

# REPUBLIC OF CONGO

## Ministry of Planning, Statistics, and Regional Integration

### Climate-Resilient and Inclusive Livelihoods Project (ProClimat Congo)

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

**Draft**

**January 2023**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Congo (hereinafter the Borrower) shall implement the Climate-Resilient and Inclusive Livelihoods Project (P177786) (the Project) with through the Ministry of Planning, Statistics, and Regional Integration (MPSIR) and with the involvement of the Ministry of Agriculture, Livestock, and Fisheries; the Ministry of Environment, Sustainable Development and the Congo Basin; and the Ministry of Forest Economy as set out in the Loan Agreement. The International Bank for Reconstruction and Development (IBRD) (hereinafter the “Bank”) has agreed to provide the financing of \$ 70 million for the Project, which will be complemented by \$12 million from the PROGREEN Trust Funds, as set out in the referred agreement.
2. The Borrower 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 Bank. The ESCP is part of the Loan Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Borrower shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring, and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Bank. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Bank.
4. As agreed by the Bank and the Borrower, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Borrower through the Ministry of Planning, Statistics, and Regional Integration, the PIU and the Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Minister of MPSIR. The Borrower shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, in form and substance acceptable to the Bank. The regular reports will include 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 functioning of the grievance mechanism(s).</p>	<p>Submit quarterly reports to the Bank, commencing after the Effective Date throughout Project implementation.</p> <p>Submit each report to the Bank not later than 7 days after the end of each reporting period.</p>	MPSIR/Project Implementation Unit (PIU)
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>The Borrower shall</p> <ul style="list-style-type: none"> <li>- Promptly notify the Bank 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:                             <ul style="list-style-type: none"> <li>o any cases of sexual exploitation and abuse (SEA), sexual harassment (SH),</li> <li>o accidents that result in death,</li> <li>o serious or multiple injury,</li> <li>o kidnapping and traffic accident.</li> </ul> </li> <li>- Provide sufficient details regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.</li> <li>- Subsequently, at the Bank’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</li> </ul> <p>For SEA/SH incidents, ensure confidentiality for the survivor and the alleged perpetrator.</p> <p>For the purposes of the Project, any social, labor, health and safety, security or environmental incident, accident or circumstance directly related to the Project, including, but not limited to, explosions, spills and any work-related accident resulting in death or serious injury; any violent and exceptional incident or labor dispute involving any project beneficiary; any gender-based violence (e.g. SEA/SH) suffered by persons associated with the Project; or any other event that has or could reasonably be expected to have a material adverse effect on the implementation of the project shall be considered significant.</p>	<p>Notify the Bank not later than 48 hours after learning of the incident or accident.</p> <p>A subsequent detailed report must be sent to the Bank within 7 working days of learning of the incident/accident, unless a different timeframe is agreed in a manner acceptable to the Bank.</p> <p>The notification/reporting system shall remain in place throughout Project implementation.</p> <p>File a closure report within 30 days or a time frame agreed with the Bank.</p>	MPSIR/PIU
C	<p><b>CONTRACTORS’ MONTHLY REPORTS</b></p>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	<p>The Borrower shall require contractors and supervising firms to provide monthly monitoring reports on ESHS performance to the PIU in accordance with the metrics specified in the respective bidding documents and contracts and shall submit such reports upon request to the Bank.</p>	<p>Require contractors and supervising firms to submit their reports on a monthly basis to the PIU throughout the Project implementation.</p> <p>Submit these reports upon request to the Bank as annexes to the reports to be submitted under action A above.</p>	<p>MPSIR/PIU</p> <p>Contractor/sub-contractors</p>
