

# CENTRAL AFRICAN REPUBLIC

Ministry of Humanitarian Affairs Solidarity and National  
Reconciliation

Adaptive and Productive Social Safety Nets  
Project - P179211

**Draft**

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

**February 23, 2024**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Central African Republic (hereafter called the [Recipient]) will implement the Adaptive and Productive Social Safety Nets Project (the Project), with the involvement of the Ministry of Humanitarian Affairs Solidarity and National Reconciliation (MAHSRN), as set out in the Financing Agreement. The International Development Association, has agreed to provide financing for the Project, as set out in the referred agreement.
2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association. The ESCP is a part of the Financing Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, 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 ESS, and in form and substance, and in a manner acceptable to the Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.
4. As agreed by the Association and the Recipient, this ESCP will 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 through the Ministry of Humanitarian Affairs and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient (Ministry of Humanitarian Affairs]. The Recipient shall promptly disclose the updated ESCP.

| MATERIAL MEASURES AND ACTIONS   |   | TIMEFRAME  | RESPONSIBLE ENTITY |
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| <b>MONITORING AND REPORTING</b> |   |  |                    |
| 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 ESCP, status of preparation and implementation of E&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanisms.</p>  | <p>Submit quarterly reports to the Association throughout Project implementation, commencing after the Effective Date. Submit each report to the Association no later than 15 days after the end of each reporting period.</p> <p>The quarterly reports shall contain a table on the status of complaints and progress towards their resolution.</p> | MAHSRN, PIU        |
| 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, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.</p> <p>Subsequently, at the Association’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p> <p>For incidents related to gender-based violence (GBV) or SEA/SH, the survivor should be immediately referred to relevant GBV services according to a survivor-centered protocol that shall be developed in the Grievance Mechanism (GM) adapted to be able to address the above-mentioned SEA/SH or GBV (see Action 10.2).</p> <p>As indicated above, Reporting of SEA/SH allegations shall be limited to the four key data: (i) Nature of the case, (ii) Project-related (Y/N), (iii) Age and/or sex (if available), and (iv) Whether the survivor was referred to services. However, some additional information should later provide sufficient details about the incident or accident (i.e. include the date of the incident, the GBV form, a general description of the survivor such as age/gender, a general description of the alleged perpetrator such as age/gender/location of work,</p> | <p>Notify the Association] no later than 48 hours after learning of the incident or accident and within 24 hours in cases of SEA/SH and fatality.</p> <p>Provide subsequent report to the Association within a timeframe acceptable to the Association.</p>  | MAHSRN, PIU        |

| MATERIAL MEASURES AND ACTIONS   |   | TIMEFRAME   | RESPONSIBLE ENTITY |
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|   | <p>whether the incident is related to the Project in the survivor's own words, the services the survivor was referred to/accepted, whether the perpetrator has signed a Code of Conduct and the sanctions taken against him/her) and indicate the immediate measures taken to address it.</p> <p>Note that for GBV incidents, confidentiality must be ensured for both the survivor and the alleged perpetrator without providing any identifying information. A report of the incident should be submitted by the Recipient, detailing the summary findings and the root cause analysis. A record of incidents shall be kept at the PIU.</p> |   |                    |
| C   | <p><b>CONTRACTORS' MONTHLY REPORTS</b></p> <p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.</p>  | Submit the monthly reports to the Association upon request as annexes to the reports to be submitted under action A above.  | MAHSRN, PIU        |
| <b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b> |   |   |                    |
| 1.1   | <p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain a new PIU with qualified staff and resources to support management of ESHS risks and impacts of the Project including one (1) Environmental Specialist (if deemed necessary), one (1) Social Specialist, one (1) One GBV/SEA/SH Specialist and one (1) security specialist, all with adequate experience, qualification and terms of reference acceptable to the association.</p>  | <p>Establish and maintain a PIU as set out in the Financing Agreement. Recruit one, (1) Social specialist, and one (1) Gender and GBV/SEA/SH specialist prior to effectiveness date. Hire one (1) security specialist one (1) month after the effective date and thereafter maintain these positions throughout Project implementation.</p> <p>In case an environmental specialist is required due to changes under component 1.3 (if new activities are added that might have environmental and or community health and safety impacts), the recruitment of this person will be a disbursement condition for funds allocated under component 1.3 on accompanying measures.</p> | MAHSRN, PIU        |

