

GOVERNMENT OF UNITED REPUBLIC OF TANZANIA



PRESIDENT'S OFFICE REGIONAL ADMINISTRATION
AND LOCAL GOVERNMENT (PORALG)



**ROADS TO INCLUSION AND SOCIO-ECONOMIC
OPPORTUNITIES (RISE) PROGRAM (P164920)**

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

DECEMBER, 2020

**GOVERNMENT OF UNITED REPUBLIC OF TANZANIA/
TANZANIA RURAL AND URBAN ROADS AGENCY (TARURA) AND TANZANIA ROADS
AGENCY (TANROADS)**

**ROADS TO INCLUSION AND SOCIO-ECONOMIC OPPORTUNITIES (RISE) PROGRAM
(P164920)**

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of United Republic of Tanzania is planning to implement the Roads to Inclusion and Socio-Economic Opportunities (RISE) Program. Tanzania Rural and Urban Roads Agency (TARURA) and Tanzania Roads Agency (TANROADS) are the implementing agencies with the involvement of the following Ministries/Units: President's Office Regional Administration and Local Government (PORALG), Ministry of Works, Transport and Communication (MoWTC), The Roads Fund Board (RFB) and Ministry of Finance and Planning (MoFP). The International Bank for Reconstruction and Development (The Bank) has agreed to provide financing for the program.
2. The Government of United Republic of Tanzania through TARURA and TANROADS will implement material measures and actions so that the Program is implemented in accordance with the World Bank's Environmental and Social Standards (**ESSs**). This Environmental and Social Commitment Plan (**ESCP**) sets out a summary of the material measures and actions.
3. Where the ESCP refers to specific plans or other documents, whether they have already been prepared or are to be developed, the ESCP requires compliance with all provisions of such plans or other documents. In particular, the ESCP requires compliance with the provisions set out in the Environmental and Social Management Framework (ESMF), Resettlement Policy Framework (RPF), Environmental and Social Impact Assessment (ESIA), Environmental and Social Management Plan (ESMP), Resettlement Action plan (RAP), Stakeholders Engagement Plan (SEP), Labor Management Procedures (LMP), Vulnerable Groups Planning Framework (VGPF) and any other documents that will be identified and developed for the Program.
4. The table below summarizes the material measures and actions that are required as well as the timing of the material measures and actions. Government of the United Republic of Tanzania through TARURA and TANROADS is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Ministry, agency or unit referenced in 1 above.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Bank by the Government of the United Republic of Tanzania through TARURA and TANROADS as required by the ESCP and the conditions of the legal agreement, and the Bank will monitor and assess progress and completion of the material measures and actions throughout implementation of the Program.

6. As agreed by the Bank and Government of the United Republic of Tanzania through TARURA and TANROADS, this ESCP may be revised from time to time during program implementation, to reflect adaptive management of Program changes and unforeseen circumstances or in response to assessment of Program performance conducted under the ESCP itself. In such circumstances, Government of the United Republic of Tanzania through TARURA and TANROADS will agree to the changes with the Bank and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the Bank and the Ministry of Finance and Planning of the Government of the United Republic of Tanzania. Government of the United Republic of Tanzania through TARURA and TANROADS will promptly disclose the updated ESCP. Depending on the project, the ESCP may also specify the funding necessary for completion of a measure or action.
7. Where Program changes, unforeseen circumstances, or Program performance result in changes to the risks and impacts during Program implementation, the Government of the United Republic of Tanzania 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, labour influx, gender-based violence, Sexual exploitation and harassment.

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DATE: Draft – December 2019			
<i>Summary of the Material Measures and Actions to Mitigate the RISE Program's Potential Environmental and Social Risks and Impacts</i>	<i>Timeframe</i>	<i>Responsibility / Authority and Resources/Funding Committed</i>	<i>Date of Completion</i>
ESCP Monitoring and Reporting			
<p>REGULAR REPORTING: Prepare and submit regular monitoring reports on the implementation of the ESCP.</p>	Quarterly throughout Program implementation.	Environmental and Social (E&S) Team from Program Implementation Unit/PIU (TARURA and TANROADS) Funding from program's budget. ¹	Throughout the program cycle.
<p>REVIEW AND REVISION: The review and revision of all environmental and social framework instruments will be carried out after one year after approval, including the ESCP itself to assess how well it covers the project needs.</p>	Once after one year after approval	Environmental and Social (E&S) Team from Program Implementation Unit/PIU (TARURA and TANROADS)	Throughout the program cycle

¹Funding from program's budget, it applies all over.

