

Republic of Liberia



Ministry of Agriculture

RURAL ECONOMIC TRANSFORMATION PROJECT (RETRAP)
(P175263) AND ADDITIONAL FINANCING (P179359)

[for Negotiation]
**ENVIRONMENTAL AND SOCIAL
COMMITMENT PLAN (ESCP)**

November 29, 2022.

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of Liberia (the Recipient) is implementing the Rural Economic Transformation (the Project), with the involvement of the Ministry of Agriculture and the Ministry of Public Works and their respective departments and agencies, as set out in the Financing Agreement. The International Development Association (the Association) has agreed to provide the original financing (P P175263) and additional financing (P 179359) for the Project, as set out in the referred agreement.
2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association. The ESCP is a part of the Financing Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient through the Ministry of Agriculture and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient through the Minister of the Ministry of Agriculture. 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 documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s).</p>	Submit quarterly reports to Association throughout Project implementation, commencing after the Effective Date. Submit each report to the Association not later than 7 days after the end of each reporting period.	Ministry of Agriculture (MOA), RETRAP Project Management Unit (PMU) and the Infrastructure Implementation Unit (IIU) of the Ministry of Public Works (MPW)
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 project workers including those related to occupational accidents that could result in death or serious injury, falls and vehicle accidents, gender-based violence (GBV) and particularly sexual exploitation, abuse and sexual harassment (SEA/SH). Provide sufficient detail regarding 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 supervising entity, as appropriate.</p> <p>Subsequently, as per the Association request, prepare a report on the incident or accident including a root cause analysis, propose any measures to prevent its recurrence, and keep the Association informed of the ongoing implementation of the said measures or plans. The report shall provide sufficient details regarding 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 supervising entity, as appropriate.</p>	<p>Notify the Association within 48 hours after learning of the incident or accident and within 24 hours for fatality and SEA/SH incidents.</p> <p>Provide a subsequent report to the Association not later than 30 days when the Association was notified of the incident, unless a different timeframe is agreed upon with the Association.</p>	Ministry of Agriculture, RETRAP PMU and the IIU of the Ministry of Public Works (MPW)
C	<p>PROJECT GRANTEES AND CONTRACTORS' MONTHLY REPORTS</p> <p>All Project grantees including enterprises, farmer-based organizations, firms, supervising consultants/engineers and contractors shall be required to provide monthly monitoring reports on Environmental and Social Management Plans (ESMPs) implementation, Labor and Occupational Health and Safety, and GM implementation to MOA/RETRAP PMU and IIU of MPW and shall be required to take actions on issues of non-compliance or poor implementation.</p> <p>The implementing agencies shall maintain a record of all such reports and shall submit them through the MOA/MPW to the Association upon request. Implementation and</p>	Monthly reports shall be submitted by grantees, supervising consultants, and contractors to MOA-PMU/MPW-IIU throughout Project implementation. Reports shall then be submitted by the MOA/MPW to the Association upon request throughout Project implementation	Ministry of Agriculture, RETRAP PMU and the IIU of the Ministry of Public Works (MPW)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	monitoring reports on ESHS to the Association shall provide an overview of issues relating to Project grantees, supervising consultants and contractor performance and follow up actions.		
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>The Ministry of Agriculture (MOA) through its Project Management Unit (PMU) shall be responsible for overall Project implementation and shall collaborate closely with other relevant Ministries and their respective Departments and Agencies. The Infrastructure Implementation Unit (IIU) of the MPW shall be responsible for the implementation of the road construction activities under the Project.</p> <p>MOA and MPW shall maintain the organizational structure of the Original Financing, with qualified staff and resources to support management of E&S risks and impacts of the Project, including one Environmental Specialist and one Social Development Specialist for each Ministry to ensure adequate risk identification, management and reporting consistent with the reporting requirements in this ESCP and consistent with ESSs. These E&S staff shall be supported by designated County Environmental and Social Focal Points to implement the Project and shall be adequately resourced to support the management of E&S risks. The Project shall also hire external expertise and consultancy services, where necessary to ensure that E&S risks are adequately assessed and managed. This structure shall be maintained throughout Project implementation.</p> <p>The PMU shall establish an Environmental and Social Management information and Reporting System.</p>	<p>Maintain the requisite E&S staffing and resources, as agreed and achieved under the Original Financing throughout Project implementation.</p> <p>Ensure both an environmental specialist and a social development specialist is maintained for the PMU of MoA and for the IIU of MPW throughout Project implementation.</p> <p>County Level Environmental and Social Focal Points designated under the Original Financing shall be maintained throughout Project implementation.</p> <p>Establish an Environmental and Social Management information and Reporting System three months after effectiveness date of the AF and shall be maintained throughout Project implementation.</p>	Ministry of Agriculture, RETRAP PMU and IIU of MPW
1.2	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <p>ENVIRONMENTAL AND SOCIAL ASSESSMENT</p>	<p>1) Adopt and implement screening tools upon identification and selection of sub-projects location(s) and implement throughout Project implementation.</p>	MOA, RETRAP PMU and the IIU of the MP

