



Federal Democratic Republic of Ethiopia

Ministry of Agriculture and Ministry of Trade and Regional Integration

**De-Risking, Inclusion and Value Enhancement of Pastoral Economies in the Horn
of Africa Project (P176517)**

Environmental and Social Commitment Plan

June 2023

1. The Federal Democratic Republic of Ethiopia (**Recipient**) will implement the De-Risking, Inclusion and Value Enhancement of Pastoral Economies in the Horn of Africa Project (DRIVE) (P176517) (hereafter the **Project**), through the Ministry of Agriculture (MoA) and the Ministry of Trade and Regional Integration (MoTRI). Component 1 of the Project shall be implemented by ZEP-RE pursuant to a Subsidiary Agreement to be signed between MoF and ZEP-RE. The International Development Association (the Association) has agreed to provide financing for the Project.
2. The Recipient shall 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. All references to actions to be carried out by ZEP-RE are actions in relation to Component 1.
3. The Recipient shall also comply with the provision of any other Environmental and Social (E&S) documents required under the ESF referred in this ESCP including:
 - a) Environmental and Social Management Framework (ESMF) that includes Gender Based Violence (GBV) Action Plan; Environmental and Social Impact Assessment (ESIA); Environmental and Social Management Plan (ESMP);
 - b) Social Assessment;
 - c) Resettlement Framework (RF), Resettlement Plan (RP);
 - d) Labor Management Procedures (LMP), and
 - e) Stakeholder Engagement Plan (SEP),
 - f) Environmental and Social Management System (ESMS) and the timelines specified in those E&S documents.
4. The Recipient is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the ministries, or Authority referenced in 1 above.
5. Additional specific measures and actions for implementation of Component 1 are set forth in a separate ESCP between the Association and ZEP-RE (the "ZEP-RE ESCP"). The ZEP-RE ESCP is hereby incorporated by reference into this ESCP and the Recipient is responsible for ensuring ZEP-RE's compliance with all requirements of the ZEP-RE ESCP in Ethiopia. Without limiting the foregoing, the Recipient's monitoring and reporting responsibilities set forth below shall include the responsibility to monitor and report on implementation of the ZEP-RE ESCP in Ethiopia.
6. Implementation of the material measures and actions set out in this ESCP shall be monitored and reported to the Association by the Federal Democratic Republic of Ethiopia as required by the ESCP and the conditions of the legal agreement, and the Association shall monitor and assess progress and completion of the material measures and actions throughout the implementation of the Project.
7. As agreed by the Association and the Recipient, 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 Recipient shall agree to the changes with the Association and shall 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 Recipient. The Recipient shall promptly disclose the updated ESCP.

8. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the Recipient shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include environmental, social, and safety impacts or labor risks.

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
MONITORING AND REPORTING			
A	REGULAR REPORTING	Quarterly, Biannual and annual Environmental & Social Progress reports throughout Project implementation	MoA/ MoTRI
	i. 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 ESF including specifically the Environmental and Social Management Framework (ESMF), Management of Environmental and Social risks and impacts, stakeholder engagement activities, the functioning of the Grievance Redress Mechanism and information disclosure.	Cluster Areas for the respective regional states shall report to the PIU on a monthly basis.	Cluster Areas Project Personnel (CAPP) for the respective regions
	ii. Require Cluster Areas for the respective regional states to report to the PIU on E&S management.		
	iii. Require and ensure that the implementing entities at regional and cluster level prepare and submits to MoA regular environmental and social performance reports and information on the status of preparation and implementation of E&S documents required under the ESCP including their Environmental and Social Management Systems (ESMS), management of environmental and social risks and impacts, stakeholder engagement activities, the functioning of the grievance mechanism and information disclosure.	Every six months throughout Project implementation	MoA
B	INCIDENTS AND ACCIDENTS 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 any incidental spillage that can cause pollution of land/water, expropriation issues, accidents, incidents or conflicts involving workers or members of affected communities, etc.	Notify the PIU within 24 hours after learning of the incident or accident.	CAPP and contractors
		Notify the Association within 48 hours after learning of the incident or accident.	(MoA/ MoTRI)

