

Federal Democratic Republic of Ethiopia

**ADDITIONAL FINANCING TO GEQIP-E (P170943)
ENVIRONMENTAL and SOCIAL
COMMITMENT PLAN (ESCP)**

November 2020

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Federal Democratic of Republic of Ethiopia (the **Recipient**) shall implement the Additional Financing to GEQIP-E (P170943) (the **Program**), with the involvement of the Ministry of Education. The International Development Association (the **Association**) has agreed to provide financing for the Program.
2. The Recipient shall implement material measures and actions so that the Program is implemented in accordance with the Environmental and Social Standards (**ESSs**). This Environmental and Social Commitment Plan (**ESCP**) sets out material measures and actions, any specific documents or plans, as well as the timing for each of these.
3. The Recipient shall also comply with the provisions of any other E&S documents required under the ESF and referred to in this ESCP and the timelines specified in those documents.
4. The Recipient is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Ministry referenced in 1. above.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Association by the Recipient as required by the ESCP and the conditions of the legal agreement, and the Association shall monitor and assess progress and completion of the material measures and actions throughout implementation of the Program.
6. As agreed by the Association and the Recipient, this ESCP may be revised from time to time during Program implementation, to reflect adaptive management of Program changes and unforeseen circumstances or in response to assessment of Program performance conducted under the ESCP itself. In such circumstances, the Recipient, through such delegates as it may designate, shall agree to the changes with the Association and shall update the ESCP to reflect such changes. Agreement on changes to the ESCP shall be documented through the exchange of letters signed between the Association and the Recipient. The Recipient shall promptly disclose the updated ESCP.
7. Where Program changes, unforeseen circumstances, or Program performance result in changes to the risks and impacts during Program implementation, the Recipient shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts.

THE WORLD BANK - ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP) FOR ADDITIONAL FINANCING TO GEQIP-E (P170943)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
MONITORING AND REPORTING			
A	REGULAR REPORTING: Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety performance of the Program, including but not limited to implementation of this ESCP and stakeholder engagement activities	Quarterly throughout the Program implementation period	Ministry of Education
B	Promptly notify the Association of any incident or accident related to the Program which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers Prepare and provide the Association a root-cause analysis of such incidents or accidents, including measures to prevent recurrence	Notification within 48 hrs. of becoming aware of the incident or accident Root-cause analysis to be provided within fifteen days of becoming aware of the incident or accident.	Ministry of Education
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	ORGANIZATIONAL STRUCTURE: Establish and maintain a functioning environmental and social risk management structure with qualified safeguards staff (one environmental and one social specialists) at the Federal and Regional levels and resources to support management of ESHS aspects of the Program including any risks and impacts of the Program, particularly as counterpart resources to support the technical environmental and social components of the Program	Throughout the Program implementation period. The safeguards staff should be assigned or recruited soon after the Program effectiveness	Ministry of Education
1.2	Assign or hire qualified environmental and social risk management specialists so that all TA activities financed by the Program consider all relevant social and environment issues as required by the ESSs and in accordance with the terms of reference agreed with the Association.	As soon as possible after Program effectiveness of the Project and in any event before disbursement of the Program funds to the Regional States	Ministry of Education

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.3	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT/MANAGEMENT PLANS AND INSTRUMENTS/ CONTRACTORS</p> <p>The Recipient shall prepare and agree with the Association on the terms of reference for all TA activities to ensure that they comply with the ESSs, including, inter alia:</p> <ul style="list-style-type: none"> (a) For IPF Components 1 and 2: ensure that the activities are designed and implemented in a manner that ensures that: i) projects and activities are prepared and managed with full engagement with stakeholders, and ii) individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable have access to the development benefits resulting from these Components. (b) For IPF Subcomponent 3.3, ensure that feasibility assessment of school facilities and national standards for the design, siting and construction of schools are consistent with the ESSs. (c) Verify that the AF activities are carried out in accordance with the terms of the TOR as agreed with the Association 	<p>For (a), (b), and (c), throughout Program implementation.</p> <p>For (b), prior to request for proposals for the TA activities & hiring of workers.</p>	Ministry of Education

