

## **Federal Democratic Republic of Ethiopia**

### **RESPONSE – RECOVERY – RESILIENCE FOR CONFLICT- AFFECTED COMMUNITIES IN ETHIOPIA (3R-4-CACE, P177233) Additional Financing (P181168)**

### **Negotiated**

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

**April 17, 2024**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Federal Democratic Republic of Ethiopia (the Recipient) is implementing the Response – Recovery – Resilience for Conflict-Affected Communities in Ethiopia Project (3R-4-CACE, P177233) – and will implement the Additional Financing 1 (AF1, P181168), hereinafter referred to as the Project, with the involvement of the Ministry of Finance (MoF) and Ministry of Women and Social Affairs (MoWSA), as set out in the Financing Agreement and the Grant Agreement. The International Development Association (the Association), acting as the administrator, has agreed to provide financing for the Project, including from the Trust Fund (TF) for the AF Project. This Environmental and Social Commitment Plan (ESCP) supersedes previous versions of the ESCP for the Project and shall apply to the above referred Project in its entirety.
1. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this ESCP, in a manner acceptable to the Association. The ESCP is a part of the Financing Agreement and the Grant Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreements.
2. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring, and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESSs, and in form and substance, and in a manner acceptable to the Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.
3. As agreed by the Association and the Recipient, this ESCP may be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient and the Association agree to update the ESCP to reflect such changes through the exchange of letters signed between the Association and the State Minister of the Ministry of Finance. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
MONITORING AND REPORTING			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health, and safety (ESHS) performance of the Project, including but not limited to, the implementation of the updated ESCP and SEP, the status of preparation and implementation of Environmental and Social Risk Management (ESRM) instruments required under the updated ESCP, including the ESMF, Social Assessment with the Social Development Plan, SEA/SH Prevention and Response Action Plan, Security Risk Assessment and Management Plan (SRA/MP), Labor Management Procedures (LMP), and site-specific ESRM instruments such as Environmental and Social Management Plans (ESMPs), Resettlement Plans (RPs) and stakeholder engagement activities, including functioning of the grievance redress mechanism(s).</p>	Quarterly and annually throughout the Project implementation period.	The MoF Federal Project Coordination Unit (FPCU) in collaboration with the MoWSA Federal Project Implementation Unit (FPIU)
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including sexual exploitation and abuse (SEA)/sexual harassment (SH), accidents that result in death, serious or multiple injury, among others. 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 supervising entity, as appropriate.</p> <p>Subsequently, as per the Association's request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>	<p>Notify the Association within 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the Association within 30 days of the initial notification.</p>	FPCU/FPIU
C	<p><b>CONTRACTORS MONTHLY REPORTS</b></p> <p>Require contractors to provide monthly monitoring reports on the environmental, social, health, and safety (ESHS) performance of subprojects in accordance with the requirements outlined under action 1.3 below.</p> <p>The Recipient shall ensure that these reports are prepared and submitted to the Association upon request.</p>	Throughout Project implementation.	FPCU/FPIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>ESS1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>1. Utilize the Federal Project Coordination Unit (FPCU) at the national level within the MoF and Federal Project Implementing Unit (FPIU) at the MoWSA and regional levels, established for the Project on September 14, 2022, including the current qualified staff (one Environmental Specialist, one Social Specialist, and one Gender-Based Violence/Sexual Exploitation and Abuse/Sexual Harassment (GBV/SEA/SH) Specialist) and resources to support the ESRM of the Project. In case of any turnover of E&amp;S staff, replacement shall be contracted immediately.</p>	An organizational structure Including the three specialists shall be maintained throughout the Project implementation. No actions that shall have potential adverse environmental or social footprint shall be initiated before the assignment/ recruitment / replacement of each of the three specialists.	FPCU/FPIU
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>a) Implement the parent Environmental and Social Management Framework (ESMF) prepared for the Project, consistent with the relevant ESSs.</p> <p>b) Prepare, adopt, maintain, and implement site-specific Environmental and Social Management Plans (ESMPs) and other necessary instruments in line with the screening, assessment, and mitigation procedures of the ESMF. The site-specific documents shall be consulted with and disclosed to stakeholders, including local communities, in accordance with the Stakeholder Engagement Plan (SEP).</p> <p>c) Implement the parent Resettlement Framework (RF) prepared for the Project to address involuntary resettlement. land acquired for the Project shall also be screened, according to criteria and procedures set out in the RF. Resettlement Plans (RPs) or Abbreviated Resettlement Plans (ARPs) shall be prepared and implemented as needed.</p> <p>d) Prepare contingency emergency response component (CERC) manual and incorporate as an Annex to the POM to guide any CERC activities in the event of an emergency.</p>	<p>a) Throughout the Project implementation period.</p> <p>b) Prepare each ESMP prior to bidding out the contract for carrying out of the Project activity that requires adoption of such ESMP and ensure implementation by the contractor throughout the subproject implementation.</p> <p>c) Throughout the Project implementation period subprojects shall be screened, and RPs/ARPs shall be prepared and implemented prior to any land impacts of respective subprojects.</p>	FPCU/FPIU

