

REPUBLIC OF LIBERIA



Ministry of Gender, Children and Social Protection
Liberia Women Empowerment Project, P173677

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Liberia will implement the Liberia Women Empowerment Project (the Project), with the involvement of the following Ministries: Ministries of Gender, Children and Social Protection (MGCSP) as implementing agency and its technical partners the Ministry of Agriculture (MOA), Ministry of Education (MoE) and Ministry of Health (MoH). The World Bank has agreed to provide financing for the Project.
2. The Government of Liberia through the MGCSP 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, and specific documents or plans, as well as the timing for each of these.
3. The Government of Liberia will also comply with the provisions of any other E&S documents required under the ESF and referred to in this ESCP, such as Environmental and Social Management Framework (ESMF), Environmental and Social Management Plan (ESMP), Resettlement Policy Framework (RPF), and Stakeholder Engagement Plan (SEP), Labor Management Procedure (LMP), SEA/SH Action Plan, and the timelines specified in those E&S documents.
4. The Government of Liberia is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the implementing agencies referenced in 1. above.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to The Association by The Government of Liberia as required by the ESCP and the conditions of the legal agreement, and The Association will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by The Association and The Government of Liberia, 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 Government of Liberia will agree to the changes with The Association 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 Association and the Government of Liberia. The Government of Liberia 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 Government of Liberia 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, labor influx, gender-based violence, Resettlement Action Plan.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Ministry of Gender, Children and Social Protection (MGCSP) will 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 documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s).</p>	Six-monthly and annual, throughout Project implementation.	MGCSP through the PIU
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 community agitation, death due to injury at site or harm and incidents such as fire injuries, physical violence, Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH), communicable diseases and infections (HIV/AIDS, sexually transmitted diseases/infections (STD/I), COVID-19) etc.</p> <p>The recipient shall 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, subcontractor, supplier and supervising entity, as appropriate. Finally, at the request of the Bank/Associations prepare a report on the incident or accident and propose any measures to prevent its recurrence, taking into account the needs of individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable.</p> <p>A model incident/accident notification form will be sent to all suppliers and service providers.</p>	<p>Notify the Association within 48 hours after learning of the incident or accident and within 24 hours in case of a fatality.</p> <p>A detailed report will be prepared and submitted to the Association within a time frame acceptable to the Association. This systematic notification system will remain in effect throughout the life cycle of the Project.</p>	MGCSP through the PIU
C	<p>CONTRACTORS' MONTHLY REPORTS</p> <p>The MGCSP will ensure that all contractors submit monthly monitoring reports, including E&S report to the Project Implementation Unit (PIU). These reports shall be submitted by the contractors to MGCSP and by MGCSP to the Association upon request.</p>	The reports shall be submitted to the PIU on a monthly basis, and to the Association upon request	MGCSP through the PIU from the Site Engineer.

