

**Economic Community of West African States
(ECOWAS)**

**Health Security Program in Western and Central
Africa Using the Multiphase Programmatic
Approach (P179078)**

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

30 October 2023

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Economic Community of West African States (ECOWAS) (the Recipient) shall implement the “Health Security Program in Western and Central Africa Using the Multiphase Programmatic Approach,” (the Project) with the involvement of the West African Health Organization (WAHO), as set out in the Financing Agreement. The International Development Association (the Association) has agreed to provide the original financing (P179078) 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 ECOWAS and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient’s designated official, the Director General of WAHO. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
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 six-monthly reports to the Association throughout Project implementation, starting within one month after the end of each calendar semester after the Effective Date. Submit each report to the Association no later than 30 days after the end of each reporting period.</p>	WAHO
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, 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 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 Association.</p>	WAHO
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Maintain the Project Implementation Unit (PIU) with qualified staff and resources to support management of ESHS risks and impacts of the Project, including an environmental and social Specialist, responsible to supervise the Project’s compliance with the ESS and the implementation of the ESF instruments, including the ESCP, LMP and SEP.</p>	<p>Hire the environmental and social Specialist within five months of the Effective Date, and thereafter maintain this position throughout Project implementation.</p>	WAHO
1.2	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <p>Not applicable to the activities implemented by WAHO</p>	N/A	
1.4	<p>TECHNICAL ASSISTANCE</p>	<p>From Project Effective Date and throughout Project implementation.</p>	WAHO

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities under the Project, including, inter alia, capacity-building and technical assistance activities, 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.		
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES Prepare, disclose, consult upon, 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.	The LMP was disclosed on 09/10/2023 ¹ and thereafter implement the LMP throughout Project implementation.	WAHO
2.2	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	Prior to the recruitment of Project workers and thereafter maintain and operate it throughout Project implementation	WAHO
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN Adopt and implement hazardous waste management measures to manage the hazardous waste stemming from medical equipment consistent with ESS3 as part of the bidding and contractual documents.	Prior to the start of procurement activities of medical equipment	WAHO
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.2	SEA AND SH RISKS Adopt and implement the SEA/SH mitigation and response measures as part of the LMP outlined in point 2.1 above.	Same timeframe as the adoption and implementation of the LMP in 2.1 above.	WAHO
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			

¹ <https://www.wahooas.org/web-oas/sites/default/files/publications/2378/clean-corrected-pgmo-oaswith-qa05102023.pdf>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 8: CULTURAL HERITAGE			
ESS 9: FINANCIAL INTERMEDIARIES			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Prepare, disclose, consult upon, 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>	The SEP has been disclosed on 09/10/2023 prior to appraisal, and thereafter implement the SEP throughout Project implementation.	WAHO
10.2	<p>PROJECT GRIEVANCE MECHANISM</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 six months from the Effective Date, and thereafter maintain and operate the mechanism throughout Project implementation.	WAHO
CAPACITY SUPPORT			
CS1	<p>The Recipient shall develop and implement a training plan for target groups associated with the Project to improve their capacity to manage E&S risks associated to the health sector. The PEES offers an initial training plan presented below. The plan shall be adapted as needed during Project implementation.</p> <p>1) Training for PMU staff, based on identified needs to support the management of ESHS risks and impacts of the Project</p> <p>2) Training on World Bank environmental and social standards</p> <ul style="list-style-type: none"> - ESS N°1: Assessment and management of environmental and social risks and effects; - ESS No. 2: Working and employment conditions; - Content of the Environmental and Social Commitment Plan (PEES) - Content of the Stakeholder Engagement Plan (PMPP) - NES No3 Management of phytosanitary products and data. 	Trainings shall be conducted after the Effective Date and throughout Project implementation	WAHO

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>2) Environmental and social management module: the design and implementation include at least the following aspects:</p> <ul style="list-style-type: none"> - Good knowledge of the organization and management procedures conducted for ESIA's, - Policies, procedures and legislation on social issues at the level of the countries concerned; - Knowledge of the process for monitoring the implementation of ESIA's - Risk assessment, effective management of risks and negative impacts, monitoring and surveillance of environmental and social aspects and reporting. <p>3) Environmental and social screening process and provisions for the application of measures for the effective management of environmental and social risks and impacts recommended during the implementation of sub-projects</p> <p>4) Occupational Health and Safety Module:</p> <ul style="list-style-type: none"> - Individual protection equipment - Management of risks at work, prevention of accidents at work - Hygiene and safety rules - Solid and liquid waste management - Emergency Preparedness and Response - Content of the Pests and Hazardous Waste Management Plan (PGPDD) <p>5) SEA/SH risk module</p> <ul style="list-style-type: none"> - SEA/SH Awareness, Prevention and Risk Mitigation Measures - Mapping to GBV/SEA/SH services - Support for survivors - Complaint management 		

