

**Government of Lao PDR, Ministry of Education
Lao PDR Global Partnership for Education III:
Learning and Equity Acceleration Project
(P173407)**

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

24 June 2020

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of Lao PDR will implement the Lao PDR Global Partnership for Education III: Learning and Equity Acceleration Project (P173407) (the **Project**), with the involvement with the involvement of the Ministry of Education and Sport (MOES), Department of Planning (DOP), Education Coordination Unit (ECU). The International Bank for Reconstruction and Development (hereinafter the Bank) and the International Development Association (hereinafter the Association) is providing financing for the Project.
2. The Government of Lao PDR will implement material measures and actions so that the Project is implemented in accordance with the Environmental and Social Standards (**ESSs**). This Environmental and Social Commitment Plan (**ESCP**) sets out material measures and actions, any specific documents or plans, as well as the timing for each of these.
3. The Government of Lao PDR will also comply with the provisions of any other E&S documents required under the ESF and referred to in this ESCP, such as Environmental and Social Management Framework and Stakeholder Engagement Plans (SEP), and the timelines specified in those E&S documents.
4. The Government of Lao PDR 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 and the Association] by the Government of Lao PDR as required by the ESCP and the conditions of the legal agreement, and the Bank and the Association will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the Bank and the Association and the Government of Lao PDR, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, the Government of Lao PDR or its delegate(s) will agree to the changes with the Bank and the Association 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 Association and the Government of Lao PDR or its delegate(s). The Government of Lao PDR or delegate(s) will promptly disclose the updated ESCP.
7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the Government of Lao PDR shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts.
8. The project is classified as having moderate environmental and social risks. The project will provide block grants for minor school construction and maintenance which could generate some negative impact on local environment; however, these impacts are likely to be small, localized and temporary. Localized risks include failure to safely isolate construction sites from children and community members, including community and project traffic interactions, and safety and protection of women and children especially where children travel to and from existing schools. Acquisition of land is not anticipated, and the Project activities are unlikely to result in any significant or irreversible environmental impacts. Project social risks include risks associated with underrepresentation of ethnic groups and women in decision-making bodies involved in the Project and among teachers, and under-enrolment of children from vulnerable and marginal groups.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Bank/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, status of preparation and implementation of E&S documents required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	<ul style="list-style-type: none"> • Six-monthly throughout Project implementation 	<ul style="list-style-type: none"> • Department of Planning, Ministry of Education and Sport: Responsible for preparing 6-monthly reports to the Bank consolidating reports from provincial level and evaluating progress
B	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the Bank/Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the communities, or the public including school children, teachers and workers engaged in school construction/refurbishment. Accidents with significant adverse effects include traffic accidents or construction/refurbishment related accidents at a school compound resulting in serious injury or fatality. Incidents with significant adverse effects include criminal acts against persons related to the project (school children, women, teachers) and violence against children and other forms of sexual exploitation and abuse. The notification shall provide sufficient detail regarding 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 supervising entity, as appropriate. Subsequently, as per the Bank/Association’s request, the responsible entity will prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>	<ul style="list-style-type: none"> • The responsible entity will notify the Bank by email within 2 workdays after learning of the incident or accident. • Upon request from the Bank, a report will be provided within a timeframe acceptable to the Bank/Association 	<ul style="list-style-type: none"> • Department of Planning, Ministry of Education and Sport: Responsible for reporting project related incidents or accidents to the Bank
C	<p>CONTRACTORS MONTHLY REPORTS</p> <p>Progress of construction/refurbishment works will be summarized in the regular reporting under item A.</p>	<ul style="list-style-type: none"> • Concurrently with the regular reporting under Item A 	<ul style="list-style-type: none"> • Village Education Development Committee: Reporting to the Provincial Education and Sport Services • Provincial Education and Sport Services: Reporting to MOES • Department of Planning, Ministry of Education and Sport:

