

**REPUBLIC OF CABO VERDE**

**Cabo Verde COVID-19 Emergency Response Project  
(P175807)**

**Restructuring of the Additional Financing (III) (P177181)**

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

**Revision for the Restructuring of the Additional Financing III**

**27 February, 2023**

### ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Cabo Verde (the **Recipient**) under the leadership of the Ministry of Health (MoH) shall implement a third Additional Financing (AF III) for the Restructuring of the Cabo Verde Covid-19 Emergency Response Project (P177181) (the **Project**). Implementation of the project is the responsibility of the Unidade de Gestão de Projetos Especiais (UGPE, serving as Project Implementing Unit). The International Development Association (the **Association**) has agreed to provide financing for the Restructuring of the Additional Financing III.
2. The Environmental and Social Commitment Plan (**ESCP**) revision arises from the Recipient's request for Project restructuring and should cover the new planned activities that were not initially covered under AF III.
3. The Recipient shall carry out the Project in accordance with the Environmental and Social Standards (**ESSs**). To this end, this Environmental and Social Commitment Plan sets out material measures and actions to be carried out or caused to be carried out by the Recipient, 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 Association.
4. Implementation of the material measures and actions set out in this ESCP shall be monitored and reported to the Association by the Recipient as required by the ESCP and the provisions of the Financing Agreement.
5. 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 Recipient shall update the ESCP to reflect the agreed-upon changes. Agreement on changes to the ESCP shall be documented through an exchange of letters signed between the Association and the Recipient. The Recipient 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 Recipient shall provide additional funds, if necessary, for actions and implementation measures to address such risks and impacts, which may include environmental, health, and safety impacts, labor influx, risk of degradation of natural resources and pollution of the physical environment (soil, air, surface and ground water, noise on the construction sites), the risk of disrupting the free movement of people and goods, the risk of social conflicts, and the risks to the health and safety of the population (including outbreak of diseases among the population and workers, accidents linked to construction site activities, health risks linked to poor management of waste from the construction sites, loss of land and property, and gender-based violence, sexual exploitation and abuse, sexual harassment, unwanted pregnancies among the Recipient populations, etc.), and risks related to child labor.
7. The table below presents the important measures and actions required, the responsibilities of the actors involved in the Project, and the timeframes for implementing the selected measures and actions.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING:</b></p> <ul style="list-style-type: none"> <li>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&amp;S instruments required under the ESCP, stakeholder engagement activities, and the functioning of the grievance mechanism(s).</li> </ul>	<p>Quarterly Progress reports shall be submitted to the Association throughout the Project implementation period not later than fifteen (15) days after the end of each month <i>throughout Project implementation</i>..</p>	<p>Ministry of Health (MoH) and Ministry of Finance (MoF), through the Project Implementation Unit - the <i>Unidade de Gestão de Projetos Especiais</i> (UGPE).</p>
B	<p><b>INCIDENTS AND ACCIDENTS NOTIFICATION</b></p> <ul style="list-style-type: none"> <li>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, any COVID outbreak in the project area. 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 and/or mitigate the risk of future such incidents. A report of the incident shall be submitted, detailing summary findings of the Root Cause Analysis (RCA).</li> <li>An incident/accident register shall be maintained at all construction sites, throughout the works. Documentation of Sexual Exploitation and Abuse/Sexual Harassment (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 under the Grievance Redress Mechanism (GRM), which will be adapted to manage SEA/SH claims ethically and confidentially.</li> <li>For SEA/SH incidents, reports to the Association regarding these claims must adhere to international norms and best practices regarding the management and sharing of survivor data (WHO Ethical and safety recommendations, 2007; GBVIMS Best Practices). As such, confidentiality should be ensured for the survivor as well as the accused, with no identifying information for either provided.</li> </ul>	<ul style="list-style-type: none"> <li>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.</li> <li>Action taken status to be submitted within a period of 7 days from the incident.</li> </ul>	<p>UGPE Contractors</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
C	<p><b>CONTRACTORS MONTHLY REPORTS</b> The Project Implementing Unit shall cause the contractors hired to undertake the works planned as part of the Project activities or sub-activities to prepare and submit monthly Progress report (MPR) explaining the compliance status of the Project with the ESMP in their scope. Details will include status on:</p> <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 Procedures;</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 worker’s 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> <p>Any reports by contractors to the Recipient (via the UGPE) regarding individual SEA/SH incidents must follow the above guidance (see Part B). Any reports on the functioning of the contractors’ GRM, if applicable, should report data on SEA/SH incidents in aggregate form only, according with the procedures for SEA/SH grievances management.</p>	<ul style="list-style-type: none"> <li>• Contractors’ monthly reports to UGPE throughout their Contracts.</li> <li>• UGPE submits the monthly monitoring reports to the Association whenever requested.</li> </ul>	Contractors MoH/ UGPE
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.1	<p><b>ORGANIZATIONAL STRUCTURE:</b></p> <p>The Recipient shall maintain the current Project Management Unity (UGPE) with qualified staff and resources to support management of ESHS risks and impacts of the Project, which includes, among others, an environmental and social specialist. Adequate resources shall be allocated to ensure that the planned tasks are carried out effectively; including implementation of this ESCP and monitoring of the implementation of the Environmental and Social Management Framework (ESMF) that subprojects must comply with.</p>	<p>The environmental and social specialist is already assigned to the Parent Project and she/he will be maintained throughout Project implementation.</p>	UGPE
1.2	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENT/MANAGEMENT PLANS AND INSTRUMENTS</b></p> <p>a. Assess the environmental and social risks and impacts of the proposed Project’s activities in accordance with the ESSs, the Environmental, Health and Safety Guidelines (EHSGs) and other relevant Good International Industry Practice (GIIP), including relevant WHO guidelines to, <i>inter alia</i>, ensure access to and allocation of Project benefits in a fair, equitable and inclusive manner, taking into account the needs of individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable;</p> <p>b. Update, consult, disclose, and adopt the initial Additional Financing III’s ESMF, SEA/SH Action Plan, Labor Management Plan (LMP), Infection Control and Medical Waste Management Plans (ICMWMP);</p> <p>c. Prepare, consult, disclose, and adopt any environmental and social management plans (ESMPs) and if necessary, Resettlement Action Plan for specific Project activities based on the assessment process, in accordance with the ESSs, the ESMF, and the EHSGs.</p> <p>d. Incorporate the relevant aspects of this ESCP, including, <i>inter alia</i>, the ESMF, any environmental and social management plans, MWMPs and/or other instruments, ESS2 requirements, and any other required ESHS measures, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter, ensure that the contractors and supervising firms comply with the ESHS specifications of their respective contracts.</p> <p>Adopt procedures, protocols and/or other measures to ensure Project beneficiaries that receive vaccines under the Project do so under a program that does not include forced vaccination and is acceptable to the Bank, as set out in the ESMF.</p>	<p>a. Assessment will be conducted before the carrying out of Project activities.</p> <p>b. The SEP will be updated, and disclosed by February 22, 2023, and implemented throughout Project implementation.</p> <p>c. The ESMF, LMP, and SEA/SH AP shall be updated, and disclosed by February 22, 2023, and implemented throughout Project implementation.</p> <p>d. The ICMWMP shall be updated, and disclosed by February 22, 2023, and implemented throughout Project implementation.</p> <p>e. Any subsequent ESIA/ESMP or RAP shall be prepared disclosed, consulted, and adopted prior to the launch of corresponding activities.</p>	UGPE

