

IRiphabhlikhi yoMzantsi Afrika
liPaki zeSizwe zoMzantsi Afrika
kunye
ne-Arhente yeePaka nezoKhenketho eMpuma Koloni

**ISIBOPHELELO SOKUGCINWA
KWEZILWANYANA (P174097)**

[UYILO]

**UBUME BENDALO NOLUNTU
ISICWANGCISO SOKUZINIKELA (ESCP)**

December 15, 2020

ISICWANGCISO SOKUZIMISELA KWEZENDALO ESINGQONGILEYO NOKUHLALA

1. IPaka yeSizwe yaseMzantsi Afrika (i-SANParks) kunye ne-Arhente yeePaka zezoKhenketho eMpuma Koloni (i-ECPTA) (ngokudibeneyo Abamkeli) ziya kumilisela iProjekthi ye-Wildlife Conservation Bond Project (iProjekthi). IBhanki yeHlabathi yoKwakha ngokutsha noPhuhliso / uMbuthe woPhuhliso lwaMazwe ngaMazwe osebenza njengeTrasti kwiZiko lokusiNgqongileyo leHlabathi (iBhanki) ivumile ukubonelela ngezimali kwiProjekthi.
2. Abamkeli baya kumilisela amanyathelo nezinto ezenziwayo ukuze iProjekthi iphunyezwe ngokungqinelana neMigangatho yokusiNgqongileyo kunye nezeNtlalo (ESSs). Esi siCwangciso sokuzibophelela ngokusingqongileyo nakwintlalo (ESCP) sichaza amanyathelo nezinto ezenziwayo, nawaphi na amaxwebhu okanye izicwangciso ezithile, kunye nexesha lalo ngalunye.
3. Abamkeli baya kuthi bathobele izibonelelo zawo nawaphi na amanye amaxwebhu e-E & S afunekayo phantsi kwe-ESF kwaye kubhekiswa kuwo kule ESCP, njengazo naziphi na iziza ezithile zeSicwangciso soLawulo lokusiNgqongileyo kunye noLuntu (ESMP), iziCwangciso zokuSebenza koHlaliso lwaBantu (RAP), iziCwangciso zaBantu beMveli (IPPs) kunye neZicwangciso zokuBandakanyeka kwabachaphazelekayo (SEP), kunye namaxesha abekiweyo kula maxwebhu e-E & S.
4. Abamkeli banoxanduva lokuhambelana nazo zonke iimfuno ze-ESCP, naxa kuphunyezwa amanyathelo athile kunye nezenzo ziqhutywa zi-arhente ekubhekiswe kuzo ku-1 ngasentla.
5. Ukuphunyezwa kwamanyathelo kunye nezinto ezenziweyo ezichazwe kule-ESCP ziya kubekwa esweni kwaye zinikwe ingxelo kwiBhanki ngaBamkeli njengoko kufunwa yi-ESCP kunye neemeko zesivumelwano somthetho, kwaye iBhanki iya kuthi ibeke iliso kwaye ivavanye inkqubo phambili kunye nokugqitywa kwamanyathelo nezinto ezenziwayo xa kusenziwa iProjekthi
6. Njengoko bekuvunyelwene yiBhanki kunye naBamkeli, le ESCP inokuhlaziywa amaxesha ngamaxesha ngexesha lokumiliselwa kweProjekthi, ukubonisa ulawulo oluguquguqukayo lweenguqu zeProjekthi kunye neemeko ebezingalindelwanga okanye ukuphendula kuvavanyo lwentsebenzo yeProjekthi eyenziwe phantsi kwe-ESCP uqobo. Kwiimeko ezinjalo, Abamkeli baya kuthi bavumelane ngokudibeneyo kunye neBhanki kwaye baya kuhlaziya i-ESCP ukubonisa olo tshintsho. Isivumelwano malunga notshintsho kwi-ESCP siya kubhalwa ngokutshintshiselana ngeeleta ezisayinwe phakathi kweBhanki yeHlabathi kunye naBamkeli. Abamkeli baya kuchaza ngokukhawuleza i-ESCP ehlaziyiweyo.
