

(ESCP)

THE UNITED REPUBLIC OF TANZANIA
MINISTRY OF EDUCATION, SCIENCE AND TECHNOLOGY



HIGHER EDUCATION FOR ECONOMIC TRANSFORMATION PROJECT (HEET)
P166415

Draft
ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

March 2021

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The United Republic of Tanzania (herein after referred to as the Recipient) is planning to implement the Higher Education for Economic Transformation Project (HEET) with the involvement of the Ministry of Education, Science and Technology (MoEST). The International Development Association (herein after referred to as the Bank) has agreed to provide financing for the project.
2. The Recipient shall implement material measures and actions so that the Project is implemented in accordance with the World Bank Environmental and Social Standards (ESSs). This Environmental and Social Commitment Plan (ESCP) sets out a summary of the material measures and actions.
3. Where the ESCP refers to specific plans or other documents, whether they have already been prepared or are to be developed, the ESCP requires compliance with all provisions of such plans or other documents. In particular, the ESCP requires compliance with the provisions set out in the Environmental and Social Management Framework (ESMF), Resettlement Policy Framework (RPF), Stakeholder Engagement Plan (SEP) that have been developed for the Project, as well as other specific instrument as needed, such as Labor Management Procedures.
4. The table below summarizes the material measures and actions that are required as well as the timing of the material measures and actions. The Recipient is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the MoEST (referred in this ESCP as NPIU) other agencies (referred as APIU) or universities (referred as UPIU) which in their totality are termed as Project Implementation Units (PIUs). NPIU will be overall in charge of the project and will coordinate activities conducted by the UPIU and APIU.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Bank by the MoEST as required by the ESCP and the conditions of the legal agreement and the Bank will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the Bank 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 circumstances, the Recipient through MoEST will agree to the changes with the Bank and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters between the Bank and the government. The MoEST will promptly disclose the updated ESCP on the project website with all project and environmental and social documents (including but not limited to the SEP, ESMF, RPF, and LMP). The ESCP may also specify the funding necessary for completion of a specific measure or action.

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7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the Recipient shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include risks and impacts that are relevant to the Project, such as environmental, health, and safety impacts, labor influx, risks of environmental pollution (air, land and water pollution; reduction in plant cover in the event of tree-felling; and pollution due to worksite activities and waste); risks of disruption to free movement and socioeconomic activities; risks of social conflicts in the event of non-local employment or non-compliance with habits and customs; community health and safety risks (risks of development of health issues among communities and workers; risks of accidents related to worksite activities; risks of land loss, and loss of goods and sources of income; risks of gender-based violence (sexual harassment, rape, unwanted pregnancies among the beneficiary populations, etc.); and risks of child labor.
8. As agreed by the Bank and the Government in the legal agreement, the implementation and application of this ESCP and related ESF instruments prepared for the project are mandatory and it is the responsibility of the implementing units to ensure its adoption, implementation, application and monitoring throughout the lifetime of the project, as well as transferring these obligations into the contracts of consultants, contractors, builders, and any other servant that will implement or collaborate with project implementation.

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/ AUTHORITY |
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| MONITORING AND REPORTING | | | |
| A | <p>REGULAR REPORTING</p> <p>Inclusion of a specific Environmental and Social chapter in the project’s Monitoring Reports, including but not limited to implementation of the ESCP, status of preparation and implementation of E&S documents, stakeholder engagement activities, the functioning of the grievance mechanism and incidents of gender-based violence.</p> | <p><i>Quarterly throughout Project implementation.</i></p> | <p>NPIU</p> |
| B | <p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the Bank of any significant social or environmental health and safety incident 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 injuries and fatalities, and indication about the measures taken or that are planned to be taken to address the incident as well as propose any measures to prevent its recurrence.</p> | <p><i>Notify the Bank within 24 hours after learning of the incident or accident</i></p> | <p>NPIU</p> |
| C | <p>CONTRACTORS MONTHLY REPORTS</p> <p>Contractors for works will provide monthly monitoring reports to the Institution Project Implementing Unit (APIU or UPIU) and to the NPIU. Such monthly reports will be used to submit quarterly reports to the Bank and upon request. Reports will be submitted to the Bank by the NPIU.</p> | <p><i>The information from the reports received from the Contractors will be submitted to the Bank as part of the quarterly reports. The Project Implementing Units will have the mandate to add anything they think will improve the report before submitting to the Bank.</i></p> | <p>NPIU</p> |
| ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS | | | |
| 1.1 | <p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain an organizational structure with qualified staff and adequate financial resources to support management of E&S risks including</p> <p>(a) Recruit/maintain/ assign environmental and social officers as follows:</p> | <p><i>a) Before the start of Project implementation and E&S staff maintained throughout Project implementation</i></p> | <p>NPIU</p> |