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.3	<p><b>EXCLUSIONS:</b> Exclude the following type of activities as ineligible for financing under the Project:</p> <ul style="list-style-type: none"> <li>• Activities that may cause long term, permanent and/or irreversible adverse impacts (such as loss of major natural habitat);</li> <li>• Activities that have high probability of causing serious adverse effects to human health and/or the environment;</li> <li>• Activities that may have significant adverse social impacts and may give rise to significant social conflict;</li> <li>• Activities that may affect lands or rights of any vulnerable communities,</li> <li>• Activities that may involve permanent involuntary resettlement, including physical and/or economical displacement, and/or adverse impacts on cultural heritage; and</li> <li>• All other excluded activities set out in the ESMF of the Project.</li> </ul>	<p>These exclusions shall be applied as part of the assessment process conducted under action 1.2.a. above.</p>	<p>UGPE</p>
1.4	<p><b>MANAGEMENT TOOLS AND INSTRUMENTS:</b> Once the sub-project sites have been identified, the Recipient, 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 Impact Assessment (ESIA) and/or Environmental and Social Management Plan (ESMP), Resettlement Action Plans (RAPs), or other site-specific instrument as required, all in accordance with the ESSs. Those safeguard tools and instruments shall be prepared in parallel with technical studies. Subsequently, the Environmental and Social Management Plans (ESMPs) of the sub-projects established and adopted shall be implemented in a manner acceptable to the Association.</p>	<p>All the sub-projects must be verified through the Environmental and Social Checklist, said checklist will be subject to the review and No Objection of the Bank, in accordance with the criteria set out in the Project Operations Manual (POM), before launching the corresponding procurement process, or starting the activity. Since the project site have been identified, the screening process shall start, and this process be maintained during project implementation.</p>	<p>UGPE MoH ICV Contractors</p>
1.5	<p><b>E&amp;S BUDGET</b> Adopt, and implement the Environmental and Social Management Budget included in ESMF, for the implementation and compliance of E&amp;S requirements for the Project.</p>	<p>Budget allocations evidenced in the Project Procurement Strategy for Development (PPSD)(revised version for the restructuring)</p>	<p>UGPE</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>1.6 <b>CONTRACT MANAGEMENT:</b>                      The Recipient, 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 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 ESSs specifications of their respective contracts.</p> <p>The UGPE shall require the development and implementation of the following procedures by project contractors and subcontractors for the project implementation phase:</p> <ul style="list-style-type: none"> <li>➤ Compliance with ESMF requirements;</li> <li>➤ Environmental and Social Impact Assessment (ESIA);</li> <li>➤ Environmental and social management Plan (ESMP) design and implementation;</li> <li>➤ Code of conduct 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>	<p>Before contracting, during preparation of the bidding documents and during project implementation.</p>	<p>UGPE</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.7	<p><b>LICENSES, CONSENTS AND PERMITS:</b></p> <p>The MoH 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:</p> <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> <p>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.</p>	Obtain licenses and permits prior to carrying out any Project activity requiring a license.	UGPE MoH Contractors
1.8	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with terms of reference acceptable to the Association, that incorporate the relevant requirements of the ESSs.</p> <p>Ensure that any outputs from the technical assistance activities are consistent with the ESSs.</p>	Throughout the Project implementation	UGPE
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.1	<p><b>LABOR MANAGEMENT:</b></p> <ul style="list-style-type: none"> <li>The Project shall be carried out in accordance with the applicable requirements of ESS2, in a manner acceptable to the Association, including through, <i>inter alia</i>, implementing adequate occupational health and safety measures (including emergency preparedness and response measures), setting out grievance redress mechanisms (GRM) for Project workers, and incorporating labor requirements into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms.</li> <li>Update, disclose, adopt, and implement the Parent Project (PP) Labor Management Procedures (LMP) in a manner acceptable to the Association.</li> <li>Implement the Codes of Conduct on Prevention of GBV and Violence Against Children (VAC), ESHS and OHS Standards.</li> </ul>	<ul style="list-style-type: none"> <li>The Project shall be carried out in accordance with the applicable requirements of ESS2 throughout Project implementation.</li> </ul> <p>A Parent Project (PP) and subsequent Additional financings LMP was already prepared and disclosed prior to project appraisal. The LMP shall be updated to include information related to the new planned activities, disclosed for public consultation by February 22.</p> <ul style="list-style-type: none"> <li>The LMP shall be implemented throughout Project implementation.</li> <li>The existing GRM for project Workers shall be operational before hiring Project workers and shall be maintained and improved throughout Project implementation.</li> </ul>	UGPE
2.2.	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	<ul style="list-style-type: none"> <li>Establish, maintain, and operate a grievance mechanism before hiring Project workers and keep it throughout implementation.</li> </ul>	UGPE