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
			Reporting to the Bank/Association
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Appoint a deputy director as E&S Manager to be responsible for the daily management and supervision of environmental and social risks related to the Project; and allocate four officers to assist the E&S Manager. Procure two national consultants with expertise in environmental and social safeguards to provide intermittent inputs undertaking regular monitoring missions and training of the department staff to be able to implement the Environmental and Social Framework requirements. This E&S management team is to serve as an integral part of the organizational structure of the Project.</p>	<ul style="list-style-type: none"> An E&S team under the Department of Planning will be established at the same time as the project organization is set up, which means at the date the Project is effective. The E&S national consultants will be in place within 6 months of project effectiveness. 	<ul style="list-style-type: none"> Department of Planning, Ministry of Education and Sport
1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT</p> <p>Finalize and apply recommendations of a Social Assessment consisting of a preliminary report prior to Appraisal and a Final report prior to implementation of subproject activities. The assessment includes (a) assessment of project-related social risks and impacts, (b) recommended measures on ethnic group engagement and inclusion for design of project activities; and (c) SEA/VAC risk assessment and management measures. The assessment will be revisited annually in connection with preparation of workplans for the coming year and as input to any necessary revisions to the ESMF</p>	<ul style="list-style-type: none"> Preliminary Social Assessment before Appraisal (July 2020) Final Social Assessment prior to implementation of subproject activities Revisit the assessment annually and update as necessary 	<ul style="list-style-type: none"> Department of Planning, Ministry of Education and Sport
1.3	<p>MANAGEMENT TOOLS AND INSTRUMENTS</p> <p>Finalize and implement an Environmental and Social Management Framework (ESMF) in accordance with ESS1. The final ESMF should be informed by the Social Assessment and stakeholder consultations. The ESMF includes measures for integrating ethnic group, gender and other relevant social risk management issues into project design and implementation. The ESMF includes: (i) a guideline for Environmental Screening and development of Site Specific EMP for new construction, (ii) Environmental Code of Practice (ECOP) for small renovation civil works, (iii) Labor-Management Procedures (LMP), and (iv) community health and safety measures. The tools and instruments of the ESMF</p>	<ul style="list-style-type: none"> Draft ESMF prior to Appraisal for Bank/Association approval Final and approved ESMF prior to Implementation of the Project Annual review of the ESMF and revise as necessary 	<ul style="list-style-type: none"> Department of Planning, Ministry of Education and Sport: Responsible for preparing/revising the ESMF and for obtaining Bank approval. Ultimately responsible for ensuring proper implementation of the ESMF

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	apply throughout the implementation of the project. The ESMF will be reviewed annually and revised as found necessary in connection with preparation of annual workplans		
1.4	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the Environmental Code of Practice and the Labour Management Procedures of the ESMF into agreements for construction contracts between the relevant Village Education Development Committees and the Project. Daily monitoring will be done by the School Project Management Team supervised by the Village Education Development Committee and monthly monitoring by the Provincial Education and Sport Services to ensure compliance with the code of practice and the labour management procedures</p>	<ul style="list-style-type: none"> • Incorporation of the Environmental Code of Practice and the Labour Management Procedures into Community Based Construction Agreements prior to contract signing • Monitoring of implementation according to monitoring plan in the construction contracts. • Quarterly reporting by the Village Education Development Committee to the Provincial Education and Sport Services Provincial Education and Sport Services report to MOES every 6-months 	<ul style="list-style-type: none"> • Village Education Development Committee: Responsible for day-to-day implementation • Provincial Education and Sport Services: Oversight, reporting and step-in in case of noncompliance • Department of Planning, MOES: Overall responsible for compliance with safeguards
ESS 2: LABOR AND WORKING CONDITIONS			
1.5	<p>LABOUR MANAGEMENT PROCEDURES</p> <p>Implement Labour Management Procedures applicable to the project included in the ESMF. The procedures apply to project personnel and contractors hired under the Project. The Labour Management Procedures will ensure that adequate resources and tool kits, safe accommodation and transport, first aid-kits and emergency contact procedures are available at working sites. Social Security (health and life insurance) will be provided to project personnel according to the Labour Law before the commencement of their assignment.</p>	<ul style="list-style-type: none"> • Draft Labour Management Procedures as part of the draft ESMF prior to Appraisal for Bank/Association approval • Final Labour Management Procedures prior to project effectiveness • Quarterly reporting by the Village Education Development Committee to the Provincial Education and Sport Services Provincial Education and Sport Services report to MOES every 6-months 	<p>Construction work:</p> <ul style="list-style-type: none"> • Village Education Development Committee: Responsible for day-to-day implementation • Provincial Education and Sport Services: Oversight, reporting and step-in in case of noncompliance <p>Project personnel:</p> <ul style="list-style-type: none"> • Project Component responsible departments