7. Apho utshintsho lweProjekthi, iimeko ezingalindelekanga, okanye ukusebenza kweProjekthi kukhokelela kutshintsho kubungozi kunye neempembelelo ngexesha lokuphunyezwa kweProjekthi, abafumanayo baya kubonelelwa ngemali eyongezelelweyo, ukuba iyafuneka, yokuphumeza amanyathelo kunye namanyathelo okujongana nobungozi kunye neempembelelo, ezinokuthi zibandakanye kodwa ayiphelelanga kwindalo, impilo nokhuseleko emsebenzini, impilo yoluntu kunye nokhuseleko kunye nobundlobongela obusekelwe kwisini.

ISICWANGCISO SOKUZIMISELA KWEZENDALO ESINGQONGILEYO NOKUHLALA			
<i>Amanyathelo kunye nezinto ezenziwayo</i>		<i>Ixesha elibekiwe</i>	<i>Uxanduva / Igunya</i>
A	<p>UKWENZA INGXELO RHOQO Lungiselela kwaye ungenise kwiBhanki iingxelo zokubeka esweni rhoqo malunga nokusebenza kweProjekthi, kubandakanya, kodwa kungaphelelanga apho, ekuphuyezweni kwe-ESCP, i-ESMF, imisebenzi yokubandakanyeka kwabachaphazelekayo kunye nokusebenza kwendlela yezikhalazo.</p>	Ukusukela kuMhla wokuSebenza, kabini ngonyaka, kuyo yonke iprojekthi.	ISANParks kunye neECPTA
B	<p>IZIGANEKO NESAZISO SENGOZI Ngokukhawuleza yazisa iBhanki ngaso nasiphi na isehlo okanye ingozi enxulumene neProjeki, enokuthi, okanye enokwenzeka, ibe nefuthe elibi kwindalo esingqongileyo, kuluntu oluchaphazelekayo, kuluntu okanye kubasebenzi nakubo bonke abachaphazelekayo njengoko kuchongiweyo kwisiCwangciso sokuBandakanyeka kwabachaphazelekayo. Nika iinkcukacha ezoneleyo malunga nesiganeko okanye ingozi, ebonisa amanyathelo akhawulezileyo athathiweyo okanye acetywayo ukuthathwa ukujongana nawo, kunye nalo naluphi na ulwazi olunikezwe naliphi na ikontraka kunye neqela elongameleyo, ngokufanelekileyo.</p> <p>Emva koko, ngokwesicelo seBhanki, lungiselela kwaye ungenise kwiBhanki ingxelo malunga nesehlo okanye ingozi kwaye uphakamise nawaphi na amanyathelo okuthintela ukuphindeka kwayo.</p>	<p>Yazisa iBhanki ngoko nangoko emva kokuba isehlo okanye ingozi yenzekile kwaye zingadlulanga iiyure ezingama-48 emva kokwazi ngesiganeko okanye ingozi.</p> <p>Lungisa kwaye ungenise kwiBhanki ingxelo zingadlulanga iiveki ezimbini emva kwesehlo okanye ingozi, ngaphandle kokuba kuvunyelwene ngenye indlela ngokubhaliweyo neBhanki.</p>	ISANParks kunye neECPTA
C	<p>IINGXELO ZENYANGA ZEKONTRAKA Kwiikontraka zemisebenzi esebenzisa amaxwebhu okuthenga okuqhelekileyo eBhanki, iikontraki zifuneka ukuba zibonelele ngeengxelo zenyanga nenyanga kuBamkeli.</p>	Naziphi na iingxelo zamaxesha ngamaxesha ezinikezelwa ziikontrakta kuBamkeli ziya kungeniswa eBhankini ngesicelo.	ISANParks kunye neECPTA
