

# **THE KINGDOM OF CAMBODIA**

## **CAMBODIA SOLID WASTE AND PLASTIC MANAGEMENT IMPROVEMENT PROJECT (P170976)**

### **ENVIRONMENTAL and SOCIAL COMMITMENT PLAN (ESCP)**

**March 28, 2023**

## **ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN**

1. The Kingdom of Cambodia (the Recipient) will implement the Solid Waste and Plastic Management Improvement Project (the Project), with the involvement of the Ministry of Environment, the Ministry of Interior, the Ministry of Public Works and Transport and the General Department of Resettlement of the Ministry of Economy and Finance, as set out in the respective Financing Agreement and Grant Agreement. The International Development Association and the International Bank for Reconstruction and Development/International Development Association, acting as the administrator of the Global Program for the Blue Economy Multi-Donor Trust Fund (“PROBLUE”) (together, “the World Bank”) have agreed to provide financing (P170976) for the Project, as set out in the referred agreement(s).
2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the World Bank. The ESCP is a part of the Financing Agreement and the Grant Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the World Bank. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the World Bank.
4. As agreed by the World Bank 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 Environment (MOE), the Ministry of Interior (MOI), the Ministry of Public Works and Transport (MPWT) and/or the General Department of Resettlement (GDR) of the Ministry of Economy and Finance (MEF), as the case may be and the World Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the World Bank and the designated official of the respective Ministry. The Recipient shall promptly disclose the updated ESCP.



## Material Measures and Actions for the Project

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the World Bank 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&amp;S documents required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	<p>Six -monthly throughout Project implementation</p> <p>Annual progress report, throughout the project implementation.</p>	<p>Project Management Unit (PMU) at MOI and Project Implementation Unit (PIU) at MOE and PIU at MPWT for their respective components (with the support from the General Department of Resettlement (GDR) under the MEF and Technical Support Units (TSUs) .</p>
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the World Bank 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 or the public, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.</p> <p>Subsequently, at the World Bank’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the World Bank within 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the World Bank within a timeframe acceptable to the World Bank.</p>	<p>PIU-MOE for component 1 PMU at MOI for component 2 PIU-MPWT for component 3 .</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
C	<p><b>CONTRACTORS AND CONSTRUCTION SUPERVISORS MONTHLY REPORTS</b></p> <p>In contracts for works using the World Bank’s standard procurement documents, contractors and construction supervisors are required to provide monthly monitoring reports on ESHS performance to the PIU-MPWT. These monthly reports will include the summary of the implementation of environmental and social mitigation and monitoring measures and performance in accordance with the metrics specified in the respective bidding documents and contracts.</p> <p>Such monthly reports would be submitted to the World Bank by the Recipient upon request.</p> <p>The template of the contractor’s and construction supervisor’s monthly report would be submitted to the World Bank for review before preparing the first report.</p>	<p>Monthly throughout the contract execution (and upon request by the World Bank).</p>	<p>PIU-MPWT for component 3</p>
