

**Zambian Ministry of General Education**  
Zambia Enhancing Early Learning (ZEEL)  
(P174012)

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

**August 5, 2021**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Zambia (the Recipient) will implement the Zambia Enhanced Early Learning project (the Project), with the involvement of the following Ministries: the Ministry of Finance and the Ministry of General Education (MoGE). The International Bank for Reconstruction and Development acting as Grant Agent for the Global Partnership for Education Fund (the World Bank or the Bank) 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**) of the World Bank Environmental and Social Framework (ESF). This Environmental and Social Commitment Plan (**ESCP**) sets out material measures and actions, any specific documents, or plans, as well as the timing for each of these measures and actions.
3. The Recipient shall also comply with the provisions of any other E&S documents required under the ESF and referred to in this ESCP, such as Environmental and Social Management Plans (ESMP), Resettlement Action Plans (RAP), Indigenous Peoples Plans (IPPs), and Stakeholder Engagement Plans (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.
5. Implementation of the material measures and actions set out in this ESCP shall be monitored and reported to the World Bank by the Recipient as required by the ESCP and the conditions of the legal agreement, and the World Bank will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the World Bank 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, through the Ministry of General Education, will agree to the changes with the World Bank and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through an exchange of letters signed between the World Bank 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.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the World Bank regular monitoring reports on the environmental, social, health and safety (ESHS) compliance and performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of environmental and social (E&amp;S) documents required under the ESCP, stakeholder engagement activities, and the status and functioning of grievance mechanism(s).</p>	<p>Quarterly throughout the Project implementation period. Reports due no later than the 10th of the month immediately following the expiry of the relevant quarter.</p>	<p>Ministry of General Education</p>
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the World Bank 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 such as significant environmental contamination, construction and road traffic related incidents and accidents, and incidents of Sexual Exploitation and Abuse or Sexual Harassment (SEA/SH). Provide enough detail regarding 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 supervising entity, as appropriate. Subsequently, at the World Bank's request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>	<p>Notification to the World Bank within 48 hours of the MoGE becoming aware of the incident or accident. A subsequent detailed report shall be provided within the timeframe requested by the Bank.</p>	<p>Ministry of General Education</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
C	<p><b>CONTRACTORS/TECHNICAL SUPERVISORS MONTHLY REPORTS</b></p> <p>Require contractors and Technical Supervisors to submit monthly reports to the MoGE documenting the extent of compliance with ESS requirements, including but not limited to for civil works. These reports shall provide details on the contractors/Technical Supervisors’ oversight on environmental, social, health and safety (ESHS) performance in accordance with this ESCP and the Project’s E&amp;S instruments, including the ESMF, SEP and LMP.</p> <p>These reports shall be generated from the field by the construction site supervisors recruited under the Project and submitted through the Procurement/Contract Management Specialist of the Zambia Education Program Coordination Unit (ZEPCU) to the MoGE for onward reporting to the Bank.</p>	<p>From the commencement of construction works on a monthly basis or as otherwise agreed in writing with the Bank, till completion throughout project implementation.</p>	<p>Ministry of General Education, Contractors/Technical Supervisors</p>
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>The Ministry of General Education (MoGE) shall maintain the Zambia Education Program Coordination Unit(ZEPCU) with qualified staff and resources to support management of E&amp;S risks and impacts of the Project, including, at a minimum, an Environmental Specialist and a Social Specialist. In addition, an SEA/SH Specialist shall be recruited to support management of SEA/SH risks of the Project, and a Child Psychologist shall be mapped to the Project.</p>	<p>The qualified Environmental Specialist, Social Specialist and SEA/SH Specialists are to be hired or appointed no later than 30 days after Project Effectiveness. The Child Psychologist shall be mapped to the PIU no later than 45 days after Project Effectiveness. The organizational structure, including the Environmental, Social and child psychologist mapping SEA/SH Specialists shall be maintained throughout Project implementation.</p>	<p>Ministry of General Education</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT/MANAGEMENT PLANS AND CONTRACTORS</p> <p>Prepare, adopt, disclose, and implement an Environmental and Social Management Framework (ESMF) in a manner acceptable to the Bank. The ESMF shall include, among other elements, procedures to identify, screen, and assess potential environmental and social impacts, instructions for the management of electronic waste, an Environmental and Social Management Plan (ESMP) and a template for site-specific ESMPs for construction or renovation of the hubs and satellite sites. The environmental and social risks and impacts of proposed Project activities shall be assessed in accordance with the ESMF, including to ensure that individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable, have access to the development benefits resulting from the Project and that adverse impacts do not fall disproportionately on them, in accordance with the ESSs and the ESMF. All relevant local or national building construction codes as detailed in the ESMF will be adopted for each school and included in the Project Operation Manual. Where Zambian standards do not exist, Good International and Industry Practice (GIIP) shall be used as an enhancement after modifications to suit the local environment and in accordance with the ESF. The ESMF will include procedures to ensure that infrastructure specialists in collaboration with the provincial level engineer and building officers at the district level are to ensure these codes are included in the design and associated project documentation.