

**Federal Democratic Republic of Ethiopia**



**Ministry of Water and Energy  
And  
Ministry of Irrigation and Livelihood Development**

**ETHIOPIA - HORN OF AFRICA - GROUNDWATER FOR RESILIENCE PROJECT  
(P174867)**

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

**February, 2022  
Addis Ababa**

## Acronyms

<b>BoWSA</b>	Bureau of Women and Labor Affairs
<b>C-ESMP</b>	Construction-Environmental and Social Management Plan
<b>CHS</b>	Community Health and Safety
<b>CS</b>	Capacity Support
<b>EPA</b>	Environmental Protection Authority
<b>E &amp; S</b>	Environmental and Social
<b>ESCP</b>	Environmental and social commitment plan
<b>ESF</b>	Environmental and Social Framework
<b>ESHS</b>	Environmental, social, health and safety
<b>ESIA</b>	Environmental and social Impact Assessment
<b>ESMF</b>	Environmental and Social Management Framework
<b>ESMP</b>	Environmental and Social Management Plan
<b>ESS</b>	Environmental and Social Standard
<b>GBV</b>	Gender based violence
<b>GRM</b>	Grievance Redress mechanism
<b>IDPD</b>	Irrigation Development Project Division
<b>LMP</b>	Labor Management Procedure
<b>MoILD</b>	Ministry of Irrigation and Lowland Development
<b>MoWE</b>	Ministry of Water and Energy
<b>MoWSA</b>	Ministry of Women and Social Affairs
<b>OHS</b>	Occupational Health and Safety
<b>PIT</b>	Project Implementation Team
<b>PMCU</b>	Project Management and Coordination Unit
<b>PMP</b>	Pest Management Plan
<b>RF</b>	Resettlement Framework
<b>RP</b>	Resettlement Plan
<b>SA</b>	Social Assessment
<b>SDP</b>	Social Development Plan
<b>SEA</b>	Sexual Exploitation and Abuse
<b>SEP</b>	Stakeholders Engagement Plan
<b>WHO</b>	World Health Organization
<b>WRMD</b>	Water Resource Management Division
<b>WSSD</b>	Water Supply and Sanitation Division

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Federal Democratic Republic of Ethiopia (hereinafter the **Borrower**) will implement the Ethiopia Component of the Horn of Africa - Groundwater for Resilience Project (P174867) **through** The Ministry of Water and Energy (MoWE) with the involvement of Water Resource Management Division (WRMD), Water Supply and Sanitation Division (WSSD) and Ministry of Irrigation and Lowland Development (MoILD) with the involvement of the Irrigation Development Project Division (IDPD). The World Bank, (hereinafter the Bank) has agreed to provide financing for the Project.
2. The Borrower will implement material measures and actions so that the Project 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 borrower will also comply with the provision of any other Environmental and Social (E&S) documents required under ESF referred in to this ESCP, such as Environmental and Social Management Framework (ESMF), Environmental and Social Impact Assessment (ESIA), Environmental and Social Management Plan (ESMP), Resettlement Framework (RF), Resettlement Plan (RP), Labor Management Procedures (LMP), and Stakeholder Engagement Plan (SEP), and the timelines specified in those E&S documents.
4. The Borrower is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Commissions, or Authority referenced in 1 above.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Bank by the Borrower as required by the ESCP and the conditions of the legal agreement, and the Bank will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the Bank and the Borrower, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, the Borrower will agree to the changes with the Bank and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the Bank and the Borrower. The Borrower will promptly disclose the updated ESCP.
7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the Borrower shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include environmental, health, and safety impacts or labor risks.