Republic of Cabo Verde

Health Security Program in Western and Central Africa Using the Multi-Phase Programmatic Approach (P179078)

Negotiated Version ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

November 3, 2023

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

5. The Republic of Cabo Verde (the Recipient) shall implement the “Health Security Program in Western and Central Africa Using the Multi-Phase Programmatic Approach (MPA) (the Project) , with the involvement of the Special Project Management Unit (Unidade de Gestão de Projetos Especiais -UGPE) under the Ministry of Finance and Business Promotion (MFFE), as set out in the Financing Agreement and the Grant Agreement. The International Development Association (the Association) under the Financing Agreement and the International bank for Reconstruction and Development, acting as administrator of the Pandemic, Preparedness and Response Trust Fund under the Grant Agreement have agreed to provide financing (P179078) for the Project, as set out in the referred agreements.
6. 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 and the Grant Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreements.
7. 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.
8. 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 UGPE and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient’s designated official, the Minister of Finance and Business Promotion (MFFE). The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
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.</p>	<p>Submit semiannual reports to the Association throughout Project implementation, commencing within six months after the Effective Date. Submit each report to the Association no later than 15 days after the end of each reporting period.</p>	UGPE
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, 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>	UGPE
C	<p>CONTRACTORS’ MONTHLY REPORTS</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 to the Association.</p>	<p>Submit the monthly reports to the Association upon request.</p>	UGPE
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Maintain the UGPE 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, including the two environmental and social specialists and the Cape-Verdean Institute for Gender Equity and Equality (ICIEG) as GBV/SEA/SH services provider.</p>	<p>Maintain the UGPE structure as set out in the Financing Agreement and the Grant Agreement. Maintain the two environmental and social specialists and the GBV/SEA/SH services provider throughout Project implementation.</p>	UGPE

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.2	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <ol style="list-style-type: none"> 1. Prepare, disclose, consult upon, adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs. 2. Prepare, disclose, consult upon, adopt and implement site-specific Environmental and Social Impact Assessments (ESIA), and Environmental and Social Management Plans (ESMPs) for any activity requiring civil works (“subproject”), consistent with the relevant ESSs. 3. Cause contractors to adopt/update/prepare the ESMP-Contractor, as set out in the ESMF. 	<ol style="list-style-type: none"> 1. The ESMF has been disclosed² on 16/10/2023 prior to negotiation and thereafter the ESMF shall be implemented throughout Project life cycle. 2. Prepare, disclose, consult upon, and adopt the ESIA/ESMP prior to the launch of the bidding process for any Project activities involving civil works and thereafter implement the ESIA/ESMP throughout subproject implementation. 3. Prior to the carrying out of civil works. Once adopted, implement the respective ESMP throughout Project implementation. 	UGPE
1.3	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&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>	As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation.	UGPE
1.4	<p>TECHNICAL ASSISTANCE</p> <p>Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities under the Project are carried out in accordance</p>	Throughout Project implementation.	UGPE

²https://backend-ugpe.gov.cv/wp-content/uploads/2023/09/QGAS_PSSAOC_CABO-VERDE.pdf

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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.		
1.5	<p>CONTINGENT EMERGENCY RESPONSE FINANCING</p> <p>a) Ensure that the CERC Manual as specified the legal agreement includes a description of the ESHS assessment and management arrangements including the ESMF Addendum that will be included or referred to in the CERC Manual for the implementation of the CERC component, in accordance with the ESSs.</p> <p>b) Adopt any environmental and social (E&S) instruments which may be required for activities under the CERC component of the Project, in accordance with the CERC Manual and CERC-ESMF Addendum 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>	<p>a) The adoption of the CERC manual and CERC-ESMF Addendum 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</p> <p>b) 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.</p>	UGPE
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES	The annex of the ESMF with the LMP has been disclosed ³ on 16/10/2023 and will be implemented throughout the Project life cycle.	UGPE

