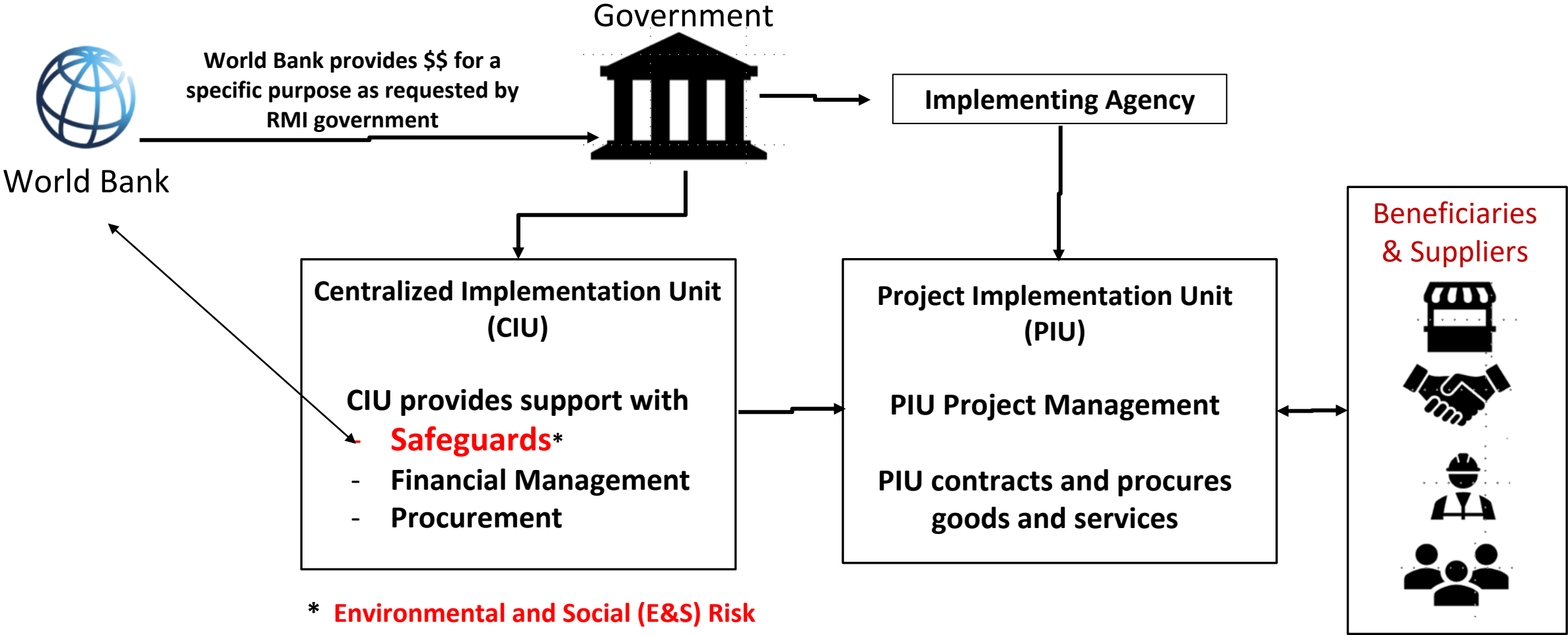


# **ENVIRONMENTAL AND SOCIAL SAFEGUARDS AWARENESS TRAINING**

Version 3 – May 2022

# WORLD BANK PROJECTS IN RMI



\* **Environmental and Social (E&S) Risk Management** associated with projects, including workplace risks

# CIU SAFEGUARDS TEAM



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# WORLD BANK ENVIRONMENTAL AND SOCIAL FRAMEWORK

- PREP II, MIMIP, PFM and SEDeP were prepared under “old” safeguards procedures
- All other recent projects have been developed under the “new” (2017) Environmental and Social Framework (ESF)
  - Digital RMI
  - Education and Skills Project
  - ECD Phase II
  - PROPER
  - RMI-URP
  - COVID-19



# ESF OBJECTIVE

The World Bank Environmental and Social Framework sets out the World Bank's commitment to sustainable development, through a Bank Policy and a set of Environmental and Social Standards designed to support Borrowers' projects, with the aim of ending extreme poverty and promoting shared prosperity.



**THE WORLD BANK  
ENVIRONMENTAL  
AND SOCIAL  
FRAMEWORK**

# ENVIRONMENT & SOCIAL STANDARDS (ESS)



**Assessment and  
Management of  
Environmental and  
Social Risks and  
Impacts**



**Labor and Working  
Conditions**



**Resource Efficiency  
and Pollution  
Prevention and  
Management**



**Community Health  
and Safety**



**Land Acquisition,  
Restrictions on Land  
Use and Involuntary  
Resettlement**



**Biodiversity  
Conservation and  
Sustainable  
Management of Living  
Natural Resources**



**Indigenous  
Peoples/Sub-Saharan  
African Historically  
Underserved  
Traditional Local  
Communities**



**Cultural Heritage**



**Financial  
Intermediaries**



**Stakeholder  
Engagement and  
Information Disclosure**

# ENVIRONMENTAL AND SOCIAL INSTRUMENTS



## Appraisal Instruments:

1. Environmental and Social Management Framework (ESMF) or Environmental and Social Management Framework (ESMP)
2. Labor Management Procedures (LMP)
3. Stakeholder Engagement Plan and Grievance Mechanism (SEP & GRM)
4. Environmental and Social Commitment Plan (ESCP)

## Instruments to be prepared during Project Implementation: (as required)

1. Works-specific Environmental and Social Management Plans (ESMP)
2. Contractor Environmental and Social Management Plan (C-ESMP)
3. Stakeholder Engagement Action Plan (SEAP)
4. Gender-Based Violence and Human Trafficking Action Plan

All documents must be cleared and disclosed @ [www.ciudidasafeguards.com](http://www.ciudidasafeguards.com) and [www.worldbank.org](http://www.worldbank.org)

