

**The Republic of Chad**  
**Ministry of Petroleum and Energy / *Société Nationale***  
***d'Electricité (SNE)***

**Regional Emergency Solar Power Intervention**  
**(P179267)**

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

**Draft**

**31 October 2022**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Chad (the Recipient) will implement the Regional Emergency Solar Power Intervention Project (P179267) (the Project), with the involvement of the Ministry of Petroleum and Energy (MPE) and the Société Nationale d'Electricité (SNE) as Project Implementing Unit (PIU), and with the involvement of the following Ministries: the Ministry of Economy, Development Planning, and International Cooperation; Ministry of Land Affairs, Housing Development, and Urban Planning; Ministry of Environment, Fisheries, and Sustainable Development; and Ministry of Women, Family, and Child Protection. The International Development Association (*hereinafter the Association*) has agreed to provide financing for the Project, has agreed to provide financing 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 Project Implementing Entity, and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient, Directeur Général of SNE. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<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>	<p>Every trimester, starting not later than 90 days after the Effective Date.</p> <p>Submit quarterly reports to the Association throughout Project implementation, commencing 90 days after the Effective Date. Submit each report to the Association no later than 14 days after the end of each reporting period.</p>	SNE Project Implementation Unit (PIU)
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 [specify other examples of incidents and accidents, as appropriate for the type of operation]. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.</p> <p>Subsequently, at the Association's request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Association no later than 48 hours after learning of the incident or accident, and within 24 hours in case of a fatality or SEA/SH.</p> <p>Provide 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.	Contractors  PIU
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>1.1 <b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain a project implementing unit (PIU) with qualified staff and resources to support management of ESHS risks and impacts of the Project. Existing SNE PIU of the Cameroon-Chad Interconnection Project (CCPIP) (P168185) Project shall oversee managing E&amp;S risks. In addition to the existing environmental and social specialists, the SNE PIU shall recruit additional staff to strengthen its capacity, namely an Occupational Health and Safety (OHS) specialist, and a GBV specialist, all with experience and qualifications acceptable to the Association.</p>	<p>The existing PIU will appoint one (1) environmental specialist, one (1) social specialist, and 1 SEA/SH specialist from the current PIU who will be in place by Effective Date.</p> <p>In addition, the PIU shall hire additional one (1) international OHS and one (1) GBV specialist no later than 60 days of Effective Date.</p> <p>This structure shall be maintained throughout project implementation.</p>	<p>PIU</p>
<p>1.2 <b>MANAGEMENT TOOLS AND INSTRUMENTS</b></p> <ul style="list-style-type: none"> <li>a. Adopt and implement an Environmental and Social Impact Assessment (ESIA), and corresponding Environmental and Social Management Plan (ESMP) for [infrastructure/works at the Newton and Lungu sites for which the ESIA/ESMP is required, consistent with the relevant ESSs. Labor Management Procedures and Sexual Exploitation and Abuse and Sexual Harassment Action Plan shall be adopted as annexes to the ESIA/ESMP.</li> <li>b. Cause contractors to adopt and implement Contractor Environmental and Social Management Plan (C-ESMP).</li> <li>c. Secure relevant environmental and social permits for all new construction under the Project.</li> </ul>	<ul style="list-style-type: none"> <li>a. Adopt the ESIA and ESMP prior to initiation of construction activities, and thereafter implement the ESIA and ESMP throughout Project implementation</li> <li>b. Adopt the contractor ESMP prior to the carrying out of subproject that requires the adoption of such C- ESMP. Once adopted, implement the respective C-ESMP throughout Project implementation</li> <li>c. Secure relevant environmental and social permits prior to initiation of civil works.</li> </ul>	<p>PIU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
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>	<p>PIU</p> <p>Contractors</p>
1.5	<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, including, inter alia, the environmental and social instruments to be supported under the TA are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	<p>Throughout Project implementation.</p>	<p>PIU</p>
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Adopt and implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p>	<p>The LMP shall be prepared no later than 60 days after project effectiveness and before any start of activities.</p> <p>Adopt the LMP no later than 60 days after the Effective Date, and thereafter implement the LMP throughout Project implementation.</p>	<p>PIU</p>
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	<p>Grievance mechanism for project workers shall be operational prior to engaging Project workers and maintained throughout Project implementation.</p>	<p>PIU</p>
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
3.1	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT:</b></p> <p>Adopt and implement a Waste Management Plan (WMP), to manage hazardous and non-hazardous wastes, consistent with ESS3.</p>	Adopt the WMP as part of the ESIA/ESMP under section 1.2, and thereafter implement the WMP throughout Project implementation.	PIU Contractors
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under action 1.2 above.</p>	Same timeframe as for the adoption and implementation of the ESMP.	
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY:</b></p> <p>Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under action 1.2 above.</p>	<i>Same timeframe as for the preparation and implementation of the ESMPs.</i>	PIU Contractors
4.2	<p><b>COMMUNITY HEALTH AND SAFETY:</b></p> <p>Assess and manage specific risks and impacts to the community arising from Project activities including any areas of risks that may require emphasis, e.g., behavior of Project workers, risks of labor influx, response to emergency situations, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.</p>	<i>Same timeframe as for the preparation and implementation of the ESMPs.</i>	PIU Contractors
4.3	<p><b>GBV AND SEA/SH RISKS:</b></p> <p>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.</p>	<i>Same timeframe for adoption and implementation as the ESIA/ESMP under Section 1.2</i>	PIU Contractors
4.4	<p><b>SECURITY RISK MANAGEMENT AND INVOLVEMENT OF SECURITY PERSONNEL:</b></p> <p>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, in the Security Management Plan as needed, and in the ESMP, 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.</p>	Prior to engaging security personnel and thereafter implemented throughout Project implementation.	PIU Contractors

