

Nagaland Enhancing Classroom Teaching and Resources (NECTAR)

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

DRAFT FOR COMMENTS AND FEEDBACK

October 1, 2020

(Final Version)

DRAFT FOR DISCUSSION

Please note that the ESCP is being disclosed in draft format. The DoSE invites comments, queries, suggestions and feedback.

Please write to us at:
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The DoSE will receive feedback on the draft ESCP until November 20th, 2020.



**Department of School Education
Government of Nagaland**

Nagaland: Enhancing Classroom Teaching and Resources (NECTAR) Environmental and Social Commitment Plan

1. The Government of Nagaland through India's Department of Economic Affairs, Ministry of Finance (hereinafter referred as Ministry of Finance) is planning to implement the Nagaland: Enhancing Classroom Teaching and Resources Project (the Project) in the State, with the involvement of Department of School Education (DSE), Govt. of Nagaland (hereinafter referred as DSE, GoN). The World Bank has agreed to provide financing for the Project.
2. The DSE, GoN will implement material measures and actions so that the Project 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 required for NECTAR.
3. Where the ESCP refers to specific plans or other documents, whether they have already been prepared or are to be developed (such as Environmental and Social Assessment Reports and sub-project specific Environmental and Social Management Plans), the ESCP requires compliance with all provisions of such plans or documents. In particular, the ESCP requires compliance with the provisions set out in the Environmental and Social Management Framework (ESMF), Stakeholder Engagement Plan (SEP) and Labour Management Procedures (LMP) that have been prepared for the Project.
4. The table below summarizes the material measures and actions that are required as well as the timing of the measures and actions. The Ministry of Finance is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the DSE, GoN or its units referenced in point 1 above.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the World Bank by DSE, GoN as required by the ESCP and the conditions of the legal agreement, and the World Bank will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the World Bank and DSE, GoN, 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, DSE, GoN will agree to the changes with the World 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 World Bank and DSE, GoN. The DSE, GoN 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 Project changes, are due to unforeseen circumstances, or Project performance results in changes to the risks and impacts during Project implementation, DSE, GoN shall commit and provide appropriate funds, if needed, to implement actions and measures to address such risks and impacts on human population and/or the environment.

Nagaland: Enhancing Classroom Teaching and Resources (NECTAR)

Environmental and Social Commitment Plan (ESCP)

October 1, 2020

S. No.	Material Measures and Actions	Timeframe	Responsible Entity/ Authority
Monitoring and Reporting			
A	<p>REGULAR REPORTING</p> <ul style="list-style-type: none"> ▪ Prepare and submit to the World Bank 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, functioning of the grievance mechanism(s), in accordance with agreed reporting frequency. 	<ul style="list-style-type: none"> ▪ Submit Quarterly Progress reports to the Bank throughout the Project Implementation period in an agreed format not later than 15 days after the end of each quarter. The reporting format will be agreed by First Implementation Support Mission. 	PMU - NECTAR, Department of School Education, Govt. of Nagaland; Project Management Consultant
B	<p>INCIDENTS AND ACCIDENTS</p> <ul style="list-style-type: none"> ▪ Promptly notify the World Bank of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including accidents that have resulted, or could result, in fatalities, serious injuries, gender-based violence, etc. 	<ul style="list-style-type: none"> ▪ Any incident or accident meeting the established severity criteria shall be notified to the Bank within 24 hours after learning of the incident or accident. 	At the Project level: PMU - NECTAR, Department of School Education, Govt. of Nagaland; Project Management Consultant

