



AfricaRice



**ACCELERATING IMPACTS OF CGIAR CLIMATE RESEARCH FOR AFRICA (AICCRA)
(P173398)**

LABOR MANAGEMENT PROCEDURES (LMP)

FOR

MALI CLUSTER ACTIVITIES

PREPARED BY

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April 2022

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ACRONYMS

ABC	Alliance Bioversity-CIAT
AICCRA	Accelerating Impact of CGIAR Climate Research for Africa
CCAFS	Climate Change, Agriculture, and Food Security
CIAT	Center for International Tropical Agriculture
CIS	Climate-Informed Services
CSA	Climate-smart Agriculture
E&S	Environmental and Social
ESF	Environmental and Social Framework
ESS	Environmental and Social Standards
GBV	Gender Based Violence
GM	Grievance Mechanism
IDA	International Development Association
ILO	International Labour Organization
IPFRI	International Food Policy Research Institute
IRI	International Research Institute for Climate and Society
IRRI	International Rice Research Institute
IT	Information Technology
LMP	Labor Management Procedure
NARS	Agricultural Research Systems
NFCS	National Frameworks for Climate Services
NGOs	Non-Government Organizations
OHS	Occupational Health and Safety
PPAs	Performance Partnership Agreements
PPE	Personal Protective Equipment
SEA/SH	Sexual Exploitation and Abuse/Sexual Harassment
WHO	World Health Organization

1.0 INTRODUCTION/PROJECT BACKGROUND

1.1 INTRODUCTION

This Labor Management Procedures document (LMP) has been developed by Africa Rice Center (AfricaRice), to guide mitigation and response to project risks relating to working conditions and Occupational Health and Safety (OHS) of workers and community members during the implementation of the Accelerating Impact of CGIAR Climate Research for Africa (AICCRA) project activities in Mali. AfricaRice is the institutional lead and coordinator of AICCRA Mali and holds the primary responsibility in assessing and mitigating all environmental and social risks on AICCRA Mali activities. AfricaRice has prepared this LMP to set the basis for providing a clear understanding to grantees and project workers on AICCRA Mali of what is required on any specific labor issue. This LMP will constitute a guiding instrument for AfricaRice and all other grant partners implementing activities on AICCRA Mali. Based on this LMP, individual grant partners will be required to prepare separate LMP proportionate to the labor related risks on their project activities. The implementing partners on AICCRA Mali include the International Food Policy Research Institute (IFPRI), Alliance Bioversity-CIAT (ABC), the International Rice Research Institute (IRRI), the International Centre for Research in Agroforestry (ICRAF), WorldFish and International Research Institute for Climate and Society (IRI).

1.2 PURPOSE AND OBJECTIVES OF THE LMP

The purpose of this LMP instrument is to facilitate the identification of different types of workers likely to be involved in the project and set out the ways in which those workers will be managed in accordance with the requirements of Mali labor laws and the objectives of the World Bank Environmental and Social Standard (ESS): Labor and Working Conditions (ESS2) and Standard 4: Community Health and Safety (ESS4) of the Environmental and Social Framework (ESF).

The LMP will also provide a methodical and coherent approach to dealing with the labor-related issues, impacts and risks likely to emanate from the implementation of this project. And at the same time, facilitating the identification of diverse types of project workers likely to be involved in the project.

Consistent with ESS2, this LMP seeks to:

- Promote safety and health at work
- Promote fair treatment, nondiscrimination and equal opportunity for project workers
- Protect project workers, including vulnerable workers such as women, persons with disabilities, children (of working age, in accordance with this ESS) and migrant workers, contracted workers, community workers and primary supply workers, as appropriate
- Prevent the use of all forms of forced labor and child labor
- Establish a framework for managing skilled and unskilled labor engaged in implementing the project and protecting them from potential occupational health and safety risks
- Ensure that a reliable and effective grievance redress system exists to address the concerns of all employees in a timely and fair manner
- Institute measures to prevent potential sexual and gender-based violence at workplaces and in project implementation activities in general
- Support the principles of freedom of association and collective bargaining of project workers in a manner consistent with national law
- Provide project workers with accessible means to raise workplace concerns

- Respect labor and working conditions for all their employees and the employees of their sub-contractors
- Respect social and environmental conditions on sites
- Promote workers' positive behavior during the implementation of the project; and
- Reduce negative social and environmental impacts of the Project.

It is important to note that this LMP is a living document and would be updated as and when the scope of work for AICCRA Mali and its related labor requirements changes.

1.3 THE PROJECT AND ITS COMPONENTS

The AICCRA project is a World Bank supported project that seeks to strengthen the technical, institutional, and human capacity needed to enhance transfer of climate-relevant information, decision-making tools, and technologies in support of scaling efforts in International Development Association (IDA) eligible countries in Africa. It supports critical knowledge creation and sharing, and capacity building activities to enable regional and national-level stakeholders to take Climate Smart Agriculture (CSA) innovations to scale. It will achieve this by further strengthening partnerships between CGIAR and regional and local research institutes, universities, civil society organizations, farmer organizations, and the private sector. AICCRA will facilitate the development of Climate Information Services (CIS) and promote the adoption of bundled CIS and CSA solutions across sub-regions within Africa that are extremely vulnerable to climate change. The project will also support on-the-ground activities in selected countries in Western, Eastern and Southern Africa where CGIAR science has the greatest chance of success in delivering catalytic results, which can be adopted by other countries in the region through spillover effects, and regional engagement.

The **Project Development Objective** is to strengthen the technical, institutional, and human capacity needed to enhance transfer of climate-relevant information, decision-making tools, and technologies in support of scaling efforts in IDA-eligible countries in Africa. Based on this overall objective the project is structured into four components:

Component 1. Knowledge generation and sharing: Supporting generation and sharing of knowledge products and tools designed to address critical gaps in the design and provision of agricultural climate services, enable climate-informed investment planning, and contribute to the design of policies to promote uptake of CSA and CIS at the regional, sub-regional and national levels.

Component 2. Strengthen partnership for delivery: Strengthening the capacities of key regional and national institutions in Sub-Saharan Africa along the research-to-development continuum for anticipating climate change effects and accelerating identification, prioritization, and uptake of best-bet adaptive, and mitigative measures.

Component 3. Validating Climate-Smart Agriculture Innovations through Piloting: Supporting testing, validation, and equitable scaling (including gender and social inclusion) of CSA and CIS technologies in research stations and in farmers' fields; linking of validated bundled CSA and CIS packages to technology transfer systems; and improving their access by farmers and other value chain actors to climate-informed agricultural advisory services to inform decision-making about choice of technology and enterprise management.

Component 4. Project Management: Supporting day to day implementation, coordination, supervision and overall communication and management (including, procurement, E&S risk management, financial management, monitoring, evaluation, and learning, carrying out of auditing and reporting) of Project activities and results, all through the provision of goods, consulting services, non-consulting services, training and workshops, operating costs, and payment of staff salaries for the purpose.

1.4 MALI CLUSTER ACTIVITIES

Mali is a rice basket in West Africa, providing a substantial amount of the region's rice supply, but is also highly vulnerable to climate variability and change. AICCRA-Mali aims to strengthen the technical, institutional, and human capacity required to accelerate the wide-scale adoption of climate-smart agriculture and climate information services packages by hundreds of thousands of men and women farmers in Mali. The project focuses on rice and associated operational (legume, vegetable, tuber, fish, and tree) value chains and pursues to enhance resilience to drought and flooding in rain-fed systems and cold and water scarcity in irrigated systems. Led by AfricaRice and with CGIAR partners, and national public and private stakeholders, AICCRA-Mali addresses the current data limitation for both on-farm decision support and research investment and policy decision making via climate risk mapping and near-real-time rice crop monitoring and climate change impact assessment; improves access to demand-driven, cost-effective, and timely climate services; and strengthens capacities of the National Meteorological Agency (Mali-Meteo) in real-time services. AICCRA-Mali builds on existing work that introduced and validated CSA technologies in Mali and will deploy well-established frameworks to prioritize gender and social inclusive packages that best fit local biophysical and socio-economic contexts.

Sustainable financing mechanisms including business models will be piloted and policy briefs developed for integrating best fit and gender-inclusive options into advisory services. Local capacity will also be strengthened in improved water and irrigation systems management, climate-resilient storage facilities, and processing technologies, while promoting gender and nature-based solutions, community-based measures, governance, and organization. The activities cover the three main components of AICCRA project and contribute specifically to:

Component 1: Knowledge and Services

Activity 1.2.1: Development of ag-data hubs and decision support systems: Development of a monitoring and forecasting system for rice area and yield, map rooms for web-accessible climate information, location-specific weather prediction, ag-data hubs, iterative climate-related risk areas maps, lowlands suitability mapping tool for agricultural development with well-preserved biodiversity and ecosystem services, and cropping calendar tools to escape drought and flooding in rain-fed rice systems and water scarcity and cold in irrigated rice systems.

Activity 1.2.2: Strengthening digital climate advisory services: Enhancement of the capacity of agrometeorology services and agro-climatic systems based on needs assessment.

Component 2: Partnerships for Delivery

Activity 2.2.1: Support strengthening of national meteorological real-time services: Development of online-high resolution historical weather data analyses, Next Generations (NextGen) climate forecast system, and an interactive online information portal for high-resolution real-time information provision. Capacity building of national meteorological systems in the effective deployment of the tools.

Activity 2.2.3: Build capacity of public and private sectors next users to support implementation of CSA technology packages: Capacity building of rice and associated operational value chains actors in the deployment of gender and socially inclusive bundled CSA and CIS packages (improved management of water and irrigation systems, climate smart species and varieties, small scale agribusiness, climate-resilient storage facilities and processing technologies).

Activity 2.2.4: Develop existing or strengthen new National Frameworks for Climate Services (NFCS): Baseline assessment for climate services; National stakeholder consultation workshop on climate services; Development of national strategic and action plan, and launch of NFCS.

Component 3: Supporting the Uptake of Climate-Smart Agriculture Innovations through Piloting

Activity 3.2.1: Identify and prioritize climate- and gender and social inclusion-smartness of CSA packages: Development of a gender and climate change action plan; Assessment of climate and vulnerability risks; Prioritization of location specific bundled CSA and CIS technologies; Strengthening mechanisms for promoting innovations in climate-resilient practices and nature-based solutions.

Activity 3.2.2: Create awareness and identify scaling mechanisms for best-bet CSA options: Demonstration and dissemination of bundled CSA and CIS technologies; Identification and promotion of gender-specific sustainable financial mechanisms.

Activity 3.2.3: Integrate climate-smart options and tailored CSI advisory systems for specific value chains: Policy briefs for integration of bundled CSA and CIS technologies into national advisory systems; Factsheets and publications to share experiences and lessons learned with public and private partners.

Table 1: Scope of Work for Partners on AICCRA Mali

Partner	Scope of Work
AfricaRice	<ul style="list-style-type: none"> Overall Project Coordination. Overall Project Monitoring & Evaluation. Overall coordination and management of environmental and social risks. Strengthening national partners' capacity to deliver project outputs and outcomes in an integrative and collaborative way.
ABC	<ul style="list-style-type: none"> Strengthening national partners capacity in CSA and CIS prioritization, investment planning, and sustainable finance.
IFPRI	<ul style="list-style-type: none"> Assessment of gender and social inclusion smartness of the CSA and CIS packages. Policy options to support the scaling of inclusive CSA and CIS packages.
WorldFish	<ul style="list-style-type: none"> Capacity building, awareness-raising, and policy options for scaling integrated rice-fish systems.
IRRI	<ul style="list-style-type: none"> Satellite-based technology for rice crop monitoring, yield estimation, forecasting, and climate change impact assessment
ICRAF	<ul style="list-style-type: none"> Capacity building, demonstration, policy options for scaling integrated rice-tree systems
IRI	<ul style="list-style-type: none"> Strengthening Mali-Meteo capacity in the generation of location-specific climate data time series, Next Generation (NextGen) Climate Forecast System, and interactive online climate information.

2.0 OVERVIEW OF LABOR USE ON THE PROJECT

2.1 Labor requirement

The Project workers as it relates to the applicability of the ESS2 refer to workers who will be employed or engaged under the project, whether full-time, part-time, temporary, seasonal or as a migrant worker. The ESS2 categorizes project workers into four broad categories:

- a. **Direct Workers:** People employed or engaged directly by the Borrower (in this case Alliance Bioversity-CIAT) to work specifically in relation to the project.
- b. **Contracted Workers:** People employed or engaged by contractors (in this case workers of grant partners) to perform work related to core activities of the project, regardless of location.

- c. **Primary Supply Workers.** People employed or engaged by the project’s primary suppliers¹ of goods and materials for project core activities.
- d. **Community Workers:** People employed or engaged in providing community labor².

