

Public Disclosure Authorized

FEDERAL REPUBLIC OF SOMALIA



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MINISTRY OF AGRICULTURE AND IRRIGATION FOOD SYSTEMS RESILIENCE PROJECT (FSRP)

P177816

Draft

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

March 2023

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Federal Republic of Somalia the [The Recipient] will implement the Food Systems Resilience Project (the Project), with the involvement of the Ministry of Agriculture and Irrigation (MoAI) at the Federal level and the ministry of Livestock, Forestry, and range (MLFR) and the respective line ministries at the state level, as set out in the Financing Agreement. The International Development Association (the association) has agreed to provide financing for the Project (P177816), as set out in the referred agreement(s).
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(s).
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 Agriculture and Irrigation (MoAI) at the Federal level and the ministry of Livestock, Forestry, and range (MLFR) and the respective line ministries at the state level and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient Minister at Ministry of Agriculture and Irrigation (MoAI). The Recipient shall promptly disclose the updated ESCP.

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| MONITORING AND REPORTING | | | |
| A | <p>REGULAR REPORTING</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&S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s)</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 fifteen (15) working days after the end of each reporting period.</p> | NPIU |
| B | <p>INCIDENTS AND ACCIDENTS</p> <p>(a) 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 [specify other examples of incidents and accidents, as appropriate for the type of operation]. 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. Any such incidents/accidents should be promptly reported by the contractor to the National Project Implementation Unit (NPIU) using standard forms contained in the ESMF.</p> <p>(b) Subsequently, at the [Association]’s request, prepare a report including a Root Cause Analysis (RCA) and Safeguards Corrective Action Plan (SCAP) on the incident or accident and propose any measures to address it and prevent its recurrence.</p> | <p>(a) Notify the [Association] no later than 48 hours after learning of the incident or accident.</p> <p>(b) Within 10 days of the incident, develop Safeguards Corrective Action Plan (SCAP) to prevent reoccurrence of future incidents. Such Incidents and accidents shall also be included in the Aide Memoire (AM) & quarterly report. Other incidents and accidents not subject to this detailed reporting obligation shall be included in the quarterly report.</p> | NPIU |
| C | <p>CONTRACTORS’ MONTHLY REPORTS</p> <p>(a) Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance to State Project Implementation Unit (SPIU) in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.</p> | <p>(a) Submit the monthly ESHS Performance Reports to the Association as annexes to be submitted under action (A) above</p> | NPIU |