| MATERIAL MEASURES AND ACTIONS | TIMEFRAME | RESPONSIBLE ENTITY/ AUTHORITY |
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| <ol style="list-style-type: none"> 1. At NPIU 1 Environmental Officer and 1 Social Development Officer and 2 trained focal points for environment (1 person) and social (1 person) issues 2. APIU 1 Environmental and Social Officer and 1 trained focal point for social issues 3. UPIU 2 trained focal points for environment and social issues <p>b) Train E & S staff of the NPIU, APIUs and UPIUs as per the capacity needs assessments.</p> <p>The Project Implementing Unit will agree with the Bank whether a consultant with environment and social safeguard expertise should be recruited.</p> | <p><i>b) Training to be conducted two months after project effectiveness</i></p> | |
| <p>1.2 ENVIRONMENTAL AND SOCIAL ASSESSMENT</p> <ol style="list-style-type: none"> a. Carry out in line with the prepared frameworks (ESMF, SEP and RPF) environmental and social risks assessments to identify environmental and social risks and impacts of project activities and prepare appropriate mitigation measures in subproject designs. The environmental and social risks assessments shall incorporate continuous risks assessments for GBV and other risks as well as to ensure that individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable, have access to the development benefits resulting from the Project - in accordance with ESSs. The ESMF and SEP will be updated according to the findings of the assessments, where relevant. | <ol style="list-style-type: none"> <i>a. During planning and preparation of specific subprojects and before commencement of works at the subproject level.</i> <i>b. 90 days after Project effectiveness</i> <i>c. 120 days after Project effectiveness</i> | <p>NPIU</p> |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/ AUTHORITY |
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| | <p>b. Conduct an SIA, inter alia, to determine the extent of the social risks that include risks related to exclusion and discrimination of vulnerable individuals and groups. The SIA will target understanding of access barriers and design of measures to avoid discrimination and provide equal or at least improved access to all potentially Disadvantaged or Vulnerable Individuals and Groups. The SIA will assess broadly overall inclusion in relation to accessibility, challenges and opportunities, diversity and intersectionality of issues. The assessment will be organized to address overarching (national/sector issues) and to inform subproject specific ESIA's.</p> <p>c. Prepare and implement an action plan agreed with the Bank to integrate the results of the SIA in the project design and E&S mitigation measures.</p> | | |
| 1.3 | <p>MANAGEMENT TOOLS AND INSTRUMENTS</p> <p>Adopt and implement Bank approved policy frameworks and management plans: Environmental and Social Management Framework (ESMF), Resettlement Policy Framework (RPF), and Stakeholder Engagement Plan (SEP).</p> <p>Prepare, disclose, adopt and implement Labor Management Procedures (LMP).</p> <p>Prepare, disclose and implement approved site/activity specific instruments such as ESIA's, ESMPs, RAPs as agreed with the Bank.</p> | <p><i>ESMF, RPF, SEP draft to be adopted at project effectiveness</i></p> <p><i>LMP to be prepared, approved, disclosed and adopted 3 months after effectiveness</i></p> | NPIU |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/ AUTHORITY |
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| | | <p><i>Site specific ESIA and RAPs, MPs, ESH Plans, C-ESMPs, ERP to be prepared approved and disclosed prior to commencement of Subproject activities and implemented throughout the project.</i></p> | |
| <p>1.4</p> | <p>MANAGEMENT OF CONTRACTORS</p> <p>Include Labor Management Procedures and refer to Environmental and Social Management Frameworks in the Project Operations Manual (POM) and apply to contracts under this project to ensure that all contractors/subcontractors and primary suppliers comply with all applicable provisions of ESS2, ESS4 and other relevant sections of the ESF and national law.</p> <p>Prepare bidding/procurement documents with appropriate Environmental, Social, Health and Safety (ESHS) content, including specific clauses on prevention and contingency planning for a disease outbreak; Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) of GBV Mitigation and Response covering the workplace and community.</p> <p>Contractors to prepare Contractor-Specific ESMPs (C-ESMPs); Code of Ethical Conduct (CEC); Health and Safety Plans (HSE); and Emergency Response Plan (ERP); HIV/AIDS Management Plan and Traffic Management Plan (where applicable) which will be reviewed and approved by the APIUs, UPIUs, NPUI and the Bank.</p> | <p><i>During preparation of procurement documents. Supervise contractor's adherence to the same throughout Project implementation.</i></p> | <p>NPIU</p> |
| <p>ESS 2: LABOR AND WORKING CONDITIONS</p> | | | |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/ AUTHORITY |
