



**REPUBLIC OF KENYA**

**MINISTRY OF AGRICULTURE, LIVESTOCK, FISHERIES, AND  
COOPERATIVES**

**STATE DEPARTMENT OF CROP DEVELOPMENT AND  
AGRICULTURAL RESEARCH**

**NATIONAL AGRICULTURAL VALUE CHAIN DEVELOPMENT  
PROJECT (NAVCDP)**

**Environmental and Social Commitment Plan**

**March 2022**

1. The Republic of Kenya (the **Recipient**) shall implement the **National Agricultural Value Chain Development Project (NAVCDP)** (the **Project**), with the Ministry of Agriculture, Livestock, Fisheries, and Cooperatives as the Implementing Agency. The International Development Association (the **Association**) has agreed to provide financing for the Project.
2. The Recipient shall implement material measures and actions so that the project is implemented in accordance with the Environmental and Social Standards (**ESSs**). This Environmental and Social Commitment Plan (**ESCP**) sets out material measures and actions, processes and procedures to be followed, specific documents, instruments, and plans, as well as the timing for each.
3. The Recipient shall also comply with the provisions of any other Environmental and Social (E&S) documents required under the Environmental and Social Framework (ESF) and referred to in this ESCP, such as Environmental and Social Management Framework (ESMF), Environmental and Social Management Plans (ESMPs), Integrated Pest Management Framework (IPMF), Labor Management Procedures (LMP), Security Management Plan (SMP), Resettlement Policy Framework (RPF), Vulnerable and Marginalized Group Framework (VMGF), Sexual Exploitation and Harassment (SEAH) Prevention and Response Plan, and Stakeholder Engagement Plan (SEP) and the timelines specified in those E&S documents.
4. The Recipient is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Ministry, agency or unit referenced in 1. above or other entities.
5. Implementation of the material measures and actions set out in this ESCP shall be monitored and reported to the Association by the Recipient as required by the ESCP and the conditions of the legal agreement, and the Association will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the Association and the Recipient, this ESCP may be revised from time to time during project implementation, to reflect adaptive management of project changes and unforeseen circumstances or in response to assessment of project performance conducted under the ESCP itself. In such circumstances, the Recipient will agree to the changes with the Association and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the Association and the Recipient. The Recipient shall promptly disclose the updated ESCP.

7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during project implementation, the Recipient shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts which may include labor, health and safety, SEAH or environmental impacts.

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY / AUTHORITY	
<b>Monitoring and Reporting</b>			
(i)	<p><b>REGULAR REPORTING:</b> Prepare and submit to the Association regular monitoring progress 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&amp;S documents required under the ESCP, stakeholder engagement activities, and the functioning of the grievance mechanism.</p>	Biannually and annually throughout the project implementation period.	Ministry of Agriculture, Livestock, Fisheries, and Cooperatives (MoALFC)
(ii)	<p><b>INCIDENTS AND ACCIDENTS:</b> Promptly notify the Association of any incident or accident related to the project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers including child abuse, SEAH, insecurity issues to the implementation of the project, labour issues and working conditions with respect to contract and contractors, community health and safety with respect to civil works along prioritized value chains, or any conflict amongst beneficiaries or beneficiaries, service providers, and stakeholders. Provide sufficient detail regarding any incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and supervising entity, as appropriate.</p> <p>Subsequently, as per the Association’s request, prepare a report on the incident or accident, including a root-cause analysis, and propose any measures to prevent its recurrence.</p>	<p>Notification to the Association within 48 hours of first becoming aware of incident or accident.</p> <p>Report submitted to the Association within 15 days of first learning of the accident or incident, or on another timeframe acceptable to the Association.</p>	Ministry of Agriculture, Livestock, Fisheries and Cooperatives (MoALFC)

