

**Central African Economic and Monetary  
Community (CEMAC)**

**Harmonizing and Improving Statistics in West  
and Central Africa Project -Series of Projects  
Two (HISWACA-SOP2) (P180085)**

**Negotiated version**

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

**10 July 2023**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Central African Economic and Monetary Community (CEMAC) (the Recipient) shall implement the Harmonizing and Improving Statistics in West and Central Africa Project-Series of Projects Two (HISWACA-SOP2) (P180085) (the Project), with the involvement of the CEMAC Commission Statistics Department as set out in the Financing Agreement (with Project Implementation Unit -PIU). The International Development Association (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 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 will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient through the CEMAC Commission Statistics Department and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient, represented through the President of the CEMAC Commission. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	Submit quarterly reports to the Association throughout Project implementation, commencing after the Effective Date. Submit each report to the Association no later than 15 days after the end of each reporting period.	Project Implementation Unit (PIU) within the CEMAC Commission Statistics Department
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death. 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, and no later than 72 hours for fatalities and SEA/SH incidents.</p> <p>Provide a subsequent report to the Association within a timeframe acceptable to the Association</p>	PIU
C	<p><b>CONTRACTORS' MONTHLY REPORTS</b></p> <p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.</p>	Submit the monthly reports to the Association as annexes to the reports to be submitted under action A above.	PIU Contractors
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain a Project Implementation Unit (PIU) with qualified staff and resources to support management of ESHS risks and impacts of the Project including a social specialist, environmental specialist, a gender-based violence (GBV) consultant, and a security risk consultant (on a as needed basis). The Terms of Reference (TORs) and qualifications of candidates shall be subject to the Association's no objection.</p>	Establish and maintain a PIU as set out in the Financing Agreement. Hire or appoint the environmental specialist, social specialist, the GBV consultant and the security risk consultant, no later than three months after Effective Date, and thereafter maintain these positions throughout Project implementation. The GBV consultant and the security risk consultant are to be mobilized on as	CEMAC Commission Statistics Department

