

Government of Nepal

Ministry of Energy, Water Resources and Irrigation

Department of Water Resources and Irrigation (DoWRI)

and

The Ministry of Agriculture and Livestock Development

(MoALD)

Department of Agriculture (DoA)

**Modernization of Rani Jamara Kulariya Irrigation
Project - Phase 3**

P507433

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

Negotiation Version

April 16, 2025

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. Government of Nepal (GoN), the Recipient will implement the **Modernization of Rani Jamara Kulariya Irrigation Project – Phase 3** (the Project), with the involvement of the Ministry of Energy, Water Resources and Irrigation through the Department of Water Resources and Irrigation (DoWRI) and the Ministry of Agriculture and Livestock Development (MoALD) through the Department of Agriculture (DoA), as set out in the Financing Agreement (the Agreement). The International Development Association (Association), has agreed to provide the financing (P507433) for the Project, as set out in the Agreement.
2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association. The ESCP is a part of the Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, their respective timeframes; institutional, staffing, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESSs, in form and substance acceptable to the Association. Said E&S documents may be revised from time to time with prior written agreement by the Association. As provided for under the referred Agreement, the Recipient shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time, if necessary, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Association and the Recipient agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient. The Recipient shall promptly disclose the updated ESCP.
5. The subsection on “Indicators for Implementation Readiness” below identifies the actions and measures to be monitored to assess Project readiness to begin implementation in accordance with this ESCP. Nevertheless, all actions and measures in this ESCP shall be implemented as set out in the “Timeframe” column below irrespective of whether they are listed in the referred subsection.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	ORGANIZATIONAL STRUCTURE <ul style="list-style-type: none"> a. Establish and maintain a Social, Environmental and Institutional Development Unit (SEIDU) within Project Implementation Office (PIO) under the Department of Water Resources and Irrigation (DoWRI). Within the SEIDU, will have full time qualified staff and resources to support management of environmental and social (E&S), occupational health and safety (OHS) risks and impacts of the Project including a Senior Sociologist, a Sociologist, Environmental expert/officer who will also cover OHS issues, and a Biodiversity Expert on an intermittent basis, and a dedicated Gender/gender-based violence (GBV) expert. b. Maintain the Agriculture Component Implementation Unit (ACIU) under the Department of Agriculture (DoA) for implementation of component 3. The ACIU will have full time focal persons and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the project including Environmental and Gender and Social Inclusion (GESI) issues. The PIO will coordinate E&S reporting from both implementing units. The SEIDU will provide technical oversight and coordinate reporting for both implementing units, the PIO and ACIU. c. For component 2, an independent dam safety consultant will be hired to assess the proposed designs, studies, and dam safety reports during both the project preparation and implementation phases. The expert will also support capacity building of the Dam section in DoWRI and compliance during construction. d. PIO will engage an independent third-party consultant for annual monitoring of the project's environmental and social compliance and performance. e. Collaborate with the Ministry of Forest and Environment and the National Electricity Authority to manage tree clearance and utility relocation. f. Project Management and Supervision Consultant (PMSC) for RJKIP-III hired by DoWRI will be required, at minimum, to have Environmental Specialist, a Social Development Specialist, and a Health and Safety Specialist for the full duration of the PMSC contract on their team to supervise and monitor the implementation of the C-ESMP and other related plans. 	<ul style="list-style-type: none"> a. Maintain the Senior Sociologist, Sociologist, and Environmental/OHS Officer in the PIO/SEIDU and recruit a designated Gender/GBV expert, and a Biodiversity Expert (intermittent) before contract award and thereafter maintain the PIO/SEIDU with these positions throughout Project implementation. b. The AICU will coordinate with the RJKIP/PIO to support the management of the project's E&S and OHS risks and impacts, including an Environmental expert and a Gender expert. The ACIU will appoint an E&S and GESI focal persons in its unit. c. An independent dam safety consultant will be hired in the first year of project implementation, coinciding with the selection of reservoirs and lakes for inclusion in the project. d. Independent E&S consultant will be hired 9 months after the Effective Date and any case before start of works, and will conduct E&S monitoring annually. e. Prior to contractors' mobilization and maintained throughout the contract period. 	DoWRI PIO/SEIDU/ DoA/ ACIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
