

**Ethiopia Public Procurement System Strengthening Project (P179041)  
Environmental and Social Commitment Plan (ESCP)**



FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA

PUBLIC PROCUREMENT AND PROPERTY AUTHORITY  
ETHIOPIA PUBLIC PROCUREMENT SYSTEM STRENGTHENING PROJECT (P179041)

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

27 July 2022

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1. The Federal Democratic Republic of Ethiopia (Recipient) will implement the Ethiopia Public Procurement System Strengthening Project (the Project), with the involvement of the Public Procurement and Property Authority (PPPA) under the Ministry of Finance (MOF). The International Development Association (the Association) has agreed to provide financing for the Project.
2. The Federal Democratic Republic of Ethiopia 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 Ministry of Finance and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient State Minister of the Ministry of Finance. The Recipient shall promptly disclose the updated ESCP.

**Ethiopia Public Procurement System Strengthening Project (P179041)  
Environmental and Social Commitment Plan (ESCP)**

	<b>MATERIAL MEASURES AND ACTIONS</b>	<b>TIMEFRAME</b>	<b>RESPONSIBLE ENTITY/AUTHORITY</b>
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b> 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 mechanism(s)</p>	Submit six-monthly and annual reports to the Association throughout Project implementation, commencing after the Effective Date. Submit each report to the Association no later than 30 days after the end of each reporting period.	Public Procurement and Property Authority (PPPA) under the Ministry of Finance (MOF).
B	<p><b>INCIDENTS AND ACCIDENTS</b> 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>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</p>	PPPA
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b> The PPPA shall identify and monitor environmental, social and health and safety risks related to the Project. It is anticipated that staff trained in OHS will need to be assigned/hired to oversee the development and monitoring of new procurement systems</p>	The organizational structure shall be established within 60 days of Project effectiveness. The organizational structure shall be maintained throughout Project implementation.	PPPA
1.2	<b>ENVIRONMENTAL &amp; SOCIAL ASSESSMENT</b>		

**Ethiopia Public Procurement System Strengthening Project (P179041)  
Environmental and Social Commitment Plan (ESCP)**

	Develop a ToR for the preparation of a stand-alone OHS plan. Develop/Adopt and implement an Occupational Health and Safety (OHS) plan for the Project, consistent with the relevant ESSs to assess and manage risks related to OHS.	A ToR will be developed prior to project effectiveness.  OHS Plan shall be prepared within 30 days of project effectiveness, and disclosed prior to commencement of the project activities and thereafter implement the OHS Plan throughout Project implementation	PPPA
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 Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.	Throughout Project implementation	PPPA
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<b>LABOR MANAGEMENT PROCEDURES</b> Ensure that all Project Workers consisting of direct and contracted workers shall be employed in line with relevant national legislation and the requirements of ESS2.  PPPA has an established HR manual that outlines the policies related to the recruitment of Project staff, working conditions, the benefits, entitlements. These are in accordance with the Ethiopian legislation (e.g. Labour Proclamation No.1156/2019).  To this end, the PPPA will ensure that the following measures are carried out:  a) Provide workers with information and documentation that is clear and understandable regarding their terms and conditions of employment through written contracts setting out their rights, including, inter alia, rights related to hours of work, wages, overtime, compensation and benefits, as well as written	Carry out the measures throughout Project implementation	PPPA

**Ethiopia Public Procurement System Strengthening Project (P179041)  
Environmental and Social Commitment Plan (ESCP)**

	<p>notice of termination of employment, and details of severance payments, as applicable;</p> <p>b) Implement occupational health and safety (including personal protective equipment, and emergency preparedness and response) measures as per the OHS plan, taking into account the General Environmental, Health and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP) and, as appropriate, the industry-specific EHSGs and other Good International Industry Practice (GIIP);</p> <p>c) Implement measures, as applicable, to, inter alia: (i) prevent the use of all forms of forced labor and child labor; (ii) enable workers to benefit from, inter alia, access to grievance and redress mechanisms without fear of retaliation; and effective freedom to form and join workers organizations or alternative mechanisms for expressing their concerns and protect their rights related to labor and working conditions;</p> <p>d) Develop a code of conduct for workers, which shall include measures to prevent and respond to SEA and SH cases; and</p> <p>e) Incorporate the relevant requirements above in the ESHS specifications of the procurement documents and contracts with third parties that engage workers in the implementation of the Activities.</p>		
2.2	<p><b>GRIEVANCE MECHANISM for PROJECT WORKERS</b> PPPA shall adopt and operate a workers grievance mechanism where workplace concerns will be addressed in line with the provisions of its Staff Rules and Regulations, Ethiopian labor laws, and in a manner consistent with ESS2.</p>	Throughout Project implementation	PPPA
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	The project activities are not anticipated to lead to generation of pollutants and/or increased consumption of resources including water, energy and raw materials. However, any downstream	Throughout Project implementation	PPPA

