

**REPUBLIC OF NIGER**  
**Niger Electricity Utility (NIGELEC)**

**Projet Régional d'Accès à l'Electricité et le**  
**Système de Stockage de l'Energie par Batteries**  
**de la CEDEAO (P167569)**

**Draft for Negotiation**

**ENVIRONMENTAL and SOCIAL**  
**COMMITMENT PLAN (ESCP) - Niger**

**March 2021**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. *The Republic of Niger* (hereinafter the Recipient) will implement the *Regional Energy Access and Battery Energy Storage System Project (ECOREAB)* (the Project) with the involvement of the *Ministry of Energy Niger Electricity Utility (NIGELEC)*<sup>1</sup> and through the *Project Implementing ("PIU")* established within NIGELEC under the *Electricity Access Expansion Project*. The *International Development Association* (hereinafter *Association*) has agreed to provide financing for the Project.
2. *The Recipient* will implement material measures and actions so that the Project is implemented in accordance with the Environmental and Social Standards (ESSs). This Environmental and Social Commitment Plan (ESCP) sets out material measures and actions, any specific documents or plans, as well as the timing for each of these.
3. *The Recipient* will also comply with the provisions of all other environmental and social documents required under the Environmental and Social Framework (ESF) and referred to in this ESCP such as the Stakeholder Engagement Plan (SEP), the Environmental and Social Impact Assessment (ESIA), the Environmental and Social Management Framework (ESMF), the Resettlement Policy Framework (RFP), the Labor Management Procedures (LMP), the Action Plan to Prevent and Response to Sexual Exploitation and Abuse or Sexual Harassment (SEA/SH), security risk assessment included in the ESMF and ESIA, and if required, the Security Management Plan, as well as the recommendations for their management and the timetables indicated in these documents.
4. *The Recipient* is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Ministry, agency or unit referenced in 1. above.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the *Association* by *The Republic of Niger* as required by the ESCP and the conditions of the legal agreement, and the *Association* will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the *Association* and *The Recipient*, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such situations, *The Republic of Niger through NIGELEC* will agree on these changes with the *Association* and revise the ESCP accordingly. Agreement on the changes to the ESCP will be evidenced by the exchange of letters signed between the *Association* and the *Republic of Niger through NIGELEC*. *The Republic of Niger through NIGELEC* will publish the revised ESCP without delay.
7. When the performance of the Project or unforeseen situations have occurred within the framework of the Project lead to the change of risks and impacts during the implementation of the Project, the *Republic of Niger* will make additional funds available, if necessary for the implementation of actions and measures to address these risks and effects which may include environmental, health and safety effects, COVID-19 mitigation measures, the influx of labor and gender-based violence.

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<sup>1</sup> Société Nigérienne d'Electricity (NIGELEC)

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>MONITORING AND REPORTING</b>		
<p>A</p> <p><b>REGULAR REPORTING</b></p> <p>Regularly prepare and share with the Association monitoring reports on environmental, social, health, security and safety performance of the Project, in particular, but not exclusively, with regard to the implementation of the ESCP, the level of preparation and implementation of the environmental and social documents required under the ESCP, the status of the implementation of the SEA/SH risk mitigation measures, stakeholder engagement activities and the functioning of the grievance mechanism and status of complaints resolution (including SEA/SH case management), and security risk management and implementation of security risk measures, etc.</p>	<p><i>Quarterly monitoring reports on the implementation of the ESCP will be developed and transmitted throughout the life cycle of the Project.</i></p>	<p><i>PIU</i></p>