B	<p>CAPACITY BUILDING PLAN/MEASURES</p> <p>Prepare and implement the following capacity building measures:</p> <ul style="list-style-type: none"> • Training for PIO/ ACIU staff, Project workers, contractors, supervision consultants, WUA, farmers, local communities on Occupational and Community Health and Safety, SEA/SH, grievance mechanism, emergency preparedness and response, stakeholder engagement, implementation of LMP and labor camp management, Traffic and road safety, dam safety, ESMP preparation, Natural habitat and biodiversity management, E&S monitoring and reporting, IP and vulnerable groups inclusion, contract management of ESHS conditions. • Implement Dam Safety Capacity Building Plan as presented in ES Scoping Study: Training for implementing agencies, local communities, and relevant stakeholders on dam safety, specifically on emergency preparedness and response, monitoring techniques, periodic inspections, maintenance activities, operation manuals, emergency response procedures, evacuation drills, simulation drills, institutional capacity building, independent technical expertise, design guides and manuals, community-based training, regulatory framework for dam safety, condition assessment and register, and multi-stakeholder coordination • Other training needs will be identified throughout project implementation. 	<p>Prepare annual capacity building plan and follow-up closely for its implementation. First capacity building plan should be prepared 3 months after the effective date of the Agreement. At minimum trainings should be implemented quarterly throughout project implementation.</p> <p>Biannually, or as assessed by an independent dam safety consultant throughout the duration of project implementation.</p>	DoWRI PIO/SEIDU/ DoA/ ACIU
MONITORING AND REPORTING			
C	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (E&S) performance of the Project. The reports shall include:</p> <ul style="list-style-type: none"> • Status of preparation and implementation of E&S documents required under the ESCP. • Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan. • Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. • E&S performance of contractors and subcontractors as reported through [monthly] contractors' and supervision firms' reports. 	<p>Submit quarterly reports to the Association throughout Project implementation, commencing 2 months after the Effective Date. Submit each report to the Association no later than 21 days after the end of each reporting period.</p>	PIO/ACIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> Status on the implementation of the Environmental and Social Impact Assessment (ESIA)/ESMP/BMP/dam safety instruments Number and status of resolution of incidents and accidents reported under action E below. 		
D	<p>CONTRACTORS' MONTHLY REPORTS</p> <p>Require contractors and supervising firms to provide monthly monitoring reports on E&S performance in accordance with the metrics specified in the respective bidding documents and contracts.</p> <p>Such monthly reports will be submitted to the Association by PIO/ACIU upon request.</p>	Submit the monthly reports as annexes to the reports to be submitted under action C above.	PIO/ ACIU
E	<p>INCIDENTS AND ACCIDENTS</p> <p>Notify the Association of any incident or accident relating 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 those resulting in death or significant injury to workers or the public; acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; dam failure; forced or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks. Provide available details of the incident or accident to the Association upon request.</p> <p>Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes.</p> <p>Prepare, agree with the Association, and implement a Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.</p>	<p>Notify the Association no later than 48 hours after learning of the incident or accident. Provide available details upon request.</p> <p>Any SEA/SH incident should be notified to the Association within 24 hours, and the reporting should be brief and anonymized.</p> <p>Provide review report and Corrective Action Plan to the Association no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Association.</p>	PIO/ACIU with inputs from PMSC
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</p> <p>1. Preparation and Implementation of Recommendations from E&S Gap Assessment for Component 1:</p> <ul style="list-style-type: none"> Prepare and implement environmental due diligence documents resulting from the Gap Assessment in accordance with the relevant Environmental and Social Standards (ESSs): 	Prepare the Gap analysis with TOR and scoping studies prior project appraisal.	DoWRI PIO/SEIDU/ DoA/ ACIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> Environmental Due Diligence Document for the New Alignment prepared by GoN regulations and WB ESS Biodiversity Assessment with Biodiversity Management Plan (BMP) Rapid Assessment of Cumulative Impacts Addendum to the National Environmental Impact Assessment (EIA) of Component 1 in the form of an Environmental and Social Management Plan (ESMP) - Pathraiya Extension Prepare a Social Impact Assessment as a supplement to the government-approved EIA Update the ESMP to correspond with the EIA, other assessment documents, and supplementary social assessments. <p>2. Preparation and Implementation of Recommendations from E&S Scoping Study for Components 2 and 3:</p> <ul style="list-style-type: none"> Prepare and implement recommendations from the Environmental and Social (E&S) Scoping Study for Components 2 and 3 in accordance with the relevant ESSs: <ul style="list-style-type: none"> Pesticide Management Plan Environmental and Social Management Plan (ESMP) for Lakes Upgrades Emergency Preparedness Plan (EPRP) Risk Hazard Assessment for Lakes Stand-alone ESMP for Component 3 Sub-projects Environmental and Social Code of Practice for Small Investments under Component 3 <p>3. Preparation and Implementation of Documents Relevant for the Operations Phase:</p> <ul style="list-style-type: none"> Prepare and implement the following documents for the operations phase: <ul style="list-style-type: none"> Operation and Maintenance Plan for Use of Lakes Small Dam Design Guides and Manuals 	Update EIA, prepare supplementary social impact assessment and corresponding ESMP and other assessment documents early in project implementation, complete and make available before initiating bidding documents for the respective subjects, thereafter, implement throughout Project implementation.	