S. No.	Material Measures and Actions	Timeframe	Responsible Entity/ Authority
	<ul style="list-style-type: none"> Provide sufficient detail regarding the incident or accident, indicating immediate measures taken or that are planned to be taken to address it. Subsequently, as per the World Bank's request, prepare and share a report on the incident or accident, detailing summary findings (root cause) along with measures proposed to prevent its recurrence. 	<ul style="list-style-type: none"> A report, acceptable to the Bank, will be provided within a month after learning of the incident or accident. 	<p>At the sub-project level: Contractor; School Management</p>
	<ul style="list-style-type: none"> Keep the World Bank informed of the on-going implementation of the said measures. 	<ul style="list-style-type: none"> Regular and timely information updates to the World Bank after the first reporting 	
C	<p>CONTRACTOR'S MONTHLY REPORT</p> <ul style="list-style-type: none"> Prepare and submit Monthly Progress Reports in an agreed format not later than 7 days after the end of each month. 	<ul style="list-style-type: none"> Not later than 7 days after the end of each month 	Contractors
Summary of Environmental and Social Standards (ESS)			
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS/IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <ul style="list-style-type: none"> Establish and maintain an organizational structure (Project Management Unit - PMU) with qualified staff and resources to support management of ESHS risks of the Project. This includes one (1) Nodal Environmental and Social Officer to support the PMU in implementing the ESCP. The designated nodal officer will be dedicated and available full-time to support the ESHS aspects of the project. 	<ul style="list-style-type: none"> Establishment of PMU and staff recruitment before project negotiations 	Department of School Education, Govt. of Nagaland

S. No.	Material Measures and Actions	Timeframe	Responsible Entity/ Authority
	<ul style="list-style-type: none"> ▪ Engage a Project Management Consultant (PMC) with sufficient E&S staffing, which includes at least one (1) Environmental Expert and one (1) Social Expert to support the PMU on ESHS aspects of the project. These personnel will be dedicated and shall be available full-time. 	<ul style="list-style-type: none"> ▪ Within three (3) months from Project Effectiveness 	Department of School Education, Govt. of Nagaland
	<ul style="list-style-type: none"> ▪ Contractors will be required to have an Environmental, Health and Safety (EHS) Officer on the payrolls throughout execution of civil works. The personnel shall be available at the work site. 	<ul style="list-style-type: none"> ▪ During the tendering process but on-boarding no later than thirty (30) days after contract signing 	Department of School Education, GoN; PMC; Contractors
1.2	<p>E&S MANAGEMENT - TOOLS AND INSTRUMENTS</p> <ul style="list-style-type: none"> ▪ Disclose, adopt and thereafter implement the Environmental and Social Management Framework (ESMF) of the Project. ▪ Update ESMF, as required, based on Project’s implementation experience and changes on account of unforeseen circumstances, in consultation and with approval of the World Bank. ▪ Update and re-disclose the ESMF upon activation of the Contingent Emergency Response Component (CERC), including adding a list of eligible activities/expenditures at the time of CERC activation. Include potential impacts of Component 3 in the updated ESMF, including mitigation measures as needed. ▪ Ensure that none of the activities supported or sub-projects selected under the Project are on the Exclusion List (provided in the ESMF). 	<ul style="list-style-type: none"> ▪ Disclose ESMF by Project Negotiations ▪ As needed during project implementation ▪ Upon activation of CERC component ▪ Before inclusion of a sub-project under NECTAR. 	<p>Department of School Education, GoN</p> <p>Department of School Education, GoN</p>