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| 2.1 | <p>LABOR MANAGEMENT PROCEDURES</p> <p>Finalize and adopt Labor Management Procedures for the Project. The LMP will include detailed information on the work terms and conditions including explicit prohibition and monitoring of child labor and forced labor. The LMP will further ensure that the health and safety of all workers, especially women are given adequate attention with respect to SEA/SH. The LMP will also include requirement of contractors covering where relevant (camp management plans) for workers camps if needed to prepare various tools such as a Code of Ethical Conduct, Labor Influx Management Plan, Disease Outbreak Prevention Training and Risk Management Plan and HIV/AIDS Awareness Programs that will be reviewed by the NPIU and cleared by the Bank before being implemented. All Contractors’ employees and laborers will be required to sign the Code of Ethical Conduct and go through trainings on gender, SEA/SH and HIV/AIDS awareness.</p> <p>Implement the Labor Management Plans (LMP) that have been developed and adopted by UPIUs. APIUS and Contractors for the Project in accordance with ESS2 and in a manner acceptable to the Bank.</p> <p>The LMP will be updated and disclosed in local languages and in a manner that is culturally appropriate.</p> | <p><i>LMP to be prepared 3 months after project effectiveness and prior to any bidding documentation is issued.</i></p> <p><i>The LMP will be adopted and apply throughout project implementation</i></p> | NPIU |
| 2.2 | <p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Develop, operate and maintain a dedicated worker grievance mechanism in line with national law and ESS2 paragraphs 21-23, as described in the LMP, to raise workplace concerns, including workplace sexual harassment. Ensure that the Grievance Redress Mechanism (GRM) has the capacity to receive</p> | <p><i>Grievance mechanism to be presented in LMP and be operational prior to engaging Project workers and maintained throughout Project implementation.</i></p> | NPIU |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/ AUTHORITY |
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| | complaints on sexual harassment in the workplace and to treat them with confidentiality. | | |
| 2.3 | <p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <p>Prepare, adopt, and implement occupational, health and safety (OHS) measures specified in the ESMF including prevention and contingency planning for a communicable disease outbreak such as COVID-19. Contractors will be required to provide adequate trainings to its workers on OHS, including proper use of personal protective equipment (PPE), as well as provide and insist on use of PPE, provision of first aid kit and other hygiene facilities.</p> <p>Require Contractors / Supervising Engineers to maintain adequate manpower, equipment and financial resources for OHS implementation.</p> <p>Implement occupational, health and safety (OHS) measures as described in sub-project level ESMPs and in line with Occupational Safety and Health Authority Act of 2003 and ESS2. In addition, the Contractors will develop (prior to the start of construction works) and implement a Contractor’s OHS management plan with Safety Audits carried out monthly, which should be conducted by the contractors that will cover all risks associated with OHS.</p> | <p><i>During project implementation</i></p> <p><i>Daily implementation of OHS measures. Monitoring of implementation of OHS measures</i></p> | NPIU |
| ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT | | | |
| 3.1 | E-WASTE MANAGEMENT PLAN: | <i>Developed before commencement of the construction activities alongside other tools and thereafter implemented throughout Project implementation.</i> | NPIU |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/ AUTHORITY |
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| | Contractor for each sub project will be required to define in the C-ESMPs measures to manage e-waste from ICT activities line with ESMF prior to commencement of works. Methodologies for handling hazardous substances such as oils, lubricants, lead containing paints and non-combustible waste will be defined during bidding process and will be an integral part of ESMPs. Wastes not suitable for incinerations and general municipal waste dumping (e.g. Batteries, plastics, rubbers, tires, etc.) shall be removed for recycling, treatment, and/or disposal by licensed contractor as appropriate. | | |
| 3.2 | RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT: Resource efficiency and pollution prevention and management measures will be covered under the ESMP to be prepared under action 1.2 above. | <i>Throughout implementation of the ESMPs</i> | NPIU |
| ESS 4: COMMUNITY HEALTH AND SAFETY | | | |
| 4.1 | TRAFFIC AND ROAD SAFETY: Adopt and implement measures and actions prior to commencement of works to assess and manage traffic and road safety risks as required. The Government will ensure that Project contractors present and implement Traffic and Road Safety Plans, based on the ESMPs. | <i>Prior to commencement of civil works; throughout implementation.</i> | NPIU |