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>2.3 <b>OCCUPATIONAL HEALTH AND SAFETY MEASURES:</b></p> <ul style="list-style-type: none"> <li>a. The Recipient, 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 ESMPs that will be developed.</li> <li>b. The OHS Plan will include 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).</li> <li>c. 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> <li>d. Ensure that the measures specified in the OSH are implemented at each works site.</li> </ul>	<ul style="list-style-type: none"> <li>a. OHPS finalized and implemented prior to the start of construction and maintained throughout the implementation of the project.</li> <li>b. Before starting the corresponding procurement process and in the respective construction contract.</li> <li>c. Submit as part of Monthly Progress reports to the Association whenever requested.</li> <li>d. Throughout implementation of the corresponding works.</li> </ul>	<p>UGPE MoH Contractors</p>
<p>2.3 <b>EMERGENCY PREPAREDNESS AND RESPONSE:</b></p> <p>The Recipient, through UGPE shall ensure that the project contractors develop and implement an emergency preparedness and response plan and shall coordinate with the measures referred to in point 4.2.</p> <p>The Recipient shall immediately notify any major emergency (e.g. accidental spills, accidents with serious damage or with workers).</p>	<p>Before starting project activities.</p> <ul style="list-style-type: none"> <li>• During the implementation of the project.</li> </ul>	