1.2	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the Environmental and Social Commitment Plan (ESCP), including, inter alia, the Environmental Impact Assessment (EIA), Social Impact Assessment (SIA), Labor Management Procedures, Occupational Health and Safety (OHS) requirements, Code of Conduct, Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) Action Plan, Stakeholder Engagement Plan into the Environmental and Social (E&S) and other documents listed in ESCP in specifications of the procurement documents and contracts with contractors and supervising firms. Ensure that contractors and supervising firms comply with the E&S specifications of their respective contracts and require their subcontractors to do the same.</p>	As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Association upon request.	DoWRI PIO/SEIDU/ DoA/ ACIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>Provide copies of the relevant contracts with contractors, subcontractors, and supervision firms to the Association.</p> <p>Obligate contractors to prepare a Contractor Environmental and Social Management Plan (C-ESMP) before any works commence.</p> <p>The project shall engage an E&S consulting firms as supervision consultant for E&S supervision of works.</p>		
1.3	<p>TECHNICAL ASSISTANCE</p> <p>Carry out the consultancies, studies including feasibility studies, capacity building, training, and any other technical assistance activities under the Project in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.</p>	Throughout Project implementation.	DoWRI PIO/SEIDU/ DoA/ ACIU
1.6	<p>USE OF [BORROWER/RECIPIENT'S] ENVIRONMENTAL AND SOCIAL FRAMEWORK</p> <p>The project will adhere to national procedures for the agricultural component, which will be incorporated into the environmental and social code of practice. However, other components will rely on these procedures to a lesser extent. For instance, the capacity for dam safety is still in the early stages of development in the country.</p>	Throughout Project implementation.	DoA/ ACIU
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Prepare and implement the Labor Management Procedures (LMP) and tailor them into a site-specific labor management plan for the respective components.</p> <p>Adopt and implement the legal provision of the Recipient (Child Labour (Prohibition and Regulation) Act (2000), and Sexual Harassment at Workplace (Prevention) Act (2014).) These provisions will apply/extend to all project staff, workers, consultants, and contractors. Their terms of reference and contracts for supervising firms and other consultancies must mandate compliance with the recipient's legal provision and the ESCP on the code of conduct relating to SEA/SH.</p>	<p>Prepare the LMP prior to project appraisal and thereafter implement the LMP throughout Project implementation.</p> <p>Throughout the project implementation</p>	DoWRI PIO/SEIDU/ DoA/ ACIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.2	OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN Require contractors and subcontractors to prepare and implement OHS Management Plan in the Contractor ESMP in accordance with name ESIA, SIA, LMP, SEA/SH and other ES documents that informs the contractor's plans.	Prepare the OHS Management Plan before the start of works and implement throughout the project implementation	PIO/SEIDU/ ACIU/ contractors/ supervision consultant
2.3	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	Establish grievance mechanism prior engaging Project workers and thereafter maintain and operate it throughout Project implementation.	PIO/SEIDU/ ACIU/ contractors/ supervision consultant
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN Prepare and implement a Waste Management Plan (WMP), as part of Contractor ESMP to manage hazardous and non-hazardous wastes, consistent with ESS3.	Prepare the WMP as part of CESMP to start of works and thereafter implement the WMP throughout Project implementation].	PIO/SEIDU/ ACIU/ contractors/ supervision consultant
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures in the Contractor ESMP to be prepared under action [1.1] above.	same timeframe as for the preparation and implementation of the ESMP.	PIO/SEIDU/ ACIU/ contractors/ supervision consultant
3.3	Pest Management Plan Update an Integrated Pest Management Plan (IPMP) in early project preparation for Component 3 of the project to address the sustainable use of agrochemicals and provide recommendations to minimize the environmental health	Update IPMP during the start of works for component 3 and implement throughout the project implementation.	DoWRI PIO/SEIDU/ DoA/ ACIU and associated farmers
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY Prepare, adopt and Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under action [1.1] above.	Same timeframe as for the preparation and implementation of the ESMP under 1.1	PIO/SEIDU/ contractors/ supervision consultant
4.2	COMMUNITY HEALTH AND SAFETY Prepare, adopt, and implement measures and actions to assess and manage specific risks and impacts to the community arising from Project including behavior of Project workers, risks of labor influx, response to emergency situations and include mitigation measures in the project and contractor ESMPs.	Same timeframe as for the preparation and implementation of the ESMPs under 1.1	PIO/SEIDU/ ACIU/ contractors/ supervision consultant

