



REPUBLIC OF COTE D'IVOIRE

MINISTRY OF HEALTH, PUBLIC HYGIENE AND UNIVERSAL HEALTH COVERAGE



**Additional Financing to the Extension and Innovation
Project as phase 1 of the Cote d'Ivoire Health, Nutrition and
Early Childhood Development Program (P179550) Using a
Multi-Phase Programmatic Approach and Health, Nutrition,
and Early Childhood Development Multiphase Approach
Program (P179550)**

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

June 25, 2025

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Côte d'Ivoire (the Recipient), is implementing the Health, Nutrition and Early Childhood Development Program (the Project), led by the Ministry of Health, Public Hygiene and Universal Health Coverage (MSHP-CMU) and the participation of the Ministry of Employment and Social Protection (MEPS), and involvement of others structures such as the National Council for Food and Nutrition (CONANUT), and the National Health Insurance Fund (CNAM), as set out in the Original and Additional Financing (AF) Agreement (the Agreements). The International Development Association (the Association) has agreed to provide the original financing and AF 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 AF 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 ESS, and 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.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A.	REGULAR REPORTING 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 sexual exploitation and abuse (SEA)/sexual harassment (SH).	Submit quarterly reports to the Association throughout Project implementation as it is the case for the parent Project, commencing from the Effective Date. Submit each report to the Association no later than 15 days after the end of each relevant quarter.	Project Coordination Unit (PCU)
B.	INCIDENTS AND ACCIDENTS 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	Notify the Association no later than 48 hours after learning of the incident or accident, and no later than 24 hours after learning of severe incident or accident such as fatalities, SEA/SH allegations, etc. Provide subsequent report to the Association within a maximum of 5 working days after learning of the incident or accident.	PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>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 suppliers, 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>	This systematic reporting shall be maintained throughout the Project implementation	
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.	ORGANIZATIONAL STRUCTURE	Maintain the PCU as set out in the Legal Agreement	PCU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>Maintain the existing PCU set up under the parent project with qualified staff and sufficient resources to support the management of the ESHS risks and impacts of the Project including: i) an Environment and Sanitary Engineering Specialist, ii) a Social Specialist, iii) a Gender, GBV and Social Inclusion Specialist, iv) a Social Assistant, and v) a Quality, Health, Safety, Environment Assistant.</p> <p>Designate a Security Specialist, to oversee security issues and ensure liaison with the armed forces and local communities in accordance with the SMP, and conduct security audits at Project sites in accordance with ESS4.</p>	<p>Designate a Security Specialist no later than three (3) months after the Effective Date of the AF, and thereafter maintain this position throughout Project implementation.</p>	
<p>1.2. ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <ol style="list-style-type: none"> 1. Adopt and implement an Environmental and Social Impact Assessment (ESIA), and corresponding Environmental and Social Management Plan (ESMP) for sub-projects/activities of components 2 and 3, and any other Project's activities for which the ESIA/ESMP is required, consistent with the relevant ESSs. 2. Adopt and implement an Environmental and Social Management Framework (ESMF) including a Pest Management Plan (PMP) for the project, consistent with relevant ESSs. 	<ol style="list-style-type: none"> 1. 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. 2. The ESMF has been adopted and disclosed on June 16, 2023, and thereafter implement the ESMF throughout Project implementation. 	<p>PCU</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>3. 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>	<p>3. Adopt the ESMPs before launching the bidding process for the respective sub-projects/activities prior to carrying out projects/activities that require the adoption of such ESMP. Once adopted, implement the respective ESMP throughout Project implementation.</p>	
<p>1.3. MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, 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>	PCU
<p>1.4. TECHNICAL ASSISTANCE</p>	<p>Throughout Project implementation.</p>	PCU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project and any other technical assistance activities under the Project, including, inter alia, potential E&S instruments to be supported under the TA, are conducted in accordance with terms of reference acceptable to the Association and consistent with the ESS. Thereafter, ensure that the outputs of such activities comply with the terms of reference.</p>		