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 Bank 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 documents required under the ESF, stakeholder engagement plan and functioning of the grievance mechanism(s).</p>	<p>Quarterly reports shall be submitted throughout Project implementation.</p> <p>Focal points for the Regional States shall report to the Project Management Coordination Unit (PMCU) on a monthly basis.</p>	<p>PMCU at WRMD, Project Implementation Team (PIT) at WSSD, IDPD and Regional focal persons</p>
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Bank 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 any incidental spillage that can cause pollution of land/water, expropriation issues, accidents involving workers or members of affected communities, labor issues, etc. Provide sufficient detail regarding 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 supervising entity, as appropriate.</p> <p>Subsequently, as per the Bank's request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>	<p>Notify any incidents to the Bank within 48 hours after learning of the incident or accident, using such reporting protocols and procedures as the Bank may communicate</p> <p>A detailed report of the incident would be provided within fifteen (15) days.</p> <p>All other minor incidents shall be included in the quarterly reports.</p>	<p>PMCU at WRMD, PIT at WSSD, IDPD and Regional focal persons</p>
C	<p><b>CONTRACTORS REPORTS</b></p> <p>Ensure through the Employer's Requirements that Construction Contractors provide monthly progress reports to the Project Management Coordination Unit on ESHS performance, as outlined in ESMF and the site specific ESMP. Such reports would be submitted to the Bank by the Borrower upon request.</p> <p>The PIT and WRMD shall be responsible for monitoring and quarterly reporting during the operational phase of sub-projects, such as groundwater extraction, irrigation, water</p>	<p>The Contractors shall submit reports to the PMCUs on a monthly basis.</p> <p>The Borrower shall submit to the Bank upon request.</p>	<p>PMCU at WRMD, and PIT at WSSD, IDPD and Regional focal persons, contractors</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	supply to communities and livestock use.		
D	Water Users Associations (WUAs) shall delegate one person who shall be responsible for monitoring and reporting on environmental and social risk management to the county water departments and the PMCU in line with the ESMF and other Project prepared E&S instruments during the operational phase of subprojects, such as ground water extraction, water supply to communities and livestock use.	Upon request by the Association. PMCU to review contractor and private sector entities reports and escalate to the Association any key issues throughout Project implementation.	PMCU at WRMD
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANISATIONAL STRUCTURE</b></p> <ul style="list-style-type: none"> <li>Establish and maintain an organizational structure coordinated by WRMD accountable to MoWE. PMCU at WRMD and PIT in WSSD, IDPD and Regional focal persons with critical staff including Project Coordinator, FM Specialist, Procurement Specialist, Environmental Specialist, Social Safeguards Specialist, GBV Specialist, M&amp;E Specialist, and Water Resource Management Specialists, each with more than five (5) years of experience in carrying out environmental and social assessments of infrastructure projects.</li> <li>The National Groundwater Steering Committee (NGWSC) provides governance and strategic guidance.</li> <li>The PMCU-MoWE play a leading role in coordinating the Environmental and Social Risk Management.</li> <li>The PMCU shall carry out the overall coordination, planning, monitoring, and supervision of the Project</li> <li>Contract a competent security risk management firm to develop Project-wide and woreda-level Security Risk Assessments (SRA) and Security Management Plans (SMP) and provide updates and support throughout the Project.</li> </ul>	The organizational structure, including the specialists, should be established prior to disbursement.	<p>PMCU at WRMD, and PIT at WSSD and IDPD</p> <p>PIT at WSSD and IDPD and regional focal persons</p>
1.2	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENT</b></p> <p>In accordance with the screening procedures enumerated in the ESMF for this project, undertake site-specific environmental and social risk screening, and impact assessments (ESIA/ESMP) for subprojects including assessment of the physical and biological environment, location of water infrastructure, availability of suitable land free of</p>	<p>Prior to disbursement of component 1.</p> <p>Prior to implementation of site-</p>	<p>PMCU at WRMD, and PIT at WSSD, IDPD and Regional focal persons, and EPA</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	<p>encumbrances and contestation, ensuring equity and inclusivity of site selections as well as capacity of likely contractors to implement subproject specific ESMPs and monitoring arrangements.</p> <p>Prepare, adopt and publicly disclose, sub-project construction and operation ESMPs including required elements of the SEAH Prevention and Response Plan, LMPs, Site specific Activity Security Plans and Resettlement Action Plan or Livelihood Restoration Plan (RAP/LRP) as specified in the ESMF screening criteria, in a manner satisfactory to the Association.</p> <p>For subprojects where construction activities have commenced prior to undertaking the screening/scoping activity, an E&amp;S Due Diligence Audit will be carried to determine the nature and extent of all E&amp;S areas of concern arisen from the construction activities and to recommend the necessary safeguard instrument that needs to be prepared</p>	<p>specific projects</p> <p>Before disbursement to /financing of activities that may have been under construction, if any</p>	
1.3	<p><b>MANAGEMENT TOOLS AND INSTRUMENTS</b></p> <p>Implement the ESMF, RF and, SEP (which have prepared prior to appraisal) , including possible modifications of any such plan if deemed necessary to meet Bank ESF requirements and to be done in conjunction with the Bank and shall be approved by the Bank.</p> <p>Prepare, disclose and implement a Project wide SMP, GBV/SEAH Action Plan, and LMP. Prepare a Project wide SRA and SMP and Woreda-level SRA and SMP for Project implementation, satisfactory to the Bank.</p> <p>Integrate the Regional Strategic Environmental and Social Assessment (SESA) (which will be prepared by IGAD) findings in the E&amp;S instruments and project activities as relevant</p>	<p>Throughout Project implementation.</p> <p>Prior to disbursement of activities under Component 1 and Component 2</p> <p>As soon as the preparation of the SESA is finalized (which is</p>	<p>PMCU at WRMD, and PIT at WSSD and IDPD</p>

