

KINGDOM OF CAMBODIA

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Ministry of Water Resources and Meteorology
& Ministry of Agriculture, Forestry, and Fisheries

CAMBODIA WATER SECURITY IMPROVEMENT PROJECT (P176615)

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

DRAFT FOR CONSULTATION

September 8, 2023

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Kingdom of Cambodia (the Recipient) will implement the Cambodia Water Security Improvement Project (the Project), with the involvement of the Ministry of Economy and Finance (MEF) as Recipient's representative; Ministry of Water Resources and Meteorology (MOWRAM) as Executing Agency and Ministry of Agriculture, Forestry and Fisheries (MAFF) as Implementing Agency as set out in the Financing Agreement. The International Development Association (the Association) has agreed to provide financing for the Project, as set out in the referred agreement(s).
2. The MEF, via MOWRAM (for Project Components 1 and 2) and MAFF (for Project Component 3) shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association. The ESCP is a part of the Loan Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that MOWRAM and MAFF shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.
4. As agreed by the Association and MEF, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, MEF and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and MOWRAM shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
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, status of preparation and implementation of E&S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s)]</p>	<p>Submit Semi-annual reports to the Association throughout Project implementation].</p> <p>Submit each report to the Association no later than 7 days after the end of each reporting period.</p>	<p>Project Management Unit (PMU) of MOWRAM and PMU of MAFF</p>
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, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury</p> <p>Provide sufficient detail regarding the scope, severity, and possible causes of 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/or supervising firm, as appropriate.</p> <p>Subsequently, at the Association’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Association no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the Association within a timeframe acceptable to the Association.</p>	<p>PMUs of MOWRAM and MAFF</p>
C	<p>CONTRACTORS’ MONTHLY REPORTS</p> <p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.</p>	<p>Submit the monthly reports to the Association upon request and annex the reports to the semi-annual report to the Association.</p>	<p>PMUs of MOWRAM and MAFF</p>
D	<p>NOTIFICATIONS RELATING TO DAAB COMPLIANCE REVIEW OF CONTRACTOR COMPLIANCE WITH SEA/SH PREVENTION AND RESPONSE OBLIGATIONS</p> <p>Notify the Association of any referral submitted to the Dispute Avoidance and Adjudication Board (DAAB) to initiate a process of compliance review in relation to a contractor’s obligations to prevent and respond to sexual exploitation and abuse (SEA), and/or sexual harassment (SH) specified in the respective works contract with such contractor; and, in the event of any such referral, notify the Association of: (i) the DAAB’s decision on such referral; (ii) the contractor’s Notice of Dissatisfaction, if any, with such DAAB decision; (iii) any notification received on the commencement of an emergency arbitration proceeding or full arbitration proceeding in relation to the DAAB’s</p>	<p>No later than 7 days after the issuance or receipt, as applicable, of the relevant document (i.e., referral to the DAAB, issuance of DAAB decision, Notice of Dissatisfaction, notice of commencement of emergency/full arbitration, emergency/full arbitration order, as applicable).</p>	<p>PMUs of MOWRAM and MAFF</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	decision; and (iv) the resulting emergency arbitration order and/or full arbitration order, if any.		
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain a Project Management Unit (PMU) at MOWRAM and a PMU at MAFF, for their respective project components. These PMUs will comprise qualified staff from their respective departments, to ensure proper management of the E&S risks as follows:</p> <ul style="list-style-type: none"> • Within MOWRAM’s PMU: <ul style="list-style-type: none"> - Appoint a full-time Environment Officer (EO) and a full-time Social Officer (SO) and thereafter retain these positions throughout Project implementation. - Engage and retain E&S individual consultants, and thereafter maintain these positions, as long as required, to support PMU (including EO & SO) in day-to-day E&S implementation, and capacity building for PMUs’ EO and SO and for relevant E&S staff at respective provincial Departments of Water Resources and Meteorology and provincial Departments of Agriculture, Forestry and Fisheries. - Engage an Independent Environmental and Social Monitoring Consultant (firm) to provide regular E&S monitoring services for project activities under Project Component 2 (Improve and Sustain Water Service Delivery) • Within MAFF’s PMU: <ul style="list-style-type: none"> - Appoint and maintain a full-time Environment Officer and a full-time Social Officer (ESO). 	<ul style="list-style-type: none"> • Establish (within 30 days of project effectiveness) and maintain two mentioned PMUs as set out in the Loan Agreement. Maintained the PMUs/positions throughout the project implementation. • Fulltime EO & SO: Within one month from project effectiveness E&S individual consultants: Within six months from project effectiveness • Independent E&S Monitoring Firm: Within 12 month from project effectiveness • ESO-MAFF: Within one month from project effectiveness 	PMUs of MOWRAM and MAFF
1.2	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <ol style="list-style-type: none"> 1. Adopt and implement an Environmental and Social Management Framework (ESMF), consistent with the relevant ESSs, and corresponding site-specific ESIA/Environmental and Social Management Plan (ESMPs) for financed subprojects for which the site-specific ESIA/ESMPs is required. The proposed subprojects and activities described in the Negative List set out in the ESMF shall be ineligible to receive financing under the Project. 2. Adopt and implement <u>the Project’s Indigenous People Planning Framework (IPPF), Resettlement Policy Framework (RPF), Labor Management Procedures (LMP), and Stakeholder Engagement Plan (SEP).</u> 3. Prepare and adopt site-specific ESIA/ESMPs, IPPs, and RPs, as appropriate, for financed subprojects. Site-specific ESIA/ESMPs will be prepared once sub-project locations are known and subprojects are confirmed eligible for financing under the Project. 	<ol style="list-style-type: none"> 1. Immediate after project effectiveness, and thereafter implement the ESMF throughout Project implementation. 2. Immediate after project effectiveness and thereafter implement the IPPF, RPF, LMP, and SEP throughout Project implementation. 	PMUs of MOWRAM and MAFF