<p>B</p>	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Immediately notify the Association all accidents that are directly or indirectly connected with the Project or having an impact on it, and could likely have serious consequences on the communities affected by the Project, the public or staff, including without limitation any Project-related fatalities, serious accidents, significant pollution, disturbances caused on communities, accidents / deaths and associated damage related to security incidents in fragile areas, social unrest, exclusion or discrimination against populations or persons and / or sexual exploitation and abuse and sexual harassment (SEA/SH). The PIU will keep systematic and accurate records of such events and provide information attesting to the measures taken or to be taken without delay to address it and note all information made available by any supplier or service provider and by the supervisory entity, if applicable.</p> <p>The notification will include as much information as possible regarding the incidents or accidents in question, and will indicate the measures taken without delay to address them and including the information made available by any supplier or service provider and by the Owner Engineer by ensuring confidentiality regarding SEA/SH incidents. For incidents related to SEA/SH, only non-identifiable information will be shared (type of violence, age/sex of survivor and link to the project - if known). Any notification of an incident of SEA/SH will follow the information sharing protocol in order to respect the safety and confidentiality of the survivor.</p> <p>Prepare a report, in form and substance acceptable to the Association, on the incident or accident and propose measures to prevent its recurrence.</p> <p>For guidance any fatal Project-related accidents or allegations of gender-based violence and/or Sexual Exploitation, Abuse or Sexual Harassment (SEA/SH) related to the Project is deemed serious.</p>	<p><i>Incidents or accidents shall be reported within 48 hours after having knowledge about such accidents or incidents report by using the ESIRT toolkit annexed to the Project Implementation Manual.</i></p> <p><i>The Association shall be notified in writing immediately and no later than 48 hours after becoming aware of such incidents or accidents for serious accidents, and no later than 24hours for severe accidents, including GBV incidents or fatalities, the Recipient shall, or cause the PIU, to report to the Association. An incident/accident report will be prepared within a maximum of 7 days. This notification system will be in effect throughout the Project.</i></p>	<p>PIU Owner Engineer Contractors</p>
<p>C</p>	<p><b>CONTRACTORS MONTHLY REPORTS</b></p>	<p><i>During the life cycle of the Project</i></p>	<p>PIU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	Suppliers and service providers are required to provide monthly monitoring reports to the CGP. These reports will be sent to the Bank by the CGP on request.		Owner Engineer Contractors
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>The Niger Electricity Utility (NIGELEC) will implement this project and has an environmental and social unit that oversees environmental and social aspects of all projects related to the energy sector in Niger. However, the PIU will recruit other qualified staff to manage environmental and social risks, including an environmental specialist, a social specialist, and a SEA/SH specialist. If recommended in the site-specific ESIA, a security risk consultant will also be hired to assist with managing and monitoring security-related risks. The qualifications, experience of these positions will be deemed satisfactory by the Association.</p>	<p><i>The current environmental specialist and social specialist shall be maintained throughout the project lifecycle. One additional environmental consultant, one additional social consultant, a SEA/SH consultant and a security risk consultant will be recruited no later than three months of project effectiveness. Staffing shall be maintained throughout the duration of the project.</i></p>	<p>Ministry of Energy NIGELEC PIU</p>
1.2	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENT</b></p> <p>Carry out an environmental and social assessment to identify and assess the environmental and social risks and impacts of the Project and the appropriate mitigation measures.</p> <p>The following documents have been developed by the Beneficiary:</p> <ul style="list-style-type: none"> <li>• Environmental and Social Management Framework (ESMF) with safety risk assessment and SEA/SH prevention and mitigation plan</li> <li>• Environmental and Social Impact Assessment (ESIA) of activities related to battery energy storage system</li> <li>• Resettlement Policy Framework (RFP)</li> <li>• Stakeholder Engagement Plan (SEP)</li> <li>• Labor Management Procedures (LMP)</li> </ul>	<p><i>The ESCP and SEP will be disclosed prior to appraisal.</i></p> <p><i>The final versions of the ESMF, ESIA, RFP, and LMP will be adopted and disclosed prior to project negotiations and measures implemented throughout Project implementation.</i></p>	<p>PIU</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>1.3 <b>MANAGEMENT TOOLS AND INSTRUMENTS</b>                      In addition to this Environmental and Social Commitment Plan (ESCP), the Recipient will implement the ESMF and the RFP to screen all the sub-projects and prepare additional documents that may be required such as:</p> <ul style="list-style-type: none"> <li>• Security Risk Assessment/ Management Plan (SRA/MP)</li> <li>• Environmental and Social Impact Assessment (ESIA)</li> <li>• Resettlement Action Plan (RAP)</li> <li>• Action plan for SEA/SH prevention and response (in the ESMF and updated in ESIA)</li> </ul>	<p><i>Screening during the preparation of each sub-project.</i></p> <p><i>During implementation, ESIA, SRA/MP and RAP will be prepared prior to the start of project activities and will be consulted upon and disclosed following acceptance by the Bank.</i></p> <p><i>Based on the SEA/SH risk level and the security risk level following confirmation of project locations, a SEA/SH action plan and a security risk assessment and security management plan may be required, adopted and disclosed before the start of project activities and implemented during the life cycle of the Project.</i></p>	<p>PIU</p>
<p>1.4 <b>MANAGEMENT OF CONTRACTORS</b>                      Incorporate the relevant aspects of the ESMF and relevant instruments referred to in Section 1.3 above, in the OHS and environmental, social, health, and safety (ESHS) specifications of the tender documents provided to contractors and sub-contractors, including measures to combat sexual exploitation and abuse, sexual harassment, and the recruitment of minors.. The Recipient will then ensure that the contractors comply with the ESHS specifications of their respective contracts, by strict monitoring and supervision of the works.</p>	<p><i>During the preparation of the tender documents and before the signing of any contract.</i></p> <p><i>Maintain procedures throughout the implementation of the Project.</i></p>	<p>PIU</p>
<p>1.5 <b>PERMITS, APPROVALS AND AUTHORIZATIONS:</b>                      Obtain, or help to obtain, the permits, consents and authorizations applicable to the Project by virtue of the legislation in force from the competent national authorities and communities concerned.                      The Recipient will respect or enforce the conditions set out in these permits and authorizations.</p>	<p><i>One month before the start of the civil works</i></p> <p>Throughout the project implementation period</p>	<p>PIU</p>
<p><b>ESS 2: LABOR AND WORKING CONDITIONS</b></p>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Develop, validate and disclose workforce management procedures – labor management procedures (LMP) - in accordance with national law and ESS2, with consideration for nondiscrimination and equality opportunity. Relevant clauses to be included in the contracts of suppliers/service providers and subcontractors include the prohibition of child and forced labor and guarantee the right to form a union. Project workers will be required to sign codes of conduct which will prohibit issues like Sexual Exploitation and Abuse, Sexual Harassment.</p>	<p><i>The LMP shall be disclosed during negotiations.</i></p> <p><i>To be implemented at the start of project preparation and throughout Project life cycle</i></p>	<p>PIU Contractors</p>
2.2	<p><b>GRIEVANCE MECHANISM (GM) FOR PROJECT WORKERS</b></p> <p>In addition to the Project's GM, develop a grievance mechanism for Project workers in accordance with Niger's labor legislation and ESS2 and will operationalize it before hiring project workers. In addition, the Beneficiary will ensure that the Project suppliers, contractors and subcontractors prepare and maintain a GM for their workers for the Project. This GM will be inclusive, easily accessible, fair, and transparent to Project workers and in compliance with ESS2 and Niger Labor Act. This will include SEA/SH reporting and accountability procedures with a survivor centered referral pathway. Contractors and service provide will also conduct awareness sessions on the worker GM, including the SEA/SH channel.</p>	<p><i>Before starting project activities and during the life cycle of the Project</i></p>	<p>PIU Owner Engineer Contractors</p>
2.3	<p><b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b></p> <p>Ensure that the contractors employed under the project implement occupation, health, and safety (OHS) measures specified in the LMP, ESMP/ESMF, as part of their C-ESMP .</p>	<p><i>Before starting work. These measures are maintained throughout the implementation of the Project.</i></p>	<p>PIU Owner Engineer Contractors</p>
<p><b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
3.1	<p><b>E-WASTE MANAGEMENT PLAN:</b></p> <p>Ensure that the companies or contractors of the Project and develop and implement a Waste and Hazardous Materials Management Plan (ordinary waste and specific waste) at all the installation sites of construction site.</p> <p>The Recipient will also:</p> <ul style="list-style-type: none"> <li>ensure suppliers and service providers of the Project develop and implement a Waste and Hazardous Materials Management Plan before the works</li> <li>ensure the strict application of these plans through regular monitoring and supervision.</li> </ul> <p>implement waste management measures specified in the ESMP and any other waste management plan prepared as part of the site specific ESMPs.</p>	<p><i>Before starting activities on the project and implementing throughout the entire life cycle of the project</i></p>	<p>PIU contractors</p>
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT:</b></p> <p>Ensure that (i) site specific ESMPs will explore technically and financially feasible measures to improve efficient consumption of water and building materials and (ii) the prescriptions and the technical measures are covered by the Contractor ESMPs.</p> <p>Suppliers and providers will be required to comply with pollution management standards and measures. Payment of invoices submitted will be subject to compliance with both technical, environmental, and social recommendations.</p>	<p><i>During the preparation and implementation of site specific ESMPs.</i></p>	<p>PIU contractors</p>
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY:</b></p> <p>Adopt and implement measures to manage risks related to traffic circulation, as required as part of the ESMP to be developed under 1.3 above. These measures must be considered by Contractors in their C-ESMP. The Project will ensure compliance with these measures during the execution of the work by its team made up of an environmental and social specialist.</p>	<p><i>Before the starting of works and during the life cycle of the Project</i></p>	<p>PIU, contractors</p>