</p>	<p>The ESMF was completed, consulted, adopted and disclosed prior to 19 July 2021.</p> <p>ESMF to be updated to include provisions to address ESS7/item 7.1 of this ESCP within 60 days of Project Effectiveness date.</p> <p>Screening assessments shall be conducted upon potential site selection, and thereafter, ESMPs developed before the initiation of the relevant Project activities.</p> <p>The ESMF and ESMPs once approved shall be implemented throughout the implementation of the Project.</p>	<p>Ministry of General Education</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.3	<p><b>MANAGEMENT TOOLS AND INSTRUMENTS</b></p> <p>Screen any proposed subproject in accordance with the Environmental and Social Management Framework (ESMF) and Resettlement Policy Framework (RPF) prepared for the Project, and, thereafter, draft, adopt, and implement any E&amp;S instruments required under the ESMF, the RPF and the ESSs, such as a site-specific subproject Environmental and Social Management Plan (ESMP) or Resettlement Action Plan in a manner acceptable to the World Bank.</p>	<p>The ESMPs and RAPs to be approved by the World Bank' before launching the bidding process for the respective subproject. Once approved, the ESMPs shall be carried out throughout Project implementation. If a RAP is prepared for a subproject, it must be approved prior to bidding and fully implemented prior to commencement of works on that subproject.</p>	<p>Ministry of General Education, Contractors/Technical Supervisors</p>
1.4	<p><b>CONTINGENCY EMERGENCY RESPONSE COMPONENT (CERC)</b></p> <p>Develop, consult on and disclose the CERC-specific Environmental and Social instruments (such as ESMP) when CERC is activated. If necessary, update the ESMF to account for CERC-specific activities, in a manner satisfactory to the Bank. All activities financed through the CERC shall be consistent with ESSs and the provisions of the ESMF. No civil works or other activities entailing potential adverse environmental and social impacts under the CERC component may commence until an ESMP (and/or any other relevant instruments) have been prepared and cleared by the World Bank.</p>	<p>Upon activation of the CERC and thereafter throughout implementation of CERC activities.</p>	<p>Ministry of General Education</p>
1.5	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of this ESCP and the ESSs, including, inter alia, and environmental and social management plans, the LMP, other instruments, and any other required ESHS measures, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Ensure that these requirements apply to the work of community-based work forces as well. Thereafter ensure that the contractors and supervising firms comply with the ESHS specifications of their respective contracts.</p>	<p>Before launching the procurement process for the relevant Project activities, and thereafter throughout the conduct of such activities. ESHS specifications are to be part of bidding documents.</p>	<p>Ministry of General Education</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.6	<p><b>PERMITS, CONSENTS AND AUTHORIZATIONS</b></p> <p>Obtain the necessary approvals, permits and authorizations from relevant national authorities as applicable to the Project.</p> <p>Comply and cause contractors to comply with the conditions established in these permits, consents and authorizations throughout Project implementation and operation.</p>	Obtain permits, consents, and/or authorizations before initiating activities that require them.	Ministry of General Education, Contractors/Technical Supervisors
1.7	Prepare, consult, adopt and disclose EMPs for the operation and management phase of each subproject	Prior to initiation of operations/commissioning of facilities	Ministry of General Education, Contractors/Technical Supervisors
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>The Project shall be carried out in accordance with the applicable requirements of ESS2, in a manner acceptable to the World Bank, including through, inter alia, adequate occupational health and safety (OHS) measures (including emergency preparedness and response measures and O&amp;M ESHS plans), a separate grievance mechanism for Project workers to address workplace concerns, including sexual exploitation and abuse and sexual harassment, development and compliance with workers code of conduct and incorporating labour requirements into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms.</p> <p>Consistent with ESS2 and in a manner satisfactory to the Bank, update Labor Management Procedures (LMP) that have been developed for the Project. Implement measures to ensure coverage of non-remunerated community labor (including ensuring and documenting that it is provided on a voluntary basis), and ensure that no person under the age of 18 years is involved in any civil works or other work of a hazardous nature in relation to the Project.</p> <p>Develop, adopt and Implement workers code of conduct for all Project workers and contractors as part of the LMP. Ensure workers sign and understand the code of conduct at the time of employment /engagement in the Project. Requirement for the LMP will be incorporated into the procurement documents with contractors. Contractors shall be monitored to ensure compliance with LMP provisions in their respective contracts.</p> <p>The Social Specialist for the Project supported by Provincial and District Building Officers shall be responsible for sensitizing workers and contractors with respect to all their rights and obligations consistent with the LMP and the Code of Conduct.</p>	<p>LMP disclosed prior to appraisal on 19 July 2021</p> <p>Throughout Project implementation.</p>	<p>Ministry of General Education, Provincial Authorities, Contractors/Technical Supervisors</p>



