

Ministry of Agriculture, Livestock, Land and Irrigation (MOALLI)
Integrated Rural Development and Climate Resilience Project
(P505241)

ENVIRONMENTAL AND SOCIAL
COMMITMENT PLAN (ESCP)

Appraisal Version
January 26th, 2025

Ministry of Agriculture, Livestock, Land and Irrigation

Integrated Rural Development and Climate Resilience Project

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Democratic Socialist Republic of Sri Lanka (the Recipient) will implement the Integrated Rural Development and Climate Resilience Project (the Project), with the involvement of the Ministry of Agriculture, Livestock, Land and Irrigation as set out in the Financing Agreement. The International Development Association of the World Bank (the Association) has agreed to provide financing for the Project, as set out in the referred 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 and in line with the Laws and Regulations applicable to Sri Lanka. 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 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 Project Implementation Unit in line with Sri Lankan Laws and Regulations. 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 SUPPORT¹			
A	ORGANIZATIONAL STRUCTURE		
	<p>1. Establish and maintain a PMU that is tasked with Environment and Social (E&S) management with qualified staff and resources to support management of environmental, social, health and safety (EESHs) risks and impacts of the Project². The PMU shall be staffed with qualified and experienced full-time specialist, one environmental and one social development specialist. Until the PMU is established, a designated focal point from the Ministry of Agriculture, Livestock, Land and Irrigation (MoALLI) will with support of E&S specialists/officers from the Climate Smart Irrigated Agriculture Project (CSIAP) and Integrated Water Resources and Watershed Management Project (IWWRMP) will cover Environment and Social Functions (ESF) functions as required.</p> <p>2. Collaborate with other agencies and third parties, such as all Implementing Agencies (IAs) and contractors, who are responsible for managing specific risks and impacts and implementing mitigation measures to establish such mitigation measures to gather inputs for reporting</p>	<p>Provide that one Senior Environmental Specialist and one Senior Social Development specialist are hired by the PMU within 30 days of the Project Effective Date and then retained for the duration of the Project implementation.</p> <p>In the interim period, an ESF focal point will be designated from the Ministry and time will be allocated, as needed, from CSIAP and IWWRMP E&S staff.</p>	Ministry of Agriculture, Livestock, Land and Irrigation (MoALLI) ³
B	CAPACITY BUILDING PLAN/MEASURES		
	<p>1. Implement the following capacity building measures: Conduct ESF training on the requirements of the Environmental and Social Standards for (i) the Environmental & Social Specialists of the PMU, (ii) other technical/procurement staff of the PMU & implementing agencies and (iii) independent entity who will ensure compliance of business plans with ESS.</p>	Immediately after the PMU is established.	World Bank Team

² Overall responsibility for implementation, including management and Coordination, will lie with the Ministry of Agriculture, Livestock, Lands and Irrigation (MoALLI) through a Project Management Units (PMU). Department of Agrarian Development (DAD), Irrigation Department (ID), Mahaweli Authority of Sri Lanka (MASL), Irrigation Management Division (IMD), Department of Agriculture (DoA) and Agri-Tech Division, under MoALLI, in close coordination with Chief Secretaries (CS) and Provincial Authorities (PA), Field Officers (FO) or other relevant stakeholders will support implementation.