<p>4.2</p>	<p><b>COMMUNITY HEALTH AND SAFETY:</b>                  Develop and implement Project measures and actions, throughout the Project lifecycle, to assess and manage the specific risks and impacts according to the OHS protocols for the community and Project workers, labor influx, emergency response protocols, security risks management, and include these measures in the ESMPs to be developed under the ESMF in a manner satisfactory to the Association.</p> <p>Site-specific ESIA's / ESMPs will also include measures to mitigate COVID-19 transmission in accordance with World Bank guidance, and World Health Organization (WHO) guidelines, as well as national and international guidelines.</p> <p>The Recipient shall ensure that Project contractors develop and implement measures and actions as required in the Environmental and Social Impact Assessments (ESIA) to assess and manage specific risks and impacts to the community arising from the implementation of the Project activities, including those relating to the presence of Project Workers and any risks of labor influx.</p> <p>As the project may operate in insecure environments, a Security Risk Assessment (SRA) and Security Management Plan (SMP) will be required prior to the start of project activities.</p>	<p><i>Before the start of Project activities and implemented throughout the Project implementation period</i></p>	<p><i>PIU Contractor</i></p>
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<p>4.3</p>	<p><b>GBV AND SEA RISKS:</b></p> <p>Prepare, adopt, and implement a Sexual Exploitation and Sexual Harassment Action Plan (SEA/SH Action Plan), to assess and manage the risks of sexual exploitation and abuse and sexual harassment (SEA/SH)) to be included in the ESMF, ESIA/ESMP and updated in the ESIA's which will include mapping of services. It will be part of the ESMF, ESIA's, ESMPs and OHS recommendations.</p> <p>Mitigation measures include a number of GBV/SEA/SH prevention and response measures referred to raise awareness, prevent and mitigate the risks of GBV, including, but not limited to, the development of a code of conduct for workers and the organization of training to raise awareness of GBV risks among Project stakeholders, and a Grievance Mechanism (GM) that is sensitive to SEA/SH complaints with an accountability framework and a response protocol that includes referrals to GBV services. Consultations with women will take place regularly during the life of the project to ensure that the mechanism designed to handle complaints related to SEA/SH is accessible and that the services provided are adapted to the needs of survivors.</p> <p>The PIU will ensure that all tendering in bidding documents, works contracts or service contracts under the Project will adopt a code of conduct that will be given for signature to all workers. This Code of Conduct shall apply to contracts or services other than consulting services, ordered or performed under such contracts, shall cover in particular gender-based violence, violence against children and sexual exploitation and abuse, and will include an action plan for their effective implementation, and will include training for this purpose. and contractor-ESMP.</p>	<p><i>Within six months after the approval of the Project and before starting activities. The implementation of the SEA/SH action plan will be during the life cycle of the Project.</i></p>	<p><i>PIU Contractor</i></p>
<p>4.4</p>	<p><b>EMERGENCY RESPONSE MEASURES</b></p> <p>The Beneficiary will indicate and implement measures to manage emergency situations and ensure their coordination with the measures set out in section 2.4 and section B.</p>	<p><i>Before starting of activities</i></p>	<p><i>PIU</i></p>