# E&S INSTRUMENT PREPARATION

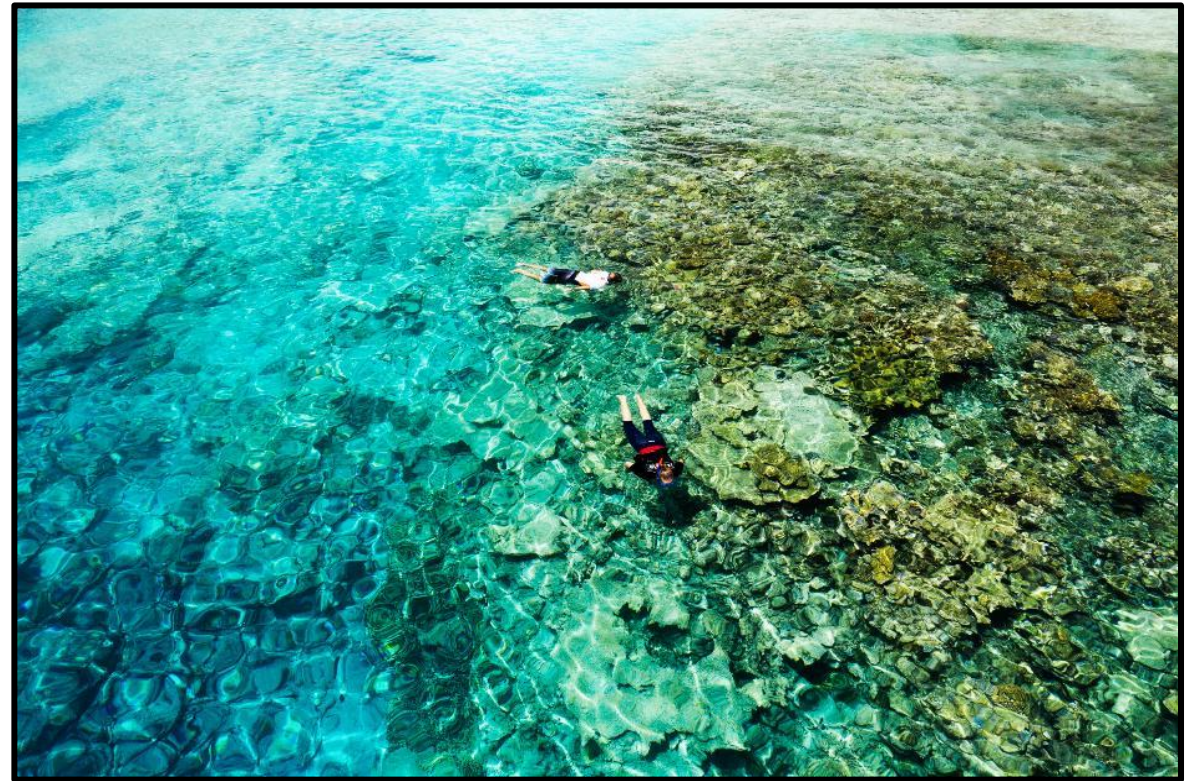
- ❑ E&S instruments are prepared by CIU Safeguard Team or by Consultants
- ❑ CIU Safeguard team has prepared ESF instruments for 5 projects to date
- ❑ Our experience has shown advantages of being locally in close collaboration with implementing agencies



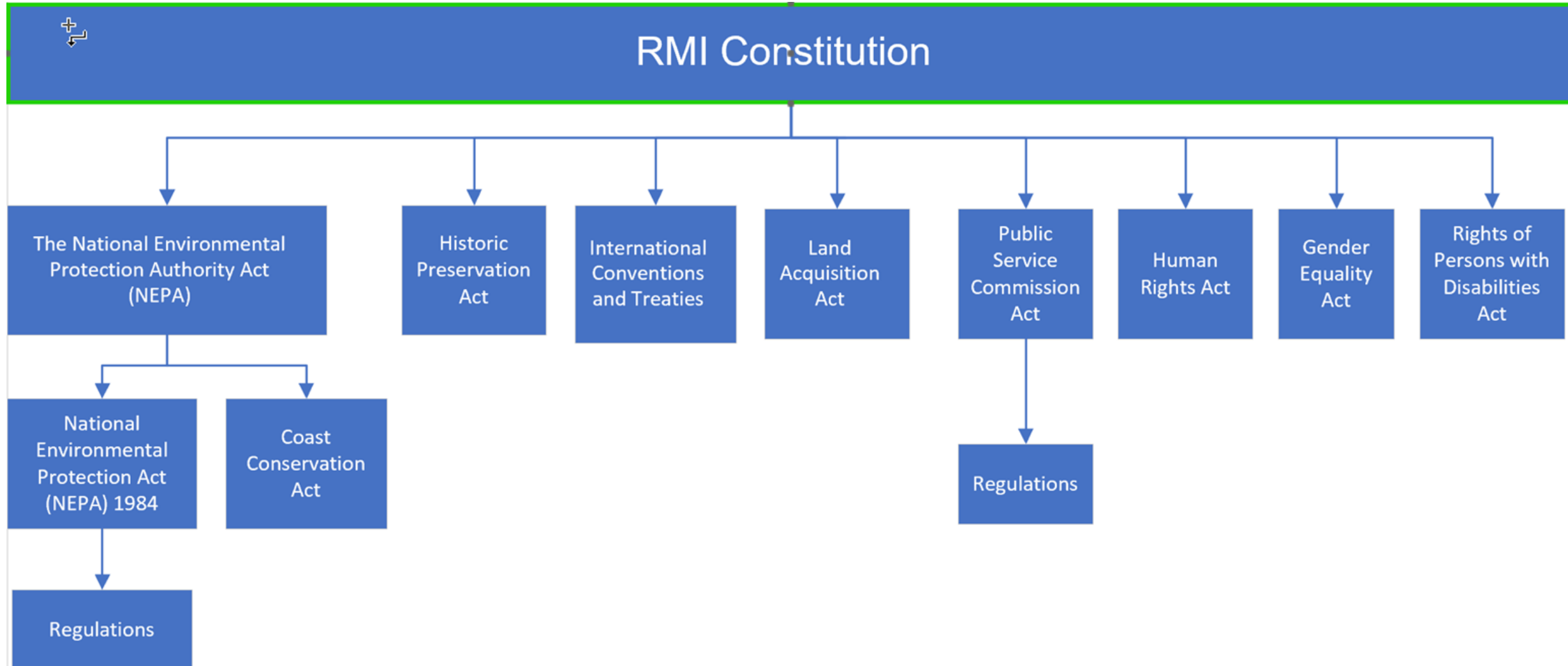


# ENVIRONMENTAL & SOCIAL MANAGEMENT FRAMEWORK (ESMF) / PLAN (ESMP)

- ❑ ESMF is prepared when project risks and impacts cannot be determined until the project or sub-project details are identified.
- ❑ ESMP is prepared when risks and impacts can be determined ← **ESSP**
- ❑ ESMF/ESMPs set out standards and procedures that will be used to reduce, mitigate and/or offset adverse risks and impacts. It includes the budget to implement these measures, and identifies the agencies responsible for addressing project risks and impacts



# ESMF/ESMP MUST BE CONSISTENT WITH RMI LAW & REGS



# AND WITH INTERNATIONAL CONVENTIONS & TREATIES RATIFIED BY RMI

## ENVIRONMENTAL

- United Nations (UN) 64th GA Resolution on the Human Right to Water and Sanitation;
- UN Framework Convention on Climate Change;
- UN Convention on Biological Diversity;
- UN Barbados Program of Action and Mauritius Strategy;
- UN Convention to Combat Désertification;
- The Micronesia Challenge.