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>4. Based on the outcome of E&S screening of selected subprojects, conduct a Rapid Cumulative Impact Assessment (RCIA) from a series of investments within the river basins . A full CIA may be needed based on recommendation from RCIA.</p> <p>5. Conduct baseline biodiversity assessment for Svay Chrum, Kantout and Srae Huy Schemes.</p>	<p>3. Adopt the ESMPs, IPPs, RPs before launching the bidding process for the respective subproject that requires the adoption of such ESMPs. Once adopted, implement the respective ESMPs throughout Project implementation.</p> <p>4. If required after E&S screening, RCIA or CIA will be carried out during project identification and before engineer design. The mitigation measures will inform the detail engineering design and implement.</p> <p>5. Year 1 of project implementation</p>	
1.3	<p>MANAGEMENT OF CONTRACTORS Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, the Labor Management Procedures, and workers’ code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p>	<ul style="list-style-type: none"> • During the preparation of the bidding documents, and until signing of respective consultancy, construction and maintenance contracts • Throughout implementation of the respective consultancy, construction and maintenance contract • Supervise contractors throughout Project implementation. 	<p>PMUs of MOWRAM and MAFF</p>
1.4	<p>TECHNICAL ASSISTANCE Ensure that TORs prepared for activities under Technical Assistance integrate relevant ESF requirements, particularly for policy actions and/or ESAs implemented under Project Component 1 that have potential direct, indirect, and/or cumulative E&S impacts on the target population, particularly the poor/ vulnerable/ disadvantaged.</p> <p>All technical assistance such as adaptive research, feasibility studies, capacity building, training, and any other technical assistance funded by the project) shall be carried out in accordance with the Terms of Reference acceptable to the Association, and are consistent with ESSs that are relevant to the project. Thereafter, ensure that the outputs of above activities are consistent with the Terms of Reference approved by the Association.</p>	<p>Throughout Project implementation.</p>	<p>PMU of MOWRAM</p> <p>PMUs of MOWRAM and MAFF</p>
1.5	<p>CONTINGENT EMERGENCYRESPONSE FINANCING</p>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>a) Ensure that the CERC Manual as specified the legal agreement includes a description of the ESHS assessment and management arrangements, including, if applicable, CERC-ESMF/ESMF Addendum that will be included or referred to in the CERC Manual for the implementation of CERC component, in accordance with the ESSs.</p> <p>b) Adopt any environmental and social (E&S) instruments which may be required for activities under CERC component 5 of the Project, in accordance with the CERC Manual and, if applicable, CERC-ESMF or CERC-ESMF Addendum, and the ESSs, and thereafter implement the measures and actions required under said E&S instruments, within the timeframes specified in said E&S instruments.</p>	<p>a) The adoption of the CERC manual and, if applicable, other instruments, as relevant, in form and substance acceptable to the Association is a withdrawal condition specified in Schedule 2 of the Financing Agreement for the Project.</p> <p>b) Adopt any required E&S instrument and include it as part of the respective bidding process, if applicable, and in any case, before the carrying out of the relevant Project activities for which the E&S instrument is required. Implement the E&S instruments in accordance with their terms, throughout Project implementation.</p>	MOWRAM and MAFF and other related agencies implementing CERC