D	<p><b>NOTIFICATIONS RELATING TO DAAB COMPLIANCE REVIEW OF CONTRACTOR COMPLIANCE WITH SEA/SH PREVENTION AND RESPONSE OBLIGATIONS</b></p> <p>Notify the World Bank of any referral submitted to the Dispute Avoidance and Adjudication Board (DAAB) to initiate a process of compliance review in relation to a contractor’s obligations to prevent and respond to sexual exploitation and abuse (SEA), and/or sexual harassment (SH) specified in the respective works contract with such contractor; and, in the event of any such referral, notify the World Bank of: (i) the DAAB’s decision on such referral; (ii) the contractor’s Notice of Dissatisfaction, if any, with such DAAB decision; (iii) any notification received on the commencement of an emergency arbitration proceeding or full arbitration proceeding in relation to the DAAB’s decision; and (iv) the resulting emergency arbitration order and/or full arbitration order, if any.</p>	<p>No later than 7 days after the issuance or receipt, as applicable, of the relevant document (i.e., referral to the DAAB, issuance of DAAB decision, Notice of Dissatisfaction, notice of commencement of emergency/full arbitration, emergency/full arbitration order, as applicable).</p>	<p>PIU-MPWT for component 3</p>
<p><b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b></p>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>IAs will each establish and maintain a management and implementation units as follows: PIU at MOE for component 1; PMU at MOI for component 2 and PIU at MPWT for component 3. PMU and both PIUs should have onboard qualified staff/consultants and adequate resources (budget for monitoring, transportation, and office space) to support management of environment, social, health and safety risks and impacts of the Project, including qualified environmental, Health and Safety and social specialists assigned/recruited at PIU-MPWT.</p> <p>Social specialists assigned/recruited at PMU at MOI and at the participating TSUs (at least two social specialists: one at national level and one at municipal level); and an environmental specialist assigned/recruited at PMU-MOE.</p>	<p>Staff assignment/recruitment of E&amp;S specialists within 3 months of Project effectiveness, and thereafter maintained throughout the period of Project Implementation</p>	<p>PMU, including the participating TSUs, PIU-MOE and PIU-MPWT .</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>1.2 <b>ENVIRONMENTAL AND SOCIAL ASSESSMENT AND MANAGEMENT INSTRUMENTS</b></p> <p>Adopt and implement and update, where needed the Project ESMF, consistent with the relevant ESSs.</p> <p>Prepare, disclose and adopt the Terms of Reference (ToRs) for the site-specific ESIA/ESMPs under component 3, including landfills, transfer stations, material recovery as well as any associated facilities<sup>1</sup>, in a manner acceptable to the World Bank.</p> <p>Adopt and implement the preliminary ESIA for Siem Reap to inform the site-specific ESIA/ESMP for Siem Reap once suitable site has been selected.</p> <p>Adopt and implement the Component 3 E&amp;S documents, specifically the ESIA and ESMPs for the landfills, transfer stations, material recovery as well as associated facilities, in a manner acceptable to the World Bank and as set out in the ESMF.</p> <p>For subprojects comprising or including existing facilities or existing sites/land uses (e.g., rehabilitation of existing dumpsites), an action plan shall be developed as part of the site specific ESIA/ESMPs to adopt and implement measures satisfactory to the World Bank so that specific aspects of such facilities and activities meet the requirements of the ESSs.</p> <p>To avoid disruption to livelihoods of adult waste pickers, the project will continue to allow adult waste pickers to access waste resources at the Material Recovery Facilities, where appropriate personal protective equipment (PPE) as well as health checks, including washing basins and clean toilets, will be provided.</p> <p>For child waste pickers (under 14 years of age) who are not allowed to work at the landfill, support will be provided to them based on social needs assessments as part of site specific ESIA/ESMPs.</p>	<p>ESMF adopted prior to appraisal and implemented and updated where needed throughout the project implementation</p> <p>ToRs for site-specific ESIA/ESMPs prepared within three months after suitable site has been selected and based on the preliminary ESIA for Siem Reap to inform ESIA/ESMP preparation, as relevant.</p> <p>Component 3 sub-project specific ESIA/ESMPs prepared, reviewed, consulted and disclosed, and reflected in the bidding documents, before the start of respective tenders, in the course of the project implementation; implemented throughout relevant sub-project implementation.</p> <p>For subprojects comprising or including existing facilities or existing sites/land uses, before the commencement of civil works under the respective sub-projects. No physical project activities shall begin at a site until the E&amp;S assessment is complete and corrective action plan agreed as part of the ESIA.