



LAO PEOPLE'S DEMOCRATIC REPUBLIC
Peace Independence Democracy Unity Prosperity

**Lao PDR Southeast Asia Disaster Risk Management Project II
(P510690)**

**ENVIRONMENTAL AND SOCIAL
COMMITMENT PLAN**

April 8, 2026

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. Lao People’s Democratic Republic (Lao PDR), herein after the “Recipient” will implement the Lao PDR Southeast Asia Disaster Risk Management Project II (the Project), with the involvement of the Ministry of Finance (MOF), Ministry of Public Works and Transport (MPWT), and Ministry of Agriculture and Environment (MAE), as set out in the Financing Agreement (the Agreement). The International Development Association (the Association) has agreed to provide financing for the Project, as set out in the Agreement.
2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association. The ESCP is a part of the Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, their respective timeframes; institutional, staffing, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESSs, in form and substance acceptable to the Association. Said E&S documents may be revised from time to time with prior written agreement by the Association. As provided for under the referred Agreement, the Recipient shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time, if necessary, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Association and the Recipient agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Department of Planning (DOP) of the MOF. The Recipient shall promptly disclose the updated ESCP.
5. The subsection on “Indicators for Implementation Readiness” below identifies the actions and measures to be monitored to assess Project readiness to begin implementation in accordance with this ESCP. Nevertheless, all actions and measures in this ESCP shall be implemented as set out in the “Timeframe” column below irrespective of whether they are listed in the referred subsection.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	<p>ORGANIZATIONAL STRUCTURE</p> <p>a. Establish and maintain a Project Management Unit (PMU) at MOF, Component 1 Management Units at MPWT (DOW-MPWT CMU), Component 2 Management Unit at MAE (DMH-MAE CMU), and Component 3 Management at Financial Regulatory Department of MOF (FRD-MOF CMU). Project Implementation Unit (PIU) at Provincial Department of Public Work and Transport in each project province. Appoint one qualified Environmental and Social Focal Point (ESFP) at PMU, DOW-MPWT CMU, DMH-MAE CMU, and two ESFPs at each PIU. Recruit one part-time Senior E&S Consultant at DOW-MPWT CMU and provides cross support to the PMU for the overall responsible of project's E&S related aspect, one full-time E&S Consultant and two full-time Junior E&S Specialist, and/or an E&S Consulting Firm with full-time qualified Senior E&S Consultant and two Junior E&S Specialists at DOW-MPWT CMU. Ensure sufficient resources are allocated to support the management of environmental, social, health and safety (ESHS) risks and impacts of the Project.</p> <p>b. Establish and maintain a Safeguards Monitoring Working Group (SMWG) in each provincial level to oversee the management process of E&S related activities.</p> <p>c. Appoint and maintain Implementation Support and Works Supervision Consultant (ISWS) with qualified International and Local Environmental and Social Specialist for each civil work contract to support the preparation and implementation of relevant Environmental and Social Risk Management.</p>	<p>a) and b) – established within 30 days after Effective Date and maintained throughout Project implementation period.</p> <p>c) Three months after Effective Date and maintained throughout Project implementation period.</p>	<ul style="list-style-type: none"> ▪ MOF ▪ MPWT ▪ MAE ▪ Relevant line departments (provincial level) in project provinces <ul style="list-style-type: none"> ▪ PMU and DOW-MPWT CMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
B	<p>CAPACITY BUILDING PLAN</p> <p>Prepare and implement the following capacity building measures:</p> <ul style="list-style-type: none"> • Training on overall ESF requirements, relevant ESSs and E&S instruments prepared for the project including ESCP, Stakeholder Engagement Plan (SEP), Environmental and Social Management Framework (ESMF), Labor Management Procedures (LMP), and Resettlement Policy Framework (RPF) for all relevant PMU, CMUs and PIUs. <p>Specific training for ISWS, PMU, CMU and Contractors on, but not limited to the following:</p> <ul style="list-style-type: none"> • Preparation, implementation, monitoring and reporting of E&S risk management instruments including SS-ESMP, C-ESMPs, CHMP, BMP, WMP, RPs, EGDP, relevant code of conduct (COC) and CERC. • Occupational Health and Safety (OHS) and Community Health and Safety (CHS) including Incident report in accordance with Environmental and Social Incident Reporting Toolkit (ESIRT). <p>Training for Local Communities and Authorities on, but not limited to the following:</p> <ul style="list-style-type: none"> • Road safety, community health and safety (CHS). • SEP including GRM operation, and EGDP. 	<p>Before commencement of the Project’s activities and continue throughout Project implementation period.</p>	<ul style="list-style-type: none"> ▪ PMU ▪ DOW-MPWT CMU, DMH-MAE CMU and FRD-MOF CMU ▪ PIUs