<p>1.5. CONTINGENT EMERGENCYRESPONSE FINANCING</p> <p>a) Ensure that the CERC Manual includes a description of the ESHS assessment and management arrangements including, if applicable the CERC-ESMF that will be included or referred to in the CERC Manual for the implementation of the CERC component, in accordance with the ESS.</p> <p>b) Adopt any E&S instruments which may be required for activities under the CERC component of the Project, in accordance with the CERC Manual and, if applicable, CERC-ESMF and the ESS, 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, if applicable, the CERC-ESMF in form and substance acceptable to the Association is a withdrawal condition under Section III.B(c)(ii) and (iv) of Schedule 2 of the Financing Agreement for the Project.</p>	<p>PCU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		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.	
ESS 2: LABOR AND WORKING CONDITIONS			
2.1.	LABOR MANAGEMENT PROCEDURES Adopt 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, migrant workers, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.	The LMP has been adopted and disclosed on June 16, 2023, and thereafter implement the LMP throughout Project implementation.	PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.2.	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	PCU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1.	WASTE MANAGEMENT PLAN Adopt and implement a Medical Waste Management Plan (MWMP), to manage hazardous and non-hazardous waste consistent with ESS3. Pest Management Adopt and implement a Pest Management Plan (PMP) as part of the ESMF prepared for the Project, and consistent with ESS3.	The MWMP has been adopted and disclosed on June 19, 2023, and thereafter implement the MWMP throughout Project implementation. The PMP was part of the ESMF adopted and disclosed on June 16, 2023. The PMP shall be implemented throughout Project implementation.	PCU
3.2.	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.	Same timeframe as for the adoption and implementation of the ESMP, and thereafter implement measures throughout Project implementation.	PCU
ESS 4: COMMUNITY HEALTH AND SAFETY			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.1.	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.	Same timeframe as for the adoption and implementation of the ESMP and contractors-ESMP.	PCU
4.2.	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, Project workers behavior in relation to respect for community habits and customs, security risks and those related to the spread of HIV/AIDS and COVID-19, emergency response, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.	Same timeframe as for the adoption and implementation of the project ESMF, and specific ESMPs.	PCU
4.3.	SEA AND SH RISKS Adopt and implement a SEA/SH Action Plan as part of the ESMP, to assess and manage the risks of SEA and SH.	The SEA/SH Action Plan has been adopted on December 24, 2024. The SEA/SH Action Plan shall be implemented throughout Project implementation.	PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
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), 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>The SMP has been adopted on January 31, 2025. The SMP shall be implemented throughout Project implementation. The action plan shall be updated as needed, depending on the evolution of the security context of sub-projects areas.</p>	PCU
4.5.	<p>INVOLVEMENT OF SECURITY FORCES</p> <p>Military may be involved to provide project security in the Northern regions of Cote d'Ivoire. Ensure the following measures are carried out before deploying the Recipient's Defense and Security Force in the implementation of Project activities for the provision of security to Project workers, sites and/or assets, consistent with the ESSs:</p> <p>a. Assess and implement measures to manage the security risks of engaging the Defense and Security Forces as set out in the Security Management Plan, guided by the principles of proportionality and GIIP, and by applicable law, in relation to screening, hiring, rules of conduct, training, equipping, and monitoring of such Defense and Security Forces.</p>	<p>Carry out a, b), c), and d) before deploying Defense and Security Forces under the Project and implement throughout Project implementation.</p> <p>e) and f) as set out under actions 10.1 and 10.2 respectively. Notify the Association after receiving the concern or grievance in the timeframe specified in action B above.</p> <p>g) within the timeframes requested by the Association.</p>	PCU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> b. Adopt and implement standards, protocols, and codes of conduct for the selection and assignment of Defense and Security Forces to the Project and screen such Defense and Security Forces to verify that they have not engaged in past unlawful or abusive behavior, including SEA/SH or excessive use of force. c. Enter into a memorandum of understanding (MoU), with the Ministry of State, Ministry of Defense, and Security Forces, setting out the arrangements for the engagement of Defense and Security Forces in the Project, including the relevant actions and measures set out in this ESCP. d. Provide adequate instruction and training to the Defense and Security Forces, prior to deployment and on a regular basis, on the use of force and appropriate conduct (including in relation to civilian-military engagement, SEA and SH, and other relevant areas), as set out in the SMP. e. Ensure that the stakeholder engagement activities under the Stakeholder Engagement Plan (SEP) include communication on the involvement of Defense and Security Forces in the Project. 		