³ MoALLI includes the key agencies under it - Department of Agriculture, Department of Agrarian development, Irrigation Department (ID), Mahaweli Authority of Sri Lanka (MASL), Irrigation Management Division (IMD)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>2. PMU and other relevant implementing staff responsible for the Project to receive training on</p> <ul style="list-style-type: none"> • Introduction to ESF and implementation of E&S Guideline for the Project • ESCP and the Labor Management Procedures (LMP) consisting of Code of Conduct for project workers in relevant languages • Stakeholder Engagement Plan • GRM for the project • Environmental and social impacts (tools and methods) associated with the project/sector • Mitigation Hierarchy (prevention, minimization, mitigation and compensation) • Environmental and Social Management Plans (ESMPs) • Occupational safety and health & Community health and safety • Gender-Based Violence (GBV)/ SEA/SH prevention and response measures. 	<p>Within the first 6 months from project commencement and thereafter, refreshers to be provided as needed throughout Project implementation (Completion Status to be updated during project implementation)</p>	<p>MoALLI/ Ministry of Fisheries, Aquatic and Ocean Resources (MOFAOR)/ Ministry of Plantation and Community Infrastructure (MOPCI)/ PMU</p>
MONITORING AND REPORTING			
C	REGULAR REPORTING		
	<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 but not limited to:</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. • E&S performance of contractors and subcontractors as reported through monthly contractors' and supervision firms' reports. • Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. • Number and status of resolution of incidents and accidents reported under action E below. • In addition, the Contractor and supervising firms, if any, shall provide regular reports on their environmental, social, health, and safety (ESHS) plan performance, including any non-compliance issues, and implement corrective actions to address such issues promptly 	<p>Submit bi-annually progress reports and annual consolidated reports to the Association for the duration of the Project implementation, starting from the Effective Date. Submit each report to the Association no later than 14 days after the end of each reporting period.</p>	<p>MoALLI/ MOFAOR/ MOPCI/ PMU</p>
D	CONTRACTORS' MONTHLY REPORTS		
	<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 and submit such reports to the Association.</p>	<p>Submit the monthly reports to the PMU and, upon request, to the World Bank</p>	<p>MoALLI/ MOFAOR/ MOPCI/ PMU</p>
E	INCIDENTS AND ACCIDENTS		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<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. 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 Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request.</p> <p>Provide review report and Corrective Action Plan to the Bank no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Bank.</p>	MoALLI/ MOFAOR/ MOPCI/ PMU
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</p> <p>a. Prepare, disclose and implement the Environmental and Social Management Guideline (ESG) for the Project, consistent with the relevant Environment and Social Standards (ESSs).</p> <p>b. The PMU would need to prepare and disclose site specific Environmental and Social Screening Reports (ESSRs) and Environment and Social Impact Assessment (ESIA), Environmental and Social Management Plans/Environmental and Social Codes of Practice (ESCOPs), as required and set out in the ESG.</p> <p>c. The PMU will need to ensure that the TOR of the Independent Evaluators who would be appointed to provide technical assistance to developing business plans under Component 1 will need to comply with the ESG and that the business plans and environmentally and socially sustainable.</p> <p>d. The proposed project activities described in the negative list set out in the ESG shall be ineligible to receive financing under the Project.</p>	<p>Complete and disclose the Project's ESG no later than 30 days after project negotiations.</p> <p>b. Prepare the ESSRs and ESIA/ESMP/ESCOPs and incorporate the ESMP/ESCOP as part of the respective bidding/contract documents for subprojects, prior to the commencement of the said subprojects that requires the preparation of such ESMP/ESCOP.</p> <p>Once finalized, implement the respective ESMP/ESCOP throughout Project implementation.</p>	MoALLI/ MOFAOR/ MOPCI/ PMU
1.2	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, ESMPs. ESCOPs, the Labor Management Procedures and code of conduct, into the E&S specifications of the</p>	As part of the preparation of procurement documents and respective contracts.	MoALLI/ MOFAOR/ MOPCI/ PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	procurement documents and contractRs with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and that they require their subcontractors to comply with the E&S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Bank	Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Bank upon request	
1.3	TECHNICAL ASSISTANCE Carry out the consultancies, studies (including feasibility studies, if applicable), capacity building, training, business plans under component 1 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.	Throughout Project implementation.	MoALLI/ MOFAOR/ MOPCI/ PMU
1.4	CONTINGENT [EMERGENCY] [EARLY] RESPONSE FINANCING (CERC) Ensure that the ESG of IRDCR project is amended at the time of CERC activation and includes a description of the ESHS assessment and management arrangements for the implementation of CERC component in accordance with the ESSs. Adopt any environmental and social (E&S) instruments that may be required for activities under the CERC Component, in accordance with the revised ESG once the CERC is activated and the ESSs, and thereafter implement the measures and actions required under said E&S instruments, within the timeframes specified in said E&S instruments.	Amend the ESG as required, form and substance acceptable to the World Bank, prior to commencement of CERC activities. Adopt any required E&S instrument and include it as part of the respective bidding process, if applicable, and in any case, before the carrying out the relevant Project activities for which the E&S instrument is required. Implement the E&S instruments in accordance with their terms, throughout Project implementation.	MoALLI/ MOFAOR/ MOPCI/ PMU