1.6	<p>ASSOCIATED FACILITIES</p> <p>Cause the owner/operator of the associated facility (if different from MOWRAM) to ensure that the activities in the identified associated facility are carried out in accordance with the applicable requirements of this ESCP and the ESSs, including ESMF, RPF, IPPF and SEP (e.g. preparation of site-specific ESIA, ESMPs, IPP, RP, management of contractors, etc.).</p>	Adopt the ESMPs (and/or other ES documents) before launching the bidding process for the respective subproject that requires the adoption of such ESMPs (and/or other ES documents). Once adopted, implement the respective ESMPs (and/or other ES documents) throughout Project implementation.	PMUs of MOWRAM and MAFF
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Adopt and implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), workers' code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and construction supervising firms.</p>	Adopt the LMP prior to contract awarding (for civil works), and thereafter implement the LMP throughout Project implementation.	PMUs of MOWRAM and MAFF
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	Adopt grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	PMUs of MOWRAM and MAFF
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN Incorporate waste management measures in the site-specific ESIA/ESMPs and adopt and implement site-specific ESIA/ESMPs to manage hazardous and non-hazardous wastes, consistent with ESS3, during construction period.	Adopt site-specific ESMPs prior to mobilization of workers to construction sites, and thereafter implement the site-specific ESMPs throughout Project implementation.	PMUs of MOWRAM and MAFF
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT 1. Incorporate resource efficiency and pollution prevention and management measures in the site-specific ESIA/ESMPs to be prepared under action 1.2 above. 2. Conduct sampling of water and soil (as necessary) as baseline for construction induced pollution prior to commencing any physical construction activities under component 2. 3. Conduct sampling of water and soil (at command area) as baseline for potential soil and water pollution due to intensified crop production that involve increased use of agrochemicals such as pesticide and chemical fertilizers under component 3. Monitoring of above pollution shall be carried out in accordance with environmental monitoring plan of site-specific ESIA/ESMPs 4. Adopt, monitor, and report the implementation of Good Agriculture Practice (GAP) in the project areas such as Integrated Pest Management (IPM), Alternative Wet Dry (AWD), Integrated Crop Management (ICM).	1. Same timeframe as for the adoption and implementation of the ESMPs 2. Prior to commencing any physical construction activities and implement throughout the project implementation. 3. Prior to commencing physical construction activities and implement throughout the project implementation 4. Throughout project implementation	PMUs of MOWRAM and MAFF
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY Incorporate measures to manage traffic and road safety risks as required in the ESMPs to be prepared under action 1.2 above.	Same timeframe as for the adoption and implementation of subproject ESMPs.	PMUs of MOWRAM and MAFF
4.2	COMMUNITY HEALTH AND SAFETY	Same timeframe as for the adoption and implementation of the subproject ESMPs.	PMUs of MOWRAM and MAFF