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<p>INCIDENTS AND ACCIDENTS NOTIFICATION: Promptly notify any incident or accident related or having an impact on the Program which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers <i>including</i> pollution and sexual discrimination. Provide sufficient detail regarding the incident or accident, indicating immediate measures taken to address it, and include information provided by any contractor and supervising entity, as appropriate.</p>		<p>Promptly after taking notice of the incident or accident (not later than 24 hours after notification of the accident/incident).</p>	<p>Program coordinator, E&S team from the PIU (TARURA and TANROADS)</p>	<p>Throughout the program cycle.</p>	
SUMMARY ASSESSMENT					
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS					
1.1	<p>ORGANIZATIONAL STRUCTURE: Establish an organizational structure at HQ and Regional offices that is adequate enough to support management of E&S risks including Team for E&S management that are a part of the organizational structure.</p> <p>A social specialist with experience on Gender Based violence mitigation and response shall be part of this organizational structure.</p>	<p>Prior to loan effectiveness.</p> <p>Maintained throughout program implementation.</p>	<p>TARURA and TANROADS</p>	<p>Prior to loan effectiveness.</p> <p>E&S Team to be retained throughout Program life cycle.</p>	

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1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT: Carry out environmental and social assessment to identify and assess environmental and social risks and impacts of the Program activities and appropriate mitigation measures.</p> <ul style="list-style-type: none"> The Environmental and Social Assessment shall incorporate a continuous risk assessment for GBV, including social and capacity assessments, and include measures for their mitigation in sub-project design. 	Environmental and Social Assessment instrument (as required by ESMF) will be carried out during planning and preparation phase of specific program activity/sub-project.	E&S team from PIU (TARURA and TANROADS)	<p>Prior to commencing of Sub-projects activities</p> <p>Continuously along the Program cycle</p>
1.3	<p>MANAGEMENT TOOLS AND INSTRUMENTS:</p>			
1.3.1	<p>Prepare, disclose and implement policy frameworks and management plans:</p> <ul style="list-style-type: none"> Environmental and Social Management Framework (ESMF), Resettlement Policy Framework (RPF), Stakeholder Engagement Plan incl. Grievance Mechanism (SEP), Labour Management Procedures (LMP) and Vulnerable Groups Planning Framework (VGPF); and ESIA and RAP for the first generation sub-projects. 	The ESMF, RPF, SEP, LMP, VGPF, and ESCP will be approved and disclosed prior to project's Appraisal date. All ESF instruments will apply throughout the RISE Program implementation	E&S team from PIUs (TARURA and TANROADS)	Prior to project Appraisal.

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1.3.2	Prepare and disclose Gender Policy for the RISE Program	Four months after loan effectiveness	E&S Team from PIUs (TARURA and TANROADS)	After loan effectiveness
1.4	<p>MANAGEMENT OF CONTRACTORS: Develop and implement procedures for managing contractors and subcontractors.</p> <p>Prepare bidding/procurement document with appropriate Environmental Social, Health and Safety (ESHS) content, including specific clauses on Sexual Exploitation and Abuse and Sexual Harassment in the Workplace Mitigation and Response.</p> <p>Contractor to prepare Contractor Environmental and Social Management Plan (CESMP); Health and Safety Management Plan; Traffic Management Plan</p>	During preparation of procurement documents and prior to commencement of works. Procedures to be maintained throughout the RISE Program implementation.	TARURA and TANROADS	<p>Prior to signing of contract and before commencement of works</p> <p>Monitoring of the Contactor's compliance throughout the RISE Program implementation.</p>
1.5	<p>PERMIT, CONSENTS AND AUTHORIZATIONS: Obtain or assist in obtaining, as appropriate, the permits, consents and authorizations that are applicable to the Program from relevant national authorities.</p>	Prior to commencement of sub-projects/program activities.	TARURA and TANROADS	<p>Prior to RISE Program implementation.</p> <p>Throughout the RISE</p>