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS		
<p>1.1 ORGANIZATIONAL STRUCTURE</p> <p>The MGCSP through the PIU shall establish and maintain an organizational structure with qualified staff and resources to support management of E&S risks and impacts including one Environmental specialist, one Social Specialist, an international Gender/GBV specialist and a Women's Economic Empowerment/Livelihoods Specialist.</p> <p>One Environmental Specialist and One Social Specialist with the responsibility to provide E&S support for risk identification, management and reporting for Liberia Women Empowerment Project (PI73677) consistent with the reporting requirements in this ESCP. The specialists will be responsible for the day-to-day implementation of the required E&S documents.</p> <p>The MGCSP shall assess the full capacity of the PIU to implement E&S related works during project appraisal,</p> <p>The MGCSP shall decentralize the national PIU to counties for close follow up of day-to-day activities of E&S works as it will be elaborated in the Project Implementation Manual to be developed following project approval.</p> <p>For works contracts, the Supervising Engineers and Contractors will be required to engage Environmental and Social Safeguard Specialist position(s) with responsibility including gender and SEAH/SH issues.</p>	<p>An organizational structure will be established following project effectiveness.</p> <p>The Environmental and Social Specialists, an international Gender/GBV specialist and a Women's Economic Empowerment/Livelihoods Specialist will be hired and be on duty six months after Project Effectiveness.</p> <p>Before project activities in relevant counties.</p> <p>The organizational structure, including the Environmental and Social Safeguard Specialists, will be maintained throughout Project implementation.</p> <p>The recruitment of environmental and social safeguard specialists by Supervising Engineers and Contractors throughout project construction</p>	<p>MGCSP</p> <p>MGCSP through the PIU/Contractors/Supervising Engineers</p>
<p>1.2 ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p>		<p>a. MGCSP through the PIU</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>a. The Recipient shall prepare, disclose, consult, adopt and implement any environmental and social management plans, instruments or other measures required for the respective Project activities based on the assessment process, in accordance with the ESSs, the ESMF, SEP, Labor management procedures, national environmental and social assessment requirement and other relevant Good International Practices, taking into account gender differentials, the potential for SEAH, and the needs of individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable.</p> <p>b. The MGCSP has prepared a draft Environmental and Social Management Framework (ESMF) consistent with ESS1. The ESMF includes Labor Management Procedures (LMP) and Integrated Pest Management Plan consistent with ESS2 and ESS3. The ESMF also described principles and objectives governing resettlement preparation and implementation, linking resettlement implementation to civil works. The screening tool includes sections to help identify potential land and economic displacements; and includes a template for preparing a site specific Resettlement Action Plan or Abbreviated Resettlement Action Plan if the need arises during project implementation.</p> <p>c. MGCSP shall conduct and implement site specific Environmental and Social Impact Assessment (ESIAs) and or prepare ESMPs for subprojects in accordance with the Project ESMF and the ESF ESSs in a manner acceptable to the Association and the Liberia Environmental Protection Agency.</p> <p>d. MGCSP shall prepare a Stakeholder Engagement Plan (SEP). The SEP shall provide the roadmap for the Project communications and active consultations with stakeholders to engage them in the design and delivery of the Project. The SEP shall also identify the potential environmental and social risks associated with the Project.</p>	<p>The draft ESMF including the Integrated Pest Management Plan, LMP and screening report for potential land and economic displacement has been developed and will be finalized, consulted upon and disclosed during project Appraisal, and will be implemented throughout project duration thereafter.</p> <p>The site-specific specific ESIAs will be conducted and/ or ESMPs will be prepared prior to commencement of project activities. The E & S mitigation measures contained in the ESMP will be implemented throughout the Project lifespan.</p> <p>A preliminary Stakeholder Engagement Plan (SEP) has been prepared by MGCSP as a condition of appraisal. It has committed to conduct a deep-dive stakeholder engagement six months after effectiveness and after on-boarding of the project social specialist and will update the SEP for The Associations Review and Clearance and will redisclose. The preliminary SEP provides the roadmap for the Project communications and active consultations with stakeholders to engage them in the design and delivery of the Project. The SEP also identifies the potential environmental and social risks associated with the Project.</p>	<p>b. MGCSP through the PIU</p> <p>c. MGCSP through the PIU</p> <p>d. MGCSP through the PIU</p>

	MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
1.3	<p>MANAGEMENT OF CONTRACTORS</p> <p>These shall include but not limited to:</p> <ul style="list-style-type: none"> a. Incorporate the relevant aspects of the ESCP, including the relevant E&S documents and/or plans, and the Labor Management Procedures, into the ESHS specifications of the procurement documents for contractors. Thereafter ensure that the contractors comply with the ESHS specifications of their respective contracts. b. Codes of conduct are required of contractors and subcontractors and their workers to prohibit sexual harassment and exploitation and training of workers on their obligations under the Code of conduct. c. All contractors and sub-contractors shall be required to prepare and submit to the PIU for approval and subsequently implement the approved Contractor's Environmental and Social Management Plan (C-ESMPs). MGCSP will ensure C-ESMP is costed, with enough budget to mitigate E&S risks. d. Monitor Contractors commitment and compliance. e. Ensure contractors provide details on contractor's oversight on ESHS performance. <p>Contractors to develop workers grievance redress mechanism to handle concerns of their employees. Ensure that the contractors or sub-contractors – including contracted workers, community workers, primary supply workers, as appropriate – comply with the ESHS specifications of their respective contracts.</p>	<ul style="list-style-type: none"> a. All relevant aspects of the ESCP including relevant E&S documents/ instruments/ plans will be incorporated into the ESHS specifications of the procurement document prior to the commencement of the bidding process. Compliance with these specifications will be ensured through the supervision of the MGCSP/ PIU throughout Project implementation. b. Sexual harassment and exploitation related codes of conduct, including training of their workers shall be provided by the concerned contractors prior to the commencement of their respective contracts will implemented throughout Project duration. c. A costed C-ESMP with enough budget to mitigate identified risks and approved by the MGCSP/PIU will be in place prior to commencement of Project works and throughout contract implementation. d. Prior to commencement of contractors' works and throughout contract implementation. 	<ul style="list-style-type: none"> a. MGCSP b. Contractor c. Contractor d. MGCSP/ PIU e. Contractor