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>recommendations for any remedial work or safety related measures necessary to upgrade the existing dam to an acceptable standard of safety. The specialist(s) will ensure that all dam safety aspects under rehabilitation and upgrading works are completed, in a manner satisfactory to the Association.</p> <p>3. For existing dams that include additional dam safety measures and upgrading or require remedial works under the project, engage experienced and competent professionals for the supervision of the design and construction of dams, and require the owner of the dam to adopt and implement dam safety measures during the design, bid tendering, construction, operation, and maintenance of the dam, and associated works with due consideration to their potential risks and in a manner satisfactory to the Association.</p> <p>3. For existing dams that include additional dam safety measures and upgrading or require remedial works under the project, adopt and implement the following Dam Safety Plans with due consideration to their potential risks and in a manner satisfactory to the Association:</p> <p>(i) a plan for construction supervision and quality assurance; (ii) an instrumentation plan; (iii) an operation and maintenance plan (O&MP); and (iv) an emergency preparedness plan (EPP) .</p>	<p>3. Throughout project implementation: design, bid tendering, construction, operation, and maintenance of the dams.</p> <p>(i) Prepared before the design of rehabilitation and upgrading work is completed. (ii) Prepared and incorporated into the design of rehabilitation and upgrading work prior to bid tendering process. (iii) Adopted not less than six months before rehabilitation and upgrading works are completed. Preliminary O&MP should be prepared prior to appraisal. (iv) Adopted not less than twelve months before rehabilitation and upgrading works are completed. Framework EPP should be prepared prior to appraisal.</p>	
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT		
<p>5.1 RESETTLEMENT POLICY FRAMEWORK Adopt and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5.</p>	<p>Adopt the RPF within one month following project effectiveness, and thereafter implement the RPF throughout Project implementation</p>	<p>MOWRAM/GDR</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
5.2	<p>RESETTLEMENT PLANS</p> <p>Adopt, and implement Resettlement Plans (RPs)/Livelihood Restoration Plans (LRP) in case land acquisition, restrictions on land use, or involuntary resettlement impacts are expected, in accordance with ESS5 and consistent with the Resettlement Policy Framework (RPF) that has been prepared for the project.</p>	Adopt and implement the respective RPs/LRPs before taking possession of the land and related assets, ensuring that full compensation has been provided and [if applicable] displaced people have been resettled and moving allowances have been provided.	MOWRAM/GDR
5.3	<p>GRIEVANCE MECHANISM</p> <p>Ensure grievance mechanism (GM) to address resettlement related complaints is described in the RPF, RPs and SEP and is functioning and accessible to project affected persons.</p>	Implement prior to land acquisition and resettlement and throughout the Project implementation	MOWRAM/ GDR
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>1. Conduct baseline Biodiversity Assessment on the reservoir areas in Svay Chrum and Kantout Schemes. The assessment shall include aquatic and terrestrial baseline data, critical habitat assessment (including critical factors for the Black Marsh Turtle’s survival in Svay Chrum), and mitigation and monitoring measures that are commensurate with ESS6 risks and impacts.</p> <p>2. Conduct baseline Biodiversity Assessment on the Srae Huy Scheme. The assessment should focus on aquatic and terrestrial biodiversity in the affected rivers as well as mitigation and monitoring measures that are commensurate with ESS6 risks and impacts.</p> <p>3. Based on the Biodiversity Assessments, prepare appropriate course of action which could range from simply updating the relevant ESMPs to more targeted interventions including a preparation of biodiversity management plan (BMP) and/or offset management plan.</p> <p>4. For all other subprojects to be selected during project implementation stage: (i) conduct screening in accordance with the guidelines of the ESMF,</p>	<p>1. Year 1 project implementation and prior to civil works commence</p> <p>2. Year 1 project implementation and prior to civil works commence.</p> <p>3. Year 1 project implementation and prior to civil works commence</p> <p>4. Throughout project implementation</p>	MOWRAM

