

Republic of Liberia



Ministry of Agriculture

RURAL ECONOMIC TRANSFORMATION PROJECT (RETRAP)
(P175263)

FINAL

ENVIRONMENTAL & SOCIAL COMMENTMENT (ESCP)

April 29, 2021

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of Liberia (the **Borrower**) will implement the Rural Economic Transformation Project (**the Project**), through the Ministry of Agriculture (MoA) in collaboration with other relevant Ministries (Ministry of Commerce and Industry and Ministry of Public Works) and their respective Departments and Agencies. The International Development Association (IDA) (hereinafter the **Association**) has agreed to provide financing for the Project.
2. The Government of Liberia shall implement material measures and actions so that the Project is implemented in accordance with the Environmental and Social Standards (**ESSs**). This Environmental and Social Commitment Plan (**ESCP**) sets out material measures and actions, any specific documents, or plans, as well as the timing for each of these.
3. The Government of Liberia shall also comply with the provisions of any other environmental and social (E&S) documents required under the Environmental and Social Framework (ESF) and referred to in this ESCP, such as Environmental and Social Management Framework (ESMF), Environmental and Social Management Plans (ESMPs), Resettlement Policy Framework (RPF), Resettlement Action Plans (RAPs), and Stakeholder Engagement Plan (SEP), and the timelines specified in those E&S documents.
4. The Government of Liberia is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Ministry, agency or unit referenced in 1. above or another entity.
5. Implementation of the material measures and actions set out in this ESCP shall be monitored and reported to the Association by the Government of Liberia as required by the ESCP and the conditions of the legal agreement, and the Association shall monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the Association and the Government of Liberia, 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 Government of Liberia through the Ministry of Agriculture shall agree to the changes with the Association and shall update the ESCP to reflect such changes. Agreement on changes to the ESCP shall be documented through the exchange of letters signed between the Association and the Government of Liberia. The Government of Liberia through the Ministry of Agriculture shall promptly disclose the updated ESCP.
7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the Government of Liberia shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include but are not limited to environmental, health, and safety impacts, social, labor influx, gender-based violence risks.