S. No.	Material Measures and Actions	Timeframe	Responsible Entity/ Authority
	<ul style="list-style-type: none"> ▪ Screen the sub-projects to be supported under the Project prior to their inclusion to identify potential environmental and social risks, particularly related to land management, legal disputes, environmental sensitivities, occupational health & safety and community health & safety aspects. ▪ Screen activities planned to be undertaken with any proposed grants to School Management Committees (SMCs)/School Management Development Committees (SMDCs) in accordance with the ESMF, and thereafter, monitor the implementation of the activities, as required under the ESMF, in a manner acceptable to the World Bank. 	<ul style="list-style-type: none"> ▪ Before inclusion of a sub-project under NECTAR. ▪ Screening of activities prior to inclusion in the Project. 	<p>Department of School Education, Govt. of Nagaland; Project Management Consultant; DPR/design Consultant</p>
1.2	<ul style="list-style-type: none"> ▪ Prepare sub-project specific Environmental and Social Management Plans (ESMPs) in accordance with the ESMF ▪ Ensure integration of ESMPs into the bidding documents for civil works. ▪ Monitor implementation of the ESMPs, as required under the ESMF, in a manner acceptable to the Bank. ▪ Ensure implementation of the Vulnerable People’s Plan detailed in the ESMF, to assess and manage the risks pertaining to vulnerable groups. 	<ul style="list-style-type: none"> ▪ Preparation of ESMPs as part of design/DPR formulation stage. ▪ Finalization and integration of ESMPs into bidding documents prior to invitation of tenders for civil works. ▪ Monitoring of ESMPs throughout Project Implementation period. ▪ During Project implementation. 	<p>Department of School Education, Govt. of Nagaland; Project Management Consultant; DPR/design Consultant</p>

S. No.	Material Measures and Actions	Timeframe	Responsible Entity/ Authority
1.3	<p>MANAGEMENT OF CONTRACTORS</p> <ul style="list-style-type: none"> ▪ Bidding documents and contracts for civil works to include relevant measures of the ESMP/ESHS specifications, including relevant aspects of ESCP and Labor Management Procedures. ▪ Ensure that bid documents include adequate provisions related to preventive approaches towards school related gender-based violence (SRGBV). ▪ Ensure that the bidding documents include provisions for an on-site monitoring and grievance redressal mechanism. ▪ Ensure that contractors prepare and implement Contractor's - Environmental and Social Management Plan (C-ESMP) that adheres to the sub-project ESMP and contains details such as OHS plan, labour management requirements, materials management, traffic/construction equipment management, waste management etc. that will be acceptable to DSE, GoN and World Bank. ▪ Ensure that contractors prepare and implement OHS Plan to comply with the Environmental, Social Health Safety (ESHS) specifications, including compliance with COVID-19 safety protocols issued by Govt. of India/Govt. of Nagaland, for their respective contracts. ▪ Ensure training of construction workers and maintenance of training records; documentation and reporting of occupational accidents, diseases and incidents and emergency preparedness and response arrangements. 	<ul style="list-style-type: none"> ▪ Prior to Bid Invitation for Civil Works ▪ Prior to Bid Invitation for Civil Works ▪ Prior to Bid Invitation for Civil Works ▪ Before initiating Civil Works ▪ Before initiating Civil Works ▪ Before initiating Civil Works 	<p>Department of School Education, Govt. of Nagaland; Project Management Consultant; Supervision Engineers/Consultant</p>

S. No.	Material Measures and Actions	Timeframe	Responsible Entity/ Authority
	<ul style="list-style-type: none"> ▪ Prepare a concise awareness module on SRGBV, sexual harassment and exploitation, detailing codes of conduct and zero-tolerance policy. ▪ Ensure that the contractors and consultants comply with the ESHS specifications of their respective contracts. 	<ul style="list-style-type: none"> ▪ Before initiating Civil Works ▪ During execution of civil works 	
1.4	<p>PERMITS, CONSENTS AND STATUTORY APPROVALS</p> <ul style="list-style-type: none"> ▪ Obtain clearances, licenses/approvals and permits under existing legal framework that are applicable to the Project from relevant authorities, particularly for all civil works to be supported under the Project. ▪ Ensure compliance with conditions prescribed in the relevant permits, consents, authorizations for the activities supported under the project. 	<ul style="list-style-type: none"> ▪ Prior to commencement of civil works and renewal as required during project implementation period. 	Department of School Education, Govt. of Nagaland; Project Management Consultant; Supervision Engineers/Consultant; Contractor; School Management
1.5	<p>IMPACT MONITORING AND ASSESSMENT</p> <ul style="list-style-type: none"> ▪ Monitoring will be undertaken by the PMU, Construction Agencies responsible for civil works (Public Works Department) and the Contractor as detailed in the ESMF. 	<ul style="list-style-type: none"> ▪ Throughout Project Implementation 	Department of School Education, Govt. of Nagaland; Project Management Consultant
ESS 2: LABOUR AND WORKING CONDITIONS			
2.1	<p>LABOUR MANAGEMENT PROCEDURES</p> <ul style="list-style-type: none"> ▪ Disclose, adopt, and implement the Labour Management Procedures (LMP), including occupational health and safety guidelines with GRM for project workers in a manner acceptable to the Bank. 	<ul style="list-style-type: none"> ▪ Disclosure by Project Negotiations 	Department of School Education, Govt. of Nagaland; Project Management Consultant