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
	needed basis.	
<p>1.2 <b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>1. Adopt and implement an Environmental and Social Management Plan (ESMP) for the infrastructure/works or part of the Project for which the ESIA/ESMP is required, under component 3 of the Project, consistent with the relevant ESSs.</p> <p>2. Adopt and implement an Umbrella-Environmental and Social Management Framework (U-ESMF) for the Project, consistent with the relevant ESSs.</p> <p>3. Cause the contractors to adopt and implement the site-specific Environmental and Social Management Plan (ESMP), as set out in the ESMF. The proposed activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project.</p>	<p>1. Prepare, disclose, consult upon, and adopt the ESMP consistent with the U-ESMF prior to the start of Project activities, and thereafter implement the ESMP throughout Project implementation.</p> <p>2. The U-ESMF shall be disclosed and adopted prior to Effective Date and thereafter be implemented throughout Project implementation.</p> <p>3. Adopt the ESMP before launching the bidding process for the respective Project activity and cause contractors as relevant to adopt it prior to the carrying out of Project activity that requires the adoption of such ESMP. Once adopted, cause contractors to implement the respective ESMP throughout Project implementation.</p>	PIU
<p>1.3 <b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&amp;S instruments, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p>	<p>As part of the preparation of procurement documents and respective contracts.</p> <p>Supervise contractors throughout Project implementation.</p>	PIU
<p>1.4 <b>TECHNICAL ASSISTANCE</b></p> <p>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</p>	Throughout Project implementation.	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.		
1.5	<p><b>DATA PROTECTION</b></p> <p>In line with the U-ESMF and the ESMP, concerning activities that involve collecting Personal Data, the Recipient shall adopt and implement relevant measures, including inter alia, data minimization (collecting only data that is necessary for the purpose); data accuracy (correct or erase data that are not necessary or are inaccurate); use limitations (data are only used for legitimate and related purposes); data retention (retain data only for as long as they are necessary); informing data subjects of use and processing of data; and allowing data subjects the opportunity to correct information about them. The Recipient shall ensure that these principles apply through assessments of existing or development of new data governance mechanisms and data standards for processing Personal Data in connection with the Project by parties involved in Project implementation in accordance with applicable national law and good international practice and acceptable to the Association, including assessment or development of data sharing protocols, rules or regulations, revision of relevant regulations, training on personal data protection etc.</p>	During Project implementation in line with the ESMP and the U-ESMF.	PIU
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <ol style="list-style-type: none"> <li>1. Adopt and implement an Umbrella-Labor Management Procedure Framework (U-LMPF) for the Project prior to the Effective Date, consistent with the relevant ESS.</li> <li>2. Adopt and implement the Labor Management Procedures (LMP) for the Project, as per the approved and disclosed Umbrella-Labor Management Procedures Framework (U-LMPF) 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.</li> </ol>	<ol style="list-style-type: none"> <li>1. Adopt and disclose the U-LMPF prior to Effective Date and thereafter implement the U-LMPF throughout Project implementation.</li> <li>2. Prepare, disclose, consult upon, and adopt the LMP in line with the U-LMPF prior to hiring Project workers and thereafter implement the LMP throughout Project implementation.</li> </ol>	PIU
2.2	<b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b>	Establish grievance mechanism prior to engaging Project workers as per the	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	LMP and thereafter maintain and operate it throughout Project implementation.	
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<b>WASTE MANAGEMENT PLAN</b> Adopt and implement a Waste Management Plan (WMP), to manage hazardous and non-hazardous wastes, consistent with ESS3.	Adopt the WMP as part of the ESMP, and thereafter implement the WMP throughout Project implementation.	PIU
3.2	<b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> 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 and implementation of the ESMP.	PIU
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<b>TRAFFIC AND ROAD SAFETY</b> 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 and implementation of the ESMP.	PIU
4.2	<b>COMMUNITY HEALTH AND SAFETY</b> Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, behavior of Project workers, response to emergency situations, security risks, and include mitigation measures in the ESMPs to be prepared in accordance with the U-ESMF and consistent with ESS4.	Same timeframe as for the adoption and implementation of the ESMP.	PIU
4.3	<b>SEA AND SH RISKS</b>  Adopt and implement a SEA/SH Prevention and Response Action Plan as part of the ESMP, to assess and manage the risks of SEA and SH.	Adopt the SEA/SH Prevention and Response Action Plan within the same timeframe as for the adoption and implementation of the ESMP, and thereafter implement the SEA/SH Action Plan throughout Project implementation.	PIU
4.4	<b>SECURITY MANAGEMENT</b>  Assess and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard Project workers, sites, assets, and activities, as set out in the Security Management Plan, guided by the principles of proportionality and GIIP, and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel and consistent with ESS4. The Terms of Reference for the SMP shall be subject to no objection by the Association.	The Security Management Plan shall be a standalone document to be prepared and adopted prior to the start of the project activities and thereafter implement throughout Project implementation.	PIU
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
This standard is not relevant and activities that would cause physical and/or economic displacement would not be eligible for project financing.			
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
This standard is not relevant given the scope of works.			
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	<b>INDIGENOUS PEOPLES MEASURES</b>  Prepare, consult, adopt and implement and measures to mitigate risks to Indigenous Peoples in the Umbrella-Environmental and Social Management Framework (U-ESMF), Stakeholder Engagement Framework, Environmental and Social Management Plan (ESMP), and Stakeholder Engagement Plan, consistent with ESS7.	Same timeframe as the U-ESMF, SEF, ESMP and SEP and once adopted, implement required actions throughout Project implementation.	PIU Contractors
7.2	<b>GRIEVANCE MECHANISM</b>  The grievance mechanism to address complaints submitted by Indigenous Peoples shall be described in the SEP, in line with the SEF and ESS7, and based on consultation with Indigenous Peoples and Indigenous Peoples representative organizations.	Same timeframe as section 10.3.	PIU
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<b>CHANCE FINDS</b>  Describe and implement the chance finds procedures in the U-ESMF and ESMP of the Project.	Describe the chance find procedures in the U-ESMF and ESMP. Implement the procedures throughout Project implementation.	PIU
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
This standard is not relevant as there are no financial intermediaries in the project.			
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<b>STAKEHOLDER ENGAGEMENT FRAMEWORK PREPARATION AND IMPLEMENTATION</b>  Adopt and implement a Stakeholder Engagement Framework (SEF) 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 SEF shall be disclosed and adopted prior to Effective Date and shall thereafter be implemented throughout Project implementation.	PIU
10.2	<b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b>  Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10 and the Stakeholder Engagement Framework, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible	Prepare, disclose, consult upon, and adopt the SEP in line with the SEF prior to the start of the Project activities, and thereafter shall be implemented throughout Project implementation.	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.		
10.3	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, including Indigenous Peoples as per ESS7 and traditional communities such as pastoralists, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10 and the SEF.</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. The GM shall also incorporate measures to address grievance procedures for Indigenous Peoples as per consultations with Indigenous Peoples.</p>	Establish the grievance mechanism, including a GM to facilitate the resolution of SEA/SH complaints and incidents prior to the start of the Project activities, and thereafter maintain and operate the mechanism throughout Project implementation.	PIU
<b>CAPACITY SUPPORT</b>			
CS1	<p>Training for PIU staff, Project workers, Commission staff, including census enumerators on:</p> <ul style="list-style-type: none"> <li>• Stakeholder mapping and engagement</li> <li>• Environmental and social assessment and risk management, including overview of activities illegible for project financing</li> <li>• Emergency preparedness and response</li> <li>• Community health and safety, including SEA/SH and security risk management</li> <li>• World Bank ESF and ESSs</li> <li>• OHS/ ESMP Training for Contractors</li> <li>• Security Awareness and preparation/implementation of Security Management Plan</li> <li>• Road Safety (including road safety in insecure areas)</li> <li>• Handling of biological materials/specimen (if activities require)</li> <li>• SEA/SH risk mitigation and conducting consultations on SEA/SH</li> <li>• Cyber/Data Security and Data protection</li> <li>• Labor Management Procedures</li> <li>• Monitoring and implementing a GM (including SEA/SH GM process)</li> </ul>	From the first quarter following the Effective Date and throughout Project implementation.	PIU Contractors Project workers



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> <li>Addressing risks to vulnerable and disadvantaged groups in census activities/risks of exclusion</li> <li>Managing the risks of unmanned aircraft operations in development projects (if relevant)</li> <li>Managing risks to Indigenous Peoples, consulting Indigenous Peoples (such as hunter gatherers) and their representative organizations (IPOs), culturally appropriate Grievance Mechanisms as per ESS7 and ESS10, as well as culturally appropriate inclusion in census/surveys</li> <li>Managing risks to and inclusion of traditional communities such as nomadic/transhumance pastoralists</li> </ul>		
CS2	Training for Project workers on occupational health and safety including on emergency prevention and preparedness and response arrangements to emergency situations, workers GM.	From the first quarter following the Effective Date and throughout Project implementation.	PIU Contractors Project workers

**Republic of Cameroon /  
National Institute of Statistics (NIS)**

**Harmonizing and Improving Statistics in West  
and Central Africa-Series of Projects Two  
(HISWACA-SOP<sub>2</sub>) (P180085)**

