

The Republic of Chad

Ministry of Economic Prospects and International Cooperation (MEPIC)

Sub-Saharan Women's Empowerment and Demographic Dividend Plus Project (SWEDD+) P176693

Negotiated Version

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

August 17, 2023

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Chad (the Recipient) through the Ministry of Economic Prospects and International Cooperation, shall implement the Sub-Saharan Women's Empowerment and Demographic Dividend Plus Project (SWEDD+) (the Project), with the involvement of the Ministry of National Education and Civic Promotion (MNECP), Ministry of Women and Family and Child Protection (MWFCP), Ministry of Public Health and Prevention (MPHP), and Ministry of Youth, Sports, Leisure and Entrepreneurial Leadership (MYSLEL), as set out in the Financing Agreement. 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 agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient through 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 Secretary General of the Ministry of Economic Prospects and International Cooperation. 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 including cases of sexual exploitation and abuse, sexual harassment (SEA/SH) and child abuse.</p>	<p>Submit quarterly reports to the Association throughout Project implementation, commencing three months after the Effective Date. Submit each report to the Association no later than 14 days after the end of each reporting period.</p>	<p>The PIU in the Ministry of Economic Prospects and International Cooperation (MEPIC)</p>
B	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury. Provide sufficient detail regarding the 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. Any notification of a SEA/SH incident will follow an information sharing protocol to respect the privacy, confidentiality and security of the survivor.</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 incident.</p> <p>Provide subsequent reports to the Association within a timeframe acceptable to the Association.</p>	<p>PMU</p>
C	<p>CONTRACTORS’ MONTHLY REPORTS</p> <p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.</p>	<p>Submit the monthly reports to the Association upon request.</p>	<p>PMU</p>
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>1.1 ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain a Project Management Unit with qualified staff and sufficient resources to support the management of the Project's EHSR risks and impacts, including a social specialist, a gender-based violence specialist and an environmental specialist. The terms of reference (ToR) and qualifications of these three specialists will be submitted to the Association for non-objection.</p> <p>Additional specific expertise in environmental, social, health or security risk management will be recruited as required. The terms of reference for the recruitment of specialists shall be acceptable to the Association.</p>	<p>Recruit the social specialist, gender-based violence specialist and environmental specialist no later than three months after the Effective Date, and maintain these positions throughout project implementation..</p> <p>Additional specialists, such as an environmental specialist, a social specialist and a safety risk management specialist, will be hired on as needed.</p>	<p>Ministry of Economic Prospects and International Cooperation (MEPIC)</p>
<p>1.2 ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <ol style="list-style-type: none"> 1. Prepare, consult on, disclose, adopt and implement an Environmental and Social Management Plan (ESMP) for the part of the Project for which the ESMP is required, consistent with the relevant ESSs. 2. Prepare, consult on, disclose, adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs. 3. If activities warrant, ensure contractors 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. 4. Consult upon and contribute to the preparation the Regional Strategic and Social Assessment (R-SSA) for activities under component 3 which will be led by the Economic Community of West African States (ECOWAS) and the Economic Community of Central African States (ECCAS). The TOR for the R-SSA shall be subject to the Association's no objection. 	<ol style="list-style-type: none"> 1. Prepare, consult on, disclose, adopt the ESMP prior to the start of project activities, and thereafter implement the ESMP throughout Project implementation. 2. The ESMF was disclosed on 12 July 2023 and shall thereafter be implemented throughout Project implementation. 3. Adopt the contractor-ESMP before carrying out of Project activity that requires the adoption of such ESMP. Once adopted, implement the respective ESMP throughout Project implementation. 4. Prior the start of technical assistance activities under component 3 and shall thereafter be implemented throughout Project implementation. 	<p>PMU Contractors</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.3	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and make sure subcontractors will 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>	PMU Contractors
1.4	<p>TECHNICAL ASSISTANCE</p> <p>Ensure that the consultancies, studies, capacity building (including activities under component 3), training, and any other technical assistance activities under the Project, including, inter alia, social assessments related to policy reform or awareness raising, workshops and related events around supporting regional good practices around strengthening of national legal and policy frameworks, knowledge generation and exchange activities under component 3, are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs and the Regional-SSA. Thereafter ensure that the outputs of such activities comply with the terms of reference and Regional-SSA.</p>	Throughout Project implementation.	PMU