ESS 1: UVAVANYO NOLAWULO LOMNGCIPHEKO KWIMEKO ESINGQONGILEYO NENTLALO			
1.1	<p>UBUME BOMBUTHO: I-SANParks ne-ECPTA ziya kugcina ulwakhiwo lombutho kunye nabasebenzi abaqeqeshiweyo kunye nezixhobo ukuxhasa ulawulo lobungozi bendalo kunye noluntu kuyo yonke le projekthi, kubandakanya kodwa kungaphelelwanga kubuncinane (1) ingcali yemo engqongileyo efanelekileyo (1) nengcali kwezentlalo efanelekileyo.</p>	Kungagqithanga iintsuku ezingama-30 emva koMhla wokuSebenza kwaye igcinwe iphunyezwa ngeProjekthi.	ISANParks kunye neECPTA

ISICWANGCISO SOKUZIMISELA KWEZENDALO ESINGQONGILEYO NOKUHLALA			
<i>Amanyathelo kunye nezinto ezenziwayo</i>		<i>Ixesha elibekiwe</i>	<i>Uxanduva / Igunya</i>
1.2	<p>UVAVANYO LOKUSINGQONGILEYO NOLUNTU (i) Ukugqibezela, ukubonisana, ukuveza, nokumiliselela iNkqubo-sikhokelo yoLawulo lokusiNgqongileyo kunye noLuntu (i-ESMF), kunye nesiCwangciso sokuBandakanyeka kwabachaphazelekayo (SEP) esele zilungiselelwe iProjekthi, ngendlela eyamkelekileyo kwiBhanki.</p> <p>(ii) Ukujonga iprojekthi nganye engaphantsi komngcipheko wokusingqongileyo kunye noluntu kunye neempembelelo, kubandakanya kodwa kungaphelelwanga ekusetyenzisweni kwabasebenzi bezokhuseleko, ngokwe-ESMF, isiCwangciso soLawulo lwaBasebenzi boKhuseleko, isiCwangciso sokuSebenza se-GBV. Nika ingxelo yokuhlola kwiBhanki ukuze iphonononge kwaye yamkelwe.</p> <p>(iii) Ukulungiselela, ukubonisana, ukungenisa ukuphononongwa kweBhanki kunye nokwamkelwa, ukutyhilwa, kunye nokufezekiswa kweprojekthi ethile yezixhobo zoVavanyo lwezeNdalo kunye nezeNtlalo (ESA), ezinje ngeziCwangciso zoLawulo lokusiNgqongileyo kunye noLuntu (i-ESMPs) kunye nemisebenzi ethile ye-SEPs kunye nezinye izixhobo ezifunekayo kwimisebenzi yeProjekthi ngokubhekisele kwinkqubo yovavanyo, ngokungqinelana nee-ESSs, i-ESMF, isiCwangciso soLawulo lwaBasebenzi bezokhuseleko, isiCwangciso sokuSebenza se-GBV, isikhokelo sendalo esingqongileyo, iMpilo noKhuseleko kunye nezinye iindlela ezifanelekileyo zoShishino lwaMazwe ngaMazwe (GIIP).</p>	<p>(i) Phambi koVavanyo lweProjekthi.</p> <p>(ii) Phambi kokwenza iprojekthi encinci kuyo yonke iprojekthi.</p> <p>(iii) Phambi kokuqalisa kwayo nayiphi na imisebenzi yeProjekthi ekulindeleke ukuba ikhokelele kubungozi bokusingqongileyo nakwintlalo kunye neempembelelo kuphunyezo lweProjekthi.</p>	ISANParks kunye neECPTA