S. No.	Material Measures and Actions	Timeframe	Responsible Entity/ Authority
	<ul style="list-style-type: none"> ▪ Include LMP in bidding document for all contracted agencies. ▪ Ensure adherence to all relevant SOPs/guidance issued by the Government and World Bank for infection prevention and control to mitigate the risk of COVID-19. 	<ul style="list-style-type: none"> ▪ Integration into bidding documents before invitation of tenders ▪ Implementation during execution of civil works. 	
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <ul style="list-style-type: none"> ▪ Establish, maintain, and operate an on-site Grievance Redress Mechanism (GRM) as part of the Project GRM, for the Project workers as described in the LMP and consistent with ESS2. ▪ Prepare one-page GRM template for project workers in Nagamese. ▪ The Grievance Mechanism, process or procedure shall address concerns promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all segments of the project-affected communities, at no cost and without retribution. 	<ul style="list-style-type: none"> ▪ Before selection of sub-projects for civil works. ▪ Before initiation of civil works ▪ During Project Implementation 	Department of School Education, Govt. of Nagaland; Project Management Consultant
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION & MANAGEMENT			
3.1	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION & MANAGEMENT</p> <ul style="list-style-type: none"> ▪ Ensure that the preparation and implementation of sub-project ESMPs integrates resource efficiency and pollution prevention/management requirements, consistent with ESS3, and as detailed in the ESMF. 	<ul style="list-style-type: none"> ▪ To be included in sub-project design; planning and execution of construction works 	Department of School Education, Govt. of Nagaland; Project Management Consultant; DPR Consultant; Contractor

S. No.	Material Measures and Actions	Timeframe	Responsible Entity/ Authority
	<ul style="list-style-type: none"> ▪ Ensure implementation of the ‘Environmental Guidelines for Design of Schools’ provided in the ESMF and ascertain that these are integrated into the design/Detailed Project Report of School Buildings to be constructed or renovated under the Project. ▪ The existing national/state requirements for construction material sourcing, management of hazardous (if any) and other construction wastes, shall be abided by the Contractors. It shall be ensured that construction materials required for civil works are not procured from unauthorized sources. 	<ul style="list-style-type: none"> ▪ To be included in sub-project design /DPR; planning and execution of construction works ▪ During Execution of Civil Works 	
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>COMMUNITY HEALTH AND SAFETY</p> <ul style="list-style-type: none"> ▪ Prepare and implement measures/actions to assess and manage specific risks and impacts to the building users, community as well as workers arising specifically from construction activities or any other Project activity. This will include risks of disaster risks (earthquake, fire, etc.), risks of community accidents/injuries, as well as risks of exposure to noise, dust, poor safety management practices at work sites (including movement of construction vehicles/equipment), water borne diseases, vector borne diseases and communicable diseases taking into consideration higher sensitivity of vulnerable groups (specially children when schools re-open post COVID-19). 	<ul style="list-style-type: none"> ▪ During sub-project design /DPR preparation stage as part of E&S assessment process ▪ Throughout execution of civil works, starting prior to commencement of construction activities 	<p>Department of School Education, Govt. of Nagaland; Project Management Consultant; DPR Consultant; Contractor</p>