<p>4.4</p>	<p><b>SECURITY PERSONNEL:</b></p> <p>In case security personnel will be used in the implementation of Project activities, the following measures shall be adopted, to ensure the engagement of security forces is carried out in accordance with the ESSs.:</p> <ul style="list-style-type: none"> <li>a. Asses the risks and impacts of engagement of the security personnel, as part of the assessment referred to in actions 1.2 and 1.3 above, and implement measures to manage such risks and impacts, 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 security personnel;</li> <li>b. Adopt and enforce standards, protocols and codes of conduct for the selection and use of security personnel, and screen such personnel to verify that they have not engaged in past unlawful or abusive behavior, including sexual exploitation and abuse (SEA), sexual harassment (SH) or excessive use of force;</li> <li>c. Ensure that NIGELEC enters into the memorandum of understanding (MoU), with the line ministry in control of military or security forces and relevant Security or Military Unit, setting out the arrangements for the engagement of the security personnel under the Project, including compliance with the relevant requirements of this ESCP;</li> <li>d. Ensure that the security personnel is adequately instructed and trained, prior to deployment and on a regular basis, on the use of force and appropriate conduct (including in relation to civilian-security engagement, SEA/SH, and other relevant areas), as set out in the Environmental and Social Management Framework;</li> <li>e. Ensure that the stakeholder engagement activities under the Stakeholder Engagement Plan (SEP) include a communication strategy on the involvement of security personnel under the Project;</li> <li>f. Ensure that any concerns or grievances regarding the conduct of security personnel are received, monitored, documented (taking into account the need to protect confidentiality), resolved through the project’s grievance mechanism and reported to the Bank no later than 14 days after being received;</li> <li>g. Where the Association shall require, after consultation with the Borrower: (i) promptly appoint a third-party monitor consultant,</li> </ul>	<ul style="list-style-type: none"> <li>a) Assessment carried out in the same timeframe than actions 1.2 above and any required measures shall be adopted before deploying security personnel under the Project and thereafter implemented throughout Project implementation or a stand-alone Security Management Plan shall be prepared and adopted before deploying security personnel under the Project and thereafter implemented throughout Project implementation.</li> <li>b), c) and d) before deploying security personnel under the Project and thereafter throughout Project implementation.</li> <li>e) and f) as set out under actions 10.1 and 10.2 respectively.</li> <li>g) within the timeframes requested by the Association.</li> </ul>	<p><i>Ministry of Energy Niger Electricity Utility (NIGELEC)/ Ministry in control of military or security forces/Military Unit/Relevant Security or Military Unit Contractors</i></p>
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	<p>with terms of reference, qualifications and experience satisfactory to the Association, to visit and monitor the Project area where security personnel 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>		
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p><b>RESETTLEMENT PLANS:</b> Prepare a resettlement policy framework (RPF) to guide the preparation of site-specific Resettlement Action Plans (RAPs), in line with the requirements of NES 5 and national legislation.</p> <p>Prepare and implement, in a participatory manner, any site-specific RAPs, consistent with ESS5 and national law.</p> <p>All RAPs must be approved by the Association and disclosed nationally and on the World Bank's website.</p>	<p><i>The final version of the RPF will be disclosed during negotiations.</i></p> <p><i>RAPs will be prepared and implemented before starting work on sub-projects.</i></p>	<p>PIUP and contractor</p>
5.2	<p><b>GRIEVANCE MECHANISM</b> The PIU will ensure that the RAPs and the SEP provide details of the Grievance Mechanism to address grievances related to resettlement and will include a channel for handling SEA/SH complaints.</p>	<p><i>Before starting resettlement activities.</i> <i>During the entire Project life cycle.</i></p>	<p>PIU</p>
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS:</b> Implement biodiversity management measures, in application of the ESMF directives and site-specific E&amp;S studies. The specific E&amp;S studies will be submitted to the Association for approval before launching the supplier / service provider consultation documents</p>	<p><i>During the realization of the ESMF and the drafting of the ESIA</i></p> <p><i>The approved plan will be implemented for the duration of the Project.</i></p>	<p>PIU</p>
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			