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish, maintain, and operate a grievance mechanism for Project workers, including to address workplace sexual harassment and worker’s disciplinary issues, as described in the LMP and consistent with ESS2.</p>	Grievance mechanism shall be operational prior to engaging Project workers and shall be maintained throughout Project implementation	Ministry of General Education, Contractors/Technical Supervisors
2.3	<p><b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b></p> <p>Prepare, adopt, and implement occupational, health and safety (OHS) measures specified in the ESMF, the LMP, and site-specific ESMPs. MoGE, along with Contractors, shall provide all required training and personal protective equipment (PPE) to all Project workers, including but not limited to any non-remunerated community-based workers.</p>	Measures to be adopted in accordance with timeframes specified in sections 1.2, 1.3, and 2.1 of this ESCP, and implemented throughout Project implementation.	Ministry of General Education, Contractors/Technical Supervisors
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>E-WASTE MANAGEMENT PLAN</b></p> <p>Prepare, adopt, and implement an E-Waste Management Plan in accordance with the ESMF.</p>	Adopt after Project Effectiveness and before any calls for bids for subprojects that would generate e-waste, and thereafter implement throughout Project implementation.	Ministry of General Education, Contractors/Technical Supervisors
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>As part of the ESMF and site-specific ESMPs, adopt and implement measures and actions to manage water, waste and hazardous materials and promote energy efficiency in accordance with ESS3.</p>	Same timeframe as the preparation and implementation of the ESMF (general) and ESMPs (site-specific).	Ministry of General Education, Contractors/Technical Supervisors
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>Adopt and implement measures and actions to assess and manage traffic and road safety risks as required in the ESMF and ESMPs to be developed under action 1.2 above. Ensure that all contractors have traffic and road safety measures as part of their site-specific ESMPs.</p>	Same timeframe as the preparation and implementation of the ESMF and ESMPs.	Ministry of General Education, Contractors/Technical Supervisors