THE WORLD BANK - ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)
Rural Economic Transformation Project (P175263)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
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 documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s).</p>	<p>Quarterly throughout Project implementation period <i>starting from the effective date</i>.</p>	<p>Ministry of Agriculture (MOA), RETRAP Project Management Unit (PMU) and the Infrastructure Implementation Unit (IIU) of the Ministry of Public Works (MPW)</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 project workers including those related to occupational accidents that could result in death or serious injury, falls and vehicle accidents, gender-based violence (GBV). Particularly sexual exploitation, abuse and sexual harassment (SEA/H). 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 request, prepare a report on the incident or accident including a root cause analysis, propose any measures to prevent its recurrence, and keep the Association informed of the ongoing implementation of the said measures or plans. The report shall provide sufficient details 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.</p>	<p>Notify the Association within 48 hours after learning of the incident or accident.</p> <p>An incident report shall be provided to the Association on timeframe specified by the Association.</p>	<p>Ministry of Agriculture, RETRAP PMU and the IIU of the Ministry of Public Works (MPW)</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
C	<p>PROJECT GRANTEES AND CONTRACTORS REPORTS</p> <p>All project grantees including enterprises, farmer-based organisations, firms, supervising consultants/engineers and contractors shall be required to provide monthly monitoring reports on ESMPs implementation, Labor and Occupational Health and Safety, and GRM implementation to MOA/RETRAP PMU and IIU of MPW and shall take actions on issues of non-compliance or poor implementation.</p> <p>The implementing agencies shall maintain a record of all such reports and would be submitted by the MOA/MPW to the Association upon request. Implementation and monitoring reports on ESHS to the Association shall provide an overview of issues relating to project grantees, supervising consultants and contractor performance and follow up actions.</p>	<p>Monthly reports shall be submitted by grantees, supervising consultants, and contractors to MOA-PMU/MPW-IIU and to the Association upon request throughout project implementation</p> <p>Quarterly and to the Association upon request throughout project implementation</p>	<p>Ministry of Agriculture, RETRAP PMU and the IIU of the Ministry of Public Works (MPW)</p>
<p>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</p>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>The Ministry of Agriculture (MOA) through its Project Management Unit (PMU) will be responsible for overall project implementation and will collaborate closely with other relevant Ministries and their respective Departments and Agencies. The Infrastructure Implementation Unit (IIU) of the MPW will be responsible for the implementation of the road construction activities under RETRAP.</p> <p>MOA and MPW shall establish and maintain an organizational structure with qualified staff and resources to support management of E&S risks and impacts of the Project, including one Environmental Specialist and one Social Development Specialist for each Ministry to ensure adequate risk identification, management and reporting consistent with the reporting requirements in this ESCP.</p> <p>These E&S staff shall be supported by designated County Environmental and Social Focal Points to implement the Project and shall be adequately resourced to support the management of E&S risks. The Project shall also hire external expertise and consultancy services, where necessary to ensure that E&S risks are adequately assessed and managed. This structure shall be maintained throughout project implementation.</p> <p>The PMU shall establish an Environmental and Social Management information and Reporting System.</p>	<p>The four (4) Specialists: 2 for PMU of MoA and 2 for IIU of MPW shall be assigned to the project before the Project Effectiveness Date.</p> <p>MOA/ RETRAP PMU and IIU of MPW with requisite E&S staffing and resources shall be maintained throughout Project implementation.</p> <p>County Level Environmental and Social Focal Points shall be designated within three months after the project effectiveness date and shall be maintained throughout Project implementation.</p> <p>Upon project effectiveness and shall be maintained throughout project implementation</p>	<p>Ministry of Agriculture, RETRAP PMU and IIU of MPW</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	No civil works or construction will comment prior to completion of RAP implementation.	RAP shall be implemented prior to commencement of civil works.	
1.3	<p>MANAGEMENT TOOLS AND INSTRUMENTS</p> <p>Screen any proposed subproject in accordance with the Environmental and Social Management Framework (ESMF) prepared for the Project, and, thereafter, draft, adopt, disclose, and implement any required subsequent subproject environmental management tools or instruments, including subproject specific ESIA/ESMPs and RAPs, in accordance with the ESSs, the ESMF and RPF in a manner acceptable to the Association.</p>	<p>Any required ESIA/ESMPs/RAPs and other relevant E&S instruments shall be prepared and submitted for the Association’s review and approval. Once approved, the specific instruments and other relevant management plans shall be disclosed and carried out throughout Project implementation.</p> <p>RAP shall be implemented before commencement of relevant construction activities.</p>	MOA, RETRAP PMU/MPW IIU
1.4	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP and ESMF, including relevant E&S documents and plans, the Labor Management Procedures, and worker code of conducts, IPMP into the ESHS specifications of the procurement documents for contractors.</p> <p>Ensure that contractors develop Contractors’ ESMP and Labor Management Plans, and other management plans as may be deemed necessary during implementation consistent with the Project’s ESMF requirements, comply and report on them as required by this ESCP.</p> <p>Thereafter, MOA/PMU and MPW/IIU shall ensure that the contractors comply with the ESHS specifications of their respective contracts.</p>	<p>Prior to launch of bidding process</p> <p>Include all ESSs/ESCP requirements into the construction contractor and the supervising consultant contracts.</p> <p>Supervise contractors throughout Project implementation. Request contractors to submit monthly progress reports.</p>	MOA, RETRAP PMU/MPW IIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.5	<p>PERMITS, CONSENT AND AUTHORIZATION</p> <p>Secure relevant permits, consents, and authorizations applicable to the subproject activities from relevant national authorities and agencies.</p> <p>Comply or cause to comply, as appropriate, with the conditions established in these permits, consents, and authorizations throughout Project implementation.</p>	<p>Obtain permits, consents, and authorizations before commencing relevant Project activities.</p> <p>Thereafter, implement and comply with permits, consents, and authorizations throughout Project implementation.</p>	MOA, RETRAP PMU/MPW IIU
1.6	<p>CONTINGENT (EMERGENCY) RESPONSE FINANCING</p> <p>Develop CERC-ESMF that includes a description of the ESHS assessment and management arrangements and procedures for the activation and implementation of the CERC under the project in accordance with the ESSs.</p> <p>Thereafter prepare, disclose, consult, adopt, and implement any environmental and social (E&S) management plans or other instruments required for the respective CERC activities in accordance with the ESSs, CERC-ESMF, the World Bank Group Environmental, Health and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP) including World Health Organization (WHO) guidance documents on COVID-19 in a manner acceptable to the Association. Thereafter implement the measures and actions required under the said E&S management plans or instruments, within the timeframes specified in the plans.</p>	<p>The CERC ESMF will be developed within 4 weeks after the CERC is triggered during an emergency.</p> <p>Implement the measures and actions required under the CERC E&S management plans or instruments, within the timeframes specified in the plans.</p>	MOA, RETRAP PMU and IIU of MPW
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>The Project shall be carried out in accordance with the applicable requirements of ESS2, in a manner acceptable to the Association through, inter alia, implementing adequate occupational health and safety measures (e.g. include provisions in the Labor Management Procedures (LMP) for direct, contracted, and community workers.</p>	<p>Throughout Project implementation.</p>	MOA, RETRAP PMU//MPW IIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Require contractors to establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	Develop Grievance mechanism prior to engaging Project workers and maintain GR structure throughout Project implementation.	MOA, RETRAP PMU//MPW IIU
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <p>Ensure contractors prepare and implement OHS plan as part of the C-ESMP as per applicable national laws, internal regulations of the MOA and other agencies, GIIP, ESS2, and World Bank Group's Environmental Health and Safety Guidelines (EHSGs) specified in ESMF and LMP. The OHS plan shall include COVID-19 prevention and response measures.</p> <p>Require Contractor(s) working on the Project to abide and implement approved OHS measures as detailed in the ESMF and specific instruments such as the ESMP.</p> <p>PROJECT WORKERS TRAINING</p> <p>Require Contractor to deliver training for Contracted Workers on Environmental, Social, Health and Safety (ESHS) aspects relevant to the Project to raise awareness about their contractual rights and obligations.</p>	<p>OHS measures shall be prepared and adopted prior to commencement of construction activities and shall be implemented throughout Project implementation.</p> <p>Quarterly throughout implementation</p>	MOA-RETRAP PMU/MPW- IIU
2.4	<p>EMERGENCY PREPAREDNESS AND RESPONSE (OHS) MEASURES</p> <p>As part of the OHS measures specified above in 2.3 and consistent with ESS2, adopt and implement measures on Emergency Preparedness and Response, including to ensure that workers and contractors are trained on emergency preparedness and response on a regular basis, drills are conducted regularly, and the relevant emergency plans are implemented.</p>	<p>Plans to be adopted prior to initiation of subprojects involving construction, and maintained throughout Project implementation</p> <p>Training to be conducted within two week of the plans' adoption and training (including drills) repeated regularly throughout Project implementation.</p>	MOA-RETRAP PMU and IIU of MPW