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	<p>expected to be finalized six months after effectiveness of the project)</p> <p>Plans prepared by the project implementing entity shall be approved by the regulatory agency (environment, forest and climate change commission) before issuing Request for Proposals for the Contactors/executing agencies and implemented before commencement of the sub-project in accordance with the respective schedule for implementing the mitigation and monitoring measures contained in the instruments throughout the Project implementation All disclosure and clearance of ESS instruments before calls for bids.</p>	

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<p>1.4 <b>MANAGEMENT OF CONTRACTORS AND IMPLEMENTING PARTNERS</b></p> <p>Incorporate the relevant aspects of the ESCP, including the relevant E&amp;S documents and/or plans including subproject plans, the ESMP, LMP, GBV/SEAH Action Plan and Project and Woreda SRA and SMP, into the ESHS specifications of the procurement documents with contractors. Thereafter ensure that the contractors comply with the ESHS specifications of their respective contracts.</p> <p>Develop and implement procedures for managing primary suppliers, contractors, subcontractors and community workers recruited to carry out civil works including:</p> <ul style="list-style-type: none"> <li>• Ensure compliance with the national laws, e.g., licenses to construct, excavate, and operate any sites for project purposes;</li> <li>• Relevant environmental and social requirements shall be included in the procurement and contracting process including bidding documents, contracts and subcontracts consistent with the requirements of ESSs;</li> <li>• Preparation of a detailed contractor-ESMP (C-ESMP) that is costed, with sufficient budget to mitigate E&amp;S risks and demonstrates sufficient capacity to implement the required measures as part of the bidding process;</li> <li>• Codes of conduct (CoCs) are required for contractors, subcontractors, primary suppliers and their workers covering conditions of service, OHS, GBV/SEAH and security requirements;</li> <li>• Monitor contractor commitment and compliance with ESSs;</li> <li>• Provide GRM for contractor and subcontractor, primary suppliers, communities and other stakeholders as well as employees;</li> <li>• Ensure contractors and primary suppliers provide details on their oversight on environmental, social, health and safety (ESHS) performance and adequate mechanisms for serious incident reporting as required; and</li> <li>• Monitor the performance of the contractors and primary suppliers to ensure that they comply with the ESHS specifications of their respective contracts in accordance with the LMP, Sexual Exploitation, Abuse and Harassment (SEAH) Action Plan, and Security Management Plan.</li> </ul>	<p>Prior to the preparation of procurement documents.</p> <p>The construction contractor’s guidelines shall be implemented throughout Project implementation.</p> <p>Supervise contractors throughout Project implementation.</p>	<p>PMCU at WRMD, and PIT at WSSD, IDPD and Regional focal persons</p>



