

Public Disclosure Authorized

# Republic of Djibouti

## Ministry of Women and Family



Ministère de la Femme  
et de la Famille  
Protection-Equité-Autonomie

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### JSDF-Djibouti: Promoting women's and community resilience to gender-based violence (P17833)

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

07/2022

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Djibouti (the Recipient) will implement the JSDF-Djibouti: Promoting women's and community resilience to gender-based violence Project (the Project), with the involvement of the Ministry of Women and Family (MWF), as set out in the Grant Agreement. The International Bank for Reconstruction and Development (the Bank), acting as the administrator of small grants, has agreed to provide financing (P178332) for the Project, 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 Bank. The ESCP is a part of the Grant 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 Bank. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Bank.
4. As agreed by the Bank 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 Women and Family (MWF) and the Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Recipient. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Bank 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 mechanism(s).</p>	<p>Submit semestrial reports to the Bank throughout Project implementation, commencing after the Effective Date. Submit each report to the Bank no later than 30 days after the end of each reporting period.</p>	MWF
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Bank 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.</p> <p>Subsequently, at the Bank’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Bank no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the Bank within a timeframe acceptable to the Bank</p>	MWF
<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 an environmental and social specialist within the entity implementing the project that is tasked with ESHS management, with qualified staff and resources to support management of ESHS risks and impacts of the Project.</p> <p>Recruit or appoint and maintain an E&amp;S focal point within each provider or partner institution to report on the implementation of actions to the project executing agency.</p>	<p>Hire or appoint the E&amp;S specialist no later than 3 months of project effectiveness, and thereafter maintain these positions throughout Project implementation.</p> <p>Hire or appoint the 3E&amp;S focal points within each of the 3 providers or partners no later than 3 months of project effectiveness, and thereafter maintain these positions throughout Project implementation.</p>	MWF
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>1. Adopt, Disclose and implement an Environmental and Social Management Framework</p>	<p>1. The ESMF was disclosed on 07/21/2022</p>	MWF

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	(ESMF) for the Project, consistent with the relevant ESSs.  2. Ensure that the proposed activities of the sub-projects described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project.	2-Implement the ESMF throughout Project implementation.  3. Implement throughout Project implementation the procedures indicated in the ESMF for the selection of the sub-projects before launching those activities.	
1.3	<b>TECHNICAL ASSISTANCE</b>  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 Bank, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.	Throughout Project implementation.	MWF
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<b>LABOR MANAGEMENT PROCEDURES</b>  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, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.	As part of the ESMF, the LMP was disclosed on 07/21/2022 Implement the LMP throughout Project implementation.	MWF
2.2	<b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b>  Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	Establish grievance mechanism prior engaging Project workers and thereafter maintain and operate it throughout Project implementation.	MWF
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> Incorporate resource efficiency and pollution prevention and management measures in the ESMF prepared under action 1.2 above.	Same timeframe as for the adoption and implementation of the ESMF as described in action 1.2 above	MWF
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<b>SEA AND SH RISKS</b>  Adopt and implement a SEA/SH Action Plan, to assess and manage the risks of SEA and SH.	Adopt the SEA/SH Action Plan no later than 4 months of the Date of Effectiveness, and thereafter implement the SEA/SH Action Plan throughout Project implementation.	MWF

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
N/A			
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
N/A			
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
N/A			
<b>ESS 8: CULTURAL HERITAGE</b>			
N/A			
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
N/A			
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></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>	Adopt the SEP prior to Appraisal, and thereafter implement the SEP throughout Project implementation.	MWF
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Establish, publicize, 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>	Establish the grievance mechanism within 6 months from Project Effectiveness, and thereafter maintain and operate the mechanism throughout Project implementation.	MWF
<b>CAPACITY SUPPORT</b>			
CS1	<p>Specify Training to be provided and targeted groups</p> <p>For example, training may be required for [e.g. PIU staff, stakeholders, communities, Project workers] on:</p> <ul style="list-style-type: none"> <li>• Specific aspects of the implementation of environmental and social instruments</li> <li>• Identification and mobilization of stakeholders</li> </ul>		MWF