S. No.	Material Measures and Actions	Timeframe	Responsible Entity/ Authority
4.2	<p>GENDER-BASED RISKS & RISK POSED TO VULNERABLE POPULATION</p> <ul style="list-style-type: none"> ▪ Ensure that the ESMPs integrate School Related Gender-Based Violence Risk Mitigation Action Plan (SRGBV Risk Mitigation Action Plan) provided in the ESMF, to manage the risks of school-related gender-based violence (SRGBV) and sexual exploitation and abuse (SEA)/Sexual Harassment (SH). ▪ Create a web-based portal for receiving and redressing complaints related to GBV/SEA/SH confidentially. The Grievance Redress Mechanism will include linkages to counsellors and health/legal and psycho-social service providers at the sub-district level. 	<ul style="list-style-type: none"> ▪ At the design stage for each sub-project ▪ Implementation during construction and post-construction stages ▪ In the First Year of Project implementation 	Department of School Education, Govt. of Nagaland
4.3	<p>SAFE SPACES FOR ADOLESCENTS GIRLS, BOYS AND CHILDREN WITH SPECIAL NEEDS</p> <ul style="list-style-type: none"> ▪ Design of sub-projects to ensure safe access to school infrastructure for physically challenged children and teachers. Prepare and implement guidelines/plans for ensuring safety of adolescent girls, boys and children with special needs. 	<ul style="list-style-type: none"> ▪ At the DPR stage for each sub-project ▪ Prepare and adopt during the first year of implementation 	Department of School Education, Govt. of Nagaland
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>LAND MANAGEMENT FRAMEWORK</p> <ul style="list-style-type: none"> ▪ As a part of the ESMF, Land Management Framework (LMF) has been developed, which will be implemented by DSE, GoN. The LMF includes screening checklist to identify potential instances of encroachment and/or encumbrances. 	<ul style="list-style-type: none"> ▪ Screening to be undertaken before finalization of the sub-projects. 	Department of School Education, Govt. of Nagaland

S. No.	Material Measures and Actions	Timeframe	Responsible Entity/ Authority
5.2	<p>MONITORING & REPORTING</p> <ul style="list-style-type: none"> DSE, GoN shall ensure that there is timely screening of construction/upgradation activities for potential risks related to encroachment and/or encumbrances, as well as monitoring and reporting of the same throughout the Project as part of project’s regular reporting channels and separately as requested by the World Bank. 	<ul style="list-style-type: none"> Throughout Project Implementation 	<p>Department of School Education, Govt. of Nagaland</p>
5.3	<p>GRIEVANCE MECHANISM</p> <ul style="list-style-type: none"> The Grievance Redress Mechanism (GRM) developed for the Project will be available and accessible to all Project affected parties to register complaints related to land disputes, loss of assets, livelihood losses and disruptions in land usage patterns. The GRM will include on-site complaint receiving, electronic logs and redressal mechanisms. 	<ul style="list-style-type: none"> After Project effectiveness and before finalization of DPRs. 	<p>Department of School Education, Govt. of Nagaland</p>
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF NATURAL RESOURCES			
6.1	<p>SITE PLANNING AND MANAGEMENT</p> <ul style="list-style-type: none"> Exclude schools (existing) for which requisite permissions (eg: forest land diversion) were not taken in the past. Such schools can be considered for inclusion in the project only after the screening process determines the type/magnitude of environmental/regulatory sensitivity, identifies possible/required mitigation (if any) and completion of the required due diligence process (such as obtaining the forestry clearance). 	<ul style="list-style-type: none"> Before selection of sub-projects for civil works (major or minor) 	<p>Department of School Education, Govt. of Nagaland; Project Management Consultant</p>