1.3	<p>ULAWULO LWABASEBENZI</p> <p>Ifuna kwaye iqinisekise ukuba iikontraki zisebenza ngokungqinelana nale ESCP. Faka imiba efanelekileyo ye-ESCP, kubandakanya amaxwebhu e-E & S afanelekileyo kunye / okanye nezicwangciso, kunye neNkqubo yoLawulo lwaBasebenzi, kwinkcazo ye-ESHS yamaxwebhu okuthenga kunye neekhontaktha, kubandakanya izicelo zeebhidi. Emva koko kuqinisekise ukuba iikontraki ziyahambelana nemigaqo ye-ESHS yezivumelwano zazo.</p>	Ekuphunyezweni kweProjekthi.	ISANParks kunye neECPTA
ESS 2: IMIQATHANGO YOKUSEBENZA NOKUSEBENZA			
2.1	<p>IINKQUBO ZOLAWULO LWEZABASEBENZI</p> <p>Ukwamkela nokumiliselela iiNkqubo zoLawulo lwaBasebenzi ngokungqinelana ne-ESS2 kunye ne-ESMF, kubandakanya neNdlela yokuziPhatha (CoC) yabasebenzi, eya kuthi ibandakanywe kwinkcazo ye-ESHS yamaxwebhu okuthenga kunye neekhontaktha. Qinisekisa ukuba iikontraki ziyahambelana nemigaqo ye-ESHS yeekhontakthi zazo. I-CoC ibandakanya amanyathelo okuthintela ubundlobongela obusekwe kwisini.</p>	Kungagqithanga iintsuku ezingama-30 emva koMhla wokuSebenza nangaphambi kokuqaliswa kwayo nayiphi na imisebenzi yeProjekthi, ngalo lonke uphumezo lweProjekthi.	ISANParks kunye neECPTA

ISICWANGCISO SOKUZIMISELA KWEZENDALO ESINGQONGILEYO NOKUHLALA			
	<i>Amanyathelo kunye nezinto ezenziwayo</i>	<i>Ixesha elibekiwe</i>	<i>Uxanduva / Igunya</i>
2.2	<p>OOMATSHINI BESIKHALAZO SABASEBENZI BEPROJEKTHI</p> <p>(i) Misela, gcina, kwaye usebenze ngendlela yezikhalazo kubasebenzi beProjekthi, njengoko kuchaziwe kwi-ESMF kwaye ihambelana ne-ESS2.</p> <p>(ii) Nika ingxelo kwiBhanki ngobume bale ndlela yokufaka izikhalazo, kubandakanya nasiphi na isikhalazo esifunyenweyo.</p>	<p>(i) Inkqubo yesikhalazo eya kusebenza kwiintsuku ezingama-30 emva komhla wokusebenza kwaye igcinwe kulo lonke uzalisekiso lweProjekthi.</p> <p>(ii) Ukunikwa kwengxelo ngobume beendlela zokwenza izikhalazo kwi-Bhanki.</p>	ISANParks kunye neECPTA
2.3	<p>IMILINGANISELO YEMPILO NOKHUSELEKO (OHS)</p> <p>Ukwamkela nokumilisele amanyathelo ezomsebenzi, ezempilo kunye nezokhuseleko (OHS) ezichazwe kwi-ESMF ngokungqinelana ne-ESS2, umthetho osebenzayo, kunye neZikhokelo zeMpilo yezoKhuseleko zeNdalo yeQela leNdawo (EHSGs) njengenxalenye ye-SANParks kunye neNkqubo yoLawulo loMsebenzi yeECPTA.</p> <p>Qinisekisa ukuba ikhontraktha (s) iphumeza amanyathelo e-OHS njengoko kucacisiwe kwi-ESMP yekontrahta.</p>	Kungekapheli iintsuku ezingama-30 emva koMhla wokuSebenza kunye nokuphunyezwa kweProjekthi	ISANParks kunye neECPTA
2.4	<p>UKULUNGISELELA NOKUPHENDULA NGXESHA KWEXESHA: Njengenxalenye yamanyathelo e-OHS achazwe ku-2.3 apha ngasentla, kubandakanya amanyathelo okulungela okungxamisekileyo kunye nokuphendula okuhambelana ne-ESS2 kunye ne-ESS4.</p>	Phambi kokuqalisa ulwakiwo nakuyo yonke iprojekthi.	ISANParks kunye neECPTA