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	Comply or cause to comply, as appropriate, with the conditions established in these permits, consents and authorizations throughout RISE Program implementation.	Throughout RISE Program implementation and whenever needed.		Program implementation.
1.6	Conduct an independent Environmental and social audit for the 10 km section of Iringa-Kilolo Road intervened by TANROADS, to assess the implementation of environmental and social risks management against the ESIA and RAP; and, if applicable, identify gaps and corresponding remedial measures and cost estimates for their implementation; and recommend a schedule for implementing them.	Right after the completion of the 10km Iringa-Kilolo Road Intervention that will be carried out by TANROADS	TANROADS	4 weeks after completion of the 10km Iringa-Kilolo Road Intervention that will be carried out by TANROADS
ESS 2: LABOR AND WORKING CONDITIONS				
2.1	GRIEVANCE MECHANISM FOR SUB-PROJECT WORKERS: Develop and maintain a grievance mechanism for direct and contracted workers as well as community workers in the LMP. Ensure that the Grievance Redress Mechanism has the capacity to receive complaints on sexual harassment in the workplace and to treat them with confidentiality.	Prior to implementation of civil works and will be maintained and updated throughout the RISE Program implementation.	E&S team from PIUs (TARURA and TANROADS) and contractors. • Contractors' E&S budget.	Prior to RISE Program implementation. Throughout the RISE Program implementation.

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		Contractors work's contract to incorporate GRM Operational throughout the RISE Program implementation.		
2.1.1	Sensitize all workers in the sub-projects about the separate GRM for workers and how to file grievances and concerns.	Throughout the RISE Program implementation.	E&S team from TARURA and TANROADS and Contractors.	Throughout the RISE Program implementation.
2.1.2	Provide summary reports of grievances raised, resolved, pending, duration taken to solve grievances, slippage time in grievance resolution, the nature of the grievances and departments which have been complained about under the Program.	Monthly basis in the Monthly Progress Reports (MPR)	Contractor with supervision of supervision consultants/ TARURA and TANROADS	Throughout the RISE Program implementation.
2.2	OHS MEASURES: Develop and implement occupational, health and safety (OHS) measures. Require Contractors / Supervising Engineers to maintain adequate resources for OHS implementation	Prior to RISE Program implementation and to be maintained throughout the implementation.	E&S team from PIUs (TARURA and TANROADS) and contractors. • Contractors' E&S	Prior to commencement of the program's activities maintained throughout the RISE Program cycle.

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			budget	
2.3	Implement occupational, health and safety (OHS) measures as described in sub-project level ESMPs and in line with OSHA Act 2003. In addition, the Contractors will develop (prior to the start of construction works) and implement a Contractor's OHS management plan with Safety Audits carried out monthly, which should be conducted by the contractors.	Contractor's OHS requirement to be incorporated in the Works' contract as part of the bidding documents. Daily implementation of OHS measures. Monitoring of implementation of OHS measures and carry out safety audits monthly	TARURA and TANROADS Contractors	Throughout RISE Program implementation
2.4	EMERGENCY PREPAREDNESS AND RESPONSE: As part of the OHS measures specified in 2.3, include measures on emergency preparedness and response, and ensure coordination with measures under 4.5.	Prior to initiating construction works	TARURA and TANROADS and contractors. • Contractors' E&S budget	Prior to initiating construction works (for the construction period). Prior to facility handover (for the facility operation)

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2.5	SUB-PROJECT WORKERS TRAINING: Implement training of Sub-Project Workers on their obligations under the Code of Conduct, Sexual Exploitation and Abuse; and Sexual Harassment in the workplace.	Prior to and during construction works	TARURA and TANROADS contractors. • Contractors' E&S budget.	Throughout the RISE Program implementation
2.6	Contractor's site engineers will provide a weekly or ad-hoc (if and when required) toolbox talks and/or meetings with the construction workers on ESHS risks associated with the construction activities, which have been executed during the past week and for those which are foreseen to be carried out during the next week.	Bidding document to include requirement of contractor to provide training as part of CESMP. C-ESMP to include weekly Toolbox meetings at the work sites.	Contractors	Throughout the RISE Program implementation
2.7	LMP will be updated after the completion of implementation of the three (3) first generation projects.	Upon completion of the implementation of the first generation projects	TARURA and TANROADS	Throughout the RISE Program implementation.

ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT

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3.1	<p>MANAGEMENT OF WASTE AND HAZARDOUS MATERIALS: Develop and implement measures and actions to manage waste and hazardous materials.</p>	<p>Prior to RISE Program's implementation</p> <p>Maintained throughout RISE Program implementation</p>	<p>TARURA, TANROADS and contractors.</p> <ul style="list-style-type: none"> Contractors' E&S budget 	Throughout the RISE Program implementation
ESS 4: COMMUNITY HEALTH AND SAFETY				
4.1	<p>TRAFFIC AND ROAD SAFETY: In consultation with the community, develop and implement measures and actions to assess and manage traffic and road safety risks. Contractors will develop road safety management plan as part of the CESMP to address the impacts on local communities of moving construction equipment and the transport of workers to the site.</p>	<p>Prior to Commencement of works.</p> <p>Maintained throughout construction activities</p>	<p>Contractors with oversight of from TARURA and TANROADS E&S team of the PIU.</p> <p>Source of financing: contractors' E&S budget.</p>	Prior to commencement of works and throughout the program's life cycle.

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4.2	<p>COMMUNITY HEALTH AND SAFETY: Develop and implement measures and action to assess and manage specific risks and impacts to the community arising from Program activities, including in relation to Sub-Project Workers and any risks of labor influx.</p>	<p>After contract award and prior to commencement of works.</p> <p>Maintained throughout construction activities</p>	<p>TARURA, TANROADS and contractors.</p> <ul style="list-style-type: none"> Contractors' E&S budget 	<p>Before commencement of works and throughout the RISE Program implementation.</p>
4.3	<p>GBV AND SEA RISKS: Prior to RISE program Commencement:</p> <ul style="list-style-type: none"> Conduct GBV risk assessment and data collection; Map out GBV prevention and response actors in projects, To develop GBV action plan in place with a response and accountability mechanism; Clearly define the GBV requirements and expectations in the bid documents; To develop effective GRM and implement that has a survivor centered approach and knows how to respond to survivors; <p>And take into consideration all other actions as indicated in the WB good practice note on addressing gender based</p>	<p>Prior to RISE program effectiveness.</p> <p>Maintained throughout RISE Program implementation.</p>	<p>TARURA, TANROADS and contractors.</p> <ul style="list-style-type: none"> Contractors' E&S budget 	<p>Prior to and throughout RISE Program implementation.</p>

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	violence.			
4.4	<p>GBV AND SEA RISKS DURING RISE PROGRAM IMPLEMENTATION: Specify additional funds available to implement measures to address GBV and SEA risks and impacts that may arise during RISE Program implementation.</p> <ul style="list-style-type: none"> • To manage SEA and GBV risks, measures will be developed as part of the sub-project ESMPs, implemented and maintained throughout the RISE Program implementation. • Engage qualified institutions (e.g. NGOs, Government Hospitals etc.), to give Tool box talks on GBV ad SEA risks continuous training and awareness and offer referral services as needed. • Develop and train the community and workers on a grievance/ feedback management process for reporting cases on GBV and SEA. • Develop a Code of Conduct that includes worker's and contractor's obligations vis-à-vis SEA and SH, and issues related to GBV to be signed by contractors and workers. • Define, as part of the GBV Action Plan the monitoring 	<p>Prior to initiating construction works.</p> <p>Maintained throughout the RISE Program implementation.</p>	<p>TARURA, TANROADS and contractors.</p> <ul style="list-style-type: none"> • Contractors' E&S budget 	<p>Prior to and during construction works</p>

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	mechanisms to ensure that all the mitigation and response measures are in place and working accordingly. Monitoring shall not conduct data collection on prevalence of cases.			
4.5	EMERGENCY RESPONSE MEASURES: Develop and implement measures to address emergency events, and ensure coordination with measures under 2.4.	Prior to program/project initiation. Coordinated and maintained throughout the RISE Program implementation whenever emergency event occur.	TARURA, TANROADS and contractors. • • Contractors' E&S budget	Prior to program/project initiation. Coordinated throughout the RISE Program's implementation.
4.6	SECURITY PERSONNEL: Develop and implement measures and actions to assess and manage the risks to human security of sub-project-affected communities and sub-project workers that could arise from the use of security personnel.	Prior to the RISE Program implementation. Maintained throughout the RISE Program	TARURA, TANROADS and contractors. • Contractors' E&S budget	Prior to project's loan effectiveness.