| MATERIAL MEASURES AND ACTIONS | TIMEFRAME | RESPONSIBLE ENTITY/ AUTHORITY |
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| <p>4.2 COMMUNITY HEALTH AND SAFETY: It is expected that contractors will hire staff to provide security for their camps and other properties. The PIU will ensure that contractor (i) make reasonable inquiries to verify that the direct or contracted workers retained to provide security are not implicated in past abuses; (ii) train them adequately (or determine that they are properly trained) in the use of force (and where applicable, firearms), and appropriate conduct toward workers and affected communities; and (iii) require them to act within the applicable laws of Tanzania.</p> <p>Develop and implement measures and action to assess and manage specific risks and impacts to the community arising from Project activities, including in relation to Sub-Project Workers and any risks of labor influx and diseases transmission/outbreak including HIV/AIDS and COVID 19.</p> <p>Contractors under the supervision of UPIUs/ APIUs and monitoring of NPIU will prepare HIV/AIDS and other Communicable Diseases Management Plans.</p> | <p><i>During preparation and implementation of ESMPs and prior to subproject commencement and maintained throughout construction activities</i></p> <p><i>After contract award and prior to commencement of works.</i></p> | <p>NPIU</p> |

| MATERIAL MEASURES AND ACTIONS | TIMEFRAME | RESPONSIBLE ENTITY/ AUTHORITY |
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| <p>4.3 SEA/SH RISKS</p> <p>An SEA/SH(GBV) Action Plan will be drafted by NPIUs reviewed and approved by the Bank and implemented by the Project and will include the following:</p> <ul style="list-style-type: none"> a) Assess the SEA/SH risks associated with the project based on existing data and input from key stakeholders. This should include identification of risks to workers and communities during construction as well as risks to students within operating institutions. b) Map out SEA/SH prevention and response actors at the national level and at the institution level. c) Define the SEA/SH requirements and expectations in the bid documents including codes of conducts (to be signed by workers), training, awareness raising for workers and the community, SEA/SH responsive GRMs and approach to SEA/SH case management. d) Define the SEA/SH measures needed to protect students at the national level and the institutional level including the need for institutions to develop SEA/SH policies, training and awareness raising, GBV responsive GRMs, educator/ staff codes of conduct (to be signed), student agreements, referral pathways etc. <p>The NPIU will develop and implement an effective Project level GRM which can respond to GBV cases that has a survivor centered approach and knows how to respond to survivors.</p> | <p><i>SEA/SH Action Plan to be developed 3 months after Project Effectiveness but prior to the procurement of relevant activities.</i></p> <p><i>Maintained and implemented throughout Project implementation</i></p> | <p>NPIU, UPIUs APIUs</p> |
| <p>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</p> | | |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/ AUTHORITY |
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| 5.1 | <p>RESETTLEMENT POLICY FRAMEWORK (RPF)</p> <p>The Project will adopt and implement the approved RPF prepared in line with the provisions of ESS5 in the preparation of site specific RAPs where needed.</p> | Throughout project implementation | NPIU |
| 5.2 | <p>RESETTLEMENT PLANS:</p> <p>Resettlement Action Plans (RAPs) in accordance with the requirements of the RPF and in line with the provisions of ESS5 will be prepared, approved by the Bank, disclosed and implemented prior to any displacement occurring. Disclose of the RAPs will be according to the requirements of the RPF and SEP including on the MoEST and Bank websites.</p> | <i>Prior to commencing Project activities that involve land acquisition and resettlement or loss of crops and income.</i> | NPIU |
| 5.3 | <p>RESETTLEMENT GRIEVANCE MECHANISM</p> <p>Ensure that the Resettlement Grievance Redress Mechanism (GRM) as described in the SEP and RPF and any subsequent RAPs, is fully accessible, inclusive, operational, and functional and disseminated to the Project Affected People and general public. The resettlement GRM will address concerns promptly and effectively and in a transparent manner that is culturally appropriate.</p> | <p><i>Resettlement GRM to be operational and disseminated to PAPs no later than 6 months after project effectiveness but in any event prior to commencing Project activities that involve land acquisition and resettlement or loss of crops and income.</i></p> <p><i>Implemented throughout Project implementation</i></p> | NPIU |
| ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES | | | |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/ AUTHORITY |
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| 6.1 | <p>BIODIVERSITY RISKS AND IMPACTS:</p> <p>The project’s physical investments are not expected to be implemented in ecologically sensitive areas or natural habitats because no university campus or site is in these areas. In case where there are trees, grasses and other components of biodiversity, the PIU will develop and implement measures and actions to assess and manage risks and impacts on biodiversity. Where significant risks and impacts on biodiversity have been identified the Project will develop and implement mitigation measures as will be described in the ESMPs.</p> | <p><i>Monitoring during the project implementation</i></p> | <p>NPIU</p> |