MONITORING AND REPORTING			
C	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Association Bi-Annual monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project. The reports shall include:</p> <ul style="list-style-type: none"> • Status of preparation and implementation of E&S instruments required under the ESCP. • Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan. • Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. • E&S performance of contractors and subcontractors as reported through monthly contractors’ and supervision firms’ reports. • Summary of grievances received, and progress made in resolving the grievances (as recorded in project’s grievance logbook). • Summary of the status of compliance with ESCP. 	<p>Submit bi-annual reports to the Association and maintain throughout Project implementation, commencing after the Effective Date.</p> <p>Submit each report to the Association no later than 1 month after the end of each reporting period.</p>	<ul style="list-style-type: none"> ▪ PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
D	<p>CONTRACTORS' MONTHLY REPORTS</p> <p>Require contractors and ISWS firms to provide monthly monitoring reports on E&S performance in accordance with performance indicators specified in the respective bidding documents and contracts, and submit such reports to the Association.</p>	<p>Submit a monthly summary on ESHS performance in the monthly progress reports to the PMU/CMU and to the Association upon request OR as annexes to the reports to be submitted under action C above.</p>	<ul style="list-style-type: none"> ▪ PMU ▪ DOW-MPWT CMU, DMH-MAE CMU and FRD-MOF CMU ▪ PIUs
E	<p>INCIDENTS AND ACCIDENTS</p> <p>Notify the Association of any incident or accident relating to the project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including those resulting in death or significant injury to workers or the public; acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; forced and/or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks. Provide available details of the incident or accident to the Association upon request.</p> <p>Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Association, and implement a Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.</p>	<p>Notify the Association no later than 48 hours after the incident or accident. Provide available details upon request.</p> <p>Provide review report and Corrective Action Plan to the Association no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Association.</p>	<ul style="list-style-type: none"> ▪ PMU ▪ DOW-MPWT CMU, DMH-MAE CMU and FRD-MOF CMU ▪ PIUs
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<ol style="list-style-type: none"> 1. Adopt and implement an Environmental and Social Management Framework (ESMF), Labor Management Procedures (LMP), Resettlement Policy Framework (RPF) and Stakeholder Engagement Plan (SEP) consistent with the ESF requirement. 2. Prepare and implement a SS-ESMP, RAP and EGEP for Oudomxay subproject. 3. Prepare following the environmental and social screening and implement where relevant a Site Specific Environmental and Social Management Plan (SS-ESMP), Contractor Environmental and Social Management Plan (C-ESMP), Resettlement Action Plan (RAP), Ethnic Group Development Plan (EGDP), Culture Heritage Management Plan (CHMP), Waste Management Plan (WMP), and LMP including ESHS and CHS in accordance with the guidelines and procedures provided in the ESMF, SEP, LMP and RPF listed in 1. Above. 4. Prepare and apply a Strategic Environmental and Social Assessment (SESA) for any Master Plan, Feasibility Study and/or policies supported under SEADRM II project. 	<ol style="list-style-type: none"> 1. Adopt and implement after Effective Date and thereafter throughout Project implementation period. 2. Prepare and adopt prior to Effective Date and thereafter implement throughout subproject implementation period. 3. Prior to the procurement of civil work contract and commencement of subproject activities and thereafter implement throughout Project implementation period. 	<ul style="list-style-type: none"> ▪ PMU ▪ OW-MPWT CMU, DMH-MAE CMU and FRD-MOF CMU ▪ DOW-MPWT CMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	5. Adapt and apply for C3.1 a Lao Contingency Plan (LCP) reflecting lessons learned from E&S implementation under the RETF (P505224), including (i) ensuring that E&S management measures are proportionate to the nature and location of activities financed through insurance payouts, (ii) ensuring that E&S measures are practical given the emergency response nature of these activities, and (iii) considering the GoL's E&S management capacities.	4. Prior to the finalization of any Master Plans, FS and or Policies supported by the project. 5. Prior to the insurance policy under a risk transfer instrument financed under Component 3.1 or DRTT becomes effective.	<ul style="list-style-type: none"> FDR-MOF CMU