**Negotiated version**

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

**12 July 2023**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Cameroon (the Recipient) shall implement the Harmonizing and Improving Statistics in West and Central Africa Project-Series of Projects Two (HISWACA-SOP2) (P180085) (the Project), with the involvement of the National Institute of Statistics (NIS) (the Project Implementing Entity or PIE), and in association with the Ministry of Finance and Ministry of the Economy, planning and regional development and other sectoral ministries, as set out in the Financing Agreement and the Project Agreement. The International Development Association (the Association) has agreed to provide financing for the Project, as set out in the referred agreements.
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 and Project 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 will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient through the NIS and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient, represented by the Minister of Economy, planning and regional development . The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	Submit quarterly reports to the Association throughout Project implementation, commencing after the Effective Date. Submit each report to the Association no later than 15 days after the end of each reporting period.	Project Implementation Unit (PIU) within the National Institute of Statistics
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury and incidents related to the use of unmanned aircraft (drones). 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, and no later than 24 hours for fatalities and SEA/SH incidents.</p> <p>Provide a subsequent report to the Association within a timeframe acceptable to the Association</p>	PIU
C	<p><b>CONTRACTORS' MONTHLY REPORTS</b></p> <p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.</p>	Submit the monthly reports to the Association as annexes to the reports to be submitted under action A above.	PIU Contractors
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain a Project Implementation Unit (PIU) with qualified staff and resources to support management of ESHS risks and impacts of the Project including a social specialist with experience on indigenous people, environmental specialist, and a gender-based violence (GBV) specialist, a security risk consultant to oversee the implementation of the security management plan (SMP) . The Terms of Reference (TORs) and qualifications of candidates shall be subject to the Association's no objection.</p>	Establish and maintain a PIU as set out in the Financing Agreement and the Project Agreement. Hire or appoint the environmental specialist, social specialist with experience on indigenous people, a GBV specialist, and a security risk consultant no later than three months after Effective Date, and	INS

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
	thereafter maintain these positions throughout Project implementation.	
<p><b>1.2 ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>1. Adopt and implement an Umbrella-Environmental and Social Management Framework (U-ESMF) for the Project, consistent with the relevant ESSs.</p> <p>2. Adopt and implement an Environmental and Social Management Plan (ESMP) for the infrastructure/works or part of the Project for which the ESIA/ESMP is required, under component 3 of the Project, consistent with the relevant ESSs.</p> <p>3. Cause the contractors to adopt and implement the site-specific Environmental and Social Management Plan (ESMP), as set out in the ESMF. The proposed activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project.</p>	<p>1. The U-ESMF shall be disclosed and adopted prior to Effective Date and thereafter implemented throughout Project implementation.</p> <p>2. Prepare, disclose, consult upon, and adopt the ESMP consistent with the U-ESMF prior to the start of Project activities, and thereafter implement the ESMP throughout Project implementation.</p> <p>3. Adopt the ESMP before launching the bidding process for the respective Project activity and cause contractors as relevant to adopt it prior to the carrying out of Project activity that requires the adoption of such ESMP. Once adopted, cause contractors to implement the respective ESMP throughout Project implementation.</p>	PIU
<p><b>1.3 MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&amp;S instruments, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p>	<p>As part of the preparation of procurement documents and respective contracts.</p> <p>Supervise contractors throughout Project implementation.</p>	PIU
<p><b>1.4 TECHNICAL ASSISTANCE</b></p> <p>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</p>	Throughout Project implementation.	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.		
1.5	<p><b>DATA PROTECTION</b></p> <p>In line with the U-ESMF and the ESMP, concerning activities that involve collecting Personal Data, the Recipient shall adopt and implement relevant measures, including inter alia, data minimization (collecting only data that is necessary for the purpose); data accuracy (correct or erase data that are not necessary or are inaccurate); use limitations (data are only used for legitimate and related purposes); data retention (retain data only for as long as they are necessary); informing data subjects of use and processing of data; and allowing data subjects the opportunity to correct information about them. The Recipient shall ensure that these principles apply through assessments of existing or development of new data governance mechanisms and data standards for processing Personal Data in connection with the Project by parties involved in Project implementation in accordance with applicable national law and good international practice and acceptable to the Association, including assessment or development of data sharing protocols, rules or regulations, revision of relevant regulations, training on personal data protection etc.</p>	During Project implementation in line with the ESMP and the U-ESMF.	PIU
1.6	<p><b>ACTIVITIES SUBJECT TO RETROACTIVE FINANCING</b></p> <p>Ensure that all activities to be conducted under the retroactive financing (census, Enumeration activities, post-census survey and data processing as well as the enumeration of the general census of agriculture and livestock) and other activities related to Parts 1.2.1 and 1.4.1., under the Project are carried out in accordance with the terms of reference acceptable to the Association and consistent with the ESSs, to ensure its eligibility to the retro financing.</p>	This practice will be maintained from the start of retroactively financed activities and throughout Project implementation.	PIU
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <ol style="list-style-type: none"> <li>1. Adopt and implement an Umbrella-Labor Management Procedure Framework (U-LMPF) for the Project prior to the Effective Date, consistent with the relevant ESS.</li> <li>2. Adopt and implement the Labor Management Procedures (LMP) for the Project, as per the approved and disclosed Umbrella-Labor Management Procedures Framework (U-</li> </ol>	<ol style="list-style-type: none"> <li>1. Adopt and disclose the U-LMPF prior to Effective Date and thereafter implement the U-LMPF throughout Project implementation.</li> <li>2. Prepare, disclose, consult upon, adopt the LMP in line with the U-</li> </ol>	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	LMPF) 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.	LMPF prior to hiring Project workers and thereafter implement the LMP throughout Project implementation.	
2.2	<b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b>  Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	Establish grievance mechanism prior to engaging Project workers as per the LMP and thereafter maintain and operate it throughout Project implementation.	PIU
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<b>WASTE MANAGEMENT PLAN</b> Adopt and implement a Waste Management Plan (WMP), to manage hazardous and non-hazardous wastes, consistent with ESS3.	Adopt the WMP as part of the ESMP, and thereafter implement the WMP throughout Project implementation.	PIU
3.2	<b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> 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 and implementation of the ESMP.	PIU
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<b>TRAFFIC AND ROAD SAFETY</b> 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 and implementation of the ESMP.	PIU
4.2	<b>COMMUNITY HEALTH AND SAFETY</b> Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, behavior of Project workers, response to emergency situations, security risks, and include mitigation measures in the ESMPs to be prepared in accordance with the U-ESMF and consistent with ESS4.	Same timeframe as for the adoption and implementation of the ESMP.	PIU
4.3	<b>SEA AND SH RISKS</b>  Adopt and implement a SEA/SH Prevention and Response Action Plan as part of the ESMP, to assess and manage the risks of SEA and SH.	Adopt the SEA/SH Prevention and Response Action Plan within the same timeframe as for the adoption and implementation of the ESMP, and thereafter implement the SEA/SH Action Plan throughout Project implementation.	PIU
4.4	<b>SECURITY MANAGEMENT</b>	The Security Management Plan shall be	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Assess and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard Project workers, sites, assets, and activities, as set out in the Security Management Plan, guided by the principles of proportionality and GIIP (Good International Industry Practices), and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel and consistent with ESS4. The Terms of Reference for the SMP shall be subject to no objection by the Association.	a standalone document to be prepared and adopted prior to the start of the project activities and thereafter implemented throughout Project implementation.	
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
	This standard is not relevant and activities that would cause physical and/or economic displacement would not be eligible for project financing.		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
	This standard is not relevant but there is a code of conduct to adopt and observe by project worker’s during census around protected areas		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	<b>INDIGENOUS PEOPLES MEASURES</b>  Prepare, consult, adopt and implement and measures to mitigate risks to Indigenous Peoples in the Umbrella-Environmental and Social Management Framework (U-ESMF), Stakeholder Engagement Framework, Environmental and Social Management Plan (ESMP), and Stakeholder Engagement Plan, consistent with ESS7.	Same timeframe as the U-ESMF, SEF, ESMP and SEP and once adopted, implement required actions throughout Project implementation.	PIU Contractors
7.2	<b>GRIEVANCE MECHANISM</b> The grievance mechanism to address complaints submitted by Indigenous Peoples shall be described in the SEP, in line with the SEF and ESS7, and based on consultation with Indigenous Peoples and Indigenous Peoples representative organizations.	Same timeframe as section 10.3.	PIU
ESS 8: CULTURAL HERITAGE			
8.1	<b>CHANCE FINDS</b> Describe and implement the chance finds procedures in the U-ESMF and ESMP of the Project.	Describe the chance find procedures in the U-ESMF and ESMP. Implement the procedures throughout Project implementation.	PIU
ESS 9: FINANCIAL INTERMEDIARIES			
	This standard is not relevant as there are no financial intermediaries in the project.		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<b>STAKEHOLDER ENGAGEMENT FRAMEWORK PREPARATION AND IMPLEMENTATION</b>	The SEF shall be disclosed and adopted	PIU



