



URP
URBAN RESILIENCE PROJECT
Republic of the Marshall Islands



Republic of the Marshall Islands
Urban Resilience Project, and Additional
Financing
P177124

ENVIRONMENTAL and SOCIAL
COMMITMENT PLAN (ESCP)

Appraisal Version March 11, 2026

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of the Marshall Islands (the Recipient) shall implement the Urban Resilience Project (the Project), with the involvement of the Ministry of Public Works, Infrastructure and Utilities and the National Disaster Management Office, as set out in the Original and Additional Financing Agreements (the Agreements). The International Development Association (the Association) has agreed to provide the original financing and additional financing for the Project, as set out in the Agreements. This ESCP supersedes previous versions of the ESCP for the Project and shall apply both to the original and the additional financing for the Project referred to above.
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 Agreements. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the 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, their respective timeframes; institutional, staffing, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed, and implemented under the Project, consistent with the ESSs, in form and substance acceptable to the Association. Said E&S documents may be revised from time to time with prior written agreement by the Association. As provided for under the referred Agreements, the Recipient shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time, if necessary, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Association and the Recipient agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient's Representative specified in the Agreements. The Recipient shall promptly disclose the updated ESCP.
5. The subsection on "Indicators for Implementation Readiness" below identifies the actions and measures to be monitored to assess Project readiness to begin implementation in accordance with this ESCP. Nevertheless, all actions and measures in this ESCP shall be implemented as set out in the "Timeframe" column below irrespective of whether they are listed in the referred subsection.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	<p>ORGANIZATIONAL STRUCTURE</p> <p>The implementing agencies for the project are The Ministry of Public Works, Infrastructure and Utilities (MPWIU) (Component 1-4) and the National Disaster Management Office (NDMO) (Component 5).</p> <p>a. Maintain a Central Implementation Unit (CIU) under the Division of International Development Assistance (DIDA) within the Ministry of Finance, Banking and Postal Services (MoFBPS) with qualified staff and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the Project including one full time International Environment Specialist, one full time International Social Specialist, and one full time Majuro-based E&S Officer.</p> <p>b. Project Implementation Unit (PIU) shall engage environmental and social specialists on a part time basis to prepare environmental and social assessments and construction supervision for physical works.</p> <p>c. NDMO to engage a Disaster Management Specialist/Project Coordinator to liaise on E&S matters with the PIU and CIU.</p>	<p>1. CIU organizational structure maintained throughout Project implementation.</p> <p>2. Engagement of specialists during the design phase of physical works.</p> <p>3. Hire or appoint the Disaster Management Specialist/Project Coordinator no later than three months after the Effective Date of the Additional Financing, and thereafter maintain the NDMO and the Disaster Management Specialist/Project Coordinator position throughout Project implementation.</p>	<p>1. DIDA and CIU within DIDA of the MoFBPS</p> <p>2. PIU, within MPWIU, with technical and oversight support from the CIU E&S Team, within DIDA of the MoFBPS</p> <p>3. NDMO</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
B	<p>CAPACITY BUILDING PLAN/MEASURES</p> <p>1. Training for PIU staff on Project E&S instruments, relevant requirements of or Environmental and Social Management Plans (ESMPs), and roles/responsibilities of key agencies in E&S risk management.</p> <p>2. All Project workers to receive training on local culture, occupational health and safety (OHS), prevention of gender-based violence (GBV), sexual exploitation or abuse, or sexual harassment (SEA/H), Violence Against Children (VAC), environmental incidents and emergency prevention/preparedness/response, and grievance mechanisms.</p> <p>3. Contractors to receive training on relevant aspects of Project E&S instruments and ESHS requirements, including preparation and implementation of Contractors Environmental and Social Management Plan (CESMP).</p>	<p>1: Within 3 months of the Effective Date of the Additional Financing.</p> <p>2: As required, prior to work commencing and throughout implementation as new workers are engaged.</p> <p>3: Prior to preparation of CESMP, prior to mobilization, and throughout the duration of contract.</p>	<p>PIU, within MPWIU, to arrange training and keep records; CIU E&S Team, within DIDA of the MoFBPS, to prepare and deliver training.</p>
MONITORING AND REPORTING			
