

**REPUBLIC OF CABO VERDE**

**Cabo Verde Human Capital Project  
(P175828)**

**ENVIRONMENTAL AND SOCIAL  
COMMITMENT PLAN  
(ESCP)**

**February 18, 2022**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Cabo Verde (hereinafter the Borrower) shall implement the Cabo Verde Human Capital Project (the Project) through the Ministry of Finance and Business Promotion (MFFE), particularly the Unidade de Gestão de Projetos Especiais (UGPE), and with the collaboration of the following Ministries and Agencies: Fund to Promote Employment and Training (FPEF), Ministry of Family, Inclusion and Social Development (MFIDS), and Ministry of Education (MED). The International Bank for Reconstruction and Development (hereinafter the Bank) has agreed to provide financing for the Project.
2. The Borrower shall implement measures and actions to ensure that the project is implemented in accordance with the Bank's Environmental and Social Standards (ESSs). To this end, this Environmental and Social Commitment Plan (ESCP) sets out material measures and actions to be carried out or caused to be carried out by the Borrower, including the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, grievance management and the environmental and social assessments and instruments to be prepared or updated, disclosed, consulted, adopted and implemented under the ESCP and the ESSs, all in a manner acceptable to the Bank.
3. The Borrower shall be responsible for compliance with all the requirements of the ESCP, even where the implementation of specific measures and actions is carried out by the Ministry or Agency referred to in point 1 above.
4. The implementation of the relevant measures and actions set out in this ESCP shall be monitored and communicated to the Bank by UGPE, in accordance with the specific requirements of the ESCP and the conditions set out in the legal agreement between the parts. The Bank shall monitor and evaluate the progress and completion of physical measures and actions throughout the implementation of the project.
5. As agreed between the Bank and the Borrower, this ESCP may be revised periodically during the implementation of the project to reflect adaptive management of changes and unforeseen circumstances of the project or in response to the assessment of project performance, carried out under the ESCP itself. In these circumstances, the UGPE shall propose and agree upon amendments with the Bank and update the ESCP accordingly. Agreements on amendments to the ESCP shall be documented by the exchange of letters signed between the Bank and the Borrower, through the UGPE. The UGPE shall promptly disclose the updated ESCP.
6. When changes, unforeseen circumstances, or Project performance result in changes in risks and impacts during Project implementation, the Borrower shall provide additional funds, if necessary, for actions and implementation measures to address such risks and impacts.

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Summary of concrete measures and actions to be implemented to mitigate potential environmental and social risks and effects of the project		Indicative timeline	Responsible Entity/Authority
<b>MONITORING AND REPORTING</b>			
MR1	<p><b>PERIODICAL REPORT:</b></p> <p>The Borrower, through the UGPE, shall prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project presenting the status of compliance, including but not limited to the actions provided for in the ESCP, status of preparation and implementation of E&amp;S documents required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	Every six (6) months, starting from the Effective Date, and maintained throughout project implementation.	UGPE
MR2	<p><b>REPORTING OF INCIDENTS AND ACCIDENTS:</b></p> <ul style="list-style-type: none"> <li>• The Borrower shall immediately notify the Bank of any incident or accident related to or having a direct impact on the Project, or likely to have a significant negative effect on the environment, affected communities, the general public or workers. The Borrower shall provide sufficient details of the incident or accident, indicating the immediate steps taken or that are planned to be taken to address it, as well as any information provided by any contractor or supervised entity, as appropriate. Thereafter, at the request of the Bank, a report of the incident or accident shall be prepared and the corresponding measures to prevent its recurrence shall be submitted.</li> <li>• An incident/accident register shall be maintained at all construction sites, throughout the works. Documentation of SEA/SH claims will be maintained separately and in a secure place that can be locked with very limited access.</li> <li>• For SEA/SH-related incidents, the survivor should be referred immediately to services following a survivor-centered protocol to be developed as part of the Grievance Mechanism (GM), which will be adapted to manage SEA/SH claims ethically and confidentially.</li> <li>• For SEA/SH incidents, reports to the Bank regarding these claims must adhere to international norms and best practices regarding the management and sharing of survivor data. As such, confidentiality should be ensured for the survivor as well as the accused, with no identifying information for either provided. The details regarding SEA/SH incidents shall include only the following: date of incident; type of GBV; survivor age/sex; whether the incident is linked to the Project (if known); whether the survivor was referred for services; whether the</li> </ul>	<p>Report incident or accident to the Association within twenty four (24) hours and no later than forty eight (48) hours after learning of the incident or accident and provide investigation report within one week (to conform to Safeguards Incident Reporting Toolkit (SIRT) in case of accidents)</p> <p>Action taken status to be submitted within a period of 7 days from the incident</p>	<p>Contractor/ Supervising Entity UGPE</p> <p>UGPE</p>