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	<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, as per the Association's request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>	A detailed incident/accident report with root cause analysis and proposed corrective measures would be provided within a timeframe acceptable to the Association.	MoA/MoTRI
C	<p>CONTRACTORS REPORTS</p> <p>In contracts for project activities, ensure contractors are required to provide monitoring reports to the PIU. If needed, teams can include an action indicating that such reports would be submitted to the Association by the Borrower upon request.</p>	The Contractors shall submit OHS reports to the PIUs on a monthly basis.	MoA/MoTRI
		The Borrower shall submit to the Association upon request.	MoA/MoTRI
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANISATIONAL STRUCTURE</p> <p>Establish and maintain an organizational structure with qualified staff and resources to support the overall management of the E&S risks coordinated by the PIU.</p> <p>Establish and maintain Federal Project Technical Committee (PTC) consisting the Director/Senior Expert from the relevant Directorate from the respective line Ministries (Livestock Production and Market Directorate at the MoTRI, Natural Resource Management Directorate at the MoA, International Financial Institution Cooperation Directorate at the MoF, Regional Pastoral Development Directorate at the MoILD, Women and Children Directorate at the MoWSA and Quality and Standard Directorate at the ESA) as members. ToRs will be prepared to clearly describe the responsibilities of the FPTC.</p>	Establish PIU structure including Environmental Specialist, Social Risk Management Specialist (SRMS), Gender Specialist (GS) as well as Steering and Technical Committees prior to Project effectiveness and maintained throughout Project implementation.	MoA/MoTRI

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<p>Establish and maintain Regional Project Steering Committee (RPSC) consisting of the Heads of the line Regional Bureaus of the above identified relevant Ministries as the member to oversee the implementation of the ESMF in the respective region and facilitate inter-bureau coordination for effective implementation.</p> <p>Establish and maintain Regional Project Technical Committee (RPTC) comprising the relevant Departments in the line Regional Bureaus as the member. The RPTC and RPSC will closely work with the PIU and FAPP.</p> <p>Establish and maintain Woreda Project Task Force (WPTF) comprising the Heads and Experts from the relevant Woreda Offices as members. The WPTF will closely work with Focal Area Project Personnel (FAPP) to oversee the day-to-day E&S performance of the Project in compliance with the ESMF, RPF and other instruments specified in this ESCP.</p> <p>Hire at least one FAPP that will be based in the Project office at the respective regions. The FAPP will closely work with the PIU, RPSC, RPTC and WPTF</p> <p>Competent independent third parties shall be hired for monitoring the performance of the Project as appropriate</p>	<p>Hire FAPPs one month before the Project effectiveness and maintained throughout the Project lifecycle.</p> <p>Hiring competent independent third parties within six months after the Project effectiveness and maintained throughout the Project lifecycle.</p>	
<p>1.2 ENVIRONMENTAL AND SOCIAL ASSESSMENT</p> <p>i. Prepare, consult on, adopt and publicly disclose and thereafter implement a project-wide Environmental and Social Management Framework (ESMF) which shall set out the principles, rules, guidelines, and procedures to assess the environmental and social risks and impacts for the implementation of the Project emanating from all known</p>	<p>i. Preparation, consultation, disclosure and adoption prior to project effectiveness. Thereafter implement the ESMF throughout project implementation.</p>	<p>MoA/MoTRI</p>

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<p>and potential activities it shall support through the beneficiary agencies, and which shall be consistent with the relevant ESS's. .</p> <p>ii. In accordance with the ESMF, undertake site-specific environmental and social risk screening, site-specific impact assessments, and management plans for subprojects including assessment of the physical and biological environment, location of the selected livestock infrastructure for upgrading/value chains, ensuring equity and inclusivity of infrastructure selections as well as the capacity of likely contractors to implement ESMPs and monitoring arrangements.</p> <p>iii. Confirm that ZEP-RE has adopted and disclosed the ZEP-RE ESMS</p>	<p>ii. Prior to the implementation of site-specific subprojects.</p> <p>iii. Prior to project effectiveness.</p>	
<p>1.3 MANAGEMENT TOOLS AND INSTRUMENTS Screen subprojects in accordance with the Environmental and Social Management Framework (ESMF), and, thereafter, draft, adopt, and implement the subproject ESMPs (LMP, IPMP, RAP, UCP, SEP, SMP, and GBV AP), as required, in a manner acceptable to the Association with the requirements of Environmental and Social Standards (ESSs). Disclose the ESMPs for the Project-affected communities and other parties.</p>	<p>The preparation, disclosure and clearance of ESS instruments before calls for bids of the respective sub-projects. Instruments implemented throughout Project implementation.</p>	<p>MoA/MoTRI</p>