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain a PIU at the central level, and three Landscape Satellite offices (LSO) at the regional level, with qualified staff and resources to support management of ESHS risks and impacts of the Project:</p> <p>At the central level, the PIU shall include:</p> <ul style="list-style-type: none"> <li>- One OHS/environmental specialist</li> <li>- One social specialist</li> <li>- One gender-based violence specialist</li> </ul> <p>At the regional level, each LSO shall have one junior safeguards specialist</p> <p>Terms of reference for all E&amp;S positions under the Project shall be shared with the Bank for its review and no objection.</p>	<p>Establish and maintain a central PIU and Landscape Satellite Offices (LSOs) as set out in the Loan agreement.</p> <p>Recruit all E&amp;S personnel not later than three (3) months after the Effective Date for the PIU staff and six (6) months after the Effective Date for the LSOs staff and thereafter maintain these positions throughout Project implementation.</p>	<p>MPSIR/PIU</p>
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>1. Prepare, disclose, consult upon, adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs. The ESMF contains subproject-specific screening and monitoring form for environmental and social risks and impacts. The ESMF also includes Integrated Pest Management best practices, GBV risk assessment and detailed screening of Project activities for biodiversity impacts and terms of reference (ToR) for Biodiversity Management Plan (BMP). This ESMF also includes relevant measures relating to the CERC Component. The proposed activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project.</p>	<p>1. Prepare, disclose, consult upon and adopt the ESMF including the GBV risk assessment prior to appraisal on January 21, 2023, and thereafter implement the ESMF throughout Project implementation.</p> <p>2. Prepare, disclose, consult upon and adopt the GBV action plan no later than six (6) months after effectiveness, and thereafter implement the SEA/SH Action Plan throughout Project implementation.</p>	<p>MPSIR/PIU</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<ol style="list-style-type: none"> <li>2. Prepare, disclose, consult upon, adopt and implement the subproject Environmental and Social Management Plan (ESMP), as set out in the ESMF and consistent with ESSs. The proposed subprojects/activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project.</li> <li>3. Prepare, disclose, consult upon, adopt and implement Labor Management Procedures (LMP) including a workers’ Grievance Mechanism (GM) to be annexed to the ESMF and to include Codes of Conduct that address Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) risks, all consistent with ESS2.</li> <li>4. Prepare, disclose, consult upon, adopt and implement a standalone Stakeholder Engagement Plan (SEP) including GM, all consistent with ESS10.</li> <li>5. Prepare, disclose, consult upon, adopt and implement a standalone Indigenous Peoples Planning Framework (IPPF), and a subsequent Indigenous Peoples Plan (IPP) as relevant, all consistent with ESS7.</li> <li>6. Prepare, disclose, consult upon, Adopt and implement a standalone Resettlement Policy Framework (RPF), and a subsequent Resettlement Action Plan (RAP) as relevant, all consistent with ESS5.</li> <li>7. Prepare, disclose, consult upon, adopt and implement a standalone Process Framework, all consistent with ESS5.</li> </ol>	<ol style="list-style-type: none"> <li>3. Prepare, disclose, consult upon and adopt the ESMP prior to the carrying out of subproject. Once adopted, implement the respective ESMP throughout Project implementation.</li> <li>4. Prepared, disclosed, consulted upon and adopted the LMP prior to appraisal on January 21, 2023, and thereafter implement it throughout Project Implementation.</li> <li>5. Prepared, disclosed, consulted upon and adopted the SEP prior to appraisal on January 21, 2023, and thereafter implement it throughout Project implementation.</li> <li>6. Prepared, disclosed, consulted upon and adopted the IPPF prior to appraisal on January 21, 2023, and thereafter implement it throughout Project implementation. Subsequent IPP, as relevant, shall be prepared, disclosed, consulted upon, adopted and implemented during implementation</li> <li>7. Prepared, disclosed, consulted upon and adopted the RPF prior to appraisal on January 21, 2023, and thereafter implement it throughout Project implementation. Subsequent RAPs, as relevant, shall be prepared, disclosed, consulted upon, adopted and implemented during implementation.</li> </ol>	