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| <p>1.2 <b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>MAHSRN will need to adopt and implement an Environmental and Social Management Plan (ESMP) in case sub-component 1.3 on accompanying measures will include activities that might cause harm to the environment and/or to the local communities. MAHSRN will also need to develop an ESMP, should there be any infrastructure work undertaken by the project in the future. At the time being neither environmental nor health and safety concerns are foreseen with the accompanying measures.</p> <p>The Recipient shall conduct an environmental and social screening prior to carrying out activities under sub-component 1.3. If any negative ESHS impacts are identified, the Recipient shall prepare, disclose, consult upon, adopt and implement an Environmental and Social Management Plan (ESMP), as relevant, consistent with ESSs.</p> <p>The project does not include any infrastructure. Should there be any infrastructure undertaken by the project in the future and ESMP, consistent with ESSs needs to be developed.</p> | <p>1. Prepare, disclose, consult upon and adopt an ESMP prior to start of activities under sub-component 1.3 (accompanying measures) in case there will be activities that might have a negative impact on the environment and/or to the local communities, and thereafter implement the ESMP throughout Project implementation.</p> <p>2. In case of infrastructure, prepare, disclose, consult upon and adopt the ESMP before launching the bidding process for the project activity. Once adopted, implement the respective ESMP throughout Project implementation.</p> | <p>MAHSRN</p>      |
| <p>1.3 <b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities under the Project including inter alia, ESF and TA related activities related to all components of the project: are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>  | <p>Throughout Project implementation.</p>  | <p>MAHSRN, PIU</p> |
| <p>1.4 <b>CONTINGENT EMERGENCY RESPONSE FINANCING</b></p> <p>a) Ensure that the CERC Manual as specified in the legal agreement includes a description of the required assessment and management arrangements in accordance with the ESSs.</p> <p>b) Adopt any environmental and social (E&amp;S) instruments which may be required for activities under CERC component 4 of the Project, in accordance with the CERC Manual and the ESSs, and thereafter implement the measures and actions required under said E&amp;S instruments, within the timeframes specified in said E&amp;S instruments.</p>  | <p>a) The adoption of the CERC Manual is a withdrawal condition under Section [XX] of Schedule 2 of the [name of legal agreement] for the Project.</p>   | <p>MAHSRN, PIU</p> |

| MATERIAL MEASURES AND ACTIONS              |  | TIMEFRAME  | RESPONSIBLE ENTITY |
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|  |  | b) Adopt any required E&S instrument and include it as part of the respective bidding process, if applicable, and in any case, before the carrying out of the relevant Project activities for which the E&S instrument is required. Implement the E&S instruments in accordance with their terms, throughout Project implementation. |                    |
| <b>ESS 2: LABOR AND WORKING CONDITIONS</b> |  |  |                    |
| 2.1  | <p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Prepare, disclose, consult upon, adopt and implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor and grievance arrangements for Project workers.</p>  | Prepare, disclose, consult upon and adopt the LMP prior to effective date, and thereafter implement the LMP throughout Project implementation.   | MAHSRN, PIU        |
| 2.2  | <p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p> <p>The GM shall have the following characteristics:</p> <ul style="list-style-type: none"> <li>- Proportionate to the nature and scale of the project and its risks and impacts.</li> <li>- Address concerns promptly, using an understandable and transparent process that provides timely feedback to those concerned in a language that they understand, and without any retribution.</li> <li>- Operate in an independent and objective manner and implement the principles of confidentiality and anonymity as warranted (in particular when the grievance concerns sexual exploitation and abuse and sexual harassment).</li> <li>- Roles and responsibilities shall be assigned to competent staff who will receive adequate training.</li> </ul> | Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.  | MAHSRN, PIU        |