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		e. A GRM will be developed by contractors prior to the commencement of their respective contracts and will be maintained throughout Project implementation thereafter.	
1.4	<p>TECHNICAL ASSISTANCE</p> <p>Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project inter alia, ESMF, ESMP, ESIA, RAP, SEP, Gender Action Plan, SEA/SH Action Plan and Environmental and Social Screening Checklist are carried out in accordance with terms of reference acceptable to the Bank, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	Throughout Project Implementation	MGCSP through the PIU
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>The MGCSP as part of the ESMF, will prepare Labor Management Procedures for the Project.</p> <p>The Project shall be carried out in accordance with the applicable requirements of ESS 2 in a manner acceptable to the Association, including through, inter alia, implementing adequate occupational health and safety measures (including emergency preparedness and response measures), setting out measures to prohibit child labor, setting out grievance arrangements for Project workers, and incorporating labor requirements into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms.</p>	Draft LMP as part of the ESMF has been prepared by MGCSP and will be finalized and disclosed during project Appraisal. All relevant provisions of Labor management procedures including GBV and SEA/H risk mitigation measures will be incorporated into the bidding documents and maintained throughout Project implementation.	MGCSP through the PIU
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>The contractor shall establish, maintain, and operate a grievance redress mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	Grievance mechanism will be established prior to engaging Project workers and maintained operational throughout Project implementation.	MGCSP through the PIU/Contractors
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <p>The MGCSP shall prepare, adopt, and implement occupational, health and safety (OHS) measures specified in the ESMF, in accordance with national requirements and Good International Industry Practice (GIIP), or any subsequent tool that will be occasioned by the ESMF.</p>	Contractor's OHS plan will be prepared as part of the C-ESMPs before commencement of works and will be maintained/ enforced throughout Project implementation	MGCSP through the PIU/Contractors

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>Contractors working on the Project shall abide by the approved occupational, health and safety (OHS) plan/ measures. The OHS plan shall include COVID-19 prevention and response measures.</p> <p>Project ESS Specialist shall train/orientate employees of Project Contractors on various aspects of OHS relevant to the project on a regular basis.</p>		
2.4	<p>EMERGENCY PREPAREDNESS AND RESPONSE (OHS) MEASURES</p> <p>The MGCSP shall, as part of the OHS measures specified above in 2.3, institute measures on Emergency Preparedness and Response proportionate to risk identified including ensuring that workers and contractors are trained on emergency preparedness and response on a regular basis, drill are conducted regularly, and the implementation of the relevant plan.</p>	Measure will be instituted prior to the initiation of subprojects involving construction and will be maintained throughout Project implementation	MGCSP Through the PIU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>Incorporate and implement a Waste Management Plan (WMP) and measures in the ESMP to be prepared under action 1.2 above to manage hazardous and non-hazardous wastes, consistent with ESS3.</p>	Adopt the WMP prior to carrying out relevant activity, and thereafter implement the WMP throughout Project implementation.	MGCSP through the PIU
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under action 1.2 above.</p> <p>Adopt and implement the Integrated Pest Management Plan in the ESMF for the management of pests and agrochemicals that might be used on the project.</p>	<p>Prior to signing contractor contracts and prior to fund been disbursed for specific project activities.</p> <p>Prior to signing contractor contracts and prior to fund been disbursed for specific project activities.</p>	<p>MGCSP through the PIU/Contractors</p> <p>Contractors</p>
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY</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>	Prior to signing contractor contracts and prior to fund been disbursed for specific project activities.	MGCSP through the PIU/Contractors