| MATERIAL MEASURES AND ACTIONS | TIMEFRAME | RESPONSIBLE ENTITY |
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| (b) Require SPIUs to submit a synthesized Report on ESHS performance on quarterly basis to the NPIU Association through the MoAI. | (b) Submit the Synthesized ESHS Performance Reports to the NPIU on quarterly basis | |
| <p>D</p> <p>NOTIFICATIONS RELATING TO DAAB COMPLIANCE REVIEW OF CONTRACTOR COMPLIANCE WITH SEA/SH PREVENTION AND RESPONSE OBLIGATIONS</p> <p>Incorporate the relevant aspects of the ESCP, including the relevant E&S documents and/or SEAH Prevention and Response Plan</p> <p>Notify the association of any SEAH cases attributed to FRSP within 24 hours and ensure contractors and primary suppliers provide details on their oversight on environmental, social, health and safety (ESHS) performance and adequate mechanisms for serious incident reporting within 24 hours as required; and ii) Monitor the performance of the contractors and primary suppliers to ensure that they comply with the ESHS specifications of their respective contracts in accordance with the ESMF, SEP, LMP, Sexual Exploitation, Abuse and Harassment (SEAH) Prevention and Response Plan, and Security Management Plan and site-specific assessments and plans. Ensure compliance with the national laws, e.g., licenses to construct, excavate, and operate any sites for project purposes iii) Preparation of a detailed compliance to contractor-ESMP (C-ESMP) that is costed, with sufficient budget, to mitigate E&S risks and demonstrates sufficient capacity to implement the required measures shall be prepared by selected bidder prior to contract signature iv) Provision of signed Codes of conduct (CoCs) are required for contractors, subcontractors, primary suppliers and their workers covering conditions of service, OHS, SEAH and security and included in construction contracts;</p> | <p>Prior to the preparation of procurement documents and in the final contracts NPIU to ensure all relevant ESS clauses are included and budgeted for before signing of contracts</p> <p>Supervise contractors of the small civil works throughout Project implementation</p> | <p>NPIU</p> |
| <p>E</p> <p>Notify the Association of any referral submitted to the Dispute Avoidance and Adjudication Board (DAAB) to initiate a process of compliance review in relation to a contractor’s obligations to prevent and respond to sexual exploitation and abuse (SEA), and/or sexual harassment (SH) specified in the respective works contract with such contractor; and, in the event of any such referral, notify the Association of: (i) the DAAB’s decision on such referral; (ii) the contractor’s Notice of Dissatisfaction, if any, with such DAAB decision; (iii) any notification received on the commencement of an emergency arbitration proceeding or full arbitration proceeding in relation to the DAAB’s decision; and (iv) the resulting emergency arbitration order and/or full arbitration order, if any.</p> | <p>No later than 7 days after the issuance or receipt, as applicable, of the relevant document (i.e., referral to the DAAB, issuance of DAAB decision, Notice of Dissatisfaction, notice of commencement of emergency/full arbitration, emergency/full arbitration order, as applicable).</p> | <p>NPIU</p> |
| <p>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</p> | | |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| 1.1 | <p>ORGANIZATIONAL STRUCTURE</p> <p>(a) Establish and maintain a national project implementation unit (NPIU) with qualified staff and resources to support management of ESHS risks and impacts of the Project including one environmental specialist with health and safety expertise, one social specialist, one Engineer with expertise relevant to dam safety and risk analysis, and one security specialist. In addition, the NPCU shall recruit the SEA/SH specialist on a part-time basis. The line ministries shall also assign Environmental and Social focal persons (ESFPS).</p> <p>(b) At the FMS level a state project coordination unit (SPCU) shall be established with qualified staff and resources to support management of ESHS risks and impacts of the Program including qualified Social and Environment specialists. These specialists are to be seconded if available, shared from other WB projects if relevant, or newly hired if needed. In any case, E&S capacities shall be ensured through a capacity building program, as detailed in section CS1 below.</p> | <p>(a) NPIU positions that include One Environmental specialist with health and safety expertise, one Engineer with dam safety expertise, one Social Specialist, one security specialist or expert on retainer basis, and SEA/SH specialist on a part-time basis hired for NPCU, shall be maintained throughout Project implementation shall be engaged within 3 months of the Effective Date and thereafter maintained throughout Project implementation.</p> <p>(b) Each FMS will establish and maintain one environmental and one social safeguards specialist throughout the implementation period. These positions will be secondment from civil servant's dependent on implementation capacity, or shared from other WB projects, or newly hired consultants, as and when needed. FMS positions shall be engaged within 90 days after the signing of the respective subsidiary agreement for each FMS and will be maintained throughout the Program implementation.</p> | NPIU |

