



REPUBLIC OF SENÉGAL
Un peuple – Un but – Une foi

MINISTRY OF OIL AND ENERGY

SOCIETE NATIONALE D'ELECTRICITE

SENEGAL ENERGY ACCESS SCALE UP PROJECT (PADAES)
(P176620)

ENVIRONMENTAL AND SOCIAL
COMMITMENT PLAN (ESCP)

Negotiated Version

January 27, 2022

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of Senegal (hereinafter the Recipient) intends to implement the Senegal Energy Access Scale Up Project (**PADAES**, also referred to as the “Project”) with the involvement of the Ministry of Petroleum and Energy, through the Société Nationale d'Electricité (SENELEC). The World Bank (*hereinafter referred to as the Association*) has agreed to provide financing for the Project.
2. The *Recipient* shall implement the concrete measures and actions required so that the Project is implemented in accordance with the Environmental and Social Standards (ESS). This Environmental and Social Commitment Plan (ESCP) sets out material measures and actions, any associated document or plan, as well as their respective timing, which must be implemented under the Project to comply with the ESS.
3. *The Recipient* shall also comply with the provisions of all other environmental and social documents required under the ESF and referred to in this ESCP and the timelines specified in these documents: the Environmental and Social Management Framework (ESMF), the Resettlement Policy Framework (RPF), Environmental and Social Impact Assessment (ESIA)/ Environmental and Social Management Plans (ESMP), Resettlement Action Plans (RAPs), the Stakeholder Engagement Plan (SEP) including a Grievance Mechanism (GM), the Labor Management Procedure (LMP), the Sexual Exploitation and Abuse and Sexual Harassment Prevention and Response Plan (SEA/SH), and the Environment, Health, and Safety Plan.
4. *The Recipient* shall be responsible for compliance with all the requirements of the ESCP, even where the implementation of specific measures and actions is conducted by unit or public agency referenced in 1 above.
5. Implementation of the concrete measures and actions set out in this ESCP shall be monitored by *the Recipient (through SENELEC)* and reported to the Association as required under or referred to in the ESCP and the legal agreement entered into with the *Association*, and *the Association* shall monitor and assess progress and completion of these concrete measures and actions throughout the Project’s implementation.
6. As agreed by the Association and *the Recipient*, this ESCP may be revised from time to time during the Project's implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project's performance conducted under the ESCP itself. In such

circumstances, the Recipient through SENELEC shall agree with the Association on such changes and shall update the ESCP to reflect such changes. Agreement on changes to the ESCP shall be documented through an exchange of letters signed between the Association, the Recipient and SENELEC. The Recipient, through SENELEC, shall promptly disclose the updated ESCP.

7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during the implementation of the Project, *the Recipient* shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include *environmental, health and safety impacts, COVID-19 prevention at the worksite, safety risks in conflict areas; labor risks including child labor risks, sexual exploitation, abuse and harassment (SEAH) risks, and risks related to the influx of labor.*

CONCRETE MEASURES AND ACTIONS		TIMELINE	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, the level of preparation and implementation of environmental and social documents required under the ESCP: ESMF, ESIA/ESMP, RPF/RAP, stakeholder engagement activities, and the functioning of the grievance mechanism(s).</p>	<p><i>Quarterly reports will be prepared and submitted throughout the implementation of the Project, starting from the project's effective date, at the latest, at the beginning of the month following the past quarter.</i></p>	<p><i>Project Implementing Unit (PIU)</i></p>
B	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the Association of any incident or accident related to the Project that has or is likely to have a significant adverse effect on the environment, the affected communities, the public, or workers, including allegations of sexual exploitation and abuse, and sexual harassment (SEA/SH). Provide sufficient details regarding the incident or accident, indicating the actions taken or to be taken without delay to address it and any information provided by any contractor, supplier or provider and the supervising entity, as appropriate.</p> <p>Subsequently, as per the Association's request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p> <p>For SEA/SH incidents, only information that does not lead to the identification of the victim will be published (type of violence, age, gender, and relationship to the Project).</p> <p>All SEA/SH-related reports must follow the information sharing protocol to ensure respect, confidentiality, and safety of the survivor.</p>	<p><i>Incident or accident shall be reported to the Association within 48 hours of learning about the incident or accident (for serious incidents), using the template attached to the Project Implementation Manual, and within 24 hours for incidents/accidents involving fatalities and including allegations of SEA/SH.</i></p> <p><i>An incident or accident report will be prepared within a maximum of seven days.</i></p> <p><i>This reporting system will be effective throughout the Project's implementation.</i></p>	<p><i>Project Implementing Unit (PIU), Site HSE Manager</i></p>