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.3	<p>SEA AND SH RISKS</p> <p>Prepare and implement a SEA/SH Action Plan to assess and manage the risks of SEA and SH.</p>	Prepare the SEA/SH Action Plan before initiating bidding documents thereafter implement the SEA/SH Action Plan throughout Project implementation.	PIO/SEIDU/ ACIU/ contractors/ supervision consultant
4.4	<p>SECURITY MANAGEMENT</p> <p>The project will not engage police or armed security but may hire private security personnel to guard project work sites and assets especially at night. The project will assess and implement measures to manage any unintended risks of engaging such personnel as set out in the ESMP.</p>	Same timeframe as for the preparation and implementation of the ESMPs.	PIO/SEIDU/ contractors/ supervision consultant
4.5	<p>DAM SAFETY (FOR ANNEX A ESS4)</p> <ol style="list-style-type: none"> Conduct a hazard risk assessment and implement a negative list for selecting dam safety investments. Exclude potential lakes based on the following criteria: <ul style="list-style-type: none"> Lakes where interventions may convert or degrade critical natural habitats. Lakes located within legally protected areas, including National Parks, wildlife reserves, and their buffer zones. Lakes identified as significant wetland sites. Lakes where interventions may impact aquatic species of concern. Lakes requiring interventions that may dislocate, modify, or restrict access to cultural heritage sites or adversely impact such sites. Lakes that necessitate the development of new dams. Lakes with high-risk consequences in the event of a breach. Prepare and implement an operation and maintenance plan and an emergency preparedness plan for the selected reservoirs. The Association will review and provide no objection for the terms of reference and to the reports themselves. Hire an independent dam safety technical expert to ensure proposed designs and dam safety reports meet international standards and best practices. The Association will review and provide no objection for the terms of reference for the Independent Dam Safety Technical Expert and shall review the CV and provide its no objection to the proposed candidate. Update and Implement the Dam Safety Capacity Building Plan as defined in the Environmental and Social (ES) Scoping Study. 	<ol style="list-style-type: none"> The negative list for the selection of lakes to be included in the project shall be applied immediately upon project initiation. The operation and maintenance plan and the emergency preparedness plan shall be prepared during the project preparation phase and finalized prior to the official use of the lakes. An independent technical expert shall be hired within three months of the project's effective date. The Dam Safety Capacity Building Plan shall be implemented continuously throughout the project implementation period. During project implementation 	PIO/SEIDU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	5. The design guides relevant to dams and dam safety to be shared with the Association for their review and comments.		
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT [FRAMEWORK] [PLAN] or [PLANS]</p> <p>Prepare and implement a Resettlement Action Plan (RAP) inclusive of a Livelihood Restoration Plan (LRP) for 13km Pathariya feeder canal and subsequently for the secondary and tertiary irrigation canals and any activity under the Project for such RAP or LRP is required consistent with ESS5.</p> <p>The relocation of project-affected households and lands will use available replacement land nearby and in-situ alternative lands to the extent possible to avoid disrupting livelihoods and social networks, especially for Indigenous Peoples.</p> <p>The project will implement a negative list for selecting water reservoir locations to minimize impacts on communities, cultural heritage, and critical habitats, supporting only dams with low downstream consequences.</p>	Prepare and implement the respective RAP and or LRP prior to carrying out the relevant works, including ensuring that before taking possession of the land and related assets, full compensation has been provided, and [as applicable] displaced people have been resettled and moving allowances have been provided.	PIO/SEIDU
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES [
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>Prepare and implement a Biodiversity Assessment and, if relevant, a Biodiversity Management Plan (BMP) as follows:</p> <ul style="list-style-type: none"> For Component 1, conduct a biodiversity assessment of the Basanta Corridor area, including changes in the new alignment and runoff impact, to evaluate the extent of the intervention. The assessment should also explore options for compensatory plantation and continue supporting river dolphin protection measures established under RJKIP Phase. For Component 2, assess the potential impacts of watershed management interventions on natural habitats and biodiversity, including direct impacts such as habitat loss due to construction and indirect impacts such as changes in water quality or flow. The assessment should consider the impacts of the diversion of irrigation waters to lakes, fisheries practices, and the general impact of interventions on aquatic and terrestrial biodiversity. 	Prepare the BMP before the start of works and thereafter implement the BMP throughout Project implementation via ESMP or project design.	PIO/SEIDU/ ACIU/ contractors/ supervision consultant

