereafter implement the ESIA and ESMP throughout Project implementation.</p> <p>3. ESMF has been disclosed, consulted, and adopted on August 14, 2023 and shall be implemented throughout Project implementation.</p>	

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		<p>4. Same timeframe as for the adoption of the Master Plans, and thereafter implement the SESAs throughout Project implementation.</p> <p>5. Adopt the ESMPs before launching the bidding process for the respective sub-projects/activities prior to carrying out sub-projects/activities that require the adoption of such ESMP. Once adopted, implement the respective ESMP throughout Project implementation. Screen activities in line with the exclusion list throughout Project implementation.</p>	
1.3	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, the Labor 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>As part of the preparation of the procurement documents and respective contracts.</p> <p>Supervise contractors and their subcontractors throughout Project implementation.</p>	<ul style="list-style-type: none"> • PCU • Contractors • Supervising engineers
1.4	<p>TECHNICAL ASSISTANCE</p> <p>Ensure that the consultancies, studies (including feasibility studies), capacity building, training, and any other technical assistance activities under the Project including, inter alia, potential E&S instruments to be supported under the technical assistance, are conducted in accordance with terms of reference acceptable to the Association and 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>PCU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.5	<p>CONTINGENT EMERGENCY RESPONSE FINANCING</p> <p>a) Ensure that the CERC Manual includes a description of the ESHS assessment and management arrangements including, the CERC Addendum of the ESMF that will be included or referred to in the CERC Manual for the implementation of CERC component, in accordance with the ESSs.</p> <p>b) Adopt any environmental and social (E&S) instruments which may be required for activities under CERC Part 5 of the Project, in accordance with the CERC Manual and, CERC Addendum of the ESMF 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>	<p>a) The adoption of the CERC Manual and, the CERC Addendum of the ESMF in form and substance acceptable to the Association is a withdrawal condition under Section III.B.1(d) of Schedule 2 of the Financing Agreement for the Project.</p> <p>b) 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>	<ul style="list-style-type: none"> • PCU • Designated authority for a CERC
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Adopt, disclose, and implement the LMP 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>The LMP was adopted and disclosed on April 12, 2024, and shall be implemented throughout Project implementation.</p>	<ul style="list-style-type: none"> • PCU • Contractors/sub-contractors of subprojects • Consultants
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	<p>Establish a grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.</p>	<ul style="list-style-type: none"> • PCU • Contractors/sub-contractors • Consultants
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
3.1	<p>WASTE MANAGEMENT PLAN Adopt and implement waste management measures, as part of the ESMF and ESIA/ ESMPs, to manage hazardous and non-hazardous wastes, consistent with ESS3.</p> <p>Pest Management Adopt and implement an Integrated Pest and Vector Management Plan (IPM/IVM) as part of the ESMF, in accordance with the guidelines of the ESIA prepared for the Project, and consistent with ESS3.</p>	<p>Same timeframe as for the preparation and adoption of the ESMF and site specific ESIA/ESMPs and contractors-ESMP for waste management, and thereafter implement the waste management measures throughout Project implementation.</p> <p>Same timeframe as for the preparation and adoption of the Project ESMF, and thereafter implement the IPM/IVM throughout Project implementation.</p>	<ul style="list-style-type: none"> • PCU • Ministry of Environment and Sustainable Development • Ministry of Health, Public Hygiene and Universal Health Coverage
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource (raw materials, energy, and water) efficiency and pollution prevention and management measures in the ESMP to be prepared under action 1.2 above.</p>	<p>Same timeframe as for the adoption and implementation of the ESMP, and thereafter implement measures throughout Project implementation.</p>	<p>PCU</p>
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under action 1.2 above.</p>	<p>Same timeframe as for the adoption and implementation of the ESMP and contractors-ESMP.</p>	<ul style="list-style-type: none"> • PCU • Contractors
4.2	<p>COMMUNITY HEALTH AND SAFETY Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia risks related to labor influx and migrant workers, SEA/SH risks and violence against children, behavior of Project workers in relation to respect for community habits and customs, security risks and those related to the spread of HIV/AIDS, COVID-19 and drowning, response to emergency situations, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.</p>	<p>Same timeframe as for the adoption and implementation of the project ESMF, and specific ESMPs.</p>	<ul style="list-style-type: none"> • PCU • Supervising entity • Contractors

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.3	<p>SEA AND SH RISKS</p> <p>Adopt, disclose, and implement a SEA/SH Action Plan, to assess and manage the risks of SEA and SH.</p>	<p>Adopt and disclose the SEA/SH Action Plan not later than three (3) months after Project Effective Date, and thereafter implement the SEA/SH Action Plan throughout Project implementation.</p>	<ul style="list-style-type: none"> • PCU • Contractors • Consultants
4.4	<p>SECURITY MANAGEMENT</p> <p>Assess and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard Project workers, sites, assets, and activities, as set out in the Security Management Plan (SMP), consistent with the requirements of ESS4 and guided by the principles of proportionality and GIIP, and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel.</p>	<p>Adopt the SMP prior to engaging security personnel and thereafter implement throughout Project implementation. The action plan shall be updated as needed, depending on the evolution of the security context of sub-projects areas. The following measures shall be taken to enhance the security of Project sites:</p> <p>i) recruitment, not later than three (3) months after the Effective Date, of a security specialist within the PCU; this will be a full-time position to be based in Korhogo and will ensure liaison with the relevant authorities in Project areas in the North of Côte d'Ivoire;</p> <p>ii) ensuring that contractors have private security personnel in their teams and have worksite security measures in place, as defined by the contractor's ESMP.</p>	<ul style="list-style-type: none"> • PCU • MINHAS • MINEF Supervisory entities • Contractors.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		iii) adhering to any coordination mechanisms that are identified/ proposed by Government and agreed with the Association for the other 17 projects in the North of Cote d'Ivoire.	