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>1) Adopt the E&S Screening Tools in the Environmental and Social Management Framework (ESMF) and Resettlement Policy Framework (RPF), consistent with ESSs. Thereafter screen the subproject activities to identify potential E&S risks and determine relevant risks assessment and mitigation plans; i.e., Environmental and Social Impact Assessments (ESIAs) and Environmental and Social Management Plans (ESMPs); Resettlement Action Plans (RAPs), Site Specific Social Impact Assessment (SIA), Biodiversity Management Plan (BMP) and others as may be required to mitigate the identified E&S risks and impacts during implementation as well as to establish socioeconomic baseline data on subproject(s) location (s), consistent with ESSs and in a manner acceptable to the Association.</p> <p>2) Update , redisclose, the Labor Management Procedures (LMP) and Integrated Pest Management Plan (IPMP) of the parent project to address the additional labour requirements and pest related risks relevant to the additional financing of Project in a proportionate manner, including such risks as labor influx, child labour, workplace issues sexual exploitation and abuse and sexual harassment , among others, all consistent with ESSs.</p> <p>3) Update, disclose, consult upon, adopt, and implement the existing ESIA and ESMP prepared for the 40km road construction works and incorporate an assessment of operational, maintenance and decommissioning phases of the road works and a study of biodiversity in the road area including an assessment of potential Project E&S risks and impacts on critically endangered chimpanzees and other biodiversity of conservation concerns, all consistent with ESSs.</p> <p>4) No civil works or construction shall commence prior to completion of RAP implementation.</p>	<p>Prepare subproject specific ESIA/ESMPs and RAP following the requirements of the parent project ESMF and RPF. Once adopted, implement the respective ESIA/ESMPs and RAPs throughout sub-project implementation.</p> <p>2) Update, redisclose, adopt the LMP and IPMP not later than 3 months after Effective Date and implement throughout Project implementation.</p> <p>3) Update the existing ESIA and ESMP, and thereafter disclose, consult upon, and adopt the updated ESIA and ESMP prior to the finalization of road design, and prior to civil works under Part C.1 of the project. In addition to the ESMP and upon completion of biodiversity survey along the road corridor, prepare a Biodiversity Management Plan (BMP) and implement throughout the subproject implementation.</p>	

