

The Republic of Côte d'Ivoire



**ECOWAS REGIONAL ELECTRICITY ACCESS AND
BATTERY ENERGY STORAGE SYSTEMS (ECOREAB)
P167569**

Draft for Negotiation

**ENVIRONMENTAL and SOCIAL
COMMITMENT PLAN (ESCP) – Cote d'Ivoire**

March 2021

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. *The Government of the Republic of Côte d'Ivoire (hereinafter the Recipient)* intends to implement the ECOWAS Access To Electricity and Battery Energy Storage Systems (ECOREAB) Project (the **Project**) with the involvement of the Ministry of Petroleum, Energy and Renewable Energies, in association with the Ministries in charge of the Economy, Finance, Construction, Housing and Urban Planning, Budget, and the National Ivorian company in charge of Energy (CI-ENERGIE). The *International Development Association (hereinafter the Association)* has agreed to finance 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 any other E&S documents required under the ESF and referred to in this ESCP, such as Environmental and Social Management Plans (ESMP) within which risk mitigation measures for sexual exploitation and abuse and sexual harassment (SEA/SH) will be included, Labor Management Procedures, Resettlement Action Plan (RAP), and the Stakeholder Engagement Plan (SEP), and the timelines specified in those E&S 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 Government of the Republic of Côte d'Ivoire* 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 Government of 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 delegate(s)* will agree to the changes with the *Association* and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the *Association* and *The Recipient*. *The Government of the Republic of Côte D'Ivoire* will promptly disclose the updated ESCP.
7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, *The Recipient of Côte D'Ivoire* shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include [specify risks and impacts that are relevant to the Project, such as environmental, health, and safety impacts, COVID-19 transmission risk, labor influx, gender-based violence.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including, but not limited to the implementation of the ESCP, the state of preparation and implementation of environmental and social (E&S) instruments required by the ESCP, Stakeholder engagement activities, the Grievance Mechanism management including an analysis on the number of SEA/SH complaints, the implementation of the action plan to mitigate risks and responses to gender-based violence , sexual exploitation and abuse, sexual harassment and violence against children. Regular monitoring will also include the preparation of reports of the consultations with illustrations, including photos and attendance list when safe and appropriate to do so (except for consultations on SEA/SH).</p>	<p><i>A project progress report is submitted every three months during implementation.</i></p>	<p><i>The Project Implementation Unit (PIU) of CI-ENERGIES and the Ministry of Petroleum, Energy and Renewable Energies</i></p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>B INCIDENTS AND ACCIDENTS</p> <p>The Recipient shall ensure, and cause the PIU to notify the Association any incident or accident related to, or having an impact on the Project which has or is likely to have adverse repercussions on the environment, the affected communities, the public, or workers, including, but not limited to, any allegations of gender-based violence, sexual exploitation and abuse, sexual harassment, violence against children (including child labor) and work-related accidents or deaths related to the project, strikes and social unrest. 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 severe.</p> <p>Provide sufficient details of the incident or accident, indicating the immediate measures taken to deal with it without delay, and including the information made available by any supplier or service provider as well as by the supervisory entity.</p> <p>For incidents related to GBV/SEA/SH, to guarantee confidentiality, 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>Subsequently, at the request of the Association, 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><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><i>The Contractor and the PIU</i></p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
C	<p>CONTRACTORS MONTHLY REPORTS</p> <p>Contractors will be required to provide to the PIU with monthly monitoring reports on the implementation of environmental and social clauses.</p> <p>The Recipient will submit, to the Association the monthly monitoring reports related to the BESS.</p>	<p><i>Monthly throughout Project implementation</i></p>	<p><i>PIU contractor</i></p>