7.1	<p><b>INDIGENOUS PEOPLES PLAN:</b> The project will assess the relevance of this standard during its implementation. If deemed relevant, the required instruments will be prepared, consulted and disclosed.</p>	<p><i>Before starting works and during Project implementation</i></p>	<p>PIU</p>
<p><b>ESS 8: CULTURAL HERITAGE [</b></p>			
8.1	<p><b>CHANCE FINDS:</b> Avoid causing harm or damage to know cultural heritage. Develop and implement a procedure for chance finds of cultural heritage during project implementation in the ESMF/ESMP; and include as Clauses in all works contracts, even in cases where the probability is very low, in accordance with national legislation and the practices of the Ministry of Culture.</p>	<p><i>Before starting of works and during Project implementation</i></p>	<p>PIU Ministry of Culture Heritage</p>
<p><b>ESS 9: FINANCIAL INTERMEDIARIES</b></p>			
<p><b>NOT RELEVANT</b></p>			
<p><b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b></p>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b> Prepare, adopt and implement a Stakeholder Engagement Plan (SEP).  The government will recruit an NGO or a specialized office at the local level to support the implementation and monitoring of the SEP.</p>	<p><i>The SEP will be disclosed prior to appraisal and will be updated as required, and if needed, redisclosed.</i>  <i>The SEP will be disseminated and implemented throughout the project lifecycle.</i></p>	<p>CGP</p>
10.2	<p><b>PROJECT GRIEVANCE MECHANISM:</b> The PIU will develop, maintain and implement the Grievance Mechanism (GM) as described in the SEP with an appropriate monitoring and reporting system in accordance with ESS10.  The GM will include specific procedures for timely handling of SEA/SH complaints (within 72 hours) in a way that ensures confidentiality, is ethical, non-discriminatory, and is survivor-centered. It will include an accountability and response framework for handling complaints related to SEA/SH issues, with a protocol for referring survivors to GBV services (providing at least least medical, psychosocial and legal support services).</p>	<p><i>The GM will be operational from the start of Project activities, established not later than one month after Project effectiveness, and will be maintained throughout the implementation of the Project.</i></p>	<p>CGP</p>
<p><b>CAPACITY SUPPORT (TRAINING)</b></p>			