2.5	<p>UQEQESHO LWABASEBENZI BEPROJEKTHI: Ngokuhambelana nenyathelo le-11.1 lale-ESCP, phumeza uqeqesho lwabasebenzi beProjekthi eyilelwe ukuqinisekisa ukuthotyelwa kwale ESCP kwaye yonyuse ulwazi nokunciphisa umngcipheko kunye neempembelelo zemisebenzi enxulumene neProjekthi kuluntu lwasekhaya.</p>	Ngaphambi kokuzibandakanya kwabasebenzi, noqeqesho oluhlaziyiweyo oluqhelekileyo	ISANParks kunye neECPTA
ESS 3: UKUSETYENZISWA KWEZIBONELELO KUNYE NOKUTHINTELWA KWALO MGAQO-NKQUBO			
3.1	<p>UKUSETYENZISWA KWEZIBONELELO KUNYE NOKUTHINTELWA KWALO MGAQO-NKQUBO</p> <p>Imiba efanelekileyo ye-ESS3 iya kuqwalaselwa, njengoko kufuneka, phantsi kwenyathelo 1.2 apha ngasentla, kubandakanywa kodwa kungaphelelanga kumanyathelo okuyila iiprojekthi ezingaphantsi ngamanyathelo okusetyenziswa kwamandla, amanzi kunye nezinto ezingafunekiyo, kunye nezinye izixhobo.</p> <p>Iinkqubo zokuthenga kufuneka zikhuthaze kwaye zibandakanye ukusetyenziswa kweemveliso ezifanelekileyo kumaxwebhu okubhida.</p>	Ekuphunyezweni kweProjekthi	ISANParks kunye neECPTA
ESS 4: IMPILO YOLUNTU NOKHUSELEKO			

ISICWANGCISO SOKUZIMISELA KWEZENDALO ESINGQONGILEYO NOKUHLALA			
	<i>Amanyathelo kunye nezinto ezenziwayo</i>	<i>Ixesha elibekiwe</i>	<i>Uxanduva / Igunya</i>
4.1	<p>IMPILO YOLUNTU NOKHUSELEKO Imiba efanelekileyo yalo mgangatho iya kuqwalaselwa, njengoko kufuneka, phantsi kwentshukumo 1.2 apha ngasentla kubandakanya, kodwa kungaphelelanga apho, abasebenzi bePaki nokhuseleko; amanyathelo okunciphisa umngcipheko kumalungu oluntu kubasebenzi beProjekthi; ukugcwala kwezithuthi kunye nokhuseleko ezindleleni; qinisekisa ukuba abantu okanye amaqela athi, ngenxa yeemeko zawo ezithile, ahleleleke okanye abe sesichengeni, abe nokufikelela kwizibonelelo zophuhliso ezibangelwa yiProjekthi; vavanya kwaye ulawule ubungozi bokungena kwabasebenzi emsebenzini; kunye nokuthintela nokujongana nokuphathwa gadalala ngokwesondo kunye nokuxhatshazwa.</p>	Ekuphunyezweni kweProjekthi	ISANParks kunye neECPTA
4.2	<p>INGXELO YEMPENDULO YOKUXAKEKA: Njengexalenye yamanyathelo e-OHS achazwe ku-2.3 apha ngasentla, kubandakanya amanyathelo olungelelwaniso loluntu ekulungiseleleni okungxamisekileyo nakwimpendulo ehambelana ne-ESS2 ne-ESS4.</p>	Phambi kokuqalisa ulwakhiwo nakuyo yonke iprojekthi.	ISANParks kunye neECPTA