³ <https://backend-ugpe.gov.cv/wp-content/uploads/2023/09/ANEXOS-QGAS-PSSAOC.pdf>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Adopt and implement the Labor Management Procedures (LMP) for the Project, which is an Annex to the ESMF outlined in point 1.2. The LMP includes, 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	GRIEVANCE MECHANISM FOR PROJECT WORKERS 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.	UGPE
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN Adopt and implement a Waste Management Plan (WMP), to manage hazardous and non-hazardous wastes, as part of the ESMF and ESIA/ESMP outlined in point 1.2 and consistent with ESS3.	Same timeframe as the adoption of E&S instruments in 1.2 above	UGPE
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under action 1.2 above.	Same timeframe as for the adoption of E&S instruments in 1.2 above	UGPE
3.3	MEDICAL WASTE MANAGEMENT PLAN 1.Continue implementing the Hospital Waste Management Plans for the existing Health Structures supported by the Project 2. Each new Health Center sub-projects will prepare, adopt and implement a Medical Waste Management Plan	1. Before the start of any activity with the benefitting existing health structure. 2.Before the operation phase of the new Health Centers	UGPE and Ministry of Health
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under action 1.2 above.	Same timeframe as for the adoption of E&S instruments in 1.2 above	UGPE
4.2	COMMUNITY HEALTH AND SAFETY Assess and manage specific risks and impacts to the community arising from Project activities and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF outlined in 1.2.	Same timeframe as for the adoption of E&S instruments in 1.2 above	UGPE

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.3	SEA AND SH RISKS Adopt and implement a SEA/SH mitigation measures as part of the ESMF and ESMP outlined in point 1.2.	Same timeframe as for the adoption of E&S instruments in 1.2 above	UGPE
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS The Borrower shall ensure the sustainable management of biological natural resources through good management practices and the use of available technological tools at sub-project level consistent with ESS6. These good practices and management measures shall be included in the site-specific ESMPs and implemented consistent with ESS6 throughout Project implementation.	Same timeframe as for the adoption of E&S instruments in 1.2 above	UGPE
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
ESS 8: CULTURAL HERITAGE			
8.2	CHANCE FINDS Describe and implement the chance finds procedures as part of the ESMF and ESMP of the Project.	Same timeframe as for the adoption of the ESMF in 1.2 above	UGPE and the Institute of Cultural Heritage (Instituto do Património Cultural)
ESS 9: FINANCIAL INTERMEDIARIES [This standard is only relevant for Projects involving Financial Intermediaries (FIs).]			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Prepare, disclose, consult upon, 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>	The SEP was disclosed ⁴ on 28/09/2023 prior to the appraisal of the Project, and will be implemented throughout Project the Project life cycle.	UGPE
10.2	<p>PROJECT GRIEVANCE MECHANISM</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 three months after the Effective Date of the Project, and thereafter maintain and operate the mechanism throughout Project implementation.	UGPE
CAPACITY SUPPORT			
CS1	<p>Training Module - Environmental and Social instruments design and implementation:</p> <ul style="list-style-type: none"> - World Bank’s Environmental and Social Policies and Standards - Screening instrument for sub-projects selection process (environmental and social checklist); - National environmental and social policies and legislation; 	During the 1st year of implementation, and under the responsibility of UGPE through ESS	UGPE and consultants

⁴ https://backend-ugpe.gov.cv/wp-content/uploads/2023/09/PEPI_SEP_PROJETO-DE-SEGURANCA-SANITARIA-NA-AFRICA-OCIDENTAL-E-CENTRAL-FINAL.pdf