## SOCIAL, GENDER AND WORKPLACE

- Convention on the Rights of the Child (CRC) 1993, 2019.
- Convention on the Elimination of Discrimination against Women 2006, 2019.
- Convention against Transnational Organized Crime (UNTOC) 2011
- Convention on the Rights of Persons with Disabilities 2015.
- Maritime Labour Convention (MLC) 2006/2007
- ILO Worst Forms of Child Labor Convention (C182)

# KEY FEATURES OF ESSP PROJECT ESMP

- ❖ Background
- ❖ Project description
- ❖ Policy, legal and regulatory framework
- ❖ Environmental and Social Management Roles and Responsibilities
- ❖ Project Activities
- ❖ Potential Environment Impacts, Risks and Mitigation Measures
- ❖ Potential Social Impacts, Risks, Mitigation and Opportunities
- ❖ Civil Works Contractor - Environment, Social, Health and Safety Clauses
- ❖ Stakeholder Engagement
- ❖ Grievance Mechanism
- ❖ Monitoring and Reporting
- ❖ Capacity development
- ❖ Budget

# POTENTIAL ENVIRONMENT IMPACTS, RISKS AND MITIGATION MEASURES

Impacts/Risks	Mitigation Measures
Asbestos containing material	<ul style="list-style-type: none"> <li>● Low likelihood – SPREP 2014</li> <li>● Facility designers to screen for asbestos containing materials</li> <li>● If found, establish Removal Plan for materials containing asbestos/notify EPA</li> <li>● Contractor bid documents clear about requirements to manage asbestos per the Removal Plan.</li> </ul>
Lead-based paint residue	<ul style="list-style-type: none"> <li>● Low likelihood</li> <li>● Determining the presence of lead paint by scraping down to the bare surface of wall</li> <li>● Use of test kits to confirm lead paint – prepare Removal Plan</li> </ul>
Waste management	<ul style="list-style-type: none"> <li>● Design to minimize waste generation by selecting suitable materials, construction methodologies for the RMI conditions</li> <li>● Capacity building of contractors by supervision engineer to improve resource efficiency on the building site.</li> <li>● Construction waste is recycled or re-used as far as practical</li> <li>● Ensure compliance with Solid Waste Regulations 1989 including requirements for the storage of solid waste in safety containers</li> <li>● Residual waste transported from neighboring islands to Majuro for recycling or export to authorized location</li> <li>● Contractor to provide evidence of satisfactory waste management and disposal (e.g. receipts)</li> </ul>

# POTENTIAL ENVIRONMENT IMPACTS, RISKS AND MITIGATION MEASURES (CONTINUED)

Impacts/Risks	Mitigation Measures
Water and wastewater	<ul style="list-style-type: none"> <li>● Develop contingency plan for drought situations</li> <li>● Use of existing wastewater or solo to septic tanks for wastewater</li> <li>● Ensure compliance with Toilet Facilities and Sewage Disposal Regulations</li> <li>● Seek RMI EPA's approval of any discharge regarding wastewater associated with commercial trade</li> </ul>
Vegetation Impacts	<ul style="list-style-type: none"> <li>● Any works near trees should be managed to avoid damage to trees and their roots</li> <li>● Replanting may need to be undertaken in some circumstances</li> </ul>
Construction work adjacent to coastal areas	<ul style="list-style-type: none"> <li>● CMI Arrak facility will involve construction of a new facility located within 30m of the ocean-side high tide level and will potentially be subject to inundation during future elevated sea levels.</li> <li>● Design to incorporate climate resilient features.</li> </ul>
Traffic impacts on neighbors	<ul style="list-style-type: none"> <li>● Development of a Traffic Management Plan</li> <li>● Attention to security and public/community safety as the construction site is accessible to the general public</li> <li>● Scheduling works during semester breaks to avoid potential disruptions to learning</li> </ul>

# POTENTIAL ENVIRONMENT IMPACTS, RISKS AND MITIGATION MEASURES (CONTINUED)

<b>Impacts/Risks</b>	<b>Mitigation Measures</b>
EPA Permits	<ul style="list-style-type: none"><li>• Renovations on Wotje, Jaluit, Gugeegue and Arrak will require permits from the RMI EPA</li></ul>
Source of Aggregate for Construction	<ul style="list-style-type: none"><li>• In accordance with World Bank requirements for RMI projects, all aggregates and sands for making concrete will be sourced from overseas. No locally sourced aggregates or sands will be used.</li><li>• Design can address minimizing reliance on aggregates taking account of costs and practicalities.</li></ul>

# POTENTIAL SOCIAL IMPACTS, RISKS, MITIGATION AND OPPORTUNITIES

<b>Impacts/Risks</b>	<b>Mitigation Measures / Opportunities</b>
<p>Ensuring safety in delivery of after-school tutoring and summer school classes</p>	<ul style="list-style-type: none"> <li>● Adequate lighting, both within the classroom and external areas</li> <li>● Male and female washrooms are private and secure</li> <li>● Teachers have back-up support in instruction and supervision (i.e. teaching assistants)</li> <li>● Windows and doors allow visibility to classrooms, offices and other spaces</li> <li>● Availability of age-disaggregated and separated classes, or provision for additional supervision in combined age group settings</li> <li>● Programs are held in areas accessible by public transport (including buses/minivans)</li> <li>● Age-appropriate reporting mechanisms are in place for children and young people who attend after-school and summer sessions</li> </ul>
<p>Ensuring computing is child-safe</p>	<ul style="list-style-type: none"> <li>● Ensure schools have appropriate safeguard systems in place, and teachers and other administrators have the technical skills required to prevent and respond to online SEAH</li> <li>● Training for teachers and students on ‘staying safe online’ and the purchase and installation of child safe software and other safeguards to block inappropriate violent and sexual content</li> </ul>



# POTENTIAL SOCIAL IMPACTS, RISKS, MITIGATION AND OPPORTUNITIES

Impacts/Risks	Mitigation Measures / Opportunities
<p>Increasing teacher and counsellor awareness and responsiveness to social safeguards</p>	<ul style="list-style-type: none"> <li>● Teachers and counsellors are trained to respond professionally to child protection and domestic violence issues</li> <li>● Review of MOEST policy on child protection and the accompanying procedures</li> <li>● Teacher, trainer and counsellor training and coaching will be designed to cover:               <ul style="list-style-type: none"> <li>○ Positive behavior management techniques</li> <li>○ Promoting respectful relationships</li> <li>○ Recognizing, reporting and making referring in cases of suspected child abuse, SEAH and GBV</li> <li>○ Strategies to support victims of SEAH and GBV to the extent possible</li> <li>○ Increasing understanding of PSS and Project social safeguards</li> </ul> </li> </ul>
<p>Constructing training facilities, dormitories and NTC facilities (Ebeye and Majuro)</p>	<ul style="list-style-type: none"> <li>● Civil Works - please refer to page 25 and 26 of the ESMP</li> <li>● Construction of Dormitories - please refer to page 26-28 of the ESMP</li> <li>● Upgrading NTC's facilities in Majuro and Ebeye - please refer to page 28 of the ESMP</li> </ul>

# POTENTIAL SOCIAL IMPACTS, RISKS, MITIGATION AND OPPORTUNITIES

<b>Impacts/Risks</b>	<b>Mitigation Measures / Opportunities</b>
<p>Providing stipends to trainees, childcare services; and subsidies to interns</p>	<ul style="list-style-type: none"> <li>● Ensure appropriate oversight and selection of trainees</li> <li>● Utilizing a panel or two-tier selection process</li> <li>● Ensuring that there are clear guidelines on relationships between trainees and supervisors</li> <li>● Clear information about payment terms, conditions and frequency and ensure that implementing agencies adhere to these terms</li> </ul>
<p>Expanding the role and capacity of counsellors</p>	<ul style="list-style-type: none"> <li>● Expansion of the role of counsellors to include greater emphasis on continuing education, career pathways, employment preparation and dealing with socio-emotional issues that affect student attendance and achievement</li> <li>● Clients to receive broader, more holistic support, including one-on-one job coaching, employment application support and advice, job matching assistance, and referral services to further training and work placement programs in the RMI, the Pacific region and the USA.</li> <li>● Assist survivors of gender-based violence to lift their livelihood opportunities and economic prospects.</li> </ul>
<p>Reconizing Prior Learning (RPL)</p>	<ul style="list-style-type: none"> <li>● Clear selection criteria will need to be established to assess eligibility for participation in an RPL process funded by the project, with due consideration to gender equity and social inclusion factors.</li> </ul>

