

The Islamic Republic of Pakistan

Planning and Development Board, Government of the Punjab

**PUNJAB URBAN LAND SYSTEMS ENHANCEMENT PROJECT
(PULSE)
P172945**

ENVIRONMENTAL and SOCIAL COMMITMENT PLAN (ESCP)

January 2022

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Islamic Republic of Pakistan will implement the Punjab Urban Land Systems Enhancement Project (the **Project**), with the involvement of the following agencies/units: Planning and Development Board, Government of the Punjab; Punjab Board of Revenue-BoR (Implementing Agency housing Main PIU); Punjab Land Record Authority (PLRA, Assistant PIU); and Provincial Disaster Management Authority (PDMA, Assistant PIU). The International Development Association (hereinafter the Association) has agreed to provide financing for the Project.
2. The Islamic Republic of Pakistan 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 Islamic Republic of Pakistan will also comply with the provisions of any other Environmental and Social (E&S) documents required under the World Bank's Environmental and Social Framework (ESF) and referred to in this ESCP, such as Environmental and Social Management Framework (ESMF) which also contains the Resettlement Policy Framework (RPF) and the E-Waste Management Plan (EWMP), Stakeholder Engagement Plans (SEP), and Labor Management Procedures (LMP), and the timelines specified in those E&S documents.
4. The Islamic Republic of Pakistan 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 International Development Association by the Islamic Republic of Pakistan 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 Islamic Republic of Pakistan, 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 Islamic Republic of Pakistan 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 Islamic Republic of Pakistan. The Islamic Republic of Pakistan 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 Islamic Republic of Pakistan shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include environmental, health and safety impacts, involuntary resettlement, labor influx, gender-based violence, and/or poor performance of Grievance Redress Mechanisms (GRMs) set up under the Project.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Board of Revenue (BoR) will 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, status of preparation and implementation of E&S documents required under the ESCP, stakeholder engagement activities, functioning of the GRMs, periodic updating the e-waste inventory and performance on Standard Operating Procedures (SOPs)/guidelines on COVID-19.</p>	<p><i>Quarterly throughout Project implementation, to be submitted within three weeks after completion of each quarter.</i></p>	Project Director, BoR
B	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers. Provide sufficient detail regarding the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and supervising entity, as appropriate. Subsequently, as per the Association’s request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>	<p><i>Promptly after taking notice of the incident or accident and within 48 hours of incident.</i></p>	Project Director, BoR
C	<p>CONTRACTORS MONTHLY REPORTS</p> <p>Require and ensure that contractors provide monthly monitoring reports, including procurement report, as guided by project ESMF, to the PIU. These reports shall also be submitted to the Association upon request.</p>	<p>The reports shall be submitted to the PIU monthly, and to the Association upon request.</p>	Project Director, BoR
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain an organizational structure with qualified staff and resources to support management of E&S risks including Environmental and Social Specialists at Main PIU in BoR, GRM Specialist at BoR, Gender Specialist at BoR, and E&S Focal Persons at Assistant PIUs. Ensure these positions are a part of the organizational structure. These Specialists and Focal Persons shall be responsible for managing the E&S risks of the Project and ensuring that the Project is implemented in accordance with this ESCP.</p> <p>The PIU shall also hire external expertise and consultancy services as necessary to ensure that the Project is implemented in accordance with this ESCP.</p>	<p>An organizational structure, including the two E&S Specialists, Gender Specialist and GRM Specialist at Main PIU and two E&S Focal Persons at PLRA and PDMA respectively, will be established within 90 days of signing of Legal Agreements.</p> <p>E&S Staff must be in place before start of Pilot Phase to complete activities required before start of Pilot Phase (a SEA/SH Risk Assessment, establishment of Project GRM, and Security Risk Assessment (SRA) and Security Management Plan (SMP)).</p> <p>The organizational structure, including the specialists, will be maintained throughout Project implementation.</p>	<p>Project Director, BoR and Directors at Assistant PIUs.</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT</p> <p>An ESMF has been prepared for the Project. It contains preliminary assessment of E&S risks and impacts, generic mitigation measures, and monitoring requirements, and the land-titling activities.</p> <p>Pilots will be conducted in the first project year before full rollout during the subsequent four years to facilitate an efficient process for parcel mapping and registration.</p> <p>Subprojects shall be screened for E&S risks and impacts in accordance with the procedures of the ESMF and the ESSs, in a manner acceptable to the Association. Based on the screening results, as guided by the ESMF, detailed environmental and social assessments shall be conducted and corresponding, site-specific Environmental and Social Impact Assessments (ESIAs) and/or Environmental and Social Mitigation Plans (ESMPs) shall be prepared, disclosed, adopted, and implemented to address any risks identified during the process, in accordance with the ESMF and ESSs, and in a manner acceptable to the Association.</p> <p>Guidelines /SOPs for Construction Environmental, Health, Safety and Social (C-EHSS) shall be prepared and appended to the bidding documents for the civil contractors, and implementing at construction sites to mitigate environmental, health, safety and social impacts of construction activities</p> <p>All ESIAs / E&S instruments shall be comprehensive to include assessment of waste management and pollution, Labor influx, Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) risk assessment, social diversity and gender, impacts on vulnerable and disadvantaged groups or individuals.</p>	<p>ESMF has been finalized, cleared, consulted on and disclosed. ESMF shall be implemented throughout Project implementation.</p> <p>Screening of subproject activities for E&S risks shall be conducted prior to commencing of the relevant sub-project activities.</p> <p>Preparation, disclosure, consultation, and adoption of all ESIAs and/or ESMPs shall take place prior to issue of bids of subproject civil works.</p> <p>Preparation and appending C-EHSS Guidelines/ SOPs with bids prior to issuance of each bidding document</p>	<p>Project Director, BoR (Main PIU) and Directors at Assistant PIUs.</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.3	<p>MANAGEMENT TOOLS AND INSTRUMENTS</p> <p>An Environmental and Social Management Framework (ESMF) including E-Waste Management Plan has been prepared satisfactory to the Association. The ESMF includes prescreening of subproject activities.