</p>	<p>PMU at MOI as the Executive Agency of the Project</p> <p>For activities under Component 1: PIU-MOE. For activities under Component 2: PMU at MOI and for activities under component 3: PIU-MPWT.</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.3	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, the relevant E&amp;S documents and/or plans, and the Labor Management Procedures, into the ESHS specifications of the procurement documents with contractors and supervising firms.</p> <p>Thereafter ensure that the contractors and supervising firms comply with the ESHS specifications and site-specific ES instruments (attached in the bidding packages) of their respective contracts.</p>	<p>By the finalization of the bidding documents</p> <p>Throughout implementation of the respective construction contracts</p>	PIU- MPWT
1.4	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project, including, inter alia, the ESIA and ESMPs to be supported under the TA are carried out in accordance with terms of reference acceptable to the World Bank, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference and are subject to WB review.</p>	Throughout Project implementation.	PIU-MOE for component 1 PMU at MOI for component 2 PIU-MPWT for component 3
1.5	<p><b>CONTINGENT EMERGENCY RESPONSE FINANCING</b></p> <p>a) Ensure that the CERC Manual includes a description of the ESHS assessment and management arrangements for the implementation of CERC component, in accordance with the ESSs.</p> <p>b) Adopt any environmental and social (E&amp;S) instruments which may be required for activities under the CERC component of the Project, in accordance with the CERC Manual and CERC-ESMF Addendum and the ESSs, and thereafter implement the measures and actions required under said E&amp;S instruments, within the timeframes specified in said E&amp;S instruments.</p>	<p>a) The adoption of the CERC Manual, in form and substance acceptable to the Bank is a withdrawal condition under Section III.B. of Schedule 2 of the Financing Agreement for the Project.</p> <p>b) Adopt any required E&amp;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&amp;S instrument is required. Implement the E&amp;S instruments in accordance with their terms, throughout Project implementation.</p>	PIU-MOE, PMU at MOI and PIU-MPWT

<sup>1</sup> facilities or activities that are not funded as part of the project and are: (a) directly and significantly related to the project; (b) carried out, or planned to be carried out, contemporaneously with the project; and (c) necessary for the project to be viable and would not have been constructed, expanded or conducted if the project did not exist



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Adopt, implement and update, where needed, the Labor Management Procedures (LMP) that have been developed 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, SH, and VAC), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p>	Adopted prior to appraisal, implemented, and updated where needed, throughout Project implementation	PIU-MOE for component 1 PMU at MOI for component 2 PIU-MPWT for component 3
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP, consistent with ESS2. The mechanism may be updated during and as part of the preparation of the site specific ESIA/ESMPs.</p>	GRM shall be established no later than ninety (90) days after the Effective Date and maintained and implemented throughout Project implementation	PIU-MOE for component 1 PMU at MOI for component 2 PIU-MPWT for component 3 With support from TSUs.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.3	<p><b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b></p> <p>Prepare, adopt, and implement occupational health and safety (OHS) measures specified in the ESMP and LMP.</p> <p>Ensure that contractors' waste treatment and disposal service providers' and supervision consultants' teams have designated staff responsible for the implementation of OHS measures through incorporation in contractors' and service providers' contracts. In addition, contractors are required to prepare construction-environmental and social management plan and submit to respective PIU-PMU prior to commencement of civil work activities (as per standards bidding documents). Incorporate OHS measures into the respective bidding documents for the sub-projects, prior to finalization of the bidding documents and incorporation in landfill and waste treatment management and operation contracts</p> <p>Incorporate OHS measures into the respective landfill and waste management and operation contracts</p> <p>Establish and implement regular monitoring on the workplace occupational health and safety (OHS) hazards according to the assessment and provide regular occupational health check-up for workers engaged in relevant positions.