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.5	<p><b>MONITORING AND INSPECTION</b></p> <p>MoWE shall continuously monitor environmental and social risks and impacts on the environment, Project-affected communities and workers to ensure effective compliance in accordance with ESMF, SEP, SMP, SEAH, LMP, ESHS instruments, conditions of approval, capacity and reporting requirements as set out in this ESCP and take necessary remedial actions acceptable to the Bank.</p>	Throughout the Project implementation	PMCU at WRMD, and PIT at WSSD, IDPD and Regional focal persons, and quality enhancement firm
1.6	<p><b>EXCLUSION CRITERIA</b></p> <p>The following types of activities (which apply to all Project activities) as ineligible for financing under the Project:</p> <ul style="list-style-type: none"> <li>• Activities that may cause long term, permanent and/or irreversible (e.g. loss of major natural habitat) impacts.</li> <li>• Activities that have a high probability of causing serious adverse effects to human health and/or the environment.</li> <li>• Activities that may have significant adverse social impacts and/ or may give rise to significant social conflict.</li> <li>• Activities that may impact on known cultural heritage sites including sites that are important to local communities.</li> <li>• Any other excluded activities as set out in the ESMF for the Project</li> <li>• Activity that will compromise the sustainability of the aquifer</li> <li>• High E&amp;S risk activities that may have any other significant environmental and social footprints</li> </ul>	Throughout the Project implementation	PMCU at WRMD, and PIT at WSSD and IDPD
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Develop an LMP compliant with national law and ESS 2 requirements and in form and substance acceptable to the Bank, to address labor risks. Private construction companies shall comply with the national labor proclamation (proc.No.1156/2019) and ESS2 requirements and the LMP requirements shall be included in any subproject specific ESMP and procurement bid and contracts.</p> <p>The following issues shall be considered to address labor risks:</p> <ul style="list-style-type: none"> <li>• Conditions of service;</li> <li>• Code of conduct;</li> </ul>	<p>Prior to disbursement for component 1 and prior to requesting bids from contractors.</p> <p>The document shall be updated if and when necessary and implemented throughout the</p>	PMCUs at WRMD, and PIT at WSSD, IDPD and Regional focal persons Respective Federal, Zonal/Woreda, MoWSA/ BoWSA

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<ul style="list-style-type: none"> <li>• Occupational, health and safety (OHS) measures;</li> <li>• Covid-19 prevention measures;</li> <li>• Prevention of child and forced labor;</li> <li>• Emergency preparedness and response related to ESS2;</li> <li>• Grievance redress mechanism for project workers;</li> <li>• Training of project workers on key issues including OHS and GBV/SEAH prevention; and</li> <li>• Management of labor influx.</li> </ul> <p>Update the LMP as needed during the project implementation when the details of the proposed subprojects are more apparent.</p>	Project timeframe.	
<p>2.2 <b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b> Establish, maintain, and operate a grievance mechanism for Project workers (direct and contract based workers), based on description in the LMP and consistent with ESS2. It must be backed with a more effective and confidential mechanism for GBV/SEAH complaints handling.</p>	<p>Grievance mechanism to be operational prior to disbursement for Component 1.</p> <p>Maintained throughout Project implementation.</p>	<p>PMCUs at WRMD, and PIT at WSSD, IDPD and Regional focal persons</p>
<p>2.3 <b>PROJECT WORKERS TRAINING</b> Implement training of Project workers designed to heighten awareness of risks and to mitigate impacts on local communities, as defined in ESMF, LMP and GBV/SEAH Action Plan.</p>	<p>Prior to civil works, with regular refresher training</p>	<p>PMCUs at WRMD, and PIT at WSSD, IDPD and Regional focal persons and contractors</p>
<p>2.4 <b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b> Develop and implement occupational, health and safety (OHS) measures, based on World Bank General EHS Guidelines, as part of the LMP including through, inter alia, implementing adequate OHS measures and incorporating ESMF and subproject ESMPs, SMP, GBV/SEAH Action Plan requirements into the ESHS specifications of the procurement documents and contracts with contractors.</p> <p>Implement Occupational, Health and Safety (OHS) measures specified in</p> <p>a) The construction contractors E&amp;S guidelines that are incorporated in the ESMF and</p>	<p>Measures to be developed prior to disbursement for component 1 and operational prior to requesting bids from contractors and community workers.</p>	<p>PMCUs at WRMD, and PIT at WSSD, IDPD and Regional focal persons, Contractor for the OHS Plan</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	<p>LMP prepared for this Project and any subproject ESMP.</p> <p>b) Develop and implement occupational health and safety measures (OHS), including emergency preparedness and response measures, and measures advised by WHO as COVID-19 response.</p> <p>c) Codes of Conduct and receive basic training on expected behavior and consequences for breach of the code including GBV and SEAH.</p> <p>d) GBV-sensitive measures for complaint's mechanism shall be explored.</p>		
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT:</b> Resource efficiency and pollution prevention and management measures shall be covered under the ESMF and the subproject ESMPs to be prepared under clause 1.3 above.</p> <p>Integrate and implement resource efficiency and pollution prevention and management measures, including those related to energy use, water use and raw material use, including</p> <p>a) Use technically and financially feasible ground water usage. Implement water conservation measures. Use alternative water sources.</p> <p>b) Use energy efficient equipment and technologies where applicable.</p> <p>c) The Project shall ensure the least possible use of hazardous substances, promoting their substitution by less polluting products and more friendly to the environment. In particular, this will apply to pest management techniques, with Integrated Pest Management and avoidance of chemical pesticides being promoted through the project, as per the ESMF.</p> <p>d) For any waste and hazardous materials under any subproject, the Project shall ensure appropriate management and disposal. Further, the management of chemicals and hazardous waste shall be based on according to relevant international standards and codes of conducts as well as the ESS3 to avoid or minimize adverse impacts on human health and the environment by avoiding or minimizing pollution.</p> <p>e) Monitoring of ground water quality</p>	<p>Prepare, adopt and publicly disclose the ESMPs (which will be prepared based on the ESMF) prior to implementation of site-specific subprojects.</p> <p>Monitor implementation of the ESMPs throughout Project implementation.</p> <p>Monitor implementation of the ESMPs throughout Project implementation.</p> <p>Throughout the Project implementation</p>	<p>PMCU at WRMD, and PIT at WSSD, IDPD and Regional focal persons, Contractors</p>
3.2	<b>Depletion of ground water resources</b>	Throughout the Project	PMCU at WRMD,