</p> <ol style="list-style-type: none"> a. A Labor Management Procedures (LMP) and Stakeholder Engagement Plan (SEP) have also been prepared. Implement the LMP and SEP in a manner satisfactory to the Association. b. Prepare, disclose, adopt and implement Environmental and ESMPs, Resettlement Action Plans (RAPs), and Livelihood Restoration Plans (LRPs) required for the respective sub-project activities in accordance with the assessment process in the ESMF, the ESSs, the Environmental, Health, and Safety Guidelines (EHSGs), the World Bank interim guidance for construction and stakeholder Engagement during COVID-19, Good practice note on SEA/ SH in civil works and other relevant Good International Industry Practice (GIIP) including WHO/GoP’s most updated guidelines on COVID-19 prevention. c. Prepare, adopt, and implement a Project Operations Manual that includes E&S requirements consistent with this ESCP. The Project Operations Manual shall reflect, at a minimum: <ul style="list-style-type: none"> • The roles of E&S Specialists • The minimum E&S clauses to be included in the terms of reference and tender documents for contractors • Incorporation of E&S indicators into monitoring and evaluation system • Completion timeline 	<p>Implement the ESMF/EWMP throughout Project implementation.</p> <ol style="list-style-type: none"> a. The LMP and SEP have been completed, consulted on, cleared and disclosed, and shall be implemented throughout Project implementation. b. Full ESIA, ESMP, RAP, and any additional instruments, shall be prepared before issuance of bids and commencement of construction. c. Within six months of Project Effectiveness and before carrying out of the relevant Project activities. 	<p>BoR through PIU E&S Unit.</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.3.1	<p>Communications Plan</p> <p>A Communication and Consultation process will be undertaken to inform Project Beneficiaries about Project activities and ensure participation of Vulnerable Groups.</p>	Within 6 months of signing of Legal Agreement	PIU BOR and Communications Consultant
1.4	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including the relevant E&S documents and/or plans/instruments, and the Labor Management Procedures, into the Environmental, Social, Health and Safety (ESHS) specifications of the procurement documents with contractors. Thereafter ensure that the contractors comply with the ESHS specifications of their respective contracts. These ESHS specifications shall include but not be limited to:</p> <ul style="list-style-type: none"> • Relevant requirements included in contracts and subcontracts (reflecting ESSs and ESCP) • Codes of conduct (CoC) for contractors and subcontractors and their workers to prohibit sexual harassment and exploitation and training of workers on their obligations under the CoC • Contractor to prepare a costed SEA/SH Action Plan as part of the contractor ESMP • Preparation of a Contractor Environmental and Social Mitigation Plan (C-ESMP), OHS Plan and C-EHSS that are costed, with sufficient budget to mitigate E&S including health and safety risks • Monitor Contractor commitment and compliance • Ensure contractors provide details on contractor’s oversight on environmental, social, health and safety (ESHS) performance • Contractor to develop a grievance redress mechanism to handle concerns of their employees. • Labor Management Plan to be developed by contractor based on the project Labor Management Procedure as part of the ESMF 	<p>Include ESHS provisions in bidding and contractual documents for works prior preparation of procurement documents. Prepare C-ESMP before commencement of civil works.</p> <p>Supervise contractors throughout Project implementation.</p>	BoR through PIU E&S Unit and Procurement Officer.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.5	<p>THIRD PARTY MONITORING (TPM)</p> <p>Third Party Monitoring: An independent consultant (firm) shall be appointed to monitor the implementation and effectiveness of compliance with the ESMF and E&S Plans (including EWMP, contractor Labor Management Plan, Gender Based Violence (GBV) action Plan), ESMP, RAPs, SEP, Occupational Health and Safety (OHS) plan, emergency. preparedness and response plan</p>	<p>TPM shall be hired no later than two months after Project Effectiveness to conduct baseline assessment upon hire and thereafter conduct monitoring once a year throughout Project implementation.</p>	<p>Project Director, BoR PIU E&S specialists shall ensure that the selected TPM consultant conduct the monitoring in a manner satisfactory to the PIU and the Association.</p>
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>a. Implement the LMP that has been developed for the Project. Update as needed.</p> <p>b. The Labor Management Procedure shall be referenced in the ESHS specifications of the procurement documents with requirements for contractors to update into a Plan during implementation and comply with its requirement. It shall also require preparation of an OHS plan consistent with the World Bank Group’s EHS Guidelines.</p>	<p>Throughout Project implementation ESHS specifications spelled out prior to the preparation of procurement documents.</p> <p>Contractor ESHS measures to be maintained throughout Project implementation.</p>	<p>BoR</p> <p>PIU E&S specialists and Procurement Officer shall ensure that the selected contractor comply with these requirements.</p>
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	<p>Grievance mechanism operational prior to recruitment of Project workers and implemented throughout Project implementation.</p>	<p>BoR and contractors</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <p>Ensure that contractors prepare, adopt, and implement occupational, health and safety (OHS) measures specified in the ESMF/ESMP/Instruments prepared under action 1.4 of this ESCP.</p> <p>Require and ensure that Project contractors abide by the approved occupational, health and safety (OHS) plan/measures. The OHS plan shall conform with GIIP, WBG ESHS Guidelines as well as WHO country and technical guidance –COVID-19 documents for the prevention of the transmission of the COVID 19 infection. Contractor measures shall also be consistent with GoP’s directive and policy on COVID 19.</p> <p>Contractor’s Health and safety officer and BoR E&S specialists shall train/orientate employees of Project Contractors on various aspects of OHS relevant to the project.</p> <p>Surveyors will be covered under the occupational health and safety measures and these will be included in their contracts</p>	<p>OHS plans will be prepared and adopted prior to initiating sub-project(s) /construction and survey work in accordance with ESMF/ESMP/Instruments and timeframe mentioned under 1.3 and implemented throughout Project life.</p>	<p>BoR PIU E&S Specialists, Contractors</p>
<p>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
3.1	<p>E-WASTE MANAGEMENT PLAN</p> <p>An E-Waste Management Plan has been finalized, cleared, consulted on and disclosed as a part of ESMF shall be implemented throughout Project implementation. The Actions under EWMP include:</p> <ul style="list-style-type: none"> a) Development of IA specific initial E-waste management plan b) Identification of E-waste inventory at the start of project c) Continuous liaison with EPA for receiving guidelines of E-waste recycling and disposal, and establishment of e-waste vender licensing/certification system d) Capacity building and training staff (awareness raising of staff for E-waste management) e) Procurement of ICTs equipment and updating e-waste inventory, if needed f) Collection of retired/obsolete ICTs equipment g) Recording E-waste inventory and storing the retired and obsolete E-waste h) establishment of project specific proper e-waste management stream in consultation with EPA i) Initiation of E-waste disposal or recycling, visiting re-cycling facilities. 	<p><i>EWMP Developed. To be implemented throughout Project implementation.</i></p> <ul style="list-style-type: none"> a) within 6 months of legal agreement b) One time (once procurement plan is finalized) c) Quarterly (starting from 60 days of the legal agreement) d) Once a year e) Within 30 days of each procurement plan). f) Continued (once in year) g) Continued (once in year) h) <i>Within 3 years of legal agreement</i> i) Continued (once in year) 	<p>Project Director, BoR</p> <p>Project E&S Specialists</p>
ESS 4: COMMUNITY HEALTH AND SAFETY			