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
	4) RAP shall be implemented prior to commencement of civil works including ensuring that before taking possession of the land and related assets, full compensation has been provided and displaced people have been resettled and moving allowances have been provided.	
1.3	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP and ESMF, including relevant E&S documents and plans, the Labor Management Procedures, and worker code of conducts, IPMP into the ESHS specifications of the procurement documents for contractors.</p> <p>Ensure that contractors develop Contractors' ESMP and Labor Management Plans, and other management plans as may be deemed necessary during implementation consistent with the Project's ESMF requirements, comply and report on them as required by this ESCP.</p> <p>Thereafter, MOA/PMU and MPW/IIU shall ensure that the contractors comply with the ESHS specifications of their respective contracts.</p> <p>PERMITS, CONSENT AND AUTHORIZATION</p> <p>Secure relevant permits, consents, and authorizations applicable to the subproject activities from relevant national authorities and agencies.</p> <p>Comply or cause to comply, as appropriate, with the conditions established in these permits, consents, and authorizations throughout Project implementation.</p>	MOA, RETRAP PMU/MPW IIU
1.4	<p>TECHNICAL ASSISTANCE</p> <p>Ensure that the consultancies, feasibility studies, capacity building, training, and any other technical assistance activities under the Project including, inter alia consultancy for road designs, feasibility studies for market upgrade, capacity building of beneficiary farmers etc. are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	<p>Throughout Project implementation.</p> <p>MOA, RETRAP PMU and IIU of MPW</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>The Project shall be carried out in accordance with the applicable requirements of ESS2 and the Labor Management Procedures (LMP) adopted for the Project in a manner acceptable to the Association through, 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 for direct, contracted, and community workers.</p> <p>The Labor Management Procedures (LMP) of the parent project shall be updated as described in section 1.2.</p>	LMP updated, redisclosed, consulted upon, and adopted for the project shall be updated 3 months after effective Date and implemented throughout Project implementation.	MOA, RETRAP PMU//MPW IIU
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>Require contractors to establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	Establish Grievance mechanism and require contractors to establish GM prior to engaging Project workers and maintain GM structure throughout Project implementation.	MOA, RETRAP PMU//MPW IIU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>Adopt and implement mitigations measures to manage hazardous and non-hazardous wastes as part of subproject specific ESMPs consistent with ESS3.</p>	During preparation and implementation of site specific ESMPs	MOA, RETRAP PMU
3.2	<p>PEST MANAGEMENT:</p> <p>Finalize, disclose, consult upon, adopt and implement the Project's Integrated Pest Management Plan (IPMP) prepared under the parent project, consistent with ESS3.</p>	The draft IPMP shall be finalized, disclosed, consulted upon, and adopted prior to the Effectiveness Date and implemented throughout Project implementation.	MOA, RETRAP PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Ensure that pest management follows integrated approaches identified in the IPMP and that pesticides used are manufactured, formulated, packaged, labeled, handled, stored, and disposed of, in accordance with ESS3, good international industrial practices as well as the World Bank Group's EHSs.	Throughout the Project implementation	
3.3	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Assess impacts from waste generation, and effluent discharge expected from agriculture production, food processing, application of agrochemicals and pesticides, construction works including road rehabilitation, drains, culverts etc. and other project-supported activities and include relevant mitigation measures into the subproject-specific ESMPs. Ensure adherence to conducted activities with ESMPs, consistent with ESS3.	During preparation and implementation of site specific ESMPs	MOA, RETRAP PMU
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY Consistent with ESS4 and the ESMF, and in a manner acceptable to the Association, Project contractors shall be required as part of their ESMP or ESHS Plan to develop and implement measures and actions through their traffic management plans to assess and manage traffic and road safety risks.	Prior to implementation of relevant subproject activities. Maintained throughout Project implementation	MOA, RETRAP PMU/MPW-IIU
4.2	COMMUNITY HEALTH AND SAFETY Prepare, adopt, and implement measures to assess and manage specific risks and impacts to the community arising from Project activities and include these measures in ESMPs required by the ESMF, consistent with ESS4 and in a manner acceptable to the Association. Adopt and implement COVID-19 prevention measures to assess and manage the risks of spread of COVID-19 as outlined in the ESMF. Ensure the Contractor(s) raise awareness of employees on subproject related risks and measures for mitigation of impacts on local communities Conduct awareness raising for local authorities, and regular monitoring, to ensure that no unpaid, forced, or child labor is used on any activity related to Project implementation Include in contractor's contract the requirement to restore borrow sites where they take materials from and supervise implementation	Develop measures as part of the C-ESMP prior to commencement of subproject activities Implement measures - throughout Project implementation	MOA, RETRAP PMU//MPW IIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		Before signing of contract and supervision throughout Project implementation	