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Implement a dedicated labour grievance mechanism as part of the Labour Management Procedures in the ESMF. The grievance mechanism will be operated and maintained as described in the Labour Management Procedures and consistent with ESS2</p>	<ul style="list-style-type: none"> The grievance mechanism will be operational prior to engaging Project workers and maintained throughout Project implementation 	<ul style="list-style-type: none"> Department of Planning: Responsible for developing the mechanism and supervising implementation Village Education Development Committee: Responsible for day-to-day implementation
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <p>Apply occupational, health and safety (OHS) measures as specified in the Environmental Code of Practice and the Labour Management Procedures under the ESMF</p>	<ul style="list-style-type: none"> Draft occupational, health and safety measures as part of the draft Environmental Code of Practice and draft Labour Management Procedures under the ESMF prior to Appraisal for Bank/Association approval Final occupational, health and safety measures prior to Project implementation Quarterly reporting by the Village Education Development Committee to the Provincial Education and Sport Services Provincial Education and Sport Services report to MOES every 6-months 	<ul style="list-style-type: none"> Village Education Development Committee: Responsible for day-to-day implementation in terms of construction work Project Component responsible department responsible for occupational, health and safety measures related to their Project activities
<p>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT [the relevance of ESS3 is established during the ESA process. ESS3 may require the adoption of specific measures to cover energy, water and raw materials use, management of air pollution, hazardous and nonhazardous wastes, chemicals and hazardous materials and pesticides. Depending on the project, these measures may be set out in an E&S document (e.g. ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or a separate action. Indicate whether ESS3-related measures are covered under an existing document or as stand-alone actions. See examples below].</p>			
3.1	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT:</p>	<ul style="list-style-type: none"> Draft measures in the ESMF prior to Appraisal for Bank/Association approval 	<ul style="list-style-type: none"> Department of Planning, MOES: Responsible for developing measures and obtaining Bank approval

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	<p>Apply resource efficiency and pollution prevention and management measures covered in the Environmental Code of Practice under the ESMF.</p> <p>Include measures to effectively manage wastes and hazardous materials in Site-Specific Environmental Management Plans and the Environmental Code of Conduct as necessary.</p> <p>Monitor implementation of measures by the School Project Management Team and report to the Village Education Development Committee.</p>	<ul style="list-style-type: none"> Final and approved measures in the ESMF prior to Implementation of the Project Quarterly reporting by the Village Education Development Committee to the Provincial Education and Sport Services Provincial Education and Sport Services report to MOES every 6-months 	<ul style="list-style-type: none"> Village Education Development Committee: Responsible for day-to-day implementation Provincial Education and Sport Services: Oversight, reporting and step-in in case of noncompliance
<p>ESS 4: COMMUNITY HEALTH AND SAFETY [the relevance of ESS4 is established during the ESA process. As with ESS3, ESS4 may require the adoption of specific measures that may be set out in an E&S document (e.g. ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or a separate action. Indicate whether ESS4-related measures are covered under an existing document or as stand-alone actions. See examples below].</p>			
4.1	<p>TRAFFIC AND ROAD SAFETY:</p> <p>Deploy traffic and road safety risk management measures covered in the Environmental Code of Practice under the ESMF. In addition, construction works will be screened for road traffic risks and if found necessary, any additional measures will be included in Site-Specific Environmental Management Plans on a case by case basis</p>	<ul style="list-style-type: none"> Draft traffic and road safety measures as part of the draft Environmental Code of Practice under the ESMF prior to Appraisal for Bank/Association approval Final measures prior to Project implementation Quarterly reporting by the Village Education Development Committee to the Provincial Education and Sport Services Provincial Education and Sport Services report to MOES every 6-months 	<ul style="list-style-type: none"> Department of Planning, MOES: Responsible for developing guidelines Village Education Development Committee: Responsible for day-to-day implementation Provincial Education and Sport Services: Supervise implementation