# POTENTIAL SOCIAL IMPACTS, RISKS, MITIGATION AND OPPORTUNITIES

Impacts/Risks	Mitigation Measures / Opportunities
Engaging with PIU team members	<ul style="list-style-type: none"> <li>● To ensure appropriate workplace behavior, a code of conduct and relevant training will be included in recruitment and onboarding processes</li> <li>● Staff training on SEAH will be mandatory</li> </ul>
Understanding land access	<ul style="list-style-type: none"> <li>● The land availability within existing school grounds is considered adequate for all construction activities and therefore project will not involve any involuntary land acquisition or use, and new lease arrangements for construction activities are not anticipated.</li> </ul>
Ensuring health and safety	<ul style="list-style-type: none"> <li>● Community health and safety               <ul style="list-style-type: none"> <li>○ See 7.4.1 of the ESMP on page 25 and 26</li> </ul> </li> <li>● Student and faculty safety               <ul style="list-style-type: none"> <li>○ incorporate “Safety in Design” in respect of life and fire safety, storage of hazardous materials, extreme weather protection, building cooling, sanitation and provision for disability. Mitigation measures in Section 7.4.1 will apply to addressing potential student and faculty health and safety concerns.</li> </ul> </li> <li>● Construction-related occupational health and safety               <ul style="list-style-type: none"> <li>○ use of experienced contractors who will be required, by contract, to adopt and enforce OHS plans for project related activities.</li> <li>○ MOU which include the requirements to implement all reasonable precautions to prevent accidents and injuries to staff and workers, and to protect health and safety of the community</li> </ul> </li> </ul>

# CONTRACTOR ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN C-ESMP

- ❑ Manages E&S, Security, Health and Safety risks related to the construction activities.
- ❑ To be prepared by Contractors and cleared by CIU (and WB as agreed)
- ❑ Detail depends on the Project ESMP, LMP, SEP and Project Contract.
- ❑ **Specific to the risks that relate to the activities under the control of the Contractor.**
- ❑ **Proportionate to Project risks.**



# CIVIL WORKS CONTRACTOR - ENVIRONMENTAL, SOCIAL, HEALTH AND SAFETY CLAUSES

- ❖ General Works Contractor - Environmental, Social, Health and Safety Clauses
- ❖ Potential asbestos containing material or lead paint
- ❖ Community and worker health and safety
- ❖ Waste management
- ❖ Prevention of water and air pollution
- ❖ Preservation and vegetation
- ❖ Construction facilities
- ❖ Sourcing of aggregates for construction
- ❖ Worker accommodation
- ❖ Worker code of conduct
- ❖ Cultural heritage chance find procedures

# REQUIREMENTS OF ESSP PROJECT C-ESMP

- ❖ Contractor must prepare an Environmental and Social Management Plan which include the following:
  1. Health and Safety Management Plan
  2. Staff responsible for environmental management, consultation and community liaison, health and safety management, complaints management and reporting to the client
  3. Risk register documenting the site-specific and project specific risks
  4. Mitigation measures for all medium, high or very high risks, including detailed procedures, diagrams and other explanations about how they will be implemented and monitored
  5. For any project where asbestos or other hazards have been identified by the client, the ESMP should include the relevant identification, management, storage and disposal practices
  6. Waste management plan, which should include the types and volumes of waste expected, how waste will be reused or recycled within the local/island community, waste storage, transportation to Majuro or other international port, and export to a suitable disposal facility overseas, including procedures for export permits and other relevant approvals
  7. Traffic management plan where traffic-related risks are identified as medium, high or very high. This should include what controls are required for truck drivers (training, qualifications, speed, times of day for transportation of equipment), what controls are required to warn motorists and pedestrians about transport-related risks (heavy loads, wide loads, slow vehicles)
  8. Training plan and training records relating to environmental controls, consultation and social impact management, health and safety.

# REQUIREMENTS OF ESSP PROJECT C-ESMP (Continue)

- ❖ Potential asbestos containing material or lead paint
- ❖ Community and worker health and safety - **site-specific mitigation to be inserted in the bid documents**
- ❖ Waste management - **site-specific mitigation to be inserted in the bid documents**
- ❖ Prevention of water and air pollution - **site-specific mitigation to be inserted in the bid documents**
- ❖ Preservation of vegetation - **site-specific mitigation to be inserted in the bid documents**
- ❖ Construction facilities
- ❖ Sourcing of aggregates for construction
- ❖ Worker accommodation
- ❖ Worker code of conduct
- ❖ Cultural heritage chance find procedures

# STAKEHOLDER ENGAGEMENT PLAN (SEP) & GRIEVANCE REDRESS MECHANISM (GRM)



Stakeholder  
Engagement and  
Information Disclosure

- ❑ Is proportionate to the nature and scale of the project and its potential risks and impacts.
- ❑ Describes timing and methods of engagement with stakeholders through the life cycle of the project.
- ❑ Distinguishes between “project-affected parties” and other interested parties.
- ❑ Sets out how communication with stakeholders will be handled throughout project preparation and implementation.
- ❑ Provides the basis for developing annual or activity specific Stakeholder Engagement Action Plans (SEAPs).
- ❑ Explains how the grievance mechanism will operate to resolve any concern or grievance related to the Project.





# KEY FEATURES AND REQUIREMENTS OF ESSP PROJECT SEP

- ❖ Key stakeholders
  - Marshallese youth and their families
  - Education and training center
  - Private sector employers in RMI
  - Schools where project works will take place, and neighboring communities
  - School administrators, teachers, and counsellors at each facility
  - Students at each facility
- ❖ Engagement during development of safeguards instruments
- ❖ Engagement with community stakeholders during construction works
- ❖ Engagement of technical experts during project preparation and inception

# PROJECT GRM

## Grievance or complaint:

A report from a community or individual who believes that they are adversely affected by a World Bank-supported project.

## Grievance and redress mechanism (GRM):

A process for receiving, evaluating, and addressing project-related queries and grievances from affected communities or stakeholders at the level of the community or project, region, or country.

The GRM can be used by an individual or by a group of people who have a concern or complaint about any aspect of the Project including social, cultural, environmental, land, livelihoods, health, safety, factors.

# PROJECT GRM

- ✓ Grievances can be raised in open and public manner, or anonymously and in confidence; identity complainants is kept confidential.
- ✓ Different issues that require different responses, including “serious or sensitive” matters.
- ✓ The intent of the GRM is to solve problems as quickly and as fairly as possible. To be done in accord with existing systems and processes where other agencies are involved.
- ✓ The GRM is *not* a substitute for legal proceedings and does *not* remove people’s right to take their grievance to a formal dispute-resolution mechanism.
- ✓ The GRM only deals with Project-related matters; other issues are referred to the appropriate authority.