The AICCRA Mali project will engage both direct workers and contracted workers but will not engage the services of primary suppliers or community workers.

Direct workers: The national and international staff of the Alliance Bioversity-CIAT (ABC) assigned to implement AICCRA project activities in Mali will be regarded as direct workers. This is because ABC is the lead client and overall coordinator of AICCRA project activities. These staff will remain subject to the terms and conditions of their existing employment contracts, which are governed by ABC policies and national labor laws and constitution of Mali. ABC staff on AICCRA Mali are listed in the table below.

Table 2: ABC staff working under AICCRA Mali

#	Name	Position	Role on AICCRA	Mode of engagement on AICCRA (fulltime/part time, temporary)	Employee Type (National/International Recruited Staff (IRS))	Timing (all stages/ implementation stage, completion stage)
1	Grosjean Godefroy	Climate Action Asia Regional Leader & Global Leader Advisory Services	Investment planning and sustainable finance	Part time	IRS	Implementation stage
2	Marie Ena Derenoncourt	Gender smart investment specialist	Gender inclusive and sustainable finance	Part time	IRS	Implementation stage

Contracted Workers: In Mali, ABC has subcontracted AfricaRice through a separate project Performance Partnership Agreement (PPA) to lead and coordinate the implementation of the AICCRA Mali project. AfricaRice has assigned some of its national and international staff based in Mali to coordinate and implement key activities under the Mali Cluster. These staff include Principal Scientist, Science Officers, Research Associates, and Support Staff. IRI also holds PPA agreement that includes provision of technical capacity training for staff of Mali-Meteo. IRI does not have physical presence in Mali and country-based staff. They work remotely from Columbia University in United States of America to deliver their activities in Mali. AfricaRice, as a lead institution for the cluster, has further sub-granted to national based institutions including, “Institut d’Economie Rurale”, “Mali-Meteo”, and “Office du Niger” to implement some key activities on AICCRA Mali.

Government Civil Servants: “Institut d’Economie Rurale” “Mali-Meteo”, and “Office du Niger” are government institutions and the staff assigned to work on AICCRA activities are all government civil servants. The staff of these grant partners will remain subject to the terms and conditions of their existing

¹ ‘Primary suppliers’ are those suppliers who, on an ongoing basis, provide directly to the project goods or materials essential for the core functions of the project.

² This refers to instance where labor is provided by the community as a contribution to the project, or where projects are designed and conducted for the purpose of fostering community-driven development, providing a social safety net or providing targeted assistance in fragile and conflict-affected situations.

public and private sector employment, which are governed by the Constitution of Mali, Labor Code (Law No. 92-020 of 23 September 1992), and other labor laws. There will be no legal transfer of their employment or engagement to the Project. Nonetheless, these sub-grantees are required by the terms of their contract to implement project activities in accordance with the occupational health and safety measures contained in this LMP and prohibitions placed on forced and child labor as well as measures on SEA/SH.

The scope of AICCRA Mali project does not provide for engagement of security forces and migrant workers. In compliance with national laws, persons under 18 years will not be permitted to work on the project as key project activities may exceed their capacity. The project will have no community workers as defined under ESS2. The use of migrant and seasonal workers is not expected under the AICCRA Mali project. Unskilled farm labor that may be required to clear weeds at the demonstration sites will be recruited from nearby host communities. These unskilled laborers will be engaged and managed as contracted workers. They will be contracted through short-term contractual arrangements consistent with the requirements of Malian Labor Laws and World Bank ESS2. A contract with codes of conduct will be issued to such workers.

Consultants: The project may occasionally engage consultants to undertake key research and evaluation studies and prepare other essential dissemination documents in the second and third year of project implementation. Terms and conditions of these consultants will be guided by national labor legislation, and this LMP.

Female Workers. Currently 25 % of existing workers on AICCRA Mali are females. Given this low threshold more priority will be given to qualify women during recruitment of consultants and new workers to fill vacant positions on the project. This will be done with the overall aim of seeking to promote qualified women entry and advancement in agriculture.

Further details on contracted workers engaged to work on AICCRA Mali are provided below.

Table 3: Range of Workers on AICCRA Mali

#	Name	Position	Role on AICCRA	Nature of engagement on AICCRA (fulltime/part time, temporary)	Employee Type (National/ Regional Recruited Staff (RRS)/ International Recruited Staff (IRS))	Timing (all stages/ implementation stage, completion stage)
AfricaRice						
	Elliott Dossou-Yovo	Agricultural Specialist for Climate Change / Project Coordinator	Overall project coordination, monitoring and evaluation; development, testing, validation and scaling of water and nutrient management technologies	Full time	IRS	All stages
	Nouhoun Belko	Plant phenotyping specialist	Identification of constraints to production in different rice-based systems	Part time	IRS	Implementation stage
	Sali Ndindeng	Post-harvest specialist	Testing, adaptation and scaling of improved parboiling and storage facilities	Part time	IRS	Implementation stage
	Saidu Bah	Seed production specialist	Testing and dissemination of climate smart rice varieties	Part time	IRS	Implementation stage
	Aminou Arouna	Impact assessment Specialist	Adoption and impact assessment	Part time	IRS	Implementation stage
	Blaise Tchétan	Research Assistant in Agronomy	Prioritization, testing and scaling of CSA	Full time	RRS	Implementation stage
	Yet to be appointed	Research Assistant in Climate Services	Prioritization, testing and scaling of CIS	Full time	RRS	Implementation stage
	Yet to be appointed	Research Assistant in Gender and Social Inclusion	Gender sensitive technologies prioritization, and scaling	Full time	RRS	Implementation stage
	Yet to be appointed	Technician in integrated rice – fish systems	Testing and scaling of integrated rice – fish systems	Full time	National	Implementation stage
	Yet to be appointed	Technician in CIS	Support to CIS dissemination	Full time	National	Implementation stage
	Yet to be appointed	Technician in CSA	Support to CSA dissemination	Full time	National	Implementation stage
	Yet to be appointed	Accounting support	Financial reporting	Part time	RRS	Implementation stage
IFPRI						
	Elizabeth Bryan	Senior Scientist in the Environment and	Assessment of gender and social inclusion smartness of the CSA and CIS packages.	Part time	IRS	Implementation stage

#	Name	Position	Role on AICCRA	Nature of engagement on AICCRA (fulltime/part time, temporary)	Employee Type (National/ Regional Recruited Staff (RRS)/ International Recruited Staff (IRS))	Timing (all stages/ implementation stage, completion stage)
		Production Technology Division	Policy options to support the scaling of inclusive CSA and CIS packages.			
	Claudia Ringler	Deputy Division Director of IFPRI's Environment and Production Technology Division	Assessment of gender and social inclusion smartness of the CSA and CIS packages. Policy options to support the scaling of inclusive CSA and CIS packages.	Part time	IRS	Implementation stage
	Benfica Rui	Senior research fellow in the Environment and Production Technology Division	Assessment of gender and social inclusion smartness of the CSA and CIS packages. Policy options to support the scaling of inclusive CSA and CIS packages.	Part time	IRS	Implementation stage
IRRI						
	Renaud Mathieu	Senior Scientist I - Geospatial Science and Head of Geospatial Science and Modelling	Satellite-based technology for rice crop monitoring, yield estimation, forecasting, and climate change impact assessment	Part time	IRS	Implementation stage
	Deiveegan Muruges	Senior Specialist - Crop Modeling Sustainable Impact through Rice-based Systems	Satellite-based technology for rice crop monitoring, yield estimation, forecasting, and climate change impact assessment	Part time	IRS	Implementation stage
	Quicho-Diangkinay, Emma	Associate Scientist - Agricultural Economics Sustainable Impact through Rice-based Systems	Satellite-based technology for rice crop monitoring, yield estimation, forecasting, and climate change impact assessment	Part time	IRS	Implementation stage
ICRAF						
	Djalal Arinloye Ademonla	Marketing Specialist	Capacity building, demonstration, policy options for scaling integrated rice-tree systems	Part time	IRS	Implementation stage
	Sanogo Kapoury	Research Scientist	Capacity building, demonstration, policy options for scaling integrated rice-tree systems	Part time	IRS	Implementation stage
WorldFish						

#	Name	Position	Role on AICCRA	Nature of engagement on AICCRA (fulltime/part time, temporary)	Employee Type (National/ Regional Recruited Staff (RRS)/ International Recruited Staff (IRS))	Timing (all stages/ implementation stage, completion stage)
	Rodrigue Yossa	Aquaculture Scientist	Capacity building, awareness-raising, and policy options for scaling integrated rice-fish systems	Part time	IRS	Implementation stage
	Sarah Freed	Researcher	Capacity building, awareness-raising, and policy options for scaling integrated rice-fish systems	Part time	IRS	Implementation stage
IRI						
	Tufa Dinku	Senior Research Scientist	Strengthening Mali-Meteo capacity in the generation of location-specific climate data time series, Next Generation (NextGen) Climate Forecast System, and interactive online climate information	Part time	IRS	Implementation stage
	Gloriose Nsengiyumva	Staff Associate	Strengthening Mali-Meteo capacity in the generation of location-specific climate data time series, Next Generation (NextGen) Climate Forecast System, and interactive online climate information	Part time	IRS	Implementation stage

2.2 Timing of labor requirements

Key direct and contracted workers required for the implementation of AICCRA Mali activities have been engaged. These workers will continue to work on the project activities through implementation up to closure. Unskilled laborers that may be needed on the project will be engaged in the project second year and the numbers to be engaged will depend on the number of demonstration sites to be set up. In addition, the project may occasionally engage consultants to undertake key research and evaluation studies and prepare other essential dissemination documents in the second and third year of project implementation.

3.0 ASSESSMENT OF KEY POTENTIAL LABOR RISKS

This section provides assessment of key labor and OHS related risks and the extent to which they relate to the AICCRA Mali activities. In summary, the key labor risks for this intervention include:

1) occupational health and safety (OHS) risks and impacts, specifically, to hazards (poisoning or other injuries) from the use of pesticides and other chemicals, as well as workplace accidents/ injuries, including lack/inappropriate use of Personal Protective Equipment (PPE), dust, fumes, and traffic accidents; excessive hours of work; risks relating to child labor (risk that a person under 18 years of age is employed/engaged in relation to the project).

2) community health and safety issues, including community exposure to pesticides and other hazardous materials; infection with a communicable disease (such as COVID-19) which may arise from the interaction of project workers with local communities, between project workers; Gender Based Violence (GBV) in relation to contacts between project workers and members of the project affected local communities and members of local communities. Details are as follows.

- 1. Discrimination:** Discrimination is a potential risk. This includes potential inappropriate treatment or harassment of project workers related to gender, age, disability, ethnicity, or religion; potential exclusion or preferences with respect to recruitment, hiring, termination of employment, working conditions, or terms of employment made on the basis of personal characteristics unrelated to inherent work requirements; in training and development provision. In this project no discrimination is acceptable as per the Malian Labor Law and ESS2. The Project supports equal opportunities for women, men and Persons with Disability (PWD), with emphasis on equal criteria for selection, remuneration, and promotion, and equal application of those criteria.
- 2. Unsafe working environment:** There are concerns that workers may be subjected to poor working conditions including lack of Personal Protective Equipment (PPE) when working on demonstration sites, which could result in eye injuries from pesticides use, sand or rock particles, leg injuries from reptile bites and other hazardous on-farm conditions. Partners that will operate CSA demonstration sites will be required to procure and provide PPE for all workers and visiting farmers to safeguard against injuries.
- 3. Exposure to chemical use (pesticides and fertilizers):** The use of pesticides is foreseen as a very limited possibility and would be part of the Integrated Pest Management Plan. Decisions on the quantity, timing and mode of fertilizer application will be made to achieve high fertilizer use efficiency, and limited loss in the forms of nitrate, nitrite, and nitrous oxide emission at each site. Blanket fertilizer recommendations will be avoided. The intended use of both pesticides and fertilizers on demonstration sites could cause both occupational exposure of workers and non-occupational exposure of nearby residents to the harmful effects of these chemicals. Poor disposal of pesticide residues and containers could also contaminate the soil and water bodies. The

neighboring populations may also be exposed to phytosanitary products due to the drift of products sprayed with the wind, and to non-compliance with safety deadlines in chemical applications before harvesting of food crops. The use of chemicals on AICCRA Mali would be part of an integrated pest management plan that will be outlined in an Environmental and Social Management Plan (ESMP) to be prepared. The pest management plan will focus on options other than pesticide application and only use synthetic chemical pesticides as a last resort. Managing these risks also requires adequate training for farm workers. Therefore, adequate training in pesticides storage and safe use will be provided to all farmer workers to reduce the risk of accidental exposure and wrongful disposal.