4.5	<p>DAM SAFETY (FOR ANNEX A, PARA. 2. ESS4) for sub-projects involving rehabilitation of existing dams</p> <p>1. Establish and maintain an independent panel of experts (Panel), with terms of reference and composition acceptable to the Association, to, inter alia, review and advise on matters related to design, operation, safety and other critical aspects of each dam, its appurtenant structures, the catchment area, the area surrounding the reservoir, and downstream areas, the preparation and implementation of the dam safety plans, as relevant. Implement the recommendations made by the Panel, unless otherwise agreed to in writing by the Association.</p> <p>2. Engage experienced and competent professionals with terms of reference acceptable to the Association for the design and supervision of the rehabilitation works of each dam and adopt and implement dam safety measures during the design, bid tendering, construction, operation, and maintenance of each dam and associated works. Include relevant portions of their recommendations as part of the ESIA/ESMP.</p> <p>3. Adopt and implement remedial measures for each dam in accordance with ESS4-Annex 1 and the findings of the dam safety assessment.</p> <p>4. Adopt and implement the following Dam Safety Plans in accordance with ESS4-Annex 1: (i) a plan for construction supervision and quality assurance; (ii) an instrumentation plan; (iii) an operation and maintenance plan; and (iv) an emergency preparedness plan, with sufficient resources and capacity to ensure safe long-term operation and maintenance of the dams, including periodic safety</p>	<p>1. Maintain the Panel throughout implementation of the Project. Implement the recommendations of the Panel as agreed with the Association. The Panel has been established prior to the Project Appraisal.</p> <p>2. Engage supervision professionals prior to the commencement of dam design and maintain throughout dam rehabilitation.</p> <p>3. Remedial measures adopted and implemented within a timeframe to be agreed upon with the Association, upon receiving the tender design for the rehabilitation of each dam</p> <p>4. Dam safety plans prepared within a timeframe to be agreed upon with the Association, upon receiving the tender design for the rehabilitation of each dam.</p>	<ul style="list-style-type: none"> • PCU/MINHAS • Office National de l'Eau Potable (ONEP) • Panel

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>inspections of the dam after completion, and implementation of measures required to address safety deficiencies.</p> <p>5. For the dams that will receive technical assistance, the dam safety measures will be limited to: (i) reviews by the independent panel of experts of dams associated studies only (feasibility studies, O&M plans, emergency response plans, etc.); (ii) preparation of dam safety plans (depending on the risk level and the size of the dams); (iii) implementation of the dam safety measures will only occur once rehabilitation civil works are done, which is expected in a future program.</p>	<p>5. Dam safety measures adopted within a timeframe to be agreed upon with the Association during Project implementation.</p>	
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY			
5.1	<p>RESETTLEMENT POLICY FRAMEWORK</p> <p>Adopt, disclose, and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5.</p>	<p>The RPF was adopted and disclosed on August 16, 2023, and shall be implemented throughout Project implementation.</p>	<ul style="list-style-type: none"> • PCU
5.2	<p>RESETTLEMENT PLANS</p> <p>Prepare, disclose, consult upon, adopt and implement a resettlement action plan (RAP) for each activity under the Project for which the RPF requires such RAP, as set out in the RPF, and consistent with ESS5.</p>	<p>Prepare, disclose, consult upon, adopt and implement the respective RAPs, including ensuring that before taking possession of the land and related assets, full compensation has been provided and, as applicable displaced people have been resettled and moving allowances have been provided.</p> <p>The RAPs of Tengrela and Katiola have been reviewed and cleared by the Bank. These RAPs were disclosed on November 3, 2023.</p>	<ul style="list-style-type: none"> • PCU • Expropriation Commission • ONEP and Office National de l'Assainissement et du Drainage (ONAD)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		Other RAPs (including RAPs for Kafine et Korhogo dams) will be prepared (or finalized) and submitted to the Bank for review and clearance during project implementation.	