</p>	<p>Throughout Project implementation.</p> <p>Prior to finalization of the bidding documents</p> <p>Prior to finalization and signing of the respective landfill and waste management and operation contracts.</p> <p>Contractors prior to commencement of civil works.</p> <p>Throughout Project implementation.</p>	<p>PIU-MOE for component 1 PMU at MOI for component 2 PIU-MPWT for component 3</p> <p>with support from TSUs.</p>
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Resource efficiency and pollution prevention and management measures shall be developed under site-specific ESAs and ESMPs, to be prepared as envisaged under 1.2 above, in a manner acceptable to the World Bank. Construction contractors will be required to prepare specific waste management and pollution prevention plans, consistent with ESS 3, and submit to PMU and PIUs for approval before starting the civil work.</p>	<p>Prepared and adopted prior to finalization of respective bidding documents.</p> <p>Implemented throughout the project implementation. Develop specific waste management and pollution prevention plans before starting the civil work.</p>	<p>PIU-MOE for component 1 PMU at MOI for component 2 PIU-MPWT for component 3</p> <p>with support from TSUs.</p>
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>Adopt and implement measures and actions to assess and manage traffic and road safety risks, within the scope of site-specific ESIA and ESMPs, to be prepared as envisaged under 1.2 above, in a manner acceptable to the World Bank.</p>	<p>Prepared prior to finalization of respective bidding documents.</p> <p>Implemented throughout the project implementation</p>	PIU-MPWT
4.2	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Prepare, adopt, and implement measures and action to assess and manage specific risks and impacts to the community arising from Project activities including remediation of dumpsites or rehabilitation of dumpsites into landfills, construction of waste transfer and/or treatment facilities, within the scope of site-specific ESIA and ESMPs, as envisaged under 1.2 above, in a manner acceptable to the World Bank.</p> <p>Include risks related to the behavior of contractors' workers, risks of labor influx, response to emergency situations as part of site-specific ESMPs.</p>	<p>Prepared prior to the finalization of respective bidding documents</p> <p>Implemented throughout project implementation</p>	<p>PIU-MOE for component 1</p> <p>PMU at MOI for component 2</p> <p>PIU-MPWT for component 3 with support from TSUs.</p>
4.3	<p><b>GENDER BASED VIOLENCE (GBV), SEXUAL EXPLOITATION AND ABUSE (SEA/SH) AND VIOLENCE AGAINST CHILDREN (VAC) RISKS</b></p> <p>Adopt, and implement appropriate mitigation measures of SEA/SH, including GBV and VAC as included in the ESMF under 1.2 above.</p> <p>Prepare, adopt, and implement a SEA/SH action plan, including GBV, VAC for the activities under Component 3 to assess and manage the risks of SEA/SH, GBV and VAC as part of the site specific ESMPs.</p>	<p>Generally, for Component 1, 2, 3 throughout Project implementation.</p> <p>For the civil works under Component 3, detailed action plan prepared as part of the site-specific ESIA/ESMPs prior to finalization of respective bidding documents and throughout further implementation.</p>	<p>PIU-MOE for component 1</p> <p>PMU at MOI for component 2</p> <p>PIU-MPWT for component 3 with support from TSUs</p> <p>PIU-MPWT</p>
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
5.1	<p><b>RESETTLEMENT POLICY FRAMEWORK AND DETAILED RESETTLEMENT PLANS</b></p> <p>Adopt, implement and update where applicable, the Project RPF, consistent with ESS5.</p> <p>Adopt and implement site-specific Detailed Resettlement Plans with meaningful consultation with affected persons in accordance with ESS5 and consistent with the requirements of the Project RPF and in agreement with the General Department of Resettlement (GDR) under the Ministry of Economy and Finance (MEF).</p>	<p>RPF adopted prior to appraisal, and implemented, and adopted where applicable, throughout the project implementation</p> <p>Site-specific DRPs adopted prior to land acquisition, resettlement, and economic displacement and implemented throughout the Project implementation</p>	GDR, with support of PMU at MOI and PIU-MPWT and TSUs