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Adopt and implement a Stakeholder Engagement Framework (SEF) 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.	prior to Effective Date and shall thereafter be implemented throughout Project implementation.	
10.2	<b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b>  Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10 and the Stakeholder Engagement Framework, 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.	Prepare, disclose, consult upon, and adopt the SEP in line with the SEF prior to the start of the Project activities, and thereafter implement the SEP throughout Project implementation.	PIU
10.3	<b>PROJECT GRIEVANCE MECHANISM</b>  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 including for traditional communities such as pastoralists and Indigenous Peoples as per ESS7, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10 and the SEF.  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. The GM (Grievance Mechanism) shall also incorporate measures to address grievance procedures for Indigenous Peoples as per consultations with Indigenous Peoples and in line with ESS7.	Establish the grievance mechanism, including a GM to facilitate the resolution of SEA/SH complaints and incidents prior to the start of the Project activities, and thereafter maintain and operate the mechanism throughout Project implementation.	PIU
<b>CAPACITY SUPPORT</b>			
CS1	Training for PIU staff, Project workers, including census/surveys enumerators on: <ul style="list-style-type: none"> <li>Stakeholder mapping and engagement</li> <li>Environmental and social assessment and risk management, including overview of activities illegible for project financing</li> <li>Emergency preparedness and response</li> </ul>	From the first quarter following the Effective Date and throughout Project implementation.	PIU Contractors Project workers

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> <li>• Community health and safety, including SEA/SH and security risk management</li> <li>• World Bank ESF and ESSs</li> <li>• OHS/ ESMP Training for Contractors</li> <li>• Security Awareness and preparation/implementation of Security Management Plan</li> <li>• Road Safety (including road safety in insecure areas)</li> <li>• Handling of biological materials/specimen (if activities require)</li> <li>• SEA/SH risk mitigation and conducting consultations on SEA/SH</li> <li>• Cyber/Data Security and Data protection</li> <li>• Labor Management Procedures</li> <li>• Monitoring and implementing a GM (including SEA/SH GM process</li> <li>• Addressing risks to vulnerable and disadvantaged groups in census activities/risks of exclusion</li> <li>• Managing the risks of unmanned aircraft operations in development projects (if relevant)</li> <li>• Managing risks to Indigenous Peoples, consulting Indigenous Peoples (such as hunter gatherers) and their representative organizations (IPOs), culturally appropriate Grievance Mechanisms as per ESS7 and ESS10, culturally appropriate inclusion in census/surveys</li> <li>• Managing risks to and inclusion of traditional communities such as nomadic/transhumance pastoralists</li> </ul>		
CS2	Training for Project workers on occupational health and safety including on emergency prevention and preparedness and response arrangements to emergency situations, workers GM.	From the first quarter following the Effective Date and throughout Project implementation.	PIU Contractors Project workers

