

DEMOCRATIC REPUBLIC OF CONGO

**DRC WATER SUPPLY AND SANITATION
ACCESS PROGRAM (PASEA PROJECT)
[P178389]**

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

Revised June 12, 2026

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Democratic Republic of Congo (the Recipient) will implement the Programme d'Accès aux Services d'Eau et d'Assainissement (PASEA) Project (the Project), with the involvement of the *Ministère des Ressources Hydrauliques et Electricité* (MRHE), through the *Cellule d'Exécution des Projets-Eau* (CEP-O), (the Project Coordination Unit (PCU) of the as set out in the Financing Agreement. The International Development Association (the Association), has agreed to provide financing for the Project, as set out in the referred 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 Financing Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred 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, the timeframes of the actions and measures, the institutional framework, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.
4. As agreed by the Association and the Recipient, this ESCP may be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance evaluation. In such circumstances, the Recipient through the *Cellule d'Exécution des Projets-Eau* (CEP-O) and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Coordinator of the CEP-O. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project. The reports shall include:</p> <ul style="list-style-type: none"> • Status of preparation and implementation of E&S documents required under the ESCP. • Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan. • Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. • E&S performance of contractors and subcontractors as reported through contractors' and supervision firms' reports. • Number and status of resolution of incidents and accidents reported. 	<p>Submit quarterly reports to the Association throughout Project implementation commencing 3 months after the Effective Date.</p> <p>Submit each report to the Association no later than 15 days after the end of each reporting period (quarter).</p>	<p>CEP-O</p> <p>PPIUs</p>
B	<p>INCIDENTS AND ACCIDENTS</p> <p>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, inter alia, cases of sexual exploitation and abuse (SEA), and sexual harassment (SH), and accidents that result in death, serious or multiple injury. Provide sufficient details regarding the scope, severity, and possible causes of the 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/or supervising firm, as appropriate.</p> <p>Subsequently, at the Association's request, prepare a report on the incident or accident and propose some measures to address it and prevent its recurrence.</p>	<p>Notify the Association no later than 24hr after first learning of the incident or accident for any incidents of SEA/SH, or accidents resulting in death or serious injury. Notify no later than 48 hours for other incidents and accidents after learning of the incident or accident occurrence.</p> <p>Provide subsequent report to the Association within 7 days after becoming aware of the incident or accident.</p>	<p>CEP-O</p> <p>PPIUs</p>
CONTRACTORS' MONTHLY REPORTS			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>C</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 to the Association as annexes to the reports to be submitted under above action A.</p>	<p>CEP-O</p> <p>PPIUs</p>

ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>The CEP-O shall maintain adequate staffing to manage E&S risks and impacts of the Project, including one (1) environmental specialist, one (1) social development specialist, and one (1) GBV specialist at the national level. The social development specialist at the national level shall be explicitly designated as the Grievance Mechanism (GM) focal point, responsible for overseeing the functioning of the grievance mechanism and stakeholder engagement activities at the national level.</p> <p>At the provincial level, in support of the PPIUs, the CEP-O shall recruit four (4) E&S specialists, including one (1) social development specialist (with expertise in GBV) for the provinces of Kwilu and Kasai, and one (1) social development specialist (with expertise in GBV) for the provinces of Kasai Central and Kasai Oriental. Each provincial social development specialist shall be explicitly designated as the GM focal point for their respective provinces, responsible for managing grievances and stakeholder engagement activities at the provincial level.</p>	<p>Maintained throughout Project implementation.</p> <p>Maintained throughout Project implementation.</p>	CEP-O
1.2	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <p>Consult upon, and implement the following E&S instruments: Environmental and Social Management Framework (ESMF, including the SEA/SH Mitigation and Response Action Plan), Resettlement Policy Framework (RPF), Indigenous Peoples Planning Framework (IPPF), Stakeholder Engagement Plan (SEP, updated to include activities transferred from the AGREE Project), and Labor Management Procedures (LMP).</p> <p>Prepare and disclose site-specific Environmental and Social Impact Assessments (ESIAs) and Environmental and Social Management Plans (ESMPs) for each subproject or activity where required, in accordance with the ESMF. Prior to the bidding process for the relevant works, so that contractors may incorporate E&S measures into their budgets.</p> <p>For civil works transferred from the AGREE Project (P173506), review existing E&S instruments and update or prepare new site-specific ESIAs/ESMPs to ensure full compliance with the World Bank Environmental and Social Framework (ESF). Prior to the bidding process for those works.</p>	<p>The ESMF was adopted and disclosed on March 30, 2023 and shall be implemented throughout Project implementation.</p> <p>Prior to the bidding process for each relevant subproject activity.</p> <p>Prior to the bidding process for transferred works.</p>	CEP-O PPIUs