| MATERIAL MEASURES AND ACTIONS | TIMEFRAME | RESPONSIBLE ENTITY |
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| <p>1.2 ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <p>Prepare, consult upon, adopt, publicly disclose, and implement the Environmental and Social Management Framework (ESMF) with the following E&S instruments as annexes: Integrated Pest Management Plan (IPMP), ESMP for minor civil works, Labor Management Procedures (LMP), Sexual Exploitation, Abuse and Harassment (SEAH) Prevention and Response Plan, Livelihood Restoration Plans (LRP), and Security Management Plan (SMP) consistent with the relevant ESSs. In addition, prepare the Resettlement Policy Framework (RPF) consistent with the relevant ESSs.</p> <p>Screen every technical assistance activity and sub-project and prepare the relevant instruments (either an ESIA with the corresponding ESMP, or an ESMP) for the identified sub-projects as per the guidance and requirements of the ESMF and the RPF during Project implementation.</p> <p>Incorporate the ESIA/ESMP recommendations in the Contractors ESMPs during implementation and duly comply with any applicable requirements in the ESMF and RPF during project implementation such as: carrying out environmental and social risks assessments, preparing Resettlement Action Plans (RAPs), and preparing, consulting upon, adopting, publicly disclosing, and implementing the respective ESIA/ESMPs before commencing works in a manner acceptable to the Association. The proposed subprojects described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project.</p> <p>Prepare, consult upon, review, adopt, publicly disclose, and implement a Strategic Environmental and Social Assessment (SESA) for the Technical Assistance (TA) Activities of Type 2 under Pillar 5, to address any potential downstream E&S risks and impacts of those TA activities. This shall also include the development of TOR for the preparation of such SESA.</p> | <p>Prepare, consult upon, adopt and publicly disclose the ESMF, including instruments not later than Effective Date and thereafter implement the ESMF throughout Project implementation.</p> <p>Security management plans to be developed (but not publicly disclosed) once projects sites are known, implement SMPs throughout Project implementation.</p> <p>Update the environmental and social framework instruments within 12 months of project effectiveness.</p> <p>Ensure screening of sub-projects throughout project implementation.</p> <p>Prepare, consult upon, adopt, publicly disclose the ESIA/ESMPs and RAPs by the time of contractor bidding phase before the start of sub-project activities.</p> <p>Prepare and adopt relevant ESIA/ESMP before launching the bidding process for the respective subproject, or prior to the carrying out of subproject activities that require the adoption of such ESIA/ESMP. Once adopted, implement the respective ESIA/ESMP throughout Project implementation</p> | <p>SFSRP-NPIU</p> |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| | | Develop TOR and prepare, consult upon, review, adopt, and publicly disclose SESA within 6 months starting from Project effectiveness date. | |
| 1.3 | <p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, SEA/SH, Security Management Plan, the Labor Management Procedures, SEP, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter, ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p> | <p>As part of the preparation of procurement documents and respective contracts.</p> <p>Supervise contractors throughout Project implementation</p> | NPIU |
| 1.4 | <p>TECHNICAL ASSISTANCE</p> <p>Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under 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> | Throughout Project implementation. | NPIU |
| 1.5 | <p>CONTINGENT [EMERGENCY] [EARLY] RESPONSE FINANCING</p> <p>(c) Ensure that the Immediate Response Mechanism Operation Manual (IRM-OM) includes a description of the ESHS assessment and management arrangements in accordance with the ESSs.</p> <p>b) Update ESMF for new activities and adopt any environmental and social (E&S) instruments which may be required for activities under CERC Part of the Project, in accordance with the IRM-OM and the ESSs, and thereafter implement the measures and actions required under said E&S instruments, within the timeframes specified in said E&S instruments.</p> | A) The adoption of the IRM-OM in form and substance acceptable to the Association is a withdrawal condition under Section III.B.1(b) of Schedule 2 of the Financing Agreement for the Project. | NPIU |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| | | b) Update ESMF for new activities and 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 | |
| 1.6 | <p>ASSOCIATED FACILITIES</p> <p>Cause owner/operator of the associated facility if different from the Borrower to ensure that the activities in the identified associated facility are carried out in accordance with the applicable requirements of this ESCP and the ESSs including key instruments, e.g., the ESIA, ESMP, LMP, management of contractors, RAP, SEP, etc.</p> | Throughout Project implementation. | NPIU |
| 1.7 | <p>IMPLEMENTATION OF PROJECT ACTIVITIES IN SOMALILAND</p> <p>The Recipient shall ensure that, in accordance with the ESS:</p> <p>(a) the E&S instruments are adapted for Somaliland and consulted upon.</p> <p>(b) Adapted Somaliland Project Operations Manual which includes, inter alia: (i) institutional arrangements and responsibilities for assessing and managing E&S risks and impacts, with a description of the ESHS assessment and management arrangements; and (ii) the E&S instruments and plans referred to in paragraph 1.2 above (or a reference thereto); and</p> <p>I institutional arrangements, satisfactory to the Association, are established and maintained for carrying out the Project in Somaliland - including managing the Project's E&S risks - are in place.</p> | (a, b and c) Before signing of subsidiary agreement or initiation of implementation of any Project activities in Somaliland. | NPIU shall cause the Ministry of Agriculture in Somaliland |
| 1.8 | <p>EXCLUSIONS</p> <p>Exclude the following types of activities as ineligible for financing under the project:</p> <ul style="list-style-type: none"> • Activities/sub-projects classified as High Risk under the World Bank Environmental and Social Framework • Activities/ sub-projects that are proposed to be located in Districts inaccessible due to high levels of insecurity. • Activities/ sub-projects proposed for Districts that have large investment projects similar to SFSRP. | During the assessment process conducted under action 1.2 above. | NPIU |