**Central African Republic/Central African  
Institute of Statistics and Economic and Social  
Studies (ICASEES)  
Harmonizing and Improving Statistics in West  
and Central Africa Project -Series of Projects  
Two (HISWACA-SOP2) (P180085)**

**Negotiated Version**

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

**6 July 2023**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Central African Republic (the Recipient) shall implement the Harmonizing and Improving Statistics in West and Central Africa Project-Series of Projects Two (HISWACA-SOP2) (P180085) (the Project), with the involvement of the Central African Institute of Statistics and Economic and Social Studies (ICASEES) (the Project Implementing Entity or PIE), the Ministry of Economy, Planning and International Cooperation, the Ministry of Primary, Secondary, Technical and Literacy Education, the Ministry of Livestock and Animal Health and the Ministry of Agriculture and Rural Development as set out in the Financing Agreement and the Project Agreement. The International Development Association (the Association) has agreed to provide financing for the Project, as set out in the referred agreements.
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 and Project 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 will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient through the ICASEES 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 Executive Director of ICASEES. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	Submit quarterly reports to the Association throughout Project implementation, commencing after the Effective Date. Submit each report to the Association no later than 15 days after the end of each reporting period.	Project Implementation Unit (PIU) within the Central African Institute of Statistics and Economic and Social Studies (ICASEES) (PIE)
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury and incidents related to the use of unmanned aircraft (drones). 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, and no later than 24 hours for fatalities and SEA/SH incidents.</p> <p>Provide a subsequent report to the Association within a timeframe acceptable to the Association</p>	PIU
C	<p><b>CONTRACTORS' MONTHLY REPORTS</b></p> <p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.</p>	Submit the monthly reports to the Association as annexes to the reports to be submitted under action A above.	PIU Contractors
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain a Project Implementation Unit (PIU) with qualified staff and resources to support management of ESHS risks and impacts of the Project including a social specialist and environmental specialist, a gender-based violence (GBV) specialist, a security consultant, and an Indigenous Peoples' consultant. The Terms of Reference (TORs) and qualifications of candidates shall be subject to the Association's no objection.</p>	Maintain and strengthen a PIU as set out in the Financing Agreement and the Project Agreement. Hire or appoint the environmental specialist, social specialist, a gender-based violence (GBV) specialist, a security risk consultant, and an Indigenous Peoples' consultant no later than three months after Effective Date, and thereafter	PIE