CS1	<p><b>Training to be provided</b></p> <p>Information sessions / Sensitization and training of stakeholders on the Grievance Mechanism:</p> <ul style="list-style-type: none"> <li>• Registration and processing procedure</li> <li>• Good monitoring and evaluation practices</li> <li>• Assessment and management of security risks</li> <li>• Resettlement</li> <li>• Complaints settlement procedure</li> <li>• Documentation and handling of complaints</li> <li>• Mitigation, prevention and response of SEA/SH and development and implementation of an action plan</li> <li>• Use of the procedure by the various stakeholders</li> </ul> <p>Target groups: <i>CGP Strategic partners (sectoral ministries that are members of the Steering Committee, implementing agencies, development partners and civil society actors involved in youth employment issues, municipal and local authorities, local communities, youth associations, etc.)</i></p>	<i>First quarter after Project effectiveness</i>	<i>PIU</i>
CS2	<p>Training sessions on the assessment and management of environmental and social risks and effects including monitoring and reporting, risk identification, conducting effective and relevant social and environmental baselines, and enhancing social inclusion in risk managements and project benefits among vulnerable groups and individuals. This session will also include a module on security risk management and handling local conflicts.</p> <p>Target groups: PIU, contractors, consultants, relevant ministries</p>	<i>First quarter after Project effectiveness and during the life cycle of the Project</i>	<i>PIU</i>
CS3	<p>Training sessions on stakeholder engagement</p> <p>Target groups: PIU, contractors, consultants, relevant ministries</p>	<i>First quarter after Project effectiveness and during the life cycle of the Project</i>	<i>PIU</i>
CS4	<p>Information sessions / Awareness and training on the prevention of gender-based violence, sexual exploitation and abuse and sexual harassment and violence against children</p> <p>Target groups: PIU, contractors, consultants, relevant ministries</p>	<i>First quarter after Project effectiveness and during the life cycle of the Project</i>	<i>PIU</i>

<p>CS5</p>	<p><b>TRAINING FOR THE LOCAL COMMUNITIES/AFFECTED PEOPLE:</b></p> <p>The t PIU will organize training sessions for local communities, including vulnerable and disadvantaged individuals and groups, in order to increase their awareness of the risks associated with the implementation of the Project, including security risks, economic and resettlement impacts, impacts on traditional livelihoods, and others, and to mitigate the risks described in this section. The PIU will ensure they receive feedback from communities to help inform and improve project design, identify risks, and tailor mitigation measures. Community sensitize will help to facilitate their understanding of the Project and help to mitigate conflicts risks between livelihood groups and land users.</p>	<p><i>Before starting the activities and during Project Implementation</i></p>	<p><i>PIU Contractor</i></p>
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