

**Republic of Djibouti/ Ministry of Social Affairs
and Solidarity
Social Protection Emergency Crisis Response
Project (P178988)**

**Draft for negotiations
ENVIRONMENTAL AND SOCIAL
COMMITMENT PLAN (ESCP)**

August 2022

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Djibouti (the Recipient) will implement the Social Protection Emergency Crisis Response Project (the Project), with the involvement of the Ministry of Social Protection and Solidarity (acronym "MASS" in French), as set out in the Financing Agreement. The International Development Association (Association), has agreed to provide financing (P178988) for the Project, as set out in the referred agreement(s).
2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association. The ESCP is a part of the Financing Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.
4. As agreed by the Association and the Recipient, 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 Ministry of Social Affairs and Solidarity and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the MASS. 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>	Semi-annual reports to the Association throughout Project implementation, commencing after the Effective Date. Submit each report to the no later than 30 days after the end of each reporting period.	MASS with implementing partner (MAEPERH)
B	<p>INCIDENTS AND ACCIDENTS</p> <p>1. 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>2. 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>1. Notify the Association no later than 48 hours after learning of the incident or accident.</p> <p>2. Provide subsequent report to the Association within a timeframe acceptable to the Association.</p>	MASS with implementing partner (MAEPERH)
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>	Submit the monthly reports to the Association upon request and as annexes to the reports to be submitted under action A above.	MASS with implementing partner (MAEPERH)
D	<p>NOTIFICATIONS RELATING TO DAAB COMPLIANCE REVIEW OF CONTRACTOR COMPLIANCE WITH SEA/SH PREVENTION AND RESPONSE OBLIGATIONS</p> <p>N/A</p>		
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Hire and maintain a team 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 an environmental and social focal point, a communication focal point and a grievance management focal point.</p>	Nominate an E&S focal point and hire the Environmental & Social Specialist prior to the start of any activity, and thereafter maintain these positions throughout Project implementation.	MASS with implementing partner (MAEPERH)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.2	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <ol style="list-style-type: none"> 1. Update and implement the Environmental and Social Management Framework (ESMF) that is currently being used under Locust Emergency Response Program (P173702) and disclosed on 17 December 2020,¹ consistent with the relevant ESSs. 2. Prepare, adopt and implement an Environmental and Social Management Plan (ESMP) for each subproject, consistent with the relevant ESSs. 3. Conduct environmental and social reviews (“E&S reviews”) as per ESS1 Annex 1 – A.5.(b) of the existing storage facilities that will be part of the project (to be completed before the start of the activities) as be part of the ESMF. 	<ol style="list-style-type: none"> 1. Update and disclose the ESMF within two months of project effectiveness, and thereafter implement throughout Project implementation. Any subsequent updates shall be submitted to the Association for approval. 2. Adopt and disclose the relevant site-specific instruments prior to the bidding process and prior to carrying out for the respective subproject that requires such instruments, and thereafter implement throughout Project implementation. 3. The E&S review conducted, and the recommended action are adopted under the ESMF. 	<p>MASS with implementing partner (MAEPERH)</p>
1.3	<p>MANAGEMENT OF CONTRACTORS</p> <ol style="list-style-type: none"> 1. Incorporate the relevant aspects of the ESMF and ESMP, 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. 	<ol style="list-style-type: none"> 1. As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation. 	<p>MASS with implementing partner (MAEPERH)</p>