1.2	<p>MANAGEMENT OF CONTRACTORS</p> <p>1. Incorporate the relevant aspects of the ESCP, including, inter alia, SS-ESMPs, SEP, LMP, ESHS, CHS and relevant code of conducts, into the E&S specifications of the procurement documents and contracts with contractors and supervising firms as required. Thereafter, ensure that the contractors and supervising firms comply and that they require their workers and subcontractors to comply with the E&S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Association.</p> <p>2. Require all contractors at their own costs to prepare and implement the Contractor ESMPs (C-ESMPs) in compliance with the ESCP, SEP, LMP including ESHS, CHS and relevant code of conducts provided in the ESMF.</p>	<p>1. As part of the preparation of procurement documents and respective contracts and supervise contractors throughout Project implementation period.</p> <p>2. Within 60 days upon the contract award and thereafter supervise the implementation throughout Project implementation period.</p>	<ul style="list-style-type: none"> PMU DOW-MPWT CMU, DMH-MAE CMU and FRD-MOF CMU PIUs
1.3	<p>TECHNICAL ASSISTANCE</p> <p>Carry out the consultancies, studies including feasibility studies, master plan, detailed designs, and any other technical assistance activities under the Project in accordance with terms of reference acceptable to the Association, that are consistent with the relevant ESSs. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.</p> <p>Prepare and implement procedures on (i) drafting and approval process (including clearance by the Association) of Terms of Reference (ToR), work plans of technical assistance activities under the Project and (ii) review and finalization of outputs of such TA so that the advise and other support provided is consistent with ESSs 1-10.</p>	Throughout Project implementation period.	<ul style="list-style-type: none"> PMU DOW-MPWT CMU, DMH-MAE CMU and FRD-MOF CMU
1.4	<p>CONTINGENT EMERGENCYRESPONSE FINANCING</p> <p>1. Ensure that a Contingent Emergency Response Component (CERC) Framework including E&S screening/assessment and implementation arrangements (CERC-ESMF) is prepared and addendum to the SEADRM II ESMF in accordance with the relevant ESSs.</p> <p>2. Incorporate and implement the E&S provisions of the CERC Manual in accordance with the CERC-ESMF/ESMF Addendum, and any assessments and plans required therein.</p>	1. and 2. - within 6 months after Effective Date and thereafter implement throughout Project implementation period.	<ul style="list-style-type: none"> PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.5	<p>ASSOCIATED FACILITIES</p> <p>In case of an associated facility is identified during project implementation, the environmental and social assessment (conducted for project's subprojects and/or activities) will also identify and assess, to appropriate extent, the E&S risks and impacts of the Associated Facility. Based on the assessment, PMU will address the risks and impacts of the Associated Facility in a manner proportionate to its control or influence over the Associated Facility, and in accordance with the applicable requirements set forth in this ESCP and relevant ESSs.</p>	Throughout Project implementation period.	<ul style="list-style-type: none"> ▪ DOW-MPWT CMU, DMH-MAE CMU and FRD-MOF CMU ▪ PIUs
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Adopt and implement a Labor Management Procedures (LMP) – in a manner that mainstreams relevant requirements of LMP into site-specific ESMP, other relevant site-specific instruments, and Contractor's ESMP (C-ESMP) for civil works subproject, and technical studies – as relevant.</p>	Adopt and implement after Effective Date and thereafter throughout Project implementation period.	<ul style="list-style-type: none"> ▪ PMU ▪ DOW-MPWT CMU, DMH-MAE CMU and FRD-MOF CMU ▪ PIUs
2.2	<p>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</p> <p>Prepare and implement an OHS Management Plan as part of SS-ESMP for all civil work subproject, and technical studies – as relevant.</p> <p>Require contractors and subcontractors of civil work subprojects to prepare and implement OHS Plan - as part of the Contractor-ESMP, and in accordance with the approved ESMPs for each subproject.</p>	Prior to the commencement of subprojects activities in the field, and thereafter implement throughout Project implementation period.	<ul style="list-style-type: none"> ▪ PMU ▪ DOW-MPWT CMU, DMH-MAE CMU and FRD-MOF CMU ▪ PIUs
2.3	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP, and is consistent with ESS2.</p>	Prior to the engagement with workers and thereafter maintain and operate it throughout Project implementation period.	<ul style="list-style-type: none"> ▪ PMU ▪ DOW-MPWT CMU, DMH-MAE CMU and FRD-MOF CMU ▪ PIUs
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>Prepare and implement a Waste Management Plan (WMP) as part of SS-ESMP and C-ESMP for each sub-Project, to manage hazardous and non-hazardous wastes, consistent with ESS3.</p>	Prior to the procurement of works contract and commencement of subproject, and thereafter implement throughout subproject implementation period.	<ul style="list-style-type: none"> ▪ PMU ▪ DOW-MPWT CMU, DMH-MAE CMU and FRD-MOF CMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
			<ul style="list-style-type: none"> PIUs