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> - Knowledge of the process for monitoring the implementation of the ESMPs. <p>Audience: Committee, Project Staff based in MH, MEA, Municipalities, Non-Governmental Organizations (NGOs), Community-based Associations</p>		
CS2	<p>Training Module – Grievance Redress Mechanism covering the following aspects:</p> <ul style="list-style-type: none"> - Classification of complaints and procedures for grievances treatment; - Registration and grievance redress procedures; - Recording, documentation and handling of grievances; - Allocation of rules and responsibilities of the GRM organizational structures; - Level of processing, types of authorities and affiliation. <p>Audience: GRM Focal Points under UGPE, MH, MEA, Municipalities, NGOs, Community-based Associations, Contractor HSE</p>	Start the 1st year of implementation, and continue as relevant	UGPE and consultants
CS3	<p>GBV/SEA/SH risk module: Awareness raising and measures to prevent and mitigate GBV/SEA/SH risks</p> <ul style="list-style-type: none"> - Prevention and response to GBV/SEA/SH; - GBV/SEA/SH Services provider following survivor-centered approach; - GBV/SEA/SH complaint management - Referral techniques for survivors of GBV/SEA/SH <p>Audience: Project staff based in UGPE, MH, MEA, Contractors' employees.</p>	Start the 1st year of implementation, and before the civil works.	UGPE and consultants and Contractors
CS2	<p>Training Module - Occupational Health and Safety:</p> <ul style="list-style-type: none"> - Individual and collective protective equipment; - Risk management in the workplace; - Prevention of work-related accidents; - Health and safety rules; - Solid and liquid waste management; 	Beginning of the civil works, and under the responsibility of Contractors.	UGPE and consultants and Contractors

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>Emergency preparedness and response Training Module – Working conditions:</p> <ul style="list-style-type: none"> - Work conditions in accordance with the national laws and regulations in force; - Codes of conduct for Project staff; <p>Grievance mechanism for workers – grievance submission and procedures.</p> <p>Audience: Project staff based in UGPE, MH, MEA, Contractors' employees.</p>		

The Republic of Guinea

Health Security Program in Western and Central Africa Using the Multiphase Programmatic Approach (P179078)

Negotiated Version

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

November 2, 2023

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Guinea (hereafter the Recipient) shall implement the Health Security Program in Western Africa and Central Africa using the Multiphase Programmatic Approach Phase 1 (the Project), with the involvement of the Ministry of Health as set out in the Financing Agreement and the Grant Agreement. The International Development Association (the Association), on its behalf and jointly with the International Bank for Reconstruction and Development acting as administrator of the Global Financing Facility for Women, Children and Adolescents (GFF) Multi-Donor Trust Fund, has agreed to provide the financing (P179078), as set out in the referred agreements.
2. The Recipient shall ensure that the Project is carried out in accordance with the World Bank's 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 and the Grant Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreements.
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 may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance. In such circumstances, the Recipient through the Ministry of Health and Public Hygiene and the Association agree to update the ESCP to reflect these through an exchange of letters signed between the Association and the Recipient's designated official, the Minister of Health. The Recipient shall promptly disclose the updated ESCP.

MATERIALS MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
Monitoring and Reporting			
A	<p>REGULAR REPORTING: 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 mechanisms.</p>	Starting from the Effective Date, quarterly E&S Compliance Monitoring reports shall continue to be submitted no later than fifteen (15) days after the end of each reporting period, throughout Project Implementation.	Project Coordination Unit (PCU)
B	<p>INCIDENTS AND ACCIDENTS: 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 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 supervising entity, as appropriate.</p> <p>For SEA/SH incidents, the following information should be provided: date of incident, date of report to GRM/project, age/sex of survivor, nature of incident, age/sex/employer of alleged perpetrator, whether the incident is related to the project (according to the survivor), services to which the survivor accepted/referred. Subsequently, as per the Bank’s request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>	<p>Notify the Association within 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>	PCU
C	<p>CONTRACTORS’ MONTHLY REPORTS 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 to the Association.</p>	Submit the monthly reports to the Association upon request.	PCU
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE:</p>	The PCU shall be maintained throughout Project implementation. The PCU shall	PCU

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	Maintain a Project Coordination Unit (PCU) with qualified staff and resources to support management of ESHS risks and impacts of the Project, including one Environmental Specialist, one Social Specialist, one GBV Specialist (part-time) and one Healthcare Waste Specialist (part-time). Moreover, four Environmental and Social Assistants will be recruited to work in the regional offices.	maintain or hire an Environmental Specialist, the Social Specialist and the GBV Specialist (part-time) a Healthcare Waste Management Specialist (part-time) and four Environmental and Social Assistants within six months of Project Effective Date and maintain these positions throughout Project implementation.	
1.2	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <p>1. Prepare, disclose, consult upon, adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</p> <p>2. Prepare, disclose, consult upon, adopt and implement site-specific Environmental and Social Impact Assessment (ESIA), and Environmental and Social Management Plan (ESMP) for the infrastructure/works (subprojects) for which the ESIA/ESMP are required, consistent with the relevant ESSs.</p> <p>3. Cause contractors to prepare and implement the ESMP-Contractor, as set out in the ESMF.</p>	<p>1The ESMF has been disclosed⁵ on 12/10/2023 prior to negotiations, and thereafter implement the ESMF throughout Project implementation.</p> <p>2. Prepare, disclose, consult upon, and adopt the ESIA/ESMP prior to the launch of the bidding process for the subprojects and thereafter implement the ESIA/ESMP throughout subproject implementation.</p> <p>3. Prior to the start of civil works and throughout civil works implementation.</p>	PCU
1.3	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&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</p>	As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation.	PCU