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	accused signed a Code of Conduct (CoC) and, once the GM verification process is complete, any sanctions taken against the accused.		
MR3	<p><b>CONTRACTORS MONTHLY REPORTS:</b></p> <ul style="list-style-type: none"> <li>• In case contractors are hired to undertake the works planned as part of the Project activities or sub-activities, PIU will require such contractors to submit monthly monitoring reports to the PIU explaining the compliance status of the Project with the ESMP in their scope. Details will include status on: <ul style="list-style-type: none"> <li>- Contractor’s ESMP implementation work plan and review summary of implementation progress by UGPE</li> <li>- Implementation of Contractor’s ESMP and related plans</li> <li>- Status of Compliance with E&amp;S statutory requirements (including consents, licenses, insurance, etc.)</li> <li>- Status on actions indicated in the Labor Management Procedure</li> <li>- ESHS incidents &amp; supervision</li> <li>- Usage of Personal Protective Equipment (PPE) such as hard hats, safety shoes and safety vests by workers</li> <li>- Safety at work sites like providing traffic signage, barriers/delineator, management of traffic, drainage and pliable road surface etc.</li> <li>- Training conducted, and workers participation (submit reports with statistics of training and worker’s participation)</li> <li>- Functioning of GRM relating to labor aspects, including summary details of Workers grievances</li> <li>- Community grievances</li> <li>- Corrective Actions and planned E&amp;S activities for next month</li> </ul> </li> <li>• The Borrower will submit such monthly reports to the Bank upon request. Any reports by contractors to the Borrower (via the PIU) regarding individual SEA/SH incidents must follow the above guidance (see Part MR2). Any reports on the functioning of the contractors’ GM, if applicable, should report data on SEA/SH incidents in aggregate form only (type of GBV and age/sex of the survivor).</li> </ul>	<p>Contractors monthly reports to UGPE throughout their Contracts.</p> <p>UGPE submits the monthly monitoring reports to the Bank whenever requested.</p>	<p>UGPE</p> <p>Contractors</p>
<b>BRIEF EVALUATION</b>			
<b>ESS 1 : ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE:</b></p> <ul style="list-style-type: none"> <li>• The UGPE is responsible for the overall implementation of the Project activities and for ensuring their compliance with the Bank ESF requirements. The Borrower shall maintain the Project Management Unity (UGPE) which includes,</li> </ul>	<p>The PIU is already established and shall be maintained during the implementation of the project,</p>	<p>UGPE</p>