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>This current implementation unit for the Cote d'Ivoire Electricity Transmission and Access Project (P157055) is located in CI-ENERGIES and will also implement ECOREAB. It has one environmental and one social specialist. The PIU will hire an additional social consultant and an environmental consultant to support the PIU as well as a SEA/SH consultant.</p>	<p><i>The current environmental specialist and social specialist shall be maintained throughout the project lifecycle. One environmental consultant, one social consultant, and one SEA/SH 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><i>Ministry of Petroleum, Energy and Renewable Energies and CI-ENERGIES</i></p>
1.1.2	<p>Ensure that the environmental and social specialists carry out their tasks related to the environmental and social management of the Project, namely: dissemination of the ESMP, ESCP, SEP and LMP to key stakeholders; preliminary reviews as soon as the draft of the Annual Work Program and Budget is available; overseeing the implementation of the required instruments (Environmental and Social Management Plan – ESMP and its validation; verification of the integration of environmental and social measures including SEA/SH provisions in tender documents and works contracts; monitoring the effective implementation of the measures, in collaboration with the technical services; preparation of quarterly reports, a copy of which shall be sent to the Bank.</p> <p>Implementation of the Waste Management Plan; drafting of the environmental and social aspects of the Procedure Manual.</p>	<p><i>Before the starting of the Project activities and during the entire Project life cycle</i></p>	<p><i>Ministry of Petroleum, Energy and Renewable Energies and CI-ENERGIES</i></p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.1.3	Ensure collaboration and dialogue between the National Environmental Agency (ANDE), the PIU, CI-ENERGIES and other stakeholders within the technical committee of the project and strengthen their capacities for to monitor the implementation of the ESMP.	<i>Before starting of the Project activities and during the entire Project life cycle</i>	<i>Ministry of Petroleum, Energy and Renewable Energies and CI-ENERGIES</i>
1.2	ENVIRONMENTAL AND SOCIAL ASSESSMENT Carry out an environmental and social assessment to identify and assess the environmental and social risks and effects of the Project and the appropriate mitigation measures.	<i>Before project activities start and from time to time during the execution of the project if necessary</i>	<i>PIU</i>
1.3	MANAGEMENT TOOLS AND INSTRUMENTS As part of the environmental and social assessment of the project, the Recipient will develop, consult upon with relevant stakeholders, adopt, maintain, implement and, as appropriate the following tools and instruments for risk management and assessment (plans): <ul style="list-style-type: none"> • Environmental and Social Impact Findings / Environmental and Social Management Plan (ESMP) • Labor Management Plan (LMP) • Stakeholder Engagement Plan (SEP) • Waste and Hazardous Materials Management Plan (WHMP) As needed and in accordance with Ivorian regulations and the World Bank's ESSs, will be prepared during Project implementation.	<i>Before the start of any activity requiring the preparation of a specific safeguard instrument, and after no-objection from the Association.</i> <i>The ESMP and LMP will be disclosed prior to negotiations.</i> <i>The SEP will be disclosed prior to appraisal.</i> <i>The Grievance Mechanism will be in place prior to the start of project activities.</i>	<i>PIU</i>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>1.4 MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including the management tools and 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>All bidding documents for civil works will have embedded environmental and social clauses, in order to enable contractors to follow up on environmental and social due diligence and to mitigate the anticipated negative risks and impacts.</p> <p>World Bank codes of conduct will be required and enforced for all contractors and sub-contractors and their workers to combat gender-based violence, sexual exploitation and abuse, sexual harassment, and the recruitment of minors.</p> <p>The workers and managers of the companies will sign the codes of conduct as soon as they take office and immediately upon new employees are hired. They will also be required to provide awareness raising workshops on the Codes of Conduct.</p> <p>Companies will have their Contractor Environmental and Social Management Plan (C-ESMP) accompanied by a Grievance Mechanism for workers. These documents will be reviewed and validated by the PIU and the World Bank before the start of work.</p> <p>The Recipient must ensure the same approach is followed for the “Associated Facilities” which are closely related to the Project.</p>	<p><i>During the preparation of tender documents and before the start of works.</i></p>	<p>PIU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.5	<p>PERMITS, APPROVALS AND AUTHORIZATIONS:</p> <p>Obtain or help to obtain, as the case may be, the permits, consents and authorizations applicable to the Project by virtue of the legislation in force from the competent national authorities and communities concerned.</p> <p>The Recipient will respect or enforce, the conditions set out in these permits and authorizations</p>	<p><i>Throughout the project implementation period.</i></p>	<p><i>PIU</i></p>