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>f. Ensure that any concerns or grievances regarding the conduct of Defense and Security Forces are received, monitored, and documented (taking into account the need to protect confidentiality) by the Project's grievance mechanism (see action 10.2 below), which shall facilitate its resolution, in accordance with ESS4 and ESS10. Notify the Association after receiving the concern or grievance, as set out under action B above; and</p> <p>g. Where the Association so request in writing, after consultation with the Recipient: (i) promptly appoint a third-party monitor consultant, with terms of reference, qualifications and experience acceptable to the Association, to visit and monitor the Project area where the Defense and Security Forces are deployed, collect relevant data and communicate with Project stakeholders and beneficiaries; (ii) require the third-party monitor consultant to prepare and submit monitoring reports, which shall be promptly made available to and discussed with the Association; and (iii) promptly take any actions, as may be requested by the Association upon its review of the third-party monitor consultant reports.</p>		
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
5.1.	RESETTLEMENT POLICY FRAMEWORK Adopt and implement a Resettlement Framework (RF) for the Project, consistent with ESS5.	The RF has been adopted and disclosed on June 16, 2023, and thereafter shall be implemented throughout Project implementation.	PCU
5.2.	RESETTLEMENT PLANS Adopt and implement a resettlement plan (RP) for each activity under the Project for which the RF requires such RP, as set out in the RF, and consistent with ESS5.	Adopt and implement the respective RP, 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.	PCU
5.3.	GRIEVANCE MECHANISM Ensure that the Grievance Mechanism (GM) is reflected in the Project RF, site-specific RPs, and SEP, and are sensitive to SEA/SH. This GM shall be operational and accessible to all those affected by land acquisition and resettlement activities.	Prior to the start of RP implementation, and thereafter throughout Project implementation.	PCU
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
6.1.	BIODIVERSITY RISKS AND IMPACTS Adopt and implement a biodiversity management measures, as described in the parent project ESMF, in accordance with the guidelines of the ESIA prepared for the Project, and consistent with ESS6.	Same timeframe as for the adoption and implementation of parent project ESMF, and site specific ESIAs/ESMPs, and thereafter implement these measures throughout Project implementation.	PCU
ESS 8: CULTURAL HERITAGE			
8.1.	CULTURAL HERITAGE RISKS AND IMPACTS Adopt and implement cultural heritage management measures, as described in the ESMF, in accordance with the guidelines of the ESIA prepared for the Project activity, and in consistent with ESS8.	Adopt and implement cultural heritage management measures prior to the start of work, and thereafter implement these measures throughout Project implementation.	PCU
8.2.	CHANCE FINDS Describe and implement the chance finds procedures as described in the ESMF, and site specific ESIA/ESMP of the Project.	Same timeframe as for the preparation and implementation of Project ESMF and site specific ESIA/ESMP, and thereafter implement the procedures throughout Project implementation.	PCU
ESS 9: FINANCIAL INTERMEDIARIES			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>9.1. ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS)</p> <p>Develop, maintain, and implement an ESMS to identify, assess, manage, and monitor the E&S risks and impacts of Financial Intermediary (FI) subprojects that receive support from the Project. The ESMS shall include, inter alia, the following elements:</p> <ul style="list-style-type: none"> • Identification of the FI subprojects that may receive support from the Project. • An E&S policy endorsed by the concessional loan financing facility senior management, including its commitments, objectives, and metrics with regard to environmental and social risk management. • Clearly defined procedures for the identification, assessment and management of the E&S risks and impacts of FI subprojects, in accordance with ESS9, including, inter alia, stakeholder engagement and disclosure requirements applicable to FI subprojects. • Exclusion list with the activities or FI subprojects that are not eligible for financing, • An organizational capacity and competency for implementing the ESMS with clearly defined roles and responsibilities for the implementation of the ESMS as set out in actions 9.3 and 9.4 below. 	<p>Establish and operationalize an ESMS before carrying out screening of any proposed FI subproject. Once established, maintain, and implement the ESMS throughout Project implementation.</p>	<ul style="list-style-type: none"> • FI • PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> Monitoring and reporting of environmental and performance of FI subprojects and the effectiveness of the ESMS. Incidents and accidents notification and subsequent reporting requirements as set out in action B above. An external communications mechanism, including measures to respond to public enquiries and concerns in a timely manner <p>Disclose a summary of each of the elements of the ESMS through the relevant website.</p>		
9.2.	EXCLUSIONS Screen all proposed FI subprojects against the exclusion list set out in the Operations Manual.	Screen FI sub-projects before determining whether they are eligible to receive support from the Project	FI
9.3.	FI ORGANIZATIONAL CAPACITY Establish and maintain an organizational capacity and competency with qualified staff in a clearly defined roles and responsibilities for implementing the ESMS: (i) the designation of a senior management representative; (ii) the appointment of a staff member responsible for the day-to-day implementation of the ESMS provisions; (iii) the provision of competent experts, internal or external, to carry out due diligence and manage the environmental and social risks and impacts of FI sub-projects, providing implementation support where appropriate.	The organizational capacity, including a senior management representative and E&S staff shall be set up prior to carrying out screening of any proposed FI subproject.	<ul style="list-style-type: none"> PCU FI.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Ensure that the provisions of ESS 9 and ESS 2 are clearly communicated to all relevant staff.		
9.4.	SENIOR MANAGEMENT REPRESENTATIVE Designate a senior management representative to have overall accountability for environmental and social performance of FI subprojects that receive support from the Project.	Designate the senior management representative before carrying out screening of any proposed FI subproject.	FI
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION Adopt and implement a 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.	SEP for parent project has been revised, adopted and disclosed on October 10, 2023, and shall be implemented throughout Project implementation.	PCU
10.2	PROJECT GRIEVANCE MECHANISM	The grievance mechanism has been established on November 22, 2024, and thereafter maintain and operate the mechanism throughout Project implementation.	PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>Establish, publicize, maintain, and operate an accessible GM, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p> <p>The GM 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>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 E&S risks and impacts ESS 2: Labor and working conditions and the LMP. ESS 3: Resource Efficiency and Pollution Prevention and Management 	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	PCU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> • 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 9: Financial Intermediaries • ESS 10: Stakeholder Engagement and Information Disclosure and the SEP <p>The training shall target the following:</p> <ul style="list-style-type: none"> • Project Steering Committee • PCU (Social specialist, Environmental specialist, Security specialist, Gender and GBV specialist, Procurement specialist) • FI (Social specialist, Environmental specialist, the senior management representative) • NGO working in the environmental and social fields in the project areas • Technical structures • ANDE • Relevant territorial authorities 		