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	<p>Targeted building of the rehabilitating infrastructure to actively enhance groundwater recharge in line with the Project sub-component of Managed Aquifer Recharge (MAR) through the following activities:</p> <ol style="list-style-type: none"> <li>Establishment, mobilization, and capacity building of the selected aquifers areas.</li> <li>Protection of aquifer recharge zones through investments in Nature-Based infrastructure Solutions for aquifer recharge.</li> <li>Install a water discharge meter for the boreholes at the point of water abstraction to record the daily volume of water abstracted, and</li> <li>Install the dip tube for the boreholes to monitor the ground water level for the drilled boreholes periodically.</li> </ol>	<p>Implementation</p> <p>Prior to handing over of the boreholes to the Communities for use.</p>	<p>and PIT at WSSD and IDPD</p>
3.3	<p><b>Ensuring Potable Water</b></p> <p>All water sources developed by the Project shall be subjected to the water quality tests for the physio-chemical and microbiology parameters to ensure all parameters meet the Potable water drinking standards before handing over to the community</p> <p>Undertake periodic water quality tests for the physio-chemical and microbiology parameters and take the recommended remedial measures to ensure quality as appropriate</p>	<p>Prior to handing over of the boreholes to the Communities for use.</p> <p>Quarterly throughout the Project Implementation.</p>	<p>PMcus at WRMD, and PIT at WSSD and IDPD</p>
3.4	<p><b>AQUIFER SUSTAINABILITY</b></p> <p>Potential interventions (boreholes and wells) will be subject to prior knowledge corresponding aquifer sustainability assessment approved by the association, to ensure that the proposed investment will not compromise the sustainability of the resource or have transboundary negative externalities or impacts on watersheds beyond the assessed impacts described in the OP7.50 memo as notified to the riparian countries.</p>	<p>Throughout the Project implementation</p>	<p>PMcus at WRMD, and PIT at WSSD and IDPD</p>
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Integrate and implement community health and safety measures in ESMF and subproject ESMPs including:</p> <ol style="list-style-type: none"> <li>Identify community health and safety risks and impacts and proposed mitigation measures in accordance with the mitigation hierarchy.</li> </ol>	<p>Prepare, adopt and publicly disclose the site specific-ESMPs (which will be prepared based on the ESMF) prior to call for bids.</p>	<p>PMCU at WRMD, and PIT at WSSD, IDPD and Regional focal persons, Consultant,</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>b) Adopt and implement Traffic and Road safety measures. Prevent and mitigate potential road safety risks to road users and affected communities.</p> <p>c) Avoid risk of exposure to infectious diseases (including water borne due to irrigation activities, COVID-19 and HIV/AIDS); risk due to community members drinking contaminated ground water.</p> <p>d) Take measures to avoid or minimize transmission of communicable diseases associated with the influx of temporary or permanent project labor.</p> <p>e) Avoid or mitigate adverse health and safety risks on ecosystem services exacerbating climate change impact.</p> <p>f) Access to people of all ages and abilities in different situations and various circumstances.</p> <p>g) Provide safety and security measures to protect workers and property.</p> <p>h) In the event that security personnel are used for the sub-projects, the contractor shall develop and implement measures and actions to assess and manage the risks to human security of project-affected communities and Project workers that could arise from the use of security personnel in line with framework provisions outlined in the ESMF and the ESMP.</p>	<p>Implemented throughout the Project</p> <p>CHS performance reported quarterly.</p>	<p>Contractor</p>
<p>4.2 <b>GBV AND SEAH RISKS</b></p> <p>Prepare, adopt, publicly disclose and implement a stand-alone project-wide GBV/Sexual Exploitation, Abuse and Harassment (SEAH) Action Plan.</p> <p>Key measures include:</p> <ul style="list-style-type: none"> <li>• CoCs for project and contracted workers; and plan for sensitization/awareness raising for the community and intended training activities for workers on CoC and GBV/SEA provisions;</li> <li>• Mapping and development of partnerships with identified GBV service providers;</li> <li>• A Reporting and Response Framework that outlines key requirements for reporting cases if they arise and measures to enable safe, ethical, survivor-centered response;</li> <li>• An Accountability Framework that outlines how the PMCU/contractor will handle allegations, including related to investigation (in alignment with national processes)</li> </ul>	<p>Prepare, adopt and publicly disclose the GBV/SEAH Action Plan prior disbursement for component 1.</p> <p>Implement the GBV/SEAH Action Plan throughout Project implementation.</p>	<p>PMCU at WRMD, and PIT at WSSD, and IDPD</p>