C	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (E&S) performance of the Project. The reports shall include:</p> <ul style="list-style-type: none"> • Status of preparation and implementation of E&S documents required under the ESCP. • Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan. • Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. • E&S performance of contractors and subcontractors as reported through [monthly] contractors' and supervision firms' reports. • Number and status of resolution of incidents and accidents reported under action E below. 	<p>Submit six-monthly project progress reports throughout Project implementation, commencing after the Effective Date of the Original Financing and in accordance with the timeframe described in the Additional Financing Agreement. Submit each report to the Association no later than 30 days after the end of each reporting period.</p>	<p>PIU, within MPWIU, with support from the CIU E&S team, within DIDA of the MoFBPS.</p>
D	<p>CONTRACTORS' MONTHLY REPORTS</p> <p>Require contractors and supervising firms to provide monthly monitoring reports on E&S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.</p>	<p>Reports to be submitted under action C above.</p>	<p>PIU, within MPWIU, with support from the CIU E&S team, within DIDA of the MoFBPS.</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
E	<p>INCIDENTS AND ACCIDENTS</p> <p>Notify the Association of any incident or accident relating 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 those resulting in death or significant injury to workers or the public; acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; forced or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks. Provide available details of the incident or accident to the Association upon request.</p> <p>Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Association, and implement a Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.</p>	<p>Notify the Association no later than 48 hours after learning of the incident or accident. Provide available details upon request.</p> <p>If required, provide review report and Corrective Action Plan to the Association no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Association.</p>	<p>PIU, within MPWIU, with technical and oversight support from the CIU E&S team, within DIDA of the MoFBPS.</p>
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</p> <ol style="list-style-type: none"> Maintain and implement the existing, adopted Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs. Screen any proposed Project activity in accordance with the ESMF adopted for the Project and, thereafter, prepare, consult, adopt, disclose, and thereafter implement the required site-specific Environmental and Social Impact Assessments (ESIA) and / or Environmental and Social Management Plans (ESMP) as set out in the ESMF. For Technical Assistance (Component 5), ensure ToRs and deliverables integrate environmental and social risk management requirements per the ESMF, including screening for downstream environmental impacts of DMIS and Disaster Management Plan options, and are reviewed by CIU E&S prior to the Association's no-objection. 	<p>1. ESMF was prepared, consulted, disclosed and adopted prior to appraisal of the Additional Financing (AF). Implement the ESMF throughout Project implementation.</p>	<p>1. PIU, within MPWIU, is responsible for ESMF implementation, with technical support provided by the CIU E&S Team, within DIDA of the MoFBPS.</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		<p>2. Submit the respective Terms of Reference (ToR) for ESIA and / or ESMP (and for TA under Component 5) for the Association's prior review and no objection prior to initiating bidding for E&S consultants or, in the case of the CIU conducting the environmental and social assessment, prior to initiating the assessment.</p> <p>3. Prepare and incorporate the ESMP requirements as part of the respective bidding documents for subprojects prior to the commencement of any works. Once finalized, implement the respective ESMPs and C-ESMPs throughout Project implementation.</p>	<p>2. PIU, within MPWIU, with technical support provided by CIU E&S Team, within DIDA of the MoFBPS.</p> <p>3. For Component 5 TA, NDMO/PIU, within MPWIU, prepares ToRs and deliverables with technical support provided by CIU E&S Team, within DIDA of the MoFBPS.</p>
1.2	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, ESMF and relevant ESMP, the Labor Management Procedures, and code of conduct, into the E&S specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and that they require their subcontractors to comply with the E&S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Association.</p>	<p>1. Prepare and incorporate ESMP requirements in bidding documents prior to issuing bidding documents.</p>	<p>PIU, within MPWIU, with technical and oversight support from CIU E&S and Procurement teams, within DIDA of the MoFBPS.</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Require Contractors to prepare, adopt and implement a Contractors Environmental and Social Management Plan (CESMP), including a labor management plan, detailing the methods to comply with the Project E&S instruments and consistent with the ESMF. For works contracts, require and enforce Contractor's ESMPs (C-ESMPs) consistent with approved ESMPs and the ESMF, including method statements, task-specific OHS and community EHS measures, waste and materials management, traffic management, biodiversity and cultural heritage procedures.	2. C-ESMPs to be prepared prior to the commencement of works and implemented throughout contract execution.	