5.3	<p>GRIEVANCE MECHANISM</p> <p>Ensure that the Grievance Mechanism (GM) is described in the Project RPF, site-specific RAPs, and SEP, and is sensitive to SEA/SH. This GM shall be operational and accessible to all those affected by land acquisition and resettlement activities.</p>	Prior to the start of RAP implementation, and thereafter throughout Project implementation.	<ul style="list-style-type: none"> • PCU • ONEP and ONAD • NGOs
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>Adopt and implement biodiversity management measures, including maintaining an ecological flow downstream of rehabilitated dams, as part of the ESMF and site-specific ESIA/ESMPs, in accordance with the guidelines of the ESIA prepared for the Project, and consistent with ESS6.</p>	Same timeframe as for the adoption and implementation of Project ESMF, and site specific ESIA/ESMPs, and thereafter implement these measures throughout Project implementation.	<ul style="list-style-type: none"> • PCU • Contractors/sub-contractors • Supervising engineers
ESS 8: CULTURAL HERITAGE			
8.1	<p>CULTURAL HERITAGE RISKS AND IMPACTS</p> <p>Adopt and implement cultural heritage management measures, as part of the ESMF and site-specific ESIA/ESMPs, in accordance with the guidelines of the ESIA prepared for the Project, and in consistent with ESS8.</p>	Same timeframe as for the adoption and implementation of Project ESMF, and site specific ESIA/ESMPs, and thereafter implement these measures throughout Project implementation.	<ul style="list-style-type: none"> • PCU • Implementing agencies • Contractors/sub-contractors • Supervising engineers

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
8.2	<p>CHANCE FINDS</p> <p>Describe and implement the chance finds procedures as part of the ESMF, and site specific ESIA/ESMP of the Project consistent with ESS8.</p>	Same timeframe as for the preparation and implementation of Project ESMF and site specific ESIA/ESMP, and thereafter implement the procedures throughout Project implementation.	<ul style="list-style-type: none"> • PCU • Implementing agencies • Contractors/sub-contractors • Supervising engineers
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Adopt, disclose, 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, which is free of manipulation, interference, coercion, discrimination, and intimidation.</p>	The SEP was prepared, disclosed on April 18, 2024, and adopted and shall thereafter be implemented throughout Project implementation.	<ul style="list-style-type: none"> • PCU
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>	Establish the grievance mechanism prior to the Effective Date, and thereafter maintain and operate the grievance mechanism throughout Project implementation.	<ul style="list-style-type: none"> • PCU • Psychosocial and legal assistance centers (GBV care services)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>The GM shall be supported by a communication plan to ensure that the local populations affected by the Project are aware of the existence of this mechanism and know the procedures for filing and handling complaints and other remedies.</p>		
CAPACITY SUPPORT			
CS1	<p>Training on environmental and social standards</p> <ul style="list-style-type: none"> • ESS 1: Assessment and management of environmental and social risks and impacts • ESS 2: Labor and working conditions and the LMP • ESS 3: Resource Efficiency and Pollution Prevention and Management • ESS 4: Community Health and Safety and SMP • ESS 5: Land Acquisition, Restrictions on Land Use, and Involuntary Resettlement • ESS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources • ESS 8: Cultural heritage • ESS 10: Stakeholder Engagement and Information Disclosure and SEP <p>The training shall target the following:</p> <ul style="list-style-type: none"> • Project Steering Committee • PCU (social specialist, environmental specialist(s), security specialist, a health and safety specialist, procurement specialist) • NGO working in the environmental and social fields in the Project areas • Technical structures/implementing agencies (ONEP, ONAD) • Panel of Experts • National Environment Agency (ANDE) 	<p>Three (3) months after the recruitment of environmental and social, and security specialists and once every six (6) months throughout the implementation of the Project</p>	<ul style="list-style-type: none"> • PCU • With the support of other consultants/Training Center engaged by the Project if necessary.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> • Relevant territorial authorities 		
CS2	<p>Occupational health and safety including on emergency prevention and preparedness and response arrangements to emergency situations training:</p> <ul style="list-style-type: none"> • Contractors and supervising entities shall train all workers involved in Project activities, including security personnel, on occupational health and safety, first aid equipment, prevention of emergencies, preparedness and response (how to prepare for and react to such situations) • Risk management in the worksite • Management of hazardous and non-hazardous waste • Complaint management. <p>Contractors must also ensure that workers of their subcontractors are trained on the same subjects.</p> <p>The training shall target the following:</p> <ul style="list-style-type: none"> • Contractors • Contractors Workers (including subcontractors) • Supervising entities • PCU • Panel <p>Information, Education and Communication (IEC)</p> <p>Raise awareness among contractors' workers, including subcontractors' workers, and supervising entity mobilized on the sites of environmental and social standards as well as on respect for anti-COVID-19 barrier gestures.</p>	<p>Prior to the start of employment of newly recruited workers and those already working, training would be provided quarterly to ensure that all staff are trained.</p> <p>Throughout the implementation of the Project</p>	PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