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		d) Prepare within six months after effectiveness condition of the project and it shall be implemented in case of emergency.	
1.3	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of this ESCP, including the relevant ESRM instruments and/or plans, and the Labor Management Procedures, into the ESHS specifications of the procurement documents with contractors.</p> <p>Develop and implement procedures for managing contractors and subcontractors.</p> <p>The contractor's capacity to comply with ESHS requirements shall be assessed and verified.</p> <p>ESRM requirements (including ESMPs and any other E&amp;S plans, codes of conduct, etc.), shall be included in the procurement and contracting process including bidding documents for civil works.</p> <p>Supervision arrangements including reporting and effective noncompliance remedies shall be reflected in contractual requirements and enforced.</p> <p>Thereafter, ensure that the contractors comply with the ESHS specifications of their respective contracts and provide the corresponding reports monthly and upon request.</p>	<p>Prior to the preparation of procurement documents.</p> <p>Supervise contractors throughout the Project implementation.</p>	FPCU/FPIU
1.4	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with <a href="#">terms of reference acceptable to the Association</a>, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference and the ESSs.</p>	Throughout Project implementation.	FPCU/FPIU
<b>ESS2: LABOR AND WORKING CONDITIONS</b>			

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2.1	<b>LABOR MANAGEMENT PROCEDURES</b> Maintain and implement the Labor Management Procedures (LMP) prepared as part of the ESMF, including, inter alia, provisions on working conditions, management of workers relationships, occupational health, and safety (OHS), including personal protective equipment and emergency preparedness and response, code of conduct (including SEA/SH provisions), forced labor, child labor, grievance arrangements for all Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.	Throughout the Project implementation period.	FPCU/FPIU
2.2	<b>GRIEVANCE REDRESS MECHANISM FOR PROJECT WORKERS</b> Maintain and operate the grievance redress mechanism established for the Project and establish and operate a grievance redress mechanism for Project workers for new subprojects if any, as described in the LMP and consistent with ESS2.	Throughout the Project implementation period.	FPCU/FPIU
<b>ESS3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<b>WASTE MANAGEMENT PLAN</b> a) Prepare and implement Waste Management Plans (WMPs), where relevant following the procedure outlined in the ESMF.  b) Incorporate waste management measures under site-specific ESMPs to be prepared under action 1.2 above, to manage hazardous and non-hazardous wastes, among other waste, consistent with ESS3.	a) Prepare WMPs, where relevant, prior to bidding for works and thereafter implement throughout Project implementation.  b) Same timeframe as for the adoption and implementation of ESMPs under action 1.2 above.	FPCU/FPIU
3.2	<b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> Resource efficiency and pollution prevention and management measures incorporated in the ESMF shall be implemented specifically through site-specific ESMPs.	Same timeframe as for the adoption and implementation of ESMPs.	FPCU/FPIU
<b>ESS4: COMMUNITY HEALTH AND SAFETY</b>			