4.3	<p>I-GBV KUNYE NEENGOZI ZOLWANDLE: Lungisa, wamkele, kwaye uzalisekise isiCwangciso sokuSebenza soBundlobongela esisekwe sodwa (i-GBV Action Plan), ukuvavanya nokulawula umngcipheko wobundlobongela obusekelwe kwisini (GBV) kunye nokuxhatshazwa ngokwesondo kunye nokuxhatshazwa / ukuxhatshazwa (SEA / H).</p>	Ngenisa iSicwangciso sokuSebenza se-GBV ukuze iBhanki ivume ngaphambi kokulungiswa kwamaxwebhu okuthenga naziphi na iikhontrakthi. Nje ukuba samkelwe, isiCwangciso sokuSebenza se-GBV siyasebenza kuyo yonke iprojekthi.	ISANParks kunye neECPTA
4.4	<p>ABASEBENZI BOKHUSELEKO: Ukulungisa, ukwamkela, kunye nokuphumeza iSicwangciso soLawulo lwaBasebenzi esizimeleyo (SPMP) esihambelana neemfuno ze-ESS4, ngendlela eyamkelekileyo kwiBhanki.</p> <p>I-SPMP iya kuyilwa ukuqinisekisa ukuba ukubandakanyeka kwabasebenzi bezokhuseleko ekuphunyezweni kwemisebenzi yeProjekthi kwenziwa ngokungqinelana nee-ESSs, kubandakanya la manyathelo alandelayo:</p> <p>(a) Vavanya imingcipheko kunye nefuthe lokuzibandakanya kwabasebenzi bezokhuseleko, njengexalenye yovavanyo ekubhekiswe kulo kwisenzo 1.2 apha ngasentla, kunye nokwenza amanyathelo okulawula ubungozi kunye nefuthe, zikhokelwa yimithetho-siseko yokulingana kunye neZiko eliLungileyo leShishini laMazwe ngaMazwe (GIIP) , nangokwemithetho esebenzayo,</p>	Phambi kokubandakanya abasebenzi bezokhuseleko kwaye emva koko isebenze kuphunyezo lweProjekthi.	ISANParks kunye neECPTA

ISICWANGCISO SOKUZIMISELA KWEZENDALO ESINGQONGILEYO NOKUHLALA			
<i>Amanyathelo kunye nezinto ezenziwayo</i>		<i>Ixesha elibekiwe</i>	<i>Uxanduva / Igunya</i>
<p>ngokunxulumene nokuqesha, imigaqo yokuziphatha, uqeqesho, ukuxhobisa nokubeka iliso kwabo basebenzi bokhuseleko;</p> <p>(b) Ukuba ukhuseleko loluntu okanye umkhosi uxakekile kule Projekthi, imemorandam yokuqonda (MoU) iyakutyikitywa phakathi koMamkeli ofanelekileyo kunye noMkhosi woKhuselo weSizwe (SANDF) echaza amalungiselelo okubandakanyeka kukhuseleko okanye emkhosini iProjekthi, kubandakanya ukuthotyelwa kweemfuno ezifanelekileyo ze-ESCP;</p> <p>c) Ukwamkelwa nokunyanzeliswa kwemigangatho, iinkqubo kunye neendlela zokuziphatha zokukhetha nokukhetha abasebenzi bezokhuseleko, kwaye ubabeke esweni abo basebenzi ukuze baqinisekise ukuba khange baziphathe ngendlela engekho mthethweni okanye yokuhlukumeza, kubandakanya ukuxhaphaza ngokwesondo kunye nokuxhatshazwa (SEA), iSexual Harassment (SH) okanye ukusetyenziswa gwenxa kwamandla;</p> <p>d) Qinisekisa ukuba abo basebenzi bezokhuseleko bafundiswe ngokwaneleyo kwaye baqeqeshwe, ngaphambi kokuthonyelwa kwaye rhoqo, ekusebenziseni amandla kunye nokuziphatha okufanelekileyo (kubandakanya ngokunxulumene nokuzibandakanya kwezomkhosi, i-SEA kunye ne-SH, kunye nezinye iindawo ezifanelekileyo), njengoko