CS3	<p>Training on labor and working conditions:</p> <ul style="list-style-type: none"> • Conditions of employment under national labor law • Code of conduct for suppliers / service providers and subcontractors • Workers' organizations • Rules on child labor and minimum working age • Workers' rights • Worker complaints and SEA / SH complaints • Discrimination and harassment / SEA / SH incidence <p>The training shall target the following actors:</p> <ul style="list-style-type: none"> • Contractor's workers (including any subcontractors) • Community workers • Supervising Engineers • NGOs working in the social field in the Project area. 	<p>Prior to the start of employment of newly recruited workers and those already working, training would be provided annually to ensure that all staff are trained.</p>	PCU
CS4	<p>Training on environmental and social management:</p> <p>This training shall provide knowledge on:</p> <ul style="list-style-type: none"> • the process of environmental and social selection and classification of sub-projects, • the procedures for organizing and carrying out the ESIA and the RAP, • integration of cumulative impacts assessment in environmental and social risks and impacts management (case of dam's rehabilitation), • environmental policies, procedures, and legislation in Cote d'Ivoire • Implementation monitoring process of the ESMP and the RAP. <p>The training shall target the following actors:</p>	<p>Prior to the start of employment of newly recruited workers and those already working, training would be provided annually throughout Project implementation to ensure that all staff are trained.</p>	PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> • PCU (social specialist, environmental specialist(s), security specialist, a health and safety specialist, procurement specialist) • Panel • Central and local technical structures involved in the Project • ANDE 		
CS5	<p>Training on the grievance mechanism:</p> <p>The training shall focus on the following modules:</p> <ul style="list-style-type: none"> • Registration and processing procedure, • Complaint's resolution procedure, • Documentation and handling of complaints, • Use of the procedure by the various stakeholders, • SEA / SH complaints. <p>The training shall target the following actors:</p> <ul style="list-style-type: none"> • PCU (social specialist, environmental specialists, security specialist, a health and safety specialist, procurement specialist) • Local or regional follow-up or grievance management committees. • Technical structures /implementing agencies • ANDE • Relevant territorial authorities. • NGOs 	Prior to the start of employment of newly recruited workers and those already working, training would be provided quarterly to ensure that all staff are trained	PCU
CS6	<p>SEA / SH Risk Training:</p> <ul style="list-style-type: none"> • Awareness and measures to prevent and mitigate the risks of SEA / SH, • Themes, activities, and target audiences shall be defined in the SEA / SH action plan, • Dissemination of the SEA / SH action plan (activities, target groups); 	Prior to the start of employment of newly recruited workers and those already working, training would be provided quarterly to ensure that all staff, actors, and stakeholders involved are trained.	PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> • SEA / SH complaint handling. <p>The training shall target the following actors:</p> <ul style="list-style-type: none"> • PCU (social specialist, environmental specialists, security specialist, a health and safety specialist, procurement specialist, monitoring and evaluation specialist), • Central and local technical structures • ANDE • Relevant territorial authorities. • NGOs 		
CS7	<p>Training on risks and management during works targeting workers:</p> <ul style="list-style-type: none"> • SEA / SH, child and forced labor, • GM - including the SEA / SH related grievance mechanism, • Compliance with the code of conduct clearly mentioning the prohibition of SEA / SH and the penalties in the event of misconduct, etc. • Pollution and damage during the Project works, • Occupational Health and Safety. 	Subcontractors' workers Before the start of work and organize bi-annual refresher sessions	PCU
CS8	<p>Information / awareness on potential environmental and social risks targeting local populations / communities:</p> <p>Information / awareness on potential environmental and social risks, including the Project SEA / SH, to elicit their commitment and participation in the identification of measures aimed at minimizing and mitigating negative environmental and social risks and impacts related to Project implementation.</p>	Before the start of the works and throughout the implementation of the Project	<ul style="list-style-type: none"> • PCU • Contractors /subcontractors • Supervising Engineer