<p>4.2</p>	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>a. Develop, adopt, and implement a COVID-19 response plan and protocol in accordance with the ESMF for each project site as part of each ESMP.</p> <p>b. As part of the ESMF and each ESMP, develop and implement measures and actions to assess and manage Gender-Based Violence (GBV and Sexual Exploitation and Abuse (SEA)) risks in relation to all Project affected persons and beneficiaries, in particular women, children and other members of vulnerable groups. These Project-affected persons and beneficiaries and other relevant members of the public shall be made aware of measures adopted by the Project to address identified GBV/SEA risks led by the Social Specialist and GBV Specialist. Workers and communities shall also be provided with adequate information for understanding the increased risk of GBV/SEA.</p> <p>c. The project will inform communities on the increased risk of transmission of HIV/AIDS, COVID-19 and other communicable diseases associated with labour influx related to the Project. This will be communicated through bi-monthly toolbox talks, community consultations and the workers code of conduct which will form part of each ESMP. These activities shall be jointly undertaken by the Environmental Specialist, Social Specialist, GBV Specialist, Provincial and District Building Officers.</p> <p>d. Ensure that contractors implement site access control and safety measures to barricade off construction sites from the public, including to protect students at existing schools from hazards and accidents.</p>	<p>Same timeframe as the implementation of the ESMPs. GBV/SEA assessment and management of communicable diseases for each site to be aligned with implementation of site specific ESMPs</p>	<p>Ministry of General Education, Contractors/Technical Supervisors</p>
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4.3	<p><b>GBV AND SEA RISKS</b></p> <p>Update ZEEP Gender-Based Violence Action Plan (GBV Action Plan), prepared as part of the joint HD response to GBV to include ZEEL based on ESMF assessment to manage risks of gender-based violence (GBV) and sexual exploitation and abuse (SEA), including measures to address risks of SEA/GBV inherent to the education system and its personnel and affecting students.</p>	<p>Finalize the Updating of the GBV Action plan no later than 45 days from Project Effectiveness and prior to issuing calls for bids or hiring workers for the activities financed under the project. School personnel to be sensitized on updated GBV Action plan within 4 months of project effectiveness</p> <p>Plan to be implemented throughout Project implementation</p>	Ministry of General Education
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<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p>Prepare, consult adopt, disclose and implement an RPF including a Voluntary Land Donation process and protocol in accordance with ESS5</p>	<p>Final RPF disclosed on 19 July 2021. Subproject sites to be screened before commencement of any activities.</p> <p>Implemented throughout Project implementation</p>	
5.2	<p><b>RESETTLEMENT PLANS:</b> In accordance with the RPF and ESS5, and in a manner acceptable to the Bank, prepare, adopt, and disclose a Resettlement Action Plan (RAP) for any project activities that may result in land acquisition and involuntary resettlement.</p>	<p>RAP to be adopted, disclosed, and approved by the Bank prior to bidding and fully implemented before commencement of construction activities of the respective subproject. .</p>	Ministry of General Education
5.3	<p><b>GRIEVANCE MECHANISM</b></p> <p>Implement the Grievance Redress Mechanism (GRM) to address resettlement related complaints as described in the RPF and RAPs.</p>	<p>Prior to commencement of resettlement activities.</p>	Ministry of General Education
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			

6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS</b></p> <p>In accordance with the ESMF and ESS6, screen potential ECE hub and satellite sites to exclude those potential sites within environmental protected areas and natural areas considered of local, regional and/or international importance due to biodiversity, as well as sites located near natural protected areas that could be indirectly adversely affected by the Project.</p>	<p>During site selection screening of ECE hub and satellite sites in accordance with the ESMF.</p>	<p>Ministry of General Education, Contractors/Technical Supervisors</p>
<p><b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b></p>			
	<p>The Project shall be carried out in accordance with the applicable requirements of ESS7, including, inter alia: (i) ensuring that the Stakeholder Engagement Plan (SEP) includes meaningful consultations with indigenous/tribal peoples throughout Project implementation; (ii) implementing procedures, protocols and/or other measures to ensure that indigenous/tribal peoples have access to Project benefits in an fair, equitable, inclusive and culturally appropriate manner; and (iii) implementing measures to ensure that indigenous/tribal peoples are able to access the Project’s grievance mechanism in a culturally appropriate manner. The ESMF and SEP will include provisions to: 1) ensure that Zambia’s 73 ethnic tribes have access to project information and services according to the seven main languages adopted to define different regions of the country (Bemba, Kaonde, Tonga, Lozi, Luvale, Chewa and Ngoni) as mediums for communicating government policies, engaging with local groupings and used as languages of instruction for pre-school through to primary level; 2) integrate the Ministry of Chiefs and Traditional Affairs in its role of traditional leadership as active participants in the governance of the Project; 3) ensure that all cultural groups, including minorities have access to engagement, information and grievance redress with respect to the project.</p> <p>Should the engagement process outlined above and the screening process in the ESMF indicate that specific social assessment or adaptive measures are needed for a particular group, develop the corresponding social development plan SDP</p>	<p>Include in updated ESMF and SEP no later than 60 days after effectiveness.</p> <p>Implement throughout Project implementation</p>	<p>Ministry of General Education, Contractors/Technical Supervisors</p>

