

Public Disclosure Authorized

**Republic of Cameroon  
Ministry of Water Resources and Energy  
Cameroon Power Sector Reform Program  
(P178136)**

**[Draft for Negotiation]  
ENVIRONMENTAL AND SOCIAL  
COMMITMENT PLAN (ESCP)**

**5 June, 2023**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Cameroon Recipient shall implement the Cameroon Power Sector Reform Program (P178136) (the Operation) through the Ministry of Water Resources and Energy , as set out in the Financing Agreement. The International Development Association (the Association) has agreed to provide financing for the Operation. The Operation consists of a Program part and a Project part ( Project). This ESCP applies to 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(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 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 Water Resources and Energy and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient represented by the Minister of the Ministry of Water Resources and Energy. 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 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 (Labor Management Procedures, Environmental and Social Management Framework, Resettlement Policy Framework), stakeholder engagement activities and functioning of the grievance mechanism.</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 10 days after the end of each reporting period.</p>	<p>Ministry of Water Resources and Energy</p>
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, Occupational Health and Safety Issues. Major contamination to the environment, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), accidents that result in death, serious or multiple injury, and any forced resettlement without due process or compensation. 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>Notify the Association no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the Association within a timeframe acceptable to the Association and no later than seven days.</p>	<p>Ministry of Water Resources and Energy</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
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, previously approved by the Recipient to the Association.</p>	Require contractors and supervising firms to submit their reports monthly to Ministry of Water Resources and Energy	<p>Ministry of Water Resources and Energy</p> <p>Recipient to ensure contractors/sub-contractors and supervising firms comply with the relevant reporting requirements.</p>
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>The Recipient shall establish and maintain, throughout the Project implementation, an organizational structure including with qualified staff and resources to support management of ESHS risks and impacts of the Project with mandate, resources, and terms of reference satisfactory to the Association.</p> <p>Appoint or hire an environmental specialist and a social specialist specialized in stakeholder engagement, SEA/SH as per terms of reference acceptable to the Bank within the Project Implementation Unit (PIU) that is tasked with ESHS management to support management of ESHS risks and impacts of the Project.</p> <p>Contractors and supervising firms should also appoint or hire E&amp;S specialists among their team to implement project activities in compliance with their contract and to ensure the completion of Action B and C above.</p>	<p>Hire or appoint an environmental specialist and a social specialist specialized stakeholder engagement and SEA/SH by the date of Project effectiveness, and thereafter maintain these positions throughout Project implementation.</p> <p>E&amp;S specialists to be hired or appointed by Contractors and Supervising firms no later than 30 days after the signature of their contracts.</p>	<p>Ministry of Water Resources and Energy</p> <p>Ministry of Water Resources and Energy to ensure contractors/sub-contractors and supervising firms comply with hiring E&amp;S</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>Prepare, consult, disclose upon, adopt and implement an Environmental and Social Impact Assessment (ESIA)/Environmental and Social Management Plan (ESMP) for the construction and equipment of a building for a center of excellence and its equipment, proportionate to the level of the construction and consistent with the relevant ESSs.</p>	<p>Prepare, consult, disclose, adopt and implement the ESIA/ESMP before launching of the bidding process for the construction and equipment of a building for a center of excellence. Once adopted, implement the respective ESMP throughout Project implementation.</p>	<p>Ministry of Water Resources and Energy</p>
1.3	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&amp;S instruments, the Labor Management Procedures, 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>	<p>Ministry of Water Resources and Energy</p> <p>Ministry of Water Resources and Energy to ensure contractors/sub-contractors and supervising firms comply with these requirements</p>
1.4	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies, including feasibility studies and environmental and social assessment and plans for the activities and works to be financed by the Program part, capacity building, training to be supported under the Technical Assistance 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>Ministry of Water Resources and Energy</p>
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p>	<p>Prepare and adopt the LMP within 60 days of Project effectiveness, and thereafter implement the LMP throughout Project implementation.</p>	<p>Ministry of Water Resources and Energy</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Prepare, 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.		
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 to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	Ministry of Water Resources and Energy
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<b>WASTE MANAGEMENT PLAN</b> Adopt and implement measures to manage hazardous and non-hazardous wastes for construction activities as required in the ESIA/ESMP and C-ESMP to be prepared under Action 1.2 and 1.3 above, and consistent with ESS3 guidelines.	Same timeframe as for the adoption and implementation of the ESMP.  Adopt the WMP as part of C-ESMP within the same timeframe as for Action 1.3 above, and thereafter implement the WMP throughout Project implementation and exploitation	Ministry of Water Resources and Energy and the relevant implementing agencies
3.2	<b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> Incorporate resource efficiency and pollution prevention and management measures in the ESIA/ESMP to be prepared under action 1.2 above, and procurement procedures (procedure for supplies will guarantee the prohibition for the acquisition of non-energy efficient IT equipment's or cooling equipment with ozone depleting substances (ODS).	Same timeframe as for the adoption and implementation of the ESMP.  Integrate E&S requirements during procurement procedures and monitor during reception of equipment	Ministry of Water Resources and Energy and the relevant implementing agencies
<b>ESS 4 : COMMUNITY HEALTH AND SAFETY</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under action 1.2 above.</p>	Same timeframe as for the adoption and implementation of the ESMP.	Ministry of Water Resources and Energy
4.2	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Assess and manage specific risks and impacts to the community arising from Project activities under Action 1.2 including, inter alia, risks arising from civil works, including GBV and SEA/SH risk and include mitigation measures in the ESMP.</p>	Same timeframe as for the adoption and implementation of the ESMP.	Ministry of Water Resources and Energy
4.3	<p><b>SEXUAL EXPLOITATION AND ABUSE AND SEXUAL HARASSMENT (SEA/SH) RISKS</b></p> <p>Adopt and implement a SEA/SH Action Plan as part of the ESMP, to assess and manage the risks of SEA and SH.</p>	Same timeframe as for the adoption and implementation of the ESMPs.	Ministry of Water Resources and Energy
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
	Not Relevant		
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
	Not Relevant		
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
	Not Relevant		
<b>ESS 8: CULTURAL HERITAGE</b>			
	Not Relevant		
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
	Not Relevant		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>Prepare, disclose, consult upon, adopt and implement the Stakeholder Engagement Plan (SEP) for the Project, which was prepared and consulted as per ESS10. SEP includes 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>The SEP was prepared, disclosed, consulted upon, and adopted on 06/05/2023 and shall be implemented throughout Project implementation.</p>	<p>Ministry of Water Resources and Energy</p>
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>	<p>The GRM was prepared, disclosed, consulted upon, and adopted on 06/05/2023, shall be operational prior to Project effective date, and thereafter maintained operational throughout Project implementation.</p>	<p>Ministry of Water Resources and Energy</p>
<b>CAPACITY SUPPORT</b>			



MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>CS1 Training may be required for the implementing agencies and PIU staff on:</p> <ul style="list-style-type: none"> <li>▪ World Bank ESF</li> <li>▪ ESIA/ESMP implementation</li> <li>▪ Stakeholder engagement</li> <li>▪ GBV SEA/SH risks, impacts assessment and mitigation measures</li> <li>▪ Emergency preparedness and response</li> <li>▪ Grievance redress mechanism management</li> <li>▪ Labor management</li> <li>▪ Community health and safety;</li> <li>▪ GHG assessment for project activities</li> <li>▪ Road safety management</li> <li>▪ Accident and incident notification and Investigating approach for root cause analysis and SCAP.</li> </ul>	<p>Regular trainings throughout Project implementation as described in the annual planning of the Project.</p>	<p>Ministry of Water Resources and Energy</p>
<p>CS2 Training may be required for Project workers on:</p> <ul style="list-style-type: none"> <li>▪ Labor management</li> <li>▪ Occupational health and safety (OHS,)</li> <li>▪ Regular talk box on Job Safety Assessment (JSA) and practical First Aid</li> <li>▪ Emergency prevention and preparedness and response arrangements to emergency situations.</li> <li>▪ ESIA/ESMP implementation</li> <li>▪ GBV: SEA/SH</li> <li>▪ Grievance mechanism management</li> </ul>	<p>Regular trainings throughout Project implementation as described in the annual planning of the Project.</p>	<p>Ministry of Water Resources and Energy</p>