⁵ <https://www.ugp-passp-ms.org.gn/2023/10/12/projet-de-renforcement-de-la-securite-sanitaire-et-de-la-resilience-en-afrique-de-louest-et-du-centre-p179078/>

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	and cause subcontractors to comply with the ESHS specifications of their respective contracts.		
1.4	<p>TECHNICAL ASSISTANCE</p> <p>Ensure that the consultancies, studies, 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.	PCU
1.5	<p>CONTINGENT [EMERGENCY] [EARLY] RESPONSE FINANCING</p> <p>a) Ensure that the CERC Manual as specified the legal agreement includes a description of the ESHS assessment and management arrangements including the ESMF Addendum that will be included or referred to in the CERC Manual for the implementation of the CERC component, in accordance with the ESSs.</p> <p>b) Adopt any environmental and social (E&S) instruments which may be required for activities under the CERC component of the Project, in accordance with the CERC Manual and CERC-ESMF Addendum 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>	<p>a) The adoption of the CERC manual and CERC-ESMF Addendum in form and substance acceptable to the Association is a withdrawal condition under Section III.B of Schedule 2 of the Financing Agreement for the Project.</p> <p>b) 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.</p>	Ministry of Economy and Finance and PCU
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Prepare, disclose, consult upon, adopt and implement the Labor Management Procedures (LMP) for the Project that includes, 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.</p>		PCU

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		The LMP has been disclosed on 19/10/2023 ⁶ , prior to the end of the appraisal phase of the Project, and will be implemented throughout the Project life cycle.	
2.2	GRIEVANCE MECHANISM FOR PROJECT WORKERS 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.	PCU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN 1. Prepare, disclose, consult upon, adopt and implement a Waste Management Plan (WMP), to manage hazardous and non-hazardous wastes, consistent with ESS3 as part of the ESIA/ESMP to be developed under point 1.2.	1. Same timeframe as for the adoption of ESIA/ESMP in 1.2 above	PCU
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Adopt and implement resource efficiency and pollution prevention measures as part of the ESIA/ESMP to be developed under point 1.2.	Same timeframe as for the adoption of ESIA/ESMP in 1.2 above	PCU
3.3	VETERINARY WASTE MANAGEMENT PLAN Adopt and implement a veterinary waste management plan in the relevant beneficiary structures.	Before the operation phase of the concerned beneficiary structure	Ministry of Agriculture and Animal Husbandry and PCU
3.4	MEDICAL WASTE MANAGEMENT PLAN 1. Ensure that existing beneficiary health structure are implementing their Medical Waste Management Plans and request the implementation of corrective actions if required by the Bank.	1. Before the start of any activity with the health structures benefitting from the project.	

⁶ <https://www.ugp-passp-ms.org.gn/2023/10/19/procedures-de-gestion-de-la-main-doeuvre-pgmo-du-projet-de-renforcement-de-la-securite-sanitaire-et-de-resilience-en-afrique-de-louest-et-du-centre-p179078/>