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<p>and sanctions for potential perpetrators; and</p> <ul style="list-style-type: none"> <li>• Establishment of channels/procedures for safe, confidential and survivor centered reporting of GBV incidence that connect to the project GRM and enable training of GRM operators on how to respond to cases that come forward.</li> <li>• Development of additional protection measures to address potential sexual harassment in recruitment practices and in the workplace.</li> <li>• Clarification of GBV requirements in bidding documents including requirements for CoCs, training of workers, and how GBV related costs will be covered in the contract.</li> <li>• Bid evaluations to include consideration for GBV response proposals.</li> <li>• Ensuring additional funds are made available to implement measures to address GBV/SEA risks and impacts that may arise during Project implementation.</li> </ul>		
<p>4.3 <b>SECURITY PERSONNEL:</b>  Prepare, adopt, disclose and implement a Project wide Security Risk Assessment and Management Plan consistent with the requirements of ESS4, in a manner acceptable to the Bank.</p> <p>Prepare, adopt, disclose and implement Woreda Security Risk Assessments and Security Management Plans consistent with the requirements of ESS4, in a manner acceptable to the Bank.</p> <p>The following measures shall be adopted, to ensure that the engagement of military and security personnel for provision of security to Project workers, sites and/or assets, is carried out in accordance with the ESSs:</p> <ol style="list-style-type: none"> <li>a) Assess the risks and impacts of engagement of the military and security personnel as part of the assessment referred to in action 1.3 above, and implement measures to manage such risks and impacts, guided by ESS4, the and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such security personnel.</li> <li>b) Adopt and enforce standards, protocols and codes of conduct for the selection and use of military and security personnel and screen such personnel to verify that they</li> </ol>	<p>Prior to disbursement for component 1 &amp; 2 activities</p> <p>Prior to bids documents for contractors for activities under component 1.</p> <p>Prior to bidding process for contractors in the specific woreda.</p>	<p>PMCU at WRMD, and PIT at WSSD, and IDPD</p>