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
		8. Prepared, disclosed, consulted upon and adopted the PF prior to appraisal on January 21, 2023, and thereafter implement it throughout Project implementation.	
1.3	<p><b>MANAGEMENT OF CONTRACTORS</b>                      Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&amp;S instruments, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter, ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.                      The Borrower shall ensure that the contractors prepare, adopt and implement Contractor Occupational Health and Safety Plan (C-OHSP) consistent with ESS2.</p>	<p>As part of the preparation of procurement documents and respective contracts.                      Before signing agreements.                      Supervise contractors throughout Project implementation.</p>	MPSIR/PIU
1.4	<p><b>TECHNICAL ASSISTANCE</b>                      Ensure that the consultancies, studies (including feasibility 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 Bank, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	Throughout Project implementation.	MPSIR/PIU
1.5	<p><b>CONTINGENT EMERGENCY RESPONSE FINANCING</b></p> <p>a) Ensure that the CERC Manual as specified the Loan Agreement includes a description of the ESHS assessment and management arrangements including CERC-ESMF that will be included or referred to in the CERC Manual for the implementation of CERC component in accordance with the ESSs.</p> <p>b) Adopt any environmental and social (E&amp;S) instruments which may be required for activities under CERC component, of the Project, in accordance with the CERC Manual and CERC-ESMF and the ESSs, and thereafter implement the measures and actions required under said E&amp;S instruments, within the timeframes specified in said E&amp;S instruments.</p>	<p>The adoption of the CERC manual in a form and substance acceptable to the Bank is a withdrawal condition under Annex 2 of PAD relate to Financial Management Arrangements for the Project.</p> <p>Include CERC manual as a section of PIM (Project Implementation Manual)</p>	MPSIR/PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
		<p>Adopt any required E&amp;S instrument and include it as part of the respective bidding process, if applicable, and in any case, before the carrying out of the relevant Project activities for which the E&amp;S instrument is required. Implement the E&amp;S instruments in accordance with their terms, throughout Project implementation.</p>	
1.6	<p><b>EXCLUSION</b></p> <p>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 (e.g., loss of major natural habitat) impacts,</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 indigenous people or other vulnerable group/minorities,</li> <li>• Activities that may involve impacts on cultural heritage,</li> <li>• Activities in urban areas that would require land acquisition or permanent resettlement of households,</li> <li>• Activities that would significantly convert natural habitats or significantly alter potentially important biodiversity and/or cultural resource areas.</li> <li>• Activities involving new schemes that use or risks polluting water resources of international waterways or activities on existing schemes that go beyond small-scale rehabilitation of existing schemes and that may adversely impact the quality or quantity of international waterways or may be adversely affected by other riparians' possible water use.</li> </ul> <p>All the other exclusion criteria and zones have been clearly stipulated in the ESMF of the Project.</p>	<p>During the assessment process conducted under action 1.2 above and throughout implementation.</p>	<p>MPSIR/PIU/service providers/sub-contractors</p>
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Prepare, disclose, consult upon, adopt and implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating</p>	<p>Prepared, disclosed, consulted upon, and adopted the LMP prior to appraisal on January 21, 2023, and thereafter</p>	<p>MPSIR/PIU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.	implement the LMP throughout Project implementation.	
2.2	<b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b> Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	Establish grievance mechanism prior to engaging any Project workers and thereafter maintain and operate it throughout Project implementation.	MPSIR/PIU
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under action 1.2 above and thereafter implement these measures throughout Project implementation, all consistent with ESS3.	Same timeframe as for the adoption and implementation of the ESMP under action 1.2.	MPSIR/PIU
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<b>TRAFFIC AND ROAD SAFETY</b> Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under action 1.2 above and thereafter implement these measures throughout Project implementation, all consistent with ESS4.	Same timeframe as for the adoption and implementation of the ESMP under action 1.2.	MPSIR/PIU
4.2	<b>COMMUNITY HEALTH AND SAFETY</b> Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia measures to: minimize the potential for community exposure to communicable diseases, including COVID-19, as well as measures to assess and address any security risks, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF, all consistent with ESS4.	Same timeframe as for the adoption and implementation of the ESMPs under action 1.2.	MPSIR/PIU
4.3	<b>SEA AND SH RISKS</b> Adopt and implement a SEA/SH Action Plan to assess and manage the risks of SEA and SH consistent with ESS4.	Adopt the SEA/SH Action Plan no later than six (6) months after effectiveness, and thereafter implement the SEA/SH Action Plan throughout Project implementation	MPSIR/PIU
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<b>RESETTLEMENT POLICY FRAMEWORK</b> Prepare, disclose, consult upon, adopt and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5.	Prepared, disclosed, consulted upon, and adopt the RPF prior to appraisal on January 21, 2023, and thereafter implement the RPF throughout Project implementation.	MPSIR/PIU