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	<p>2. Each new health infrastructure will prepare, adopt and implement a Medical Waste Management Plan consistent with ESS3.</p> <p>3. Conduct audits of the implementation of the Medical Waste Management Plans of health structures benefitting from the project, at the start of the project, prior to the Mid-Term Review and Project Completion.</p>	<p>2. Before the operation phase of the health infrastructure</p> <p>3. First audit submitted to the Association within one year of Project Effective Date, second audit one month prior to the Mid-Term Review. Third audit submitted to the Bank 3 months prior to Project Completion.</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 ESMP to be prepared under action 1.2 above.</p>	Same timeframe as for the adoption of ESMP in 1.2 above	PCU
4.2	<p>COMMUNITY HEALTH AND SAFETY</p> <p>Assess and manage specific risks and impacts to the community arising from Project activities and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF outlined in 1.2.</p>	Same timeframe as for the adoption of ESMP in 1.2 above	PCU
4.3	<p>SEA/ SH RISKS management</p> <p>The Beneficiary will Prepare, disclose, consult upon, adopt and implement an SEA/SH Prevention and Response Plan to include activities of the project, consistent with ESS4.</p> <p>The SEA/SH mitigation action plan will include a number of measures, including, but not limited to, ongoing identification of SEA/SH risks, awareness-raising activities, community consultations, training of project workers, the signing of a code of conduct prohibiting and sanctioning acts SEA/SH by all project actors (project workers and other actors, including civil servants working within the framework of the project but whose employment is not legally transferred to the project), the recruitment of a GBV specialist . The SEA/SH risk mitigation and response action plan should be duly budgeted.</p>	Within three months of Project Effective Date and to be implemented throughout the Project life cycle.	PCU
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			

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5.1	RESETTLEMENT POLICY FRAMEWORK Prepare, disclose, consult upon, adopt and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5.	The RPF has been disclosed on 20/10/2023 ⁷ , prior to negotiation and will be implemented throughout the Project life cycle.	PCU
5.2	RESETTLEMENT PLAN Prepare, disclose, consult upon, adopt and implement a Resettlement Plan (RP) for the Project, consistent with ESS5.	Prepare, disclose, consult upon, adopt and implement the RP prior to start of civil works that have ESS5 impacts, including ensuring that before taking possession of the land and related assets, full compensation has been provided, displaced people have been resettled, and moving allowances have been provided.	PCU
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
ESS 8: CULTURAL HERITAGE			
8.1	CHANCE FINDS Describe and implement the chance finds procedures as part of the ESMF and ESMP of the Project as outlined in point 1.2 above.	Same timeframe as for the adoption of E&S instruments in 1.2 above	PCU
ESS 9: FINANCIAL INTERMEDIARIES			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN Prepare, disclose, consult upon, adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which	The SEP was disclosed ⁸ on 03/10/2023, prior to the appraisal of the project, and	PCU

⁷ <https://www.ugp-passp-ms.org.gn/2023/10/19/cadre-de-reinstallation-du-projet-de-renforcement-de-la-securite-sanitaire-et-de-resilience-en-afrique-de-louest-et-du-centre-prssr-aoc-p179078/>

⁸ <https://www.ugp-passp-ms.org.gn/2023/10/03/projet-de-renforcement-de-la-securite-sanitaire-et-de-resilience-en-afrique-de-louest-et-du-centre-p179078/>

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	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.	thereafter implement the SEP throughout Project implementation.	
10.2	<p>GRIEVANCE MECHANISM:</p> <p>1. 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>2. Prepare and implement a Grievance Mechanism Implementation Action Plan in coordination with the National Agency for Financing Local Communities (ANAFIC in French)</p> <p>3. 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>1. Within three months of the Project Effective Date and throughout Project implementation period.</p> <p>2. Within six months of Project Effective Date and implement throughout the project life cycle.</p>	PCU and ANAFIC
CAPACITY SUPPORT (TRAINING)			
	<p>The PCU, stakeholders, members of affected communities as well as Project workers will benefit from capacity building on the following topics</p> <ul style="list-style-type: none"> • Identification and mobilization of stakeholders • Particular aspects of environmental and social assessment • Preparedness and response to emergency situations • Health and security at work • Population health and safety • Training of trainers on the management of waste from veterinary care and veterinary laboratory activities. 	Prepare a training plan within six months of the Project Effective Date and implement it throughout the implementation of the Project	PCU and other relevant line ministry staff

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	<ul style="list-style-type: none"> • Train staff and maintenance workers on the management of biological waste <p>Train staff involved in waste management in their use (for selective sorting, use of bins, equipment, etc.) and display internal waste management procedures</p> <p>Train laboratory technicians, but also agents responsible for eliminating DB, in the operation and maintenance of incinerators before their installation (the main points of the treatment and operation process; health and safety in relation to operations; emergency and rescue procedures; technical procedures; maintenance; process and residue control and monitoring, etc.)</p> <p>Training on the health control of products of animal, fishery and phytosanitary origin</p> <p>Training on health surveillance of wildlife and national parks</p>		
	<p>Training of Project workers in occupational health and safety, including the prevention of emergency situations and how to prepare for and respond to emergency</p> <p>Health emergencies linked to climate change; Enforcement of workforce management procedures, including code of conduct, incident reporting, sexual exploitation and abuse as well as sexual harassment, mitigation of the effects of epidemics</p>	<p>Implement training after Effective Date and prior to start of Project activities, and thereafter implement throughout Project implementation</p>	<p>PCU and other relevant line ministry staff</p>