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
	maintain these positions throughout Project implementation.	
<p>1.2 <b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>1. Adopt and implement an Environmental and Social Management Plan (ESMP) for the infrastructure/works or part of the Project for which the ESIA/ESMP is required, under component 3 of the Project, consistent with the relevant ESSs.</p> <p>2. Adopt and implement an Umbrella-Environmental and Social Management Framework (U-ESMF) for the Project, consistent with the relevant ESSs.</p> <p>3. Cause the contractors to adopt and implement the site-specific Environmental and Social Management Plan (ESMP), as set out in the ESMF. The proposed activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project.</p>	<p>1. Prepare, disclose, consult upon, and adopt the ESMP consistent with the U-ESMF prior to the start of Project activities, and thereafter implement the ESMP throughout Project implementation.</p> <p>2. The final U-ESMF shall be disclosed and adopted prior to Effective Date and thereafter implemented throughout Project implementation.</p> <p>3. Adopt the ESMP before launching the bidding process for the respective Project activity and cause contractors as relevant to adopt it prior to the carrying out of Project activity that requires the adoption of such ESMP. Once adopted, cause contractors to implement the respective ESMP throughout Project implementation.</p>	PIU
<p>1.3 <b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESMP, including, inter alia, the relevant E&amp;S instruments, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p>	<p>As part of the preparation of procurement documents and respective contracts.</p> <p>Supervise contractors throughout Project implementation.</p>	PIU
<p>1.4 <b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project</p>	Throughout Project implementation.	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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><b>DATA PROTECTION</b></p> <p>In line with the U-ESMF and the ESMP, concerning activities that involve collecting Personal Data, the Recipient shall adopt and implement relevant measures, including inter alia, data minimization (collecting only data that is necessary for the purpose); data accuracy (correct or erase data that are not necessary or are inaccurate); use limitations (data are only used for legitimate and related purposes); data retention (retain data only for as long as they are necessary); informing data subjects of use and processing of data; and allowing data subjects the opportunity to correct information about them. The Recipient shall ensure that these principles apply through assessments of existing or development of new data governance mechanisms and data standards for processing Personal Data in connection with the Project by parties involved in Project implementation in accordance with applicable national law and good international practice and acceptable to the Association, including assessment or development of data sharing protocols, rules or regulations, revision of relevant regulations, training on personal data protection etc.</p>	During Project implementation in line with the ESMP and the U-ESMF.	PIU
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Adopt and implement an Umbrella-Labor Management Procedure Framework (U-LMPF) for the Project prior to the Effective Date, consistent with the relevant ESS.</p> <p>Adopt and implement the Labor Management Procedures (LMP) for the Project, as per the approved and disclosed Umbrella-Labor Management Procedures Framework (U-LMPF) 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.</p>	<p>1. Adopt and disclose the U-LMPF prior to Effective Date and thereafter implement the U-LMPF throughout Project implementation.</p> <p>2. Prepare, disclose, consult upon, adopt the LMP in line with the U-LMPF prior to hiring Project workers and thereafter implement the LMP throughout Project implementation.</p>	PIU
2.2	<b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b>	Establish grievance mechanism prior to engaging Project workers as per the	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Establish and operate a grievance mechanism (GM) for Project workers, as described in the LMP and consistent with ESS2.	LMP and thereafter maintain and operate it throughout Project implementation.	
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<b>WASTE MANAGEMENT PLAN</b> Adopt and implement a Waste Management Plan (WMP), to manage hazardous and non-hazardous wastes, consistent with ESS3.	Adopt the WMP as part of the ESMP, and thereafter implement the WMP throughout Project implementation.	PIU
3.2	<b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> 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 and implementation of the ESMP.	PIU
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<b>TRAFFIC AND ROAD SAFETY</b> 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 and implementation of the ESMP.	PIU
4.2	<b>COMMUNITY HEALTH AND SAFETY</b> Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, behavior of Project workers, response to emergency situations, security risks, and include mitigation measures in the ESMPs to be prepared in accordance with the U-ESMF and consistent with ESS4.	Same timeframe as for the adoption and implementation of the ESMP.	PIU
4.3	<b>SEA AND SH RISKS</b>  Adopt and implement a SEA/SH Prevention and Response Action Plan as part of the ESMP, to assess and manage the risks of SEA and SH, to be prepared in accordance with the U-ESMF and consistent with ESS4.	Adopt the SEA/SH Prevention and Response Action Plan within the same timeframe as for the adoption and implementation of the ESMP, and thereafter implement the SEA/SH Action Plan throughout Project implementation.	PIU
4.4	<b>SECURITY MANAGEMENT</b>  Assess and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard Project workers, sites, assets, and activities, as set out in the Security Management Plan, guided by the principles of proportionality and Good International Industry Practices (GIIP), and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel and consistent with ESS4. The Terms of Reference for the SMP shall be subject to no objection by the Association.	The Security Management Plan shall be a standalone document to be prepared and adopted prior to the start of the project activities and thereafter implement throughout Project implementation.	PIU
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	This standard is not relevant and activities that would cause physical and/or economic displacement would not be eligible for project financing.		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
	This standard is not relevant.		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	<b>INDIGENOUS PEOPLES MEASURES</b>  Prepare, consult, adopt and implement and measures to mitigate risks to Indigenous Peoples in the Umbrella-Environmental and Social Management Framework (U-ESMF), Stakeholder Engagement Framework, Environmental and Social Management Plan (ESMP), and Stakeholder Engagement Plan, consistent with ESS7.	Same timeframe as the U-ESMF, SEF, ESMP and SEP and once adopted, implement required actions throughout Project implementation.	PIU Contractors
7.2	<b>GRIEVANCE MECHANISM</b> The grievance mechanism to address complaints submitted by Indigenous Peoples shall be described in the SEP, in line with the SEF and ESS7, and based on consultation with Indigenous Peoples and Indigenous Peoples representative organizations.	Same timeframe as section 10.3.	PIU
ESS 8: CULTURAL HERITAGE			
8.1	<b>CHANCE FINDS</b> Describe and implement the Chance Finds procedures as part of the ESMP of the Project.	Describe the chance find procedures in the ESMP. Implement the procedures throughout Project implementation.	
ESS 9: FINANCIAL INTERMEDIARIES			
	This standard is not relevant.		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<b>STAKEHOLDER ENGAGEMENT FRAMEWORK PREPARATION AND IMPLEMENTATION</b>  Adopt and implement a Stakeholder Engagement Framework (SEF) 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 SEF shall be disclosed and adopted prior to Effective Date and thereafter shall be implemented throughout Project implementation.	PIU
10.2	<b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b>  Prepare, disclose, consult upon and adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10 and the Stakeholder Engagement Framework, which shall include measures to, inter alia, provide stakeholders with timely,	Prepare, disclose, consult upon, and adopt the SEP in line with the SEF prior to the start of the Project activities, and thereafter implement the SEP throughout Project implementation.	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.		
10.3	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10 and the SEF.</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. The GM shall also incorporate measures to address grievance procedures for Indigenous Peoples as per consultations with Indigenous Peoples and in line with ESS7.</p>	Establish the grievance mechanism, including a GM to facilitate the resolution of SEA/SH complaints and incidents prior to the start of the Project activities, and thereafter maintain and operate the mechanism throughout Project implementation.	PIU
CAPACITY SUPPORT			
CS1	<p>Training for PIU staff, Project workers, including census enumerators on:</p> <ul style="list-style-type: none"> <li>• Stakeholder mapping and engagement</li> <li>• Environmental and social assessment and risk management, including overview of activities illegible for project financing</li> <li>• Emergency preparedness and response</li> <li>• Community health and safety, including SEA/SH and security risk management</li> <li>• World Bank ESF and ESSs</li> <li>• OHS/ ESMP Training for Contractors</li> <li>• Security Awareness and preparation/implementation of Security Management Plan</li> <li>• Road Safety (including road safety in insecure areas)</li> <li>• Handling of biological materials/specimen (if activities require)</li> <li>• SEA/SH risk mitigation and conducting consultations on SEA/SH</li> <li>• Cyber/Data Security and Data protection</li> <li>• Labor Management Procedures</li> <li>• Monitoring and implementing a GM (including SEA/SH GM process)</li> <li>• Addressing risks to vulnerable and disadvantaged groups in census activities/risks of exclusion, including to traditional communities such as pastoralists</li> <li>• Managing the risks of unmanned aircraft operations in development projects (if</li> </ul>	From the first quarter following the Effective Date and throughout Project implementation.	PIU Contractors Project workers