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	<p>among others, a full time environmental and social specialist. Adequate resources shall be allocated to ensure that the planned tasks are carried out effectively.</p> <ul style="list-style-type: none"> <li>• Where needed, GBV services providers will be contracted to support the provision of GBV/SEA/SH services.</li> <li>• During the Project implementation, ad hoc assessments will be conducted to determine potential need of E&amp;S consultants and GBV service providers. Whenever required, the PIU may hire them to support Project implementation and supervision.</li> </ul>	including the full time environmental and social specialist.	
1.2.	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENT:</b></p> <p>The Borrower shall prepare, disclose, consult and adopt for the Project an Environmental and Social Management Framework (ESMF). The Project ESMF shall include a Labor Management Procedures (LMP), sexual exploitation and abuse (SEA) and sexual harassment (SH) risks assessment and action plan, and chance find procedures. For identified project area, the Recipient shall prepare, disclose, adopt, and implement any environmental and social assessments/plans including Environmental and Social Management Plans (ESMP) with an Occupational Health and safety plans (HSP), WHO guidelines on COVID-19, and other relevant Good International Industry Practice (GIIP), all in accordance with the ESSs.</p>	<p>ESMF prepared, consulted upon and disclosed by Project Effectiveness, and implemented throughout the Project.</p> <p>Any subsequent ESMPs shall be prepared and implemented prior to the launch of the tender documents for corresponding civil works.</p>	UGPE
1.3.	<p><b>MANAGEMENT TOOLS AND INSTRUMENTS:</b></p> <p>Once the sub-project sites have been identified, the Borrower, through UGPE shall screen any proposed sub-project activities using the Environmental and Social Checklist, and, in accordance with the ESMF prepared for the Project, draft, adopt, and implement the site-specific Environmental and Social Management Plan (ESMP), or other site-specific instrument as required, all in accordance with the ESSs.</p>	<p>Sub-projects screenings conducted and finalized prior to commencement of any relevant activities in the sub-projects site.</p> <p>Site-specific instruments approved by the Bank, disclosed and starting their implementation before commencing sub-projects.</p>	UGPE
1.4	<p><b>CONTRACT MANAGEMENT:</b></p> <ul style="list-style-type: none"> <li>• The Borrower, through UGPE shall incorporate the relevant aspects of the ESCP, including the relevant E&amp;S documents and/or plans, and the Labor Management Procedures, into the ESHS specifications in the terms of reference and tender documents for works contracts and supervision (including codes of conduct, coordination, monitoring reports, and grievance management mechanisms); and include provisions for non-compliance. Thereafter ensure that the contractors comply with the ESHS specifications of their respective contracts.</li> </ul>	Before contracting, during preparation of the bidding documents and during project implementation.	UGPE

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	<ul style="list-style-type: none"> <li>• The UGPE shall require the development and implementation of the following procedures by project contractors and subcontractors for the project implementation phase: <ul style="list-style-type: none"> <li>- Compliance with ESMP requirements;</li> <li>- Social commitments on child labor and sexual exploitation, abuse and sexual harassment (SEA/SH);</li> <li>- Compliance with the requirements of the specifications with regard to price, duration, and quality;</li> <li>- Emergency preparedness and response plan;</li> <li>- Work plan and timeline ;</li> <li>- Work procedures / standard methodologies.</li> </ul> </li> </ul>		
1.5	<p><b>LICENSES, CONSENTS AND PERMITS:</b></p> <ul style="list-style-type: none"> <li>• The MFIDS shall obtain or assist in obtaining from the competent national authorities the necessary licenses, consents, and authorizations for the implementation of the project, in accordance with the national legislation in force, including: <ul style="list-style-type: none"> <li>- Public Consultation;</li> <li>- Building Permits;</li> <li>- Implementation projects;</li> <li>- Temporary and permanent links to public networks;</li> <li>- Accessibility.</li> </ul> </li> <li>• Comply with or enforce, within the time periods specified in the licenses, consents, and authorizations, the terms and conditions of licenses, consents and permits during the implementation of the project.</li> </ul>	Obtain licenses and permits prior to carrying out any Project activity requiring a license.	MFIDS MIOTH UGPE through Project Manager Municipality of Praia
1.6	Ensure that the Contingency Emergency Response Manual (CER Manual) incorporates the environmental and social management arrangements and requirements in a manner consistent with the ESSs, including the preparation of any required environmental and social instruments for the activities to be carried under the CERC of the Project.	Prior to the start of design/civil works under CERC and maintained throughout Project implementation	UGPE
1.7	Prepare, adopt and disclose any environmental and social instruments which may be required for activities under CERC of the Project in accordance with the CER Manual and the ESSs, and thereafter implement the measures and actions required under said instruments, within the timeframes specified in said instruments, all in manner acceptable to the Bank.	Prior to the start of design/civil works under CERC and maintained throughout Project implementation	UGPE
<b>ESS 2 : LABOUR AND WORKING CONDITIONS</b>			