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.4	<p><b>TRAINING OF PROJECT WORKERS:</b></p> <p>The Recipient, through UGPE shall arrange with the Association 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 GBV/SEA/SH related grievances, etc.</p>	<ul style="list-style-type: none"> <li>• Before the start of the activities and during the implementation of the project.</li> </ul>	UGPE
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>a. Relevant aspects of this standard shall be considered, as needed, under action 1.2 above, including, <i>inter alia</i>, measures to: carry out the purchase, storage, transportation and handling of vaccines (including, ultra-cold chain management) in a safe manner and in accordance with the EHSGs, and other relevant GIIP including relevant WHO guidelines.</p> <p>b. Update, disclose, adopt and implement of the infection Control and Medical Waste Management Plan (ICMWMP) as per the requirements of the ESMF.</p> <p>c. Adequately manage and dispose of health care wastes (including Covid-19 vaccines and diagnosis wastes) and other types of hazardous and non-hazardous wastes, including appropriate selection and safe usage and disposal of personal protective equipment (PPE) and relevant medical evaluation and health surveillance of PPE users. The Recipient shall adopt the proven technology and procedure on medical waste management including auditing for appropriate treatment and disposal. Given the potential resource scarcity in the face of an outbreak, the Recipient shall commit to the provision of services and supplies based on the urgency of the need and support Nacional authorities to enhance capacity and improve the general performance in medical waste management.</p> <p>d. The Recipient, through UGPE shall ensure that the project contractors develop and implement the specific ICMWMP for each Health Center that will be constructed, general waste and hazardous materials management plan, E-Waste Management Plan, commonly as part of the ESIA or ESMP, where relevant, to manage risks such as from medical waste, common waste, construction waste, etc., in a manner acceptable to the Association.</p> <p>e. While building new health centers the Recipient shall ensure adoption of climate co-benefits, waste reduction recycling and reuse, energy and water efficiency measures consistent with ESS3, as guided in the ESMF, and as per the national strategies, guidelines and policies. For all subproject activities, assess impacts (through ESIA) from waste generation (including hazardous waste), pollution emissions and discharges, including GHG emissions where likely to be significant, and prepare and implement proportionate mitigation measures through ESMPs.</p>	<ul style="list-style-type: none"> <li>• The relevant ESHS measures shall be incorporated into the procurement documents before launching the procurement process for the relevant Project’s activities and shall thereafter complied with throughout the carrying out of such activities.</li> <li>• Specific ICMWMP Prior to the start of the work to be implemented during the construction and operation of the health centers that will be constructed.</li> <li>• Specific ICMWMP conceived prior to the start of the work and to be implemented during the construction and operation of the health centers that will be constructed.</li> <li>• Climate co-benefits, energy and water efficiency measures will be carried out throughout the Project implementation.</li> </ul>	<p>UGPE through the Environmental and Social Specialist MoH Contractors</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>		
<p>4.1 <b>COMMUNITY HEALTH AND SAFETY:</b></p> <ul style="list-style-type: none"> <li>• Relevant aspects of this standard shall be considered, as needed, under action 1.2 above including, <i>inter alia</i>, measures to: minimize the potential for community exposure to communicable diseases; establish and implement appropriate quality management systems to manage the risks and the impacts that services provided and activities carried out under the Project may have on community health and safety; manage the risks of the use of security personnel; manage the risks of labor influx; and prevent and respond to sexual exploitation and abuse, and sexual harassment.</li> <li>• National COVID-19 Immunization Plan will include measures and/or policies to ensure voluntary consent for vaccination and prohibit forced vaccination.</li> </ul>	<ul style="list-style-type: none"> <li>• All measures shall be included in the ESMF and adopted before the commencement of any Project activities and shall remain operational throughout Project implementation.</li> <li>• National COVID-19 Immunization Plan conceived and implemented in a manner acceptable to the Association</li> </ul>	UGPE
<p>4.2 <b>USE OF SECURITY PERSONNEL:</b></p> <p>In case security personnel will be used in the implementation of Project activities, it shall be based in a specific assessment and any required measures shall be adopted before deploying security personnel under the Project and thereafter implemented throughout Project implementation or a stand-alone Security Management Plan shall be prepared and adopted before deploying security personnel under the Project and thereafter implemented.</p> <p>Security forces shall be carried out in accordance with the ESSs and implemented throughout Project implementation in a manner acceptable to the Association.</p>	Assessment carried out and thereafter implemented throughout Project implementation	MoH Ministry in control of military or security forces/Relevant Security or Military Unit UGPE