	<p>Ensure E&S measures are integrated into the Terms of Reference for all technical assistance consultancies, in a manner consistent with the Environmental and Social Standards (ESSs), and ensure that outputs of such consultancies comply with the requirements set out in the ToRs and applicable ESSs.</p>	<p>Throughout Project implementation.</p>	
<p>1.3</p>	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, the Labor Management Procedures, to procurement documents and contracts with contractors and supervising firms. In addition, Contractors’ ESMP will include provisions for drafting code of conduct, with specific clauses to prevent SEA/SH and with sanctions in case of non-compliance, provisions for regular training of the workers on GBV, including SEA/SH risks and consequences, content of code of conduct and procedure to report SEA/SH incidents, and provisions to implement Grievance Redress Mechanisms sensitive to SEA/SH complains complaints in a safe and ethical manner and applying a survivor-centered approach, as part of the overall GRM).Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p>	<p>Prior to calls for tenders and bidding, incorporate E&S measures and SEA/SH mitigation and response measures in line with those developed in the SEA/SH Action plan to be adopted in the bidding documents.</p> <p>Supervise contractors throughout Project implementation.</p>	<p>CEP-O</p> <p>PPIUs</p> <p>DAS: Department of Sanitation of the Ministry of Environment and Sustainable Development (<i>Direction de l’Assainissement: DAS</i>).</p> <p>ONHR: National Office of Rural Hydraulics (<i>Office National d’Hydraulique Rurale</i>).</p> <p>Supervising firms</p> <p>REGIDESO</p> <p>Regies provinciales</p> <p>DNAC: Department of infrastructure of the Ministry of Education (<i>Direction Nationale de Construction</i>)</p> <p>DHSP: Department of hygiene and public health of the Ministry of Public Health (<i>Direction Hygiene et Salubrite Publique</i>)</p>
<p>1.4</p>	<p>TECHNICAL ASSISTANCE</p>		