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT: Assess impacts from waste generation, and effluent discharge expected from agriculture production, food processing, application of agrochemicals and pesticides, construction works including road rehabilitation, drains, culverts etc. and other project-supported activities and include relevant mitigation measures into the subproject-specific ESMPs. Ensure adherence to conducted activities with ESMPs.</p>	<p>During preparation and implementation of site specific ESMPs</p>	<p>MOA, RETRAP PMU, IIU of MPW</p>
3.2	<p>PEST MANAGEMENT: Finalize and disclose the Project’s Integrated Pest Management Plan (IPMP)</p> <p>Ensure that pest management follows integrated approaches identified in the IPMP and that pesticides used are manufactured, formulated, packaged, labeled, handled, stored, and disposed of, in accordance with good international industrial practices as well as the World Bank Group’s EHSs.</p>	<p>The IPMP shall be finalized and disclosed within one (1) month after Project Effectiveness Date.</p> <p>Throughout the project implementation</p>	<p>MOA, RETRAP PMU</p>
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY</p> <p>Consistent with ESS4 and ESMF, and in a manner acceptable to the Association, Project contractors shall be required as part of their ESMP or ESHS Plan to develop and implement measures and actions to assess and manage traffic and road safety risks.</p>	<p>Prior to implementation of relevant subproject activities. Maintained throughout Project implementation</p>	<p>MOA, RETRAP PMU/MPW-IIU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
4.2	<p>COMMUNITY HEALTH AND SAFETY</p> <p>Prepare, adopt, and implement measures and action to assess and manage specific risks and impacts to the community arising from Project activities and include these measures in ESMPs required by the ESMF, in a manner acceptable to the Association.</p> <p>Adopt and implement COVID-19 prevention measures to assess and manage the risks of spread of COVID-19 as outlined in the ESMF.</p> <p>Ensure the Contractor(s) raise awareness of employees on subproject related risks and measures for mitigation of impacts on local communities</p> <p>The project shall conduct awareness raising for local authorities, and regular monitoring, to ensure that no unpaid, forced, or child labor is used on any activity related to Project implementation</p> <p>Include in contractor’s contract the requirement to restore borrow sites where they take materials from</p>	<p>Develop measures as part of the C-ESMP prior to commencement of subproject activities</p> <p>Implement measures - throughout Project implementation</p> <p>Before signing of contract</p>	MOA, RETRAP PMU//MPW IIU
4.3	<p>GBV AND SEA RISKS</p> <p>Include in site-specific ESMPs actions to prevent and mitigate risks of sexual exploitation and abuse and sexual harassment (SEA/SH) in line with the ESMF and enforce their implementation. This includes but not limited to development and adherence to Code of Conduct for all employees, GBV-sensitive grievance mechanism, awareness raising of all employees and community members on GBV risks and mitigation measures.</p>	<p>Prior to commencement of works</p> <p>Enforcement throughout Project implementation</p>	MOA, RETRAP PMU//MPW IIU
4.4	<p>SECURITY PERSONNEL</p> <p>As part of site-specific ESMPs incorporate and implement measures and actions to assess and manage risks to human security in Project-affected communities and to Project workers that could arise from the use of security personnel.</p>	<p>Incorporate security measures in ESMPs prior to engaging of security personnel. Implement throughout Project life</p>	MOA, RETRAP PMU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT		
<p>5.1 RESETTLEMENT PLANS</p> <p>Prepare, adopt, and implement Resettlement Action Plans (RAPs) in accordance with ESS 5 and consistent with the requirements of the Project Resettlement Policy Framework (RPF). Ensure that RAPs are approved by the Association and fully implemented before carrying out the associated activities, in a manner acceptable to the Association. Including:</p> <ul style="list-style-type: none"> • Conducting sub-project E&S screening consistent with the project screening, • Consulting and informing PAPs about their rights and choices, • Thereafter preparing RAPs in accordance with ESS 5 and consistent with the requirements, • Obtaining the RAP clearance from the Bank. • Ensuring that construction contracts are signed after or contractors are mobilization after PAPs are paid, • Ensure that commencing of civil work in the impact location(s) or corridor(s) will not start till compensations and resettlement assistances are paid to all PAPs, • Submitting to and obtaining clearance from the Bank on compensation and resettlement assistance payments completion report. • Ensuring that Site handover to the contractor is done after expiration of eviction notice –minimum three months after paying compensation. • Monitoring resettlements impacts. <p>New impacts that are likely to result because of road realignment, design change and temporary detour will be assessed, and existing RAP will be updated accordingly. Such changes and impacts will be reported to the Association.</p> <p>Implement the Resettlement Action Plan (RAP) prepared for the 40KM road section and any other related impact as outlined in Section 1.2</p>	<p>RAPs shall be submitted for the Association’s approval and, once approved, implemented prior to commencing respective Project activities that involve land acquisition and resettlement.</p> <p>Disclose and implement RAPs prior to commencement of civil works.</p> <p>Through the monthly reports</p>	<p>MOA, RETRAP PMU/MPW-IIU</p>