4. **Violation of workers' right:** the violation of workers' right could occur through inadequate compensation of consultants and contracted workers to be engaged, requirement for direct and contracted staff to work for long working hours and denial of holidays or leave requests. Through pre-contractual due diligence, the project will ensure that staff of all partners working on AICCRA Mali have working conditions and rights consistent with Malian labor laws.
5. **Labor disputes over terms and conditions of employment:** Likely causes for labor disputes could include labor wages rates and delays of payment; disagreement over working conditions; and health and safety concerns in the work environment. Invariably employers may retaliate against workers for demanding legitimate working conditions, or raising concerns regarding unsafe or unhealthy work situations, or any grievances raised, which could further lead to labor unrest.
6. **Forced and Child Labor:** Forced and child labor risk is unlikely as the project is required to work only with institutions without risks to forced and child labor. The AICCRA project maintains strict prohibitions on forced and child labor. Under the AICCRA project, all grant partners are screened to establish that they have no historical practices on forced and child labor before contracts are signed with them.
7. **Sexual exploitation abuse/Sexual Harassment (SEA/SH):** There are concerns of vulnerable female staff of grant partners being harassed by their supervisors, and colleagues. Other abuse may also be experienced by female farmers that would be selected to participate in knowledge transfer sessions of the project. Project workers could ask for sexual favors from women farmers before allowing them to be included in studies at the CSA demonstrations. Project staff that are visiting farming communities may also demand for sex from community members in exchange for money. It is also likely that separate latrine, and other sanitation facilities for both men and women may not be provided at the demonstration sites, which could lead to violation of sexual privacy. There could also be the absence of a specific grievance mechanism for females to share their concern about the working environment including concerns on SEA/SH.
Mitigating SEA/SH at workspaces of AICCRA Mali is critical for all partners. AfricaRice will coordinate to ensure strict compliance with all SEA/SH mitigation measures contained in the overall project action plan on SEA/SH mitigation and response. In so doing, the project will conduct sensitization on SEA/SH and require workers to sign code of conduct with key prohibitions on SEA/SH. Safe and confidential grievance channels easily accessible to all stakeholders will also be provided for all project stakeholders.
8. **COVID-19 transmissions:** Multiple levels of interactions between project staff, farmers, and other stakeholders during project events could increase the risk of COVID-19 transmissions. To mitigate these risks, workers will attend awareness raising sessions, be provided with relevant PPE, and be required to enforce and maintain adequate distances and use masks during meetings, training sessions, and other project activities.

Table 4: Potential Labor Risks and Mitigation Measures

Risk Category	Labor Risks	Impacts	Mitigation	Monitoring indicator	Responsible person
Discrimination	<p>Unfair and unclear recruitment/employment and selection practices.</p> <p>Payment of workers may be based on discrimination, e.g., male may be paid higher than women even on the same level of job schedule.</p> <p>Inequality in the treatment of workers (foreigners, persons with disabilities, etc.).</p>	<p>Discrimination against women, vulnerable groups or based on religion or ethnicity</p> <p>Reduces opportunities for people, wastes talent and slows economic progress.</p> <p>Increases tensions and reinforces inequalities.</p>	<p>The employment of project workers will be based on the principle of equal opportunity and fair treatment.</p> <p>No discrimination with respect to any aspects of the employment relationship.</p> <p>Equal opportunities for women, men, and Persons with Disabilities (PWD), with emphasis on equal criteria for selection, remuneration, and promotion, and equal application of those criteria.</p> <p>Ensure appropriate implementation of labor management procedures and mitigation measures.</p>	<p>Number of qualified women and persons from other vulnerable groups recruited.</p> <p>No reported case of discrimination on recruitments, treatment at workplace and allocation of project opportunities,</p>	AICCRA Mali Cluster Lead, Safeguard Focal Person
Unsafe working environment	<p>Workers subjected to poor working conditions including lack of PPE on demonstration sites</p> <p>Exposure to heat, cold and other ambient factors.</p> <p>Use of hazardous equipment (heavy vehicles such as tractors, sharps equipment, etc.),</p> <p>Trips, slips, and falls at demonstration sites and research institutes.</p>	<p>Eye injuries from pesticides use, sand or rock particles, Leg injuries from reptile bites and other hazardous on-farm conditions.</p> <p>Fatigue and reduced alertness, heatstroke, and cases of hypothermia.</p> <p>Crushing, cuts, and injuries.</p>	<p>Site specific Environmental and Social Management Plan (ESMP) will be prepared to mitigate OHS potential risks relating to field activities.</p> <p>Promote general understanding and implementation of occupational health and safety requirements.</p> <p>Procure and provide PPE for all workers and visiting farmers.</p> <p>Provide farmers with adequate protective clothing, water, and regular break periods.</p> <p>Provide first aid boxes at site.</p>	<p>100 percent of workers and farmers are provided with PPE and trained in its use.</p> <p>Workers and farmers sensitized and aware of E&S risks on the fields.</p> <p>Availability of first aid boxes at project sites.</p>	AICCRA Mali Cluster Lead Safeguard Focal person Project Leads of implementing partners.
Exposure to chemical use	Occupational exposure of workers. Non-occupational exposure of nearby residents	Damage to' health of workers and	Develop an integrated pest management plan to promote good farming practices that use fewer chemical inputs.	Integrated pest management plan developed and made	Project Leads of Implementing partners,

Risk Category	Labor Risks	Impacts	Mitigation	Monitoring indicator	Responsible person
(pesticides and fertilizers):	due to drift of pesticides products. Poor disposal of pesticide residues and containers.	community members. Soil and water bodies contamination, pollution.	Resort to the use of synthetic chemical pesticides as a last pest mitigation measure. Use pesticides approved by the national government. Train workers and farmers in the proper handling and disposal of chemical residue and cans. Comply with prescriptions contained in the pesticide safety data sheets. Provide farmers with adequate PPE.	available to workers and farmers. 100 percent of workers and farmers are provided with PPE. Farmers trained in the use, and storage of pesticide.	Safeguard Focal Person
Violation of workers' rights	Inadequate compensation of consultants and contracted workers to be engaged. Requirement for direct and contracted staff to work for long working hours and denial of holidays or leave requests.	Increase of tension between employer and employees. Stagnation of work.	Ensure that staff of all partners working on AICCRA Mali have working conditions and rights consistent with Mali labor laws.	Absence of complaints about workers' rights. Satisfactory feedback of employees about work conditions.	AICCRA Mali Project Lead. Implementing partners, Safeguard Focal Person.
Labor disputes over terms and conditions of employment	Disagreement over wages, salaries, and delays in payment. Unresponsiveness to workers' concerns on OHS Victimization over legitimate demand of sound working conditions or raising concerns on OHS.	Deprivation of workers and their families of the resources to which they are entitled Strikes, Retaliation of employers against workers.	Compliance with wage payment regulations. Establishment of an effective grievance mechanism. Equipping workers with the tools they need for their jobs.	Wages set and paid in accordance with regulations. Fully functional grievance mechanism. Workers with tools necessary for their work.	AICCRA Mali Cluster Lead Safeguard Focal Person Project Leads of implementing partners.
Potential risk of road accidents	Travels of project workers to regions and communities to train extension officers and farmers on CSAs and provide CIS.	Human consequences (injury, death). Loss of materials	Compliance with rules of defensive driving and conduct. Keep all project vehicles in good conditions.	Absence of road accidents. All drivers sensitized about safety conduct rules.	Project Drivers Safeguard Focal person Project Leads of implementing

Risk Category	Labor Risks	Impacts	Mitigation	Monitoring indicator	Responsible person
	Movement of farmers to the fields.				
Child Labor	<p>There is a minimal risk that children (below the age of 18) may be used to provide labor on the demonstration sites.</p> <p>Under-aged persons within the host communities may disguise themselves as above 18 to enable them to work and get paid.</p>	<p>Bodily and mental harm to children.</p> <p>Reduced school attendance and academic performance.</p>	<p>Enforced prohibitions on child labor, persons under 18 years will not be permitted to work on AICCRA-Mali demonstration plots.</p> <p>Sensitize all partners and farmer groups on child labor prohibitions.</p> <p>Institute age verification for new workers before engagement. This will include national identification cards, passports, alternative methods including copies of academic certificates, testimony/affidavits from officials of the schools attended, a medical examination, statements from family members and locality/village officials/local authorities.</p>	No reported incident of child labor.	<p>AICCRA Mali Cluster Lead</p> <p>Safeguard Focal Person</p> <p>Project Leads of implementing partners.</p>
Sexual exploitation abuse/Sexual Harassment (SEA/SH)	<p>Harassment of female workers by their supervisors and colleagues.</p> <p>Project workers could ask for sexual favors from women farmers before allowing them to be included in studies at the CSA demonstrations.</p> <p>Project staff visiting farming communities may also demand for sex from community members in exchange for money</p> <p>Absence of separate latrines, and other sanitation facilities for both men and women at the demonstration sites, which</p>	<p>Female workers being harassed.</p> <p>Female farmers and other community members being sexually exploited.</p> <p>Violation of sexual privacy.</p>	<p>Include SEA/SH prohibitions and sanctions in Worker's code of conduct and enforce compliance.</p> <p>Provide mandatory training and awareness raising for the workforce on SEA/SH probations.</p> <p>Informing workers about national laws and institutional policies that make SEA/SH a punishable offence.</p> <p>Provide safe and suitable toilets and washing facilities, separate for men and women workers, particularly during on-farm demonstrations.</p> <p>Provide safe and confidential grievance channels easily accessible to all stakeholders.</p>	<p>100 percent of workers are sensitized on SEA/SH.</p> <p>Signed code of conduct.</p> <p>Compliance with the Project GBV action plan</p> <p>Functioning grievance mechanism and referral pathways.</p> <p>Male and female separate toilet facilities available at demonstration sites.</p> <p>No reported incident on SEA/SH.</p>	<p>AICCRA Mali Cluster Lead</p> <p>Safeguard Focal Person</p> <p>Project Leads of implementing partners.</p>

Risk Category	Labor Risks	Impacts	Mitigation	Monitoring indicator	Responsible person
	could lead to violation of sexual privacy.				
COVID-19 transmissions	Multiple levels of interactions between project staff, farmers, and other stakeholders during project events could lead to COVID-19 transmissions.	Increased spread of corona virus	<p>Provide nose masks to workers and visiting farmers at no cost to them and require mandatory wearing of face masks at sites.</p> <p>Ensure social distancing at the workplace.</p> <p>Provide handwashing facilities supplied with soap, disposable paper towels, and closed waste bins at key places at sites.</p> <p>Provide accessible sanitation areas with water, soap, and sanitizers.</p> <p>Ensure that all workers have adequate and updated information on COVID-19 and Government of Mali updated COVID-19 guidelines.</p> <p>Establishing measures and a referral pathway including linkage with the Ministry of Health for workers who get infected with COVID-19 in line of duty.</p> <p>Immediately isolate workers or visiting farmers with symptoms of COVID-19 (e.g., fever, dry cough, fatigue) and report suspected cases through the following emergency number 36061 or link up with local district health authorities for immediate evacuation or medical help.</p> <p>Provide adequate support to workers who get exposed to the virus at the workplace.</p>	<p>Nose masks procured and made available for use by farmers</p> <p>Handwashing facilities made available at the project sites.</p> <p>No of COVID-19 transmission incidents links to the project.</p>	<p>AICCRA Mali Cluster Lead</p> <p>Safeguard Focal Person</p> <p>Project Leads of implementing partners.</p>

4.0 BRIEF OVERVIEW OF LABOR LEGISLATION: TERMS AND CONDITIONS

4.1 Legislative basis of the LMP

This section provides an overview of labor legislation in Mali on workers' terms and conditions of work. Employment contracts of workers on this project are governed by the following laws and regulations:

- a) Mali's Constitution of 1992
- b) Law No. 92-020 of 23 September 1992 on the labor code in the Republic of Mali
- c) Law No. 2027-21 of June 2, 2017/010, of July 15, 2016, amending and supplementing Law No 92-020 / September 23, 1992, on the Social Security Code (amended by Law No. 03-036 of 30 December 2003 and law n ° 06-008 of January 23, 2006)
- d) Decree No. 00-038 / P-RM fixing the working conditions of the staff of the administration under the Ministry of Labor.

The terms established by the laws and regulations in force include the principles of equity and equal access to work. Discrimination based on race, color, sex, religion, etc. is prohibited. Malian law is very explicit on the system of remuneration, working hours, and the right of the worker, including holidays and the freedom to join the workers' organization of their choice. The project must provide for the provision of all this information to any newly recruited worker; inform the staff of any changes occurring during the contract as well as at the end of the contract. Workers will be informed of all withholdings and deductions at the source that will be made from their remuneration in accordance with the provisions of the laws and regulations of the country.

