

**Republic of Mozambique
Ministry of Planning and Development (MPD)**

**Northern Mozambique Social Cohesion and
Community Resilience for Jobs Program
(P514199)**

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

APPRAISAL VERSION

March 30, 2026

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Mozambique (the Recipient) will implement the Northern Mozambique Social Cohesion and Community Resilience Program using the Multiphase Programmatic Approach (the Project), with the involvement of the Ministry of Planning and Development (MPD), including its respective implementation entity, namely the Northern Development Agency (ADIN), as set out in the Financing Agreement (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 Recipient's Representative specified in the Agreement. 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> <ol style="list-style-type: none"> 1. Establish and maintain, throughout Project implementation, a Program Coordination Unit (PCU) within the Northern Development Agency (ADIN), with qualified staff and adequate resources to manage environmental, social, health and safety (ESHS), and SEA/SH risks and impacts associated with the Project, including, at a minimum: <ol style="list-style-type: none"> a) One (1) full-time Environmental Health and Safety Specialist (based in Cabo Delgado) b) One (1) full-time Social Specialist (based in Cabo Delgado) c) One (1) full-time GBV Specialist (based in Cabo Delgado) d) One (1) full-time Security Specialist (based in Cabo Delgado) e) One (1) full-time Environment Officer (based in Niassa) f) One (1) full-time Social/GBV Officer (based in Niassa) g) One (1) full-time Occupational, Health and Safety Officer (based in Niassa) h) One (1) full-time Environment Officer (based in Nampula) i) One (1) full-time Social/GBV Officer (based in Nampula) j) One (1) full-time Occupational, Health and Safety Officer (based in Nampula) 2. The professionals selected for the E&S positions listed above must have experience and qualifications in accordance with terms of reference satisfactorily to the Association and be hired or appointed based on those terms of reference. 	<ol style="list-style-type: none"> 1. A, B, C, D, E, F, G, H, I, and J to be hired no later than 60 days after Effective Date and thereafter maintained throughout Project implementation. 2. Prepare the ToR for the E&S positions satisfactory to the Association before the hiring or appointment of these positions. 	<ol style="list-style-type: none"> 1. ADIN 2. ADIN
B	<p>CAPACITY BUILDING PLAN/MEASURES</p> <ol style="list-style-type: none"> a) Prepare and implement a capacity-building plan for the PCU staff, project workers and community workers covering the following topics: <ul style="list-style-type: none"> • Assessment and management of ESHS risks and impacts; • Labor and working conditions, including occupational health and safety; • Community health and safety; • Security management; • Traffic and Road safety; • Emergency preparedness and response; • Resource efficiency and pollution prevention and management; • Biodiversity conservation; • Involuntary resettlement; • Cultural heritage (chance findings); • Stakeholder mapping and engagement; • Design and implementation of grievance mechanisms (GMs); 	<ol style="list-style-type: none"> a) Prepare and implement the capacity-building plan prior to initiating the relevant Project activities involving the PIU staff and Project workers and thereafter deliver regular refresher training throughout the Project implementation. 	ADIN

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> Contractors/Subcontractors/Supervising Firms ESHS performance management; Codes of Conduct and risks and associated mitigation measures linked with Sexual Exploitation and Abuse (SEA) / Sexual Harassment (SH) as well as channels for reporting misconduct; Monitoring and reporting. <p>b) Prepare and implement an awareness-raising plan for the affected communities covering the following topics:</p> <ul style="list-style-type: none"> Communicable diseases (HIV-AIDS/STD); SEA/SH; Road safety; Emergency preparedness and response; Security management; Codes of conduct for project workers; Community engagement; GMs; Project-related employment opportunities. 	b) Prior to initiating relevant activities involving each community, with regular refresher awareness-raising delivered throughout the project implementation.	
MONITORING AND REPORTING			
C	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Association regular monitoring reports on the ESHS performance of the Project. The reports shall include:</p> <ul style="list-style-type: none"> Status of preparation and implementation of E&S documents required under the ESCP. Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan (SEP). 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, including on grievances. Number and status of resolution of incidents and accidents reported under action E below. 	<p>Submit quarterly reports to the Association throughout Project implementation, commencing after the Project Effective Date.</p> <p>Submit each report to the Association <u>no later than 15 business days</u> after the end of each reporting period.</p>	ADIN
D	<p>CONTRACTORS' MONTHLY REPORTS</p> <p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.</p>	<p>Submit the monthly reports of the contractors as part of the quarterly report submissions indicated in Section C to the Association throughout the duration of the Contractors' and supervising firms' contracts, and when requested by the Association.</p>	ADIN

