

REPUBLIQUE DU SENÉGAL

**Regional Access to Electricity and Battery
Energy Storage Systems Project (ECOREAB)
(ECOREAB) (P167569)**

Draft for Negotiation

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

March 2021

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. *The Republic of Senegal (hereinafter the Recipient)* will implement the Regional Access to Electricity and Battery Energy Storage Systems (ECOREAB,) Project (the **Project**) in association with *The National Electricity Company of Senegal (SENELEC)*. *The International Development Association (hereinafter the Association)* has agreed to provide funding 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 any other E&S documents required under the ESF and referred to in this ESCP, such as Environmental and Social Management Plans (ESMP), Resettlement Action Plans (RAP), and Stakeholder Engagement Plans (SEP), Labor Management Procedures (LMP), Grievance Mechanism (GM), the measures to mitigate the risks of sexual exploitation and abuse / sexual harassment (SEA/SH) and security risks included in the ESMF and the SEA/SH Prevention and Response Action Plan 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 Senegal* 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 circumstances, *the Republic of Senegal* 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 *government of the Republic of Senegal*. *The Government of the Republic of Senegal* through *SENELEC* 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 *Republic of Senegal* shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include *such as environmental, health, and safety impacts, including measures related to the prevention of COVID-19 at project sites; security risks in conflict prone areas; labor risks including child labor risks; and risks related to sexual exploitation and abuse / sexual harassment (SEA/SH), social conflict and disease transmission resulting from labor influx.*

| ATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/AUTHORITY |
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| MONITORING AND REPORTING | | | |
| A | <p>REGULAR REPORTING</p> <p>Prepare and submit to the Association regular monitoring reports on the implementation of the ESCP in form and substance satisfactory to the Association, which shall provide an update on the environmental, social, health, and safety (ESHS) performance of the Project; including the status of compliance with the requirements under the ESCP, including the preparation and implementation of the safeguards measures and instruments mentioned below in 1.3; stakeholder engagement activities, and a functioning grievance redress mechanism.</p> | <p><i>A project progress report will be submitted every three months during implementation</i></p> | <p><i>Project Implementation Unit</i></p> |
| B | <p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the Association of any incident or accident related to or affecting the project which has or is likely to have serious consequences for the environment, affected communities, the public or staff, including any allegation of GBV/SEA/SH. Provide sufficient details of the incident or accident, indicating the measures taken or to be taken without delay to deal with it and all the information made available by any supplier or service provider and by the oversight entity, if applicable.</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 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><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>Project Implementation Unit</i></p> |
| C | <p>CONTRACTORS MONTHLY REPORTS</p> <p>Contractors will be required to provide the PIU with monthly monitoring reports on the implementation of environmental and social clauses.</p> <p>The Recipient will submit, upon request, the monthly monitoring reports to the Association.</p> | <p><i>Monthly throughout the life cycle of the project</i></p> | <p><i>Owner Engineer and PIU</i></p> |
| ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS | | | |

| ATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/AUTHORITY |
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| 1.1 | <p>ORGANIZATIONAL STRUCTURE</p> <p>The National Electricity Company of Senegal (SENELEC) will maintain the environmental, social and gender specialists within the Project Implementation Unit of the Electricity Sector Support Project (P125565) and the following shall be recruited to support environmental and social risk management: one social specialist (with experience in resettlement stakeholder engagement, Grievance Mechanism, conflict and violence prevention); one environmental specialist with specialization in Occupational Health and Safety; and one SEA/SH consultant.</p> | <p><i>The current environmental specialist and social specialist in the PIU shall be maintained throughout the project lifecycle. In addition, one social consultant; one Occupational Health and Safety consultant; and one SEA/SH consultant shall be recruited no later than three months of project effectiveness and shall be maintained throughout the project.</i></p> | <p><i>Project Implementation Unit</i></p> |
| 1.2 | <p>ENVIRONMENTAL AND SOCIAL ASSESSMENT</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, as indicated in paragraph 5 of Annex 1 of ESS1, in particular:</p> <ul style="list-style-type: none"> • Environmental and Social Management Framework (ESMF) with security risk assessment and SEA/SH Action Plan • Resettlement Policy Framework (RPF) • Stakeholder Mobilization Plan (SEP) • Labor Management Procedures (LMP) • Environmental and Social Commitment Plan (ESCP) • Environmental and Social Impact Assessments (ESIA) with security risk assessment • Resettlement Action Plans (RAPs) <p>SENELEC will update and adopt the environmental and social impact assessment prepared for the Project and implement its recommendations, in a manner acceptable to the Association.</p> | <p><i>The final versions the ESMF, RPF, and LMP will be disclosed by negotiation.</i></p> <p><i>The ESCP and SEP will be disclosed prior to Negotiation.</i></p> <p><i>The ESIA's will be carried out after the evaluation of the project during implementation and as soon as the sites are known. RAPs will be prepared as soon as ESIA's have established impacts related to involuntary resettlement requiring a RAP.</i></p> | <p><i>Project Implementation Unit</i></p> |

| ATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/AUTHORITY |
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| 1.3 | <p>MANAGEMENT TOOLS AND INSTRUMENTS</p> <p>Adopt the environmental and social impact studies, implement its recommendations, in a manner acceptable to the Association:</p> <ul style="list-style-type: none"> • a Hazardous Waste Management Plan in the ESIA, RAP for sub-projects as needed which will be adopted and disclosed; an Environmental and Social Management System (ESMS) which will be prepared and implemented for the PIU. • SEA/SH Prevention and Response Action Plan including risk mitigation measures appropriate and proportional to the substantial level of risk. <p>The PIU? will also draft a Project Implementation Manual with an "environmental and social measures" section, which will describe in detail:</p> <ul style="list-style-type: none"> • the role of the procurement specialist to drafting ToRs, bidding documents and contracts; • the role of environmental and social, and SEA/SH specialists to draft sections on environmental, social, SEA/SH measures, to be included in the ToRs, tender documents and works contracts; • the minimum environmental and social clauses to be included in ToRs and bidding documents (including codes of conduct, coordination, reports and monitoring, grievance mechanisms); • the environmental and social indicators to be included in the monitoring system. | <p><i>The specific environmental and social studies (ESIA / ESMP, RAP, etc.) for the project activities will be prepared during the implementation of the project, according to the results of the environmental and social screening process, and submitted to the Association for approval before launching the tendering process for the respective project activities. Once approved, the environmental and social plans are made public in the country and implemented throughout the implementation of the subproject.</i></p> <p><i>The monitoring tools for these instruments will be used throughout the project.</i></p> | <p><i>Project Implementation Unit</i></p> |

| ATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/AUTHORITY |
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| 1.4 | <p>MANAGEMENT OF CONTRACTORS</p> <p>Integrate the relevant aspects of the ESCP, including the management tools and instruments referred to above in Section 1.3, in the Environment, Health, Safety and Security (EHSS) specifications of the tender documents issued to contractors. Then, ensure that service providers comply with the EHSS specifications of their respective contracts.</p> <p>The project will require the development and implementation of the following procedures applicable to contractors and sub-contractors and other service providers:</p> <ul style="list-style-type: none"> • Contractor ESMP (for the construction site, including the health, safety and hygiene plan and the COVID-19 prevention plan, which will also include a Grievance Mechanism for workers) • Environmental and Social clauses to be included in ToRs and tender documents for works and supervision contracts (codes of conduct, coordination, reporting, and monitoring, Grievance Mechanism including mitigation of issues relating to SEA/SH/ • Social commitments through codes of conduct on the prohibition of child labor as well as prevention and protection measures against SEA / SH identified in the Action Plan • Codes of conduct and internal regulations | <p><i>During the preparation of the tender documents and before the start of works.</i></p> | <p><i>Project Implementation Unit</i></p> |
| ESS 2: LABOR AND WORKING CONDITIONS | | | |
| 2.1 | <p>LABOR MANAGEMENT PROCEDURES</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 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>Project Implementation Unit and Contractors and PIU</i></p> |

| ATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/AUTHORITY |
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| 2.2 | <p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>As part of the LMP, establish, operate, and maintain a 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. The GM will be reflected in the Contractor Environmental and Social Management Plan (C-ESMP), and with entry points for managing SEA/SH incidents, detailing the procedures, entry points, GBV service referrals and accountability mechanisms for complainants.</p> | <p><i>Before starting of activities and during the entire life cycle of the Project</i></p> | <p><i>Contractors and PIU</i></p> |
| 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, including measures against COVID-19.</p> | <p><i>Before starting work. These measures are maintained throughout the implementation of the Project.</i></p> | <p><i>Contractors and PIU</i></p> |
| <p>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> | | | |

| ATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/AUTHORITY |
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| 3.1 | <p>E-WASTE MANAGEMENT PLAN: The PIU must ensure that the contractors in charge of works has a Waste Management Plan and is implemented on the site. This Waste Management plan must be in line with the with the ESMPs and closely followed during implementation.</p> <p>The Waste Management Plan must include a specific and detailed plan on handling and managing hazardous materials in line with recommendations in the ESMP. This must be included in the requirements and in the contract of the company responsible for the work.</p> <p>The PIU will ensure contractors eliminate all waste from the sites at the end of the works, in accordance with Senegal's environmental code, the waste management plan, ESMPs and NESs.</p> <p>The PIU will ensure that the Project suppliers / service providers develop and implement a Waste and Hazardous Materials Management Plan.</p> | <p><i>Before the start of works</i></p> <p><i>These measures and actions will be maintained throughout the implementation of the project</i></p> | <p><i>Contractors, Owner's Engineer and the PIU</i></p> |
| 3.2 | <p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT: 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><i>Contractors, Owner's Engineer and the PIU</i></p> |

ESS 4: COMMUNITY HEALTH AND SAFETY

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| <p>4.1</p> | <p>TRAFFIC AND ROAD SAFETY: 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 starting work and maintained throughout the implementation of the Project.</i></p> | <p><i>Contractors, Owner's Engineer and the PIU</i></p> |
| <p>4.2</p> | <p>COMMUNITY HEALTH AND SAFETY: 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. Since the project is not expected to operate in highly insecure environments, a Security Risk Assessment (SRA) and Security Management Plan (SMP) will not be required prior to approval. However, human security threats – whether contextual or related to project activities – and potential mitigating measures will be covered in the ESIA/ESMP.</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> <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>These measures will be included in the ESMPs to be developed under action 1.3 above.</p> | <p><i>Before starting of works and during the life cycle of the Project</i></p> | <p><i>Contractors, Owner Engineer and the PIU</i></p> |

