



**Centre for Coordination of Agricultural Research and Development
for Southern Africa (CCARDESA)**

**Food Systems Resilience Program For Eastern and Southern Africa
(P178566)**

Environmental and Social Commitment Plan (ESCP)

Draft Document for Negotiations

May 2022

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Environmental and Social Commitment Plan

1. The Centre for Coordination of Agricultural Research and Development for Southern Africa (CCARDESA) (the Recipient) will implement the CCARDESA regional components of the **Food Systems Resilience Program for Eastern and Southern Africa, (P178566)** (the Project) as set out in the Financing Agreement. The International Development Association (the Association) has agreed to provide financing for the Project.
2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association. The ESCP is a part of the Financing Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient. The Recipient shall promptly disclose the updated ESCP.

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| Material Measures and Actions | Timeframe | Responsible Entity/Authority | |
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| MONITORING AND REPORTING | | | |
| A | <p>REGULAR REPORTING</p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health, and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p> | <p>CCARDESA shall prepare and submit reports to the Association every six months.</p> <p>Each report to the Association shall be submitted no later than 21 days after the end of each reporting period.</p> | <p>CCARDESA – Project Coordination Unit (PCU)</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, communities, 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.</p> <p>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, at the Association’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p> | <p>Notify the Association no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the Association within a timeframe acceptable to the Association.</p> | <p>CCARDESA PCU</p> |
| ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS | | | |

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| 1.1 | <p>ORGANIZATIONAL STRUCTURE</p> <p>CCARDESA shall establish and maintain a Project Coordination Unit (PCU) with qualified staff and resources to support management of ESHS risks and impacts of the Project. The PCU shall have following key staff: (i) Project Technical Manager; (ii) Program Officer; (iii) Assistant M&E Officer; and (iv) an Environment and Social Safeguards Officer (1 person).</p> | The PCU shall be fully staffed within 3 months of the Project Effective Date. Thereafter maintain all PCU positions throughout Project implementation. | CCARDESA PCU |
| 1.2 | <p>MANAGEMENT TOOLS AND INSTRUMENTS</p> <p>CCARDESA will assess and manage environmental and social risks, and prepare environmental and social instruments, as required, in accordance with the World Bank Environmental and Social Framework and relevant country regulations.</p> | Project implementation. | CCARDESA PCU |
| 1.3 | <p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including inter alia, the relevant E&S instruments, requirements, codes of conduct and/or plans into the procurement documents and contracts with contractors and consultants. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p> <p>The Project shall be carried out in accordance with the applicable requirements of ESS2, 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 grievance arrangements for Project workers, and incorporating labor requirements into the ESHS specifications of the procurement documents and contracts with contractors.</p> | <p>Prior to the finalization of bidding documents.</p> <p>Supervise contractors throughout Project implementation.</p> | CCARDESA PCU |
| 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 are carried out</p> | Throughout Project implementation. | CCARDESA PCU |

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| | <p>in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p> <p>Terms of Reference for Technical Assistance Type 2 (as defined by the as defined in the OESRC Advisory Note on Technical Assistance and the ESF will be submitted to the Association for review and approval to ensure consistency with the ESF. Based on activities described in the TORs, at the Associations request subsequent outputs will also be submitted for review and approval.</p> | | |
| 1.5 | Ensure that relevant aspects of ESS1 are included in any Terms of Reference, studies, TA outputs, as relevant, in accordance with action 1.4 above. | Throughout Project Implementation. | CCARDESA PCU |
| ESS 2: LABOR AND WORKING CONDITIONS | | | |
| 2.1 | <p>LABOR MANAGEMENT</p> <p>The Project shall be carried out in accordance with the applicable requirements the CCARDESA HR Policies and Procedures Manual (including as part of the SEP) and ESS2, 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 grievance arrangements for Project workers, and incorporating labor requirements into the ESHS specifications of the procurement documents and contracts with contractors.</p> | Throughout Project implementation. | CCARDESA PCU |
| 2.2 | <p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish, maintain, and operate a grievance mechanism for Project workers, as described in the SEP, consistent with ESS2.</p> | Throughout Project implementation. | CCARDESA PCU |
| 2.3 | <p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <p>Ensure implementation of occupational, health and safety (OHS) measures consistent with the requirement of ESS2 (to consultants or other workers that may be recruited for the project activities).</p> | Throughout Project implementation. | CCARDESA PCU |