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
4.3	<p><b>GBV AND SEA/SH RISKS:</b></p> <ul style="list-style-type: none"> <li>A gender-based violence (GBV), sexual exploitation and abuse (SEA) and sexual harassment (SH) risks assessment shall be conducted under the ESMF</li> <li>GBV/SEA/SH mitigation measures shall be implemented to address identified SEA/SH risks per the SEA/SH AP. The Recipient shall recruit GBV services providers to facilitate access to timely, safe, and confidential services for survivors (including providing funding for transportation, documentation fees, and lodging if needed).</li> </ul>	<p>The UGPE has signed an MoU with the Cabo Verde Institute for Gender Equity (ICIEG) as a GBV services provider. GBV/SEA/SH risk assessment is concluded as part of the ESMF. The GBV/SEA/SH action plan was updated and will be implemented before the start of the work and maintained during the implementation of the project.</p> <p>Codes of conduct shall be signed by workers and training provided prior to the start of the works.</p>	
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p><b>LAND ACQUISITION, LAND USE RESTRICTIONS AND INVOLUNTARY RESETTLEMENT:</b></p> <p>The Recipient, through UGPE shall prepare, disclose, adopt, and implement resettlement action plans (RAPs) in accordance with information and template included in the ESMF if required and in a manner acceptable to the Association.</p>	<ul style="list-style-type: none"> <li>Any Resettlement Action Plans shall be prepared and implemented prior to the launch of corresponding civil works.</li> </ul>	UGPE
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
6.1	<p>The Recipient, through UGPE shall ensure sustainable management of biological natural resources through good management practices and the use of available technological tools</p> <p>Apply ESMF and measures to screen subproject site within designated protected areas, if applicable.</p> <p>Biodiversity risk and impact assessments will be conducted as part of each of the project's Environmental and Social Assessments and measures to manage these risks will be included in the ESIAs/ESMPs. These ESIAs/ESMPs will include a specific ICMWMP.</p> <p>Assess the subproject risks and impacts on biodiversity and implement bio-diversity management plan as part of subproject ESMP</p> <p>Infectious Medical Waste could affect natural resources, if handled and disposed of inappropriately. All personnel involved in the project must following the requirements delineated in the ESMF and the stand-alone Medical Waste Management Plan to ensure safe handling and disposal of medical and hazardous waste, outlined in ESS1 and ESS3.</p>	<ul style="list-style-type: none"> <li>Plans/instruments shall be prepared, disclosed, consulted and adopted before the carrying out of the relevant Project's activities, and thereafter implemented throughout the carrying out of such activities.</li> <li>The relevant ESHS measures shall be incorporated into the procurement documents before launching the procurement process for the relevant Project's activities and shall thereafter complied with throughout the carrying out of such activities.</li> <li>An ICMWMP was already prepared, approved by the bank and disclosed.</li> <li>The ICMWMP shall be updated, disclosed for public consultation by February 22 and implement throughout the project implementation.</li> <li>All the subsequent ESIA/ESMP and specific ICMWMP shall be prepared and implemented prior to the launch of corresponding civil works.</li> </ul>	UGPE
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
	Not relevant.		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1.	<p><b>CHANCE FINDS:</b></p> <p>In accordance with ESMF and ESS8, the Recipient shall adopt the Cultural Heritage Management Plan (CHMP) for Cidade Velha which has historical importance and overall recognition as a UNESCO World Heritage Site.</p> <p>The ESMF, through the subproject screening process, shall ensure that any sites with or near cultural heritage are identified and any necessary measures taken, according to the CHMP.</p> <p>The Recipient, through UGPE shall implement a procedure for archaeological discoveries or chance find procedures as described in the ESMF. Chance find procedures clauses shall be included in all work contracts in case any cultural heritage is unexpectedly found.</p>	<p>CHMP adopted before the start of any construction works in Cidade Velha and maintained throughout the implementation.</p> <p>The Ministry of Culture and Creative Industry as already prepared the “Plano de Gestão 2019 -2022 for Cidade Velha, Património Mundial”.</p>	<p>UGPE Ministry of Culture and Creative Industry (MCIC) through the Institute of Cultural Heritage (IPC) and the Gabinete de Gestão do Património Mundial - Cidade Velha (GGPM Cidade Velha) Municipality of Ribeira Grande de Santiago Contractors</p>
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
	Not relevant.		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN:</b></p> <p>Update, consult, disclose, and adopt the PP’s Stakeholder Engagement Plan (SEP) 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.</p>	<p>A Parent Project (PP) and subsequent Additional financings SEP was already prepared and disclosed prior to project appraisal.</p> <p>The SEP shall be updated to include information related to the new planned activities, disclosed for public consultation by February 22.</p> <p>The SEP shall be implemented throughout Project implementation.</p>	<p>UGPE</p>