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
E	<p>INCIDENTS AND ACCIDENTS</p> <p>a) Notify the Association promptly 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 or child labor; displacement without due process (forced eviction); allegations of SEA or SH; or disease outbreaks. Provide available and sufficient details of the incident or accident to the Bank.</p> <p>b) Arrange for an appropriate review of the incident or accident to establish its immediate and underlying and root causes, proportionate to the accident or incident, reflect those findings in a review report of the incident or accident.</p> <p>c) 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>a) Notify the Association no later than 24 hours after learning of an incident. Provide available details upon request.</p> <p>b) Provide a review report to the Association no later than ten (10) days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Association.</p> <p>c) Provide a Corrective Action Plan to the Association, as agreed with the Association, no later than ten (10) days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Association.</p>	ADIN
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS¹</p> <p>1. Prepare and disclose an Environmental and Social Management Framework (ESMF), consistent with the relevant ESSs.</p> <p>2. Conduct the E&S screening of all proposed subprojects and prepare and implement the E&S instruments required according to the E&S risk classification of those subprojects, consistent with the ESMF and relevant ESSs.</p>	<p>1. Prepare and disclose a draft ESMF by Appraisal and an updated ESMF no later than three (3) months after the Project Effective date, and thereafter implement it throughout Project implementation</p>	<p>1. ADIN</p> <p>2. ADIN</p> <p>3. ADIN</p>

¹ All E&S instruments that have been disclosed can be found at <https://aiasmz.webnode.page/> and in <https://dnaas.gov.mz>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>3. Cause the contractors to develop and implement Construction ESMPs (C-ESMPs), consistent with the ESMF and relevant ESSs, for the physical interventions planned. The C-ESMPs shall include SEA/SH risk mitigation and response measures in line with those included in the SEA/SH Risk Assessment and Response Action Plan prepared for the project, as well as stakeholder engagement activities.</p>	<p>2. Conduct the E&S screening of the subprojects and prepare and disclose the required E&S instruments before the commencement of the bidding processes for those subprojects and thereafter implement them throughout Project implementation.</p> <p>3. Cause contractors to develop the C-ESMPs before the commencement of any work and thereafter implement them throughout Project implementation.</p>	
1.2	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, ESIA, ESMPs, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and that they require their subcontractors to comply with the ESHS specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Association.</p>	<p>As part of the preparation of procurement documents and respective contracts.</p> <p>Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Association upon request.</p>	ADIN
1.3	<p>TECHNICAL ASSISTANCE</p> <p>Carry out the consultancies, studies (including feasibility studies), capacity building, training, and any other technical assistance activities under the Project in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.</p>	Throughout Project implementation.	ADIN
1.4	<p>CONTINGENT EMERGENCY RESPONSE FINANCING</p> <p>1. Ensure that the CERC ESMF includes a description of the E&S assessment and management arrangements, including a Positive List of activities and the Environmental and Social Screening Form and Checklist for the implementation of Contingent Emergency Response, in accordance with the ESSs.</p> <p>2. Implement the E&S provisions of the CERC ESMF.</p>	<p>1. The adoption of the CERC ESMF is a withdrawal condition under Section III.B.1(c) of Schedule 2 to the Financing Agreement and in the Legal Agreement.</p> <p>2. In accordance with the timeframes specified in the CERC ESMF.</p>	ADIN

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.5	<p>THIRD PARTY MONITORING: Engage a Third-Party Monitoring (TPM) entity to conduct bi-annual monitoring of the ESHS performance of the project.</p>	Engage a TPM entity no <u>later than three (3) months</u> after Project Effectiveness and thereafter maintain throughout Project implementation.	ADIN
1.6	<p>USE OF RECIPIENT'S ENVIRONMENTAL AND SOCIAL FRAMEWORK</p> <ol style="list-style-type: none"> The Project will partially use the Recipient's E&S framework regarding the assessment and management of risks and impacts, as well as labor and working conditions. Measures required by the ESSs and not covered by the Recipient's E&S framework will be complemented by additional activities, as needed, to ensure consistency with the ESSs. Ensure that the assessment and management of the E&S risks and impacts of the Project are consistent with this ESCP, the ESSs and the Recipient's applicable E&S framework. Promptly notify the Association of any changes to the Recipient's E&S Framework that may materially adversely affect the Recipient's ability to manage the E&S risks and impacts of the Project in line with the ESSs and the immediate measures taken or that are planned to be taken to address said changes and the ensuing potential risks and impacts of the Project. If, in the opinion of the Association, such changes adversely affect relevant ESHS risk management aspects of the Project, the Borrower shall agree to implement measures and actions to address them in a manner acceptable to the Association. The ESCP shall be updated to reflect such agreed actions. 	<ol style="list-style-type: none"> Throughout Project implementation. Throughout Project implementation. Notify the Association immediately after taking notice of the change to the Recipient's E&S framework. Subsequent actions, if requested by the Association, shall be reflected in an updated ESCP as indicated in paragraph 4 of the Initial Section of this ESCP. 	ADIN
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <ol style="list-style-type: none"> Implement the Labor Management Procedures (LMP) prepared for the Project as part of the ESMF, including codes of conduct for project workers addressing SEA/SH. Cause contractors to adopt labor management measures as part of the C-ESMPs prepared under action 1.1(3) above 	<ol style="list-style-type: none"> Same timeframe as under actions 1.1(1) above. Same timeframe as under actions 1.1(3) above. 	ADIN
2.2	<p>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</p> <ol style="list-style-type: none"> Incorporate occupational health and safety (OHS) measures as part of the ESMF and E&S instruments prepared under actions 1.1(1) and (2), consistent with national regulations, GIIP, and the World Bank Group General Environmental, Health and Safety (EHS) Guidelines and EHS Guidelines for the Water and Sanitation sector. 	<ol style="list-style-type: none"> Same timeframe as under actions 1.1(1) and (2) above. 	ADIN