	<p>Feasibility studies and performance based conditions (PBC) related studies, shall include a Social, Legal and Institutional Assessment to be done during project implementation in order to identify potential economic and social risks and impacts and propose measures to mitigate the planning or regulation around water sources as part of the TA.</p> <p>Furthermore, capacity building, training, and any other technical assistance activities under the Project, including, inter alia, the leasing of offices and acquisition of equipment and furniture, of vehicles and of IT equipment, preparation of master plans, preliminary detailed engineering designs and calls for tenders, drafting of laws and regulations on water supply and sanitation, and the development of E&S instruments, are carried out in accordance with terms of reference that are acceptable to the Association and consistent with the ESSs. Thereafter, ensure that the outputs of such activities comply with the terms of reference and the ESSs.</p>	<p>Ensure E&S provisions are included in terms of reference prior to contracting of consultants.</p> <p>Throughout Project implementation.</p>	<p>CEP-O</p> <p>PPIUs</p>
1.5	<p>CONTINGENT EMERGENCY RESPONSE FINANCING (CERC)</p> <p>Adopt any environmental and social (E&S) instruments which may be required for activities under the CERC of the Project, in accordance with the CERC Manual and prepare a CERC- addendum to the existing ESMF consistent with the ESSs, including a description of the ESHS assessment and management arrangements, and thereafter implement the measures and actions required under said E&S instruments, within the timeframes specified in said E&S instruments.</p>	<p>Adopt any required E&S instrument and include it as part of the respective bidding process, if applicable, and in any case, before the carrying out of the relevant Project activities for which the E&S instrument is required. Implement the E&S instruments in accordance with their terms, throughout Project implementation.</p>	<p>CEP-O</p>
1.6	<p>CATALYTIC GRANTS FOR ELIGIBLE SANITATION AND HYGIENE ENTERPRISES</p> <p>Ensure that eligible sanitation and hygiene enterprises (SHEs) receiving catalytic grants under Subcomponent 2.3 have in place and implement an Environmental and Social Management System (ESMS), consistent with the requirements of the Financing Agreement, the applicable WB Environmental and Social Standards, and the Catalytic Grants Manual as approved by the Association.</p>	<p>Prior to the submission of any proposals for sub-project financing The ESMS shall be implemented throughout the duration of the respective grant sub-project in accordance with the Catalytic Grants Manual.</p>	<p>CEP-O</p> <p>PPIUs</p> <p>SHEs</p>
1.7	<p>RESULT BASED GRANTS FOR ELIGEABLE WATER OPERATORS</p> <p>Ensure that eligible water operators (WO) receiving result-based grants under Subcomponent 1.2 have in place and implement an Environmental and Social Management System (ESMS), consistent with the requirements of the Financing Agreement, the applicable Environmental and Social Standards, and the Result-based Grants Manual as approved by the Association.</p>	<p>Prior to the submission of any proposals for sub-project financing. The ESMS shall be implemented throughout the duration of the respective Water subproject in accordance with the Results-Based Grants Manual.</p>	<p>CEP-O</p> <p>PPIUs</p> <p>WO</p>
ESS 2: LABOR AND WORKING CONDITIONS			

2.1	<p>LABOR MANAGEMENT PROCEDURES Implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of worker-employer relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), codes of conduct (including SEA and SH clauses and sanctions in case of non compliance), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p>	Adopted and disclose on timeframe specified in action 1.2	CEP-O PPIUs
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS Maintain and operate a grievance mechanism 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.</p>	Established prior to the engagement of Project workers and shall be maintained and operated throughout Project implementation.	CEP-O PPIUs
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT MEASURES Incorporate appropriate waste management measures in the ESMF to manage hazardous and non-hazardous waste, consistent with ESS3.</p>	On ESMF timeframe specified in action 1.2	CEP-O PPIUs
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures in the ESMPs to be prepared under action 1.2 above.</p>	On ESMP timeframe specified in action 1.2	CEP-O PPIUs
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under action 1.2 above.</p>	On ESMP timeframe specified in action 1.2	CEP-O PPIUs
4.2	<p>COMMUNITY HEALTH AND SAFETY Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, exposure to transmissible diseases (including HIV/AIDS), noise, pollution and other public health issues”, safety risks from exposure open ditches and manholes, the behavior of Project workers, risks of labor influx, risks of flooding and related impacts on community safety, response to emergency situations, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.</p>	On ESMF and ESMP timeframe specified in action 1.2	CEP-O PPIUs