1.5	ASSOCIATED FACILITIES Owner/operator of the associated facility (if different from the Recipient) will ensure that the activities in the identified associated facility are carried out in accordance with the applicable requirements of this ESCP and the ESSs and other project specify key action plans such as the relevant ESIA, ESMP, LMP, Resettlement Action Plan (RAP), Stakeholder	Throughout project implementation.	MoALLI/ MOFAOR/ MOPCI/ PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Engagement Plan (SEP), etc.		
1.6	<p>USE OF RECIPIENT'S ENVIRONMENTAL AND SOCIAL FRAMEWORK</p> <p>Ensure that (i) labor management and working conditions of Project workers, (ii) waste discharge/management from project activities, specifically under component 1 (iii) mining and extraction of sand, gravel, metal for project activities, specifically under component 2, are consistent with this ESCP and with the Recipient's legal framework, which includes, inter alia, the country's relevant policy, legal and institutional framework (including its national, departmental, or local implementing institutions), and the procedures and implementation capacity.</p> <p>Promptly notify the Association of any changes to the Recipient's E&S policies, laws and regulations that may materially adversely affect the Recipient's ability to manage the E&S risks and impacts of the Project in line with the ESSs and the immediate measures taken or that are planned to be taken to address said changes and the ensuing potential risks and impacts of the Project. If, in the opinion of the Association, such changes adversely affect relevant ESHS risk management aspects of the Project, the Recipient shall agree to implement measures and actions to address them in a manner acceptable to the Association. The ESCP shall be updated to reflect such agreed actions.</p>	<p>Throughout project implementation</p> <p>Notify the Association immediately after taking notice of the change to the Recipient's E&S Framework. Subsequent actions, if requested by the Association, shall be reflected in an updated ESCP.</p>	MoALLI/ MOFAOR/ MOPCI/ PMU
1.7	<p>COMMON APPROACH</p> <p>Not applicable</p>		
1.8	<p>ACTIVITIES SUBJECT TO RETROACTIVE FINANCING</p> <p>All activities subject to retroactive financing, will ensure due diligence is conducted, and measures set out in the ESCP to meet the requirements of the ESSs (e.g., E&S audit, amendment to existing work contracts, or a corrective action plan).] are carried out.</p>	During project implementation for those activities funded under retroactive financing.	MoALLI/ MOFAOR/ MOPCI/ PMU
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Prepare, disclose, consult upon, adopt and implement Labor Management Procedures (LMP) applicable to the entire Project including, inter alia, provisions on working conditions, occupational, health and safety, code of conduct (which will include provisions for prevention of SEA/SH and GBV), no use of child or forced labor, workers grievance mechanism, and applicable requirements for contractors, subcontractors, and supervising firms (including, relevant national laws and other ESS2 requirements, such as adoption of a code of conduct, prevention of all forms of forced labor and child labor.</p>	Prepare, consult upon, adopt and disclose the LMP no later than 2 months after Board approval.	MoALLI/ MOFAOR/ MOPCI/ PMU
2.2	<p>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</p> <p>Develop and implement occupational, health and safety (OHS) measures as part of the ESMPs in contract documents.</p>	Develop OHS measures as part of the ESG no later than one month after project negotiations, thereafter,	MoALLI/ MOFAOR/ MOPCI/ PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		implement the plan throughout Project implementation.	
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 to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	MoALLI/ MOFAOR/ MOPCI/ PMU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN Prepare and include waste management measures in site specific ESMPs, that is consistent with the ESG, to ensure the safe handling, transportation, and disposal of waste generated during the Project.	Same timeframe as for the adoption and implementation of the ESMP.	MoALLI/ MOFAOR/ MOPCI/ PMU
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under action 3.1 above.	Same timeframe as for the adoption and implementation of the ESMP	MoALLI/ MOFAOR/ MOPCI/ PMU
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under action 1.1 above.	Traffic management measures will be implemented as part of the ESMPs/ESCOPs throughout implementation of civil works	MoALLI/ MOFAOR/ MOPCI/ PMU
4.2	COMMUNITY HEALTH AND SAFETY Assess and manage specific risks and impacts to the community arising from Project activities and include mitigation measures in the ESMPs to be prepared under action 1.1 above.	Community Health and Safety measures will be implemented as part of the ESMPs/ESCOPs throughout implementation of civil works	MoALLI/ MOFAOR/ MOPCI/ PMU
4.3	SEXUAL EXPLOITATION AND ABUSE (SEA) AND SEXUAL HARRASSMENT (SH) RISKS SEA/SH risks are low. SEA/SH will be included in Code of Conduct. Grievance mechanisms will include measures by which to appropriately respond to SEA/SH, Gender Based Violence, and Sexual Assault.	Throughout implementation of civil works	MoALLI/ MOFAOR/ MOPCI/ PMU
4.4	SECURITY MANAGEMENT⁴ Not Applicable - Borrower will not retain or engage public security personnel, including	N/A	