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY / AUTHORITY
<b>ESS1 Assessment and Management of Environmental and Social Risks and Impacts</b>		
<p>1.1</p>	<p>ORGANIZATIONAL STRUCTURE: Overall coordination of the project shall be by the Ministry of Agriculture, Livestock, Fisheries, and Cooperatives (MoALFC) and relevant government agencies, departments, and counterparts in the respective project counties.</p> <p>For all Project activities the MoALFC shall maintain an organizational structure with qualified and experienced staff, and resources to support management of environment and social risks of the Project; including expediting the appointment and/or hiring and deployment of qualified and experienced Environmental Specialists, SEAH expert, Social Safeguards Specialists, Communications Specialist to support the National Project Coordination Unit (NPCU).</p> <p>For all Project activities the participating counties shall each maintain an organizational structure with qualified staff and resources to support management of environment and social risks of the Project; including the hiring and deployment of qualified and experienced Environmental Specialist and Social Safeguards Specialist to support the County Project Coordination unit (CPCU) on this Project to complement the staff at post.</p>	<p>The National Project Coordination Unit (NPCU) shall be fully established before funds disbursement for all project activities and maintained throughout project implementation.</p> <p>The Social Safeguards Specialist, SEAH expert, Environment Specialist and the communications specialist shall be hired /deployed prior to project effectiveness</p> <p>The Social Safeguards Specialist and Environment Specialist at the county level shall be hired /deployed prior to disbursement of funds to counties for all project activities</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY / AUTHORITY
1.2	Prepare and adopt the Environmental and Social Management Framework (ESMF) with the following E&S instruments as annexes: Integrated Pest Management Plan (IPMP), Sexual Exploitation, Abuse and Harassment (SEAH) prevention and Response Plan, and Security Management Plan (SMP). In addition prepare the Labour Management Procedures (LMP), Resettlement Policy Framework (RPF) and the Vulnerable Marginalized Groups Framework (VMGF) and disclose to public.	<ul style="list-style-type: none"> <li>i. Prepare and adopt the framework instruments prior to project effectiveness and maintain throughout the project implementation.</li> <li>ii. Update the environmental and social framework instruments within 12 months of project effectiveness.</li> </ul>	Ministry of Agriculture, Livestock, Fisheries and Cooperatives
1.2	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENT / MANAGEMENT PLANS AND ANNUAL COMPLIANCE AUDITS:</b></p> <ul style="list-style-type: none"> <li>i. Screen every technical assistance activity, sub project and microprojects and carry out environmental and social impact assessment for the identified sub-projects as per the requirements of the ESMF and during project implementation, incorporate the Environment Social Impact Assessment(ESIA)/ESMP recommendations in the Contractors ESMPs during implementation and duly comply with any applicable requirements in the ESMF during project implementation such as (a) following the guidance on COVID-19 aspects of the Project implementation; (b) carrying out environmental and social risks assessments,</li> </ul>	<ul style="list-style-type: none"> <li>i. Throughout Project implementation, with adoption of ESIA's and ESMPs to be completed before the start of sub-project activities.</li> </ul>	Ministry of Agriculture, Livestock, Fisheries and Cooperatives & participating counties

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY / AUTHORITY
	<p>preparing, consulting upon, adopting, publicly disclosing and implementing the respective ESIA/ESMPs before commencing works in a manner acceptable to the Association. All TA outputs will be prepared consistent with ESS in a manner acceptable to the Association.</p> <p>i. Carry out annual Environmental and Social implementation audits for the sub-projects. These shall be reviewed and cleared by the Association.</p>	<p>i. Annually</p>	
1.3	<p><b>MANAGEMENT OF CONTRACTORS:</b> Incorporate the relevant aspects of the ESCP, including the relevant E&amp;S documents and/or plans, and the Labor Management Procedures, into the ESHS specifications of the procurement documents with contractors.</p> <p>Thereafter ensure that the contractors comply with the ESHS specifications of their respective contracts.</p>	<p>i. Prior to the preparation of procurement documents.</p> <p>i. Supervise the contractors throughout project implementation</p>	<p>Ministry of Agriculture, Livestock, Fisheries, and Cooperatives &amp; participating counties</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY / AUTHORITY
<p>1.4</p> <p><b>EXCLUSIONS:</b> Exclude the following types of activities as ineligible for financing under the project:</p> <ul style="list-style-type: none"> <li>• Activities that have a high probability of causing serious adverse effects to human health and/or the environment.</li> <li>• Activities that may adversely affect lands or rights of Traditional Local Communities or other vulnerable and marginalized groups.</li> <li>• Associated facilities which do not meet the requirements of the ESSs, to the extent that the beneficiaries have control or influence over such associated facilities.</li> <li>• Activities that may have significant adverse social impacts and/ or may give rise to significant social or community conflict.</li> <li>• sub-project/ activity with either adverse impacts on land or natural resources under traditional/customary use or have risks associated with the relocation of VMGs coupled with any negative impact on their cultural sites/heritage</li> <li>• Activities that may involve involuntary resettlement or land acquisition (physical relocation of PAPs).</li> <li>• Investment on land for which clear ownership document is not available.</li> <li>• Activities that may involve economic displacement of more than 200 PAPs</li> <li>• Activities that may affect or result in impacts on cultural heritage</li> </ul>	<p>Throughout project implementation as part of the assessment process conducted under action 1.2 above.</p>	<p>Ministry of Agriculture, Livestock, Fisheries, and Cooperatives &amp; Participating Counties</p>



MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY / AUTHORITY
	<ul style="list-style-type: none"> <li>Any other excluded activities as set out in the ESMF for the Project.</li> </ul>	
<b>ESS2 Labour and Working Conditions</b>		
2.1	Relevant aspects of this standard shall be considered, as needed, under action 1.2 above.	Throughout project implementation
2.2	<p><b>LABOR MANAGEMENT PROCEDURES:</b> The project shall adopt and implement in accordance with Labor Management Procedures (LMP) and the applicable requirements of ESS2, in a manner acceptable to the Association, including through, inter alia, implementing adequate occupational health and safety measures (including emergency preparedness and response measures and position of First Aid kits for relevant activities), preventive measures to avoid forced and child labor (including for primary supply workers), training of workers, establishing grievance mechanisms for project workers, signing a code of conduct noted under action 2.3 and incorporating labor requirements into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms.</p>	<p>Prepare and adopt the LMP by project effectiveness. Prior to the preparation of procurement documents and throughout project implementation</p>
2.3	The Recipient shall ensure for all unremunerated community workers 1) documentation of voluntary participation; 2) working conditions particularly OHS; and 3) no disadvantage to those who are not able to participate (elderly, disabled, women, etc.)	Throughout the project implementation and prior to implementation of sub project involving community contribution of labor.
2.3	The Recipient shall ensure a non-discriminatory, decent work environment; including ensuring that all direct and	Throughout project implementation
		Ministry of Agriculture, Livestock, Fisheries, and Cooperatives

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY / AUTHORITY
	contracted workers adhere to the professional code of conduct developed as part of the LMP.		
2.4	The Recipient shall establish a system adequate to prevent and address SEAH in the workforce for all Project activities, including the integration of provisions into the code of conduct noted under action 2.3.	Throughout project implementation	Ministry of Agriculture, Livestock, Fisheries, and Cooperatives & Participating Counties
2.5	<b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES:</b> The Recipient shall prepare and implement adequate occupational health and safety measures for workers (including emergency preparedness and response measures) in line with the ESMF/IPMF, LMP and World Bank Group EHS General guidelines.	Throughout project implementation	Ministry of Agriculture, Livestock, Fisheries and Cooperatives & Participating Counties
2.6	<b>GRIEVANCE MANAGEMENT:</b> The project shall establish a project grievance mechanism, and assignment of focal points to address these grievances within MoALFC and the beneficiary counties.	Throughout project implementation	Ministry of Agriculture, Livestock, Fisheries and Cooperatives & Participating Counties
<b>ESS3 Resource Efficiency and Pollution Prevention and Management</b>			
3.1	<b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT:</b> The Recipient shall prepare, consult on, adopt, publicly disclose, and implement the following instruments: i. Integrated Pest Management Plans (IPMPs), including emergency response measures ii. Waste Management Plan as part of the ESMPs	Preparation before subproject implementation, and implementation throughout Project implementation.	Ministry of Agriculture, Livestock, Fisheries and Cooperatives & Participating Counties