4.2 Employer-worker relationship

Several provisions of the Malian labor code organize the employment contract which defines the way in which the worker will be managed (Article L.13 to L33). The types of contracts (fixed-term contract, open-ended contract, etc.), the contract visa authority, the trial period, etc. are defined by law.

4.3 Forced and child labor

The Labor Code prohibits forced labor. The code also sets the minimum age at which a child can be employed as well as the conditions under which he can work. A law on child protection sets the minimum age for admission to employment at 15 years, but in certain cases of vocational training, light work may be authorized. In addition, there are certain restrictions on the type of work that can be performed by workers under the age of 18 as well as the hours of work allowed.

Under no circumstances may children be employed in actual work for more than eight hours a day. They are also prohibited from working at night.

Although the list of dangerous professions in the country prohibits activities intended for children under the age of 18, Decree 96-178 of June 1996, still in force, allows children between 16 and 17 years of age to perform certain dangerous activities in condition of receiving adequate specific education or professional training, training in the field of activity concerned. The decree is in contradiction with the protections provided for in the list of hazardous activities, thus leaving children the possibility of working in hazardous activities. Young girls between the ages of 16 and 18 cannot be employed for more than six hours a day. The law applies to all children, including those who work in the informal economy and those who are self-employed.

A new ordinance (2017-4388) describes in detail the hazardous activities prohibited for children under the age of 18.

4.4 Salaries and deductions

In accordance with the Labor Code (Articles 96-99, 284, 296, and 319), wage zones and inter-professional minimum wages are fixed by decree. Salaries can be established by collective agreement. In the absence of a collective agreement, salaries are set by professional category. The minimum wage is determined on an hourly and monthly basis.

The remuneration for piece work or piece work must be calculated in such a way that it provides a worker of average capacity, and working normally, a salary at least equal to that of the worker paid by time, performing similar work.

According to the Labor Code (Articles 96, 102-109, and 121), wages must be paid in the legal tender at the workplace or at the employer's office when it is close to the workplace. It cannot be done, either in a liquor store or in a sales store, except for workers who are normally employed there, or on the day when the worker is entitled to rest.

Monthly payments must be made within eight days of their due date.

In the event of termination or breach of contract, wages and allowances must be paid as soon as the service is terminated. Likewise, in the event of termination or breach of contract, wages and allowances must be paid upon termination of service.

The employer is required to issue the worker, at the time of payment, an individual pays lip, the details of which must be reproduced in a register known as a "payment register".

When wages are paid by the hour, the number of hours worked should be mentioned.

No deduction can be made from the worker's remuneration other than those provided for by law.

4.5 Women

In accordance with the Constitution, every person has the right to freely choose his profession in the following terms: "Work is a duty for every citizen but no one can be forced to a specific job except in the case of accomplishment of an exceptional service of general (public) interest, equal for all under the conditions determined by law".

Women's work is considered in the Malian Labor Code Article L189. Application decrees set out the working conditions of women and pregnant women and in particular the nature of the work that is prohibited to them.

Decree No. 96-178 / P-RM of June 13, 1996, implementing the various provisions of the Labor Code of 1992, contains many restrictions for women. Indeed, it is stipulated that women cannot perform the same work or the same tasks as men. For example, in industrial and commercial establishments, women cannot be employed in an effective work of more than ten hours a day, cut off by one or more rest periods of which the duration cannot be less than one hour. Women may not be employed in any night work in factories, mines and quarries, construction sites, especially on roads and in buildings and workshops and their outbuildings.

4.6 Working hours and overtime

Working hours are considered by Articles 131 to 140 of the Malian Labor Code and Articles 136 (1 and 2) and 140 (1 and 2) of Order No. 1566 / MEFPT-SG of October 7, 1996, relating to modalities of application of certain provisions of the Labor Code.

Normal working hours are 40 hours per week. Daily working hours are not clearly specified. However, on farms, working hours are set at 2352 hours per year. Within this limit, an order of the Minister of Labor fixes the legal weekly duration according to the seasons. In agricultural enterprises, the legal working time cannot exceed 48 hours per week.

Overtime, up to a maximum of 18 hours per week, may be worked to maintain or increase production. The labor inspector can authorize certain companies to exceed the set limit. However, in any case, the maximum working time limit cannot exceed 60 hours per week.

Any hour worked beyond the legal working time gives the right, in the absence of a collective agreement or company or establishment agreement, to a salary increase for overtime.

4.7 Leave

Workers are entitled to several types of leave, including paid leave, annual leave, maternity leave, and childcare leave, and others. In addition to nine national days of paid leave per year (workers must receive at least 24 days of paid leave, workers under 18 receive at least 30 days and disabled employees 35 days).

In addition, those working in dangerous and difficult conditions should be given at least a seven-day supplement or at least eight days if working in adverse climatic conditions.

Workers can also benefit from additional leave depending on their seniority. Unpaid leave may also be taken by certain groups of people and may also be covered by contracts.

Upon termination of employment, employees are paid for unused leave and may use the leave for job search or as a deduction from notice upon respect of the maximum allowed number of leave days per year as per the employer policy.

Women are entitled to maternity leave for up to 70 calendar days, or 86 days in the event of complications. Maternity leave is calculated in total and paid in a lump sum, regardless of the actual number of days of leave.

4.8 Right to form an association

Professional associations (Article L253), unions (Article L256), trade union committees (Article L258) and the possibility for workers to designate their staff representatives (Article L265-L278) are recognized by the law of the Republic of Mali.

Article L.256: Any worker or employer may freely join a trade union of his choice within the framework of his profession.

Article L.258: A trade union committee may be set up by any representative trade union in each company or establishment usually employing 11 employees. For the determination of the workforce of the company, not only permanent staff are considered, but also apprentices, trial workers and casual or seasonal workers carrying out an average period of 6 months of work in the year.

Article L.265: Staff representatives are elected in each establishment comprising more than ten workers. Their term of office is one year. Their mission is organized by Article L 278 of the Labor Code.

The law of the Republic of Mali does not restrict the freedom of workers to form an association to defend their rights and claim working conditions. Project workers have the right to form an association or join a union of their choice without this constituting a source of retaliation.

4.9 Rest periods

Several provisions of the labor code grant these rights to workers (Article L.131: the legal working time cannot, in principle, exceed 40 hours per week, Articles L.142: weekly rest is compulsory. It takes place in principle, Sunday. It cannot, under any circumstances, be replaced by a compensatory allowance. The worker is entitled to training, annual, maternity, family, and special leaves (Article L 10, 11, 97, 114, 146 and 147).

4.10 Termination conditions

Article L.34 of the Labor Code indicates the conditions for suspension of the contract. The conditions under which the worker is or is not entitled to compensation following the suspension of his contract are specified in articles L34- L38. Articles L46 to L50 for their part give the conditions under which a worker can be dismissed. An unfair dismissal can give rise to damages. The competent court finds the abuse by investigating the causes and circumstances of the breach (article L51).

4.11 Non-discrimination and equal opportunities

The Malian code has given details on the different types of discrimination to be avoided with the inclusion of criteria for invalidity, handicaps, and persons living with HIV / AIDS (new Article L4). However, distinctions, exclusions, or preferences based on the qualifications required for a particular job are not considered to be discrimination. The above provisions also do not preclude temporary measures taken to establish equality between men and women, regarding the conditions of access to employment, training and development (new Article L4).

5.0 BRIEF OVERVIEW OF LABOR LEGISLATION: OCCUPATIONAL HEALTH AND SAFETY

In accordance with the provisions of the Labor Code the employer is obliged to ensure the health, safety, and well-being of people in the workplace according to the prescribed measures by the provisions on health and safety at work within the framework of labor law.

The employer must ensure that the health and safety of workers are not at risk in the workplace and the machines, equipment, substances and working methods are under control. The employer must periodically undertake analyses and evaluations of the working conditions and environment, and to monitor compliance with regulatory safety and health standards. The employer must collect data relating to the safety and health of workers and the working environment.

Provisions relating to hygiene, health and safety are set out in the following lines.

The labor code of the Republic of Mali requires all employers to take all measures to guarantee good health and safety conditions for their workers without defining the specific documents to be drawn up (Article 170- Article L.177). The law on social security in Mali establishes the compensation and prevention

system for work accidents and occupational diseases for the benefit of all salaried workers exercising their professional activity in the Republic of Mali or on behalf of an employer domiciled in Mali (Article 61).

The law obliges employers, among other requirements, to:

- Be responsible for safe working conditions and occupational safety at all workplaces and for informing workers of working conditions and the results of inspections.
- Apply the means of individual and collective protection of workers (including protective clothing and equipment).
- Provide appropriate work and rest regimes.
- Train workers in their work and in safe working methods.
- Provide instructions on labor protection.

Employers are required to have a poster affixed in each workshop, site, or workplace to inform workers about the regulations concerning industrial accidents and occupational diseases (Article 70). The employer is required, as soon as the accident occurs:

- Provide first-aid treatment.
- Notify the doctor in charge of the company's medical services or, failing that, the nearest doctor.
- Possibly directing the victim to the medical or inter-company center, failing that, to the public health facility or the public or private hospital establishment closest to the accident site. The doctor is required to send the first copy of the medical report to the National Institute of Social Security, the second copy to the Regional Labor Inspectorate if the accident occurred within the limits of the administrative district in other cases (Article 72, 73).

OSH measures will be designed and implemented to address the following issues:

- a) Identification of potential hazards to project workers, particularly those that could be fatal.
- b) Establishment of a system of identification and psychosocial follow-up of employees affected following work-related trauma in the field of COVID-19.
- c) Implementation of preventive and protective measures including modification, substitution, or elimination of hazardous conditions or substances.
- d) Training of project workers and keeping of corresponding records.
- e) Recording and reporting of accidents, illnesses, and occupational incidents.
- f) Emergency prevention, preparedness, and response arrangements; and
- g) Solutions to remedy negative impacts such as accidents, deaths, disabilities, and work-related illnesses.

In addition to the above references, applicable international conventions, and guidelines on health and safety issues such as:

- The ILO Occupational Safety and Health Convention, 1981 (No. 155)
- The ILO Occupational Health Services Convention, 1985 (No. 161)
- The ILO Safety and Health in Construction Convention, 1988 (No. 167)
- The WHO International Health Regulations, 2005
- WHO Emergency Response Framework, 2017
- The EU Framework Directive on health and safety at work (Directive 89/391).

6.0 WORLD BANK ENVIRONMENTAL AND SOCIAL FRAMEWORK

The World Bank recently approved an Environmental and Social Framework (ESF) which consists of ten standards and is aimed at preventing and mitigating undue harm to people and their environment in any development projects involving the Bank. The relevant standard of this framework to the LMP is ESS-2 Labor and Working Conditions.

ESS-2: Labor and Working Conditions: The World Bank through the ESS2 promotes fair treatment, non-discrimination, and provision of equal opportunities for workers engaged on projects it supports. It strongly encourages protection of all project workers, including vulnerable groups such as women, persons with disabilities, children (of working age) and migrant workers, contracted workers, and primary supply workers, as appropriate. It sets certain requirements that the project must meet in terms of working conditions, protection of the work force (especially the prevention of all forms of forced and child labor), and provision of a grievance mechanism that addresses concerns on the project promptly and uses a transparent process that provides timely feedback to those concerned. It requires borrowers to:

- Develop and implement written labor management procedures applicable to the project.
- Provide workers with information and documentation clear and understandable regarding their terms and conditions of employment.
- Provide fair treatment, non-discrimination, and equal opportunity to workers. Decisions relating to the employment or treatment of project workers should not be made based on personal characteristics unrelated to inherent job requirements.
- Protect the work force by defining the minimum age for employment and prohibiting forced labor.
- Provide an efficient Grievance Mechanism for all direct workers and contracted workers (and, where relevant, their organizations) to raise workplace concerns.
- Conduct risk assessment to understand the likelihood and magnitude of OHS risks associated with project based on: whether the project will involve hazardous materials or processes; the potential consequences to workers, communities, or the environment if hazards are not adequately managed, which may depend on the proximity of project activities to people or to the environmental resources on which they depend.

The table below shows comparison of the Mali Labor Code and its implementing texts with key elements of the ESS2.