S. No.	Material Measures and Actions	Timeframe	Responsible Entity/ Authority
	<ul style="list-style-type: none"> ▪ Ensure that in case of any requirement of tree felling (within the school campus) for construction works under the Project, requisite permission is taken from the Forest Department and compensatory plantation is undertaken. ▪ Ensure that no materials for construction activities are sourced from any critical habitats, protected areas, forest areas, eco-sensitive zones or any recognized areas of high biodiversity. 		
ESS 7: INDEGENOUS PEOPLE AND HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	<p>CULTURAL HISTORY AND TRADITION PRESERVATION, GRIEVANCE REDRESSAL</p> <p>The GRM to be prepared and implemented that enables the registration and response to any issues faced by the local communities with regards to preservation of tradition and culture in school development activities, through interaction with SMCs/SMDCs as well as through the Project GRM web-portal.</p>	<ul style="list-style-type: none"> ▪ Prior to the Commencement of Civil Works including screening and Site Selection 	<p>Department of School Education, Govt. of Nagaland; Project Management Consultant</p>
7.2	<p>TRIBAL COMMUNITIES REPRESENTATIVENESS MANAGEMENT</p> <p>The school complex selection criteria to ensure adequate representation of the diverse tribal communities in the state and continue the engagement assessment with the tribal communities through the Project through the Vulnerable People’s Plans and the Gender Action Plan.</p>	<ul style="list-style-type: none"> ▪ Prior to the Commencement of Project activities 	<p>Department of School Education, Govt. of Nagaland</p>

S. No.	Material Measures and Actions	Timeframe	Responsible Entity/ Authority
ESS 8: CULTURAL HERITAGE			
8.1	<p>CHANCE FINDS</p> <ul style="list-style-type: none"> ▪ Integrate chance finds procedure to deal with valuable artefacts or culturally valuable materials found during execution of works in all civil work contracts funded under the Project. ▪ Ensure relevant workers are trained in the requirements of the procedure prior to ground disturbance. 	<ul style="list-style-type: none"> ▪ Prior to invitation of tenders for Civil Works ▪ Prior to commencement of Civil Works 	<p>Department of School Education, Govt. of Nagaland; Project Management Consultant; DPR Consultant; Contractor</p>
8.2	<p>CULTURAL HERITAGE MANAGEMENT</p> <ul style="list-style-type: none"> ▪ Ensure that no project supported construction activities are undertaken within 100m of a protected monument as specified in the ESMF. ▪ Ensure adoption of all necessary permissions and mitigation measures in case project supported construction activities are undertaken within 300m of a protected monument, including undertaking of meaningful consultations with stakeholders (Archaeological Survey of India, Department of Arts and Culture and Department of Tribal Affairs). 	<ul style="list-style-type: none"> ▪ Prior to commencement of Civil Works 	<p>Department of School Education, Govt. of Nagaland; Project Management Consultant</p>
ESS 9: FINANCIAL INTERMEDIARIES			
This standard is not relevant to the project.			

S. No.	Material Measures and Actions	Timeframe	Responsible Entity/ Authority
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>SEP PREPARATION</p> <ul style="list-style-type: none"> ▪ Stakeholder Engagement Plan (SEP) has been developed based on stakeholder analysis. The SEP defines the process and mechanisms to engage all related stakeholders inclusively and effectively during the Project implementation period and includes information on the Project Grievance Redress Mechanism. The draft SEP will be disclosed at the DSE, GoN website in English. 	<ul style="list-style-type: none"> ▪ Disclosure prior to Project Appraisal 	<p>Department of School Education, Govt. of Nagaland</p>
10.2	<p>SEP IMPLEMENTATION</p> <ul style="list-style-type: none"> ▪ DSE, GoN will ensure implementation of SEP throughout the Project phase and report the status of implementation in the progress reports periodically (monthly, quarterly, midterm and annual reports) to the World Bank. ▪ Train local officials and key players involved in the project implementation as needed to implement the plan. ▪ Establish appropriate channels of communication to maintain ongoing engagement and communicating additional information that may arise at key stages in the project cycle. ▪ Inform stakeholders about any material changes to the project that result in additional risks and impacts of concern, specifying how those risks and impacts are being addressed and disclose an update. 	<ul style="list-style-type: none"> ▪ Throughout the Project Implementation period 	<p>Department of School Education, Govt. of Nagaland; Project Management Consultant</p>