CONCRETE MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
C	<p>CONTRACTORS MONTHLY REPORTS</p> <p>Contractors will be required to provide the PIU with monthly supervision reports on the implementation of environmental and social clauses.</p> <p>SENELEC will submit, upon request, the monthly monitoring report to the Association.</p>	<p><i>Monthly report throughout the Project's implementation, starting from the start of the work.</i></p>	<p><i>The Consulting Engineer and the PIU</i></p>
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANISATIONAL STRUCTURE</p> <p>Maintain in the PIU the organizational structure including qualified and well performing personnel. It may be the same personnel as the one assigned to the Electricity Sector Support Project (PASE P125565) financed by the Association, if it continues to meet qualification and performance requirements. This staff includes: one Environmental and Social Specialist (playing the overall E&S management coordination role), one Social Specialist, one Environmental Specialist (supporting the coordinator) and one Gender Specialist. For the implementation of the Project, these staff will be complemented by additional consultants that could be used part time, staff, including: one Occupational Health and Safety Specialist, one Social specialist, and one an SEA/SH specialists.</p> <p>The Association has no objection if the Recipient decides that the same specialists work on both the Project and the Electricity Access and Battery Energy Storage Technology (BEST) (P167569) project. The ESMF will define the necessary capacity building or confirm the existing arrangements as needed.</p>	<p><i>The environmental and social specialist (coordinator), the social development specialist, and the other environmental specialist, as well the gender specialist will be maintained throughout the Project's implementation.</i></p> <p><i>Additional consultants (one OHS Specialist, one Social specialist, and one SEA/SH specialists) to be recruited under the BEST project shall be in place no later than three months of the effective date of the BEST Project and shall be maintained throughout the implementation of the Project</i></p>	<p><i>PIU</i></p>

CONCRETE MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT</p> <p>Carry out an environmental and social assessment to identify and assess the environmental and social risks and impacts of the Project and the appropriate mitigation measures, as indicated in paragraph 5 of Annex 1 of ESS1, in particular:</p> <ul style="list-style-type: none"> • The Environmental and Social Management Framework (ESMF) with its SEA/SH Action Plan. • The Resettlement Policy Framework (RPF), • ESIA's required for sub-projects in a manner acceptable to the Association and consistent with the ESMF, • The Environmental and Social Commitment Plan (ESCP), • The Stakeholder Engagement Plan (SEP) with the Project's Grievance Mechanism (GM), • The Labor Management Procedures (LMP), and • The Resettlement Action Plans (RAPs). <p>Update and adopt the Environmental and Social Impact Assessment prepared for the Project and implement its recommendations in a manner acceptable to the Association.</p>	<p><i>The first version of the ESCP will be disclosed prior to appraisal and the final version after negotiation. The SEP, ESMF, RPF and LMP will be disclosed prior to the Project appraisal.</i></p> <p><i>The ESIA's will be carried out after the evaluation of the Project during implementation and as soon as the sites are known.</i></p> <p><i>RAPs will be prepared as soon as ESIA's have established impacts related to involuntary resettlement requiring a RAP.</i></p>	<p>PIU</p>