4.1	<p>COMMUNITY HEALTH AND SAFETY (CHS)</p> <p>Prepare, adopt, and implement measures and action to assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, behavior of Project workers, risks of labor influx, response to emergency situations including L&FS and EPR, and include these measures in the ESMPs to be prepared in accordance with the ESMF, in a manner acceptable to the Bank.</p> <p>Prepare and integrate the COVID-19 related SOPs/guidelines in C-ESMP and adhere.</p>	<p>CHS specifications spelled out prior to the preparation of procurement documents, and before the start of civil works, and included in ESMPs. Contractor ESHS measures to be maintained throughout Project implementation</p>	<p>Project E&S Specialists and Procurement Officer.</p>
4.2	<p>GBV AND SEA RISKS</p> <p>Conduct a SEA/SH Risk Assessment and propose mitigation approach in the form of an Action Plan, to assess and manage the risks of SEA/SH consistent with ESS4</p>	<p>Conduct Assessment after Project approval but before start of Pilot Phase of Project. Include mitigation approach/Action Plan into Project.</p>	<p>Project E&S Specialists and Gender Specialist</p>
4.3	<p>GBV AND SEA RISKS DURING PROJECT IMPLEMENTATION</p> <p>Implement measures to address GBV and SEA risks and impacts that may arise during Project implementation.</p>	<p>Throughout Project implementation</p>	<p>Project E&S Specialists and Gender Specialist</p>
4.4	<p>Security Risk Assessment</p> <p>Conduct Security Risk Assessment (SRA) which will include a determination of the level of security required for the contracted project personnel and communities during survey works under the supervision of BoR. A Security Management Plan (SMP) will be prepared by BOR in accordance with the Good Practice Note “Assessing and Managing the Risks and Impacts of the Use of Security Personnel (2018)”.</p>	<p>SRA and SMP prepared during Project implementation before the start of the Pilot phase.</p>	<p>Project Director BoR, with assistance from E&S Specialist and Gender Specialist.</p>

ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT [the relevance of ESS5 is established during the ESA process. If during Project preparation, it is determined that resettlement documents need to be prepared, this should be reflected in the ESCP. See [examples](#) below]

5.1	<p>RESETTLEMENT PLANS</p> <p>Resettlement Framework (RF) has been prepared and disclosed prior to appraisal.</p> <p>Prepare, adopt, and implement resettlement plans (RAPs) in accordance with ESS5 and consistent with the requirements of the Resettlement Framework, and thereafter adopt and implement the respective RAPs before carrying out the associated activities, in a manner acceptable to the Association.</p>	<p>RPF to be implemented throughout Project implementation.</p> <p>RAPs endorsed by the Bank, approved by GOP and disclosed prior to issuance of corresponding bids and payment of compensation and R&R assistance completed prior to taking over of land/assets.</p> <p>There will be no forced evictions under the Project</p>	Project E&S Specialists and RAP Consultant
5.2	<p>Prepare a social, legal, and institutional assessment to assess, document and set out detailed procedures to be followed for the removal of informal settlers. These procedures set and finalized during the pilot phase will be applicable throughout the project. Consultations on all aspects of resettlement will be a part of this institutional assessment, and the RF will be updated accordingly.</p>	<p>within six months of project effectiveness and under the activities of the Year 1 pilot</p>	Project E&S Specialists, RAP Consultant, Legal Consultant
5.3	<p>GRIEVANCE MECHANISM</p> <p>The grievance mechanism (GM) to address resettlement-related complaints shall be described in the RPF, RAPs and SEP, and will be in place before commencement of project activities. Existing GRM systems in place at the BoR, PLRA and PDMA and at the local level will be assessed and strengthened as needed, and linked up with Project GRM.</p>	<p>Prior to commencement of Pilot phase</p>	Project E&S Specialists and RAP Consultant
5.4	<p>MONITORING AND REPORTING ON RESETTLEMENT ACTION PLANS</p> <p>Prepare and submit to the Association regular monitoring reports on the implementation of Resettlement Action Plans, including on issues related to land acquisition, assessment/census of Project-affected people and compensation.</p>	<p><i>Quarterly throughout implementation of RAPs within three weeks of end of each calendar quarter</i></p>	<p><i>E&S Specialists shall ensure that the regular RAPs implementation reports are prepared in a manner consistent with the requirements of ESS 5.</i></p>

ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES [the relevance of ESS6 is established during the ESA process. As with other ESSs, ESS6 may require the adoption of specific measures that may be set out in an E&S document (e.g., ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or a separate action. Indicate whether ESS6-related measures are covered under an existing document or as stand-alone actions. See [examples](#) below].