4.2	<p>COMMUNITY HEALTH AND SAFETY: It is assessed that the Project is not likely to give rise to any significant Community health and safety risks. However, the ESMF will include procedures for screening planned project activities for community health and safety risks. This includes screening of proposed construction works for community health and safety risks on a case by case basis prior to implementation, and if found necessary, appropriate measures will be included in Site-Specific Environmental Management Plans.</p>	<ul style="list-style-type: none"> • Draft screening measures as part of the draft ESMF prior to Appraisal for Bank/Association approval • Final screening measures prior to Project implementation 	<ul style="list-style-type: none"> • Department of Planning, MOES: Responsible for developing screening measures • Village Education Development Committee: Responsible for day-to-day implementation • Provincial Education and Sport Services: Supervise implementation
4.3	<p>GBV AND SEA RISKS: Prepare, adopt, and implement Gender-Based Violence and Sexual Exploitation and Abuse risk management guidelines designed to manage the risks of project activities exacerbating gender-based violence, including violence against children, sexual abuse and risk of exclusion of disadvantaged groups (on the basis of gender or ethnicity) both for students and teachers. The guidelines including generic code of conduct will be incorporated in the ESMF based on which specific action plans will be developed tailored to the different situation in the country. A training and dissemination program targeting government officials involved in the Project, and other project personnel will be implemented prior to Project effectiveness.</p>	<ul style="list-style-type: none"> • Draft guidelines as part of the draft Environmental Code of Practice under the ESMF prior to Appraisal for Bank/Association approval • Final guidelines prior to Project implementation • 	<ul style="list-style-type: none"> • Department of Planning, MOES: Responsible for developing the guidelines, conducting training and ensuring implementation and compliance • Lead Component departments: Responsible for implementation for their component activities • Provincial Education and Sport Services: Responsible for implementation for their Project activities • Village Education Development Committee: Responsible for day-to-day implementation at school level
4.4	<p>GBV AND SEA RISKS DURING PROJECT IMPLEMENTATION: Engage a trained female national guidance counselor (consultant or existing service provider) to facilitate safe disclosure and referral of issues that may be received through the project Grievance Redress Mechanism and teacher counselling hotline</p>	<ul style="list-style-type: none"> • Guidance counsellor in place prior to project implementation 	<ul style="list-style-type: none"> • Department of Planning, MOES: Responsible for engaging

ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT [the relevance of ESS5 is established during the ESA process. If during Project preparation, it is determined that resettlement documents need to be prepared, this should be reflected in the ESCP. See [examples](#) below]

5.1	<p>RESETTLEMENT PLANS: Not relevant.. <u>Not applicable.</u> The Project does not include any activities that would require land acquisition or resettlement, <u>however the screening tool in the Environmental and Social Code of Practice includes checks to identify any land acquisition or resettlement issues. If a proposed project activity would involve land acquisition or resettlement, the proposed activity would not be eligible for funding under GPE III.</u></p>	<ul style="list-style-type: none"> Confirm during screening of proposals for minor construction works prior to implementation 	<ul style="list-style-type: none"> Department of Planning, MOES: Responsible for confirming screening results
5.2	<p>GRIEVANCE MECHANISM Not relevant. The Project does not include any activities that would require land acquisition or resettlement.</p>	<ul style="list-style-type: none"> Confirm during screening of proposals for minor construction works prior to implementation 	<ul style="list-style-type: none"> Department of Planning, MOES: Responsible for confirming screening results
<p>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES [the relevance of ESS6 is established during the ESA process. As with other ESSs, ESS6 may require the adoption of specific measures that may be set out in an E&S document (e.g. ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or a separate action. Indicate whether ESS6-related measures are covered under an existing document or as stand-alone actions. See <u>examples</u> below].</p>			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS: Not applicable. The Project will not affect any habitats or biodiversity and does not involve any primary production or harvesting of living natural resources. It is therefore assessed that the Project is unlikely to give rise to any threats or impacts to biodiversity. However, as Project activities and (minor) construction work will be determined in the course of the Project, Project plans and construction proposals will be screened for biodiversity risks on a case by case basis prior to implementation, and if found necessary, appropriate measures will be included in Site-Specific Environmental Management Plans. In addition, the Project will promote biodiversity protection by supporting green, clean and beautiful school activities on caring for the environment, plants and animals</p>	<ul style="list-style-type: none"> During screening of proposals for minor construction works prior to implementation 	<ul style="list-style-type: none"> Provincial Education and Sport Services: Supervision Village Education Development Committee: Responsible for screening construction proposals and day-to-day implementation at school level
<p>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES [See examples of possible actions below, if determined that ESS7 is relevant].</p>			