<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p><b>RESETTLEMENT ACTION PLAN:</b></p> <p>Adopt and implement a resettlement action plan (RAP) for each activity which requires a RAP under the Project and is consistent with ESS5.</p>	<p><i>Adopt and implement the RAP prior to the implementation of any project activity that might involve land acquisition and involuntary resettlement.</i></p>	<p>PIU Contractors</p>
5.2	<p><b>GRIEVANCE MECHANISM</b></p> <p>The grievance mechanism (GM) to address resettlement related complaints should be described in the RAPs and SEP.</p>	<p><i>The GM that is prepared for the SEP (that shall integrate resettlement issues) shall be operational prior to commencement of resettlement activities and shall be operational no later than 90 days after Effective Date, the same timeframe as action 10.2.</i></p>	<p>PIU Contractors</p>
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS:</b></p> <p>Relevant biodiversity risks and impacts shall be assessed during the preparation of the site-specific ESIA, including the need whether to include a biodiversity management plan in the ESIA/ESMPs.</p> <p>If needed, based on the result of such assessment, prepare, consult, adopt, disclose, and implement biodiversity management plans as per the ESIA and ESMPs.</p>	<p><i>Same timeframe for adoption and implementation as ESIA/ESMPs under Section 1.2 and thereafter throughout Project implementation.</i></p>	<p>PIU Contractors</p>
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
	Not applicable		
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<p><b>CULTURAL HERITAGE RISKS AND IMPACTS</b></p> <p>Assess cultural heritage risks as part of the ESIA/ESMP, in accordance with the guidelines of the ESIA prepared for the Project, and consistent with ESS8.</p>	<p><i>Same timeframe for adoption and implementation as the ESIA/ESMPs</i></p>	<p>PIU</p>