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>1. Incorporate resource efficiency and pollution prevention and management measures in the ESMP and C-ESMP to be prepared under action 1.1 above.</p> <p>2. For each subproject, prepare SS-ESMPs and cause the contractors to prepare and implement C-ESMPs that include detailed water pollution controls: turbidity and containment resuspension management; dredging method statements (as required); spoil and silt control; concrete washout containment; fuel/chemical storage and spill prevention/response; stormwater management; erosion/sediment control; and wastewater management.</p>	1. and 2. Same timeframe as for the preparation and implementation of the ESMPs and C-ESMP.	<ul style="list-style-type: none"> PMU DOW-MPWT CMU, DMH-MAE CMU and FRD-MOF CMU PIUs
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY</p> <p>Incorporate measures to manage traffic and road safety risks in the SS-ESMP and C-ESMP (for civil work subprojects, to be prepared under action 1.1 above), and implement these measures appropriately.</p>	Same timeframe as for the preparation and implementation of the ESMPs and C-ESMP.	<ul style="list-style-type: none"> PMU DOW-MPWT CMU, DMH-MAE CMU and FRD-MOF CMU PIUs
4.2	<p>COMMUNITY HEALTH AND SAFETY</p> <p>Assess and manage CHS related risks and impacts to community during Project implementation, particularly during implementation and operation of civil work subprojects. Mitigation measures may include, <i>inter alia</i>, behavior of project workers, risk of drowning (e.g. children) due to swimming, playing, and water collection in and near the river, risk of spreading and contracting of communicable diseases (e.g. season flu, Sexually Transmitted Diseases) due to labor influx.</p> <p>Conduct climate and disaster risk screening and assessment for all subprojects and integrate findings into siting, design criteria, construction sequencing, operation procedures, mitigation measures and emergency preparedness measures.</p> <p>Implement procedures in accordance with Recipient requirements and ESMF for the Unexploded Ordinances (UXO) identification and clearance activities and integrate such provisions in the civil works procurement documents.</p> <p>Include mitigation measures in the site-specific ESMPs and C-ESMPs (for civil work subprojects) to be identified and prepared in accordance with the ESMF.</p>	Same timeframe as for the preparation and implementation of site-specific ESMPs and C-ESMPs.	<ul style="list-style-type: none"> PMU DOW-MPWT CMU, DMH-MAE CMU and FRD-MOF CMU PIUs

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.3	<p>SEA AND SH RISKS</p> <p>Screen and assess SEA/SH risks associated with civil work subprojects. If the SEA/SH risk is rated Moderate, or above, prepare and implement a SEA/SH Action Plan – as part of the relevant SS-ESMP and C-ESMP.</p>	Same timeframe as for the preparation and implementation of the ESMPs and C-ESMPs.	<ul style="list-style-type: none"> ▪ PMU ▪ DOW-MPWT CMU, DMH-MAE CMU and FRD-MOF CMU. ▪ PIUs
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT FRAMEWORK</p> <p>1. Adopt and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5.</p> <p>2. Prepare and implement Resettlement Plans (RPs) for relevant civil work subprojects consistent with ESS5.</p>	<p>1. After Effective Date and thereafter implement throughout Project implementation period.</p> <p>2. Prior to commencement of subproject, and thereafter implement throughout subproject implementation period.</p>	<ul style="list-style-type: none"> ▪ PMU ▪ DOW-MPWT CMU, DMH-MAE CMU and FRD-MOF CMU ▪ PIUs
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>Screen all the sub projects for potential risks to modified, natural, and critical habitats in the aquatic and riparian corridor in accordance with project ESMF.</p> <p>For the civil works proposed on Mekong river:</p> <p>Undertake a critical habitat assessment (CHA) in accordance with ESS6 requirements including targeted survey for conservation significant species; determine “high biodiversity values”, if any, that qualify the area as Critical Habitat and/or natural habitat; and identify potential impacts on the biodiversity values including the compensation for residual impacts to Natural and Critical habitats (as defined in ESS6).</p> <p>Obtain clearance from Association, consult with stakeholders (protected area managers, fisheries authorities, local communities etc), and disclose the CHA.</p> <p>If CHA confirms impacts on critical habitat/natural habitat features, prepare and implement a Biodiversity Management Plan (BMP) in accordance with ESS6 requirements detailing avoidance, minimization (e.g., design alternatives), restoration, and—only as last resort—offsets; update designs and SS-ESMPs accordingly.</p>	<p>While undertaking the preliminary conceptual designs</p> <p>Prior to procurement of works contract, and integrate the requirements of BMP in the bidding documents thereafter implement throughout subproject implementation period.</p>	<ul style="list-style-type: none"> ▪ PMU ▪ DOW-MPWT CMU ▪ PIUs

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>Ensure that any activities undertaken in the KBA are consistent with the area’s legal protection status and management objectives.</p> <p>Establish and implement a long-term biodiversity monitoring and evaluation program covering indicator species, habitat quality, ecological functions, and effectiveness of mitigation/offsets (if any). Report semi-annually and adjust measures based on results (adaptive management).</p>	Monitoring plan approved prior to works; monitoring initiated no later than 60 days after construction start and maintained for at least 5 years post-completion.	