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> For Component 3, assess the impacts associated with land use changes and the effects of surface and subsurface runoff from the RJKIP 3 command area. The Biodiversity Assessment shall be prepared in accordance with Environmental and Social Standard 6 (ESS6). 		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	INDIGENOUS PEOPLES [FRAMEWORK] [PLAN] or [PLANS] Prepare and implement an Indigenous Peoples Plan (IPP) for each activity under the Project for which such IPP is required, consistent with ESS7.	Prepare the IPP prior to the carrying out of any activity that requires the preparation of such IPP. Once finalized, implement the respective IPP throughout Project implementation.	PIO/SEIDU/ ACIU/
ESS 8: CULTURAL HERITAGE			
8.1	CULTURAL HERITAGE RISKS AND IMPACTS Assess the risk and impacts of project to Cultural Heritage and include Mitigation measures as part of the ESMP, [in accordance with the guidelines of the ESIA prepared for the Project, and consistent with ESS8.	Same timeframe as for the preparation and implementation of the ESMPs under 1.1 and thereafter implement throughout Project implementation.	PIO/SEIDU/ ACIU/ contractors/ supervision consultant
8.2	CHANCE FINDS Describe and implement the chance finds procedures as part of the project and contractor ESMPs.	Describe the chance find procedures in the ESIA/ESMPs. Implement the procedures throughout Project implementation.	PIO/SEIDU/ ACIU/ contractors/ supervision consultant
ESS 9: FINANCIAL INTERMEDIARIES [This standard is only relevant for Projects involving Financial Intermediaries (FIs).]			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN Prepare and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.	Prepare the SEP prior to project appraisal and thereafter implement the SEP throughout Project implementation.	PIO/SEIDU/ ACIU/ contractors/ supervision consultant
10.2	PROJECT GRIEVANCE MECHANISM	Establish the grievance mechanism no later than 3 months after the effective date of the Agreement and thereafter maintain and operate the mechanism throughout Project implementation.	PIO/SEIDU/ ACIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>		
INDICATORS FOR IMPLEMENTATION READINESS			
<p>The following actions are indicators for implementation readiness:</p> <p>Finalization of environmental and social instruments under section 1.1.</p> <p>Establishment of PIO/ACIU with full complement of E&S staffing under section A</p> <p>RAP approval and allocation of funding from government under section 5.1</p>			