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	2. Cause contractors and subcontractors to prepare and implement OHS Management Plans in accordance with the E&S instruments prepared under actions 1.1(1) and (2) above, as part of the C-ESMPs to be prepared under action 1.1(3) above.	2. Same timeframe as under actions 1.1(3) above.	
2.3	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>1. Maintain a grievance mechanism (GM) for Project workers, as described in the LMP and consistent with ESS2, including procedures to report SEA/SH incidents in an ethical and confidential manner, following a survivor-centered approach, and ensuring accessibility, confidentiality, and protection against retaliation.</p> <p>2. Include the mechanism as a part of the procurement documents for the supervising firms and the contractors, with stipulations that they include similar provisions in contracts/agreements with their subcontractors before the start of works.</p> <p>3. Disseminate and explain the GM to contractors' workers.</p>	<p>1. Establish and operationalize a grievance mechanism prior to engaging Project workers (including the implementing agencies' workers and consultants) and thereafter maintain and operate it throughout Project implementation.</p> <p>2. Before launching the procurement processes.</p> <p>3. Prior to the commencement of work and throughout Project implementation.</p>	ADIN
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>1. Incorporate waste management measures as part of the ESMF and E&S instruments prepared under actions 1.1(1) and (2) above, to manage hazardous and non-hazardous waste, consistent with ESS3.</p> <p>2. Cause contractors and subcontractors to prepare and implement Waste Management Plans in accordance with the ESMF and E&S instruments prepared under actions 1.1(1) and (2) above, as part of the C-ESMPs to be prepared under action 1.1(3) above.</p>	<p>1. Same timeframe as under actions 1.1(1) and (2) above.</p> <p>2. Same timeframe as under actions 1.1(3) above.</p>	ADIN
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>1. Incorporate resource efficiency and pollution prevention and management measures as part of the E&S instruments prepared under actions 1.1(1) and (2), consistent with ESS3.</p> <p>2. Cause contractors and subcontractors to adopt and implement those measures as part of the C-ESMPs prepared under action 1.1(3) above.</p>	<p>1. Same timeframe as under actions 1.1(1) and (2) above.</p> <p>2. Same timeframe as under actions 1.1(3) above.</p>	ADIN

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	3. Conduct a water balance assessment and a water quality analysis for each subproject, consistent with ESS3 for the project.	3. Same timeframe as under actions 1.1(2) above.	
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY</p> <p>1. Incorporate measures to manage traffic and road safety risks as required in the ESMF and E&S instruments prepared under actions 1.1(1) and (2) above.</p> <p>2. Cause contractors and subcontractors to adopt and implement those measures as part of the C-ESMPs prepared under action 1.1(3) above.</p>	<p>1. Same timeframe as under actions 1.1(1) and (2) above.</p> <p>2. Same timeframe as under actions 1.1(3) above.</p>	ADIN
4.2	<p>COMMUNITY HEALTH AND SAFETY</p> <p>1. Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, construction-induced traffic, community exposure to health issues, management and safety of hazardous materials, behavior of Project workers, risks of labor influx, response to emergency situations, and include mitigation measures in the ESMF and E&S instruments prepared under actions 1.1(1) and (2) above.</p> <p>2. Cause contractors and subcontractors to adopt and implement those measures as part of the C-ESMPs prepared under action 1.1(3) above.</p>	<p>1. Same timeframe as under actions 1.1(1) and (2) above.</p> <p>2. Same timeframe as under actions 1.1(3) above.</p>	ADIN
4.3	<p>SEA AND SH RISKS</p> <p>1. Implement the SEA/SH Risk Assessment and Response Action Plan as part of the ESMF, to assess and manage the risks of SEA and SH.</p> <p>2. Include relevant SEA/SH risk mitigation and response measures as part of the E&S instruments to be prepared under action 1.1(2) above.</p> <p>3. Cause contractors and subcontractors to adopt and implement those measures as part of the C-ESMPs prepared under action 1.1(3) above.</p>	<p>1. An SEA/SH Action Plan will be prepared as part of the ESMF, and thereafter implemented throughout Project implementation.</p> <p>2. Same timeframe as under action 1.1(2) above.</p> <p>3. Same timeframe as under actions 1.1(3) above.</p>	ADIN
4.4	<p>SECURITY MANAGEMENT</p> <p>1. Assess and implement measures to manage security personnel engaged by the Project, as set out in the Generic ESMP to be prepared under action 1.1(1) above, guided by the principles of proportionality and GIIP, and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel.</p>	<p>1. Same timeframe as under action 1.1 (1) above.</p> <p>2. Prepare and adopt SMP prior to engaging in project activities in</p>	ADIN