| MATERIAL MEASURES AND ACTIONS   |   | TIMEFRAME  | RESPONSIBLE ENTITY |
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| <b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> |   |  |                    |
| 3.1   | <b>WASTE MANAGEMENT PLAN</b><br>Not currently relevant. MAHSRN will, however, need to develop a waste management plan in case the project will produce any waste in the future  |  |                    |
| 3.2   | <b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b><br>Not currently relevant. MAHSRN will, however, need to develop a pollution and management plan in case the project in the future will include any buildings or activities that might cause pollution.  |  |                    |
| <b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>                                 |   |  |                    |
| 4.1   | <b>TRAFFIC AND ROAD SAFETY</b><br>Incorporate measures to manage traffic and road safety risks as required in the Security Management Plan to be prepared under action 4.4 below.   | Same timeframe as for the adoption and implementation of the SMP.  | MAHSRN, PIU        |
| 4.2   | <b>COMMUNITY HEALTH AND SAFETY</b><br>Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia behavior of Project workers, security risks, SEA/SH risks and sexually transmitted infections (STI) and HIV and AIDS, all consistent with ESS4. Mitigation measures regarding STI and HIV and AIDS will be included in the SEA/SH action plan, and workers and community members will be trained on mitigation measures.   | Throughout Project implementation  | MAHSRN, PIU        |
| 4.3   | <b>SEA AND SH RISKS</b><br><br>To mitigate the assessed risks, prepare, disclose, consult upon, adopt and implement a SEA/SH Action plan with mandatory mitigating measures, an accountability and response plan (Grievance mechanism sensitive to SEA/SH, Code of Conduct, GBV services mapping, SOPs for referrals to GBV services) and capacity building and community sensibilization strategy.   | Prepare, disclose, consult upon and adopt the SEA/SH Action Plan before appraisal and thereafter implement the SEA/SH Action Plan throughout Project implementation. | MAHSRN, PIU        |
|   | The <i>Recipient</i> shall ensure that all tender documents, work or service contracts, including consultancy services under the Project, require suppliers/vendors, subcontractors or consultants to adopt a code of conduct to be signed by all employees as well as community workers, and an associated training plan. The code of conduct shall be binding on all contracts or services, including consultancy services, ordered or delivered under the said contracts, and shall cover SEA/SH. In addition, awareness-raising/training sessions on the code of conduct shall be organized throughout the implementation of the Project. | Throughout Project implementation  | MAHSRN, PIU        |

| MATERIAL MEASURES AND ACTIONS   |  | TIMEFRAME  | RESPONSIBLE ENTITY |
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| 4.4   | <p><b>SECURITY MANAGEMENT</b></p> <p>The Recipient shall carry out a security risks assessment and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, sites, assets , and activities, as set out in the Security Management Plan (SMP), guided by the principles of proportionality and GIIP, and by applicable law, in relation to hiring, rules of conduct, training, equipping and monitoring of such personnel</p> <p>Prepare, disclose, consult upon, and implement a stand-alone SMP consistent with the requirements of ESS4, and in a manner acceptable to the Association. The Security SMP shall include appropriate security risk mitigation measures to protect project workers and beneficiaries.</p> <p>In addition, the security screening of sites shall be done prior to commencement of project activities (events, works, trainings, etc.) in all project areas and all bidding documents need to include SMP requirements for contractors.</p> | <p>Prepare, disclose, consult upon and adopt the Security Management Plan (SMP) before effective date and thereafter implement the SMP throughout Project implementation.</p>  | <p>MAHSRN, PIU</p> |
| <b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>                       |  |  |                    |
| 5.1   | <p>Not currently relevant.</p>   |  |                    |
| <b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>              |  |  |                    |
| 6.1   | <p><b>BIODIVERSITY RISKS AND IMPACTS</b></p> <p>Not currently relevant.</p>  |  |                    |
| <b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b> |  |  |                    |
| 7.1   | <p><b>INDIGENOUS PEOPLES PLANNING FRAMEWORK</b></p> <p>ESS7 is currently not considered relevant to the Project, as the Project will not be implemented in the provinces where AKA's/Bayaka's are present (which are in the Ombella-Mpoko, Sangha-Mbaéré, Lobaye and Mambere-Kadei prefectures).</p> <p>If project activities are implemented in areas where there is presence of indigenous peoples, an indigenous peoples plan (IPP) shall be prepared, disclosed, consulted upon, adopted and implemented consistent with ESS7.</p>   | <p>Prepare, disclose, consult upon, and adopt the IPP prior to carrying out any activity that requires the preparation of such IPP. Once adopted, implement the respective IPP throughout Project Implementation</p> | <p>MAHSRN, PIU</p> |
| <b>ESS 8: CULTURAL HERITAGE</b>   |  |  |                    |