Republic of Liberia

Health Security Program in Western and Central Africa Using the Multi-Phase Programmatic Approach - Phase 1 (P-179078)

Negotiated version

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

November 1, 2023

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Liberia (hereafter the Recipient) shall implement the Health Security Program in Western and Central Africa using the Multi-Phase Programmatic Approach (MPA) (P179078) (the Project) with the involvement of the Ministry of Finance and Development Planning, the Ministry of Health (MoH) as set out in the Financing Agreement. The International Development Association (the Association), has agreed to provide the financing for the Project (P179078), as set out in the referred agreement.
5. 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.
6. 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.
7. As agreed by the Association and the Recipient, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance. In such circumstances, the Recipient through the MoH and the Association agree to update the ESCP to reflect these through an exchange of letters signed between the Association and the Recipient's designated official, the Minister of Finance and Development Planning. The Recipient shall promptly disclose the updated ESCP.

MATERIALS 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 (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 mechanisms.</p>	<p>Starting from the Effective Date, submit quarterly E&S Compliance Monitoring reports no later than forty-five (45) days after the end of each reporting period, and throughout Project Implementation.</p>	<p>Project Implementation Unit (PIU)</p>
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, 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 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 supervising entity, as appropriate.</p> <p>Subsequently, as per the Bank's request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>	<p>Notify the Association immediately or within 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>	<p>PIU</p>
C	<p>CONTRACTORS' MONTHLY REPORTS</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 to the Association.</p>	<p>Submit the monthly reports to the Association upon request.</p>	<p>PIU</p>
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Maintain a Project Implementation Unit (PIU) with qualified staff and resources to support management of ESHS risks and impacts of the Project, including one Environmental Specialist, one Social/GBV Specialist, and one communication officer, and hire two Environmental and Social assistants.</p>	<p>The PIU shall be maintained throughout Project implementation, including the Environmental Specialist, the Social/GBV Specialist and the communication officer that are currently in place. Hire the two E&S assistants within six months after the</p>	<p>PIU MoH NPHIL MOA</p>

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		Effective Date, and thereafter maintain these positions throughout Project implementation.	
1.2	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <p>1. Prepare, disclose, consult upon, adopt, and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</p> <p>2. Prepare, disclose, consult upon, adopt and implement site-specific Environmental and Social Impact Assessment (ESIA), and Environmental and Social Management Plan (ESMP) for activities with civil works (“subproject”), consistent with the relevant ESSs.</p> <p>3. Cause contractors to prepare and implement the ESMP-Contractor, as set out in the ESMF.</p>	<p>1. The ESMF has been disclosed⁹ on 17/10/2023 and will be implemented throughout the project life cycle.</p> <p>2. Prepare, disclose, consult upon, adopt the ESIA/ESMP prior to the launch of the bidding process for all sub-projects and thereafter implement the ESIA/ESMP throughout sub-project implementation.</p> <p>3. Prior to undertaking civil works, implement the respective ESMP throughout Project implementation.</p>	<p>PIU MoH NPHIL MoA EPA Contractors</p>
1.3	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&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. Supervise contractors throughout Project implementation.</p>	<p>PIU MoH NPHIL MoA EPA</p>
1.4	<p>TECHNICAL ASSISTANCE</p>	<p>Throughout Project implementation.</p>	<p>PIU MoH NPHIL MoA EPA</p>

⁹ <https://www.nphil.gov.lr/index.php/validated-data-and-research-related-documents/>