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| <p>4.3</p> | <p>SEA/SH RISKS:</p> <p>Based on the findings of the project's SEA/SH risk assessment, the PIU will prepare an appropriate and proportional plan within the ESIA and further developed and updated in the ESIA's to mitigate the risks of SEA/SH/GBV at the substantial risk level. The SEA/SH Prevention and Response Action Plan will be developed in accordance with national provisions and with reference to best practices and recommended measures for projects which are substantial risk in line with the SEA/SH Good Practice Note of the World Bank, and will be part of the ESMF, ESIA's, ESMPs and OHS recommendations.</p> <p>This plan will include measures to raise awareness, prevent and mitigate the risks of SEA/SH, including the development of a code of conduct for all staff and project workers, an SEA/SH referral pathway for survivors and the organization and implementation of training sessions to sensitize various project stakeholders to the risks of SEA/SH and about the presence of a SEA/SH grievance mechanism channel.</p> <p>The SEA/SH risk mitigation plan will include an estimated budget for the implementation of these measures which will be fully covered by the PIU.</p> <p>The PIU will ensure that all tendering documents, works contracts or service contracts other than consulting services under the Project require suppliers/service providers, subcontractors, or consultants to adopt a code of conduct that will be given, for signature, to all workers. It will also include measures identified in the ESMP/ESMF and SEA/SH action plan (such as risk assessment and worksite arrangements to ensure the safety for women).</p> <p>The codes of conduct will apply to contracts or services ordered or carried out under said contracts and will cover in particular gender-based violence, violence against children and SEA/SH.</p> | <p><i>Finalization of the SEA/SH risk assessment as part of the ESMF and implementation of this plan throughout the implementation of the project.</i></p> <p><i>The SEA/SH action plan will be prepared by the SENELEC and submitted to the Association for approval before the finalization and submission of the procurement and no later than 6 months after the entry into force of the project and before starting project activities.</i></p> <p><i>The codes of conduct will be signed by the workers and required training will be provided when workers are recruited.</i></p> <p><i>The approved action plan and codes of conduct are applied throughout the implementation of the Project.</i></p> | <p><i>Contractors, Owner's Engineer and the PIU</i></p> |
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| 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> | <p><i>Before the start of work and throughout the life cycle of the project</i></p> | <p><i>Contractors, Owner Engineer and the PIU</i></p> |
| 4.5 | <p>EMERGENCY RESPONSE MEASURES</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</p> | <p><i>Before starting work/activities</i></p> | <p><i>PIU</i></p> |
| ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT | | | |
| 5.1 | <p>RESETTLEMENT PLANS:</p> <p>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 disseminated nationally and on the World Bank's website.</p> | <p><i>The RPF will be disclosed during negotiations.</i></p> <p><i>RAPs will be developed as soon as the social screening and/or ESIA indicates land acquisition and physical and economic displacement before the start of the works. The RAPs will be implemented before works can commence.</i></p> | <p><i>PIU</i></p> |
| 5.2 | <p>GRIEVANCE MECHANISM</p> <p>The project grievance mechanism, developed as part of the SEP under the provisions of ESS10, will consider grievances related to land acquisition and involuntary resettlement.</p> | <p><i>To be implemented before Resettlement Action Plans are prepared</i></p> | <p><i>PIU</i></p> |
| ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES | | | |
| 6.1 | <p>BIODIVERSITY RISKS AND IMPACTS:</p> <p>The PIU will ensure that ESIA's include measures and actions to manage risks and impacts on biodiversity (reforestation; location and avoidance of natural habitats; restoration of biodiversity).</p> | <p><i>Throughout the life cycle of the Project</i></p> | <p><i>PIU</i></p> |
| ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES | | | |
| | <p><i>Not relevant</i></p> | | |
| ESS 8: CULTURAL HERITAGE | | | |

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| 8.1 | <p>CHANCE FINDS: 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 works and throughout Project implementation</i></p> | <p>PIU</p> |
| <p>ESS 9: FINANCIAL INTERMEDIARIES</p> | | | |
| <p>Not relevant</p> | | | |
| <p>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</p> | | | |
| 10.1 | <p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Prepare, adopt and implement a Stakeholder Engagement Plan (SEP).</p> <p>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><i>Before and during the entire life cycle of the Project</i></p> | <p>PIU</p> |
| 10.2 | <p>PROJECT GRIEVANCE MECHANISM: Prepare, establish, implement, and maintain the GM, as described in the SEP. The GM will include a special channel for handling complaints related to issues of 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 operational not later than one month after the effective date and maintained throughout the implementation of the Project.</i></p> | <p>PIU Consultants</p> |
| <p>CAPACITY SUPPORT (TRAINING)</p> | | | |