| MATERIAL MEASURES AND ACTIONS                                    |   | TIMEFRAME  | RESPONSIBLE ENTITY |
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| 8.1  | The ESS8 is considered not relevant to the Project at this time.  | N/A  | MAHSRN, PIU        |
| <b>ESS 9: FINANCIAL INTERMEDIARIES</b>                           |   |  |                    |
| 9.1  | ESS9 is not currently relevant to the Project.  | N/A  | MAHSRN, PIU        |
| <b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b> |   |  |                    |
| 10.1   | <p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>Prepare, disclose, consult upon and implement a Stakeholder Engagement Plan (SEP), that includes a GRM (including for sensitive cases, for the Project, consistent with ESS10, and which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.</p>  | Prepare, disclose, consult upon and adopt the SEP prior to appraisal, and thereafter implement the SEP throughout Project implementation.  | MAHSRN, PIU        |
| 10.2   | <p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Establish, publish, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p> | The GM shall be operational latest ne month after the Effective Date and in any event before the commencement of activities under components 1,2 and 3. If any complaint is received before the Project GM becomes active, the GM that has been established for the PACAD Project (P161591) shall be used to receive and facilitate the resolution of concerns and grievances in relation to the Project. The GM shall be maintained and operated throughout Project implementation. | MAHSRN, PIU        |
| <b>CAPACITY SUPPORT</b>  |   |  |                    |
| CS1  | <p>Training to the PIU, MAHSRN. service providers and some Contractors shall be required in the following areas:</p> <ul style="list-style-type: none"> <li>• ESF briefing session during the kick-off workshop and specific aspects of environmental and social assessment Implementation and monitoring of the Environmental and Social Commitment Plan (ESCP)</li> <li>• Stakeholder mapping and engagement and Implementation of the Stakeholder Engagement Plan (SEP) and its monitoring &amp; evaluation framework</li> <li>• Inclusion of vulnerable groups</li> <li>• Development and implementation of Labor Management Procedures (LMP)</li> </ul>  | <p>ESF briefing and training on the ESCP and SEP: Within 1 (one) month after the project effective Date.</p> <p>Training on other subjects: as soon as possible after the Effectiveness Date and throughout Project implementation.</p>  | MAHSRN, PIU        |

| MATERIAL MEASURES AND ACTIONS  | TIMEFRAME  | RESPONSIBLE ENTITY |
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| <ul style="list-style-type: none"> <li>• Mitigation, prevention and response on SEA/SH assessment and implementation of the SEA/SH Action Plan</li> <li>• Community Health and safety and security risks in project zones</li> <li>• The Project Grievance Mechanism (including for SEA/SH)</li> <li>• Implementation of security risks assessment and security management plan</li> <li>• Child and forced labor prohibition awareness.</li> <li>• HIV/AIDS, STIs and Hepatitis B control</li> <li>• Environment and Social Management Plan (ESMP) (if deemed necessary)</li> <li>• Occupational Health and Safety</li> </ul>   |  |                    |
| <p>CS2 Training sessions shall be organized for contractors, laborers and other employees working on project sites, and workers who shall be responsible for field level implementation of the project. In addition, sensitization programs shall be organized for neighboring populations on the following aspects:</p> <ul style="list-style-type: none"> <li>• The Project Grievance Mechanism (including for SEA/SH)</li> <li>• Inclusion of vulnerable groups</li> <li>• STI/HIV AIDS sensitization</li> <li>• GBV/SEA/SH sensitization, Codes of Conduct, SEA/SH services available and other mitigation measures put in place by the project both for workers and the community.</li> <li>• Occupational Health and Safety</li> </ul> | <p>As soon as possible after Project effective date and throughout Project implementation.</p> | <p>MAHSRN, PIU</p> |