| MATERIAL MEASURES AND ACTIONS | TIMEFRAME | RESPONSIBLE ENTITY |
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| <ul style="list-style-type: none"> • Activities/ sub-projects that are prone to natural disasters, such as floods, mudslides and forest fire. • Activities/ sub-projects rated high on biodiversity, that may cause long term, permanent and/or irreversible (e.g., loss of major natural habitat, sensitive ecosystems) impacts. • Activities/ sub-projects that have a high probability of causing serious adverse effects to human health and/or the environment. • Activities/ sub-projects that may adversely affect lands or rights of Traditional Local Communities or other vulnerable and marginalized groups. • Investment in Land for which clear ownership documentation is not available. • Associated facilities (if any) which do not meet the requirements of the ESSs, to the extent that the beneficiaries have control or influence over such associated facilities. • Activities/ sub-projects that are proposed to be located in Districts that have large swathes of contested lands leading to significant challenges in complying with environmental and social safeguards. • Activities/ sub-projects that may have significant adverse social impacts and/ or may give rise to significant social or community conflict. • Activities/ sub-projects with either adverse impacts on land or natural resources under traditional/customary use or have risks associated with the relocation of VMGs coupled with any negative impact on their cultural sites/heritage. • Activities/ sub-projects that may involve involuntary resettlement or land acquisition (physical relocation of PAPs). • Activities/ sub-projects that may involve economic displacement of more than 200 PAPs. • Activities/ sub-projects that would curtail workers’ fundamental rights. These would include: (i) freedom of association and the effective recognition of the right to collective bargaining; (ii) prohibition of all forms of forced or compulsory labor; (iii) prohibition of child labor, including without limitation the prohibition of persons under 18 from working in hazardous conditions (which includes construction activities), persons under 18 from working at night, and that persons under 18 be found fit to work via medical examinations; (iv) elimination of discrimination in respect of employment and occupation, where discrimination is defined as any distinction, exclusion or preference based on race, color, sex, religion, political opinion, national extraction, or social origin. • Activities/ sub-projects that will compromise the sustainability of the aquifer for projects entailing groundwater extraction. | | |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| | <ul style="list-style-type: none"> • large dams and small dams with significant safety risks • Small dams that (i) could cause safety risks, such as an unusually large flood-handling requirement, location in a zone of high seismicity, foundations that are complex and difficult to prepare, retention of toxic materials, or potential for significant downstream impacts or (ii) are expected to become large dams during their operating life will be excluded from financing. • Any other excluded activities as set out in the ESMF for the Project. | | |
| ESS 2: LABOR AND WORKING CONDITIONS | | | |
| 2.1 | <p>LABOR MANAGEMENT PROCEDURES</p> <p>Prepare, consult upon, adopt, publicly disclose 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), training of workers on code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors and subcontractors.</p> <p>Implement Occupational, Health and Safety (OHS) measures for workers (including emergency preparedness and response measures) as prescribed in the ESMF, LMP and the World Bank Group EHS General guidelines.</p> <p>Ensure for all unremunerated community workers 1) documentation of voluntary participation; 2) working conditions particularly OHS; and 3) no disadvantage to those who are not able to participate (elderly, disabled, women, etc.)</p> | <p>Prepare, consult upon, adopt and publicly disclose the LMP, as part of the ESMF, prior to Effectiveness Date and thereafter implement the LMP throughout Project implementation.</p> <p>Adopt the OHS measures prior to project commencement and thereafter implement them throughout Project implementation.</p> <p>Throughout the project implementation and prior to implementation of sub project involving community contribution of labor.</p> | <p>NPIU</p> <p>NPIU/SPIU/Contractors</p> |
| 2.2 | <p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate the labor grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p> | <p>Establish a grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.</p> | <p>NPIU</p> |
| ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT | | | |
| 3.1 | <p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Prepare, consult on, adopt, publicly disclose, and implement the following instruments:</p> | <p>Adopt and publicly disclose prior to Effective Date and thereafter implement throughout Project implementation</p> | <p>NPIU</p> |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| | <p>i. Integrated Pest Management Plans (IPMPs), including emergency response measures</p> <p>ii. Waste Management Plan as part of the ESIA/ESMP to be prepared under action 1.2 above</p> <p>iii. Incorporate relevant aspects of ESS3 into the technical assistance activities under the Project in accordance with terms of reference acceptable to the Association that are consistent with ESS3. Thereafter, ensure that the outputs of such activities comply with the terms of reference.</p> <p>Incorporate resource efficiency and pollution prevention and management measures in each subproject ESIA/ESMP to be prepared under action 1.2 above.</p> <p>As part of the ESMF, prepare, adopt and implement measures and procedures for managing the use of shared resources (such as water and extracted construction materials) to avoid impacts on communities and/or adverse environmental impacts. Measures to minimize and/or avoid air, water and soil pollution will equally be integrated. These measures shall also be included in the ESIA/ESMP.</p> <p>Ensure that the contractors and subcontractors comply with these measures.</p> | <p>Incorporate relevant aspects of ESS3 into technical assistance activities throughout Project implementation</p> | |
| ESS 4: COMMUNITY HEALTH AND SAFETY | | | |
| 4.1 | <p>TRAFFIC AND ROAD SAFETY</p> <p>Incorporate measures to manage traffic and road safety risks as required in the ESIA/ESMPs to be prepared under action 1.2 above.</p> <p>Require contractors and subcontractors to incorporate measures to manage traffic and road safety risks in their C-ESMPs.</p> | <p>prior to Effective Date Throughout Project implementation</p> | <p>NPIU</p> |
| 4.2 | <p>COMMUNITY HEALTH AND SAFETY</p> | <p>Same timeframe as for the adoption and implementation of the ESIA/ESMPs.</p> | <p>NPIU</p> |