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2.1.	<p><b>LABOUR MANAGEMENT PROCEDURES:</b></p> <ul style="list-style-type: none"> <li>• Prepare, adopt, and implement LMP, as part of the ESMF, including occupational, health and safety measures (including personal protective equipment, and emergency preparedness and response measures) and GM for labor-related complaints.</li> <li>• Labor requirements shall be reflected in the contractors and sub-contractors' contracts and include prohibition of child and forced labor as well as uphold the right to organize labor unions.</li> <li>• Implement the Code of Conduct which is included in the LMP.</li> </ul>	<p>LMP prepared, consulted upon and disclosed as part of the ESMF prior to Project Effectiveness and implemented throughout the Project implementation.</p> <p>Code of Conduct signed before commencement of any activities and implemented throughout project implementation.</p>	UGPE
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS:</b></p> <p>The Borrower, through UGPE shall develop and maintain a grievance mechanism for any labor and employment related issues in accordance with ESS2 and applicable national labor laws, as described in the LMP.</p>	<p>Workers GM operational prior engaging Project workers and start of any activities. Workers GM maintained throughout Project implementation.</p>	UGPE Contractors Municipality of Praia MIOTH
2.3	<p><b>OCCUPATIONAL HEALTH AND SAFETY MEASURES:</b></p> <ul style="list-style-type: none"> <li>• The Borrower, through UGPE, shall ensure that project contractors develop and implement an Occupational Health and Safety Plan (OHSP) to maintain safe working environment and workplace, as required by the ESMP, including COVID-19 prevention measures.</li> <li>• The OHSP shall include measures to mitigate SEA/SH risks, and emergency preparedness and response plan; training of project workers and remedies for occupational injuries, accidents, fatalities, COVID-19 prevention measures, and disability and will follow the General Environment Health and Safety Guidelines (EHSG). Workers shall also be required to sign a Code of Conduct (CoC) that prohibits SEA/SH and lists applicable sanctions in case of infraction and shall be trained on SEA/SH and associated mitigation and response measures, including the CoC and SEA/SH specific GM complaint procedures.</li> <li>• Monitor and report the performance of the contractors to ensure the implementation of occupational, health and safety measures and practices according to best industry standards and General Environment Health and Safety Guidelines (EHSG) as defined under the ESMF and LMP.</li> </ul>	<p>OHPS finalized and implemented prior to the start of construction and maintained throughout the implementation of the project.</p> <p>Monitoring report submitted as part of the contractor's monthly reports to UGPE throughout their Contracts.</p>	UGPE Contractors
2.4	<p><b>EMERGENCY PREPAREDNESS AND RESPONSE:</b></p> <ul style="list-style-type: none"> <li>• The Borrower, through UGPE, shall ensure that the project contractors develop and implement an emergency preparedness and response plan.</li> </ul>	<p>Emergency preparedness and response plan finalized before starting project activities.</p>	UGPE Contractors