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
52	<p><b>RESETTLEMENT PLANS AND LIVELIHOOD RESTORATION PLANS (LRP)</b></p> <p>Prepare, disclose, consult upon, adopt and implement a resettlement action plan (RAP) or a Livelihood Restoration Plan (LRP) for each activity under the Project for which the RPF requires such RAP/LRP, as set out in the RPF, and consistent with ESS5.</p>	Prepare, disclose, consult upon, adopt and implement the respective RAP/LRP, including ensuring that before taking possession of the land and related assets, full compensation has been provided and displaced people have been resettled and moving allowances have been provided.	MPSIR/PIU
5.3	<p><b>PROCESS FRAMEWORK</b></p> <p>Prepare, disclose, consult upon, adopt and implement a Process Framework (PF) for the Project, consistent with ESS5.</p>	Prepared, disclosed, consulted upon, and adopted the PF prior to appraisal on January 21, 2023, and thereafter implement the PF throughout Project implementation	MPSIR/PIU
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS</b></p> <p>Screen biodiversity impacts, apply appropriate mitigation hierarchy and conduct appropriate consultations using the existing regional and local framework to determine whether to adopt and implement a Biodiversity Management Plan (BMP) in accordance with the guidelines of the ESMF prepared for the Project, and consistent with ESS6.</p>	Prepare, disclose, consult upon and adopt the BMP prior to the beginning of activities with high impact on biodiversity under component 2, and thereafter implement the BMP throughout Project implementation.	MPSIR/PIU
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	<p><b>INDIGENOUS PEOPLES PLANNING FRAMEWORK</b></p> <p>Prepare, disclose, consult upon, adopt and implement an Indigenous Peoples Planning Framework (IPPF) for the Project, consistent with ESS7.</p>	Prepared, disclosed, consulted upon and adopted the Indigenous Peoples Planning Framework (IPPF) prior to appraisal on January 21, 2023, and thereafter implement the IPPF throughout Project implementation.	MEPSRI/PIU
7.2	<p><b>INDIGENOUS PEOPLES PLAN</b></p> <p>Prepare, disclose, consult upon, adopt and implement an Indigenous Peoples Plan (IPP), as set out in the IPPF, and consistent with ESS7.</p>	Prepare, disclose, consult upon and adopt the IPP prior to the carrying out of any activity that requires the preparation of such IPP. Once adopted, implement the respective IPP throughout Project implementation.	MPSIR/PIU
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<p><b>CHANCE FINDS</b></p> <p>Describe and implement the chance finds procedures as part of the ESMF of the Project.</p>	Specific ESMP (including Chance finds procedures) will be developed Prior to any construction and/or rehabilitation works and Implement throughout Project implementation.	MPSIR/PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
Not relevant.			
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>Prepare, disclose, consult upon, adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.</p>	Prepared, disclosed, consulted upon and adopted the SEP prior to appraisal on January 21, 2023 and thereafter implement the SEP throughout Project implementation.	MPSIR/PIU
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <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>	Establish the grievance mechanism not later than six (6) months after the Effective Date, and thereafter maintain and operate the grievance mechanism throughout Project implementation.	MPSIR/PIU
<b>CAPACITY SUPPORT</b>			
CS1	<p>Training shall be provided for PIU staff on:</p> <ul style="list-style-type: none"> <li>• Stakeholder mapping and engagement</li> <li>• Specific aspects of environmental and social assessment in accordance with the World Bank Environmental and Social Framework particularly ESS1, ESS2, ESS5, ESS7 and ESS10</li> <li>• Emergency preparedness and response</li> <li>• Community health and safety.</li> <li>• Implementation and monitoring of the Environmental and Social Commitment Plan (ESCP)</li> <li>• Project Grievance Mechanism to enable project-affected people to file complaints that could be quickly addressed should they have any grievance in relation to the project.</li> <li>• Mitigation, prevention and response on the GBV/SEA/SH front, assessment, development and implementation of the GBV/SEA/SH Action Plan</li> </ul>	<p>ESF briefing session during the launching workshop, and ESCP and SEP: not later than one (1) month from the effective date</p> <p>Training on other subjects: as soon as possible after the Effective Date and throughout project implementation</p>	MPSIR/PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	<ul style="list-style-type: none"> <li>Capacity building in other specific aspects of assessment and implementation of environmental and social risk management practices, as identified through needs assessments of key project actors during project implementation.</li> </ul>		
CS2	<p>Training shall be provided for workers, contractors, and other employees working on project sites including the main stakeholders involved in Project activities on the following activities:</p> <ul style="list-style-type: none"> <li>Personal protective equipment (PPE)</li> <li>Work-site risk management</li> <li>Occupational accident prevention</li> <li>Hygiene, safety and environment (HSE) regulations, including COVID-19 prevention and response measures</li> <li>Management of nonhazardous and hazardous waste and pesticides management</li> <li>Emergency preparedness and response</li> <li>STI/HIV AIDS sensitization</li> <li>GBV/SEA/SH sensitization, Codes of Conduct, GM, GBV/SEA/SH services available and other mitigation measures put in place by the project both for workers and the community.</li> </ul>	As soon as possible after effectiveness and throughout project implementation in a quarterly basis	MPSIR/PIU