| <p>ESS 7: SUB SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</p> | | | |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/ AUTHORITY |
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| 7.1 | <p>a. As part of the SIA described in point 1.2 above; (i) explore options to create and extend benefits of higher education to vulnerable individuals and groups and integrate the results of the SIA in the Project design, project implementation, SEP, and other instruments as needed; (ii) obtain, document and integrate in the Project, the inputs of vulnerable individuals and groups on broad project design, including the approach to program development and efforts to increase equitable access to higher education where relevant.</p> <p>b, For curriculum and pedagogy development in areas relevant to the cultural practices, beliefs and livelihoods of vulnerable individuals and groups including natural resources management, climate change, tourism, wildlife management, agriculture, among others, consulted on with vulnerable individuals and groups so that their design avoids undermining language use, cultural practices, institutional arrangements, religious or spiritual beliefs of Vulnerable Groups; and capitalizes on opportunities to incorporate traditional local knowledge from these communities in the curricula development and to design courses of study that address VG needs.</p> <p>c. Undertake deliberate efforts to ensure that vulnerable individuals and groups are incorporated in project-wide consultations. These efforts will ensure vulnerable individuals and groups are included in the stakeholder engagement process and soliciting their input on activities with themes related to their economic social, and cultural status and development.</p> | <p><i>As per Point 1.2 above</i></p> <p><i>Monitoring during the project implementation</i></p> | <p>NPIU</p> |
| ESS 8: CULTURAL HERITAGE | | | |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/ AUTHORITY |
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| 8.1 | <p>CHANCE FINDS</p> <p>Assessment of potential impacts in ESIA's Procedure for addressing potential chance finds from construction sites, borrow pits and quarries will be outlined as an integral part of the ESMPs. Prior to commencement of works adoption of a chance finds procedure for relevant civil works under the project will be done as part of the C-ESMP.</p> | <p><i>Prior to commencement of civil works and maintained throughout project.</i></p> | |
| ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE | | | |
| 10.1 | <p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Implement the Stakeholder Engagement Plan (SEP) to ensure that in an inclusive and participatory manner, all stakeholders can engage in meaningful consultations and other engagement on an ongoing basis during the entire life cycle of the Project. Stakeholder engagement will pay particular attention to the needs and interests of women, persons with disabilities, the poorest of the poor, and other members of vulnerable groups, and will include the measures described in ESS7 above. The PIU has disclosed the ESCP, SEP and other relevant documents in local languages and in a manner that is culturally appropriate. Updates to the documents as well as further documents (eg LMP) will also be disclosed in this manner.</p> <p>Update and re-disclose the SEP based on project implementation and changes in risks, impacts and/or mitigation measures.</p> | <p><i>Documents will be consulted on during preparation as per timeframes outlined above.</i></p> <p><i>Disclosure of documents and updates will be undertaken 5 working days of approval by the Bank.</i></p> <p><i>Throughout the Project's life cycle</i></p> | NPIU |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/ AUTHORITY |
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| 10.2 | <p>PROJECT GRIEVANCE MECHANISM: Establish and operationalize the Grievance Redress Mechanism (GRM) as described in the SEP. Ensure reception and timely response to any complaints made about the project</p> | <i>Prior to commencement of the Project activities and maintained throughout Project implementation.</i> | NPIU, UPIUs, APIUs |
| CAPACITY SUPPORT (TRAINING) | | | |
| CS1 | <p>Develop and deliver training on the World Bank Environmental and Social Framework and the corresponding environmental and social safeguard documents developed for the project, including relating to stakeholder engagement including grievance redress mechanisms, Gender-Based Violence (SEA/SH), labor and working conditions, transmission of communicable diseases, WBG EHS Guidelines, Environmental and Social Commitment Plan, and other implementation activities such as coordination, supervision, monitoring and reporting for the following target audiences:</p> <ul style="list-style-type: none"> - National Project Implementation Unit, - University Project Implementation Unit - Agency Project Implementation Unit - project implementation levels including participating institutions | <i>To start 2 months after project effectiveness and thereafter on an as-needed basis.</i> | NPIU |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/ AUTHORITY |
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| CS2 | <p>Develop and deliver the training for Project workers on occupational health and safety including on emergency prevention and preparedness and response arrangements to emergency situations.</p> <ul style="list-style-type: none"> • emergency preparedness and response • community health and safety. • Environmental policies, procedures and legislation • Knowledge of the implementation monitoring process for ESIAs/ESMPs and RAPs | <p><i>Within six months after Project effectiveness and throughout the project implementation.</i></p> | NPIU |