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	<p>have not engaged in past unlawful or abusive behavior, including sexual exploitation and abuse (SEA), sexual harassment (SH) or excessive use of force.</p> <p>c) Ensure that PIU signs a memorandum of understanding (MoU), with the Ministry of Defence and the NISS setting out the arrangements for the engagement of the military and security personnel under the Project, including compliance with the relevant requirements of this ESCP.</p>		
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p><b>RESETTLEMENT PLANS</b></p> <p>Prepare, adopt and publicly disclose, site specific Resettlement Plans (RPs) or Livelihood Restoration Plans (LRPs) and land agreements in accordance with ESS5 and consistent with the requirements of the RF in a manner acceptable to the Bank; and</p> <p>Thereafter, implement the respective RPs and LRPs, in a manner acceptable to the Bank.</p> <p>The Project will:</p> <p>a) Prepare resettlement plans and assist displaced persons to restore livelihoods and living standards to pre displacement levels to improve living conditions of poor or vulnerable persons.</p> <p>b) Maintain informed participation and conduct meaningful consultation with project affected persons.</p> <p>c) Engage all stakeholders including women in decision making process related to resettlement and livelihood restoration based on their preferences of compensation.</p> <p>d) In case of physical and economic displacement shall be implemented based on specific procedures set in ESS 5, B.</p> <p>e) Collaborate with regional, Woreda and city administration on land acquisition, resettlement plans or provision of necessary assistance including monitoring, resettlement plan implementation and conflict resolution.</p>	<p>Prior to subproject implementation and maintain throughout the Project.</p>	<p>PMCU at WRMD, and PIT at WSSD, IDPD and Regional focal persons, and Implementing respective Woreda administration</p>
5.2	<p><b>DISPLACEMENT PRIOR TO PROJECT APPROVAL</b></p> <p>Should the E&amp;S assessment determine that involuntary displacement occurred in anticipation of construction or in any other Project-financed infrastructure before board approval of the Project, or before a subproject was approved the respective RAP/LRP prepared in a manner acceptable to the Association, relevant ESS5 requirements shall be</p>	<p>This provision will be triggered when such prior displacement is identified when conducting screening and census survey during the screening or RAP process for subprojects.</p>	<p>PMCU at WRMD, and PIT at WSSD, IDPD</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	<p>applied retroactively.</p> <p>If such requirements cannot be satisfied retroactively, the Association shall not support such infrastructure development being carried out.</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>Consistent with the ESMF and ESS6, ensure that ESS6-related measures are included in the subproject specific ESMPs for subprojects and any applicable project studies/consultancies, and that such measures are adopted and implemented in a manner acceptable to the Bank.</p> <p>a) Avoid adverse impacts on biodiversity and promote sustainable management of natural resources.</p> <p>b) Apply the mitigation hierarchy and precautionary approach in the design and implementation of projects that could have an impact on biodiversity.</p> <p>c) Screen any proposed subproject in accordance with ESMF prepared for the project.</p> <p>d) Assess the direct, indirect and cumulative impacts in subproject specific ESIA or ESMPs on biodiversity and management of natural resources including hydrological changes as well as projected climate change impact.</p> <p>e) Support livelihood of local communities, including underserved people and inclusive economic development by adopting conservation needs and development priorities.</p> <p>f) Protect local, Regional and international recognized areas of high biodiversity values.</p> <p>g) Offset shall be considered as a last resort only if significant residual adverse impacts remain after all mitigation hierarchies have been considered.</p>	<p>Prepare, adopt and publicly disclose the ESMPs prior to implementation of site-specific subprojects.</p> <p>Fully implement all subproject ESMPs throughout Project implementation.</p>	<p>PMcus at WRMD, and PIT at WSSD, IDPD and Regional focal persons, and Implementing respective Woreda administration</p>
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	<p>The provisions under ESS7 are considered relevant for local beneficiaries of the Project. MoWE shall conduct a Social Assessment (SA) including Social Development Plan (SDP) that shall guide the project how to mainstream respective measures as well as outline additional activities to address vulnerabilities. It equally shall include respective risk mitigation measures.</p> <p>a) Enhance opportunities to historically underserved, traditional local communities to participate in and benefit from the project in a way that do not threaten their unique</p>	<p>SA with SDP will be prepared prior to disbursement of component 1..</p> <p>Implemented throughout the Project cycle</p>	<p>PMcus at WRMD, and PIT at WSSD, IDPD and Regional focal persons, and Implementing respective Woreda administration, local</p>