8.2	<p><b>CHANCE FINDS:</b> Prepare, adopt, and implement the chance finds procedure described in the ESIA developed for the Project.</p> <p>Provisions on chance finds shall be included in all contracts even where the likelihood of chance finds is very low.</p>	<p><i>Same timeframe for adoption and implementation as the ESIA under Section 1.2.</i></p>	<p>PIU Contractors</p>
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**ESS 9: FINANCIAL INTERMEDIARIES**

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**ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE**

10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN</b> Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.</p>	<p>Adopt a draft SEP prior to Appraisal. Update the SEP no later than 90 days after Project Effective Date and thereafter implement the SEP throughout Project implementation.]</p>	<p>PIU Contractors</p>
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10.2	<p><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, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>	<p>Grievance mechanism shall be established and operational Prior to starting activities and maintained throughout Project implementation.</p> <p>Establish the grievance mechanism no later than 90 days after Effective Date, and thereafter maintain and operate the mechanism throughout Project implementation.</p>	<p>PIU Contractors</p>
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**CAPACITY SUPPORT (TRAINING)**



RC1	<p>ESS 5: land acquisition, restrictions of land use, and involuntary resettlement, census and consultation Contents of the ESCP</p>	Before the start of Project activities and periodically throughout Project implementation	Staff of PIU
RC2	<p>Environmental and social management module, design and implementation of the module by integrating at least the following aspects:</p> <ul style="list-style-type: none"> <li>- Selection process and environmental and social classification of sub-projects</li> <li>- Good knowledge of the procedures for organizing and carrying out ESIA's,</li> <li>- Environmental policies, procedures, ESSs and relevant legislation in Chad</li> <li>- knowledge of the process for monitoring the implementation of ESIA's and RAPS</li> </ul>	Before the start of Project activities and periodically throughout Project implementation	Regional technical service departments, PIU staff, local NGOs, technical experts
RC3	<p>Occupational health and safety module:</p> <ul style="list-style-type: none"> <li>- Personal protective equipment</li> <li>- Risk management in the workplace</li> <li>- Prevention of occupational accidents</li> <li>- Health and safety rules</li> <li>- Solid and liquid waste management</li> </ul> <p>Preparation and response to emergency situations</p>	Before the start of Project activities and periodically	Departmental technical services, PIU staff, local associations
RC4	<p>Employment and working conditions module:</p> <ul style="list-style-type: none"> <li>• Terms and conditions of employment in application of ESS2</li> <li>• Codes of conduct for suppliers / service providers and subcontractors</li> <li>• Workers' organizations</li> <li>• Rules relating to the prohibition of SEA / SH and the penalties incurred in the event of violation of code of conduct for suppliers, service providers and sub-contractors</li> </ul> <p>Rules on child labor and minimum age of employment for children</p>	Before the start of Project activities and periodically	Departmental technical services, PIU staff, local associations

RC5	<p>Module on the Grievance Mechanism and Stakeholder Engagement:</p> <ul style="list-style-type: none"> <li>- Registration and processing procedure</li> <li>- Complaint resolution procedure, including SEA/SH complaint procedures</li> </ul> <p>Referral protocol for the care of GBV survivors and survivor-centered approach.</p> <ul style="list-style-type: none"> <li>- Documentation and handling of complaints</li> </ul> <p>Use of the procedure by the various stakeholders</p>	Before the start of Project activities and periodically	Administrative authorities, departmental technical services, PIU staff, E&S experts, local associations, civil society, NGOs
RC 6	<p>SEA/SH Risk Management and Mitigation Module:</p> <ul style="list-style-type: none"> <li>- Awareness and measures to prevent and mitigate the risks of SEA/SH Themes, activities and target audiences will be defined in the SEA/SH prevention and response action plan</li> </ul>	Before the start of Project activities and periodically	Departmental technical services, PIU staff, local associations
RC 8	<p>Module Managing security security risks</p> <p>Module on managing solid and liquid waste</p> <p>-</p>	Before the start of Project activities and periodically	Affected populations, women, PIU social specialists, local associations, civil society, NGOs