# PROJECT GRM (CONT.)

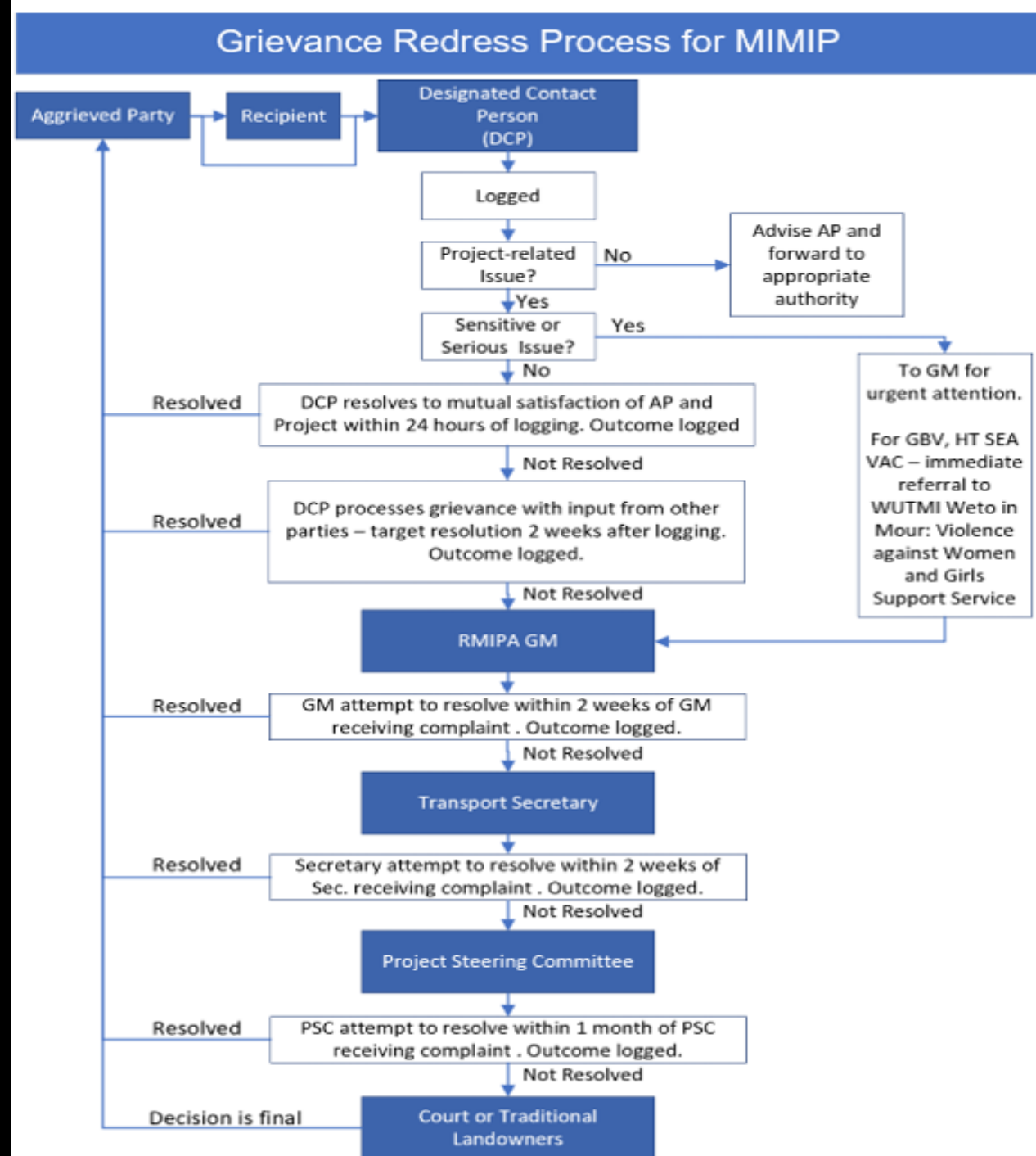
- ✓ Person in charge of making sure the Project GRM operates effectively is the “Designated Contact Person” (DCP). The Project Manager is usually DCP.
- ✓ DCP stays involved until the matter is resolved and is main point of contact for the complaint. During project works, the Construction Site Supervisor (CSS) can serve as the DCP until the matter is resolved or transferred to the Project Manager.
- ✓ WB is currently conducting a review of GRMs in 3 countries including RMI



# PROJECT GRM

## Step-by-Step Process

- Step 1:** “Aggrieved Party” (AP) raises a concern with the “Recipient”. The Recipient is required to pass the information to the DCP or the CSS within 12 hours of receipt, using the Project Grievance Form.
- Step 2:** After receiving the compliant, the DCP documents the concern in the Project Complaints Register.
- Step 3:** The DCP determines if the concern is related to the Project, and if it is, an investigation begins immediately. If the matter is not related to the Project, the AP is referred to the appropriate authority to resolve the issue and the matter is closed on the Complaints Registry.
- Step 4:** The DCP determines if the complaint relates to a serious or sensitive matter. If it does, the DCP immediately refers the matter to the General Manager (GM) of the IA for further investigation and resolution. The DCP also notifies DIDA and the World Bank.