4.3	<p>SEA AND SH RISKS</p> <p>Prepare, adopt, and implement a GBV/SEA/SH Action Plan to assess and manage the risks of GBV/SEA/SH, consistent with ESS4.</p> <p>Include in site-specific ESMPs actions to prevent and mitigate risks of sexual exploitation and abuse and sexual harassment (SEA/SH) in line with the ESMF and enforce their implementation. This includes but not limited to development and adherence to Code of Conduct for all employees, GBV-sensitive grievance mechanism, awareness raising of all employees and community members on GBV risks and mitigation measures.</p>	<p>Prepare, disclose, consult upon, and adopt GBV/SEA/SH not later than six months after the Effective Date and implement throughout project implementation</p> <p>Prior to commencement of works and implement throughout Project implementation</p>	MOA, RETRAP PMU//MPW IIU
4.4	<p>SECURITY MANAGEMENT</p> <p>As part of site-specific ESMPs incorporate and implement measures and actions to assess and manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities, 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>Incorporate security measures in ESMPs prior to engaging of security personnel. Implement security management measures throughout Project implementation</p>	MOA, RETRAP PMU
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT POLICY FRAMEWORK</p> <p>Implement a Resettlement Policy Framework (RPF) already adopted for the parent Project, consistent with ESS5.</p>	Implement the RPF throughout Project implementation.	MOA, RETRAP PMU/MPW-IIU
5.2	<p>RESETTLEMENT PLANS</p> <p>Prepare, disclose, consult upon, adopt, and implement Resettlement Action Plans (RAPs) in accordance with ESS 5 and consistent with the requirements of the Parent Project Resettlement Policy Framework (RPF). Ensure that RAPs are approved by the Association and fully implemented before carrying out the associated activities, consistent with ESS5 and in a manner acceptable to the Association. Including:</p> <ul style="list-style-type: none"> • Conducting sub-project E&S screening consistent with the project screening, • Consulting and informing PAPs about their rights and choices, • Thereafter preparing RAPs in accordance with ESS 5 and consistent with the requirements, • Obtaining the RAP clearance from the Association. 	Prepare and update as needed, disclose, consult upon, adopt and implement the respective RAP before carrying out the activities for which such RAP is required, 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.	MOA, RETRAP PMU/MPW-IIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> Ensuring that construction contracts are signed after or contractors are mobilization after PAPs are paid, Ensure that commencing of civil work in the impact location(s) or corridor(s) will not start till compensations and resettlement assistances are paid to all PAPs, Submitting to and obtaining clearance from the Association on compensation and resettlement assistance payments completion report. Ensuring that Site handover to the contractor is done after expiration of eviction notice –minimum 3 months after paying compensation. Monitoring resettlements impacts. <p>New impacts that are likely to result because of road realignment, design change and temporary detour shall be assessed, and existing RAP shall be updated accordingly, consistent with ESS5 and in a manner acceptable to the Association. Such changes and impacts shall be reported to the Association.</p>		
5.3	<p>GRIEVANCE MECHANISM</p> <p>Ensure that any grievances related to land acquisition, land use restrictions, impacts on private assets and livelihoods, or resettlement are included and processed via the project GM described in the SEP and RPF.</p>	Establish the Project GM in accordance with the timeframe under Action 10.2 below and operate and maintain it throughout Project implementation	Ministry of Agriculture, RETRAP PMU//MPW IIU
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>Using the screening form in the ESMF, conduct a preliminary screening and assess each of proposed activity/subproject for financing in terms of its risks and impacts on biodiversity and living natural resources, consistent with ESS6. Ensure all activities/subprojects with significant impacts are excluded from the Project financing.</p> <p>The ESIA for the 40km road identified some potential project risks and adverse impacts on biodiversity including critically endangered chimpanzees along the proposed road corridor.</p> <p>Conduct surveys on biodiversity for the 40km road corridors under the parent project including, an assessment of potential project impacts on critically endangered chimpanzees and other biodiversity of conservation importance around the road corridor area, consistent with ESS6.</p>	<p>During subproject screening process</p> <p>Biodiversity survey to be conducted prior to finalization of road design and prior to commencement of the road construction works</p>	MOA, RETRAP PMU and IIU of MPW