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	Ensure that the consultancies, studies, 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.		
1.5	<p>CONTINGENT [EMERGENCY] [EARLY] RESPONSE FINANCING</p> <p>a) Ensure that the CERC Manual as specified in the Financing Agreement includes a description of the ESHS assessment and management arrangements including the ESMF Addendum that will be included or referred to in the CERC Manual for the implementation of the CERC component, in accordance with the ESSs.</p> <p>b) Adopt any environmental and social (E&S) instruments which may be required for activities under the CERC component of the Project, in accordance with the CERC Manual and CERC-ESMF Addendum 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>	<p>a) The adoption of the CERC manual and CERC-ESMF Addendum in form and substance acceptable to the Association is a withdrawal condition under Section III.B of Schedule 2 of the Financing Agreement for the Project.</p> <p>b) 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.</p>	<p>PIU MoH NPHIL MoA EPA</p>
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Adopt and implement the Labor Management Procedures (LMP) for the Project, annexed to the ESMF outlined in 1.2, that includes, 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.</p>	Same timeline as for the adoption of ESMF in 1.2 above.	<p>PIU MoH NPHIL MoA EPA</p>
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	<p>PIU MoH NPHIL MoA EPA</p>

			Contractors
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>1. Adopt and implement a Waste Management Plan (WMP), to manage hazardous waste consistent with ESS3 as part of the ESIA/ESMP to be developed under point 1.2.</p>	<p>1. Same timeline as ESIA/ESMP under point 1.2 above</p>	<p>PIU MoH NPHIL MoA EPA Contractors</p>
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Adopt and implement resource efficiency and pollution prevention measures as part of the ESIA/ESMP to be developed under point 1.2.</p>	<p>1. Same timeline as ESIA/ESMP under point 1.2 above</p>	<p>PIU, MoH, NPHIL, MoA, EPA, Contractors</p>
3.3	<p>MEDICAL WASTE MANAGEMENT PLAN</p> <p>1. Continue implementing the Medical Waste Management Plans for the existing health structures supported by the project.</p> <p>2. Each new structure sub-projects will prepare, adopt and implement a Medical Waste Management Plan</p>	<p>1. Before the start of any activity with the benefitting existing health structure.</p> <p>2. Before the operation of the health structures.</p>	<p>PIU MoH NPHIL MoA EPA</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 ESMP to be prepared under action 1.2 above.</p>	<p>Same timeframe as ESMP under point 1.2 above</p>	<p>PIU MoH NPHIL MoA EPA</p>
4.2	<p>COMMUNITY HEALTH AND SAFETY</p> <p>Assess and manage specific risks and impacts to the community arising from Project activities and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF outlined in 1.2.</p>	<p>Same timeframe as ESMP under 1.2 above</p>	<p>PIU MoH NPHIL</p>
4.3	<p>SEA AND SH RISKS</p> <p>Update COVID GBV/SEA/SH Prevention and Response Plan to include activities of the project and implement it thereafter throughout the Project, all consistent with ESS4.</p>	<p>Within three months after Project Effective Date and to be implemented throughout the Project life cycle.</p>	<p>PIU MoH NPHIL MoA EPA</p>
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			

ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
ESS 8: CULTURAL HERITAGE			
8.1	CHANCE FINDS Describe and implement the chance finds procedures as part of the ESMF and ESMP of the Project.	Same timeframe as the ESMF and ESMP in 1.2 above	PIU
ESS 9: FINANCIAL INTERMEDIARIES			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN Prepare, disclose, consult upon, 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.	The SEP was disclosed ¹⁰ on 2/10/2023 prior to the appraisal of the project. Implement the SEP throughout Project implementation.	PIU
10.2	GRIEVANCE MECHANISM Publicize, maintain, and operate an accessible Grievance Mechanism (GM), 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.	Maintain the GM that is currently in place for the implementation of Project activities throughout Project implementation period.	PIU

¹⁰ [Liberia: Health Security Program in Western and Central Africa, Phase I \(Stakeholder Engagement Plan\) – Ministry of Health \(moh.gov.lr\)](#)

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	<p>The GM shall be equipped to receive, register, and facilitate the resolution of GBV/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>		
CAPACITY SUPPORT (TRAINING)			
	<p>Conduct various types of E&S training, targeting groups (PIU Staff, Contractors & Consultants' Staffs) and including at least the following topics:</p> <ul style="list-style-type: none"> • Stakeholder identification, analysis, and engagement • Labor management procedures for contractor workers • GBV & SEA/SH • Community health and safety • E&S risk management <p>External training to increase capacity of E&S staff and other staff at the PIU and concerned line ministries</p>	<p>These training shall start during the first year after the Effective Date and throughout Project implementation.</p>	<p>PIU Contractors MOH NPHIL MOA EPA</p>