| MATERIAL MEASURES AND ACTIONS | TIMEFRAME | RESPONSIBLE ENTITY |
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| <p>Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, risks to livestock, crop, fodder, and humans associated with inappropriate use of pesticides during spraying; the behavior of Project workers, risks of labor influx, and response to emergency situations in case of significant chemical spills or other health and safety related incidents including covid 19, and include mitigation measures in the ESIA's and/or ESMPs to be prepared in accordance with the ESMF, and action 1.2 above.</p> | | |
| <p>4.3 Sexual Exploitation and Abuse (SEA) AND Sexual harassment (SH) RISKS</p> <p>Prepare, consult upon, adopt, publicly disclose and implement the Sexual Exploitation and Harassment (SEAH) Prevention and Response Plan to assess and manage the risks of sexual exploitation and abuse (SEA/ and sexual harassment (SH) associated with value chain linked investments, market infrastructure and the provision of other project benefits to small holder farmers.</p> <p>Incorporate SEA/SH mitigation measures, as applicable, in subproject ESIA/ESMPs to be prepared under action 1.2 above</p> <p>Where the Association shall require, and after consultation with the recipient, identify and appoint a Third-Party Monitor, with terms of reference, qualifications and experience satisfactory to the Association, to visit and monitor project areas, specifically to track implementation and management of SEA/SH risks.</p> | <p>Prepare and adopt prior to Effective Date and thereafter implement throughout project implementation</p> <p>Throughout project implementation</p> | <p>NPIU</p> |
| <p>4.4 SECURITY MANAGEMENT</p> <p>Assess 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. Prepare, adopt, and thereafter implement the Security Management Plan (SMP) consistent with ESS4 and good international practice, in a manner acceptable to the Association, to ensure that the use of security personnel in the project does not result in adverse consequences to the community health and safety, including in matters relating to SEAH. The SMP shall be guided by the principles of proportionality and GIIP, and by applicable national laws, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel.</p> | <p>Develop security risk assessments and management plans once the specific Project sites are known, implement plans throughout Project implementation</p> | <p>NPIU and SPIU</p> |