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>Where necessary, prepare a Biodiversity Management Plan (BMP), covering the 40km road corridors, which shall include mitigation measures to address risks and impacts as required by the ESMF and consistent with ESS6.</p> <p>These requirements shall be applied for all project activities, including subprojects to be financed under Matching Grants under this project and the road works.</p> <p>Ensure that handling, transport and use of new variety of seeds do not have adverse effects on biological diversity, ecological integrity and/or pose risks to human health as per FAO and Cartagena Protocol requirements on handling hybrid seeds.</p> <p>Ensure that project activities do not adversely impact on the integrity of ecological systems and human health.</p>	<p>Necessary BMPs shall be prepared, submitted to the Association for its clearance, disclosed, and adopted before commencement of the project activity</p> <p>Throughout Project implementation</p>	
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	This ESS is not currently relevant to the project.		
ESS 8: CULTURAL HERITAGE			
8.1	<p>CULTURAL HERITAGE RISKS AND IMPACTS</p> <p>As per ESMF requirements, conduct a preliminary screening and assess each of proposed activity/subproject for financing in terms of its risks and impacts and ensure adverse impacts are appropriately mitigated, consistent with ESS8. These requirements shall be applied for all project activities, including subprojects under Matching Grants to be financed under the Additional Financing.</p>	<p>During subproject screening process</p> <p>Throughout Project implementation</p>	MOA, RETRAP PMU and IIU of MPW
8.2	<p>CHANCE FINDS</p> <p>Implement the chance finds procedure described in the ESMF adopted for the AF, consistent with ESS8 and ensure they are included in all site specific ESMPs involving subprojects with earthmoving activities.</p> <p>In the event of a find or the observation of a cultural practice, comply with the procedures detailed in the ESMF and contact the relevant government agencies that are entrusted with the protection of cultural heritage in Liberia to assist with the preservation of such finds.</p>	<p>Chance Find procedures described in the ESMF. Implement the procedures throughout Project implementation.</p>	MOA, RETRAP PMU/MPW-IIU
ESS 9: FINANCIAL INTERMEDIARIES [This standard is only relevant for Projects involving Financial Intermediaries (FIs).]			
9.1	Currently not relevant		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Update, disclose, consult upon, adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.</p>	The SEP prepared, disclosed, consulted upon, and adopted for the Original Financing shall be implemented throughout Project implementation.	MOA, RETRAP PMU/MPW-IIU
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>Publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the parent Project and AF, 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. MoA shall complete the acquisition of Toll-Free number to receive complaints.</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>	Obtain toll-free number not later than 3 months after the Effective Date and thereafter maintain and operate the grievance mechanism throughout Project implementation.	MOA, RETRAP PMU/MPW-IIU
CAPACITY SUPPORT			
CS1	<p>Prepare a capacity building/training plan identifying the training needs of all relevant actors including implementing ministries/agencies and project grantees such as FBOs, enterprises, businesses, contractors, farmers etc. and develop appropriate training materials.</p> <p>Ensure that relevant government officials, project staff, local authorities, farmers/farming enterprises and/or organizations, project workers, contractors/subcontractors and community members are trained in the following areas:</p> <ul style="list-style-type: none"> • The Project's GRM • Stakeholder roles and engagement • E&S requirements (impacts and mitigation measures) for sub-projects • COVID 19 transmission, prevention, preparedness, and response • Integrated pest management • Subproject Environmental and Social screening • Occupational Health and Safety 	<p>Finalize the draft capacity building/training plan not later than 3 Months after Effective Date and implement throughout implementation.</p> <p>Develop training materials prior to commencement of training</p>	MOA, RETRAP PMU/MPW-IIU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> • Emergency preparedness and response • SEA/SH Risk Mitigation • Disability inclusion training • Documentation and reporting • Biodiversity conservation and management <p>Training for Project workers on occupational health and safety including on emergency prevention and preparedness and response arrangements to emergency situations, community health and safety including SEA/SH.</p>	<p>Training is required for all relevant project actors (also project workers) at the national (e.g. MOA/MPW/ RETRAP staff and county levels (e.g. processors, farmers/farming enterprises and/or organizations, FIs, contractors/subcontractors and community members)</p> <ul style="list-style-type: none"> • Training shall be completed before commencement of civil works, and repeated in periodic re-trainings throughout Project implementation, as needed 	