¹ The link to the disclosed ESMF of P173702: <https://documents.worldbank.org/en/publication/documents-reports/documentdetail/506381608222847378/environmental-and-social-management-framework-esmf-emergency-locust-response-program-p173702>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>2. Develop, submit for approval, and implement the following procedures applicable to contractors, subcontractors and control firm: Contractor-ESMP (C-ESMP) – work site, Hygiene, Health, Safety and Environment Plan (HSEP), Environmental and Social Clauses, Codes of Conduct, Grievance Mechanism, Social Commitments on Child Labor and other elements provided for in the GBV/SEA-SH Action Plan included in ESMF</p>	<p>2. Apply these measures prior to commencement of relevant works and implement throughout the Project implementation period</p>	
1.4	<p>TECHNICAL ASSISTANCE</p> <p>Ensure that the consultancies, studies (including feasibility studies), capacity building, training, and any other technical assistance activities under the Project, including, inter alia, Environmental and Social Impact Assessment, Environmental and Social Management Plan, are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	<p>Throughout Project implementation.</p>	<p>MASS with implementing partner (MAEPERH)</p>
1.5	<p>CONTINGENT EMERGENCY RESPONSE FINANCING</p> <p>Not applicable</p>		
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>1. Update and implement the Labor Management Procedures (LMP) that are currently being used under Locust Emergency Response Program (P173702) and disclosed on 17 December 2020². The LMP will include, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for technical assistance and consultants.</p> <p>2. Ensure the signing of contracts, including the code of conduct, with all direct workers, contracted workers and primary supplier workers consistent with the LMP.</p>	<p>1. Update the LMP within two months of project effectiveness and thereafter implement throughout Project implementation.</p> <p>2. Prior engaging any Project workers. Before the start of Project staff service and thereafter maintain throughout the Project implementation.</p>	<p>MASS with implementing partner (MAEPERH)</p>

² Link to the LMP of the P173702: <https://documents.worldbank.org/en/publication/documents-reports/documentdetail/319831608222815734/labor-management-procedures-emergency-locust-response-program-p173702>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS 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.	MASS with implementing partner (MAEPERH)
	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES Develop and implement occupational health and safety plan as part of the ESMF to address the project level occupational health and safety risks during the supply, construction and operation of the project.</p>	To be developed as part of the ESMF no later than two months after the Effective Date, before the start of relevant project activities and thereafter implement the ESMF throughout project implementation	MASS with implementing partner (MAEPERH)
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN Adopt and implement a Waste Management Plan (WMP) as part of the updated ESMF under point 1.2 above, to manage hazardous and non-hazardous wastes, consistent with ESS3</p>	Adopt the WMP as part of the ESMF prior to appraisal and thereafter implement the WMP throughout Project implementation (same timeline as the ESMF described in 1.2)	MASS with implementing partner (MAEPERH)
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures in the ESMF to be prepared under action 1.2 above.</p>	Same timeframe as for the adoption and implementation of the ESMF	MASS with implementing partner (MAEPERH)
3.3	<p>RATIONAL MANAGEMENT OF WATER RESOURCES Incorporate specific water efficiency measures and specific water resources management to be used for irrigation in accordance with the principles of integrated resource water management the ESMF to be prepared under action 1.2 above</p>	Same timeframe as for the adoption and implementation of the ESMF	MASS with implementing partner (MAEPERH)
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY Incorporate measures to manage traffic and road safety risks as required in the updated ESMF to be prepared under action 1.2 above.</p>	Same timeframe as for the adoption and implementation of the ESMF	MASS with implementing partner (MAEPERH)
4.2	<p>COMMUNITY HEALTH AND SAFETY Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia behavior of Project workers, risks of COVID-19 propagation, risks associated with disposing of infectious waste, and include mitigation measures in the ESMPs to be prepared in accordance with the updated ESMF.</p>	Same timeframe as for the adoption and implementation of the ESMF (Same timeline as the ESMF described in 1.2)	MASS with implementing partner (MAEPERH)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.3	<p>SEA AND SH RISKS</p> <p>Adopt and implement a SEA/SH mitigation measure as part of the updated ESMF.</p>	Same timeframe as for the adoption and implementation of the ESMF (Same timeline as the ESMF described in 1.2)	MASS with implementing partner (MAEPERH)
	<p>DAM SAFETY</p> <p>1. Engage experienced and competent professionals for the supervision of the rehabilitation of dams, and adopt and implement dam safety measures during the bid tendering, operation, and maintenance of the dam and associated works³.</p> <p>2. Prepare, Adopt and implement the following Dam Safety Plans as part of the Project Small Dam Safety and management manual: (i) a plan for construction supervision and quality assurance; (ii) an instrumentation plan; (iii) an operation and maintenance plan; and (iv) an emergency preparedness plan.</p>	<p>1. Prior to bidding process launching</p> <p>2. Adopt prior to bidding process launching.</p>	MASS with implementing partner (MAEPERH)
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
	<p>RESETTLEMENT POLICY FRAMEWORK</p> <p>N/A. All civil works will be screened for land acquisition and economic/physical resettlement impacts. Any civil works leading to such impacts will be excluded from project financing.</p>		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
	<p>REQUIREMENTS FOR PRIMARY SUPPLIERS</p> <p>Cause primary suppliers to clarify the source of wheat and declare that it has not been produced from areas where significant degradation of natural habitats took place</p>	Prior to the bidding process, and throughout the project implementation	MASS
	As per the Component 2: for reforestation for pasture, Adopt and implement measures to manage biodiversity such as invasive species as part of the ESMF, and consistent with ESS6.	Same timeframe as for the adoption and implementation of the ESMF, and thereafter implement the ESMF throughout Project implementation	MASS with implementing partner (MAEPERH)
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
	N/A		