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Develop workforce management procedures in accordance with national law and ESS2, taking into account the process of fair and gender inclusive recruitment and job management within the project. These procedures will be set out in a document entitled Labor Management Procedures (LMP). These procedures also include clauses for the use of Ivoirian and foreign (skilled and unskilled) workers in accordance with the Labor Code and in accordance with ESS2. These clauses must be included in the contracts of suppliers/service providers and subcontractors, prohibit the employment of children, and forced labor, and guarantee the right to form a union. The Project will ensure issues like Gender Based Violence, Sexual Exploitation and Abuse, Sexual Harassment are also prohibited in the contracts and codes of conduct.</p> <p>The government will ensure the signing of contracts with Direct Workers and with Contract Workers by ensuring that labor clauses comply with the national framework and ESS 2. Workers of Project Associated Facilities will also sign codes of conduct, the Project will ensure monitoring of labor conditions involve associated facilities.</p>	<p><i>The LMP shall be disclosed prior to negotiations.</i></p> <p><i>To be implemented at the start of project preparation and throughout Project life cycle</i></p>	<p><i>PIU and Contractors</i></p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>In accordance with ESS No. 2 and Côte d'Ivoire labor law, and as part of the LMP, establish, operate, and maintain a specific GM for Project Workers to respond quickly to concerns and employment-related issues through a transparent, easily accessible, inclusive, and participatory process that is easy to understand and which provides for feedback to the parties concerned in a language which they understand, without reprisals, and which will operate in an independent, fair, accessible, inclusive, and objective manner. The GM must include measures for the management of SEA/SH incidents, detailing the procedures, entry points, GBV service referrals and accountability mechanisms for complainants.</p>	<i>Before starting of activities and during the entire life cycle of the Project</i>	<i>PIU and Contractors</i>
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</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>	<i>Before starting work. These measures are maintained throughout the implementation of the Project.</i>	<i>PIU and Contractors</i>
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
3.1	<p>WASTE AND HAZARDOUS MATERIALS MANAGEMENT:</p> <p>Ensure that the companies or contractors of the Project and associated facilities 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"> ensure suppliers and service providers of the Project develop and implement a Waste and Hazardous Materials Management Plan before the works ensure the strict application of these plans through regular monitoring and supervision. <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>Developed three months after Project effectiveness, prior to works, and thereafter implemented throughout Project implementation.</i></p>	<p><i>PIU and Contractors</i></p>
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT:</p> <p>Ensure site specific ESMPs will explore technically and financially feasible measures to improve efficient consumption of water and building materials. This includes adding measures for the prevention and management of pollution during works of any kind in the contractual clauses of the contractors and other service providers. The Recipient will ensure that the prescriptions and the technical measures are covered by the ESMPs of the works.</p> <p>Associated facilities, 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><i>PIU and Contractors</i></p>
3.3	<p>WASTE MANAGEMENT AT THE END OF THE WORK:</p> <p>The Government will ensure that the Project companies systematically eliminate all waste from the sites at the end of the works.</p>	<p><i>During and at the end of the work</i></p>	<p><i>PIU and Contractors</i></p>