kuchaziwe kwi-ESMF, i-SPMP, kunye nayo nayiphi na iMOU efanelekileyo;</p> <p>e) Ukuqinisekisa ukuba imisebenzi yokubandakanyeka kwabachaphazelekayo phantsi kwesiCwangciso sokuBandakanyeka kwabachaphazelekayo (SEP) iyahlaziywa ukuthathela ingqalelo ukubandakanyeka kwabasebenzi bezokhuseleko phantsi kweProjekthi;</p> <p>(f) Qinisekisa ukuba naziphi na iinkxalabo okanye izikhalazo malunga nokuziphatha kwabasebenzi bezokhuseleko zifunyenwe, zibekwe iliso, zibhalwe (kuthathelwa ingqalelo isidingo sokukhusela ukugcinwa kwemfihlo) kwaye zisonjululwe ngendlela yokulungisa izikhalazo zeProjekthi (jonga inyathelo le-10.2 ngezantsi) kwaye uxelwe kwiBhanki ngokungqinelana nesenzo B sale ESCP.</p>			
ESS 5: UKUFUNYANWA KOMHLABA			
5.1	<p>UTHINTELO LOKUFIKELELA</p> <p>Akukho misebenzi iphantsi kweProjekthi evumelekileyo enokuthi ikhokelele ekufunyanweni komhlaba, izithintelo ekusetyenzisweni komhlaba okanye ukubuyiselwa kwabantu ngokungenanjongo njengoko kuchaziwe phantsi kwe-ESS5 ngaphandle kwemvume ebhaliweyo yeBhanki kunye nokulungiswa kwezixhobo ezifunwa yi-ESS5. Ngaphandle kokuba kuvunyelwane ngenye indlela neBhanki ngencwadi ebhaliweyo, abamkeli bayakukhangela kwaye bayikhuphele ngaphandle yonke le misebenzi iphantsi kwesenzo 1.2 sale ESCP.</p>	Yazisa iBhanki kwangoko ukuba nayiphi na impembelelo enokubakho, njengoko ichaziwe phantsi kwe-ESS5, ichongiwe ngexesha lokuvavanywa komsebenzi.	ISANParks kunye neECPTA
ESS 6: UKUGCINWA KWENDAWO YOKUPHILA NOKULAWULWA KWEZIBONELELO ZENDALO			

ISICWANGCISO SOKUZIMISELA KWEZENDALO ESINGQONGILEYO NOKUHLALA			
<i>Amanyathelo kunye nezinto ezenziwayo</i>		<i>Ixesha elibekiwe</i>	<i>Uxanduva / Igunya</i>
6.1	UMNGCIPHEKO WOKWENZA IZINTO NEZIPHUMO Njengenxalenye yokuphunyezwa kwe-ESMF, kuvavanya umngcipheko wempilo eyahlukeneyo kunye nefuthe, kubandakanya nezo zinxulumene nokwanda kweenyawo zabakhenkethi kwiindawo ezikhuselweyo nezinovakalelo, ngokwe-ESS6 nomthetho osebenzayo. Ukumilisela nokubek'esweni amanyathelo ngokungqinelana ne-ESMF elungiselelwe iProjekthi, i-ESS6, imithetho yelizwe esebenzayo nangendlela eyamkelekileyo kwiBhanki.	Ekuphunyezweni kweProjekthi	ISANParks kunye neECPTA
ESS 7: ABANTU ABAKHULU / I-SUB-SAHARAN EA-AFRIKA YEMBALI YASEMZANTSI EGCINIWEYO YOLUNTU			
7.1	ABANTU ABAKHULU BAKHO NGOKU OKANYE NGOKUQOKELELEKILEYO BANXIBELELE KWINDAWO YEPROJEKTHI Akukho manyathelo phantsi kweProjekthi ahambelana naBemi Bomthonyama, kwaye ke ngoko akukho manyathelo okunciphisa aza kwenziwa phantsi kwe-ESS7 yeProjekthi.	N/A	N/A
ESS 8: ILIFA LENKCUBEKO			