| MATERIAL MEASURES AND ACTIONS | TIMEFRAME | RESPONSIBLE ENTITY |
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| <p>4.5 INVOLVEMENT OF SECURITY PERSONELL</p> <p>Ensure that relevant aspects of ESS4 are included in any Terms of Reference and outputs for TA activities and will be prepared in accordance with action 1.4 above, including in the context of providing any security personnel for enabling the undertaking of technical assistance activities. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p> <p>Ensure the following measures are carried out before deploying the Recipient’s security personnel in the implementation of Project activities for the provision of security to Project workers, sites and/or assets, consistent with the ESSs:</p> <ul style="list-style-type: none"> a. Assess and implement measures to manage the security risks of engaging the security personnel in the SRA/MP guided by the principles of proportionality and GIIP, and by applicable law, in relation to screening, hiring, rules of conduct, training, equipping, and monitoring of such security personnel b. Adopt and implement standards, protocols, and codes of conduct for the selection and assignment of security personnel to the Project, and screen security personnel to verify that they have not engaged in past unlawful or abusive behavior, including sexual exploitation and abuse (SEA), sexual harassment (SH) or excessive use of force; c. Enter into a memorandum of understanding (MoU), with the relevant authority at national, state and district level in charge of security setting out the arrangements for the engagement of the security personnel in the Project, including the relevant actions and measures set out in this ESCP; d. Provide adequate instruction and training to the security personnel, prior to deployment and on a regular basis, on the use of force and appropriate conduct including in relation to civilian engagement, SEA and SH, and other relevant areas, as set out in the SRA.MP/ESIA/ESMP and MoU; e. Ensure that the stakeholder engagement activities under the Stakeholder Engagement Plan (SEP) include communication on the involvement of security personnel to be engaged in the Project. | <p>Throughout project implementation</p> <p>Carry out a, b), c), and d) before deploying security personnel under the Project and implement throughout Project implementation.</p> <p>e) and f) as set out under actions 10.1 and 10.2 respectively. Notify the [World Bank/Bank/Association] after receiving the concern or grievance in the timeframe specified in action B above.</p> <p>[g) within the timeframes requested by the [World Bank/Bank/Association]].</p> | <p>NPIU and SPIU</p> |