CONCRETE MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
1.3	<p>MANAGEMENT TOOLS AND INSTRUMENTS</p> <p>Screen any proposed sub-project in accordance with the Environmental and Social Management Framework (ESMF) prepared for the Project, and, thereafter, draft, adopt, and implement the subproject Environmental and Social Management Plan (ESMP), as required, in a manner acceptable to the Association.</p> <p>Draft and include in the Project Implementation Manual an "environmental and social measures" section, which will describe in detail:</p> <ul style="list-style-type: none"> • The role of the Procurement Specialist in drafting ToRs, bidding documents, and contracts, and which will include the required E&S mitigation measures/plans; • The role of environmental and social specialists, and SEA/SH specialist in drafting sections on environmental, social, and SEA/SH measures to be included in ToRs, bidding documents, and works contracts; • Minimum environmental and social clauses to be included in bidding documents (including codes of conduct, coordination, reporting and monitoring, complaints management mechanisms); and • Environmental and social indicators to be included in the monitoring system. 	<p><i>The specific environmental and social studies (ESIA / ESMP, RAP, etc.) for the Project activities will be prepared during Project implementation, based on the results of the environmental and social screening process, and submitted to the Association for approval prior to launching the bidding process for the respective sub-project activities. Once approved, the environmental and social plans will be disclosed in-country and on the Association's external website and implemented throughout the sub-project's implementation process.</i></p> <p><i>The monitoring tools of these instruments will be used throughout the implementation of the Project.</i></p>	<p>PIU</p>

CONCRETE MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
1.4	<p>MANAGEMENT OF CONTRACTORS</p> <p>Integrate relevant aspects of the ESCP, including the relevant E&S management tools and instruments mentioned above in section 1.2, into the Environmental, Social, Health and Safety (ESHS) specifications of the bidding documents issued to contractors, and subcontractor.</p> <p>Ensure that contractors, subcontractors, and suppliers comply with the ESHS specifications in their respective contracts.</p> <p>The PIU will require the preparation and implementation of the following procedures applicable to contractors and subcontractors and other service providers:</p> <ul style="list-style-type: none"> • Contractor's ESMP (for the construction site, including the hygiene, health, and safety plan, security risk management, COVID-19 transmission prevention plan, a grievance mechanism for workers). • Environmental and social clauses to be included in bidding documents for works and supervision contracts (codes of conduct, coordination, reporting and monitoring, grievance mechanism, including mitigation of issues relating to SEA/SH issues. • Social commitments through codes of conduct regarding the prohibition of child labor as well as prevention and protection measures against SEA/SH identified in the action plan. • Codes of conduct for workers 	<p><i>During the preparation of bidding documents and before the start of work.</i></p>	<p>PIU</p>

CONCRETE MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Develop, validate and disclose Labor Management Procedure (LMP) in accordance with national legislation and ESS2, in line with the principles of non-discrimination and equal opportunities. Relevant clauses to be included in the contracts of suppliers/service providers and subcontractors include the prohibition of child labor and forced labor and guarantee the right to form a union. Project workers will be required to sign codes of conduct that prohibit sexual exploitation, abuse and harassment (SEA/SH).</p>	<p><i>The LMP shall be disclosed prior to project appraisal and implemented throughout the implementation period of the Project.</i></p>	<p><i>PIU and service providers and their Contractors</i></p>
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>As part of the LMP, establish, operate and maintain a GM for Project workers to respond quickly to concerns and employment-related issues through a transparent, easily accessible, inclusive, and participatory process that is easy to understand, and which provides for feedback to the parties concerned in a language which they understand. The GM will be reflected in the Contractor's Environmental and Social Management Plan (C-ESMP), and with entry points for managing SEA/SH Incidents, detailing procedures, , referrals to SEA/SH services and mechanism for complainants.</p>	<p><i>Before starting of activities and throughout Project implementation.</i></p>	<p><i>PIU and service providers and their Contractors/subcontractors</i></p>