8.1	UKUFUMANA AMATHUBA Phuhlisa kwaye usebenzise inkqubo yokufumana amathuba njengenxalenye ye-ESMF eyenzelwe iProjekthi. Ithuba lokufumana inkqubo ukuba yinxalenye yeemeko zekontraki zemisebenzi.	Ekuphunyezweni kweProjekthi	ISANParks kunye neECPTA
ESS 9: ABAXHASI BEMALI			
9.1	Akukho Balamli bezeMali babandakanyeka kwiProjekthi, ke ngoko akukho manyathelo okunciphisa aza kwenziwa phantsi kwe-ESS9 yeProjekthi.	N/A	N/A
ESS 10: UKUHLANGANISWA KWABATHATHI-NXA NENGCACISO YOLWAZI			
10.1	UKUPHUNYEZWA KWESICWANGCISO SOKUTHUTHANISWA KWABATCHA Yamkela, kwaye uzalisekise iProjekthi ye-SEP, ngokuhambelana ne-ESS10. Ngokuhambelana nesenzo esingu-4.4 sale ESCP, qinisekisa ukuba imisebenzi yokubandakanyeka kwabachaphazelekayo phantsi kwe-SEP ibandakanya ulwazi malunga nokubandakanyeka kwabasebenzi bezokhuseleko phantsi kweProjekthi, kubandakanya kodwa kungaphelelanga kwiikhowudi zokuziphatha ezifanelekileyo kunye neenkqubo zoluntu zokuxela naziphi na iinkxalabo okanye izikhalazo malunga abasebenzi bezokhuseleko.	Ekuphunyezweni kweProjekthi	ISANParks kunye neECPTA

ISICWANGCISO SOKUZIMISELA KWEZENDALO ESINGQONGILEYO NOKUHLALA			
	<i>Amanyathelo kunye nezinto ezenziwayo</i>	<i>Ixesha elibekiwe</i>	<i>Uxanduva / Igunya</i>
10.2	UBUGCISA BOKUKHALA IZIKHUNDLA Lungiselela, yamkele, igcine, kwaye isebenze indlela yokulungisa izikhalazo njengoko ichaziwe kwi-SEP kwaye ngokungqinelana ne-ESS10 kunye nesenzo 4.4 (f) sale ESCP.	Indlela yokulungisa izikhalazo eza kusebenza zingaphelanga iintsuku ezingama-30 zempumelelo kwaye igcinwe kumiliselwe lweProjekthi	ISANParks kunye neECPTA
11	INKXASO YOKUSEBENZA (UQEQESHO)		
11.1	Izihloko zoqeqesho lwabasebenzi ababandakanyeka ekuphunyenzweni kweProjekthi (Abasebenzi be-PA, abachaphazelekayo, abahlali, abasebenzi beProjekthi) baya kubandakanya, phakathi kwabanye: <ul style="list-style-type: none"> • Uqeqesho kwiWB Environment and Framework. • Ukulungiswa nokubeka iliso kwii-ESMPs ezichaphazela isiza kunye nezinye izixhobo. • Uvavanyo lomngcipheko wezinto eziphilayo. • Imephu yabathathi-nxaxheba kunye nothethathethwano nothethwano olunokuba luncedo. Inkqubo yesikhalazo nengxelo yezehlo. <ul style="list-style-type: none"> • Ukulungela ukungxamiseka nempendulo. • Impilo yoluntu kunye nokhuseleko. • Abasebenzi bokhuseleko kunye nemingcipheko enxulumene ne-GBV, kubandakanya isiCwangciso sokuSebenza se-GBV kunye ne-SPMP 	Abasebenzi be-PA abaza kusebenza ekuphunyenzweni kweProjekthi baya kuqeqeshwa ngaphambi kokuqala komsebenzi. Ekuphunyenzweni kweProjekthi	ISANParks kunye neECPTA