**Ethiopia Public Procurement System Strengthening Project (P179041)  
Environmental and Social Commitment Plan (ESCP)**

	environmental implication of the TA activities will be addressed in this ESCP through the establishment of requirements for assessment, management, monitoring and reporting on the management of environmental issues. To this end, resource efficiency and pollution prevention measures shall be reflected in technical assistance activities and the bidding or procurement documents so that services could be procured in environmentally & socially responsible manner.		
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	The project activities will not have adverse community health and safety risks as no civil works will be financed and no interaction with communities is expected. Traffic and road safety and labor influx risks are not anticipated in this project. However, any downstream environmental and social implication of the TA activities will be addressed in this ESCP through the establishment of requirements for assessment, management, monitoring and reporting on the management of environmental and social issues. The technical assistance activities or procurement documents shall include specific requirements related to community health and safety risk management including emergency preparedness and response.	Throughout Project implementation	PPPA
<b>ESS 5: LAND ACQUISITION RESTRICTION OF LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	The project activities are not anticipated to lead to land acquisition, restrictions on land use or involuntary resettlement. However, any downstream social implications of the TA activities and impacts related to land acquisition and involuntary resettlement will be addressed in this ESCP through the establishment of requirements for assessment, management, monitoring and reporting on the management of social issues.	Throughout Project implementation	PPPA
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	The project activities are not anticipated to have any adverse impacts on biodiversity and living natural resources as no physical investments will be financed. However, any downstream	Throughout Project implementation	PPPA

**Ethiopia Public Procurement System Strengthening Project (P179041)  
Environmental and Social Commitment Plan (ESCP)**

	environmental implications of the TA activities will be addressed in this ESCP through the establishment of requirements for assessment, management, monitoring and reporting on the management of environmental issues. Technical assistance activities or procurement documents shall include specific requirements to ensure that the project implementing entity will establish systems and verification practices which will identify where the supply is coming from and the habitat type of the source area; where possible, limit procurement to those suppliers that can demonstrate that they are not contributing to significant conversion or degradation of natural or critical habitats.		
<b>ESS 7: SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES.</b>			
7.1	The project is not expected to involve in activities that require any direct interaction with communities. However, any downstream social implications of the TA activities and impacts on historically underserved communities who meet the criteria of ESS-7 will be addressed in this ESCP through the establishment of requirements for assessment, management, monitoring and reporting on the management of social issues.	Throughout Project implementation	PPPA
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	No adverse impacts on cultural heritage are anticipated as no civil works will be financed. However, any downstream environmental implications of the TA activities will be addressed in this ESCP through the establishment of requirements for assessment, management, monitoring and reporting on the management of environmental issues. The project implementing entity will establish systems and verification practices in procurement documents or technical assistance activities which will help to identify and exclude activities that may have adverse impacts on cultural heritage.	Throughout Project implementation	PPPA
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
9.1	This standard is not currently relevant		-
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<b>STAKEHOLDER ENGAGEMENT</b>	Throughout Project implementation	PPPA

**Ethiopia Public Procurement System Strengthening Project (P179041)  
Environmental and Social Commitment Plan (ESCP)**

	<p>Project Affected Parties and other interested parties shall be engaged during planning and execution of Project activities, monitoring and evaluations and as part of capacity building activities using the following modes of engagement:</p> <ul style="list-style-type: none"> <li>• Project inception and progress meetings</li> <li>• Project communications</li> </ul> <p>PPPA shall ensure that relevant government authorities at all level (federal, regional, woreda, and kebele levels) are involved or fairly represented in each phase of the project to build consensus and ownership of the major procurement reforms.</p> <p>PPPA shall ensure that engagement activities are undertaken in a timely manner throughout the Project lifecycle, in an understandable, accessible and appropriate manner and format to inform the identification of environmental and social risks and to inform Project design and outcomes. The stakeholder engagement activities shall take into consideration the national and WHO COVID prevention, response and communication protocol.</p>		
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>PPPA shall strengthen, publicize, maintain, and operate an existing grievance mechanism or establish a new one, as the case may be, to receive and facilitate resolution of concerns and grievances of Project-affected people, and take all measures necessary and appropriate to resolve, or facilitate the resolution of, such concerns and grievances, in a manner acceptable to the Bank.</p>	Throughout Project implementation	PPPA
<b>CAPACITY SUPPORT (TRAINING)</b>			
CS1	<p>Training will be required for PPPA staff who will be involved in the project implementation at all levels, on topics such as:</p> <ul style="list-style-type: none"> <li>• Occupational Health and Safety measures and COVID-19 protocols</li> <li>• Stakeholders Engagement</li> <li>• Grievance redress mechanisms</li> </ul>	Training will be delivered at the beginning of the project implementation and to be subject to refreshers and updates throughout the Project implementation.	PPPA



**Ethiopia Public Procurement System Strengthening Project (P179041)**  
**Environmental and Social Commitment Plan (ESCP)**

	<ul style="list-style-type: none"><li>• Prevention and response to gender-based violence including sexual exploitation and abuse and sexual harassment</li><li>• Requirements for project monitoring and reporting (including incident reporting).</li></ul>		
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