1.3	TECHNICAL ASSISTANCE Ensure that consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESMF and LMP. Thereafter ensure that the outputs of such activities comply with the terms of reference and are consistent with the ESMF and LMP.	Throughout Project implementation.	PIU, within MPWIU, with technical and oversight support from CIU E&S and Procurement teams, within DIDA of the MoFBPS.
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES Prepare, consult, 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 SEAH, forced labor and child labor), grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.	LMP was prepared under the original project and will continue to apply to the AF. LMP to be adopted and disclosed within one month of the Project Effective Date of the Original Financing Agreement and implemented throughout Project implementation. Primary supply worker sections of the LMP will be reviewed and, if necessary, updated prior to bid documents for physical works.	CIU E&S Team to prepare, review and update the LMP as necessary. PIU, within MPWIU, to implement LMP with technical support from CIU E&S and Procurement teams, within DIDA of the MoFBPS.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.2	<p>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</p> <p>Prepare, adopt, and implement occupational, health and safety (OHS) measures for physical works in Contractor’s bid documents as specified in the ESMF. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p>	Preparation of clauses prior to the finalization of procurement documents. Supervision of Contractors throughout Project implementation.	PIU, within MPWIU, with technical support from the CIU E&S and Procurement Teams, within DIDA of the MoFBPS.
2.3	<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>	Same timeframe as for the adoption and implementation of the LMP.	<p>CIU E&S team, within DIDA of the MoFBPS, responsible for establishment of grievance mechanism for Project workers.</p> <p>Implementation by the PIU, within MPWIU, with oversight by the CIU E&S team.</p>
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>1. Prepare, consult, adopt, disclose, and implement a Waste Management Plan (WMP), to manage hazardous and non-hazardous wastes, consistent with ESS3 as specified in the ESMF, and prepare site specific Waste Management Procedures as part of the ESMPs and C-ESMPs to be developed under action 1.2 above in accordance with the ESMF and consistent with ESS3.</p> <p>2. Establish procedures for e-waste and associated hazardous materials (e.g., batteries, end-of-life IT equipment) arising from DMIS/equipment under Component 5, including inventorying, secure storage, repair/reuse hierarchy, and export to licensed facilities where domestic capacity is lacking, consistent with ESS3 and national requirements.</p>	<p>1. Same timeframe as for the adoption and implementation of the ESMPs.</p> <p>2. E-waste procedures adopted prior to procurement of DMIS equipment and applied throughout Component 5 implementation.</p>	Implementation by the PIU, within MPWIU, with oversight by the CIU E&S team, within DIDA of the MoFBPS. For Component 5 equipment, NDMO/PIU implements, with oversight by the CIU E&S team.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Incorporate resource efficiency and pollution prevention and management measures, including:</p> <ol style="list-style-type: none"> 1. Aggregate sourcing requirements: use locally sourced aggregate only if (a) sites are recommended by the Sustainable Aggregate Study; (b) ESIA/ESMF under ESF completes; and (c) consistent with the RMI Environmental Protection Authority (RMIEPA)/ Cultural and Historic Preservation Office (CHPO) licenses; otherwise import aggregates prior to use and fumigate prior to use , as well as management measures, in the ESMPs to be prepared under action 1.2 above. Thereafter implement the measures in accordance with the ESMP requirements. 2. Sediment discharge control measures for coastal/other works (e.g., filter cloths, machinery controls, erosion/sediment control plans). 3. Residual and hazardous waste export where domestic treatment is not feasible; prioritize reuse/recycling; require WMPs in all works contracts. 4. For buildings/renovations under Component 3, integrate energy and water efficiency consistent with WBG EHS Guidelines (natural lighting/ventilation, sustainable materials, rainwater harvesting) with explicit recognition of Majuro resource constraints. 	<p>Same timeframe as for the adoption and implementation of the ESMPs.</p> <ol style="list-style-type: none"> 1. Aggregate sourcing decisions requirements set prior to procurement/use. 2. Waste export arrangements confirmed prior to mobilization. 	<p>Implementation by the PIU, within MPWIU, with oversight by the CIU E&S team, within DIDA of the MoFBPS. Implementation by Contractors, with oversight by the CIU E&S team.</p>