<p>4.3</p>	<p>SEA AND SH RISKS</p> <p>Adopt and implement a SEA/SH Action Plan as part of the ESMF, to assess and mitigate the risks of SEA and SH. It shall include the following elements:</p> <ul style="list-style-type: none"> - Provisions for drafting Codes of Conduct (CoC) that specifically prohibit SEA/SH-related behavior and describe applicable sanctions. The SEA/SH Action Plan shall require these CoC be signed by all project workers, including supervisory consultant staff, and PIU staff. CoC shall be translated into local languages and signed by workers and posted on construction sites and other associated facilities. It shall apply to contracts or services other than consulting services, commissioned or performed under such contracts, and cover, among other risks, SEA/SH, violence against children. It shall also include an action plan for their effective implementation and provide for regular Project worker training to this end. - A regular worker training and community outreach strategy that outlines how project workers and local communities will be sensitized to the risks and consequences of gender-based violence (GBV), including SEA/SH, worker responsibilities under the CoC and procedures for reporting such incidents. - Arrangements for organizing independent community consultations with women in safe and supportive environments and with same-sex facilitators, which shall provide information on project-related SEA/SH risks for women and feedback on safe and accessible grievance mechanism reporting channels for SEA/SH complaints, as well as quality specialist GBV assistance services in intervention areas. - A training strategy that includes worker responsibilities covered by the CoC, SEA/SH concepts, prohibited behaviors and penalties for violations, and specific procedures for ethically and confidentially handling SEA/SH complaints. - Specific grievance management procedures for handling SEA/SH complaints in a safe and confidential manner following a survivor-centered approach, including protocols for responding and sharing information on how the Project should provide employees and local people with information on how to report SEA/SH complaints and CoC violations through the grievance mechanisms. - Arrangements for mapping a holistic package of services (psychosocial, medical, and legal) to which SEA/SH survivors will be referred, including assessing the quality of services offered by providers. <p>Ensure that all Bidding Documents, works contracts or contracts for services, other than consulting services under the Project, require suppliers/vendors, sub-contractors or consultants to adopt and implement the CoC, including provisions relating to SEA/SH and the applicable sanctions.</p>	<p>The SEA/SH Action Plan is an appendix to the ESMF and shall be adopted in the timeframe as action 1.2, and thereafter implemented throughout Project implementation.</p>	<p>CEP-O PPIUs</p>
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4.4	<p>SECURITY MANAGEMENT</p> <p>No security personnel are scheduled to be deployed to the project. Should security personnel be necessary, a security risk assessment (SRA) combined with a Security Management Plan (SMP) that complies with the requirements of ESS4, shall be carried out prior to implementation of project activities in the areas where there exists “high” security risks and implemented thereafter.</p>	<p>Prior to engaging security personnel and thereafter implemented throughout Project implementation.</p>	<p>CEP-O PPIUs</p>
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT POLICY FRAMEWORK</p> <p>Implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5.</p>	<p>The RPF was adopted and disclosed on May 3, 2023 and shall be implemented throughout Project implementation.</p>	<p>CEP-O</p>
5.2	<p>RESETTLEMENT PLANS</p> <p>In accordance with the RPF, an environmental and social screening shall be conducted for each activity to determine the necessity of a site specific resettlement action plan (RAP), and if applicable, prepare and implement such a RAP, consistent with ESS5.</p> <p>For civil works transferred from the AGREE Project (P173506) into the PASEA Project through restructuring, including the construction of the Tshibashi river intake and the rehabilitation of the Kananga water treatment plant in Kasai Central province, the Borrower shall develop, seek Association approval of, disclose, and implement a Resettlement Action Plan (RAP) consistent with ESS5 and the RPF.</p>	<p>Prepare and implement the respective site specific RAP prior to carrying out the relevant works, including ensuring that before taking possession of land and related assets, full compensation has been provided and, if applicable, displaced people have been resettled and moving allowances have been provided.</p> <p>Prepare and implement the RAP prior to carrying out the relevant works, including ensuring that before taking possession of the land and related assets, full compensation has been provided and, if applicable, displaced people have been resettled and moving allowances have been provided.</p>	<p>CEP-O PPIUs</p>
5.3	<p>GRIEVANCE MECHANISM</p> <p>The grievance mechanism (GM) to address resettlement related complaints shall be described in the RPF, RAPs and SEP.</p>	<p>The GM for resettlement shall be operational prior to the start of construction and resettlement activities, in the same timeframe as action 5.2, and shall thereafter be maintained and operated throughout Project implementation</p>	<p>CEP-O PPIUs</p>
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			