CONCRETE MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <p>Ensure that the occupational health and safety (OHS) clauses specified in the LMP and the ESMP/ESMF, are included in the bidding documents or specifications and contracts of its suppliers, service providers, and subcontractors.</p> <p>Ensure that suppliers, contractors and subcontractors comply with occupational health and safety (OHS) measures, including measures to prevent COVID-19 and other communicable diseases such as HIV-AIDS.</p>	<p><i>Before starting work. These measures are maintained throughout the period of implementation of the Project.</i></p>	<p><i>PIU and contractors/subcontractors</i></p>
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>Develop, adopt and implement a Waste Management Plan including the management of hazardous waste. This Waste Management Plan must comply with the ESMP and its implementation must be properly monitored during construction. The treatment of hazardous materials must be specifically planned and detailed in the Waste Management Plan and in accordance with the ESMP recommendations. This should be included in the specifications and contract of the contractor performing the work. Ensure that all waste from the site is properly disposed of in accordance with the Senegalese environmental code, the Waste Management Plan and the ESMP.</p> <p>Ensure that the Project suppliers / service providers develop and implement a Waste and Hazardous Materials Management Plan.</p>	<p><i>Prior to the start of the work These measures and actions will be maintained throughout the Project's life cycle.</i></p>	<p><i>PIU, Contractors and subcontractors Consulting Engineer</i></p>

CONCRETE MEASURES AND ACTIONS		TIMELINE	RESPONSIBLE ENTITY/AUTHORITY
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT: Ensure that:</p> <ul style="list-style-type: none"> (i) The ESMF as well as the specific instruments (ESIA/ESMP) contain measures to reduce air pollution, from dust, noise, vehicle exhausts... (ii) Site-specific ESMPs explore technically and financially feasible measures to improve the efficient use of water and construction materials; and (iii) Technical requirements and measures are covered in the contractor's ESMP. <p>Suppliers and contractors will be required to comply with pollution management standards and measures. Payment of submitted invoices will be subject to compliance with technical, environmental and social recommendations.</p>	<p><i>During the preparation and implementation of site specific ESMPs.</i></p>	<p><i>PIU, Consulting Engineer and Contractors</i></p>
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY: Adopt and implement measures and actions to assess and manage risks related to traffic and road safety as required in the ESMP to be developed under 1.3 above. These measures must be addressed in the contractors' ESMPs.</p>	<p><i>Same schedule as for preparation and implementation of ESMPs</i></p>	<p><i>PIU, Consulting Engineer and Contractors</i></p>

<p>4.2</p>	<p>COMMUNITY HEALTH AND SAFETY</p> <p>Develop, adopt, and implement measures and actions required by environmental and social impact assessments (ESIAs) to assess and manage risks and impacts specific to the surrounding communities and arising from the implementation of project activities, including those related to the presence of project workers and any potential labor influx.</p> <p>Develop and implement measures against the transmission of COVID-19 in accordance with national and WHO requirements and national requirements and inform communities of these risks and prevention measures.</p> <p>These measures will be included in the ESMPs to be developed under action 1.3 above.</p>	<p><i>Prior to the start of work and throughout the Projects life cycle</i> <i>Same schedule as for the preparation and implementation of the instruments: ESIA/ESMP</i></p>	<p><i>PIU, Consulting Engineer and Contractors</i></p>
<p>4.3</p>	<p>SEAH RISKS</p> <p>The recipient will conduct an assessment of the risks related to Gender Based Violence (GBV), especially sexual exploitation, abuse and harassment, with respect to the Project, which will be used to develop the SEA/SH prevention and response action plan. SENELEC will ensure its proper implementation.</p> <p>The SEA/SH action plan will include SEA/SH awareness, prevention and mitigation measures, including the development of a code of conduct for all project staff and workers, training sessions, ensuring that the Project’s GM is sensitive to SEA/SH, is accessible, and has a medical, psychosocial and legal care approach for SEA/SH survivors.</p> <p>Recipient will ensure that works contracts or service contracts under the Project require firms, subcontractors, or suppliers to adopt a code of conduct that will cover, among other things, gender-based violence, violence against children, their exploitation, sexual abuse and harassment.</p>	<p><i>Finalize the SEA/SH risk assessment as part of the ESMF and implement this plan throughout the Project’s implementation period.</i></p> <p><i>The codes of conduct will be signed by the workers and the required training will be provided when the workers are recruited.</i></p> <p><i>The approved action plan and codes of conduct will be enforced throughout the Project’s implementation period.</i></p>	<p><i>PIU, Consulting Engineer and Firms</i></p>