6.1	Not currently relevant to the Project		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES [See examples of possible actions below, if determined that ESS7 is relevant].			
7.1	Not currently relevant to the Project		
ESS 8: CULTURAL HERITAGE [the relevance of ESS6 is established during the ESA process. As with other ESSs, ESS6 may require the adoption of specific measures that may be set out in an E&S document (e.g. ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or a separate action. Indicate whether ESS8-related measures are covered under an existing document or as stand-alone actions. See <u>examples</u> below].			
8.1	Not currently relevant to the Project		
ESS 9: FINANCIAL INTERMEDIARIES [This standard is only relevant for Projects involving Financial Intermediaries (FIs). See below a couple of examples of actions that should be considered when FIs are involved.]			
9.1	Not currently relevant to the Project		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION Update, adopt, and implement Stakeholder Engagement Plan (SEP) consistent with ESS10 in a manner satisfactory to the Association. A draft SEP has been prepared and disclosed before appraisal completion and thereafter shall be updated during implementation.	A draft SEP has been prepared and disclosed at the start of appraisal. It shall be updated and redisclosed prior to completion of appraisal, and will be updated and re-disclosed during implementation as needed when major changes occur and it is revised.	PIU E&S specialists
10.2	PROJECT GRIEVANCE MECHANISM Prepare, adopt, maintain, and operate a grievance mechanism, as described in the SEP.	The framework for project Grievance Mechanism is in place prior to appraisal. It shall be assessed, updated and finalized, including for assessment of GBV related complaints, and operationalized within three months of project effectiveness, and maintained throughout Project implementation.	PIU E&S specialists
10.3	The Project will finance customer satisfaction surveys to monitor beneficiary satisfaction on land administration services, including the GRM.	Customer satisfaction survey, including covering GRM, will be done annually after the GRM has been operational for 12 months.	PIU E&S specialists
CAPACITY SUPPORT (TRAINING)			

<p>CS1</p>	<p>An E&S capacity assessment of Implementing Agencies will be undertaken after which trainings will be provided as per ESMF/EWMP/other instruments.</p> <p>Provide training for PIU staff, stakeholders, communities, Project staff and contractors/ workers on:</p> <ul style="list-style-type: none"> • Overview of Project, its activities and their Environmental and Social Impacts assessment and Mitigation Measures, • E-waste Management Plan (EWMP) and its implementation and monitoring • E&S compliance reporting requirements • Construction Environmental Health Safety and Social (C-EHSS) SOPs / Environmental & Social Monitoring and Evaluation / Social Assessment and Compliance Reporting Requirements • stakeholder mapping and engagement • dispute resolution and conflict management • community health and safety including COVID-19 guidelines and SOPs • Gender and SEA/SH 	<p>E&S Capacity Assessment of Implementing Agencies undertaken within one month of hiring of PIU E&S Specialists.</p> <p>A training plan will be prepared within three months of hiring of PIU E&S Specialists. Training activities will be synchronized according to Project implementation stages.</p>	<p>PIU E&S staff; external consultants as needed.</p>
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<p>CS2</p>	<p>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"> • Assigning focal point in PIUs who will be responsible for OHS related coordination and training • Conducting virtual training as much as possible targeted to field-based and non-field-based workers • Providing face-to-face training with field-based workers, subject to COVID-19 restrictions and with adherence to COVID-19 public health measures • Incorporating self-hygiene and COVID-19 related training as appropriate (provision of personal protective equipment to prevent COVID-19, if necessary) • Training Project workers and community stakeholders on-site about OHS, including COVID-19, during surveying and mapping • Placing posters and signs around the site regarding OHS • Establishing emergency response arrangements: (i) Identifying accessible local medical facilities; (ii) establishing an agreed protocol for communications with local emergency/medical services; and (iii) preparing an emergency response procedure • Informing and guiding Project workers upon emergency incidents 		
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