

Democratic Republic of Sao Tome and Principe

Ministry of Planning and Finance (MPF)

**Safeguarding Access to Fiscal and Educational
Resources Project
(Operation ID: P506269)**

Sao Tome and Principe

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

Final Version (Approved after Negotiations)

July 08, 2024

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Democratic Republic of Sao Tome and Principe (the **Recipient**) will implement the Safeguarding Access to Fiscal and Educational Resources Project (Operation ID: P506269) (the **Project**) with the involvement of the Ministry of Planning and Finance (MPF) through the Administrative Fiduciary Agency (AFAP) and with the support of the Ministry of Education Culture and Science (MECC) and the Ministry of Infrastructure and Natural Resources (MIRN), as set out in the Financing Agreement. The International Development Association (IDA) (the **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 MPF (represented by the Director, Office of Studies and Economic Policy, MPF) and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
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 performance (ESHS) of the Project, including, but not limited to, the implementation of the ESCP, the status of the preparation and implementation of E&S instruments required under the ESCP, stakeholder engagement activities and the functioning of the grievance mechanisms.</p>	<p>Submit biannual reports to the Association throughout the implementation of the Project, starting from the Effective Date. Submit each report to the Association no later than 30 days after the end of each reporting period.</p>	AFAP
B	<p>INCIDENTS AND ACCIDENTS</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, workers and/ or stakeholders, 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 contracted parties and/or supervising entity, as appropriate.</p> <p>Subsequently, at the request of the Association, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Association within 48 hours after learning of the incident or accident and within 24 hours for any SEA/SH incidents or any fatalities.</p> <p>Provide subsequent report to the Association within a timeframe acceptable to the Association.</p>	AFAP
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain the organizational structure of the Project Implementation Unit (PIU) with qualified environmental and social specialists and resources to support management of ESHS risks and impacts. Specifically, a central E&S unit will be set up at AFAP to coordinate and supervise overall E&S aspects. The E&S unit will be comprised by one Environmental and Social Development Specialist and one Gender-Based Violence Specialist, who are currently working also under the PEREQT project (P169222).</p>	<p>The Environmental and Social Development Specialist and the Gender-Based Violence Specialist are already contracted and should be maintained throughout the implementation of the project.</p> <p>Resources to support management of ESHS risks should be maintained throughout the implementation of the project.</p>	AFAP

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	<p>Mobilize necessary additional staff (consultants) required for short or long-term assignments in accordance with the assessment or institutional needs.</p> <p>Where needed, GBV service providers will be contracted to support the provision of GBV/SEA/SH services and assist with implementation of SEA/SH risk mitigation measures.</p>		
1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT MANAGEMENT TOOLS</p> <p>Once the car repair and maintenance workshop have been identified (AFAP will screen the proposed activities using the Environmental and Social Checklist per the Project Operational Manual (POM)).</p>	Car repair and maintenance workshop site and activities screenings conducted, approved by the Association, and finalized prior to commencement of any relevant activities in the car repair and maintenance workshop.	AFAP
1.3	<p>MANAGEMENT OF SERVICE PROVIDERS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, and Code of Conduct, into the ESHS specifications of the procurement documents and contracts with Service Providers (Consultancy Companies, Civil Society Organizations, Bus Maintenance Providers, Contractors etc). Thereafter ensure that the service providers comply and cause subcontracted entities to comply with the ESHS specifications of their respective contracts.</p>	Terms of Reference shall be prepared and sent for approval of the Association before launching tenders. Supervise Service Providers throughout Project implementation.	AFAP
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, among others to be supported under Technical Assistance (TA), are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter ensure that the outputs/deliverables of such activities comply with the terms of reference and submit the deliverables to the Association for approval.</p>	Throughout Project implementation.	AFAP
1.5	<p>EXCLUSIONS</p> <p>Exclude the following types of activities deemed ineligible for Project funding:</p>	During the evaluation process under Action 1.2 and throughout Project implementation.	AFAP