5.4	<p><b>GRIEVANCE MECHANISM</b></p> <p>Establish, maintain and operate the GRM to address resettlement and economic displacement related complaints under site-specific DRPs</p>	Prior to land acquisition, resettlement and economic displacement and throughout project implementation.	GDR, with support of PMU at MOI and PIU-MPWT and TSUs
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS:</b></p> <p>Assess potential risks and impacts on biodiversity in the process of site-specific ESIA's in line with the ESMF under action 1.2 above. Implement the measures to avoid, minimize and mitigate the impacts on biodiversity developed in sub-project specific ESMPs.</p> <p>As per the criteria provided in the Project ESMF, exclude from the project scope activities on waste management, treatment and disposal infrastructure that could provide access to critical habitats such as wildlife sanctuary and protected areas, or cause significant irreversible impacts on valuable natural habitats</p> <p>If needed, develop, adopt and implement, in addition to E&amp;S documents mentioned above, sub-project Biodiversity Management Plans (BMP), as per the project ESMF, and in a manner acceptable to the Bank.</p>	Site-specific ESIA's and ESMPs, which may, as necessary, include the BMP, will be prepared prior to the finalization of bidding documents for respective sub-project activities and implemented, monitored and reported throughout the sub-project's implementation.	PIU-MPWT
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
7.1	<p><b>INDIGENOUS PEOPLES PLAN</b> Adopt and implement the Project IPPF consistent with ESS7.</p> <p>Screen any proposed subproject in accordance with the Indigenous Peoples Planning Framework and reflect whether Indigenous Peoples/Ethnic Minorities are present in or have collective attachment to the proposed project area.</p> <p>If needed, prepare, adopt, and implement Indigenous Peoples Plans (IPPs) consistent with the requirements of ESS7 and the IPPF, in a manner acceptable to the World Bank.</p>	Adopt the IPPF prior to appraisal and Implement throughout project implementation. If IPs are found on the project site areas prepare IPPs as part of site-specific ESIAs/ESMPs.	PIU-MPWT
7.2	<p><b>GRIEVANCE MECHANISM</b> Establish, maintain, and operate the arrangements for the grievance mechanism for Indigenous Peoples/Ethnic Minorities, as required under the IPPF (if the grievance mechanism is distinctive from the one established under ESS10).</p>	<p>Developed during the preparation of relevant IPPs in case Indigenous Peoples are present in the Project area</p> <p>Adopted prior to the start of relevant subproject activities Implemented throughout the subproject implementation.</p>	PIU-MPWT
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<p><b>CHANCE FINDS:</b> Prepare, adopt, and implement the chance finds procedure within the scope of site-specific ESMPs, in accordance with the Project ESMF, as envisaged under 1.2 above, in a manner acceptable to the World Bank.</p> <p>All site-specific ESIAs/ESMPs to be developed during the project implementation, will assess the presence and importance of tangible and intangible cultural heritages, and will propose respective mitigation measures to avoid or minimize any impact during construction, operation, and post-closure. Where tangible or intangible cultural heritage sites are known to be in the vicinity of the proposed landfill sites, those sites will be excluded from consideration. The ESMF provided an overview of steps to be taken by the Borrower and other stakeholders in case of chance finds.</p>	Included as part of the site specific ESIAs/ESMPs and prepared prior to the finalization of respective bidding documents	PIU-MPWT
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>adopt and implement the 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>Update, disclose, and implement the SEP based on site-specific infrastructure activities, consistent with ESMF and ESS10.</p>	<p>Project SEP implemented throughout the project implementation</p> <p>Further site-specific SEP updates developed and implemented during the preparation of site specific ESIAs/ESMPs and implemented throughout the Project implementation</p>	<p>PIU-MOE for component 1 PMU at MOI for component 2 PIU-MPWT for component 3</p> <p>with the support from TSUs and the site specific SEPs by PIU-MPWT.</p>