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY / AUTHORITY
3.2	Relevant aspects of this standard shall be considered, as needed, under action 1.2 above, including, inter alia, measures for: (i) adequate design of pesticide storage, handling, transport, and management facilities (where applicable components 1&2); (ii) the EHSs, and other relevant Good International Industry Practice (GIIP) guidelines satisfactory to the Association;	Throughout project implementation	Ministry of Agriculture, Livestock, Fisheries and Cooperatives & Participating Counties
3.3	The Recipient shall establish appropriate environmental monitoring procedures for the implementation of environmental risk management measures; as (i) designing an appropriate environmental and social management plan in the context of regular project monitoring, (ii) on pesticide application quality, control efficacy and the reporting of incidents, integrated into the IPMP in more detail	Throughout project implementation	Ministry of Agriculture, Livestock, Fisheries and Cooperative
<b>ESS4 Community Health and Safety</b>			
4.1	<b>COMMUNITY HEALTH AND SAFETY:</b> Relevant aspects of this standard shall be considered, as needed, under action 1.2 above.	Throughout project implementation	Ministry of Agriculture, Livestock, Fisheries and Cooperatives
4.2	The Recipient shall develop and implement measures to assess and manage health and safety risks and impacts to the community arising from Project activities, including, inter alia, risks to livestock, crop, fodder, and humans associated with inappropriate use of pesticides during spraying; risks of labor misconduct; related SEAH; risks of security personnel (if any), etc. and include these measures in the ESMPs to be prepared in accordance with the ESMF, in a manner acceptable to the Association.	Before subproject implementation and throughout project implementation	Ministry of Agriculture, Livestock, Fisheries and Cooperatives & Participating Counties

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY / AUTHORITY
4.3	Under Component 1 & 2, the Recipient shall implement emergency preparedness measures in case of significant chemical spills or other health and safety related incidents.	Before subproject implementation and throughout project implementation	Ministry of Agriculture, Livestock, Fisheries, and Cooperatives & Participating Counties
4.4	Conduct training for the farmers and communities to enhance awareness of risks associated with civil works and to mitigate impacts specified in the EPRP and/or IPMPs on commencement of activities.	Before subproject implementation and throughout project implementation	Ministry of Agriculture, Livestock, Fisheries, and Cooperatives & Participating Counties
4.5	<p><b>GBV AND SEAH RISKS:</b> The Recipient shall prepare and implement a Sexual Exploitation and Harassment (SEAH) Prevention and Response Plan, to manage the risks of gender-based violence (GBV) and sexual exploitation and abuse (SEA) for both components.</p> <p>The Sexual Exploitation and Harassment (SEAH) Prevention and Response Plan shall specifically address potential risks deriving from SEAH associated with value chain linked investments, market infrastructure and the provision of other project benefits to small holder farmers.</p>	Prepare and adopt prior to project effectiveness. Maintain throughout project implementation	Ministry of Agriculture, Livestock, Fisheries and Cooperatives & Participating Counties
4.7	<b>CONFLICT:</b> The Recipient shall implement activities in communal areas under Project in a culturally sensitive manner, avoiding any aggravation of local communal conflicts, different communities / individuals using the same land.	Throughout project implementation	Ministry of Agriculture, Livestock, Fisheries and Cooperatives & Participating Counties

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY / AUTHORITY
4.8	<p><b>SECURITY:</b> The Recipient shall implement the Security Management Plan (SMP) consistent with good international practice and ESS4, in a manner acceptable to the Association, to ensure that the use of security personnel in the project does not result in adverse consequences to community health and safety, including in matters relating to SEAH. The SMP shall be 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>Also, the Recipient shall ensure that Project personnel are not exposed to potential security risks in the course of their work.</p>	SMP shall be prepared as part of ESMF on timeframe specified in action 1.2, and thereafter maintained throughout project implementation.	Ministry of Agriculture, Livestock, Fisheries and Cooperatives & Participating Counties
<b>ESS5 Land Acquisition, Restrictions on Land Use and Involuntary Resettlement</b>			
5.1	<p>Prepare and adopt Resettlement Policy Framework for the Project, that outlines the 1) screening process and exclusion criteria; 2) ensure that farmers and entities participating in the project have tenure of the land to be used and are not displacing other users of the land; 3) if land is to be donated or voluntary sold, the process and transaction fulfill the requirements of ESS5 VLD and are well documented.</p> <p>Should the granting of community lands cause relocation/economic loss of VMG, the RPF shall include guidance to exclude physical relocation and ensure that these voluntary land donations are made willingly in accordance to ESS5 criteria and that principles underlying FPIC are respected.</p>	Prepare and adopt on timeframe specified in action 1.2 and thereafter maintained throughout the project implementation.	Ministry of Agriculture, Livestock, Fisheries, and Cooperatives & Participating Counties