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4.7	<p>TRAINING FOR THE COMMUNITY: Conduct training for the community designed to heighten awareness of risks and to mitigate impacts specified in this section. Awareness raising on SEA and Sexual Harassment risks and the different mechanisms to report cases shall be part of community training, and it will take into account ethical considerations.</p>	<p>implementation. Prior to and during construction works</p>	<p>TARURA, TANROADS and contractors. • Contractors' E&S budget</p>	<p>Throughout the RISE Program implementation.</p>
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT				
5.1	<p>LAND ACQUISITION AND RESETTLEMENT: RESETTLEMENT FRAMEWORK: Prepare, Consult, finalize, adopt, and implement, the Resettlement Framework (RF) that has been prepared for the Program, in a manner acceptable to the Association.</p>	<p>Prior to project appraisal.</p>	<p>TARURA and TANROADS</p>	<p>Prior to project's appraisal and throughout the RISE Program.</p>
5.2	<p>RESETTLEMENT PLANS: Develop and implement resettlement plans [RAPs] consistent with the requirements of the <i>RPF and ESS5</i>, acceptable to the Association, and thereafter implement the respective RAPs/ARAPs before carrying out the associated civil works.</p>	<p>Prior to Project's appraisal for one (1) of the first three generation sub-projects. The rest of the sub-projects' RAP will be prepared post-project appraisal.</p>	<p>TARURA and TANROADS</p>	<p>Prior to commencement of any civil works.</p>

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		All RAPs will be finalized and implemented prior to commencement of any civil works.		
5.3	<p>MONITORING AND REPORTING: Ensure that monitoring and reporting on land acquisition and resettlement activities are conducted separately or as part of regular reporting. Prepare and submit to the Association regular monitoring reports on RAP Implementation.</p> <p>Engage an independent resettlement consultant/consultancy firm to undertake a Resettlement Completion Audit Report for each RP and address any gaps identified to the satisfaction of the Association.</p>	<p>Quarterly reporting throughout the RISE Program implementation to the World Bank.</p> <p>No later than six (6) months after RP implementation completion and submission for approval by the Association</p>	<p>TARURA and TANROADS in coordination with district/municipal governments.</p> <p>Safeguard team of the PIU with the accountability of PIU coordinator</p>	Throughout the program implementation.
5.4	GRIEVANCE MECHANISM:	Prior to project's	TARURA, TANROADS and	Prior to project's

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	Develop and implement the arrangements for the grievance mechanism for resettlement as described in the RPF and SEP in line with ESS10 requirement	effectiveness.	contractors. • Contractors' budget E&S	effectiveness. To be implemented through relocation process
5.5	Develop and disclose a grievance/ feedback management process for project affected people	Upon finalization of sub-projects' Resettlement Action Plan	E&S Team of the PIU	To be implemented throughout and post relocation process

ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES

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6.1	<p>BIODIVERSITY RISKS AND IMPACTS: Develop and implement measures and actions to assess and manage risks and impacts on biodiversity, including identification of different types of habitat and circumstances in which offsets will be used.</p>	<p>Prior to RISE Program implementation under Environmental and Social Assessment instrument (as required by ESMF).</p> <p>Maintained throughout the RISE program implementation.</p>	<p>TARURA, TANROADS and contractors.</p> <ul style="list-style-type: none"> Contractors' E&S budget 	<p>Prior to activity/ sub-project implementation,</p> <p>To be revisited during implementation (prior to location selection)</p>
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES				
7.1	<p>INDIGENOUS PEOPLES PLAN:</p> <p>Develop and Sub-projects Specific Vulnerable Groups Plan when sites and sub-project activities have been identified in areas where Vulnerable Groups are present or in which they have a collective attachment, as determined during the environmental and social assessment process, based on the provisions contained in the Vulnerable Groups Planning Framework, and consistent with the</p>	<p>Prior to undertaking activities in areas where Vulnerable Groups are present in, or have collective attachment to a proposed sub-project area, as determined during</p>	<p>TARURA and TANROADS</p>	<p>To be implemented throughout the RISE Program lifetime.</p>