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4.1	<b>TRAFFIC AND ROAD SAFETY</b> Prepare/Maintain, adopt, and implement measures and actions to assess and manage traffic and road safety risks incorporated in ESMPs according to the Project ESMF.	Same timeframe as for the adoption and implementation of ESMPs.	FPCU/FPIU
4.2	<b>COMMUNITY HEALTH AND SAFETY</b> Prepare/Maintain, adopt, and implement measures and actions to assess and manage specific risks and impacts to the community arising from Project activities, behavior of Project workers, and risks of labor influx. Incorporate measures in the ESMPs in accordance with the Project ESMF.	Same timeframe as for the adoption and implementation of ESMPs.	FPCU/FPIU
4.3	<b>SEA AND SH RISKS</b> Implement the Project Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) Prevention and Response Action Plan prepared as part of the ESMF to assess and manage risks and impacts of gender-based violence (GBV).  Maintain dedicated reporting channels established for cases of SEA/SH and other forms of Project-related GBV. A dedicated SEA/SH focal person is assigned as part of the GRM committee and shall serve for the AF.	Throughout the Project implementation period.	FPCU/FPIU
4.4	<b>SECURITY MANAGEMENT</b> Implement the Security Risk Assessment and Management Plan (SRA/MP) prepared for the Project as part of the ESMF consistent with the requirements of ESS4. The document shall be updated in case of any changes to the use of security personnel or other related risk factors during Project implementation.	Throughout the Project implementation period.	FPCU/FPIU
<b>ESS5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<b>RESETTLEMENT POLICY FRAMEWORK</b> Implement the Resettlement Framework (RF) prepared for the Project.	Throughout the Project implementation period.	FPCU/FPIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
5.2	<b>RESETTLEMENT PLANS</b> Prepare and implement Resettlement Plans (RPs) or Abbreviated Resettlement Plans (ARPs) in accordance with ESS5 and consistent with the requirements of the RF.	RPs and ARPs shall be prepared and implemented prior to acquiring land and commencing civil works.	FPCU/FPIU
5.3	<b>GRIEVANCE REDRESS MECHANISM (GRM)</b> Maintain and implement the grievance redress mechanism to address resettlement-related complaints described in the RF, RPs/ARPs, and SEP.	Throughout the Project implementation period and at specific sites prior to the commencement of the respective resettlement activities.	FPCU/FPIU
<b>ESS6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<b>BIODIVERSITY RISKS AND IMPACTS</b> Conduct biodiversity risk management as guided by the Project ESMF, including criteria and procedures to ensure that subproject investments are designed and implemented in ways that avoid damage to protected areas or critical habitats. As per the ESMF requirements, conduct a preliminary screening and assess each proposed activity/subproject for financing, in terms of its risks and impacts on biodiversity and ensure all activities/subprojects with such impacts and/or located within important and/or critical natural habitats shall be excluded from the Project financing.	Throughout the Project implementation period.	FPCU/FPIU
<b>ESS7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	<b>INDIGENOUS PEOPLES PLAN</b> Implement a Historically Underserved Plan (HUP) which was part of the social assessment developed for the Project.	Throughout the Project implementation period.	FPCU/FPIU
7.2	<b>GRIEVANCE REDRESS MECHANISM</b> Maintain and implement the grievance redress mechanism established for the Project, as described in ESS10, which is culturally appropriate and accessible to affected HUPs and considers the availability of judicial recourse and customary dispute settlement mechanisms among the communities.	In line with the requirements outlined under action 10.2.	FPCU/FPIU