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY / AUTHORITY
	<p>A RPF shall also outline potential situations of economic loss, eligibility criteria, compensation for economic loss/disturbance allowance, procedures of compensation linked to construction schedule, funding arrangement, implementation arrangement and monitoring arrangement.</p> <p>Ensure that adverse impacts on incomes or livelihoods (if any) that are not a direct result of land acquisition or land use restrictions imposed by the project. shall be addressed in accordance with ESS1.</p>		
5.3	<p><b>Income loss/economic displacement:</b></p> <p>i. NAVCDP will engage with affected communities / Persons / HHs, through the process of stakeholder engagement described in ESS10 for all decision-making processes.</p> <p>ii. NAVCDP will prepare income restoration plans and budget as part of ESMP if land acquisition under the project result in the economic displacement of persons NAVCDP will make provision for compensation for potential income loss/economic displacement</p> <p><b>EXCLUSIONS:</b> Activities or investments that require involuntary resettlement, and physical displacement shall be excluded from the Project.</p>	Income Restoration Plan shall be prepared as part of ESMP, approved, disclosed and implemented prior to start of physical works on site.	Ministry of Agriculture, Livestock, Fisheries, and Cooperatives & Participating Counties
<b>ESS6 Biodiversity Conservation and Sustainable Management of Living Natural Resources</b>			
6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS:</b> Not relevant. Relevant aspects of this standard shall be considered, as needed, under action 1.2 above. The Recipient shall</p>	Throughout project implementation	Ministry of Agriculture, Livestock, Fisheries and Cooperatives

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY / AUTHORITY
	screen sub-projects, prepare, consult on, adopt, publicly disclose, environmental and social impact assessments (ESIAs)/or environmental and social management plans (ESMPs) with relevant mitigation measures for sub-projects infrastructure that are likely to have impacts on biodiversity namely investments aiming at improving irrigation infrastructure (aquatic and riparian fauna) and water structures and pollution to water bodies by pesticides which can affect aquatic fauna.		
<b>ESS7 Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities</b>			
7.1	The project shall be implemented in Counties where Traditional Local Communities are present (who meet the requirements of ESS7). The Recipient shall ensure that these communities are appropriately informed and can share in the project benefits in an inclusive and culturally appropriate manner with provisions included in the SEP and VMGF.	Throughout project implementation	Ministry of Agriculture, Livestock, Fisheries, and Cooperatives & Participating Counties
7.2	Social Assessment (SA) shall determine any specific risks resulting from the interaction between local social structures (culture, traditional institutions, habits) and livelihood systems with the project activities and outline in a Vulnerable and Marginalized Group Plan (VMGP) for 11 counties appropriate ways of engaging with local communities and establish further measures as necessary.	The Social Assessment (SA) shall be carried out simultaneously with the preparation of value chain development plans for respective counties.	Ministry of Agriculture, Livestock, Fisheries and Cooperatives & Participating Counties
7.3	Ensure that such communities are appropriately informed about sub- project activities in an inclusive and	Throughout project implementation	Ministry of Agriculture, Livestock, Fisheries and