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	<ul style="list-style-type: none"> • Activities that do not comply with the ESS. • Activities rated higher than moderate E&S risk. • Activities that may have long-term, permanent and/or irreversible adverse effects. • Activities that have a high probability of causing serious adverse effects to human health and/or the environment. • Activities likely to have significant negative social impacts and result in significant social conflicts. • Activities likely to involve resettlement. 		
ESS 2: LABOUR AND WORKING CONDITIONS			
2.1	<p>LABOUR MANAGEMENT PROCEDURES</p> <p>Prepare, adopt, and implement 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, fire and life safety measures 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.</p>	Adopt the LMP by Effective date, and thereafter implement the LMP throughout Project implementation.	AFAP
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance mechanism for Project workers, consistent with ESS 2.</p>	Establish a Grievance Mechanism for Project Workers prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	AFAP
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
	Prepare, adopt, and implement an ESMP that contains Waste Management Procedures (WMP) for hazardous and non-hazardous waste from car parts replacement and use of oils, lubricants, and chemical (spill prevention measures) and include it in the Project Operational Manual (POM) in accordance with ESS 3.	<p>Prior to implementation of relevant activities.</p> <p>Ensure implementation of the measures contained in the ESMP starting from Effectiveness and throughout the lifecycle of Project.</p>	AFAP
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	COMMUNITY HEALTH AND SAFETY		

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>Include E&S provisions in the Project Operating Manual (POM) and adopt and implement community health and safety procedures in accordance with ESS 4.</p>	<p>POM finalized by Effective date.</p> <p>Ensure implementation of the measures contained in the POM starting from Effective date and throughout the lifecycle of Project.</p> <p>Any subsequent updates to community health and safety procedures will be subject to approval by the Association</p>	<p>AFAP</p>
<p>4.2 SEA/SH RISKS</p> <p>Prepare, disclose, consult, and adopt a stand-alone Gender-Based Violence, Sexual Abuse and Assault, and Sexual Harassment Action Plan (GBV/SEA/SH AP). The GBV/SEA/SH AP should include measures to prevent and mitigate SEA/SH risks, including, inter alia:</p> <ul style="list-style-type: none"> • Developing and signing of Codes of Conduct (CoC) for all Project workers; • Mapping of GBV service providers; • Accessible GBV/SEA/SH-sensitive GM, especially for parents, teachers, students, and school staff, including accountability and responsibility framework, referral pathways to quality, safe and confidential service providers, and administrative investigations procedures; • Promoting training and awareness-raising activities regarding SEA/SH risks for Project stakeholders, including training on CoCs for school personnel, teachers, and students including how to report cases safely and confidentially. <p>Funding must be available for PIU to recruit GBV Services Providers to facilitate access to timely, safe, and confidential services for survivors (including money for transportation, documentation fees, and lodging if needed).</p>	<p>Adopt the GBV/SEA/SH AP by the Effective date and ensure implementation of the measures contained in the GBV/SEA/SH AP throughout the lifecycle of Project.</p> <p>Codes of Conduct shall be signed by workers, SEA/SH training provided to all workers, and SEA/SH sensitization to all beneficiaries prior to the start of any project activities.</p> <p>Any subsequent updates to SEA/SH risk prevention and mitigation measures will be subject to approval by the Association.</p>	<p>AFAP</p>
<p>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</p>		

10.1	<p>PREPARATION AND IMPLEMENTATION OF THE STAKEHOLDER ENGAGEMENT MEASURES</p> <p>Adopt and implement a Stakeholder Engagement Plan (SEP), 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>Conduct overall project’s consultations.</p>	<p>SEP adopted and disclosed by the Effective date and implemented throughout Project implementation.</p> <p>Any subsequent updates to this SEP must be submitted to the Association for validation. Once validated, the SEP is to be implemented throughout the Project.</p> <p>Project’s consultation conducted and finalized by Effective date.</p>	AFAP
10.2	<p>PROJECT GRIEVANCE MECHANISM (GM)</p> <p>Establish, disclose, maintain, and operate an accessible and SEA/SH sensitive Grievance Mechanism (GM) 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 GM 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 GM to by the Effective Date and thereafter be maintained and operational throughout Project implementation.</p>	AFAP
CAPACITY SUPPORT			
CS1	<p>Develop and implement a training program for Project workers and other employees of involved institutions, which shall include (non-exhaustive list):</p>	<p>Capacity building training shall start no later than 3 months after the Effective Date and continued on a regular basis, as new members join the Project Team, throughout the implementation of the Project.</p>	AFAP

	<ul style="list-style-type: none">a) World Bank (WB) Environmental and Social Framework (ESF)b) E&S risks identification and managementc) Stakeholder Engagement and Information Disclosured) Labor Management Procedures (LMP)e) Community Health and Safety (CHS)f) Grievance Mechanisms (GM)g) GBV/SEA/SH risks identification, prevention, response, and mitigation.		
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