| MATERIAL MEASURES AND ACTIONS | TIMEFRAME | RESPONSIBLE ENTITY |
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| <p>f. Ensure that any concerns or grievances regarding the conduct of security personnel are received, monitored, and documented (taking into account the need to protect confidentiality) by the Project’s grievance mechanism (see action 10.2 below), which shall facilitate its resolution, in accordance with ESS4 and ESS10. Notify the Association after receiving the concern or grievance, as set out under action B above; and</p> <p>g. Where the Association so request in writing, after consultation with the Recipient: (i) promptly appoint a third- party monitor consultant, with terms of reference, qualifications and experience acceptable to the Association, to visit and monitor the Project area where security personnel are deployed, collect relevant data and communicate with Project stakeholders and beneficiaries; (ii) require the third-party monitor consultant to prepare and submit monitoring reports, which shall be promptly made available to and discussed with the Association; and (iii) promptly take any actions, as may be requested by the Association upon its review of the third-party monitor consultant reports.</p> | | |
| <p>4.6 Safety of Dams Adopt and implement dam safety measures in accordance with Good International Industry Practice (GIIP) as part of the ESMF.</p> <ol style="list-style-type: none"> 1. Ensure that the engineering design for dams allows for sufficient water flow downstream even in the months of the dry season and implementation of best monitoring practices of the downstream effects of the dam particularly along the channel of the riverbeds. Ensure all dams in excess of 10 meters in height or impounding more than 3mn. cu. m. are eliminated during the ESMF Screening procedure. 2. environmental expert to personally inspect the site and design of all dams before countersigning the ESMF Screening form and ensuring through the ESMF procedure that all small dams are designed by a qualified engineer, constructed under the supervision of a qualified contractor, and follow the Guide on Safety of Small Dams in the ESMF as well as Good International Industry Practice. <p>Ensure through the environmental and social assessment/plan that there will be no or negligible risk of significant adverse impacts due to potential failure of the dam structure to local communities and assets, including assets to be financed as part of the Project</p> | <p>Same timeframe as Section 1.2 above.</p> | <p>NPIU</p> |
| <p>4.7 PESTICIDE MANAGEMENT</p> | | <p>NPIU</p> |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| | <p>(a) adopt the integrated pest management plan (IPMP);</p> <p>(b) provide supervision and training on acceptable and unacceptable pesticides (banned lists of pesticides that are restricted under applicable international conventions and/or any products that pose at serious risk the human health); and</p> <p>(c) require farmers to comply with good practices and standards of use and storage.</p> | <p>(a) Adopt the IPMP prior to carrying out any activities under component 2, and thereafter implement throughout Project implementation.</p> <p>(b) and (c) throughout implementation of component 2 activities and throughout project implementation</p> | |
| 4.8 | <p>CONFLICT</p> <p>The Recipient shall implement activities in communal areas under Project in a culturally sensitive manner, avoiding any aggravation of local communal conflicts, different communities / individuals using the same land.</p> | Throughout Project implementation | NPIU |
| ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY | | | |
| 5.1 | <p>RESETTLEMENT POLICY FRAMEWORK</p> <p>Prepare, consult upon, adopt, publicly disclose and implement the Resettlement Policy Framework (RPF) for the Project, consistent with ESS5. The RPF shall outline the screening process and exclusion criteria; potential situations of economic loss; eligibility criteria; compensation for economic loss/disturbance allowance; procedures of compensation linked to construction schedule; funding arrangement; implementation arrangement and monitoring arrangement</p> <p>Ensure that farmers and entities participating in the project have tenure of the land to be used and are not displacing other users of the land. If land is to be donated or voluntarily sold, the process and transaction shall fulfill the requirements of ESS5 and shall be well documented.</p> <p>Should the granting of community lands cause relocation/economic loss for VMGs, the RPF shall include guidance to exclude physical relocation and ensure that these voluntary land donations are made willingly in accordance to ESS5 criteria and that principles underlying FPIC are respected.</p> | Prepare, consult upon, adopt, and publicly disclose the RPF prior to Effectiveness Date and thereafter implement the RPF throughout Project implementation. | NPIU |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
|---|--|---|--------------------|
| | Ensure that adverse impacts on incomes or livelihoods (if any) that are not a direct result of land acquisition or land use restrictions imposed by the project shall be addressed in accordance with ESS1. | | |
| 5.2 | <p>INCOME RESTORATION</p> <p>Prepare consult upon, adopt, disclose and implement Income Restoration Plans (IRP) for each activity and sub-project under the Project for which the RPF requires such IRP, consistent with ESS5.</p> | Prepare, consult upon, adopt, disclose and implement the respective IRP as part of the ESIA/ESMP before the commencement of construction works of subprojects including ensuring that before taking possession of the land, the IRP is fully implemented. | NPIU and SPIU |
| 5.3 | <p>EXCLUSIONS</p> <p>Activities or investments that require involuntary resettlement and physical displacement shall be excluded from the Project.</p> | | NPIU |
| ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES | | | |
| 6.1 | <p>BIODIVERSITY RISKS AND IMPACTS</p> <p>Ensure that relevant aspects of this standard are included in any Terms of Reference and outputs for TA activities will be prepared and reviewed in accordance with ESS6. Thereafter ensure that the outputs of such activities comply with the terms of reference</p> <p>Consistent with the ESMF, include in relevant ESIA/ESMPs provisions for screening of sensitive ecosystems and potential impact on biodiversity downstream and ecosystem services during sub-project level site selection and exclude these areas for any development under the Project particularly component 1 and 2, if rated as high risk. Assess all the risks and impacts relevant to ESS6 as part of the ESIA and as per the procedures laid down in the ESMF of the Project. Apply mitigation hierarchy (activities rated below high risk) to manage E&S risks. Such measures shall be adopted and implemented in a manner acceptable to the Association.</p> <p>BMP to be developed where there is significant risk as identified during activity E&S screening.</p> | <p>Throughout project implementation.</p> <p>Same timeframe as Section 1.2 above.</p> | NPIU |
| ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES | | | |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
|--|---|--|--------------------|
| 7.1 | <p>Ensure that relevant aspects of this standard are included in any Terms of Reference, studies, technical assistance activities, etc. as relevant, in accordance with action 1.4 above.</p> <p>The NPIU shall carry out sub-project level assessments (through ESIA/ ESMPs) that identify the presence of indigenous peoples/sub-Saharan African historically underserved traditional local communities in the project intervention areas, and where found will prepare indigenous people’s plans in a manner acceptable to the Association.</p> | <p>Throughout Project implementation.</p> <p>In each area before the implementation of the respective sub-projects.</p> | NPIU |
| 7.2 | <p>INDIGENOUS PEOPLES PLAN Adopt and implement an Indigenous Peoples Plan (IPP) for each activity under the Project consistent with ESS7.</p> | Adopt the IPP prior to the carrying out of any activity that requires the preparation of such IPP. Once adopted, implement the respective IPP throughout Project implementation. | NPIU |
| ESS 8: CULTURAL HERITAGE | | | |
| 8.1 | <p>CULTURAL HERITAGE AND CHANCE FINDS Ensure that relevant aspects of this standard are included in any Terms of Reference and outputs for TA activities will be prepared and reviewed in accordance with this ESS.</p> <p>Consistent with the ESMF ensure that ESS8 related measures are included in the ESIA/ESMPs for subprojects and that such measures are adopted and implemented in a manner acceptable to the Association.</p> <p>Implement - if applicable - the chance finds procedure described in the ESMF which will be included in site-specific ESIA/ESMPs including requirements for a cultural heritage assessment to be conducted by a specialized expert in case of relevant findings during excavation activities</p> <p>Develop cultural Heritage plans In case of significant impacts.</p> | <p>Throughout project implementation.</p> <p>Same timeframe as Section 1.2 above.</p> | NPIU |
| ESS 9: FINANCIAL INTERMEDIARIES | | | |
| 9.1 | ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS) | | |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
|--|--|--|--------------------|
| | Not relevant to the project | | |
| ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE | | | |
| 10.1 | <p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, 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> <p>Update the SEP to include input from the Social Assessment and the SEA/SH action plan.</p> | <p>Stakeholder Engagement Plan is disclosed prior to appraisal and shall be implemented throughout Project implementation.</p> <p>The SEP shall be updated within 12 months of project effectiveness and when/if necessary, along the project cycle.</p> | NPIU |
| 10.2 | <p>PROJECT GRIEVANCE MECHANISM</p> <p>Establish publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate the 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> | <p>Establish the grievance mechanism prior to Effective Date, and thereafter maintain and operate the mechanism throughout Project implementation.</p> | NPIU |
| CAPACITY SUPPORT | | | |
| CS1 | <p>Capacity building activities or plan to be reflected in the ESMF (chapter 11) and is an important element of the project, and shall be provided to Federal, Regional, woreda PIU, Environmental and Social Safeguard Specialist and Implementing Agencies. The training shall include:</p> <ul style="list-style-type: none"> ➤ Capacity building on stakeholder mapping and engagement, specific requirements on the ESMF, ESIA, Integrated Pest Management Plan (IPMP), and Social Assessment (SA), including project-specific social development plan shall be prepared based on the Social Assessment. ➤ Training on Social Assessment (SA), and Social Development Plan (SDP). | <p>The capacity development plan or activity has been reflected in the ESMF (chapter 11) and will be implemented, throughout Project implementation.</p> | NPIU |