ESS 4: COMMUNITY HEALTH AND SAFETY

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
4.1	<p>TRAFFIC AND ROAD SAFETY:</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>	<i>Before the starting of works and during the life cycle of the Project</i>	<i>Contractor and PIU</i>
4.2	<p>COMMUNITY HEALTH AND SAFETY:</p> <p>Develop and implement measures and actions to assess and manage the risks and effects that Project activities could generate for local populations, including those linked to the presence of Project workers and the influx of labor.</p> <p>These measures should take into account vulnerable people and groups living in the Project area. This must be reflected in the future safeguards instruments to be prepared.</p> <p>Develop and implement measures against the transmission of COVID-19 to communities due to the influx of labor in accordance with WHO and national requirements and inform communities of these risks and prevention measures.</p> <p>The use of security personnel is not envisioned in the project, but should this aspect change the Recipient shall implement necessary risk mitigation measures before deploying security personnel under the Project (training, codes of conduct, assessments/plans, SEA/SH measures) in line with the ESSs to minimize risks for beneficiaries. In such a case, the ESCP will be amended and redisclosed to reflect requirements and responsibilities related to the use of security personnel under the project.</p>	<i>Before the starting of works and during the lifecycle of the Project</i>	<i>Contractor/service providers PIU</i>

4.3	<p>GBV AND SEA RISKS:</p> <p>Mitigation measures include a number of GBV/SEA/SH prevention and response measures 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 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.</p>	<i>During the entire period of the Project</i>	<i>PIU and contractors</i>
4.4	<p>GBV AND SEA RISKS DURING PROJECT IMPLEMENTATION</p> <p>Make available additional funding for the implementation of measures to address the risks and impacts of sexual exploitation and abuse that may occur during the implementation of the Project. The SEA/SH risk mitigation measures will be implemented and will be updated as required based on changes in field conditions as part of the project.</p>	<i>During the entire life cycle of the Project</i>	<i>PIU and contractors</i>

ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT

Not applicable

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>Ensure that the ESMP prepared include measures and actions to manage risks and effects on biodiversity (compensatory reforestation, location and protection of natural habitats, restoration of biodiversity).</p>	<p><i>Before the starting of works and throughout the implementation of the sub-project</i></p>	<p><i>PIU and Contractors</i></p>
<p>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES [See examples of possible actions below, if determined that ESS7 is relevant].</p>			
<p>MATERIAL MEASURES AND ACTIONS</p>		<p>TIMEFRAME</p>	<p>RESPONSIBLE ENTITY/AUTHORITY</p>
<p>Not applicable</p>			
<p>ESS 8: CULTURAL HERITAGE</p>			
<p>MATERIAL MEASURES AND ACTIONS</p>		<p>TIMEFRAME</p>	<p>RESPONSIBLE ENTITY/AUTHORITY</p>
8.1	<p>CHANCE FINDS:</p> <p>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 ESMP. Include as Clauses in all work 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>Throughout Project implementation</i></p>	<p><i>PIU and Contractors</i></p>
<p>ESS 9: FINANCIAL INTERMEDIARIES</p>			
<p>MATERIAL MEASURES AND ACTIONS</p>		<p>TIMEFRAME</p>	<p>RESPONSIBLE ENTITY/AUTHORITY</p>
<p>Not Applicable</p>			
<p>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</p>			
<p>MATERIAL MEASURES AND ACTIONS</p>		<p>TIMEFRAME</p>	<p>RESPONSIBLE ENTITY/AUTHORITY</p>
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Prepare 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>SEP will be disclosed prior to appraisal and updated as required during project implementation.</i></p> <p>SEP can be updated and redisclosed as required during the Project implementation</p>	<p><i>PIU</i></p>