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Establish, maintain and operate a grievance mechanism, as described in the SEP, consistent with ESS10.</p>	<p>Established within three months after the Project Effective Date</p> <p>Implemented throughout the Project implementation.</p>	<p>PIU-MOE for component 1 PMU at MOI for component 2 PIU-MPWT for component 3</p> <p>with support from TSUs</p>
<b>CAPACITY SUPPORT (TRAINING)</b>			
CS1	<p>Following the ESMF, prepare a training program on an annual basis to enhance the E&amp;S management capacity for PMU and PIUs, in particular, PIU-MPWT, Technical Support Units (TSUs), contractors, sub-contractors, supervising engineers and communities, including on:</p> <ol style="list-style-type: none"> <li>1. ESMF, site- specific ESIAs and ESMPs for the waste infrastructure sub-Project activities, including for measures for avoidance of waste-based livelihood impacts and additional support measures</li> <li>2. ESCP and quarterly and annual ESF monitoring reports</li> <li>3. Stakeholder Engagement Plans and GRM</li> <li>4. LMP and Labor GRM, including violence against children awareness</li> <li>5. RPF and Resettlement Plans</li> <li>6. Construction related trainings, specifically (i) Codes of Conduct for the contractors' workers and Training on the Requirements of Codes of Conduct including OHS, GBV, VAC, SEA/SH awareness and GRM; (ii) incidence and accidents reporting; (iii) Community Health and Safety and COVID-19 prevention; (iv) Traffic Management; (v) Labor Camp Management Plan (if applicable);</li> </ol>	<p>Annual training program developed within 6 months after the Project Effective Date</p> <p>Timelines for specific training as set out in the annual training program agreed between the World Bank the PMU-MPWT</p>	<p>EA and IAs and E&amp;S specialists of the PIU-MPWT for component 3, PMU at MOI for component 2 with support of TSUs and external consultants.</p> <p>EA and IAs and E&amp;S specialists of the PIU-MPWT with the site-specific ESIA/ESMP consultants, the construction supervising engineer and with the contractors as well as the respective Technical Support Units.</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	<p>Contractors, sub-contractors specific training by engineering supervisor and as part of contractor's contracts together with the by the E&amp;S specialists of PIU-MPWT with the support of World Bank, on the requirements of ESF ESSs on the E&amp;S risks at the level of contractors, sub-contractors, waste pickers and communities, including ESHS, OHS, RP, IPPF, EGDP, GBV, SEA/SH , VAC, SEP and GRM.</p> <p>Communities: Road safety, GBV, VAC, SEP and GRM, and basic ESMPs and ESMF of the project.</p> <p>Contractors and their subcontractors, with oversight of the supervision consultants and PIU-MPWT, to ensure all workers of contractors and their Sub-contractors sign Codes of Conduct for the contractors' workers and trained on requirements of Codes of Conduct including ESHS, OHS, GBV, VAC, SEP and GRM.</p>	<p>Training to be delivered at least one month before starting the civil works and monthly throughout the construction.</p> <p>Training to be delivered at least one month before starting the civil works and monthly throughout the construction.</p> <p>Training to be delivered at least one month before starting the civil works and throughout implementation of works.</p>	<p>E&amp;S specialists of the PIU-MPWT, with the contractors and supervising engineer and respective TSUs and PMU at MOI</p> <p>E&amp;S specialists of the PIU-MPWT, with the contractors and supervising engineer and respective TSUs</p> <p>E&amp;S specialists of the PIU-MPWT, with the contractors and supervising engineer and respective Technical Support Units</p>
<b>CS2</b>	<p><b>Waste management publicity and education for residents:</b></p> <ul style="list-style-type: none"> <li>• engagement manual design and distribution.</li> <li>• public open day activities of waste sorting and recycling facilities and waste disposal facilities.</li> <li>• Citizen engagement on waste management</li> </ul>	Throughout Project implementation	PMU at MOI, including its TSUs for component 2, PIU-MOE for component 1 and PIU-PWT for component 3 and respective consultancies.