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
10.2	<p><b>GRIEVANCE MECHANISM:</b></p> <ul style="list-style-type: none"> <li>• Ensure that the PP’s grievance redress mechanism (GRM) is maintained, equipped and strengthen to continue receiving and facilitating 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.</li> <li>• The PP’s grievance mechanism shall also include GBV/SEA/SH-sensitive grievance arrangements to receive, register and address concerns and grievances related to sexual exploitation and abuse, sexual harassment in a safe and confidential manner, including through the referral of survivors to gender-based violence service providers.</li> </ul>	<ul style="list-style-type: none"> <li>• The grievance arrangements of the PP shall be equipped and adapted to address GBV/SEA/SH-allegations before the commencement of any Project activities. The GRM shall remain operational throughout Project implementation.</li> </ul>	UGPE
<b>CAPACITY SUPPORT (TRAINING)</b>			
CS1	Project’s ESHS plans and instruments, fair, equitable and inclusive access and allocation of Project benefits, and the roles and responsibilities of different key agencies in the ESF implementation.	Periodically with the addition of new Project team members join the Project throughout implementation.	UGPE
CS2	WB Environmental and Social Standards	Project Technical Committee Project Staff based in UGPE (ESS, M&E-S, Procurement, financial), MoH; National Environment Directorate staff.	1st quarter of the 1st year of implementation
CS3	<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> </ul> <p>Knowledge of the process for monitoring the implementation of the ESMP and RPF.</p>	<p>Municipalities Non-governmental organizations (NGOs) Community based Associations.</p>	1st quarter of the 1st year of implementation

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
CS4	<p><b>Training Module - Occupational Health and Safety and community Safety:</b></p> <ul style="list-style-type: none"> <li>➤ COVID-19 Infection Prevention and Control Recommendations;</li> <li>➤ Risk communication and community engagement;</li> <li>➤ Risks of GBV/SEA/SH;</li> <li>• GRM functioning, including management and supervision of alleged GBV/SEA/SH-sensitive cases; COVID-19 Infection Prevention and Control Recommendations;</li> <li>• Risk communication and community engagement;</li> <li>• Risks of GBV/SEA/SH;</li> <li>➤ GRM functioning, including management and supervision of alleged GBV/SEA/SH-sensitive cases;</li> <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> </ul>	<p>Project Staff based in UGPE, MoH, IPC and Municipalities Contractors employees.</p>	<p>Beginning of the work</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>➤ Code of conduct for employers and contracted staff.</li> </ul> <p>GRM for workers – grievance submission and redress procedures.</p>	<p>Project Staff based in UGPE, IPC and Municipalities. Contractors employees.</p>	<p>Beginning of the work</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>Municipality technicians Civil society, Non-governmental organizations (NGOs) Community based Associations, including Women’s associations Community focal points Contractors employees. Throughout Project implementation.</p>	<p>UGPE</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p><b>GBV/SEA/SH risk module:</b>                      Awareness raising and measures to prevent and mitigate GBV/SEA/SH risks and gender mainstreaming actions into tourism sector:</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>		