4.4	<p>GBV AND SEAH RISKS DURING PROJECT IMPLEMENTATION</p> <p>Provide additional funding for the implementation of measures to address the risks and impacts of sexual exploitation and abuse that may occur during the Project implementation period. SEA/SH risks mitigation measures will be implemented and updated as needed based on changes in Project site conditions during the period of implementation of the Project.</p>	<p><i>Prior to the start of construction and throughout the Project implementation period.</i></p>	<p><i>PIU, Consulting Engineer and Firms</i></p>
4.5	<p>SECURITY PERSONNEL</p> <p>The use of security personnel is not envisioned in the Project, but should this aspect change, especially for activities in Casamance, the Recipient shall implement necessary risk mitigation measures before deploying security personnel under the Project (training, codes of conduct, assessments/plans, SEA/SHSEAH measures) in line with the ESS 1, and ESS4 s to minimize risks for Project’s beneficiaries. In such a case, the ESCP will be amended and redisclosed to reflect requirements and responsibilities related to the use of security personnel under the project.</p> <p>Where appropriate, it will be required to establish, adopt and implement a stand-alone Security Personnel Management Plan in accordance with the requirements of ESS no. 4, acceptable to the Bank.</p>	<p><i>Assessment of security risk will be done at the same timeline as for preparation and implementation of instruments: ESMF/ESIA/ESMP.</i></p> <p><i>If requested a standalone, Security Personnel Management Plan will be prepared in accordance with the requirements of ESS no. 4, during project implementation, and before hiring any security personnel.</i></p>	<p><i>PIU</i></p>

ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE, AND INVOLUNTARY RESETTLEMENT

5.1	<p>RESETTLEMENT PLANS</p> <p>Prepare a Resettlement Policy Framework (RPF) to guide the preparation of site-specific Resettlement Action Plans (RAPs) in accordance with the requirements of ESS 5 and national legislation.</p> <p>Prepare and implement, in a participatory manner, any site-specific RAPs, consistent with ESS5 and national law.</p> <p>All RAPs must be approved by the Association and disseminated at the national level and on the Association’s website.</p>	<p><i>The RPF will be disclosed prior to project’s appraisal.</i></p> <p><i>RAPs will be developed as soon as the ESIA indicates that there is a need for land acquisition and/or physical and economic displacement. RAPs will be implemented prior to the start of construction.</i></p>	PIU
5.2	<p>GRIEVANCE MECHANISM</p> <p>The project grievance mechanism, developed as part of the SEP under the provisions of ESS10, will address claims related to land acquisition, physical and/or economic displacement and involuntary resettlement.</p>	<p><i>To be implemented throughout project implementation, including during implementation of RPF and RAP.</i></p>	PIU
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS:</p> <p>Ensure that the environmental and social studies (ESMF/ESIA/ESMP) include measures and actions to manage the risks and impacts on biodiversity, proportional to the level of identified risk (reforestation; location and avoidance of natural habitats; biodiversity restoration).</p>	<p><i>Same timeline as for the preparation and implementation of the instruments: ESMF/ESIA/ESMP.</i></p>	PIU
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
NOT RELEVANT TO THE PROJECT			
ESS 8: CULTURAL HERITAGE			