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	relevant) <ul style="list-style-type: none"> <li>Managing risks to Indigenous Peoples, consulting Indigenous Peoples (such as hunter gatherers) and their representative organizations (IPOs), culturally appropriate Grievance Mechanisms as per ESS7 and ESS10, and culturally appropriate inclusion in census/surveys</li> <li>Managing risks to and inclusion of traditional communities such as nomadic/transhumance pastoralists</li> </ul>		
CS2	Training for Project workers on occupational health and safety including on emergency prevention and preparedness and response arrangements to emergency situations, workers GM.	From the first quarter following the Effective Date and throughout Project implementation.	PIU Contractors Project workers

**Republic of Chad/National Institute of Statistics,  
Economic and Demographic Studies (INSEED)**

**Harmonizing and Improving Statistics in West  
and Central Africa Project-Series of Projects Two  
(HISWACA-SOP2) (P180085)**

**Negotiated version**

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

**11 July 2023**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Chad (the Recipient) shall implement the Harmonizing and Improving Statistics in West and Central Africa Project-Series of Projects Two (HISWACA-SOP2) (P180085) (the Project), with the involvement of the National Institute of Statistics, Economic and Demographic Studies (Institute National de la Statistique, des Etudes Economiques et Démographiques) (INSEED) (the Project Implementing Entity or PIE), and in association with the Ministry of Economic Prospects and International Partnerships, and other sectoral ministries involved, as set out in the Financing Agreement and the Project Agreement. The International Development Association (the Association) has agreed to provide financing for the Project, as set out in the referred agreements.
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 and Project 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 will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient through the INSEED and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient, through the Minister in charge of Economic Prospects and International Partnerships. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<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&S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).	Submit quarterly reports to the Association throughout Project implementation, commencing after the Effective Date. Submit each report to the Association no later than 15 days after the end of each reporting period.	Project Implementation Unit (PIU) within the National Institute of Statistics, Economic and Demographic Studies (INSEED)
B	<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 and incidents related to the use of unmanned aircraft (drones). 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.  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.	Notify the Association no later than 48 hours after learning of the incident or accident, and no later than 24 hours for fatalities and SEA/SH incidents.  Provide a subsequent report to the Association within a timeframe acceptable to the Association	PIU
C	<b>CONTRACTORS' MONTHLY REPORTS</b> 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.	Submit the monthly reports to the Association as annexes to the reports to be submitted under action A above.	PIU Contractors
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<b>ORGANIZATIONAL STRUCTURE</b> Maintain a Project Implementation Unit (PIU) with qualified staff and resources to support management of ESHS risks and impacts of the Project including a social development specialist with experience on traditional pastoralist communities, an environmental specialist, a gender-based violence (GBV) specialist, and a security risk consultant. The Terms of Reference (TORs) and qualifications of candidates shall be subject to the Association's no objection.	Maintain a PIU as set out in the Financing Agreement and the Project Agreement. Hire or appoint the environmental specialist, social specialist with experience on traditional pastoralist communities, a GBV specialist, and a security risk consultant, no later than three months after	INSEED

	MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
		Effective Date, and thereafter maintain these positions throughout Project implementation. Security Consultant to be mobilized as a needed basis.	
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>1. Adopt and implement an Umbrella-Environmental and Social Management Framework (U-ESMF) for the Project, consistent with the relevant ESSs.</p> <p>2. Adopt and implement an Environmental and Social Management Plan (ESMP) for the infrastructure/works or part of the Project for which the ESIA/ESMP is required, under component 3 of the Project, consistent with the relevant ESSs.</p> <p>3. Cause the contractors to adopt and implement the site-specific Environmental and Social Management Plan (ESMP), as set out in the ESMF. The proposed activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project.</p>	<p>1. The final U-ESMF shall be disclosed and adopted prior to the Effective Date and thereafter implemented the U-ESMF throughout Project implementation.</p> <p>2. Prepare, disclose, consult upon, and adopt the ESMP consistent with the U-ESMF prior to the start of Project activities, and thereafter implement the ESMP throughout Project implementation.</p> <p>3. Adopt the ESMP before launching the bidding process for the respective Project activity and cause contractors as relevant to adopt it prior to the carrying out of Project activity that requires the adoption of such ESMP. Once adopted, cause contractors to implement the respective ESMP throughout Project implementation.</p>	PIU
1.3	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&amp;S instruments, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p>	<p>As part of the preparation of procurement documents and respective contracts.</p> <p>Supervise contractors throughout Project implementation.</p>	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.4	<p><b>TECHNICAL ASSISTANCE</b></p> <p>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.</p>	Throughout Project implementation.	PIU
1.5	<p><b>DATA PROTECTION</b></p> <p>In line with the U-ESMF and the ESMP, concerning activities that involve collecting Personal Data, the Recipient shall adopt and implement relevant measures, including inter alia, data minimization (collecting only data that is necessary for the purpose); data accuracy (correct or erase data that are not necessary or are inaccurate); use limitations (data are only used for legitimate and related purposes); data retention (retain data only for as long as they are necessary); informing data subjects of use and processing of data; and allowing data subjects the opportunity to correct information about them. The Recipient shall ensure that these principles apply through assessments of existing or development of new data governance mechanisms and data standards for processing Personal Data in connection with the Project by parties involved in Project implementation in accordance with applicable national law and good international practice and acceptable to the Association, including assessment or development of data sharing protocols, rules or regulations, revision of relevant regulations, training on personal data protection etc.</p>	During Project implementation in line with the ESMP and the U-ESMF.	PIU
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <ol style="list-style-type: none"> <li>1. Adopt and implement an Umbrella-Labor Management Procedure Framework (U-LMPF) for the Project prior to the Effective Date, consistent with the relevant ESS.</li> <li>2. Adopt and implement the Labor Management Procedures (LMP) for the Project, as per the approved and disclosed Umbrella-Labor Management Procedures Framework (U-LMPF) 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</li> </ol>	<ol style="list-style-type: none"> <li>1. Adopt and disclose the U-LMPF prior to Effective Date and thereafter implement the U-LMPF throughout Project implementation.</li> <li>2. Prepare, disclose, consult upon, adopt the LMP in line with the U-LMPF prior to hiring Project workers and thereafter implement the LMP</li> </ol>	PIU