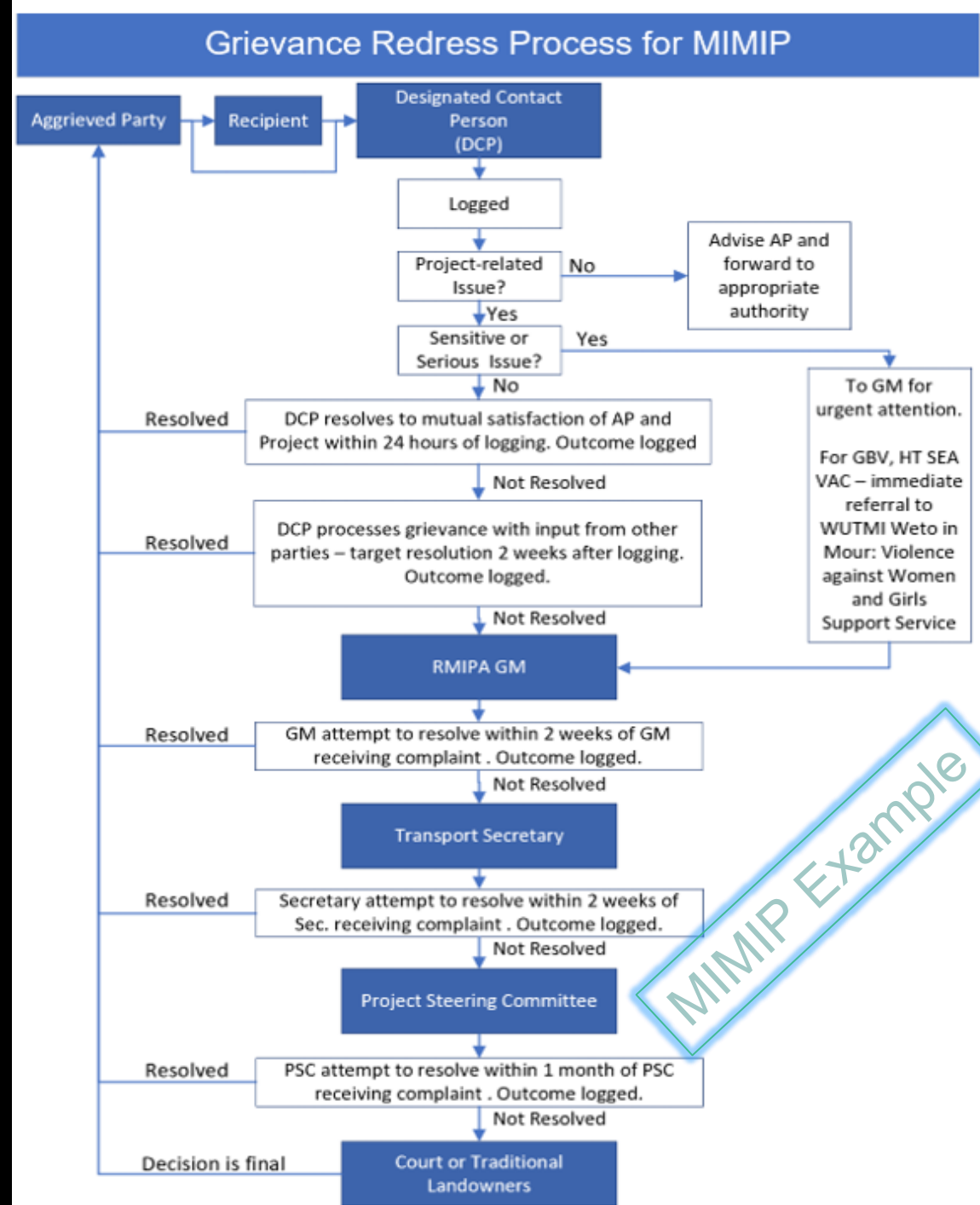


# PROJECT GRM

“Serious or sensitive matters” refer to issues involving potential criminal activity, political interference, conflicts of interest, corruption, land claims, gender-based violence, and human trafficking.

In the case of potential criminal activity, it is important that the Project GRM process does not impede investigation by the appropriate authorities. In situations involving land disputes or claims, the matter will be referred to the Traditional Court.

If the concern is related to GBV, SEAH, or VAC, the Project will first seek to ensure that the victim is safe and has access to support services. A referral can also be made to the *WUTMI Weto in Mour: Violence against Women and Girls Support Service* and/or other authorities.



MIMIP Example

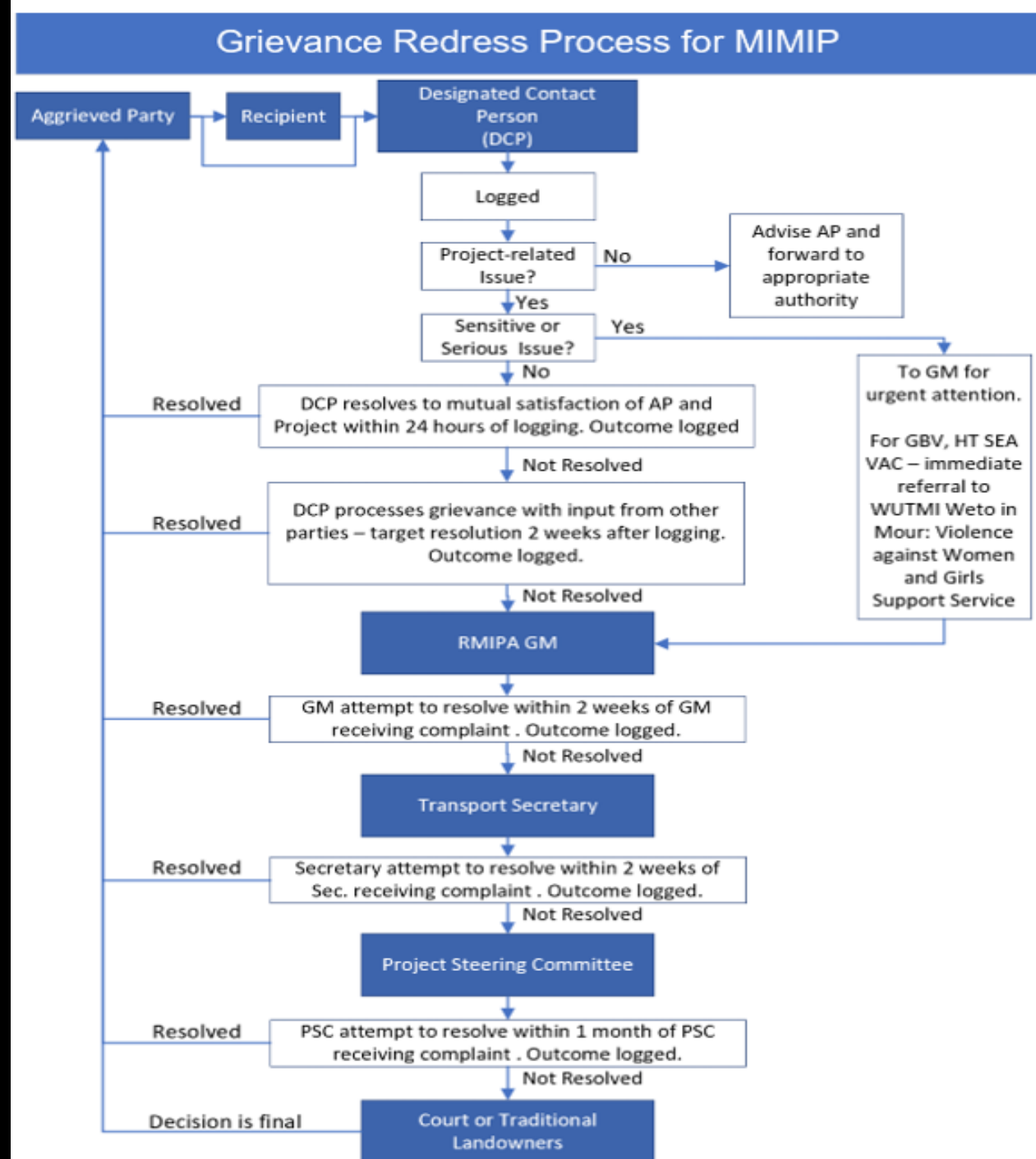
# PROJECT GRM

**Step 4:** After determining the grievance is Project-related but not serious or sensitive nature, DCP attempt to resolve concern to everyone's satisfaction within 24 hrs, or within 2 weeks if consultation with other parties is required. If resolution cannot be achieved, DCP refer the matter to the GM of IA for further investigation.

**Steps 5-6:** The GM of the IA attempts to resolve concern within 2 weeks and if this is not achieved, the situation will be referred to the Secretary, of the IA, who will also attempt to resolve the matter within 2 weeks.