8.1	<p>CHANCE FINDS:</p> <p>The Recipient shall prepare, adopt, and implement the chance finds procedure described in the ESMF developed for the Project. The Recipient shall ensure that ESIA/ ESMPs include an assessment of cultural heritage sites in the sub-project area. Clauses on these chance finds shall be included in all works contracts, even in cases where the probability is very low; all in accordance with ESS8 requirements and in a manner acceptable to the Association</p>	<p><i>Prior to the start of work and throughout the implementation of the Project.</i></p>	<p><i>PIU, Contractors</i></p>
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ESS 9: FINANCIAL INTERMEDIARIES

NOT RELEVANT TO THE PROJECT

ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE

10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Prepare, adopt and implement a Stakeholder Engagement Plan (SEP). The SEP will be disseminated to all stakeholders involved in the Project. Update and redisclose the SEP as needed throughout project implementation.</p>	<p><i>The first version of the SEP will be prepared and disclosed prior to Project appraisal. The SEP may be reviewed and updated as necessary throughout the Project's life cycle.</i></p>	<p><i>PIU</i></p>
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<p>10.2</p>	<p>PROJECT GRIEVANCE MECHANISM: Develop, adopt, and implement a grievance mechanism (GM) as described in the SEP. The SEP will include a special channel for handling complaints related to issues of sexual exploitation, abuse and harassment and violence against children.</p> <p>This GM will be supported by communication plan/strategy? to ensure that communities affected by the Project are aware of the existence of this mechanism and of the procedures for submitting and processing complaints as well as other remedies and are able to voice their concerns and opinions regarding its access. In such a case, the PIU should make adjustments to the GM to ensure that it is inclusive, accessible, transparent, and responsive, and effectively able to meet response deadlines in accordance with the GM protocol.</p>	<p><i>Same timeline as for the preparation and implementation of the SEP. The GM will be operational no later than three months after the Effective Date of the legal agreements entered into between the Association and the Recipient for the financing of the Project and maintained throughout the Project's implementation period.</i></p> <p><i>Timeline for communication plan/Strategy?</i></p>	<p><i>PIU and Consultants</i></p>
<p>CAPACITY BUILDING (TRAINING)</p>			