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	<p>INDIGENOUS PEOPLES FRAMEWORK ORPLANS</p> <p>Prepare and implement an Ethnic Group Engagement Plan (EGEP) for the Oudomxay subproject where Ethnic Groups (as per ESS7 criteria) are present in the subproject’s area of influence – accordance with guidance in ESMF and consistent with ESS7.</p>	Prior to commencement of subproject, and thereafter implement throughout subproject implementation period.	<ul style="list-style-type: none"> ▪ PMU ▪ DOW-MPWT CMU, ▪ PIUs
ESS 8: CULTURAL HERITAGE			
8.1	<p>CULTURAL HERITAGE RISKS AND IMPACTS</p> <p>For the Luang Prabang subproject, the CHIA and CHMP shall be prepared and implemented in close consultation with UNESCO, the Department of Heritage and project affected villages prior to commencement of works in the heritage area.</p>	Prior to commencement of subproject, and thereafter implement throughout subproject implementation period.	<ul style="list-style-type: none"> ▪ PMU ▪ DOW-MPWT CMU ▪ PIUs
8.2	<p>CHANCE FINDS</p> <p>Describe and implement the chance finds procedures, as part of as part of SS-ESMP and C-ESMP for subprojects.</p>	Describe the chance find procedures in the SS-ESMPs, C-ESMPs. Implement the procedures throughout Project implementation period.	<ul style="list-style-type: none"> ▪ PMU ▪ DOW-MPWT CMU, DMH-MAE CMU and FRD-MOF CMU ▪ PIUs
ESS 9: FINANCIAL INTERMEDIARIES [This standard is only relevant for Projects involving Financial Intermediaries (FIs).]			
9.1	<p>ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS)</p> <p>Not currently relevant.</p>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN</p> <p>Adapt and implement a Stakeholder Engagement Plan for the Project, consistent with ESS10, which shall include measures to, inter alia, identify and provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.</p>	After Effective Date and thereafter implement throughout Project implementation period.	<ul style="list-style-type: none"> ▪ PMU ▪ DOW-MPWT CMU, DMH-MAE CMU and FRD-MOF CMU ▪ PIUs
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>Establish, publicize, operate, and maintain an accessible grievance mechanism to receive and facilitate prompt and effective resolution of concerns and grievances in relation to the Project. Resolution of grievance shall be carried out in a manner that is transparent, culturally appropriate, and accessible to all project-affected parties at no cost and without retribution. The project-affected parties include project workers, SEA/SH survivors, local communities and the general public. Concerns and grievances can be filed anonymously, in a manner consistent with ESS10.</p> <p>The grievance mechanism shall be also designed to receive, register, acknowledge, and facilitate the resolution of SEA/SH grievances, including referral of survivors to relevant local gender-based violence service providers –in a safe, confidential, and survivor-centered manner.</p>	Establish the grievance mechanism during the first six month of project implementation and thereafter maintain and operate the mechanism throughout Project implementation period.	<ul style="list-style-type: none"> ▪ PMU ▪ DOW-MPWT CMU, DMH-MAE CMU and FRD-MOF CMU ▪ PIUs
INDICATORS FOR IMPLEMENTATION READINESS			
<p>The following actions are indicators for implementation readiness:</p> <ol style="list-style-type: none"> 1. Environmental and Social staff are appointed at central PMU, CMUs and PIUs (for A). 2. E&S risk management trainings including OHS training are provided for PMU, CMUs and PIUs (for B). 3. ISWS recruited to oversee the preparation and implementation of relevant ESF instruments (for A and C). 4. E&S documents (the frameworks) are adopted and implemented after the Project Effectiveness Date (for 1.1.1). 5. All project’s related stakeholders including UNESCO, and MRC and countries in Mekong River Basin are consulted/notified on project’s related activities (for 10.1). 			