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY / AUTHORITY
	culturally appropriate manner with provisions included in the SEP as well as the VMGPs noted above.		Cooperatives & Participating Counties
7.4	Ensure that such communities share in the benefits of the project in an inclusive and culturally appropriate manner with provisions included in the specific VMGPs based on the social assessment of value chain development plan for the each of the 11-beneficiary county with presence of VMGs.	VMGPs to be prepared and approved along with the county specific value chain Development Plan and prior to undertaking activities in areas where VMGs are present and implemented throughout the project.	Ministry of Agriculture, Livestock, Fisheries and Cooperatives & Participating Counties
7.5	The Project shall exclude any activities which would require Free Prior and Informed Consent (FPIC) under ESS7.	Throughout project implementation	Ministry of Agriculture, Livestock, Fisheries, and Cooperatives & Participating Counties
<b>ESS8 Cultural Heritage</b>			
8.1	Relevant aspects of this standard shall be considered, as needed, in the ESMF as outlined under action 1.2 above.	Before subproject implementation and throughout project implementation	Ministry of Agriculture, Livestock, Fisheries, and Cooperatives
<b>ESS9 Financial Intermediaries</b>			
	Not relevant		
<b>ESS10 Stakeholder Engagement and Information Disclosure</b>			
10.1	<b>STAKEHOLDER ENGAGEMENT PLAN:</b> The Project has prepared and disclosed a Stakeholder Engagement Plan	Adopt and implement the SEP throughout project implementation	Ministry of Agriculture, Livestock, Fisheries and Cooperatives



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY / AUTHORITY
	(SEP) consistent with ESS10, in a manner acceptable to the Association.		
10.2	<p><b>UPDATE SEP:</b> The Recipient shall update and implemented the SEP prior to finalization of value chain development plans for counties defining further details on the operational steps consistent with ESS10, in a manner acceptable to the Association.</p> <p>The SEP shall be updated to include additionally appropriate community consultation mechanisms to support an adequate targeting mechanism and to establish appropriate delivery of farm and market linked services.</p>	The SEP for the Project shall be updated within 12 months of project effectiveness and when/if necessary, along the project cycle.	Ministry of Agriculture, Livestock, Fisheries and Cooperatives & Participating Counties
10.3	<p><b>STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE:</b> Implement the SEP consistent with ESS10, including the use of different, culturally appropriate communication approaches to ensure communication also with the most vulnerable, IP/SSAHUTLC, including illiterate, and people with disabilities.</p>	Throughout project implementation	Ministry of Agriculture, Livestock, Fisheries and Cooperatives & Participating Counties
10.4	<p><b>GRIEVANCE MECHANISM:</b> Accessible grievance arrangements shall be made publicly available to receive and facilitate resolution of concerns and grievances in relation to the project, consistent with ESS10, in a manner acceptable to the Association.</p>	Grievance Mechanism will be established by project effectiveness and maintained throughout project implementation	Ministry of Agriculture, Livestock, Fisheries and Cooperatives & Participating Counties

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY / AUTHORITY
10.5	The Recipient shall ensure that Grievance Mechanism (GM) shall be used to address SEAH related issues and mechanisms to ensure confidentiality and anonymity in reporting with safe and ethical documenting of SEAH issues. Further, the GM shall immediately notify both the MoALFC and the Association of any SEAH complaints, with the consent of the survivor.	Throughout project implementation.	Ministry of Agriculture, Livestock, Fisheries and Cooperatives & Participating Counties
10.6	The Recipient shall ensure that project-level GM at National and county level accept grievances related to security, labour issues, and general project implementation as is required for any other complaints by target communities and other stakeholders and ensure such are addressed promptly.	Throughout project implementation.	Ministry of Agriculture, Livestock, Fisheries and Cooperatives & Participating Counties
<b>Capacity Building</b>			
11.1	<p><b>Capacity Building</b> : There shall be training and capacity building on environmental and social risks management for the NPCU, the 26 CPCUs and CDDs that will participate on the project to meet ESF requirements. A training plan will be prepared with adequate resource allocation and implemented. The training will focus on the ESS1-10, the GM, SEA/GBV, code of conduct, OHS and Stakeholder Engagement.</p> <p>Specific training would be organized on E&amp;S screening, exclusion criteria and preparation of sub project ESIA/ESMPs, preventive and tracking measures on child and forced labor, Voluntary land acquisition procedures and management of economic displacement, preparation of VMGPs, SEAH prevention and Response Plan and GM.</p>	Within 3 months of project effectiveness and Prior to approval of County Plans. Subsequently as per the training plan throughout project implementation	Ministry of Agriculture, Livestock, Fisheries and Cooperatives & Participating Counties

<b>MATERIAL MEASURES AND ACTIONS</b>	<b>TIMEFRAME</b>	<b>RESPONSIBLE ENTITY / AUTHORITY</b>