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY</p> <p>Adopt and implement measures and actions to assess and manage traffic and road safety risks as required in the EMSF and associated instruments, to be developed under action 1.2 above and included in the ESMPs. Thereafter implement the measures in accordance with the ESMP requirements. Require site-specific Traffic Management Plans (TMPs) in all works contracts, including safe detour, signage/barriers, speed control, access management, night work protocols.</p>	<p>Same timeframe as for the preparation and implementation of the ESMP.</p> <p>TMPs approved prior to site mobilization and maintained throughout construction.</p>	<p>Implementation by the PIU, within MPWIU, with oversight by the CIU E&S team, within DIDA of the MoFBPS. Preparation and implementation by Contractors, with oversight by the CIU E&S team.</p>
4.2	<p>COMMUNITY HEALTH AND SAFETY</p> <p>Prepare, adopt, and implement measures and action included in the ESMF manage risks including code of conduct to address behavior of Project workers, risks of labor influx, and include these measures in the ESMPs to be prepared in accordance with the ESMF, in a manner acceptable to the Association. Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, behavior of Project workers, SEA/SH, and risks of labor influx, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.</p>	<p>Same timeframe as for the preparation and implementation of the ESMPs.</p>	<p>Implementation by the PIU, within MPWIU, with oversight by the CIU E&S team, within DIDA of the MoFBPS.</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.3	<p>SEA AND SH RISKS</p> <p>Ensure management of SEAH risks through implementation of the LMP, SEP and ESMF.</p>	Ongoing implementation of the LMP, SEP and ESMF throughout the life of the project.	PIU, within MPWIU, with technical and oversight support from the CIU E&S Team, within DIDA of the MoFBPS.
<p>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT [The relevance of ESS5 is established during the ESA process. If resettlement documents need to be prepared (e.g., resettlement process frameworks, resettlement action plans, process frameworks) this should be reflected in the ESCP. See <u>sample actions below</u>]</p>			
5.1	<p>RESETTLEMENT FRAMEWORK AND PLAN</p> <p>1. Prepare and implement a Resettlement Framework for the Project, consistent with ESS5.</p> <p>2. Prepare, consult, adopt, disclose, and implement a Resettlement Action Plan (RAP) for each activity under the Project for which the RF requires such RAP, consistent with ESS5.</p>	<p>1. The RF was prepared, consulted, adopted and disclosed under the original project and will continue to apply to the AF. Implement the RF throughout the life of the Project.</p> <p>2. Submit the respective RAP for the Association's prior review and no objection, adopt, and disclose the RAP, and once adopted, implement the respective RAP, including providing any compensation and assistance before taking possession of the land and related assets, unless otherwise specified in the RAP.</p>	PIU, within MPWIU, with technical and oversight support from the CIU E&S Team, within DIDA of the MoFBPS.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES [The relevance of ESS6 is established during the ESA process. As with other ESSs, ESS6 may require the preparation of specific measures that may be set out in an E&S document (e.g., ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or a separate measure or action. See sample actions below].			
6.1	BIODIVERSITY RISKS AND IMPACTS Prepare, adopt, and implement screening and assessment measures for biodiversity and natural ecological habitat impacts in accordance with the ESMF. Where impacts are predicted, prepare, adopt and implement appropriate mitigation measures in ESMPs to achieve avoidance as priority and otherwise no net loss of natural habitat and address biodiversity risks as part of the ESMPs and consistent with the ESMF and ESS6. Critical habitat impacts are not anticipated. For coastal protection and adjacent works, assess potential impacts on freshwater lens, reef flats, mangroves, natural coastal features, and ecosystem service; incorporate design and construction measures to avoid degradation and support resilience/enhancement opportunities.	Same timeframe as for the adoption and implementation of the ESMPs/C-ESMPs. Biodiversity screening at concept/design stages; mitigation measures integrated prior to bidding and applied throughout works	PIU, within MPWIU, with technical and oversight support from the CIU E&S Team, within DIDA of the MoFBPS; contractors comply.