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ol style="list-style-type: none"> 2. Assess and define measures to manage project-related security risks and document them in a Security Management Plan (SMP) proportional to the needs of the Project. 3. Cause contractors to adopt and implement those measures as part of the C-ESMPs prepared under action 1.1(2) above. 	<p>areas affected by security risks</p> <ol style="list-style-type: none"> 3. Same timeframe as under action 1.1(2) above. 	
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT PLAN</p> <ol style="list-style-type: none"> 1. Incorporate ESS5 screening criteria as part of ESMF and E&S instruments prepared under actions 1.1(1) and (2) above. 2. Prepare and implement a Resettlement Plan (RP) or a Livelihood Restoration Plan (LRP) for each subproject under the Project requiring such RP or LRP, as set out ESMF screening tools and consistent with ESS5. Grievance Mechanisms for PAPs provisioned through Project Grievance Mechanism defined in 10.2. 3. Prepare and implement Voluntary Land Donation Protocols, as set out in the ESMF screening tools and consistent with ESS5. 	<ol style="list-style-type: none"> 1. Prepare and implement the respective RP or LRP actions or measures prior to carrying out the relevant works in the affected areas, including ensuring that before taking possession of the land and related assets in the affected areas, full compensation has been provided and, as applicable, displaced people have been resettled and moving allowances have been provided. 2. Same timeframe as under action 1.1(2) above. 3. Same timeframe as under action 1.1(2) above. . 	ADIN
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <ol style="list-style-type: none"> 1. Develop and implement measures and actions to manage and monitor any risks and impacts on biodiversity and ecosystem services as part of the Biodiversity Management and Monitoring Plan (BMMP) included in the ESMF and E&S instruments prepared under actions 1.1(1) and (2) above, consistent with ESS6. 2. Cause contractors and subcontractors to adopt and implement those measures as part of the C-ESMPs prepared under action 1.1(3) above. 	<ol style="list-style-type: none"> 1. Same timeframe as under actions 1.1(1) and (2) above. 2. Same timeframe as under actions 1.1(3) above. 	ADIN
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
NOT RELEVANT because IP/SSAHUTLCs are not recognized in the Recipient Country			
ESS 8: CULTURAL HERITAGE			
8.1	<p>CHANCE FINDS</p>		ADIN

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ol style="list-style-type: none"> Describe and implement chance find procedures, along with other measures to protect the tangible and intangible cultural heritage, as set out in the ESMF and E&S instruments prepared under action 1.1(1) and (2) above. Cause contractors and subcontractors to adopt and implement chance finds procedures as part of the C-ESMPs prepared under action 1.1(3). 	<ol style="list-style-type: none"> Same timeframe as under actions 1.1(1) and (2) above. Same timeframe as under actions 1.1(3) above. 	
ESS 9: FINANCIAL INTERMEDIARIES			
NOT CURRENTLY RELEVANT			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN</p> <p>Update, redisclose and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, 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. The SEP will need to include a record of the stakeholder engagement activities carried out.</p>	<p>A draft SEP will be prepared and disclosed by Appraisal, including a record of the stakeholder engagement activities carried out. The SEP will be updated and redisclosed <u>no later than two months</u> after the Project Effective Date and thereafter implemented throughout Project implementation.</p>	ADIN
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>Publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant and qualified gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>	<p>A grievance mechanism shall be established <u>no later than two (2) months</u> after the Project Effective Date and thereafter maintained and operated throughout Project implementation.</p>	ADIN
INDICATORS FOR IMPLEMENTATION READINESS.			
The following actions are indicators for implementation readiness: A; B; 1.1; 2.1; 2.3; 4.3; 4.4; 10.1; 10.2.			