

The Federal Democratic Republic of Ethiopia

Ministry of Finance (MoF)

**Governance Modernization to Enable Efficient Service
Delivery Project (P178808)**

(Appraisal)

Environmental and Social Commitment Plan (ESCP)

April 15, 2024

ADDIS ABABA

Environmental and Social Commitment Plan (ESCP)

1. The Federal Democratic Republic of Ethiopia (the Recipient) will implement the Governance Modernization to Enable Efficient Service Delivery Project (the Project) with the involvement of the Ministry of Finance (MoF), Civil Service Commission (CSC), and the Ministry of Revenue (MoR) 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 carryout 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 MoF and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient's minister for MoF. 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 in the SEP, and functioning of the grievance mechanism(s) required under the ESMF, and other ESF Instruments prepared for the Project.</p>	<p>Submit Quarterly and Annual reports to the Association throughout the Project implementation, commencing after the Effective Date. Each report shall be submitted no later than 30 days after the end of each reporting schedule.</p>	<p>Ministry of Finance (MoF) with Civil Service Commission (CSC), and Ministry of Revenue (MoR)</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, security breach, among others. 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 within 48 hours after first learning of the incident or accident.</p> <p>Provide subsequent report to the Association within a timeframe acceptable to the Association</p>	<p>MoF with CSC and MoR</p>
C	<p>CONTRACTORS'S REPORTS</p> <p>Contractors and supervising entities shall provide monthly monitoring reports on the ESHS performance, including an E&S report in accordance with the metrics specified in the respective bidding documents and contracts. These reports shall also be submitted to the Association on a quarterly basis and upon request.</p>	<p>The Contractors shall submit reports to MoF/CSC/MoR monthly.</p> <p>MoF shall submit to the Association on quarterly basis, as annexes to the reports to be submitted under action A above.</p>	<p>MoF with CSC and MoR</p>
D	<p>NOTIFICATIONS RELATING TO DAAB COMPLIANCE REVIEW OF CONTRACTOR COMPLIANCE WITH SEA/SH PREVENTION AND RESPONSE OBLIGATIONS</p> <p>Notify the Association of any referral submitted to the Dispute Avoidance and Adjudication Board (DAAB) to initiate a process of compliance review in relation to a contractor's obligations to prevent and respond to Sexual Exploitation and Abuse (SEA), and/or Sexual Harassment (SH) specified in the respective works contract with such contractor; and, in the event of any such referral, notify the Association of: (i) the DAAB's decision on such referral; (ii) the contractor's Notice of Dissatisfaction, if any, with such DAAB decision; (iii) any notification received on the commencement of an emergency arbitration proceeding or full arbitration proceeding in relation to the DAAB's decision; and (iv) the resulting emergency arbitration order and/or full arbitration order, if any.</p>	<p>No later than 7 days after the issuance or receipt, as applicable, of the relevant document (i.e., referral to the DAAB, issuance of DAAB decision, Notice of Dissatisfaction, notice of commencement of emergency/full arbitration, emergency/full arbitration order, as applicable).</p>	<p>MoF with CSC and MoR</p>

ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain National Project Coordination Unit (NPCU) responsible for coordinating implementation of the Project components, including ESHS. There will be at least one environmentalist and one social specialist (with competencies in gender and GBV) deployed at the MoF level. Equally, the CSC and MoR will establish and maintain Project Implementation Units (PIUs) with a functional environmental and social risk management system. There will be at least one environmentalist and one social specialist (with competencies in gender and GBV) deployed in each of the implementing entities.</p>	<p>The organizational structure, including the specialists, should be established prior to Project effectiveness and maintained throughout the Project implementation.</p>	<p>MoF with CSC and MoR</p>
1.2	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <ol style="list-style-type: none"> 1. Prepare, consult, disclose, adopt and implement Environmental and Social Management Framework (ESMF) (comprising, as annexes, Labor Management Procedures (LMP), Waste Management Plan (WMP) including e-wastes, Social Assessment (SA), GBV/SEA/SH Action Plan, Security Risk Assessment & Security Management Plan (SRA/SMP)), and a stand-alone Stakeholder Engagement Plan (SEP) for the Project, consistent with the ESSs. Activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project. A climate risk assessment will be done to select the most appropriate locations of IT equipment to prevent data loss in the face of extreme weather events. These adaptation measures will reduce risks from climate hazards to an acceptable level. 2. Prepare, consult, disclose, adopt and implement site specific ESHS instruments (such as Environmental and Social Management Plans (ESMPs)) for subprojects/activities of the respective Component of the Project based on the assessment process, in accordance with ESSs, the ESMF, WB EHS General, WB ESF Fire Safety Guidance and other relevant international industry good practices, in a manner acceptable to the Association. 	<ol style="list-style-type: none"> 1. Disclose the ESMF (including, as annexes, LMP, WMP, SA, GBV/SEA/SH Action Plan, and SRA/SMP) and a stand-alone SEP before appraisal and thereafter implement throughout the Project timeframe. 2. Adopt the site-specific instruments (such as ESMPs) before launching the bidding process for the respective Project activity/subproject that requires the adoption of such as ESMP. Once adopted, implement the respective instruments throughout Project implementation 	<p>MoF with CSC and MoR</p>
1.3	<p>MANAGEMENT OF CONTRACTORS</p> <p>Manage and supervise contractors to ensure their compliance with the ESSs and the terms of this ESCP, including by integrating ESHS specifications into procurement documents and contracts and ensuring compliance with their implementation thereafter. These ESHS specifications shall include but not be limited to:</p> <ul style="list-style-type: none"> ▪ Environmental and social requirements will be included in the procurement and contracting process including bidding documents for potential civil works (Component). ▪ Relevant requirements in contracts and subcontracts consistent with the requirements of ESSs. ▪ Codes of conduct required for contractors, subcontractors, primary suppliers, and their workers, to prohibit SEA/SH and training of workers on their obligations under the CoC. ▪ Preparation of a detailed contractor -ESMPs (C-ESMPs) that are allocated with sufficient budget and other resources to mitigate ESHS risks. ▪ Contractors/ subcontractors to prepare a costed SEA/SH Prevention and Response Action Plan, as part of C-ESMPs. 	<p>The relevant ESHS measures shall be incorporated into the procurement documents before launching the procurement process for the relevant activities and shall thereafter be complied with throughout the carrying out of such activities.</p>	<p>MoF with CSC/MoR and Contractors</p>

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	<ul style="list-style-type: none"> ▪ Establish/ adopt grievance redress mechanisms for contractors' and subcontractors' workers, affected communities and other stakeholders to handle concerns and complaints; Monitor contractor commitment and compliance with ESSs; and ▪ Ensure contractors provide details on contractor's oversight on ESHS performance. 		
1.4	<p>TECHNICAL ASSISTANCE</p> <p>Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities under the Project 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>	Throughout Project implementation.	MoF with CSC and MoR
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Consistent with ESS2, national laws and to the satisfaction of the Association, adopt and implement the Labor Management Procedures (LMP) as part of the ESMF, which shall be applicable to all Project workers, 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>	Adopt the LMP, as part of the ESMF, prior to project appraisal and thereafter implement throughout Project implementation.	MoF with CSC and MoR
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish, maintain, and operate a functional workers grievance redress mechanism (WGRM) for Project workers, as described in the LMP and consistent with ESS2. To address GBV-sensitive complaints, structures at different regions and polytechnic colleges will be devised prior to engaging project workers.</p>	WGRM shall be prepared prior to engaging Project workers and remain operational throughout Project implementation.	MoF with CSC and MoR
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN INCLUDIGN E-WASTES</p> <p>Adopt and implement Waste Management Plan (WMP) as part of ESMF and site-specific instruments (such as ESMPs) to manage hazardous (including e-wastes) and non-hazardous wastes, consistent with ESMF and ESS3</p>	Same timeframe as under Actions 1.2 (1) for ESMF and 1.2 (2) for ESMPs above	MoF with CSC and MoR
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Consistent with ESS3, incorporate resource efficiency and pollution prevention and management measures in the ESMF, and will be detailed in the site-specific environmental and social risk management tools such as ESMPs to be prepared under Actions 1.2 (1) and 1.2 (2), respectively.</p>	Same timeframe as for the adoption and implementation of the ESMF under Section 1.2 (1) above. Inclusion in site-specific ESMPs is same timeline for adoption and implementation as ESMPs under Section 1.2 (2) above	MoF with CSC and MoR

ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY Adopt and implement measures and actions to assess and manage traffic and road safety risks as required in the ESMPs to be developed.</p> <p>The measures and actions to manage traffic and road safety risks shall be included in the ESMF and site specific ESMPs to be developed subsequently under action 1.3 above, Management of Contractors.</p> <p>Procedures to address traffic and road safety risks that include emergence communication in case of accident and incidents will be prepared and applied by all contractors/ subcontractors, services provide involved in Project implementation.</p>	Developed as part of the ESMF and site specific ESMPs and operational throughout Project implementation.	MoF with CSC and MoR
4.2	<p>COMMUNITY HEALTH AND SAFETY (CHS) Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, risks and impacts to the community or the Project workers arising from Project activities such as exposure to project-related pollution, traffic and road safety risks, diseases and hazardous materials mainly related to construction, and procurement and use of ICT infrastructure.</p> <p>Include mitigation measures to address these CHS issues in the ESMPs to be prepared according to the ESMF. Safety of Service addressed in the ESF instruments including Emergency Preparedness and Response (EPRP) will be considered during implementation.</p>	Same timeframe as for the adoption and implementation of actions under 1.2 (1) for ESMF and under 1.2.(2) for ESMPs above.	MoF with CSC and MoR
4.3.	<p>SEXUAL EXPLOITATION AND ABUSE/SEXUAL HARRASSMENT Adopt and implement Sexual Exploitation and Abuse/Sexual Harassment Prevention and Response Action Plan (as part of the ESMF) which assesses and indicates measures to manage specific SEA/SH risks linked to the Project, in form and substance acceptable to the Association.</p> <p>Ensure the availability of an effective and GBV sensitive grievance redress mechanism (GRM) with multiple channels to initiate a complaint.</p>	SEA/SH Prevention & Response Action Plan prepared as part of the ESMF and disclosed prior to appraisal; and implemented throughout Project period. Prior to commencement of the Project and before initiating Project works/ activities. Maintained throughout Project implementation.	MoF with CSC and MoR MoF with CSC and MoR
4.5	<p>SECURITY MANAGEMENT MoF shall 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. A Security Risk Assessment (SRA) shall be conducted, and a Security Management Plan (SMP) shall be prepared.</p>	Developed as part of the ESMF prior to Project appraisal and maintained throughout Project implementation.	MoF with CSC and MoR
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	This standard is currently not relevant. All subproject activities will be screened following the screening process in the ESMF.		

ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>Where relevant, adopt and implement mitigation measures for subprojects with moderate E&S risks including, E&S screening process, and analysis of alternatives as part of subproject specific E&S tools (such as ESMPs), consistent with ESS6 and ESMF. The exclusion list include that the project will not: (i) be either implemented in environmentally sensitive areas or finance any activities that will affect environmentally sensitive areas; (ii) finance any physical digital connectivity or large ICT infrastructure, except the purchase of energy-efficient server equipment to complement extant ICT infrastructure, in accordance with internationally recognized best practices on energy efficiency; and (iii) finance any subprojects or activities that would be Significant Environmental Risk per ESF and ESSs.</p>	Same timeframe as under Section 1.2 (2) above.	MoF with CSC and MoR
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	<p>SOCIAL ASSESSMENT</p> <p>The project will be implemented in polytechnic institutes located in all regions of Ethiopia, including Emerging Regions. In the Ethiopian context, some of the communities in Somali, Afar, Benishangul-Gumuz, Gambella and pastoralists in parts of Oromia and the former SNNPR are considered as SSAHUTLCs meeting the criteria of ESS7.</p> <p>Consistent with ESS7, MoF with CSC and MoR shall undertake a Social Assessment (SA) and prepare Social Development Plan /Historically Underserved People Plan as part of the ESMF, in manner and substance acceptable to the Association.</p> <p>The views and concerns of the underserved people will be captured and feed into the design of the project, particularly during the implementation of subproject activities. The Project will allocate adequate resources to have a meaningful, culturally and intergenerationally appropriate consultation in a manner and language understandable to such stakeholders.</p>	Developed as part of the ESMF prior to Project appraisal and will be carried out throughout Project. implementation.	MoF with CSC and MoR
7.2	Strategic Social Analysis (SSA): prepare SSA for policies, strategies and laws during implementation.	Prepare, disclose and adopt SSA within three months after project effective date	MoF with CSC and MoR
7.3	<p>GRIEVANCE MECHANISM</p> <p>MoF with CSC and MoR shall ensure that a grievance mechanism is established for the Project, as described in the SEP (in consideration of ESS7 & ESS10), which is culturally appropriate and accessible to affected Historically Underserved Communities and considers the availability of judicial recourse and customary dispute settlement mechanisms among the communities.</p>	Project-level GRM, based on the SEP, will be established within two months after project effective date; and thereafter will be functional throughout Project implementation.	MoF with CSC and MoR
ESS 8: CULTURAL HERITAGE			
8.1	<p>CHANCE FINDS</p> <p>Describe and implement the chance finds procedures, as part of subproject specific instrument (such as ESMPs) consistent with ESS8 and ESMF</p>	Same timeframe as under Section 1.2 (2) above	MoF with CSC and MoR

ESS 9: FINANCIAL INTERMEDIARIES			
9.1	This standard is not currently relevant.		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION Prepare, consult, adopt, disclose, and implement a Stakeholder Engagement Plan (SEP). It 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, in a manner consistent with ESS 10 and acceptable to the Association.</p>	Prior to Project appraisal, and will be implemented throughout the project cycle,	MoF with CSC and MoR
10.2	<p>PROJECT GRIEVANCE MECHANISM 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>The GM shall be supported by a communications plan to ensure that local populations affected by the Project are aware of the existence of this mechanism and the procedures for lodging and handling complaints and other remedies.</p> <p>Prepare, adopt, maintain and operate and cause participating Implementing Entities to prepare, adopt, and operate a functioning grievance mechanism, as described in the SEP.</p> <p>Ensure and cause participating Implementing Entities to ensure implementation, monitoring, and reporting on the Project GM.</p>	Project-level GRM, based on the SEP, will be established within two months after project effective date; and thereafter will be functional throughout Project implementation.	MoF with CSC and MoR
CAPACITY SUPPORT			
CS1	<p>The Project Coordination Unit at the MoF and PIUs at the CSC and MoR shall organize training to Environmental and Social specialists and focal persons to be deployed at all levels on:</p> <ul style="list-style-type: none"> ▪ Environmental and Social Management Framework ▪ Occupational Health and Safety risk management ▪ Preparation and implementation of site-specific environmental and social risk management instruments ▪ Stakeholder mapping and engagement ▪ Security risk management ▪ specific aspects of environmental and social assessment 	<p>Throughout Project implementation</p> <p>Immediately, upon hiring and before Project workers engage in works /before initiating work</p>	MoF with CSC and MoR

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	<ul style="list-style-type: none"> ▪ GBV/ SEA/SH ▪ Community health and safety. 		
CS2	<p>The Project Coordination unit shall organize training to Project workers and other project beneficiaries on:</p> <ul style="list-style-type: none"> ▪ Occupational and Community Health and Safety risk management ▪ Proper use of personal protective equipment ▪ GBV/ SEA/SH, ▪ EHS management of existing buildings that will be used by the project (activities) ▪ Management of IT equipment, etc. 	<p>Throughout Project implementation.</p> <p>Project workers trained on all areas relevant to them, including GBV for all workers immediately upon hiring and before Project workers engage in civil works before initiating work.</p>	<p>MoF with CSC and MoR</p>