Table 5: Compliance of the Mali Labor Code and its implementing texts with key elements of the ESS2

Key Elements	Malian laws	EES2 requirements	Identified gaps	Action required
Equal opportunity and non-discrimination	Malian law prohibits discrimination based on race, sex, ethnic origin, creed, color, religion, social, or economic status. Labor Code guarantees in its article 95 equal wages for work of equal value, regardless of the origin, sex, age and status of workers.	ESS2 gives provisions for equal opportunity, fair treatment, and no discrimination with respect to any aspects of the employment relationship	Both are against discrimination in workplaces	Provision for equal opportunity and non-discrimination in the Malian law will be used for AICCRA project. AICCRA project will make all institutions aware of the Labor law requirement for compliance in their recruitment processes. Institutions shall show the evidence of induction of employees on the legal requirements for non-discrimination.
Timely payment	Payment of salaries, wages and allowances shall be made no later than 8 days after the end of the working month which gives entitlement to the salary.	Project workers should be paid on a regular basis as required by national law and labor management procedures	Both protect workers' wages	Salary wages and allowances will be paid in accordance with Malian Labor law.
Working hours and overtime	Article L.131 sets a maximum legal weekly working time at 40 hours. Agricultural activities have an annual ceiling of 2352 hours. Workers that work beyond the scheduled working hours are entitled to overtime pay.	Working hours shall be agreed mutually or by collective bargain.	Both give provisions according to working hours and overtime.	Working hours and overtime will be defined in accordance with the Malian Labor Code. Attendance register shall be maintained to record time of arrival and departure from work.
Worker rights	Malian labor law makes provisions for regular leaves and benefits. Employer must also provide reasons for termination.	ESS-2 requires full respect of workers' rights.	Both recognize the rights of workers	The AICCRA project will be implemented in accordance with Malian Laws. An effective grievance mechanism will be put in place to help workers raise their concerns.
Minimum age	Fifteen years and above	Fourteen years and above	Disparity in age of engagement	Children under 18 years old will not work on the AICCRA project. Evidence like birth certificates will be required to certify workers' ages.

Key Elements	Malian laws	EES2 requirements	Identified gaps	Action required
Use of all forms of forced labor	According to article L6 of the Labor Code, forced or compulsory labor is absolutely prohibited.	All workers associated with this project shall be required to work voluntarily without coercion or any form of threats. Forced labor in this context can be any form of indentured labor.	Both condemn forced labor	AICCRA project will not resort to forced labor. Periodic checks and screening for forced labor shall be carried out. Project Leads will ensure the consent of employees to work as project workers.
Protection of workers	Provisions are given in the Labor law relating to the protection of workers such as: Protection against discrimination; Protection of assignment of pregnant women.	EES2 requests borrowers to provide appropriate measures of protection and assistance for workers, especially vulnerable workers.	Both include provisions to protect workers.	Effective grievance mechanism would be put in place to manage complaints that may arise from workers in accordance with ESS2.
OHS	The law provides for full OSH and empowers the Labor Inspection Services to carry out inspections of establishments and impose sanctions in the event of infringement or non-compliance.	There are adequate provisions for OHS procedures in ESS2, which projects are expected to adhere to.	Both make OHS provision for workers.	Beyond AICCRA safeguard specialists, Mali cluster shall have a safeguard focal person to manage OHS issues. Project workers will not be victimized for removing themselves from unsafe or unhealthy work environments. Project workers should have access and are able to effectively use appropriate PPE.
Employment of young persons	According to the labor code, children (between 15 and 18 years old) shall be assigned only light work and not be assigned to hazardous tasks.	ESS2 gives provision to protect children between 14 years of age and 18 years against hazardous works.	Both protect young workers against hazardous works.	As the minimum age to work on AICCRA Mali project is 18 provisions in labor Code will be applied. Enforced prohibitions on child labor, persons under 18 years will not be permitted to work on AICCRA-Mali demonstration plots. Sensitize all partners and farmer groups on child labor prohibitions. Institute age verification for new workers before engagement.
Women	Provisions are given in the Malian Constitution and Labor Code. They	ESS2 provides measures to protect and assist vulnerable project workers, including women.	Both protect women in workplaces.	AICCRA project would therefore, target to maximize employment benefits to qualified women.

Key Elements	Malian laws	EES2 requirements	Identified gaps	Action required
	consider equality of chance, non-discrimination, maternity leaves, etc.			AICCRA Mali project should comply with the national legislation on pregnant and maternity.
Person with Disabilities (PWDs)	Malian law safeguards against discrimination on the grounds of disability. Mali has ratified the Convention relative to person with disabilities rights.	ESS2 provides measures to protect and assist vulnerable project workers, including PWDs.	Both include provisions to fight against discrimination of PWDs in workplaces.	AICCRA Mali project would comply with the national legislation on discrimination against PWDs. AICCRA project should therefore target to involve PWDs in project learning activities.
Sexual Harassment	The Labor Code does not devote any provision forbidden sexual harassments within workplaces.	ESS 2 clearly forbids sexual harassment of any kind.	Lack of adequate provisions for sexual harassments in the Malian Legislation	AICCRA Mali will adopt the provisions of the ESS2 All project workers will sign the code of conduct with key prohibitions on SEA/SH. AICCRA Mali project will provide safe and confidential grievance channels easily accessible to all stakeholders.
Temporary and casual Workers	Provisions of the Malian Labor Code consider casual and temporary workers.	ESS2 applies to project workers including fulltime, part-time, temporary, seasonal, and migrant workers.	Both consider temporary and casual workers.-	The AICCRA project will apply provision in both the Labor Law and ESS2.
Freedom of association and collective bargaining	The Malian labor Code affords all persons the right to freedom of association, which includes freedom to form or join trade unions or other associations.	ESS 2 makes provision for borrowers to legally establish workers' organizations and legitimate workers' representatives.	Both give workers the right to freedom of association.	The AICCRA project will applied provision on the Malian Labor Code. The institutions working on AICCRA project shall recognize and respect the right of employees to freedom of association and collective bargaining.
Access to grievance mechanism	The Malian Labor Code contains provisions that allow workers to resolve disputes in the event of disagreement between employer and employee through conciliation procedures or Labor Courts.	ESS2 recognizes that a sound grievance mechanism should be provided for all direct workers and contracted workers to raise workplace concerns.	ESS2 sets more provisions for GM	AICCRA project will elaborate, implement, and disclose a GM in accordance with provisions in ESS2. Implementing partners will be required to induct their employees on the grievance procedure.

Key Elements	Malian laws	EES2 requirements	Identified gaps	Action required
				AICCRA Mali will be required to report grievances raised and progress on resolution.
Salary deductions	Labor Code generally precludes employers from deducting any amount from the remuneration of their employees except in some cases defined in the Code.	EES2 gives provisions for payment deductions in line with national law or the labor management procedures.	EES2 refers to national law for salary deduction	AICCRA Mali project will follow provisions in the Labor Code to make salary deductions.

7.0 RESPONSIBLE STAFF

This LMP will be operationalized by AfricaRice through the leadership of AICCRA Cluster Lead for Mali with assistance from the Safeguard Focal Person for the AICCRA Mali Cluster. The AICCRA Safeguard Specialists will provide additional oversight to ensure the application of this LMP to mitigate and respond to issues on working conditions, and occupational health and safety. Detail level of oversight and responsibility is provided in the table below.

Table 6: Roles and Responsibilities

#	Oversight Areas	Responsible staff	Key Role
1.	Labor and working conditions	AICCRA Mali Cluster Lead, AICCRA Mali Country Coordinator Project Leads of Implementing Partners	<ul style="list-style-type: none"> • Identification and recruitment of grant partners and consultants. • Ensuring that relevant OHS requirements are included in grantee contracts. • Checking that the working conditions of new employees and consultants are consistent with national laws. • Ensuring that all workers and consultants signs code of conduct that includes prohibitions and sanction regime on SEA/SH.
2.	Occupational health and safety	Safeguard Focal Person AICCRA Mali Country Coordinator OHS representatives assigned by partners.	<ul style="list-style-type: none"> • Ensuring day-to-day compliance with safety measures outlined in this LMP and site specific ESMPs to be prepared. • Assessing the risk of serious safety issues • Ensuring that the required PPEs are procured and used on project activities. • Ensuring that all staff and consultants working on the AICCRA Mali activities receives basic training on occupational health and safety arrangements on the project. • Keeping and maintaining records of all incidents and ensuring that major accidents are reported to the World Bank through the AICCRA Senior Safeguard Specialist within 48 hours upon notice.
3.	Workers' grievance	Safeguard Focal Person. OHS representatives assigned by partners	<ul style="list-style-type: none"> • Ensuring that all workers are aware of grievance uptake points and procedures. • Keeping records of all workers' grievance and including them in biannual reports to the AICCRA Project Management Unit. • Ensuring that grievances linked to SEA/SH are reported to the World Bank through AICCRA Senior Safeguard Focal Person within 24 hours upon receipt.
4.	Sensitization on LMP	Safeguard Focal Person	<ul style="list-style-type: none"> • Organizing sessions to raise awareness of project staff on this LMP • Ensuring full disclosure of this LMP

#	Oversight Areas	Responsible staff	Key Role
5.	Monitoring and reporting	Safeguard Person AICCRA Safeguard Specialists	Focal E&S
			<ul style="list-style-type: none"> • Conducting regular monitoring to CSA demonstration sites to ensure effective compliance with OHS measures in this LMP • Targeted monitoring of specific situations or difficulties arising from implementation, and of the compliance with this LMP and providing tailored assistance. • Providing a template to grant partners for quarterly reporting. • Producing biannual report on this LMP implementation and submit to the World Bank through the AICCRA Project Management Unit.

8.0 POLICIES AND PROCEDURES

AfricaRice and all AICCRA Mali partners are committed to managing project activities in a manner that safeguards the welfare, health, and safety of their employees, and consultants. In accepting this responsibility, the centers are committed to following the policies and procedures outlined under this section to avoid, mitigate, and respond to the potential labor and OHS related risks outlined under Section 3.0.

8.1 Discrimination and exclusion of vulnerable/disadvantaged groups

- All implementing partners will maintain fair terms and conditions guided by the Malian Labor Code for all employees and consultants working on the AICCRA project.
- Decisions relating to the employment or treatment of project workers will be made in accordance with the requirements of the job. The recruitment of project workers will be based on the principle of equal opportunities and fair treatment, and there will be no discrimination in recruitment and hiring, remuneration (including wages and benefits), working and employment conditions, access to training, assignment of a position, promotion, termination or retirement, or disciplinary practices. However, because women representation on AICCRA project is low and the project seeks to promote women entry and advancement in agriculture more priority will be given to women during consultants and new workers to fill vacant positions on the project.
- Implementing partners will be also required to comply with the national Labor law on gender equality in the workplace, which will include provision of maternity leave and nursing breaks and sufficient and suitable toilet and washing facilities, separate from men and women workers.

8.2 Labor disputes over terms and conditions of employment

- To avoid labor disputes, fair terms and conditions will be applied for project workers under AICCRA Mali.
- The project will respect the workers' right of labor unions and freedom of association, as set out in the Labor code.
- The project will maintain a grievance mechanism for all project workers to promptly address their workplace grievances. Further details are provided in Section 11.0.

8.3 Forced labor

- Forced labor will not be permitted on the AICCRA project, this is strictly prohibited by the Malian Labor code, the project Environmental and Social Risk Management (ESRM) guide and the World Bank ESS2.
- For the reference of partners, this may also include excessive limitations of freedom of movement, imposition of recruitment or employment fees payable at the commencement of employment, loss or delay of wages that impede the workers' right to end employment within their legal rights, substantial or inappropriate fines, physical punishment, use of security or other personnel to force or extract work from project workers, or other restrictions that compel a project worker to work in a non-voluntary basis.

Unannounced visits by AICCRA's E&S Safeguard Team and relevant technical services will effectively identify cases of forced labor and refer such cases to the criminal justice system. A review of lessons learned from the experiences of CIAT projects and its implementing partners in Mali highlights the absence of forced labor. However, a specific monitoring procedure will be put in place by the AICCRA Mali cluster in close collaboration with the ministry in charge of labor and the interested parties.

8.4 Occupational Health and Safety (OH&S)

All project implementing partners under the AICCRA project will be required to:

- Comply with national legislation on occupational health and safety.
- Communicate these policy statements and procedures to all workers working under the AICCRA Mali Cluster.
- Provide OH&S training and enable workers' attendance of such training.
- Regularly screen all project sites to identify potential hazards and set out measures to eliminate them.
- Procure and provide relevant PPEs for staff working on demonstration sites, visiting farmers and other stakeholders as and when needed. This will include farm safety boots, protective goggles, hand gloves, air purifying disposable/washable masks, neoprene gloves, chemical resistant hats, and coveralls.
- Ensure proper storage and disposal of pesticides as instructed on the product label and recommended actions in the pest management plan to be prepared.
- Ensure availability of emergency first aid boxes at demonstration sites and provide a card that displays an emergency number.
- Document all occupational accidents and incidents and report severe and serious (as per World Bank incident classification at Annex 2) incidents to the World Bank through the AICCRA Senior E&S Specialist with 48 hours after the occurrence of such major accidents and provide full detail report within three weeks. Conduct root cause analysis to inform corrective actions required.
- Maintain effective collaborations with CGIAR Centers, sub grantees and employees to investigate cause of accidents at workplace. Relevant information should be gathered and provided in written format with incident investigation form provided at Annex 3 and subsequent details report produced with the aid of the outline provided at Annex 4.
- Inspect all farm equipment with the view of ascertain it safety status before use.
- Provide workers and visiting farmers with access to toilets and potable drinking water.
- Properly dispose of solid waste at designated permitted landfill sites allocated by the local authorities.