**Step 7:** If resolution has still not occurred following attempts by the GM IA and Secretary, **the Project Steering Committee (PSC) will have 1 month to resolve the matter.**

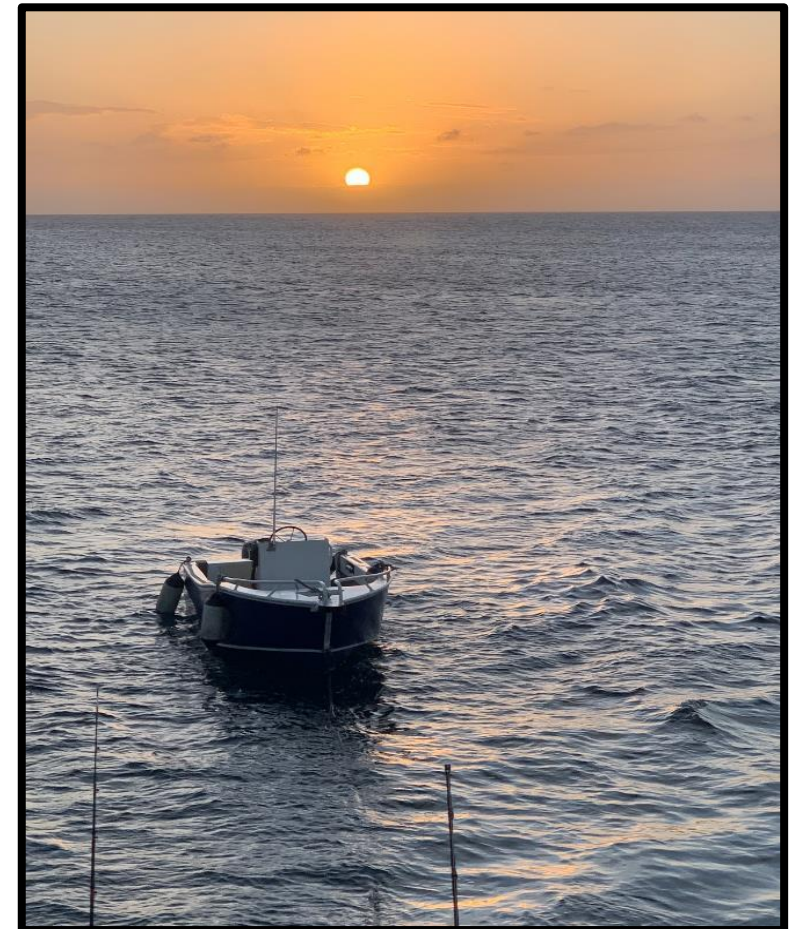
**Step 8:** If the issue remains unresolved or the complainant is dissatisfied with outcome proposed by PSC, the Aggrieved Person may refer matter to appropriate legal or judicial authority. The decision of the Court will be final.



# LABOR MANAGEMENT PROCEDURES (LMP)



- ❑ New requirements under ESF
- ❑ Labor management procedures set out the way in which project workers will be managed, in accordance with the requirements of national law and ESS2.
- ❑ Content of LMP
  - Working conditions & management of worker relationships
  - Protecting the work force
  - Labor grievance mechanism
  - Occupational Health and Safety (OHS)







# KEY FEATURES AND REQUIREMENTS OF ESSP LMP

- Overview of labor use on the project
- Brief overview of labor legislation: terms and conditions
- Roles and responsibilities
- Project-related labor policies and procedures
  - Terms and conditions of employment
  - Age of employment
  - Sexual exploitation and abuse of sexual harassment
  - Occupational health and safety
  - Worker's rights to safe work environments
- Worker's grievance mechanism
- Worker Code of Conduct

# ESSP LMP CODE OF CONDUCT

The Code of Conduct says that workers cannot:

Perpetrate sexual harassment	Perpetrate sexual abuse	Perpetrate sexual exploitation	Have sexual contact or activity with anyone under the age of 18
<i>Any unwelcome behavior of a sexual nature to someone including children</i>	<i>Any actual or threatened sexual contact by force or through intimidation including with children.</i>	<i>Any actual or attempted abuse of a position of power or trust for sexual purposes including with children.</i>	<i>The only exception is in the case of an existing marriage.</i>
<p><b>Examples of sexual harassment</b></p> <p><b>Verbal</b></p> <ul style="list-style-type: none"> <li>Sexual language</li> <li>Repeated unwanted social invitations</li> <li>Whistling</li> </ul> <p><b>Non-verbal</b></p> <ul style="list-style-type: none"> <li>Showing sexual pictures</li> <li>Staring</li> <li>Sexual hand or body gestures</li> </ul> <p><b>Physical</b></p> <ul style="list-style-type: none"> <li>Uninvited touching</li> <li>Standing close to someone</li> <li>Threats of or actual sexual assault</li> </ul>	<p><b>Examples of sexual abuse</b></p> <p><b>Sexual Assault</b></p> <ul style="list-style-type: none"> <li>Touching someone's including children sexually without consent.</li> <li>Sharing images / videos of a sexual act with someone including children without consent.</li> <li>Filming a sexual act without consent including with children.</li> <li>Forcing someone including children to have sex.</li> </ul>	<p><b>Examples of sexual exploitation</b></p> <p>If a worker exchanges sex for:</p> <ul style="list-style-type: none"> <li>Food</li> <li>Shelter</li> <li>Rent</li> <li>Clothes</li> <li>School fees</li> <li>Goods</li> <li>Money</li> <li>School books</li> <li>Opportunities</li> </ul>	<p> If a worker is legally married to a child under the age of 18 at the time of starting their employment, sexual contact or activity with their spouse is allowed.</p> <p> If a worker marries or has a sexual contact or activity with a child under the age of 18 after commencing employment, this is not allowed.</p>

Report any violence against women and children



Police contact: Majuro Atoll: (692) 625-5911/8999 and (692) 625-8666/3222; Kwajlein Atoll: (692) 329-5911 and (692) 329-6911



Contact Ambulance in Ebye 329-9911 and Ambulance in Majuro 625-4144



Contact emergency shelter WUTMI (692) 625-4296/5290 and (692) 625-6687



Contact Legal Assistance: MLSC (692) 625-8227/8128

If you think the perpetrator works for ECD II project, you can report the violence to the Project grievance mechanism



[In person reporting details to DCP].



[Phone reporting details].



[Written reporting details].



[Email reporting details].



[Website reporting details].



[Feedback box details].

# ESSP LMP CODE OF CONDUCT - BREACHES

If you break the Code of Conduct, the employer can take disciplinary measures against a worker.

- Verbal or written warning.
- Completing additional training.
- Loss of salary for a period of time.
- Moving the worker to another location.
- Suspending the worker
- Firing the worker.

# LABOR GRIEVANCE MECHANISM

## Step 1

### Lodgement and initial informal process

- Informal methods of resolving disagreements or disputes is encouraged.
- Reasonable grievance or complaint regarding work or other workers - talk with the manager first
- Independent Senior RMI Government official could host an informal meeting or discussion
- Grievance of new employees about recruitment practices will typically need to be made to the DIDA Associate Secretary

## Step 2

### Formal grievance hearing

- Serious issue to raise formally - grievance in writing to the DIDA Associate Secretary and/or CIU Program Manager. Submission should be factual and not insulting and abusive
- DIDA Associate Secretary/CIU Program Manager with Worker (and a colleague) and Line Manager - 3 weeks
- Meeting minutes signed by both parties and a decision in writing (nominally 4 weeks)