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| 2.4 | CCARDESA shall request a certificate from consultant firms providing evidence of their compliance with applicable laws, e.g., Department of Occupational Safety & Health (DOS&H) certificate and local labor office. | Prior to hiring contractors | CCARDESA PCU |
| 2.5 | Ensure that relevant aspects of ESS2 are included in any Terms of Reference, studies, TA outputs, as relevant, in accordance with action 1.4 above. | Throughout Project Implementation. | CCARDESA PCU |
| ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT | | | |
| 3.1 | Ensure that relevant aspects of ESS3 are included in any Terms of Reference, studies, TA outputs, as relevant, in accordance with action 1.4 above. | Throughout Project Implementation. | CCARDESA PCU |
| ESS 4: COMMUNITY HEALTH AND SAFETY | | | |
| 4.1 | Ensure that relevant aspects of ESS4 are included in any Terms of Reference, studies, TA outputs, as relevant, in accordance with action 1.4 above. | Throughout Project Implementation. | CCARDESA PCU |
| ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT | | | |
| 5.1 | Ensure that relevant aspects of ESS5 are included in any Terms of Reference, studies, TA outputs, as relevant, in accordance with action 1.4 above. | Throughout Project Implementation. | CCARDESA PCU |
| ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES | | | |
| 6.1 | Ensure that relevant aspects of this standard are included in any Terms of Reference, studies, TA outputs as relevant, in accordance with action 1.4 above including, inter alia, guidance on how to screen out impacts of project activities on natural and critical habitats and on how to manage any unavoidable impacts, in accordance with ESS6. | Throughout Project Implementation. | CCARDESA PCU |
| ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES | | | |
| 7.1 | Ensure that relevant aspects of ESS7 are included in any Terms of Reference, studies, TA outputs, as relevant, in accordance with action 1.4 above. | Throughout Project Implementation. | CCARDESA PCU |
| ESS 8: CULTURAL HERITAGE | | | |
| 8.1 | Ensure that relevant aspects of ESS8 are included in any Terms of Reference, studies, TA outputs, as relevant, in accordance with action 1.4 above. | Throughout Project Implementation. | CCARDESA PCU |

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| ESS 9: FINANCIAL INTERMEDIARIES | | | |
| | Not relevant. This project will not involve Financial Intermediaries | | |
| ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE | | | |
| 10.1 | SEP PREPARATION AND IMPLEMENTATION Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation. | Adopt the SEP prior to appraisal, and thereafter implement the SEP throughout Project implementation | CCARDESA PCU |
| 10.2 | GRIEVANCE MECHANISM Establish, publicize, maintain, and operate an accessible grievance redress mechanism (GRM), 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. 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. | The GRM shall be established within 3 months of the Project Effective Date and maintained throughout Project implementation. The GRM shall aim to be sustainable and used even after Project completion. | CCARDESA PCU |
| 10.3 | Ensure that relevant aspects of ESS10 are included in any Terms of Reference, studies, TA outputs, as relevant, in accordance with action 1.4 above. | Throughout Project Implementation. | CCARDESA PCU |
| CAPACITY SUPPORT (TRAINING) | | | |
| CS1 | Conduct ESF training on the requirements of the Environmental and Social Standards for Environmental and Social Specialist in the PCU Conduct specific training on: <ul style="list-style-type: none">• Stakeholder Engagement | Within 30 days of recruitment of the Environmental and Social Specialist and thereafter throughout Project implementation. | CCARDESA PCU |

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| | <ul style="list-style-type: none"> • Grievance Redress • Labor and Working Conditions • Application of the ESS in relation to TA activities. | | |
| CS2 | Conduct ESF training on the requirements of the Environmental and Social Standards for key Project Workers (e.g. Project Technical Manager, Program Officer, Assistant M&E Officer, Environment and Social Safeguards Officer, and Project Steering Committee members). | Ninety days after Project effectiveness. | CCARDESA PCU |