- Ensure that all drivers to be used on AICCRA activities have undertaken training in defensive driving, enforce maximum speed limits on roads and ensure adequate insurance cover for vehicles.

8.5 Sexual Exploitation Abuse (SEA)/ Sexual Harassment (SH)

- Overall, all implementing partners under AICCRA Mali Cluster are required to adhere to and implement measures contained in the project SEA/SH mitigation and response action plan.
- All partners working under the AICCRA Mali Cluster are required to ensure that their workers sign a Code of Conduct (CoC) that set out acceptable standards of behavior. The CoC must include sanctions for non-compliance, including non-compliance with specific policies relating to SEA/SH. Partners whose employees CoC does not meet these standards will be required to adapt the CoC at Annex 1 for employees to sign. The CoC should be signed by each worker to indicate that they have:
 - Received a copy of the CoC as part of their contract.
 - Had the CoC explained to them as part of induction process.
 - Acknowledged that adherence to this CoC is a mandatory condition of employment.
 - Understood that violations of the CoC can result in serious consequences, up to and including dismissal, or referral to legal authorities.
- All partners will be further required to act against SEA/SH, through:
 - Mandatory training and awareness raising for the workforce about refraining from unacceptable conduct toward local community members, specifically women and children. Training may be repeated.
 - Informing workers about national laws and institutional policies that make sexual harassment and gender-based violence a punishable offence.
 - Adopting a policy to cooperate with law enforcement agencies in investigating complaints about gender-based violence.
- Maintain a separate grievance mechanism to capture and refer SEA/SH related complaints/issues and report SEA/SH complaints to the World Bank through AICCRA Senior Safeguard Focal Person with 24 hours upon receipt.
- Provide safe and suitable toilet and washing facilities, separate from men and women workers, particularly during on-farm demonstrations.

8.6 COVID-19

All partners under the AICCRA Mali Cluster shall be required to provide a working environment that minimizes spread of COVID-19 among project workers and stakeholders. In so doing, these minimum measures will be followed accordingly.

- Ensure social distancing at the workplace and offer a flexible working schedule for workers as and when necessary, including telecommuting.
- Provide accessible sanitation areas with water, soap, and sanitizers at entrance to offices and other venues for project activities.
- Provide all workers with appropriate hand sanitizers and face masks and require mandatory wearing of face masks at official premises and other work locations.
- Ensure that all workers have adequate and updated information on COVID-19.
- Establishing measures and a referral pathway including linkage with the Ministry of Health for workers who get infected with COVID-19 during line of duty.

- The following emergency numbers will be available for reporting suspected cases of COVID-19. Partners must contact 36061 toll free or link up with local district health authorities for immediate evacuation or medical help.
- Provide adequate support to workers who get exposed to the virus at workplace.

8.7 Monitoring and reporting

The Safeguard Focal Person for AICCRA Mali will regularly monitor compliance of workers, consultants, and service providers to the above policies and procedures and provide biannual report to the AICCRA project management unit. All partners shall provide quarterly reports to AfricaRice on the status of ensuring compliance with the above policies and procedures.

8.8 Dissemination and awareness

This LMP will be shared with all partners and project workers. The policies and procedures will further be disseminated to workers during scheduled training.

9.0 AGE OF EMPLOYMENT

The Malian legislation, especially the Labor Code prohibits employment of children under the age of 14. A law relating to child protection sets the minimum age to work at 15. It is also forbidden employment of children under the age of 18 for certain hazardous work and for work requiring night shifts. In compliance with these national standards, persons under 18 years will not be permitted to work on the AICCRA Mali Project as key project activities may exceed their capacity.

AfricaRice will ensure that all sub-grantees adhere to this requirement. The age of potential new workers will be verified before engagement. The National Identification Card (ID), Passport, birth certificates or national driver's licenses will be used as proxy documents for verifying age of workers. In the absence of one of those forms of IDs, the project will apply and document an age verification process. The age verification process will consist of alternative methods including copies of academic certificates, testimony/affidavits from officials of the schools attended, a medical examination, statements from family members and locality/village officials/local authorities.

In addition, all documents will be cross-referenced and subjected to a verification process to ensure the validity of the documents. In instances where the documents are thought to be falsified the project will conduct the same process to ensure their authenticity. In all the processes care will be provided to ensure that the applicant or employee's data are protected and their right to privacy is guaranteed. All copies of the IDs and documents pertaining to the applicant's age and other supporting materials will be kept in files with the human resources personnel.

10.0 TERMS AND CONDITIONS

The Malian Labor Code sets the statutory terms and conditions for all employment arrangements in Mali. Drawing from this Code, the table below provides an outline of terms and conditions that will inform management of all workers under the AICCRA Mali project.

Table 7: Terms and Condition

Category	Conditions
Minimum Wages	<ul style="list-style-type: none"> • In accordance with the Labor Code, wage zones and inter-professional minimum wages are fixed by decree. Salaries can be established by collective agreement. In the absence of a collective agreement, salaries are set by professional category. The minimum wage is determined on an hourly and monthly basis. • The salary scale and consultancy fees band of CGIAR centers will also provide a framework for setting salaries and fees of new employees and consultants on the basis of inherent job description and grade without discrimination.
Hours of Work	<ul style="list-style-type: none"> • The normal hours of work of a project worker shall not exceed 8 hours a day. However, Art.A.131.1 set the weekly duration of labor in agricultural exploitations according to the season as follows: <ul style="list-style-type: none"> - hot season: from March to June = 42 hours. - rainy season: from July to October = 46 hours. - cold season: from November to February = 48 hours. • Workers who work more than the normal hours shall be entitled to relevant allowances or leave in lieu of hours worked.
Rest per week	<ul style="list-style-type: none"> • Weekly rest is compulsory. It is a minimum of twenty-four consecutive hours per week. It usually takes place on Sunday. • Workers shall also be entitled to rest on public holidays recognized as such by the Republic of Mali.
Annual leave	<ul style="list-style-type: none"> • Workers (apart from consultants and temporary workers) shall be entitled to 30 days' leave with pay for every year of continuous service.
Maternity Leaves	<ul style="list-style-type: none"> • Women employees are entitled to 14 weeks of maternity leave, upon duly documented request, after nine months of continuous service with an employer. It includes six weeks prenatal leave and eight weeks postnatal leave. Of the 14 weeks, seven weeks (3 prenatal weeks and 4 postnatal weeks) are mandatory. If the delivery takes place before the expected date, the leave is extended until the 14 weeks have expired.
Deductions from remuneration	<ul style="list-style-type: none"> • No deductions other than those prescribed in labor laws shall be made hereunder or any other law or collective labor agreement shall be made from a worker's remuneration, except for repayment of advances received from the employer and evidenced in writing.
Death benefit	<ul style="list-style-type: none"> • In case of death of a worker during his/her contract of employment, the employer shall pay to his/her remuneration as death benefits in line with the provisions of the relevant national laws and institutional policies.
Medical treatment of injured and sick workers	<ul style="list-style-type: none"> • At minimum, all sub-grantees shall be required to enroll their workers on social welfare institutions that are (i) the National Institute of Social Welfare (INPS); (ii) The Malian Social Security Fund (CMSS); (iii) The National Health Insurance Fund (CANAM), which manages the Compulsory Health Insurance Scheme (AMO); (iv) The Mutualist Insurance system. • Employees of CGIAR centers will be required to continue to benefit from existing medical insurance arranged by their respective research institutions.

11.0 GRIEVANCE MECHANISM

AfricaRice and CGIAR centers are committed to providing transparent and easily accessible grievance mechanism for all workers under the AICCRA Mali project to report complaints relating to disagreement on working conditions, health and safety, discrimination, bullying, sexual harassment, and abuse.

Two major grievance mechanisms are currently available for all workers working on the AICCRA project to report labor related grievances including SEA/SH (i) the CGIAR grievance mechanism and (ii) the project grievance mechanism provided in the AICCRA Mali SEP. All workers will be informed of the grievance mechanism at the time of their engagement on the project including measures put in place to protect them against any reprisal for its use. The mechanism will also allow for anonymous complaints to be raised and addressed through providing options for people reporting a grievance not to mention their names, positions or place or workstation. Individuals who submit their complaints or grievances may request that their names be kept confidential, and this must be respected.

11.1 The CGIAR grievance mechanism

1.1.1 Scope

The grievance mechanism procedure applies to all staff members of ABC, AfricaRice, IFPRI, IRRI, ICRAF (covering all types of employment contracts including, without limitation to regular, consultants, part-time, contract of service and temporary employees), interns, visiting scientists, fellows, contractors, grantees, visitors, donors, volunteers, board members and vendors of the CGIAR centers.

The reporting mechanisms under this policy procedure are also applicable to employees of other grantees and contractors hosted engaged by AfricaRice to implement AICCRA Mali activities, although in such cases the investigations procedures may be adjusted in consultation with other relevant legal entities where this may be applicable.

1.1.2 Types of complaints

The mechanism handles complaints relating to three broad areas:

- (i) Fraud related breaches: these include embezzlement, theft, bribery, and kickbacks,
- (ii) Compliance related breaches: these include unsafe working conditions, vandalism, falsification of contract, reports, or records, non-compliance with research ethics, etc.
- (iii) Human resource related breaches: these include sexual harassment, discrimination, abuse, bullying, conflict of interest, alcohol, substance abuse, etc.

1.1.3 Reporting/grievance uptake point

Staff members and all other stakeholders may choose one of two ways to submit their reports:

1. Anonymous reporting using a CGIAR wide external service provider known as Lighthouse. The provider has been commissioned by the CGIAR to manage anonymous reporting services for all the CGIAR centers through an ethics hotline. Cases can be reported to [Lighthouse anonymous reporting page](#), Email reports@lighthouse-services.com and Toll-Free number: [844-709-6000](tel:844-709-6000). Complaints received by Lighthouse through these channels including cases linked with SEA/SH will be shared with the AICCRA Mali Safeguard Focal Person for records keeping and reporting, and referral of SEA survivors to GBV service providers listed at annex 6. or
2. Direct reporting to a supervisor/manager/director/People and Organizational Development Directorate (P&OD)/or a colleague.

1.1.4 Procedure for direct reporting

- The whistle-blower/reporter shall prepare a written report to a supervisor/manager/ relevant director/P&OD directorate/other colleagues. If the report is made verbally, the person receiving the

report shall capture the matter in writing and submit to either the supervisor/manager/ director or P&OD directorate.

- The person receiving the report shall acknowledge receipt of the report.
- The Information provided shall be reviewed and may be the basis of an internal and/or external investigation into the issues which are reported.

1.1.5 Procedure for anonymous reporting through the Lighthouse ethics hotline

The whistle-blower/reporter:

- Makes a call through the ethics hotline or accesses the online case management system platform and provides information to the external vendor (Lighthouse) which will be captured as a report.

Lighthouse:

- Captures all the information and generates a report that will be shared with the designated recipient.
- May liaise with the reporter to seek clarification, gather additional information and work with the whistle-blower as appropriate to build their confidence or encourage them to come out of anonymity (as may be relevant).
- Analyzes and shares the report with designated case system administrator and designated recipient at employees' organization.

Designated recipient: The designated recipients of the reports will generally be the directors of the institute and the reports that will be shared with them will align to their area of work according to the three broad areas of breaches.

The designated recipient will:

- Receive a copy of the report submitted to Lighthouse.
- Review the report and consult internally to decide on the way forward.

Case management investigator: Case management investigators are the designated investigators of the case, who shall investigate the case in accordance with institutional policies and procedures.

Case management system (CMS) administrator: A P&OD official will assume the role of a case management systems administrator responsible for updating case information on the Lighthouse platform in accordance with the institute's policies and procedures.