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>CS2 Occupational health and safety 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 workplace Management of sanitary waste, D3E and livestock waste Complaint management. <p>Contractors must also ensure that the 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) Community workers Supervising entities PCU FI (Social specialist, Environmental specialist, the senior management representative) <p>Information, Education and Communication (IEC)</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>	<p>PCU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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.		
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. 	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
CS4	<p>Training on environmental and social management:</p> <p>This training shall provide knowledge on:</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.	PCU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<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 RP, environmental policies, procedures, and legislation in Cote d'Ivoire Implementation monitoring process of the ESMP and the RP. <p>The training shall target the following actors:</p> <ul style="list-style-type: none"> PCU (social specialist, environmental specialist, security specialist, Gender & GBV specialist, procurement specialist) FI (Social specialist, Environmental specialist, the senior management representative) Central and local technical structures involved in the Project ANDE 		
<p>CS5 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 and environmental specialists, security specialist, Gender & GBV specialist, procurement specialist), 	<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>PCU</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> • FI (Social specialist, Environmental specialist, the senior management representative) • Local or regional follow-up or grievance management committees. • Technical structures • ANDE • Relevant territorial authorities. • NGOs 		
<p>CS6 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); • SEA / SH complaint handling. <p>The training shall target the following actors:</p> <ul style="list-style-type: none"> • PCU (Environmental and social specialists, Gender & GBV specialist, security specialist, Procurement specialist, Specialist in Monitoring and Evaluation), • FI (Social specialist, Environmental specialist, the senior management representative) • Central and local technical structures • ANDE • Relevant territorial authorities. 	<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, actors, and stakeholders involved are trained.</p>	<p>PCU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> • 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. 	<p>Subcontractors' workers</p> <p>Before the start of work and organize regular refresher sessions</p>	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>	<p>Before the start of the works and throughout the implementation of the Project</p>	PCU