³ Only the renovations of existing dams will be considered. The project will not finance the construction of new dams.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 8: CULTURAL HERITAGE			
	<p>CHANCE FINDS Chance finds procedures, will be included in the site-specific ESMPs as part of the point 1.2 above.</p>	<p>Same timeframe as for the adoption and implementation of the ESMF and site-specific ESMPs. Describe the chance find procedures in the ESMF and subsequently ESMP prior to the start of construction/rehabilitation activities. Implement the procedures throughout Project implementation.</p>	<p>MASS with implementing partner (MAEPERH)</p>
ESS 9: FINANCIAL INTERMEDIARIES			
	N/A		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>1. Adopt and implement a preliminary 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> <p>2. Update the Preliminary SEP with feedback from consultations with communities.</p>	<p>1. Adopt the preliminary SEP prior to project appraisal and thereafter implement the SEP throughout Project implementation.</p> <p>2. The preliminary SEP shall be updated no later than two months after the Effective Date and prior to the start of project activities, and thereafter implement the SEP throughout Project implementation.</p>	<p>MASS with implementing partner (MAEPERH)</p>
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>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 is already operational and will be maintained throughout Project implementation.</p>	<p>MASS with implementing partner (MAEPERH)</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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.		
CAPACITY SUPPORT			
CS1	<p>Training provided for PIU and project staff :</p> <ul style="list-style-type: none"> • Stakeholder mapping and engagement • Train/provide refreshers to concerned staff on the operation of the grievance mechanism • on COVID-19 awareness measures, the code of conduct and SEA/HS mitigation measures • Specific aspects of environmental and social assessment • Development, implementation, monitoring and reporting in accordance with the LMP (as part of the ESMF) 	Before the start of the activities and, as needed, during the implementation of the Project	MASS with implementing partner (MAEPERH)
CS2	<p>Training shall be provided to contractors and sub-contractors on:</p> <ul style="list-style-type: none"> • Introduction to the ESF, ESS and World Bank Group EHS Guidelines • Implementation of ESMPs, including: <ul style="list-style-type: none"> - Health and safety of workers and communities - GBV awareness, control and prevention - Emergency preparedness and response - Grievance mechanism - Development, implementation, monitoring and reporting in accordance with the LMP (as part of the ESMF) - Awareness on measures against the spread and control of Covid-19 • Occupational health and safety including on : <ul style="list-style-type: none"> - Emergency prevention and preparedness - Response arrangements to emergency situations 	Before the start of the activities, as soon as the work company notification	MASS with implementing partner (MAEPERH)
CS3	<p>Training shall be provided to other stakeholder staff and communities on:</p> <ul style="list-style-type: none"> • Grievance mechanism • Community health and safety • GBV awareness, control and prevention • SEP Implementation 	Before the start of the activities and, as needed, during the implementation of the Project	MASS with implementing partner (MAEPERH)