1.1.6 Investigation

- After receipt of the ethical report either directly or anonymously, an initial assessment shall be carried out to determine if there is a genuine concern. If the concern is considered to fall more properly within a different type of complaints procedure, such as a grievance, the whistle-blower /reporter will be informed accordingly by the supervisor and People and Organizational Development Directorate and provided with advice on how to proceed.
- If there are sufficient grounds to initiate a full investigation, a diverse committee shall be constituted by the Director General or his designate to investigate the matter and recommend the course of action to be taken. During the investigation, the alleged perpetrator/s may be given the opportunity to represent their argument.
- The amount of contact between the individual submitting a report and the body investigating the concern will depend on the nature of the issue, the clarity of information provided, and whether the employee remains accessible for follow-up.
- Where breaches of duty are confirmed to have occurred, the investigation report will provide recommendations on what action is appropriate, which may involve disciplinary procedures of the

institute. Action will be taken to correct the failure and avoid similar events in the future as well as to address the alleged perpetrator(s) misconduct.

1.1.7 Conclusion of cases

- Management endeavors to conclude on all cases under investigation within a month of the start of the process, although it is recognized that there may be exceptions depending on the circumstances.
- At the discretion of the institute and subject to legal and other constraints, the reporter may receive information about the outcome of an investigation.
- Should the whistle-blower/reporter still feel either victimized or disadvantaged following the report and subsequent investigation, they may choose to escalate the issue to the next level in the form of an appeal to the next level of authority. Should the issue raised be with reference to the People and Organizational Development Director, then the whistle blower/reporter shall raise it with the Director General. If the matter is with regards to the Director General, it may be raised with the Chair of the Board and subsequently in cases where the matter refers to the Chair of the Board, the staff member may raise it directly with the Director of the CGIAR Internal Audit Unit.

11.2 AICCRA Mali grievance mechanism

The AICCRA Mali grievance mechanism outlined in the cluster SEP constitutes an alternative pathway for project workers to report grievances including cases linked to SEA/SH. The mechanism provides for several channels for lodging complaints including emails, phone calls, texts, letters, and toll-free line that will also be accessible to all workers. Information on this grievance will be made available to all workers to ensure that all workers have adequate knowledge of how to lodge a complaint and receive resolution through the mechanism.

11.3 SEA/SH grievance mechanism

Given that most GBV cases at workplace are not reported because of the fear of victimization, anonymous reporting channels have been provided as part of AICCRA Mali grievance uptakes points to encourage reporting of SEA/SH related cases. When such a case is reported, the complainant would be provided with information about the available services including confidentially appropriate medical and psychological support, emergency accommodation, and any other necessary services as appropriate including legal assistance. The Safeguard Focal Person will refer all SEA/SH survivors to relevant GBV service providers at Annex 6. When a case of that nature is reported, the Safeguard Focal persons will record the case with the following limited information: the nature of the incident, the age and sex of the complainant, and whether the survivor was referred to a service provider.

The AICCRA Mali Grievance committee will review all cases referred to it to determine and agree upon course of action for handling and resolving the case. The appropriate institution that employs the perpetrator will be required to review the case and take disciplinary action in accordance with the employer's code of conduct and national legislation. Disciplinary actions may include informal warning, formal warning, additional training, loss of salary, suspension, or termination of employment. A survivor may continue to receive support from the appropriate GBV service providers while the case is being handled by the employer.

12.0 CONTRACTOR/GRANTEE MANAGEMENT

The AICCRA Mali Cluster will follow the project implementation manual (PIM) and the Environmental and Social Risk Management (ESRM) guide to oversee management of grantees. In accordance with these documents the following measures and procedure will be followed.

12.1 Selection of grantees

As and when the need arises for the cluster to engage a grantee that may engage contracted workers, AfricaRice shall make reasonable efforts to ascertain that the grantee is legitimate and reliable entity that will be able to comply with the relevant requirements of this LMP. These requirements shall be included in the Terms of Reference (ToR) or the Request for Proposals (RFP) document.

As part of the process to select grantees that will engage contracted workers, AfricaRice will review business registration and permits, labor and OHS performance on previous projects. The potential grantees will also be required to complete an environmental and social screening form to confirm the absence of any unresolved OHS and SEA/SH cases, establish grantees existing OHS system including HR polices and OHS guidelines, labor management records, and the expertise to implement the project activities in accordance with this LMP.

12.2 Contractual provisions

All grantees' contracts are issued by ABC and consistent with existing practices, ABC shall incorporate agreed labor management requirements in all sub-agreements as specified in PIM and the ESRM guide. A summary of this is provided at Annex 5. The provision will also include appropriate non-compliance remedies such as suspension of grant disbursement and cancellation of grant project.

12.3 Performance monitoring

Sub-grantees shall be required to provide quarterly reports to the AICCRA Mali Safeguard Focal Person on the status of implementation of measures in this LMP. The AICCRA Mali Cluster Lead, Country Coordinator and Safeguard Focal Person shall exercise direct oversight in monitoring the performance of grantees in relations to this LMP. The monitoring role will include inspections, spot checks of project locations or work sites and/or labor management records and reports compiled by the grantee. Grantees labor management records and reports that would be review would include the following.

- Representative samples of employment contracts and signed CoC.
- Records of training provided for contracted workers to explain occupational health and safety risks and preventive measures.
- Grievances received from workers and their resolution.
- Reports relating to fatalities, and incidents and implementation of corrective actions; and
- Records relating to incidents of non-compliance with national Labor Code and the provisions of the LMP.

13.0 COMMUNITY WORKERS

The AICCRA Mali Project will not engage community workers as defined by ESS2 to implement any aspect of the project.

14.0 PRIMARY SUPPLY WORKERS

The AICCRA Mali Project does not foresee engagement of primary suppliers as defined by ESS2 to support the delivery of the project.

15.0 ANNEXES

ANNEX 1: INDIVIDUAL CODE OF CONDUCT (AICCRA SAMPLE)

I, _____, acknowledge that it is important adhering to AICCRA Project environmental, social, health and safety (ESHS) standards, requirements, and preventing sexual exploitation and abuse (SEA), sexual harassment (SH), and violence against children (VAC).

AICCRA considers that failure to follow ESHS standards, or to commit acts of SEA/SH or VAC —be it on the work site, the work site surroundings, or the surrounding communities—constitute acts of gross misconduct and are therefore grounds for sanctions, penalties, or potential termination of employment. Prosecution of those who commit SEA/SH or VAC by law enforcement authorities may be pursued if appropriate, and only upon informed survivor consent, or in the case of a minor, with appropriate caregiver consent.

I agree that while working on the project I will:

Regarding Occupational Health and Safety

- Comply with legislation and other applicable requirements relating to occupational health and safety risks.
- Attend occupational health and safety trainings as requested by employer or the project
- Identify the potential risks associated with each activity and workstation
- Make recommendations regarding safety and health issues affecting employees
- Wear prescribed and appropriate personal protective equipment (PPE) all times on project site.
- Take proper care of working tools and PPEs
- Ensure safe disposal of used pesticides containers in accordance with the project pest management plan.
- Prevent avoidable accidents and report conditions or practices that pose a safety hazard or threaten the environment.
- Report any violations of this code of conduct to workers' representative, HR, or grievance redress committee. No employee who reports a violation of this code of conduct in good faith will be punished in any way.

Regarding COVID-19

- Washing hands, always sanitize and observing social distancing and follow WHO and GOK updated guidelines.
- Taking care of PPEs and materials used for protection (including gloves, masks) and ensuring their safe disposal.
- Wash hands frequently, always sanitize and observe social distancing and follow WHO and Malian government updated guidelines.
- Seek healthcare after experiencing any of the following symptoms (while at home or work): cough, fever, and shortness of breath
- Stay at home and report immediately to the supervisor if I or any family member comes into contact with someone who has been reported to have COVID-19.

Regarding Sexual Exploitation and Abuse/ Sexual Harassment

- Attend and actively partake in training courses related to SEA/SH and VAC as requested by the project.
- Treat women, children (persons under the age of 18), and men with respect regardless of race, color, language, religion, political or other opinion, nationality, ethnicity, or social origin, property, disability, birth or nationality, sexual orientation, gender identity, or other status.
- Not use language or behavior towards women, children or men that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
- Not engage in sexual exploitation, which is defined as any actual or attempted abuse of position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially, or politically from the sexual exploitation of another.
- Not engage in sexual abuse, which is defined as the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.
- Not engage in sexual harassment, which is defined as any unwelcome sexual advance, request for sexual favor, verbal or physical conduct or gesture of a sexual nature, or any other behavior of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation to another, when such conduct interferes with work, is made a condition of employment, or creates an intimidating, hostile or offensive work environment.
- Not participate in sexual contact or activity with children—including grooming or contact through digital media (community members married to minors, even if legally done, will not be hired). Mistaken belief regarding the age of a child is not a defense. Consent from the child is also not a defense or excuse.
- Not have sexual interactions with members of the host communities (NB: an exception applies to a locally hired worker already married to an adult member of the community). This includes relationships involving the withholding or promise of actual provision of benefit (monetary or non-monetary) to community members in exchange for sex—such sexual activity is considered “non-consensual” within the scope of this Code.
- Consider reporting through the Grievance Mechanism or to my manager any suspected or actual SEA/SH or VAC by a fellow worker, whether employed by my company or not, or any breaches of this Code of Conduct.

Regarding children under the age of 18:

- Wherever possible, ensure that another adult is present when working in the proximity of children.
- Not invite unaccompanied children unrelated to my family into my home unless they are at immediate risk of injury or in physical danger.
- Not use any computers, mobile phones, video, and digital cameras or any other medium to exploit or harass children or to access child pornography (see also “Use of children's images for work related purposes” below).
- Refrain from physical punishment or discipline of children.
- Refrain from hiring children for domestic or other labor below the minimum age of 14 unless national law specifies a higher age (15 for Mali), or which places them at significant risk of injury.
- Comply with all relevant local legislation, including labor laws in relation to child labor and World Bank’s E&S standards on child labor and minimum age.
- Take appropriate caution when photographing or filming children (see details below).

Use of children's images for work related purposes. When photographing or filming a child for work related purposes, I must:

- Before photographing or filming a child, assess and endeavor to comply with local traditions or restrictions for reproducing personal images.
- Before photographing or filming a child, obtain informed consent from the child and a parent or guardian of the child. As part of this I must explain how the photograph or film will be used.
- Ensure photographs, films, and videos present children in a dignified and respectful manner and not in a vulnerable or submissive manner. Children should be adequately clothed and not in poses that could be seen as sexually suggestive.
- Ensure images are honest representations of the context and the facts.
- Ensure file labels do not reveal identifying information about a child when sending images electronically.

Sanctions

I understand that if I breach this Individual Code of Conduct, the grant partner will take disciplinary action which could include:

- Informal warning.
- Formal warning.
- Additional Training.
- Loss of up to one week's salary.
- Suspension of employment (without payment of salary/contract fees), for a minimum period of 1 month up to a maximum of 6 months.
- Termination of employment.
- Reporting to the Police if warranted.

I understand that it is my responsibility to ensure that the environmental, social, health and safety standards are met. That I will adhere to the occupational health and safety management requirements and avoid actions or behaviors that could be construed as SEA/SH or VAC. Any such actions will be a breach this Individual Code of Conduct. I do hereby acknowledge that I have read the foregoing Individual Code of Conduct, do agree to comply with the standards contained therein and understand my roles and responsibilities to prevent and respond to OHS, SEA/SH and VAC issues. I understand that any action inconsistent with this Individual Code of Conduct or failure to act mandated by this Individual Code of Conduct may result in disciplinary action and may affect my ongoing employment.

Signature: _____

Printed Name: _____

Title: _____

Date: _____

ANNEX 2: WORLD BANK INCIDENTS CLASSIFICATION

Incident Classification	Detail Guide
Indicative	<ul style="list-style-type: none"> • Relatively minor and small-scale localized incident that negatively impact a small geographical areas or small number of people • Does not result in significant or irreparable harm • Failure to implement agreed E&S measures with limited immediate impacts.
Serious	<ul style="list-style-type: none"> • An incident that caused or may potentially cause significant harm to the environment, workers, communities, or natural or cultural resources • Failure to implement E&S measures with significant impacts or repeated non-compliance with E&S policies incidents • Failure to remedy indicative non-compliance that may potentially cause significant impacts • Is complex and/or costly to reverse • May result in some level of lasting damage or injury • Requires an urgent response • Could pose a significant reputational risk for the World Bank
Severe	<ul style="list-style-type: none"> • Any fatality • Incidents that caused or may cause great harm to the environment, workers, communities, or natural or cultural resources • Failure to remedy <i>Serious</i> non-compliance that may potentially cause significant impacts that cannot be reversed. • Failure to remedy <i>Serious</i> non-compliance that may potentially cause severe impacts that is complex and/or costly to reverse • May result in high levels of lasting damage or injury • Requires an urgent and immediate response • Poses a significant reputational risk to the Bank.