S. No.	Material Measures and Actions	Timeframe	Responsible Entity/ Authority
10.3	<p>PROJECT GRIEVANCE MECHANISM</p> <p>DSE, GoN will develop and implement the Grievance Redress Mechanism (GRM), including ICT-based stakeholder engagement strategy as a part of SEP. The GRM process is to be included as part of Project Operations Guidelines and ensure adherence by all stakeholders including contractors. Additionally, the GRM process is to be a part of all orientations about the Project.</p>	<ul style="list-style-type: none"> ▪ By Project Effectiveness/Prior to commencement of any activity 	<p>Department of School Education, Govt. of Nagaland; Project Management Consultant</p>

Capacity Support			
A	<p>Training for administrators, district education officers, sub-district officers of the DSE, SCERT and NBSE, representatives from other associated departments such as Tribal Affairs, and SMDC/SMC members on the following aspects:</p> <ul style="list-style-type: none"> ▪ Objectives, scope, and components of the Project ▪ Role of various stakeholders in the Project ▪ Environmental and Social Management Framework of the Project ▪ National and State Environmental and Social Acts/Legislations ▪ World Bank Environmental and Social Standards; ▪ World Bank Group’s Environmental, Social, Health and Safety Guidelines ▪ Environmental Management Plans - Purpose, Procedures, Implementation, Monitoring & Supervision Mechanisms ▪ Labour Management Procedures ▪ Gender and SRGBV related aspects ▪ Grievance Redressal Process ▪ Basic Health and Safety Procedures ▪ Emergency preparedness and response ▪ Environmental and Social Reporting ▪ COVID Response ▪ School Re-opening Strategy 	<ul style="list-style-type: none"> ▪ At the beginning of the Project and during Project implementation as and when needed 	<p>Department of School Education, Govt. of Nagaland; Project Management Consultant</p>

Capacity Support			
B	<p>Training for School (Principal/Training of Trainers/Headmaster) and SMC/SMDC on:</p> <ul style="list-style-type: none"> ▪ Provisions of Environment and Social Management Framework (ESMF) ▪ Implementation of ESMF ▪ Identifying and addressing of environmental issues ▪ Preparation of mitigation plans/ESMPs ▪ Implementation Mechanism ▪ Monitoring Mechanism ▪ Roles and Responsibilities of different Stakeholders ▪ Environmental Guidelines for Design of Schools ▪ Environmental Guidelines for O&M of Schools ▪ Environmental management in Schools ▪ Disaster Risk Management, including Emergency Preparedness and Response ▪ Climate Adaptation ▪ Implementation of Gender Action Plan ▪ Implementation of Vulnerable People’s Plan ▪ School Safety for adolescent girls ▪ Sensitization workshops for learning needs of CWSN ▪ COVID Response ▪ School re-opening strategy ▪ GRM web-based portal 	<ul style="list-style-type: none"> ▪ At the beginning of the Project, particularly before sub-project planning and design stage and also in the post-construction phase) ▪ During Project implementation as and when needed 	<p>Department of School Education, Govt. of Nagaland; Project Management Consultant</p>

Capacity Support			
C	Training for Construction Agency (e.g.: PWD), Contractors on: <ul style="list-style-type: none"> ▪ Environmental and Social Management Framework of the Project ▪ Environmental management during construction ▪ Implementation of mitigation plans /EMPs ▪ Labour Management Procedures ▪ Occupational Health and Safety standards ▪ Community and Workers Health and Safety issues ▪ Emergency preparedness and response ▪ Community health and safety guidelines ▪ Gender-based violence and reporting ▪ Grievance Redress Mechanism ▪ Environmental Monitoring and Reporting requirements during construction 	<ul style="list-style-type: none"> ▪ Throughout sub-project planning and implementation, particularly at design and construction stage ▪ During Project implementation as and when needed 	Department of School Education, Govt. of Nagaland; Project Management Consultant