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	requirements of ESS7.	the environmental and social assessment process		
7.2	GRIEVANCE MECHANISM: Develop and implement the arrangements for the grievance mechanism for indigenous people in the VGPF.	Prepare prior to project's appraisal and implement throughout the RISE Program lifetime.	TARURA, TANROADS and contractors. • Contractors' E&S budget	Prior to project's appraisal.
7.3	Translate and disclose at appropriate locations executive summary of the Vulnerable Groups Planning Framework (VGPF) to Kiswahili and local languages of VGs in sub-project areas.	Prior to undertaking activities in areas where Vulnerable Groups are present in, or have collective attachment to a proposed sub-project area, as determined during the environmental and social assessment process	TARURA and TANROADS	To be implemented throughout the RISE Program lifetime.

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<i>Summary of the Material Measures and Actions to Mitigate the RISE Program's Potential Environmental and Social Risks and Impacts</i>	<i>Timeframe</i>	<i>Responsibility / Authority and Resources/Funding Committed</i>	<i>Date of Completion</i>	

ESS 8: CULTURAL HERITAGE

ROADS TO INCLUSION AND SOCIO-ECONOMIC OPPORTUNITIES (RISE) PROGRAM

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8.1	CHANCE FINDS: Develop and implement a chance find procedure.	During project preparation as part of Environmental and Social Assessment instrument (as required by ESMF) and maintained throughout the RISE Program implementation.	TARURA and TANROADS	Prior to RISE Program implementation.
8.2	CULTURAL HERITAGE: Identify measures to address risks and impacts on cultural heritage.	During sub-project preparation as part of the Environmental and Social Assessment instrument (as required by ESMF) and prior to RISE Program implementation	TARURA and TANROADS	Throughout the RISE Program implementation

ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE

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10.1.1	<p>SEP IMPLEMENTATION: Implement the SEP and report on stakeholder consultation in the implementation of the project in the Monthly Progress Reports (MPRs) and Quarterly reports.</p> <p>Adopt the SEP for all sub-projects.</p>	Throughout the RISE Program implementation	TARURA and TANROADS	Throughout the RISE Program implementation
10.1.2	<p>INCLUSION: The RISE Program will ensure that all stakeholders (as defined in the Stakeholder Engagement Plan) are able to engage in consultations during the planning and implementation stages of the Program.</p>	Throughout the RISE Program implementation	TANROADS and TARURA	Throughout the RISE Program implementation
10.2	<p>Establish, maintain and operate a grievance mechanism as specified in the SEP to ensure reception and timely response to any complaints made about the RISE Program (including those from members of the communities, local businesses and other stakeholders), as described in the SEP.</p> <p>The GRM shall be linked with different entry points (as better identified by the mapping) for survivors to place complaints with confidentiality. Registration of complaints</p>	The grievance mechanism will be established by effectiveness of the project, prior to commencement of the Program, and will be maintained and operated throughout the RISE	TANROADS and TARURA	Throughout the RISE Program implementation

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shall be conducted by a trained operator, and survivors will be referred to services respecting their wishes and rights.		Program implementation.	
Capacity Support			
Specify Training to be provided	Specify Targeted Groups and Timeframe for Delivery	Specify Training Completed	
, Training may be required in: <ul style="list-style-type: none"> • Stakeholder mapping and engagement; • Specific aspects of environmental and social assessment and monitoring of the ESMP; • Occupational health and safety; • Community Health and Safety; • Emergency preparedness and response; • Gender mainstreaming in construction works; • Implementation and monitoring of HIV/AIDS, STIs and STDs communicable diseases interventions; • Contractor management on environment and social risks; • Grievances management implementation and monitoring; 	TARURA and TANROADS E&S team The trainings should be conducted prior to program effectiveness and at least once in annually basis.	Throughout the RISE Program implementation	

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<ul style="list-style-type: none"> • Land acquisition and resettlement; • Gender-based violence/Sexual Exploitation and Abuse (SEA) risk assessment, mitigation and prevention planning. • 			
Training on occupational health and safety including on emergency prevention and preparedness and response arrangements to emergency situations.	Project Workers including contractors' workers After every recruitment of new workers	Throughout the Project implementation	
Add other capacity support and training opportunities as per the specifics of the Borrower and the Program.	TBD	TBD	

TBD: To be Determined.