## Step 3

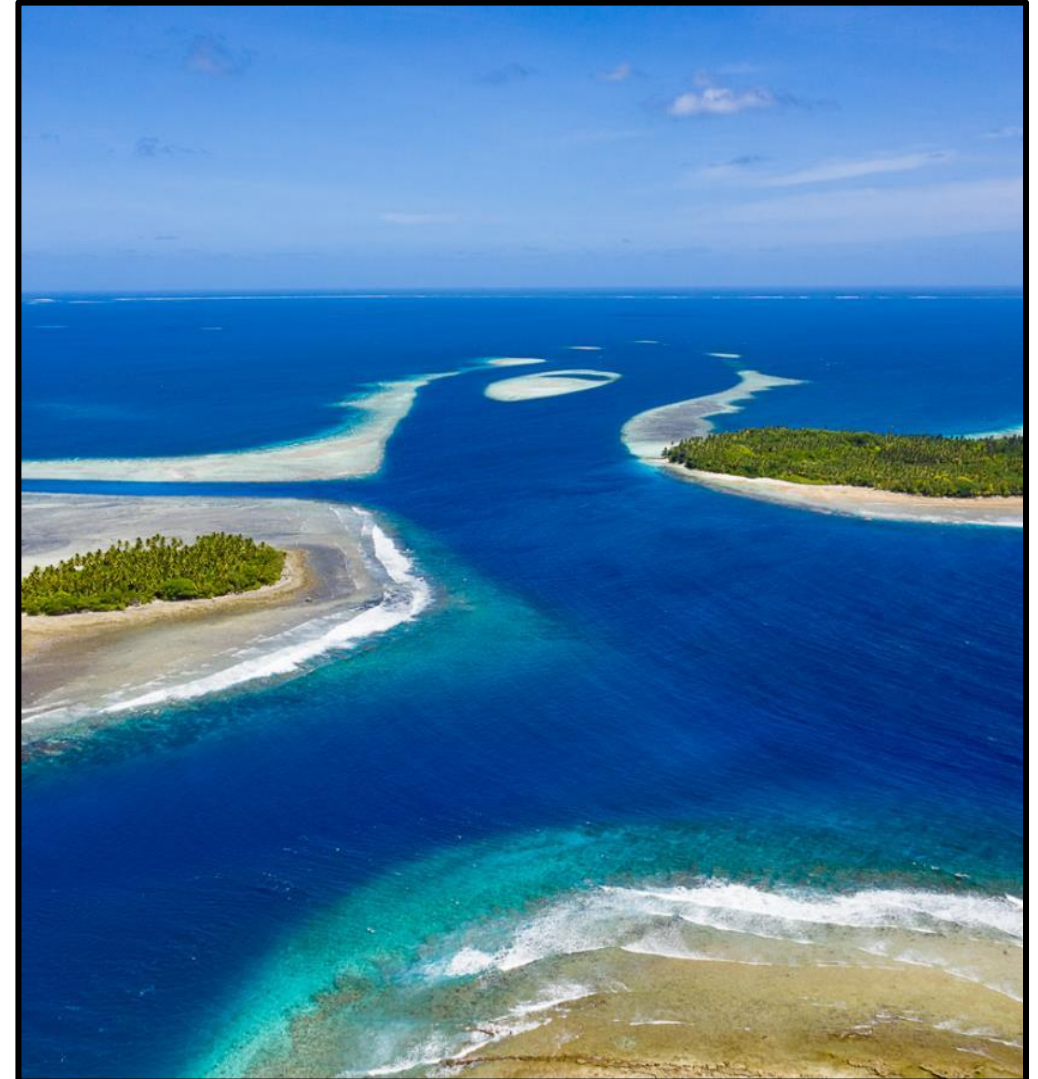
### Appeal to Secretary of Implementing Agency in which worker is embedded

- Unsatisfactory decision - appeal the decision to the Secretary of the Implementing Agency in which the worker is embedded
- Secretary will consult with OCS in relation to the appeal on the Grievance
- Secretary to call a meeting with the Worker (and a colleague) to discuss grievance (nominally 3 weeks) after receiving a complaint
- Meeting minutes signed by both parties and a decision (FINAL - DIDA and GoRMI) in writing (nominally 4 weeks)

**Note: GVB, SEA/SH or VAC issues will be referred to appropriate external services (e.g. WUTMI). In case of perpetrators, the matter will be referred to the police for investigation**

# ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

- ❑ Is a **legal agreement** between GoRMI and the World Bank and forms part of the Project Finance Agreement
- ❑ Includes **time-bound actions** that must be **monitored** and **reported on** as per the agreement
- ❑ Purpose is to ensure protection of the environment, people's health, safety and human rights



# KEY FEATURES AND REQUIREMENTS OF ESSP PROJECT ESCP

- **REGULAR REPORTING** – 6 monthly
- **INCIDENTS AND ACCIDENTS**
- **ORGANIZATIONAL STRUCTURE** - At a minimum, one environmental specialist and one social specialist shall be maintained by the MOF DIDA CIU throughout Project implementation period.
- **MANAGEMENT OF CONTRACTORS** - *Contractor to submit the Contractors Environmental and Social Management Plan for review prior to works starting*
- **LMP, GRM, OHS**
- **WASTE MANAGEMENT PLAN**
- **COMMUNITY HEALTH AND SAFETY**
- **GENDER-BASED VIOLENCE AND SEXUAL EXPLOITATION AND ABUSE RISKS AND AWARENESS TRAINING**
- **LAND USE**
- **STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION**
- **PROJECT GRIEVANCE MECHANISM**

# E&S DISCLOSURE: CIU SAFEGUARDS WEBSITE

<https://www.ciuidasafeguards.com/>

<https://www.ciuidasafeguards.com/essp>



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Click here to raise a grievance, complaint or request information about RMI World Bank Projects.

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## World Bank RMI Portfolio Projects

[Marshall Islands Urban Resilience Project \(RMI URP\)](#)

[RMI COVID-19 Project](#)

[RMI Pacific Resilience Project Phase II \(PREP II\)](#)

[RMI Education and Skills Strengthening Project \(ESSP\)](#)

[Early Childhood Development Project \(ECD & ECD-II\)](#)

[DIGITAL RMI Project](#)

[RMI Sustainable Energy Development Project \(SEDeP\)](#)

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## RMI Education and Skills Strengthening Project

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The RMI Education and Skills Strengthening Project (ESSP) is designed to increase equitable access to quality education and training programs focused on foundational and market-relevant skills development and to opportunities for continuing education, training, and employment in RMI and abroad.

While access and participation in elementary education in RMI is generally high, this drops considerably at secondary level and poor academic performance in elementary and secondary schools, especially the public ones, is a main concern. The poor quality of education at both elementary and secondary school levels impacts post-secondary studies and employment outcomes.

There are important equity and efficiency issues related to education for children and youth from neighboring islands. Technical and vocational education and training (TVET) options in RMI are both limited and fragmented. Better linking skills development with employment opportunities is needed for RMI to address the dual problem of high formal sector unemployment (especially among youth) and skills gaps.

The Implementation Agency for the Project is the Ministry of Education, Sports and Training (MOEST) and the key focal agencies are the National Training Council (NTC) and the Public Schools System (PSS). Environmental and social instruments for the Project have been prepared by the Centralized Implementation Unit (CIU) of the Division of International Development Assistance (DIDA), under the RMI Ministry of Finance (MOF).

# PIU AND CIU COLLABORATION

## How do we do it best?

**a. Aide Memoire**

**b. Monthly meetings**

**c. GRM and GBV presentations to the Project Steering Committee**

**d. CIU Generic Stakeholder Engagement Information Sheet - see**

**<https://www.ciuidasafeguards.com/stakeholder-record-form>**



# KOMMOOL TATA