⁴ Depending on security risks and details of the project, the Borrower may retain or engage public security personnel, including military, to provide security for the project. Such cases may require a specific security management assessment and/or security management plan and setting out specific measures and actions in the ESCP. See Annex to the “Tip Sheet: Drafting the Environmental and Social Commitment Plan” for further guidance.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	military, to provide security for the project		
4.5	<p>DAM SAFETY (FOR ANNEX A ESS4)</p> <p>Engage one or more experienced and competent professionals to (i) inspect and evaluate the safety of dams and (ii) review the owner's operation and maintenance procedures of schemes where downstream irrigation canals are selected for rehabilitation. For each such case, a written report of findings and recommendations will be provided to ensure that required dam safety measures are in place or will be adhered to prior to commencement of canal work supported by the project.</p> <p>Engage, competent technical staff for the supervision of design and rehabilitation of minor dams in cascades to ensure required safety measures are duly incorporated during design, bid tendering, rehabilitation and operation.</p>	Throughout project implementation	MoALLI/ MOFAOR/ MOPCI/ PMU
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>LIVELIHOOD RESTORATION PLAN</p> <p>Prepare and implement a Livelihood Restoration Plan (LRP) for each activity under the Project for which a plan is required, consistent with ESS 5, and based on guidance procedures provided in Environment and Social Management Guidelines (ESG).</p>	Prepare and implement the respective LRP prior to carrying out the relevant works.	MoALLI/ MOFAOR/ MOPCI/ PMU
5.2	<p>RESETTLEMENT PLAN</p> <p>Prepare and implement a Resettlement Action Plan for any activity requiring involuntary land acquisition.</p>	Prepare and implement prior to acquisition of land.	MoALLI/ MOFAOR/ MOPCI/ PMU
	<p>VOLUNTARY LAND DONATION</p> <p>Any voluntary land donation will be reviewed to ensure donation is voluntarily conducted without outside influence or coercion. Land donation will be documented with land owner(s) and will not cause negative impact on livelihood. All donation will follow procedures outlined in ESG and consisted with ESS 5.</p>	Prior to sub-project implementation and acquisition of land	MoALLI/ MOFAOR/ MOPCI/ PMU
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>In accordance with the requirements of the Environment and Social Guideline that will be prepared for the project, each sub-project/investment will undergo screening to identify biodiversity-related risks and impacts. The project will implement the mitigation hierarchy, which involves avoiding adverse impacts whenever possible, minimizing any unavoidable impacts, and restoring biodiversity where necessary and include necessary measures in the ESMPs to be prepared under 1.1 above.</p>	Throughout planning and implementation of the project and during the preparation of site-specific ESMPs.	MoALLI/ MOFAOR/ MOPCI/ PMU
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	<p>INDIGENOUS PEOPLES [FRAMEWORK] [PLAN] or [PLANS]</p> <p>Sub-project screening reports and checklists will determine the presence of Indigenous</p>	Throughout planning and implementation of the project	MoALLI/ MOFAOR/ MOPCI/ PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Peoples and likely impacts. Project will assess the nature and degree of the expected direct and indirect economic, social, cultural, and environmental impacts. Proposed measures and actions will be developed in consultation with the affected Indigenous Peoples. Preparation of Indigenous Peoples Plan consistent with ESS 7 will be prepared prior to sub-project bidding process.	and during the preparation and screening of sub-projects	
ESS 8: CULTURAL HERITAGE			
8.1	CULTURAL HERITAGE RISKS AND IMPACTS In accordance with the requirements of the ESG, each activity will undergo screening to identify cultural heritage-related risks and impacts. The project will implement the mitigation hierarchy, which involves avoiding adverse impacts whenever possible, minimizing any unavoidable impacts, and restoring heritage where necessary and include necessary measures in the ESMPs to be prepared under 1.1 above.	Throughout planning and implementation of the project and during the preparation of site-specific ESMPs.	MoALLI/ MOFAOR/ MOPCI/ PMU
8.2	CHANCE FINDS Develop and implement the chance find procedures, as part of the ESG, and incorporate into the ESMPs for all civil works prepared under 1,1 above. .	Throughout implementation of civil works	MoALLI/ MOFAOR/ MOPCI/ PMU.
ESS 9: FINANCIAL INTERMEDIARIES [This standard is only relevant for Projects involving Financial Intermediaries (FIs).]			
9.1	ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS) This is not relevant for the project	N/A	N/A
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN Prepare, disclose and implement a Stakeholder Engagement (SEP)] for the Project, consistent with ESS10, which shall ensure engagement with the project-affected communities and other stakeholders throughout Project implementation including 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.	SEP to be adopted and disclosed prior to Appraisal and implemented throughout Project implementation.	MoALLI/ MOFAOR/ MOPCI/ PMU.
10.2	PROJECT GRIEVANCE MECHANISM 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. 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	Establish a grievance mechanism within 90 days of the Effective Date and then maintain and operate this mechanism throughout Project.	MoALLI/ MOFAOR/ MOPCI/ PMU.

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
manner.		
INDICATORS FOR IMPLEMENTATION READINESS		
<p>The following actions are indicators for implementation readiness:</p> <ol style="list-style-type: none"> 1. Establishment of the Project Management Unit (A above) 2. Recruitment and training of E&S staff within Project Management Unit within 30 days of project effectiveness (A above) 3. E&S guideline to be prepared by the Borrower 30 days after project negotiations. 		