| MATERIAL MEASURES AND ACTIONS | TIMEFRAME | RESPONSIBLE ENTITY |
|--|-------------------------------|--------------------|
| <ul style="list-style-type: none"> ➤ Training for Resettlement Framework (RF), Resettlement Plan (RP). ➤ Training on Labour Management Plan (LMP) and Stakeholder Engagement plan (SEP) and Information Disclosure. ➤ Training on Grievance Redress Mechanisms (GRM) ➤ Training on Vulnerable and Disadvantaged group of the community and the support to be made. ➤ Training on Environment and Social Incident Response Toolkit (ESIRT) ➤ Training on Occupational health and safety (OHS) requirements ➤ ESF and WBG EHS Guidelines ➤ Dam safety ➤ Biodiversity ➤ Cultural heritage ➤ Resource efficiency ➤ Community Health and Safety ➤ PMP/IPM training on the IPM approach to be developed by PMP ➤ COVID-19 Infection Prevention and Control Recommendations ➤ Training on GBV and sexual exploitation and abuse (SEA) and response mechanism. <ul style="list-style-type: none"> • Training solid and liquid Waste management handling and Chemical Waste Handling for Agricultural Research Laboratories. | | |
| <p>CS2 Project workers shall be trained on:</p> <ul style="list-style-type: none"> • Occupational health and safety including on emergency prevention and preparedness and response arrangements to emergency situations. • Gender-Based Violence/ SEA-SH prevention and response measures. • Workers Grievance Management. • Labor Management Procedures • SEA/SH Action Plan • Relevant sub-project ESIA/ESMP • Security Management Plan | During project implementation | NPIU |