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	<ul style="list-style-type: none"> <li>The Borrower shall immediately notify the Bank of any major emergency (e.g., accidental spills, accidents with serious damage or with workers).</li> </ul>	Notify throughout the implementation of the project.	
2.5	<p><b>TRAINING OF PROJECT WORKERS:</b></p> <p>The Borrower, through UGPE, shall arrange with the Bank and project contractors to organize training for workers to ensure better risk management for local communities. The training shall include health and safety, code of conduct, grievance reporting and management, including SEA/SH-related grievances, etc.</p>	Before the start of the activities and during the implementation of the project.	UGPE FPEF MFIDS MED Contractors
<b>ESS 3 : RESOURCE EFFICIENCY, POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1.	<p><b>WASTE AND HAZARDOUS MATERIALS MANAGEMENT:</b></p> <ul style="list-style-type: none"> <li>The Borrower shall ensure that the project contractors develop and implement the waste and hazardous materials management plan E-Waste Management Plan, commonly as part of the ESMP, where relevant, to manage risks such as from common waste, construction waste, e-waste etc., in a manner acceptable to the Association.</li> <li>These measures will be incorporated, where applicable, into the design of each Project activity as applicable, and implemented through the ESMPs under preparation.</li> <li>While improving housing conditions, access to basic services, and urban upgrading for poor and vulnerable households the Borrower shall ensure adoption of climate co-benefits, energy and water efficiency measures consistent with ESS3, as guided in the ESMF, and as per the national law, guidelines and policies and ensure proper disposal of construction waste.</li> </ul>	<p>Prior to the start of the work and maintained during the implementation of the project.</p> <p>Climate co-benefits, energy and water efficiency measures will be carried out throughout the Project implementation.</p> <p>The E-Waste Agreement is prepared and approved by the Bank. It will be adopted to the project to the start of the works and maintained during the implementation of the project where applicable.</p>	UGPE Municipality of Praia MIOTH Contractors
<b>ESS 4 : COMMUNITY HEALTH AND SAFETY</b>			
4.1.	<p><b>ROAD SAFETY AND TRAFFIC:</b></p> <ul style="list-style-type: none"> <li>The Borrower, through UGPE, shall ensure that the project contractors develop and implement road safety plans, in particular a traffic plan for construction equipment.</li> <li>UGPE shall ensure that the project contractors implement properly prepared and marked access routes to the shipyards.</li> </ul>	Prior to the start of works and maintained throughout the implementation of the project.	UGPE Municipality of Praia
4.2	<p><b>COMMUNITY HEALTH AND SAFETY:</b></p> <p>The Borrower, through UGPE, shall ensure that project contractors develop and implement measures and actions to assess and manage specific risks and impacts to the community arising from project activities, including those related to the presence of project workers, SEA/SH risks (see below 4.3), community transmission</p>	ESMP, including environmental and social impact assessment and specific environmental and social measures for community health and safety, to be prepared and approved by the	UGPE FPEF MFIDS MED MIOTH Contractors