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES Not relevant.			
ESS 8: CULTURAL HERITAGE			
8.1	CULTURAL HERITAGE RISKS AND IMPACTS Prepare, adopt, and implement measures to screen for impacts on cultural heritage, and prepare, adopt and implement mitigation measures as part of the ESMPs, all in accordance with the ESMF and consistent with ESS8.	Same timeframe as for the ESMPs.	PIU, within MPWIU, with technical and oversight support from the CIU E&S Team, within DIDA of the MoFBPS.
8.2	CHANCE FINDS Describe and implement the chance finds procedures, as part of the ESMF. Require chance finds procedures in all works contracts, including immediate cessation, securing the find, notification of authorities and agreed procedures before resuming work.	Same timeframe as for the ESMPs. Procedures embedded in contracts prior to award and implemented throughout construction.	PIU, within MPWIU, with technical and oversight support from the CIU E&S Team, within DIDA of the MoFBPS.
ESS 9: FINANCIAL INTERMEDIARIES Not relevant.			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN</p> <p>Update 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> <p>NDMO to prepare SEP for activities to be completed under Component 5, based on the overall SEP for the Project.</p>	<p>SEP was prepared, consulted, adopted and disclosed prior to appraisal. Implement the SEP throughout the life of the Project.</p> <p>NDMO SEP required no later than 2 months after the Effective Date of the Additional Financing with support from CIU, and thereafter implement the NDMO SEP throughout Project implementation.</p>	<p>CIU, within DIDA of the MoFBPS, is responsible for preparing and updating the SEP. PIU, within MPWIU, responsible for implementing the SEP with technical and oversight support from the CIU E&S Team.</p>
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. 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>	<p>Grievance mechanism prepared, consulted, adopted and disclosed prior to appraisal.</p> <p>Project grievance mechanism to be operational by the Effective Date of the Additional Financing and Implemented throughout the Project.</p>	<p>CIU E&S team, within DIDA of the MoFBPS, is responsible for establishment of Project grievance mechanism.</p> <p>Implementation by the PIU, within MPWIU, with oversight by the CIU E&S team, within DIDA of the MoFBPS.</p>
	<p>ASSESS AND ADDRESS E&S TRAINING NEEDS</p> <p>PIU staff to receive training on Project E&S instruments, the relevant requirements of the ESMPs and the roles and responsibilities of different key agencies in E&S risk management.</p>	<p>Within 3 months of the Effective Date of the Original Financing.</p>	<p>PIU, within MPWIU, to arrange training and keep records.</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
			CIU E&S Team, within DIDA of the MoFBPS, to prepare and deliver training.
	All Project workers to receive training on local culture, occupational health and safety, prevention of gender-based violence (GBV), SEAH, Violence Against Children (VAC), environmental incidents and emergency prevention and preparedness and responses to emergency situations and the grievance mechanisms.	As required, prior to work commencing, and throughout Project implementation as new workers are engaged.	PIU, within MPWIU, to arrange training and keep records. CIU E&S Team, within DIDA of the MoFBPS, to prepare and deliver training.
	Contractors to receive training on the relevant aspects of the Project E&S instruments and relevant ESHS requirements, including preparation and implementation of CESMP.	Prior to preparation of CESMP, prior to mobilization and throughout the duration of their contract.	PIU, within MPWIU, to arrange training and keep records. CIU E&S Team, within DIDA of the MoFBPS, to prepare and deliver training.
INDICATORS FOR IMPLEMENTATION READINESS			
The following actions are indicators for implementation readiness:			
1. As per action A, CIU and PIU E&S specialists engaged.			