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| <p>CS1</p> | <p>Training on The New Environmental and Social Framework</p> <ul style="list-style-type: none"> • ESS1: Assessment and Management of Environmental and Social Risks and Impacts • ESS2: Labor and Working Conditions • ESS3: Resource Efficiency and Pollution Prevention and Management • ESS4: Community Health and Safety • ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement • ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources • ESS8: Cultural Heritage • ESS10: Stakeholder Engagement and Information Disclosure <p>Environmental and Social Commitment Plan (ESCP)</p> <ul style="list-style-type: none"> • Stakeholder Engagement Plan (SEP) • Labor Management Procedures (LMP) • Resettlement Action Plan (RAP) • Grievance Mechanism <p>Target groups: Steering Committees, DEEC, PIU (ESS, SSS, HSS Expert, Project Managers, Technical Managers, Monitoring-Evaluation Manager, etc.).</p> | <p><i>First quarter of the first year of implementation</i></p> | <p><i>PIU</i></p> <p><i>Consultants</i></p> <p><i>world Bank</i></p> |
| <p>CS2</p> | <p>Environmental and social management, design and implementation</p> <ul style="list-style-type: none"> • Selection process and environmental and social classification of sub-projects • Good knowledge of the procedures for organizing and conducting ESIA's, including conducting relevant environmental and social baselines, using baselines to help identify risks and mitigation measures) • Social inclusion gender inclusion and vulnerable groups (in SEP, RAP, ESIA, GM) • Environmental and social policies, procedures and legislation in Senegal • Knowledge of the process for monitoring the implementation of ESIA's and RAPs <p>Target groups: Steering Committees, DEEC, PIU (ESS, SSS, HSS Expert, Project Managers, Technical Managers, Monitoring-Evaluation Manager, etc.).</p> | <p><i>First quarter of the first year of implementation</i></p> | <p><i>PIU</i></p> <p><i>Consultants</i></p> <p><i>world Bank</i></p> |

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| | <p>Health, hygiene and safety at work module:</p> <ul style="list-style-type: none"> • Personal protective equipment • Risk management in the workplace • Security risks and mitigation measures • Mitigating COVID-19 risks and other communicable disease transmission • Prevention of work accidents • Health and safety rules • Solid and liquid waste management • Preparation and response to emergency situations • Targets: DEEC, regional technical services involved, PIU (SSE, SSS Technical Managers), local communities, contractor employees, Owner’s Engineer, Suppliers/Service providers etc. | <p><i>First quarter of the first year of implementation</i></p> | <p><i>PIU</i></p> <p><i>Consultants</i></p> <p><i>world Bank</i></p> |
| | <p>Module on employment and working conditions</p> <ul style="list-style-type: none"> • Codes of conduct to SEA/SH for suppliers/service providers and subcontractors • Internal regulations of suppliers / service providers • Labor Act • International Labor Organization (ILO) • Workers' organizations • Rules on child labor and minimum age of employment for children <p>Targets: DEEC, regional technical services involved, PASE (SSE, SSS Technical Managers), Territorial Communities, Company employees, Owner’s Engineers, Suppliers/Service providers etc.</p> | <p><i>First quarter of the first year of implementation</i></p> | <p><i>PIU</i></p> <p><i>Consultants</i></p> <p><i>world Bank</i></p> |
| | <p>Module Grievance Mechanism, design and implementation of the module integrating at least the following aspects:</p> <ul style="list-style-type: none"> • Registration and processing procedure (monitoring log and good record keeping practices) • Grievance procedure • Documentation and handling of grievances • Use of the procedure by the various stakeholders • SEA/SH complaint response and accountability framework, with a protocol for referring survivors to GBV services. <p>Targets: DEEC, regional technical services involved, PASE (SSE, SSS Technical Managers), Territorial Communities, Civil Society, local NGOs, etc.,</p> | <p><i>First quarter of the first year of implementation</i></p> | <p><i>PIU</i></p> <p><i>Consultants</i></p> <p><i>World Bank</i></p> |

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| | <p>Modules on GBV</p> <ul style="list-style-type: none"> • Policies/laws and publications on GBV in Senegal that include SEA/SH • Training on the identification and management of the risks of sexual exploitation and abuse / sexual harassment (SEA/SH) • Awareness-raising and measures to prevent and mitigate the risks of GBV; such as GM and codes of conduct • The topics, activities and target audiences will be defined in the GBV Mitigation and Response Action Plan; dissemination of the action plan against GBV (activities, target groups). <p>Targets: DEEC, regional technical services involved, PIU (SSE, SSS Technical Managers), local communities/project affected people, etc. civil society, local NGOs</p> | <p><i>First quarter of the first year of implementation</i></p> | <p><i>PIU</i></p> <p><i>Consultants</i></p> |
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