<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<b>CHANCE FINDS</b>  In accordance with ESMF and ESS8, screening must ensure that any sites with or near cultural heritage are identified and any necessary measures taken, including the preparation of a CHMP.  Prepare, adopt, and implement chance finds procedure as part of ESMF being developed for the Project. Chance finds procedures must be included in the contracts with contractors and implemented in case any cultural heritage is unexpectedly found.	Before the start of any construction works, and throughout Project implementation	Ministry of General Education, Contractors/Technical Supervisors
<b>ESS 9: FINANCIAL INTERMEDIARIES</b> Not relevant			
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b>  Update, disclose, and implement the Stakeholder Engagement Plan (SEP) consistent with ESS 10 and ESS1, in a manner acceptable to the World Bank, paying particular attention to ensuring effective inclusion, participation, and addressing the needs and interests of children and their caretakers, persons with disabilities and members of other disadvantaged or vulnerable groups.  Update SEP to include outreach to tribal and community leadership in accordance with ESS7/item 7.1 above.	SEP disclosed prior to appraisal on 19 July 2021.  SEP to be updated and redisclosed no later than 60 days after Project Effectiveness to include further details and implementation arrangements.	Ministry of General Education

10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Update ZEEP GRM to include ZEEL requirements as described in the SEP.</p>	<p>ZEEL GRM to be operational before project effectiveness and maintained throughout Project implementation.</p>	<p>Ministry of General Education</p>
<p><b>CAPACITY SUPPORT (TRAINING)</b></p>			

<p>CS1</p>	<p>Training shall be required and provided to relevant MoGE staff and stakeholders i.e. Ministry of Community Development and Social Services, Ministry of Health, Ministry of Gender. Ministry of Local Government on:</p> <ul style="list-style-type: none"> <li>- Capacity enhancement support including training for PIU staff based on the identified need to support project risk, WB ESF requirements and E&amp;S impact management and monitoring requirements.</li> <li>- Project E&amp;S instruments – ESMF, RPF and relevant requirements for follow up subproject level instruments.</li> <li>-Training of grievance management committees</li> <li>- Other relevant environmental and social issues, including respect for national labour laws and identification and management of SEA/SH risks.</li> <li>-All Project workers, including direct workers, community workers, as well as contractors and those directing community-based workers, are obligated to provide Environmental, Occupational, Health and Safety training to workers on at least a weekly basis and more often if turn-over requires it. All Project workers will be given monthly training on proper use of their individual Personal Protective Equipment (PPE).</li> <li>- Operational phase E&amp;S risks and impacts – including solid, liquid and e-waste management.</li> <li>- COVID-19 and other public health prevention measures relevant to the project.</li> </ul>	<p>A full training plan must be prepared no later than 30 days after Project Effectiveness. Conducted at least on an annual basis throughout project implementation.</p> <p>Relevant training to be completed prior to commencement of civil works and maintained throughout implementation</p>	<p>Ministry of General Education/PIU</p> <p>Contractors/Technical Supervisors</p>
<p>CS2</p>	<p>The MoGE E&amp;S and GBV specialists will organize at least monthly trainings for all direct project direct workers to make them aware of the potential E&amp;S and GBV/SEA risks in relation to their roles and responsibilities in the assessing and managing these risks and impacts. Quarterly trainings for community workers will be conducted by the E&amp;S and GBV Specialist in collaboration with the Provincial and District Building officers.</p>	<p>A full training plan will be prepared no later than 30 days after project effectiveness. Conducted at least on an annual basis throughout project implementation.</p>	<p>Ministry of General Education/PIU</p>