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	<p>cultural identities and wellbeing.</p> <p>b) Obtain the free, prior and informed consent of affected underserved, traditional, local communities, where relevant, as per the criteria of ESS7.</p> <p>c) Respect human rights, dignity, aspirations, identity, culture, natural resource based livelihoods of underserved traditional local communities.</p> <p>d) Implement mitigation hierarchies to avoid, minimize or mitigate negative impacts on underserved traditional local communities.</p> <p>e) Conduct tailored meaningful consultation and document free prior and informed consents of underserved, traditional and local communities.</p> <p>f) Provide recognition of customary or traditionally occupation and land tenure systems.</p> <p>g) Establish GRM mechanisms appropriate to affected, underserved traditional local communities and takes into account availability of judicial recourse and customary dispute settlement mechanisms.</p>		Community leaders
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<p><b>CULTURAL HERITAGE AND CHANCE FINDS</b></p> <p>Consistent with the ESMF ensure that ESS8 related measures are included in the ESMPs for subprojects and that such measures are adopted and implemented in a manner acceptable to the Bank.</p> <p>a) Protect cultural heritage from adverse impacts of project activities and support preservation.</p> <p>b) Conduct meaningful consultation with stakeholders regarding cultural heritage both tangible and intangible.</p> <p>c) Maintain chance find procedures specified in the ESMF.</p>	<p>Prepare, adopt and publicly disclose the ESMPs ( which will be prepared based on the ESMF) prior to implementation of site-specific subprojects</p> <p>Carry out the ESMPs, including complying with chance finds procedures, throughout Project implementation.</p>	PMCU at WRMD, and PIT at WSSD, IDPD and Regional focal persons, culture and tourism bureau
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
	Not relevant to the project		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN (SEP) PREPARATION AND IMPLEMENTATION</b></p> <p>Update, disclose and implement the SEP, in a manner acceptable to the Bank.</p>	Throughout Project implementation	PMCU at WRMD, and PIT at WSSD and IDPD

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10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b> Implement a functioning, trusted and accessible Project Grievance Mechanism, as described in the SEP.</p> <p>Accessible grievance arrangements shall be made publicly available to receive and facilitate resolution of concerns and grievances in relation to the Project, consistent with ESS10, in a manner acceptable to the Bank.</p>	Prior to disbursement of component 1	PMCU at WRMD, and PIT at WSSD and IDPD
<b>CAPACITY SUPPORT (TRAINING)</b>			
CS1	<p><b>SPECIFIC TRAINING TO MAJOR IMPLEMENTING ACTORS</b> Undertake capacity building activities, including training and mentorship, in the following areas:</p> <ul style="list-style-type: none"> <li>• The World Bank’s ESF in general;</li> <li>• Project specific ES instruments including the ESMF</li> <li>• Stakeholder mapping and engagement;</li> <li>• Labor Management;</li> <li>• Specific aspects of environmental and social assessment including preparation of E&amp;S instruments such as ESMF, ESMPs, RPs and LRPs, Sexual Exploitation, Abuse and Harassment (SEAH) Action Plans, Security Management Plans;</li> <li>• Gender Based Violence (GBV);</li> <li>• Grievance Management; and</li> <li>• Targeted groups will include the following (PMCU, PIT, regional focal persons, contractors and community workers</li> <li>• Contractor Management</li> <li>• training on managing E&amp;S risks in land acquisition, security risks, etc.).</li> <li>• training on ESS7 issues</li> </ul>	<p>Prior to disbursement for activities under component 1.</p> <p>Training will be carried out throughout the Project as required.</p>	PMCUs at WRMD, and PIT at WSSD, IDPD
CS2	<p><b>TRAINING ON OHS AND EMERGENCY PREVENTUION, PREPAREDNESS AND RESPONSE</b> The PMCU will ensure that the contractors and all Project workers to be engaged provide specify training for Project workers on:</p> <ul style="list-style-type: none"> <li>- Occupational and Community Health and Safety issues (such as OHS measures in rehabilitation, construction and maintenance);</li> </ul> <p>Emergency prevention and preparedness and response arrangements to emergency</p>	Prior to disbursement for Component 1 and training should be maintained as needed throughout the Project implementation.	PMCUs at WRMD, and PIT at WSSD, IDPD, construction contractor.

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
situations.		