ANNEX 3: INCIDENT INVESTIGATION FORM

OHS Incident Investigation Form

Classification of Accident (Indicative, Serious, Severe)

Description of the accident:

.....
.....

Date and Time of Accident:

Location of the accident:

Source of accident alert:

Investigation

Date and Time of Investigation:

Names and Status of Investigating Team

Name..... Position.....Sign.....

Name.....Position.....Sign.....

Name.....Position.....Sign.....

Complete accident investigation questionnaire and attach copies to Incident Investigation Form.

Findings of Investigation Team

Team's description of events leading up to the accident

Team's Description of the accident itself

Team's view on the causes of the accident

Recommendation to reduce potential accident (immediate fix)
Date.....No.....Section.....

1. Root causes.....

2. Preventive Action taken.....

3. Further Recommendation Preventive actions.....
Signature.....Date.....

Project coordinator: Comments and Actions to be taken or recommended to higher authority:

Signature.....Date.....

ANNEX 4: INCIDENT REPORTING OUTLINE

The **Incident Report** should be 1 – 2 pages and include, at a minimum, the following information:

- Country, Name of Project, Project Number, Name of Cluster Lead and Safeguard Focal Person
- Preliminary classification of the incident
- What was the incident? What happened? To what or to whom?
- Where and when did the incident occur?
- When and how did we find out about it?
- Are the basic facts of the incident clear and uncontested, or are there conflicting versions? What are those versions?
- What were the conditions or circumstances under which the incident occurred (if known at this stage?)
- Is the incident still ongoing or is it contained?
- Is loss of life or severe harm involved?
- What measures have been or are being implemented by grant partner or sub-grantee?

ANNEX 5: E&S REQUIREMENTS FOR SUB-GRANTEES

- a. The Contract Party agrees to carry out AICCRA Project activities in accordance with the AICCRA Environmental and Social Risks Management (ESRM) Guide. In compliance with the ESRM Guide, the contracted party shall screen for and report to AICCRA Project the negative Environmental and Social risks and impacts on project activities by using the screening template provided by the project, prior to commencement of AICCRA project activities.
- b. The Contract Party shall also implement activities in accordance with the AICCRA Cluster Environmental and Social Management Plan, Labor Management Procedures, Stakeholder Engagement Plan and Grievance Mechanism.
- c. Consistent with the AICCRA ESRM Guide, the following type of activities are ineligible for financing under the AICCRA project. The Contract Party shall implement project activities in accordance with these prohibitions.
 1. Production or activities involving forced labor³.
 2. Production or activities involving child labor⁴.
 3. Cross-border trade in pesticide, waste, and waste products, unless compliant to the Basel Convention and the underlying regulations⁵.
 4. Research that may lead to environmentally damaging activities, such as inappropriate use of chemical fertilizers.
 5. Production or trade in any product or activity deemed illegal under host country laws or regulations or international conventions and agreements, or subject to international bans, such as pharmaceuticals, pesticides/herbicides, ozone depleting substances, Polychlorinated Biphenyls (PCBs), wildlife or products regulated under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES).
 6. Biotechnology application in genetically modified (GM) crops that may involve genetic transformations of the national original crops and/or might generate irreversible environmental impacts.
 7. Activities that could introduce invasive alien species and may impact critical habitats and/or legally protected areas.
 8. Activities that may result in discrimination against vulnerable groups, including based on gender and disability.
 9. Activities involving land acquisition leading to economic or physical displacement.
 10. Activities that affect existing land tenure arrangements or cultural heritage.

³ Forced labor means all work or service not voluntarily performed that is extracted from an individual under threat of force or penalty.

⁴ Employees may only be hired if they are at least 15 years old, in accordance with the ILO Minimum Age Convention (C138, Art. 2). Children under the age of 18 will not be employed in hazardous work. Children will not be employed in any manner that is economically exploitive, or is likely to be hazardous to, or to interfere with, the child's education, or to be harmful to the child's health, or physical, mental, spiritual, moral, or social development.

⁵ The Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal, usually known as the Basel Convention, is an international treaty that was designed to reduce the movements of hazardous waste between nations. Under the convention, hazardous waste, as defined under the convention, generally will not be traded cross-border without the consent of the State of import. Under Basel Convention, "hazardous wastes" are defined as (a) Wastes that belong to any category contained in Annex I, unless they do not possess any of the characteristics contained in Annex III; and (b) Wastes that are not covered under paragraph (a) but are defined as, or are considered to be, hazardous wastes by the domestic legislation of the Party of export, import or transit.

11. Activities carried out by institutions with a record of unresolved occupational, health, and safety incidents or accidents.⁶
 12. Activities carried out by institutions with a record of unresolved Sexual Exploitation and Abuse/Sexual Harassment incidents.⁷
 13. All the other activities excluded under the ESRM Guide of the AICCRA Project.
- d. In compliance to occupational health and safety measures of the AICCRA Ghana, the Contract Party is required to:
- i. Prepare occupational health and safety plan to mitigate and respond to key risk on project activities.
 - ii. Provide health and safety training to all staff and consultants involved in the execution of project activities.
 - iii. Put in place procedures at the workplace so that the contracted staff can report unsafe or unhealthy working situations and to avoid a work situation which they have the justification for believing that it presents an imminent and serious danger for the life or health (without retaliation for reporting or withdrawing).
 - iv. Provide adequate PPE and first aid boxes at project demonstration site at no cost to workers.
 - v. Put in place measures to avoid or minimize the spread of disease, including measures to avoid or minimize the transmission of COVID-19.
 - vi. Remunerate project workers regularly in accordance with national legislation and labor-management procedures. Deductions from wages will be made only under national law or labor-management procedures, and project workers will be informed of the conditions under which such deductions are made.
 - vii. Ensure that project workers are entitled to sufficient periods of weekly rest, annual and sick leave, maternity, and family leave, under national law and workforce management procedures.
 - viii. As required by the Malian Labor Code, provide written notice of termination to workers including information on their severance pay within the prescribed time limits. All wages earned, social security benefits, contributions to a pension fund and any other social benefits will be paid before or on the date of termination of the employment relationship, either directly to project workers or, where applicable, to the account of these. When payments are made on behalf of project workers, supporting documents for these payments should be provided to them.
 - ix. Employ project workers on the principle of equal opportunities and fair treatment and ensure no discrimination in any aspect of the employment relationship, whether it is recruitment and hiring, remuneration (in particular salaries and social benefits), working conditions and terms of employment, access to training, job assignments, promotion, dismissal or retirement, or even disciplinary measures. Workforce management procedures describe measures to prevent and combat harassment, bullying, and/or exploitation in the workplace.

⁶ Whether such incidents or accidents have been resolved and an institution is therefore eligible for a sub-grant will be evaluated and decided jointly in writing by CIAT and the Association.

⁷ Whether such incidents have been resolved and an institution is therefore eligible for a sub-grant will be evaluated and decided jointly in writing by CIAT and the Association.

- e. The Contract Party shall notify the AICCRA Cluster Safeguard Focal Person as soon as possible and no later than 24 hours after learning of any incident or accident related to the AICCRA Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers. In addition, a report shall be provided to Africa Rice within 20 days of the occurred incident or accident. The report shall provide sufficient 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/or supervising entity, as appropriate. In the case of the incidents link with sexual abuse, exploitation and harassment, the Contact Party shall notify IITA within 12 hours upon receipt of such allegations.
- f. The Contract Party shall sensitize all project staff and stakeholders about the AICCRA Mali Grievance Mechanism (GM) and encourage them to lodge all complaints relating to the AICCRA project through the grievance uptake points provided.
- g. The contract party shall develop or adapt the code of conduct at Annex 1 for all consultants and employees engaged to work on AICCRA activities.

ANNEX 6: SERVICE PROVIDERS FOR SURVIVORS OF GENDER BASED VIOLENCE

Health Care Service Providers	
<p>1. Santé Sud Mali (SSM)</p> <p>Type of Organization: NGO</p> <p>Primary Service: Health Care</p> <p>Geographical coverage: Mali</p> <p>Services provided: Improve access to basic health and social services for all</p> <p>Contact Numbers: Tél : +223 20 28 02</p> <p>Email: contact.mali@santesud.org</p> <p>Address of headquarters: Bacodjicoroni ACI Rue 627, porte 1782 - BP E6 Bamako – Mali</p> <p>Other services: We support associations specializing in the care of orphans and abandoned children, single mothers, or children with physical or mental disabilities in their progress initiatives.</p>	<p>2. Marie Stopes Mali (MSM)</p> <p>Type of Organization: NGO</p> <p>Primary Service: Health Care</p> <p>Geographical coverage: Mali</p> <p>Contact Number: 8000 11 88 (toll-free) ; 20 706 706</p> <p>Working hours: from 08am to 20pm</p> <p>Other Services: Monitoring (follow ups)</p> <p>Address: J2F4+FXR, Bamako, Mali</p>
Psychosocial Service Providers	
<p>3. Psychiatric service of the University Hospital Center of Point G</p> <p>+223 20 22 50 02</p> <p>Sikasso Reference Health Center care unit</p> <p>Support unit of the Bougouni Reference Health Center</p> <p>One stop center of national police in Bamako (N'Tominkorobougou)</p> <p>One stop center of Mopti (Sévaré)</p> <p>Type of Organizations: Public Agencies</p> <p>Cabinet PSY2A à Bamako</p> <p>Type of Organization: Private structure</p>	
<p>Primary Service: Organization of psychosocial services and care</p> <p>Contact:</p> <p>Psychiatric service of the University Hospital Center of Point G</p> <p>Phone: +223 20 22 50 02</p> <p>Cabinet PSY2A à Bamako</p> <p>Whatsapp: +223 71 11 70 60</p> <p>Website: contact@psy2a.ml</p> <p>Address: Rue 535 Porte 33 Niaréla, Mali</p>	
Legal/Justice Service Providers	

5. Association of Malian Jurists (AJM), the Association for the Progress and Defense of Malian Women (APDF), the Observatory for the Rights of the Child and the Woman (ODEF), the Research and Study Group, de formation femme-action (GREFFA), Women in Law and Development-Mali (WILDAF), Malian Human Rights Association (AMDH)	
<p>GREFFA</p> <p>Type of Organization: NGO</p> <p>Services provided:</p> <ul style="list-style-type: none"> - supports women survivors of sexual violence and other attacks. - help women access legal, medical and psychological support - advocates for access to better health services for women and to end FGMs and child marriage. 	<p>Alliance for Justice and Development for Women (AJM ; ODEF)</p> <p>Missions:</p> <ul style="list-style-type: none"> - Help women in their legal and administrative procedures - Popularize the legal texts among women to make them aware of their rights - Organize the re-reading of discriminatory texts with regard to international texts, to make Malian law evolve in the direction of greater equality between men and women...
<p>APDF</p> <p>Address: Hamdallaye ACI 2000 Immeuble DJIRE - Avenue Cheick Zayed</p> <p>BP 1740 Bamako Mali</p> <p>Phone: (223) 229 10 28; (223) 229 10 28</p> <p>apdf@datatech.toolnet.org</p> <p>http://www.apdf.org.ml</p> <p>Missions:</p> <ul style="list-style-type: none"> - Training and information for women on their rights and on national and international legal texts that concern them. - Fight against the various forms of violence against women and in particular against female genital mutilation. - Encourages women to become aware of and assume their role in the socio-economic and political development of the country. 	<p>WILDAF</p> <p>Primary service: protection and promotion of the rights of women and children.</p> <p>Address: Avenue OUA Immeuble SOBATO Appartement A4 Bamako</p> <p>Phone: 00 (223) 223 67 08 Télécopie : 00(223) 229 68 47</p>
7. Security: Mali Police Services	
<p>Type of Organization: Government Agency</p> <p>Primary Service: Security</p> <p>Geographical Coverage: National, with offices across the country</p> <p>Helpline: 80331 - 80333 – 800011 Toll free</p> <p>Working hours: 24 hours</p> <p>Other Services: Legal, and referral support system.</p>	

ANNEX 7: GRIEVANCE LOG FOR NON-SEA/SH CASES

Case no.	Date Claim Received	Name of Person Receiving Complaint	Where/how the complaint was received	Name & contact details of complainants (if known)	Type of Claim Add content of the claim (include all grievances, suggestions, inquiries)	Was Receipt of Complaint Acknowledged to the Complainant? (Y/N – if yes, include date, method of communication & by whom)	Expected Decision Date	Decision Outcome (Include names of participants and date of decision)	Was Decision communicated to complainant? Y/N If yes, state when, by whom and via what method of communication	Was the complainant satisfied with the decision? Y/N State the decision. If no, explain why and if known, will pursue appeals	Any follow up action (and by whom, by what date) ?