<p>CB1</p>	<p>Training on the Environmental and Social Management Framework</p> <ul style="list-style-type: none"> • ESS1: Assessment and management of environmental and social risks and impacts • ESS2: Employment and working conditions • ESS3: Rational use of resources and pollution prevention and management • ESS4: Health and safety of populations (including security risks) • ESS5: Land acquisition, land use restrictions and forced resettlement • ESS6: Biodiversity conservation and sustainable management of natural biological resources • ESS8: Cultural Heritage • ESS10: Stakeholder Engagement and Information • Environmental and Social Commitment Plan • Workforce Management Plan • Stakeholder Mobilization Plan • Resettlement Action Plan • Complaints Management Mechanism <p>Targets: Steering Committees, Direction de L’Environnement et des Etablissements Classés (DEEC), PIU, SENELEC’s Occupational Health and Safety (OHS) Expert, Project Managers, Technical Managers, Monitoring and Evaluation Manager, SENELEC’s Quality, Safety and Environment Department (DQSE), and any other person involved in the implementation or supervision of the Project, which the Association indicates should be cognizant with the ESF to enable the Recipient to comply with its ESF related obligations under the Project.</p>	<p><i>In the first quarter of the first year of the Project’s implementation</i></p>	<p><i>PIU</i></p> <p><i>Consultant</i></p> <p><i>World Bank</i></p>
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<p>CB2</p>	<p>Environmental and Social Management, Design and Implementation</p> <ul style="list-style-type: none"> • Selection process and environmental and social classification of sub-projects • Procedures for organizing and conducting ESIA's, including the conduct of relevant environmental and social benchmarks, using benchmarks to help identify risks and mitigation measures) • Social and gender inclusion and vulnerable groups (in SEP, RAP, ESIA, GM), managing social tensions/conflicts • Environmental and social policies, procedures and legislation in Senegal • Knowledge of the ESIA's and RAPs implementation monitoring process <p>Target groups: Steering committees, DEEC, PIU, SENELEC's OHS Expert, Project Managers, Technical Managers, Monitoring and Evaluation Manager, SENELEC's DQSE, and any other person involved in the implementation or supervision of the Project, which the Association indicates should be cognizant with the ESF to enable the Recipient to comply with its ESF related obligations under the Project.).</p>	<p><i>In the first quarter of the first year of Project implementation</i></p>	<p><i>PIU</i></p> <p><i>Consultant</i></p> <p><i>World Bank</i></p>
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<p>Health, hygiene and safety at work module:</p> <ul style="list-style-type: none"> • Personal Protective Equipment • Workplace Risk Management • Safety hazards and mitigation measures • Mitigation of COVID-19 and other communicable diseases • Prevention of Occupational accidents • Health and Safety Rules • Solid and liquid waste management • Emergency preparedness and response <p>Targets: DEEC, regional technical services involved, PIU, local communities, contractors' employees, owner engineer, suppliers/service providers, and any other person involved in the implementation or supervision of the Project, which the Association indicates should be cognizant with the ESF to enable the Recipient to comply with its ESF related obligations under the Project.</p>	<p><i>In the first quarter of the first year of Project implementation</i></p>	<p><i>PIU</i></p> <p><i>Consultant</i></p> <p><i>World Bank</i></p>
<p>Module on employment and working conditions</p> <ul style="list-style-type: none"> • SEA/SH codes of conduct for suppliers/providers and subcontractors • Supplier/provider rules of procedure • Labor law • International Labor Organization (ILO) • Workers' organizations • Child labor rules and minimum age for employment of children <p>Target Audience: DEEC, regional technical departments involved, PIU, SENELEC's DQSE, local authorities, firm employees, owner engineers, suppliers / service providers, and any other person involved in the implementation or supervision of the Project, which the Association indicates should be cognizant with the ESF to enable the Recipient to comply with its ESF related obligations under the Project.</p>	<p><i>In the first quarter of the first year of Project implementation</i></p>	<p><i>PIU</i></p> <p><i>Consultant</i></p> <p><i>World Bank</i></p>

<p>Grievance Mechanism Module, design and implementation of the module incorporating at least the following aspects:</p> <ul style="list-style-type: none"> • Registration and processing procedure (tracking log and good record keeping practices) • Complaints’ procedure • Documentation and processing of complaints • Use of the procedure by the various stakeholders • Response and accountability framework for SEAH-related complaints, including a protocol for referring survivors to GBV services. <p>Targets: DEEC, regional technical services involved, PIU, SENELEC’s DQSE, local authorities, civil society, NGOs, and any other person involved in the implementation or supervision of the Project, which the Association indicates should be cognizant with the ESF to enable the Recipient to comply with its ESF related obligations under the Project.,</p>	<p><i>In the first quarter of the first year of the Project's implementation</i></p>	<p><i>PIU</i></p> <p><i>Consultant</i></p> <p><i>World Bank</i></p>
<p>Modules on SEA/SH</p> <ul style="list-style-type: none"> • Policies/laws and publications on GBV in Senegal that include SEA/SH • Training on the identification and management of risks of sexual exploitation, abuse and harassment (SEA/SH) • Awareness raising and SEA/SH risks prevention and mitigation measures, such as the GM and codes of conduct • Topics, activities, and target audiences will be defined in the SEA/SH Mitigation and Response Action Plan; dissemination of the SEA/SH Action Plan (activities, target groups). <p>Targets: DEEC, regional technical services involved, PIU, local communities/people affected by the project, civil society, local NGOs</p>	<p><i>In the first quarter of the first year of the Project's implementation</i></p>	<p><i>PIU</i></p> <p><i>Consultant</i></p> <p><i>World Bank</i></p>