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	of COVID-19 and include these measures in the ESMP to be prepared following the ESMF, in a manner acceptable to the Bank.	Bank prior to bidding and contract signature, respectively, and maintained during the implementation of the project.	Local branch of the Department of Agriculture Inspection team
4.3	<p><b>SEA/SH RISKS:</b></p> <ul style="list-style-type: none"> <li>• Prepare, consult, disclose and adopt a sexual exploitation and abuse (SEA) and sexual harassment (SH) risks assessment as part of ESMF.</li> <li>• Prepare, consult, disclose, adopt and implement a SEA/SH Action Plan. The SEA/SH AP shall contain a set of measures to increase accountability, prevent SEA/SH, and mitigate the risk of SEA/SH, including but not limited to developing codes of conduct for workers and promoting SEA/SH risk awareness training for project stakeholders.</li> <li>• SEA/SH mitigation measures shall be implemented to address identified SEA/SH risks per the GBV AP. Funding must be available for recruitment of GBV services providers to facilitate access to timely, safe and confidential services for survivors (including money for transportation, documentation fees, and lodging if needed).</li> <li>• Contractors shall reflect the requirements stated in the SEA/SH AP in their C-ESMP.</li> <li>• Schools personnel shall apply SEA/SH measures as specified in the GBV AP.</li> </ul>	<p>SEA/SH risk assessment and SEA/SH action plan finalized consulted upon, disclosed and adopted by project's effectiveness.</p> <p>As per the SEA/SH action plan, project's GM with SEA/SH sensitive measures operational, SEA/SH Codes of Conduct signed by workers, and SEA/SH training provided prior to the start of any project activities.</p> <p>SEA/SH mitigation measures to be implemented throughout the Project per SEA/SH Action Plan.</p>	<p>UGPE ICIEG Municipality of Praia</p>
<b>ESS 5: LAND ACQUISITION, LAND USE RESTRICTIONS AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p><b>LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT:</b></p> <ul style="list-style-type: none"> <li>• The Borrower, through UGPE, shall prepare, disclose, consult and adopt a Resettlement Policy Framework (RPF) as required and in accordance with the ESS 5 and relevant national legislation.</li> <li>• Once investment sites are identified, prepare, disclose, adopt, and implement Resettlement Action Plans (RAPs) following ESS5 and consistent with the requirements of the RPF that has been prepared for the Project, and thereafter adopt and implement the respective RAP before carrying out the associated activities, in a manner acceptable to the Bank.</li> </ul>	<p>RPF prepared, disclosed and adopted by Project Effectiveness.</p> <p>RAPs consulted upon, approved by the Bank, disclosed and implemented before commencing Project activities that involve land acquisition and resettlement.</p>	<p>UGPE</p>
<b>ESS 6: CONSERVATION OF BIODIVERSITY AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			

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6.1	<b>SUSTAINABLE MANAGEMENT OF BIOLOGICAL NATURAL RESOURCES:</b> The Borrower, through UGPE shall ensure sustainable management of biological natural resources through good management practices and the use of available technological tools	In the execution phase of the work and maintained during the implementation of the project.	UGPE through Environmental and Social Specialist (ESS) Contractors Ministry of Agriculture and Environment
<b>ESS 7: INDIGENOUS PEOPLES / SUB-SAHARAN AFRICAN HISTORICALLY UNDESERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	Not relevant	Not relevant	Not relevant
<b>ESS 8 : CULTURAL HERITAGE</b>			
8.1.	<b>CHANCE FINDS:</b> Prepare, adopt, and implement the chance finds procedure described in the ESMF prepared for the Project. The procedure shall be included in all ESMPs to be prepared under action 1.3 and appropriately implemented throughout the execution of all construction works related to the Project, including excavations, demolition, movement of earth, or other changes in the physical environment.	Prior to the start of relevant project activities and to be maintained throughout Project implementation.	UGPE MFIDS MIOTH Contractors
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
	Not relevant	Not relevant	Not relevant
<b>ESS 10: STAKEHOLDER PARTICIPATION AND INFORMATION DISSEMINATION</b>			
10.1	<b>PREPARATION AND IMPLEMENTATION OF THE STAKEHOLDER ENGAGEMENT PLAN:</b> Prepare, consult upon, disclose and adopt a Stakeholder Engagement Plan (SEP) in line with ESS10 requirements. Any stakeholder feedback shall be reviewed and incorporated into the SEP, as appropriate. If significant changes are made to the SEP, the revised version shall be publicly disclosed.	SEP finalized and disclosed by Appraisal and adopted and implemented throughout Project implementation.	UGPE
10.2	<b>PROJECT GRIEVANCE MECHANISM (GRM):</b> <ul style="list-style-type: none"> <li>Prepare, adopt, operate and maintain, a project-level GM, as described in the SEP. The GBV/SEA/SH-specific GM shall include specific procedures to manage and resolve GBV/SEA/SH-related claims ethically and confidentially and contain an appropriate response protocol for such claims.</li> <li>Report on claims presented and status/response as part of biannual reports.</li> </ul>	GM design to be finalized prior to effectiveness, and GM to be operational by 60 days after effectiveness. GM maintained and implemented throughout Project implementation. Claims report submitted on a biannual base.	UGPE ICIEG
<b>CAPACITY BUILDING</b>			
<b>Activities</b>		<b>Beneficiary</b>	<b>Timeline and responsible entity</b>