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.2	<p>COMMUNITY HEALTH AND SAFETY</p> <p>Assess and manage specific risks and impacts to the community arising from Project activities including behavior of Project workers, response to emergency situations, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF</p>	Throughout Sub-project Implementation and prior to fund been disbursed for specific project activities	MGCSP through the PIU/Contractors
4.3	<p>SEA AND SH RISKS</p> <ul style="list-style-type: none"> • Conduct thorough analytical work on all aspects of gender and GBV. • Develop the ToR and obtain clearance from the Bank on gender and GBV analytical work prior to commencing the study, • Prepares, adopt and implement a SEA/SH Action Plan, to assess and manage the risks of SEA and SH. • Establish and operationalize the project and GBV/SEA/SH specific Grievance Redress Mechanisms (GRMs), 	No later than six months after project effectiveness but before start of any activities where project actors interact with beneficiaries for the project, and thereafter implement the SEA/SH Action Plan throughout Project implementation.	MGCSP through the PIU/Contractors
4.4	<p>SECURITY MANAGEMENT</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, [specify plans or include a reference to the instrument where such measures are reflected, as needed, e.g. as set out in the ESMP or Security Management Plan], 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>	It is not anticipated to hire security personnel under the project; however, the hiring agency (PIU/Contractors) shall provide orientation and get Code of Conduct signed prior to engaging security personnel and then deployed for the project and implemented throughout Project implementation	MGCSP through the PIU and Contractors
<p>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT [the relevance of ESS5 is established during the ESA process. If resettlement instruments need to be prepared (e.g. resettlement process frameworks, resettlement action plans, process frameworks) this should be reflected in the ESCP. See examples below]</p>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
5.1	<p>RESETTLEMENT POLICY FRAMEWORK</p> <p>The likelihood of land acquisition and land restrictions is minimal under this project, however if agricultural investments to boost women's economic empowerment are considered under Component 3, such activities may result to risks covered under this ESS. Therefore, MGCSP shall adopt and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5.</p> <p>Prepare exclusion list explicitly identifying projects involving substantial and high-risk activities involving new land acquisition, restrictions, or involuntary resettlement and incorporate those activities into the PAD.</p>	<p>Where required, subproject specific Resettlement Action Plans (RAP)/ Abbreviated Resettlement Action Plan, Livelihood Plan consistent with the guidelines established in the ESMF will be prepared and submitted to the Bank for approval and disclosed, the RAP shall be implemented and the PIU shall submit a RAP implementation report to the Bank and No Objection to be obtained before civil works commences.</p> <p>Develop and incorporate exclusion list into the PAD before board date and subsequently in the PIM by effectiveness.</p>	MGCSP through the PIU
5.3	<p>GRIEVANCE MECHANISM</p> <p>Establish and maintain a project-level Grievance Redress Mechanism (GRM) to respond to concerns and grievances of Project-affected parties related to the environmental and social performance of the project in a timely manner in accordance with the ESMF, RAP and SEP.</p>	Full Functional GRM, after full trained GRC members shall be established and operated prior to project effectiveness and operational throughout the Project implementation.	MGCSP through the PIU
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES .			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>The project is not anticipated to affect or involve activities with negative impacts on biodiversity or natural resources and won't involve the development of any new agriculture lands. However, there is always a potential risk that some livelihood agriculture activities and associated value chains may lead to some impacts on natural habitats. The Project will avoid any subprojects that have impacts on natural and critical habitats through application of the E&S screening tool developed as part of the ESMF.</p>	Any subprojects that are screened to have potential impacts on the biodiversity will be excluded from the project scope.	MGCSP through the PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES [See examples of possible actions below that can be used if determined that ESS7 is relevant, as set out in paragraph 54 of the E&S Policy and paragraphs 8-10 of ESS7].			
ESS 8: CULTURAL HERITAGE			
8.1	<p>CHANCE FINDS</p> <p>The MGCSP shall adopt and implement the Chance Finds procedure to be described in the ESMF developed for the Project. In the event of a find or the observation of a cultural practice, the Project will follow the guidelines to be detailed in the ESMF and contact the relevant government agencies that is entrusted with the protection of cultural heritage in Liberia to assist to preserve such finds.</p>	Throughout project implementation	MGCSP through the PIU
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>The Borrower has carried out initial consultations with key stakeholders during project preparation and developed a draft Stakeholder Engagement Plan (SEP) which outlines the characteristics and interests of the relevant stakeholder groups as well as the timing and methods of engagement envisioned. However, the Government of Liberia shall conduct deep-dive engagements with broader stakeholders, mainly at the local and community levels as well as with key development partners and NGOs/CSOs working in the fields of women's economic strengthening, social norm modification, gender and GBV.</p>	Six Months after effectiveness and disclosed and implemented throughout Project life cycle.	MGCSP through the PIU
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>The draft SEP also includes procedures and mechanisms for information disclosure and the development of a project Grievance Redress Mechanism (GRM) to be established by MGCSP which will be set up to receive, record, address, communicate and advise on issues raised in relation to the project, with various channels for reporting complaints. The Grievance Redress Mechanism will include specialized procedures for addressing issues of SEA/SH using a survivor-centered approach with a focus on confidentiality, survivor safety and a clear referral pathway to service providers.</p>	Three months after project effectiveness and implemented through the project life cycle.	MGCSP through the PIU
CAPACITY SUPPORT			
CS1	<p>Training to be provided to Implementing Partners, PIU staff, contractors, consultants, laborers, project workers, communities and farmers include but not limited to:</p> <ul style="list-style-type: none"> • World Bank ESF • Implementation of ESMF • Stakeholder mapping and engagement • Operational Aspects of Grievance Management 	One year into project effectiveness and throughout Project Implementation	PIU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> • Specific aspects of environmental and social assessment and management • Emergency preparedness and response • Community health and safety (including traffic and road safety, mitigation measures related to communicable diseases) • Vulnerable People and vulnerability • Sensitization to project areas communities and binding norms • Vector/Pest risk management using IPM approach • GBV/SEA/SH risk management • Occupational health and safety • Training on the gender inclusion action plan 		