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<b>ESS8: CULTURAL HERITAGE</b>			
8.1	<p><b>CULTURAL HERITAGE RISKS AND IMPACTS</b></p> <p>Subprojects likely to be implemented within, or in the vicinity of, a known cultural heritage site, as well as subprojects with potential impacts on intangible cultural heritage shall be excluded from Project financing through the ESMF Screening procedure.</p> <p>Adopt, implement, and update as needed the Chance Find Procedures as part of the ESMF.</p>	The Chance-Finds Procedures shall be implemented during subproject implementation.	FPCU/FPIU
<b>ESS9: FINANCIAL INTERMEDIARIES</b>			
ESS9 is not relevant for the Project.			
<b>ESS10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>Disclose the updated Project SEP and based on the AF activities, consistent with ESS10, implement the updated SEP, including measures to, inter alia, provide stakeholders with timely, relevant, understandable, and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination, and intimidation.</p>	Disclose prior to AF appraisal and implement throughout the Project implementation period.	FPCU/FPIU
10.2	<p><b>PROJECT GRIEVANCE REDRESS MECHANISM (GRM)</b></p> <ul style="list-style-type: none"> <li>- The updated SEP includes the design of the Grievance Redress Mechanism.</li> <li>- The GRM shall provide Project- affected parties (including IDPs and host communities) with accessible and inclusive means to raise issues and grievances in accordance with ESS10, the ESF and this updated ESCP and all ESRM instruments, and in a manner acceptable to the Association.</li> <li>- The GRM guidelines prepared for the Project shall remain in effect.</li> <li>- The GRM including for SEA/SH cases, shall address concerns promptly and effectively, in a transparent manner, culturally appropriate ways and readily accessible to all segments of the Project-affected communities, at no cost and without retribution.</li> <li>- The GRM addressing SEA/SH issues shall follow the respective requirements, including confidentiality and protection from retaliation, and shall be handled through survivor-centered approach as outlined in the SEA/SH Prevention and Response Action Plan.</li> <li>- The mechanism, process, or procedure shall not prevent access to judicial or administrative remedies.</li> <li>- During community engagement or stakeholders’ engagement activities, the Project-affected communities shall be informed about the grievance process, including for SEA/SH cases,</li> </ul>	Strengthen the established GRM throughout Project implementation period.	FPCU/FPIU

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	<p>that shall be handled in a strictly confidential manner, and reported without identifying details.</p> <p>Handling of grievances shall be done in a culturally appropriate manner and be discreet, objective, sensitive, and responsive to the needs and concerns of the Project-affected communities.</p>		
<b>CAPACITY SUPPORT (TRAINING)</b>			
CS1	<p>Capacity building and training for Project staff, workers, and other relevant stakeholders at federal and regional level on:</p> <ul style="list-style-type: none"> <li>- Specific requirements of the ESSs/ESF, ESMF, RF, and all the ESRM instruments of the Project</li> <li>- Prevention of and response to SEA/SH cases and work in benefit of sexual minorities</li> <li>- Environmental and social screening and preparation of site-specific instruments</li> <li>- ESHS monitoring and reporting</li> <li>- ESMP, RP/ARP preparation and implementation</li> <li>- HUP and engagement with related communities</li> <li>- Other measures, as relevant and necessary, to implement the Project in accordance with the ESSs.</li> </ul>	Throughout the Project implementation period.	FPCU/FPIU
CS2	<p>Below are the specific training topics for Project workers on occupational health and safety (OHS), including on emergency prevention and preparedness and response arrangements to emergency situations:</p> <ul style="list-style-type: none"> <li>- SEA/SH risk management and response mechanism at all levels and communities</li> <li>- Project Grievance Redress Mechanism including proper handling of worker grievances and SEA/SH cases</li> <li>- Worker Occupational Health and Safety</li> <li>- Code of Conduct and Community Health and Safety</li> <li>- Security Risk Assessment and Management Plan (SRA/MP)</li> </ul>	Throughout the Project implementation period.	FPCU/FPIU