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<p>WB Environmental and Social Standards</p>	<p>Project Technical Committee Project Staff based in UGPE (ESS, M&amp;E-S, Procurement, financial), FPEF, MFIDS, and MED National Environment Directorate staff.</p>	<p>1st quarter of the 1st year of implementation, and under the responsibility of UGPE through ESS and Consultant.</p>
<p><b>Training Module - Environmental and Social</b>, design and implementation of a training module on the following aspects:</p> <ul style="list-style-type: none"> <li>- Screening instrument for sub-projects selection process (environmental and social checklist);</li> <li>- National environmental policies, procedures and legislation;</li> <li>- Knowledge of the process for monitoring the implementation of the ESMP and RPF.</li> </ul>	<p>Municipalities Non-governmental organizations (NGOs) Community based Associations.</p>	<p>1st quarter of the 1st year of implementation, and under the responsibility of UGPE through ESS and Consultant.</p>
<p><b>Training Module - Occupational Health and Safety:</b></p> <ul style="list-style-type: none"> <li>- Individual and collective protective equipment;</li> <li>- Risk management in the workplace;</li> <li>- Prevention of work-related accidents;</li> <li>- Health and safety rules;</li> <li>- Solid and liquid waste management;</li> <li>- Emergency preparedness and response.</li> </ul>	<p>Project Staff based in UGPE, FPEF, MFIDS, and MED, Municipality of Praia, Contractors employees.</p>	<p>Beginning of the work, and under the responsibility of Contractors.</p>
<p><b>Working conditions:</b></p> <ul style="list-style-type: none"> <li>- Work conditions in accordance with the national laws and regulations in force;</li> <li>- Codes of conduct for employers and contracted staff. GRM for workers – grievance submission and redress procedures.</li> </ul>	<p>Project Staff based in UGPE, FPEF, MFIDS, and MED Contractors employees.</p>	<p>Beginning of the work, and under the responsibility of UGPE through ESS and Consultant.</p>
<p><b>Training Module – Grievance Mechanism:</b> design and production of a training module covering the following aspects:</p> <ul style="list-style-type: none"> <li>- Classification of complaints;</li> <li>- Registration and grievance redress procedures;</li> <li>- Recording, documentation and handling of grievances;</li> <li>- Allocation of rules and responsibilities of the GRM organizational structures;</li> <li>- Level of processing, types of authorities and affiliation.</li> </ul>	<p>Project Staff based in FPEF, MFIDS, and MED Municipalities Non-governmental organizations (NGOs) Community based Associations Community leadership.</p>	<p>1<sup>st</sup> quarter of the 1st year of implementation, and under the responsibility of UGPE through ESS.</p>

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<p><b>GBV/SEA/SH risk module:</b>          Awareness raising and measures to prevent and mitigate GBV/SEA/SH risks</p> <ul style="list-style-type: none"> <li>- Prevention and response to GBV/SEA/SH based on Cabo Verdean laws and regulations</li> <li>- Survivors Services provider;</li> <li>- GBV/SEA/SH complaint management</li> </ul> <p>Themes, activities and target groups shall be developed in the GBV action plan.</p>	<p>Project Staff based in UGPE, FPEF, MFIDS, and MED          Municipality technicians          Civil society, Non-governmental organizations (NGOs)          Community based Associations, including Women’s associations          Community leadership          Contractors employees.</p>	<p>Before the start of the project activities.          Starts in 1<sup>st</sup> quarter of the 1st year of implementation and continues throughout project implementation with annual refresher courses. The ICIEG will be the responsible for the training under a Memo of understanding with UGPE to support the GBV-AP.</p>
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