6.1	BIODIVERSITY RISKS AND IMPACTS Adopt and implement as part of the ESMF, requirements on screening and mitigation measures to ensure Project activities do not alter or cause destruction of critical and/or natural habitats, consistent with ESS6.	On ESMF timeframe in action 1.2	CEP-O PPIUs
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	INDIGENOUS PEOPLES PLANNING FRAMEWORK Adopt and implement an Indigenous Peoples Planning Framework (IPPF) for the Project, consistent with ESS7.	The IPPF was adopted and disclosed on March 30, 2023 and shall be implemented throughout Project implementation.	CEP-O
7.2	INDIGENOUS PEOPLES PLAN Adopt and implement an Indigenous Peoples Plan (IPP) for each site/activity under the Project for which the IPPF requires such IPP, as set out in the IPPF and consistent with ESS7. The IPP shall include a grievance mechanism (GM) to address complaints submitted by IPs.	Adopt the IPP prior to the carrying out of any activity that requires the preparation of such IPP. Once adopted, implement the respective IPP throughout Project implementation.	CEP-O PPIUs
7.3	GRIEVANCE MECHANISM The grievance mechanism to address complaints submitted by indigenous peoples shall be described in the IPPF, IPPs, and SEP, with consideration for the traditional practices in use among the affected indigenous people. The mechanism shall develop specific and appropriate procedures for IPs to facilitate the reporting of SEA/SH incidents.	Same timeframe as action 1.2 (SEP) 7.1 and 7.2 (IPPF and IPP).	CEP-O PPIUs
ESS 8: CULTURAL HERITAGE			
8.1	CHANCE FINDS Describe and implement the chance finds procedures as part of the ESMF of the Project and/or of the site specific ESMFs.	Same timeframe as action 1.2	CEP-O PPIUs
ESS 9: FINANCIAL INTERMEDIARIES			
9.1	Not applicable.		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			

10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>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.</p>	<p>The SEP was adopted and disclosed on March 30, 2023 and shall be implemented throughout Project implementation.</p>	<p>CEP-O PPIUs</p>
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>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 gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>	<p>The grievance mechanism was established by March 30, 2023 and shall be maintained and operated throughout Project implementation, including the SEA/SH procedures</p>	<p>CEP-O PPIUs</p>
<p>CAPACITY SUPPORT</p>			
CS1	<p>Provide training to key project stakeholders including Project workers, communities, Provincial Project Implementation Units (PPIUs), <i>Régies Provinciales</i>, ONHR, MEDD-DAS, MRHE, MSP-DHSP MEPST-DNAC, REGIDESO, private and community-based water scheme operators on (but not limited to):</p> <ul style="list-style-type: none"> • Stakeholder mapping and engagement • Specific aspects of environmental and social assessment and management (as specified by the sub-project SEPs) • Emergency preparedness and response • Community health and safety • Security management • Labor management procedures • Resettlement and land acquisition procedures • World Bank Good Practice guidance on SEA/SH in Financing Investment Projects Involving Major Civil Works, including SEA/SH related risks and consequences and relevant risk mitigation measures to implement as part of the SEA/SH Action Plan. This includes training on the World Bank ESF (Environmental and Social Framework) and building the capacity of MEDD-DAS, ONHR, <i>Regie provinciale</i>, <i>REGIDESO</i>, <i>MSP-DHSP</i>, 	<p>To start no later than 6 months after the Project Effective Date, and thereafter maintained throughout Project implementation</p>	<p>CEP-O PPIUs</p>

	<p>MEPST-DNAC and ACE (<i>Agence Congolaise de l'Environnement or Congolese Environmental Agency</i>) to carry out environmental and social compliance activities.</p> <p>Other training subjects, stakeholders, and training targets may be added in line with the E&S capacity needs assessment recommendations (referred to in section CS3).</p>		
CS2	<p>Provide training to the Provincial Project Implementation Units (PPIUs), provincial technical implementation teams, and Project workers on health and safety, including on emergency prevention and disaster preparedness and response.</p>	<p>To start no later than 6 months after the Project Effective Date, and thereafter throughout Project implementation</p>	<p>CEP-O</p>
CS3	<p>Undertake an end-to-end E&S oversight needs assessment based on the activities selected by the Project and develop and implement a capacity building plan to manage E&S components in line with the recommendations of the assessment.</p>	<p>A capacity needs assessment must be carried out and a capacity building plan must be developed no later than 6 months after the Project Effective Date.</p>	<p>CEP-O PPIUs</p>