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	(ii) based on the screening outcome, site-specific assessments may be needed which should include baseline data collection, natural/critical habitat assessment, standard environmental assessment, and mitigation and monitoring measures that are commensurate with risks and impacts. 5. Adopt and implement risk management measures recommended by relevant ESMP/BMP/OMP.	5. Throughout project implementation	
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	INDIGENOUS PEOPLES PLANNING FRAMEWORK Adopt and implement an Indigenous Peoples Planning Framework (IPPF) for the Project, consistent with ESS7.	Adopt the IPPF within one month of project effectiveness, and thereafter implement the IPPF throughout Project implementation.	MOWRAM's and MAFF's PMUs
7.2	INDIGENOUS PEOPLES PLAN Adopt and implement an Indigenous Peoples Plan (IPP) for subproject that have IP present in the project's area of influence, and consistent with ESS7.	Adopt the IPP prior to the carrying out of any activity that requires the preparation of such IPP. Once adopted, implement the respective IPP throughout Project implementation.	MOWRAM's and MAFF's PMUs
7.3	GRIEVANCE MECHANISM Ensure grievance mechanism to address complaints submitted by indigenous peoples is described in the IPPF, SEP, and IPPs and is functioning, culturally appropriate, and accessible to affected indigenous persons and communities.	Adopt the GM at the same time with adoption of respective IPP, and prior to the carrying out of any activity that requires the preparation of such IPP. Once adopted, implement the respective IPP throughout Project implementation.	MOWRAM's and MAFF's PMUs
ESS 8: CULTURAL HERITAGE			
8.1	CULTURAL HERITAGE RISKS AND IMPACTS Adopt and implement site-specific ESIA/ESMPs incorporating Cultural Heritage management as part of respective ESIA/ESMPs, in accordance with the guidelines of the ESMF prepared for the Project, and consistent with ESS8.	Adopt site-specific ESIA/ESMPs incorporating cultural heritage management the same time with adoption of respective site-specific ESMPs, and thereafter implement the site-specific ESMPs throughout Project implementation.	MOWRAM's and MAFF's PMUs
8.2	CHANCE FINDS		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Describe and implement the chance finds procedures – as part of respective site-specific ESMPs.	Describe the chance find procedures in the respective site-specific ESMPs. Implement the procedures throughout Project implementation.	MOWRAM's and MAFF's PMUs Contractors/Sub-Contractors
ESS 9: FINANCIAL INTERMEDIARIES			
9.1	ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS) Not applied as the Project does not involve Financial Intermediaries.		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.	Adopt the SEP no later than one month follow project effectiveness, and thereafter implement the SEP throughout Project implementation.	MOWRAM's and MAFF's PMUs
10.2	PROJECT GRIEVANCE MECHANISM Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10. The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.	Establish the grievance mechanism prior to project effectiveness, and thereafter maintain and operate the mechanism throughout Project implementation.	MOWRAM's and MAFF's PMUs
CAPACITY SUPPORT			
CS1	Prepare an E&S Capacity Building and Training Plan, including specific training needs assessment (TNA), timeframe, and provision of human and budget resources.	During the first six months following project effectiveness.	E&S Consultants of MOWRAM and MAFF PMUs
CS1	Based on the E&S Capacity Building and Training Plan, provide training, including repetition of training/handholding support (based on performance), to PMU's staff, other parties to be involved in monitoring and implementation responsibilities (design and supervision engineer, contractors, and other project workers), and relevant communities on:: <ul style="list-style-type: none"> • Stakeholder Engagement • Specific aspects of environmental and social risk assessment and management as in the WB's Environmental and Social Framework (including biodiversity). 	Initial training: Within 14 days after the completion of the capacity building and training plan. For refresher training: throughout project implementation	E&S Consultants of MOWRAM's and MAFF's PMUs

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> • Dam safety and emergency preparedness and response • Community health and safety • SEA/SH • Grievance Redress Mechanism • Supervision of ESIA/ESMPs implementation, monitoring and reporting • ESHS implementation at construction site before starting of any civil works 		
CS2	Specify training for Project workers on occupational health and safety including on emergency prevention and preparedness and response arrangements to emergency situations.	During the first six months of project effectiveness	E&S Consultants/ MOWRAM's and MAFF's PMUs