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.	throughout Project implementation.	
2.2	<b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b>  Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	Establish grievance mechanism prior to engaging Project workers as per the LMP and thereafter maintain and operate it throughout Project implementation.	PIU
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<b>WASTE MANAGEMENT PLAN</b> Adopt and implement a Waste Management Plan (WMP), to manage hazardous and non-hazardous wastes, consistent with ESS3.	Adopt the WMP as part of the ESMP, and thereafter implement the WMP throughout Project implementation.	PIU
3.2	<b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> 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 and implementation of the ESMP.	PIU
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<b>TRAFFIC AND ROAD SAFETY</b> 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 and implementation of the ESMP.	PIU
4.2	<b>COMMUNITY HEALTH AND SAFETY</b> Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, behavior of Project workers, response to emergency situations, security risks, and include mitigation measures in the ESMPs to be prepared in accordance with the U-ESMF and consistent with ESS4.	Same timeframe as for the adoption and implementation of the ESMP.	PIU
4.3	<b>SEA AND SH RISKS</b>  Adopt and implement a SEA/SH Prevention and Response Action Plan as part of the ESMP, to assess and manage the risks of SEA and SH.	Adopt the SEA/SH Prevention and Response Action Plan within the same timeframe as for the adoption and implementation of the ESMP, and thereafter implement the SEA/SH Action Plan throughout Project implementation.	PIU
4.4	<b>SECURITY MANAGEMENT</b>  Assess and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard Project workers, sites, assets, and activities, as set out in the Security Management Plan, guided by the principles of	The Security Management Plan shall be a standalone document to be prepared and adopted prior to the start of the	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	proportionality and GIIP, and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel and consistent with ESS4. The Terms of Reference for the SMP shall be subject to no objection by the Association.	project activities and thereafter implement throughout Project implementation.	
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
	This standard is not relevant and activities that would cause physical and/or economic displacement would not be eligible for project financing.		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
	This standard is not relevant.		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
	This standard is not relevant as there are no known groups who meet the criteria of Indigenous peoples as per ESS7.		
ESS 8: CULTURAL HERITAGE			
8.1	<b>CHANCE FINDS</b> Describe and implement the chance finds procedures in the U-ESMF and ESMP of the Project.	Describe the chance find procedures in the U-ESMF and ESMP. Implement the procedures throughout Project implementation.	PIU
ESS 9: FINANCIAL INTERMEDIARIES			
	This standard is not relevant as there are no financial intermediaries in the project.		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<b>STAKEHOLDER ENGAGEMENT FRAMEWORK PREPARATION AND IMPLEMENTATION</b>  Adopt and implement a Stakeholder Engagement Framework (SEF) 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 SEF shall be disclosed and adopted prior to Effective Date and shall thereafter be implemented throughout Project implementation.	PIU
10.2	<b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b>  Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10 and the Stakeholder Engagement Framework, 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.	Prepare, disclose, consult upon, and adopt the SEP in line with the SEF prior to the start of the Project activities, and thereafter implement the SEP throughout Project implementation.	PIU
10.3	<b>PROJECT GRIEVANCE MECHANISM</b>  Establish, publicize, maintain, and operate an accessible grievance mechanism, to	Establish the grievance mechanism, including a GM to facilitate the resolution of SEA/SH complaints and	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate, including for traditional communities and pastoralists, 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 and the SEF.</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. The GM shall also incorporate measures to address grievance procedures for traditional pastoralist communities as per consultations with traditional pastoralist communities.</p>	incidents prior to the start of the Project activities, and thereafter maintain and operate the mechanism throughout Project implementation.	
CAPACITY SUPPORT			
CS1	<p>Training for PIU staff, Project workers, including census enumerators on:</p> <ul style="list-style-type: none"> <li>• Stakeholder mapping and engagement</li> <li>• Environmental and social assessment and risk management, including overview of activities illegible for project financing</li> <li>• Emergency preparedness and response</li> <li>• Community health and safety, including SEA/SH and security risk management</li> <li>• World Bank ESF and ESSs</li> <li>• OHS/ ESMP Training for Contractors</li> <li>• Security Awareness and preparation/implementation of Security Management Plan</li> <li>• Road Safety (including road safety in insecure areas)</li> <li>• Handling of biological materials/specimen (if activities require)</li> <li>• SEA/SH risk mitigation and conducting consultations on SEA/SH</li> <li>• Cyber/Data Security and Data protection</li> <li>• Labor Management Procedures</li> <li>• Monitoring and implementing a GM (including SEA/SH GM process)</li> <li>• Addressing risks to vulnerable and disadvantaged groups in census activities/risks of exclusion</li> <li>• Inclusion of culturally appropriate questions in surveys/census for pastoralist communities</li> <li>• Managing the risks of unmanned aircraft operations in development projects (if relevant)</li> <li>• Managing risks to and inclusion of traditional communities such as nomadic/transhumance pastoralists</li> </ul>	From the first quarter following the Effective Date and throughout Project implementation.	PIU Contractors Project workers

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
CS2	Training for Project workers on occupational health and safety including on emergency prevention and preparedness and response arrangements to emergency situations, workers GM.	From the first quarter following the Effective Date and throughout Project implementation.	PIU Contractors Project workers