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
5.2	GRIEVANCE MECHANISM Ensure that any grievances related to land acquisition, land use restrictions, impacts on private assets and livelihoods, or resettlement are included and processed via the project GRM	Should be established during project preparation and must be throughout Project implementation	Ministry of Agriculture, RETRAP PMU//MPW IIU
5.3	MONITORING AND REPORTING ON RESETTLEMENT ACTION PLANS Prepare and submit regular monitoring reports on the implementation of Resettlement Action Plans, including on issues related to land acquisition, assessment/census of PAPs and compensation.	Quarterly throughout implementation of RAPs	MOA, RETRAP PMU/MPW-IIU
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>Using the screening form in the ESMF, conduct a preliminary screening and assess each of proposed activity/subproject for financing in terms of its risks and impacts on biodiversity and living natural resources. Ensure all activities/subprojects with significant impacts are excluded from the project financing.</p> <p>The ESIA for the proposed 40km road has identified some potential project risks and adverse impacts on biodiversity including critically endangered chimpanzees along the proposed road corridor.</p> <p>The project will conduct surveys on biodiversity including an assessment of potential project impacts on critically endangered chimpanzees and other biodiversity of conservation importance around the road corridor area.</p> <p>Where necessary, the project will prepare a Biodiversity Management Plan (BMP) which will include mitigation measures to address risks and impacts as required by the ESMF and consistent with the ESS6</p> <p>These requirements must be applied for all project activities, including subprojects to be financed under Matching Grants under this project and the road works.</p> <p>Ensure that handling, transport and use of new variety of seeds do not have adverse effects on biological diversity, ecological integrity and/or pose risks to human health as per FAO and Cartagena Protocol requirements on handling hybrid seeds.</p> <p>Ensure that project activities do not adversely impact on the integrity of ecological systems and human health.</p>	<p>During subproject screening process</p> <p>Biodiversity survey to be conducted prior to finalization of road design and prior to commencement of the road construction works</p> <p>Necessary BMPs are to be prepared, cleared by the Bank, and disclosed before commencement of the project activity</p> <p>Throughout Project implementation</p>	MOA, RETRAP PMU and IIU of MPW
<p>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</p> <p>This ESS is not currently relevant to the project.</p>			
<p>ESS 8: CULTURAL HERITAGE</p>			