10.2	<p>PROJECT GRIEVANCE MECHANISM:</p> <p>Prepare, implement, and maintain the GM, as described in the SEP. This mechanism also includes a special channel for handling complaints related to issues of gender-based violence, sexual exploitation and abuse, sexual harassment, and violence against children.</p> <p>This Grievance Mechanism will be supported by a communication plan to ensure that the affected communities concerned by the project are aware of the existence of this mechanism and know the procedures for submitting and processing complaints as well as other remedies.</p>	<p><i>To be established one month after effectiveness and before the start of project activities and maintained throughout the implementation of the Project.</i></p>	<p>PIU</p>
CAPACITY SUPPORT (TRAINING)			
CS1	<p>Training on Environmental and Social Standards applicable to the project</p> <ul style="list-style-type: none"> • ESS 1: Assessment and Management of Environmental and Social Risks and Impacts (good practices for monitoring/supervision, reporting, identifying risks, preparing environmental and social baselines, addressing risks and impacts on vulnerable and disadvantaged groups) • ESS 2: Labor and Working Conditions & Labor Management Plan (LMP) • ESS 3: Resource Efficiency and Pollution Prevention and Management • ESS 4: Community Health and Safety, including security risks and COVID-19 • ESS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources • ESS 8: Cultural Heritage • ESS 10: Stakeholder Engagement and Information Disclosure & Stakeholder engagement plan (SEP) <ul style="list-style-type: none"> • Environmental and social commitment plan (ESCP) 	<p><i>At the start of the work</i></p>	<p>PIU and Contractors</p>

<p>CS2</p>	<p>Training may be required on the following topics:</p> <ul style="list-style-type: none"> • How to conduct a relevant environmental and social baseline of the project area and correlate to mitigation measures/risk identification • How to use consultation to obtain social data • Identification of vulnerable and marginalized groups • Identification and mobilization of stakeholders • Special aspects of environmental and social assessment • Health and security at work • Preparation and response to emergency situations • Risk and disaster management • Grievance Mechanism <p>Sexual Exploitation and Abuse, Sexual Harassment, and Violence Against the Children</p>	<p><i>One session three months after the start of project activities and one other session six months after the start of project activities.</i></p>	<p><i>PIU and Contractors</i></p>
<p>CS3</p>	<p>Occupational Health and Safety Training (as per ESS2 and ESS4):</p> <p>Companies must train all Project workers, including security guards, on occupational health and safety, first aid equipment, prevention of emergency situations and how to prepare for and respond to such situations.</p>	<p><i>At the start of the work</i></p>	<p><i>PIU and Contractors</i></p>
<p>CS4</p>	<p>Training on employment and working conditions (as per ESS2)</p> <ul style="list-style-type: none"> • Terms and conditions of employment in application of national labor legislation; • Codes of conduct for suppliers / service providers and Subcontractors; • Workers' organizations and grievance mechanism; • Regulations on child labor and minimum employment age of children. 	<p><i>At the start of the work</i></p>	<p><i>PIU and Contractors</i></p>
<p>CS5</p>	<p>Training on environmental and social management (as per ESS1), This training will consist of sharing knowledge on:</p> <ul style="list-style-type: none"> • the environmental and social selection and classification process for sub-projects; • the procedures for organizing and carrying out ESIA's; • environmental policies, procedures and legislation in Côte d'Ivoire; • the process of monitoring the implementation of ESMPs 	<p><i>Six months after Project effectiveness</i></p>	<p><i>PIU and Contractors</i></p>

CS6	<p>Training on Grievance Management Mechanism (as per ESS10), design, and realization of the module by integrating at least the following aspects:</p> <ul style="list-style-type: none"> • Registration and processing procedure; • Complaints settlement procedure; • Documentation and handling of complaints; • Use of the procedure by the various stakeholders. 	<i>Throughout project implementation</i>	<i>PIU and Contractors</i>
CS7	<p>GBV risk training</p> <ul style="list-style-type: none"> • Awareness and prevention and mitigation measures of the risks of GBV, as well as the accountability and response framework; • Themes, activities and target audiences will be defined in the GBV Action Plan; • Dissemination of the GBV action plan (activities, target groups.). 	<i>Six months after Project effectiveness</i>	<i>PIU</i>
CS7	<p>Training on the construction site ESMP</p> <ul style="list-style-type: none"> • Objectives and structure of the Construction site ESMP; • Main impact management measures proposed in the Site ESMP; • Appropriation of the Site ESMP; • Main implementation and performance indicators. 	<i>At the start of the work</i>	<i>PIU and Contractors</i>