7.1	<p>INDIGENOUS PEOPLES PLAN: Prepare, adopt, and implement guidelines for social inclusion of disadvantaged groups including ethnic groups and women in basic education teaching and learning, and practical guidelines to enable effective teaching and learning approaches to children of ethnic groups.</p>	<ul style="list-style-type: none"> • Recommendations provided in the Preliminary Social Assessment prior to Appraisal • Draft guidelines as part of the draft Environmental Code of Practice under the ESMF prior to Appraisal for Bank/Association approval • Final guidelines prior to Project implementation 	<ul style="list-style-type: none"> • Department of Planning, MOES: Responsible for developing the guidelines, conducting training and ensuring implementation and compliance • Lead Component departments: Responsible for implementation for their component activities • Provincial Education and Sport Services: Responsible for implementation for their Project activities • Village Education Development Committee: Responsible for day-to-day implementation at school level
7.2	<p>GRIEVANCE MECHANISM: A Grievance Mechanism for the project will be developed under the Stakeholder Engagement Plan – see Item 10.2</p>	<ul style="list-style-type: none"> • see Item 10.2 	<ul style="list-style-type: none"> • see Item 10.2
<p>ESS 8: CULTURAL HERITAGE [the relevance of ESS6 is established during the ESA process. As with other ESSs, ESS6 may require the adoption of specific measures that may be set out in an E&S document (e.g. ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or a separate action. Indicate whether ESS8-related measures are covered under an existing document or as stand-alone actions. See <u>examples</u> below].</p>			
8.1	<p>CHANCE FINDS: It is assessed that the minor construction or maintenance work under the Project are unlikely to involve findings of artifacts of archaeological, cultural or historical importance. However, as the construction work will only be determined in the course of the Project, basic procedures will be part of the Environmental Code of Practice under the ESMF.</p>	<ul style="list-style-type: none"> • Draft chance finds procedures as part of the draft Environmental Code of Practice under the ESMF prior to Appraisal for Bank/Association approval • Final procedures prior to Project implementation 	<ul style="list-style-type: none"> • Department of Planning, MOES: Overall responsible for developing the procedures and ensuring implementation and compliance • Provincial Education and Sport Services: Responsible for supervision • Village Education Development Committee: Responsible for day-to-day implementation at school level

ESS 9: FINANCIAL INTERMEDIARIES			
9.1	<p>ESMS: Not relevant. Bank financing for this project does not involve Financial Intermediaries (FIs).</p>		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION Update, adopt, and implement Stakeholder Engagement Plan (SEP) to ensure engagement with the Project-affected communities and other stakeholders throughout Project implementation.</p>	<ul style="list-style-type: none"> • Draft SEP prior to Appraisal for Bank/Association approval • Final and approved SEP prior to Implementation of the Project 	<ul style="list-style-type: none"> • Department of Planning, MOES: Responsible for developing the SEP, conducting training and ensuring implementation • Lead Component departments: Responsible for implementation of the SEP for their component activities
10.2	<p>PROJECT GRIEVANCE MECHANISM: A Grievance Mechanism for the project will be developed under the Stakeholder Engagement Plan and implemented to address concerns and grievances of project stakeholders regarding the environmental and social performance of the Project.</p>	<ul style="list-style-type: none"> • Draft Project Grievance Mechanism prior to Appraisal for Bank/Association approval • Final and approved Project Grievance Mechanism prior to Implementation of the Project 	<ul style="list-style-type: none"> • Department of Planning, MOES: Responsible for developing the grievance mechanism, conducting training and ensuring implementation and compliance • Lead Component departments: Responsible for implementation for their component activities • Provincial Education and Sport Services: Responsible for implementation for their Project activities • Village Education Development Committee: Responsible for day-to-day implementation at school level
CAPACITY SUPPORT (TRAINING)			

CS1	<p>TRAINING TO BE PROVIDED AND TARGETED GROUPS</p> <ul style="list-style-type: none"> • Basic training on the safeguards in the World Bank Environmental and Social Management Framework: Government officials involved in the Project, Project personnel • Training on implementation of the Project’s ESMF: Project managers, coordinators, and technical personnel 	<ul style="list-style-type: none"> • Within 6 months of project start and annually thereafter 	<ul style="list-style-type: none"> • Department of Planning, MOES assisted by the environmental and social consultants
	<ul style="list-style-type: none"> • Training on screening of project activities for environmental and social risks or impacts, application of Environmental Code of Practice, and Labor Management Procedures: Project managers and focal points at Provincial Education and Sport Services, Village Education Development Committees, construction foremen and workers 	<ul style="list-style-type: none"> • Within 6 months of project start and annually thereafter 	<ul style="list-style-type: none"> • Department of Planning, MOES project ESMF focal points assisted by the environmental and social consultants
	<ul style="list-style-type: none"> • Training on gender and ethnic groups sensitivity • Training on Gender Based Violence (GBV) and Violence Against Children (VAC) to enable safe disclosure and referral (GRM) • Training of village child caregivers 	<ul style="list-style-type: none"> • Within 6 months of project start and annually thereafter 	<ul style="list-style-type: none"> • Female national guidance counsellor to train district/ school officials