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
8.1	<p>CHANCE FINDS</p> <p>Implement the chance finds procedure described in the ESMF developed for the Project, consistent with ESS8 and ensure they are included in all site specific ESMPs involving subprojects with earthmoving activities.</p> <p>In the event of a find or the observation of a cultural practice, comply with the procedures detailed in the ESMF and contact the relevant government agencies that are entrusted with the protection of cultural heritage in Liberia to assist with the preservation of such finds.</p>	Throughout Project implementation	MOA, RETRAP PMU/MPW-IIU
8.2	<p>PHYSICAL CULTURAL RESOURCES</p> <p>As per ESMF requirements, conduct a preliminary screening and assess each of proposed activity/subproject for financing in terms of its risks and impacts and ensure adverse impacts are appropriately mitigated. These requirements must be applied for all project activities, including subprojects under Matching Grants to be financed under RETRAP.</p>	<p>During subproject screening process</p> <p>Throughout Project implementation</p>	MOA, RETRAP PMU and IIU of MPW
ESS 9: FINANCIAL INTERMEDIARIES			
	This ESS is not currently relevant to the project.		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Update, adopt, and implement the Stakeholder Engagement Plan (SEP) prepared for the Project.</p>	Throughout Project implementation	MOA, RETRAP PMU and IIU of MPW
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>Prepare, maintain, and operate a grievance mechanism, as described in the SEP, ESMF and RPF.</p>	Before Project commencement and throughout Project implementation.	MOA, RETRAP PMU/MPW-IIU
CAPACITY SUPPORT (TRAINING)			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>C1 Capacity support and trainings to be provided Prepare a capacity building/training plan identifying the training needs of all relevant actors including implementing ministries/agencies and project grantees such as FBOs, enterprises, businesses, contractors, farmers etc. and develop appropriate training materials.</p> <p>Ensure that relevant government officials, project staff, local authorities, farmers/farming enterprises and/or organizations, project workers, contractors/subcontractors and community members are trained in the following areas:</p> <ul style="list-style-type: none"> • The Project’s GRM • Stakeholder roles and engagement • E&S requirements (impacts and mitigation measures) for sub-projects • COVID 19 transmission, prevention, preparedness, and response • Integrated pest management • Subproject Environmental and Social screening • Occupational Health and Safety • Emergency preparedness and response • SEA/SH Risk Mitigation • Disability inclusion training • Documentation and reporting • Biodiversity conservation and management <p>Training for Project workers on occupational health and safety including on emergency prevention and preparedness and response arrangements to emergency situations, community health and safety including SEA/SH.</p>	<p>Prepare capacity building/training plan within 6 months after Project effectiveness date</p> <p>Develop training materials prior to commencement of training</p> <p>Training is required for all relevant project actors (also project workers) at the national (e.g. MOA/MPW/ RETRAP staff and county levels (e.g. processors, farmers/farming enterprises and/or organizations, FIs, contractors/subcontractors and community members)</p> <ul style="list-style-type: none"> • Training shall be completed before commencement of civil works, and repeated in periodic re-trainings throughout Project implementation, as needed <p>Prior to commencing works</p>	<p>MOA, RETRAP PMU/MPW-IIU</p>