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.4	<p>SCREENING AND EXCLUSIONS: Include in the TOR in action 1.3 above the development of screening methodologies and criteria to identify and address E&S risks and impacts according to the ESF mitigation hierarchy and activities are consistent with the ESSs, including to anticipate and avoid E&S risks and impacts to the extent possible, or otherwise minimize and mitigate them and compensate or offset any residual impacts.</p>	As part to the TOR included in action 1.3. above.	Ministry of Education
1.5	<p>SOCIAL ASSESSMENT AND STAKEHOLDER ENGAGEMENT</p> <p>Ensure that that the individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable have access to the development benefits resulting from activities implemented by the TA.</p>	As part to the TOR included in action 1.3. above.	As part to the TOR included in action 1.3. above.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	Relevant aspects of this standard shall be considered, as needed, under action 1.3 above.	Throughout Program implementation.	Ministry of Education
2.2	Prepare a Labor Management Procedure for the Consulting firms and workers under the TA setting out the way in which the different types of workers across Program components will be managed in accordance with the requirements of national law and ESS2.	Before the engagement of Program workers in Program activities	Ministry of Education
2.3	Implement the Labor Management Procedure	Throughout Program implementation	Ministry of Education
2.4	Establish a grievance mechanism to address worker grievances in accordance with ESS2. Implement the mechanism	Before commencement of Program activities. Throughout Program implementation	Ministry of Education
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	This standard is not applicable for the IPF component of the Program as the TA activities are not anticipated to generate any pollutant or will not lead to an increase in consumption of resources		
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	Relevant aspects of this standard shall be considered, as needed, under action 1.3 above, including, inter alia, measures to: minimize the potential for community exposure to communicable diseases; manage the risks of the use of security personnel; manage the risks of labor influx; and prevent and respond to sexual exploitation and abuse, and sexual harassment.	Throughout Program implementation.	Ministry of Education

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
4.2	Ensure that all Program workers sign a code of conduct on covering inter alia, respectful treatment of all community members and prohibitions of and sanctions against SEA/GBV, accordance with ESS4.	Prior to hiring of workers	Ministry of Education
4.3	Implement infectious disease (including COVID 19) protection protocols for workers and communities	Throughout Program implementation	Ministry of Education
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	The IPF component of the program will not involve in any construction activities/civil works and thus ESS5 in reference to permanent resettlement or land acquisition is not considered relevant and therefore, this standard is not relevant for the IPF component of the program.	Throughout Program implementation.	Ministry of Education
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	This standard is not relevant for the IPF component of the Program are not anticipated to cause any harm to biodiversity or living natural resources.		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	The relevant aspects of ESS7 for the activities of the AF shall be included in actions 1.3, 1.5, 10.1 of this ESCP.	Throughout Program implementation.	Ministry of Education
7.2	Under action 1.3 above, include guidance on how to screen for the presence of, and assess and manage impacts on, IPSSHUTLC, in accordance with ESS7.	Throughout Program implementation.	Ministry of Education
ESS 8: CULTURAL HERITAGE			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	Relevant aspects of this standard shall be considered under action 1.3 above, including chance find procedures, in accordance with ESS8.	Throughout Program implementation.	Ministry of Education
ESS 9: FINANCIAL INTERMEDIARIES			
	Not relevant		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE: The Program shall implement the Stakeholder Engagement Plan (SEP) consistent with ESS10, ensuring culturally appropriate and inclusive engagement.</p> <p>The SEP may be amended and updated (and redisclosed) as needed during Program implementation.</p>	Throughout Program implementation.	Ministry of Education
10.2	<p>GRIEVANCE MECHANISM: Accessible grievance arrangements shall be made publicly available to receive and facilitate resolution of concerns and grievances in relation to the Program, consistent with ESS10, in a manner acceptable to the Association a) through existing Ministry of Education mechanisms and b) through a dedicated mechanism.</p>	Grievance mechanism to be operational within 30 days of Program effectiveness, and maintained throughout Program implementation	Ministry of Education
CAPACITY SUPPORT (TRAINING)			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>Training topics for personnel involved in Program implementation shall include, among other topics:</p> <ul style="list-style-type: none"> • Preparation of ESIA, ESMPs • Grievance redress mechanisms • Community engagement • Community health and safety • Prevention and response to gender-based violence including sexual exploitation and abuse and sexual harassment • Labor management, including Occupational Health and Safety measures and COVID-19 protocols • Preparation and implementation of Social Assessment • Preparation and implementation of RAP and 	<p>Program personnel to be trained on relevant areas within 30 days of joining the Program and to be subject to refreshers and updates throughout Program implementation.</p>	<p>Ministry of Education</p>