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Prepare, consult on, disclose, 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>Provision of skills training (including livelihood skills), and pathways back into education (re-entry into school), or income generating activities for eligible out-of-school adolescent girls shall be supported pursuant to minimum employment age requirements and health and safety requirements as per ESS2, under the local labor and employment laws, and in line with the LMP.</p>	The LMP was disclosed on 12 July 2023 and shall thereafter be implemented throughout Project implementation.	PMU
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance mechanism (GM) 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.	PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN Procedures relating to the waste management including hazardous waste and biomedical waste, if applicable, will be included in the ESMF. To manage medical waste the Project will work closely with the Bank's Health System Performance Strengthening Project (HSPSP) (P172504) to implement the existing medical waste management plan.	Apply the waste management procedures as described in the ESMF and HSPSP medical waste plan throughout Project implementation.	PMU
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under action 1.2 above.	Same timeframe as action 1.2	PMU
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under action 1.2 above.	Same timeframe as for the adoption and implementation of the ESMP.	PMU
4.2	COMMUNITY HEALTH AND SAFETY Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, the behavior of Project workers, risks of labor influx, response to emergency situations, the spread of communicable disease, sexual exploitation and abuse/sexual harassment (SEA/SH), and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.	Same timeframe as for the adoption and implementation of the ESMPs.	PMU
4.3	SEA AND SH RISKS Prepare, consult on, disclose, 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 as part of the ESMP and shall thereafter be implemented throughout Project implementation.	PMU
4.4	SECURITY MANAGEMENT Assess and manage the risks and effects that Project activities could have on local populations. To do this, the Project will include a security risk assessment in the Environmental and Social Management Framework (ESMF). Prepare a security management plan (SMP) pursuant to the ESMF and ESS4 as an annex to the ESMP. The Terms of Reference for the SMP shall be subject to no objection by the Association.	The ESMF was disclosed on July 12, 2023. The Security Management Plan shall be prepared no later than two months after Project Effective Date and shall be implemented throughout Project implementation.	PMU
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
	This standard is not relevant as this project is not expected to require any land acquisition nor cause any physical or economic displacement. Any activity leading to physical or economic displacement will not be eligible for Bank financing.		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	This standard is not relevant. The proposed project will not finance any activity that would impact biodiversity and/or living natural resources.		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
	This standard is not currently relevant as the project is not being implemented in areas where Indigenous Peoples/Sub-Saharan Historically Underserved Traditional Local Communities are present or in areas to which they have a collective attachment.		
ESS 8: CULTURAL HERITAGE			
	This standard is not relevant as there are no physical works in the project.		
ESS 9: FINANCIAL INTERMEDIARIES			
	Not relevant as there are no financial intermediaries in the project		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Prepare, consult on, disclose, 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>The SEP was disclosed on 12 July 2023 and thereafter implement the SEP throughout Project implementation.</p> <p>Revise the SEP within one month of Effective Date to include the table of consultation comments in Annex 9.</p>	PMU
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>Establish, publicize, maintain, and operate an accessible grievance mechanism (GM), to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</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>Any project related grievances prior to the operationalization of the project level GM, will be handled by the PIU and will make available and publicize multiple channels for stakeholders to submit grievances and questions.</p>	<p>Establish the grievance mechanism, including the GM to address SEA/SH incidents, no later than three months after Project Effective Date, and thereafter maintain and operate the mechanism throughout Project implementation.</p>	PMU
CAPACITY SUPPORT			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
CS1	<p>Conduct training for PMU staff, stakeholders, communities, Project workers on, but not limited to:</p> <ul style="list-style-type: none"> • Stakeholder mapping and engagement • Specific aspects of environmental and social assessment • Emergency preparedness, response, and reporting • Community health and safety • SEA/SH risks and management • Exclusion risks, especially for vulnerable and disadvantaged groups • Grievance management and monitoring • Reporting and monitoring • Monitoring and preparation of ESMP • Labor risks and management, including labor GM, Codes of Conduct • Culturally appropriate livelihoods • Handling/disposing of medical waste • Assessing environmental and social impacts of policy reform (under component 3 activities) 	Training to start within the first quarter of project Effective Date	PMU Project workers
CS2	Conduct training for Project workers on occupational health and safety including on emergency prevention and preparedness and response arrangements to emergency situations.	Training to start within the first quarter of project Effective Date	PMU Project workers