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<p>1.4 MANAGEMENT OF CONTRACTORS AND IMPLEMENTING PARTNERS: 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 with contractors. Thereafter ensure that the contractors comply with the ESHS specifications of their respective contracts. The specific measures for managing contractors on project activities shall include the following as appropriate:</p> <ul style="list-style-type: none"> • Requirement to comply with National Legislations and World Bank environmental and social standards that could be included in the procurement and contracting process including bidding documents, for potential civil works; • Relevant E&S requirements will be included in contracts document and subcontracts consistent with the requirements of ESSs; • Codes of conduct would be required for the project contractors and subcontractors and their respective workers; • Contractors will be required to promptly notifying incidents and accidents; • Contractors will be required to set up grievance redress mechanisms for workers, communities and other stakeholders, • The project will ensure monthly reporting from contractors, which provide details on contractor’s oversight on environmental, social, health and safety (ESHS) performance • The Contractors shall be required to submit for approval and subsequently implement the Contractor’s Environment and Social Management Plan (C-ESMP) 	<p>Prior to the preparation of procurement documents. Supervise contractors throughout Project implementation.</p>	<p>MoA/ MoTRI,</p>

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<p>1.5 MONITORING AND INSPECTION The MoA and MoTRI shall continuously monitor environmental and social risks and their impacts on the environment, Project-affected communities and workers to ensure effective compliance in accordance with, <i>inter alia</i>, the ESMF, SEP, LMP, ESHS instruments, ZEP-RE ESCP, conditions of approval, capacity and reporting requirements as set out in this ESCP and take necessary remedial actions acceptable to the Association.</p>	<p>Throughout Project implementation</p>	<p>MoA/ MoTRI,</p>
<p>1.6 PERMIT, CONSENTS, AND AUTHORIZATIONS</p> <ul style="list-style-type: none"> • MoA and MoTRI shall ensure its beneficiary agencies obtain all requisite permits, consents, and authorizations from relevant national authorities that are applicable to subprojects that they will support, and that these agencies comply with the conditions established in these permits, consents, and authorizations. MoTRI will keep a record of such permits, consents, and authorization and submit the same to MoA and MoTRI annually. • MoA and MoTRI will ensure its beneficiary agencies comply with the conditions contained in all permits, licenses, and authorizations. 	<ul style="list-style-type: none"> • All relevant permits, consents and authorizations: before commencement of related Project activities. • Necessary permits, consents, and authorizations to be valid throughout Project implementation. • During monitoring of ESC aspects of sub-projects, throughout Project implementation 	<p>MoA/MoTRI</p>
<p>1.7 TECHNICAL ASSISTANCE Ensure that any 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 and that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference</p>	<p>Throughout Project implementation and prior to contracting the relevant activities.</p>	<p>MoA/MoTRI/DBE</p>

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<p>1.8 EXCLUSION CRITERIA The following types of activities are ineligible for financing under the Project:</p> <ul style="list-style-type: none"> • Any activities involving adverse impacts on biodiversity conservation and sustainable management of living natural resources. • Any activities that have adverse impacts on cultural heritage as defined under ESS 8. • Any activities that, due to the nature and scale of the activities, would result in a wide range of significant adverse impacts and risks, which are long-term, permanent, and/or irreversible, impossible to avoid entirely, and cannot be mitigated or required complex, unproven mitigation and excessive associated costs, rendering its risk classification as high. • Production or trade in any product or activity deemed illegal under the Recipient’s laws or regulations or ratified international conventions and agreements. • Production or trade-in pesticides/herbicides subject to international phase-outs or bans. • Any activities that would curtail workers’ fundamental rights. These would include: (i) freedom of association and the effective recognition of the right to collective bargaining; (ii) prohibition of all forms of forced or compulsory labor; (iii) prohibition of child labor, including without limitation the prohibition of persons under 18 from working in hazardous conditions (which includes construction activities), persons under 18 from working at 	<p>Throughout Project implementation</p>	<p>MoA/MoTRI/DBE /beneficiary agencies</p>

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	<p>night, and that persons under 18 be found fit to work via medical examinations; (iv) elimination of discrimination in respect of employment and occupation, where discrimination is defined as any distinction, exclusion or preference based on race, color, sex, religion, political opinion, national extraction, or social origin.</p> <ul style="list-style-type: none"> • Production or activities that impinge on the lands owned, or claimed under adjudication, by indigenous peoples, without full documented consent of such peoples. • Any other excluded activities as set out in the ESMF for the Project. 		
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES Adopt, and implement and update as needed the Labor Management Procedure (LMP) in accordance with ESS2 and in a manner acceptable to the Association.</p>	<p>Preparation, disclosure and clearance by effectiveness. Implementation of the LMP shall take place in all subprojects <i>during on-site implementation, throughout the Project</i>. The LMP document shall be updated if and when necessary and implemented throughout the Project timeframe.</p>	MoA/MoTRI
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish, maintain, and operate a grievance mechanism for Project workers (direct Project workers, contracted workers, and primary supply workers) as set out in the LMP and consistent with ESS2. It must be backed with a more effective and confidential mechanism for GBV complaints handling.</p>	<p>Operationalize the Grievance mechanism three months after project effectiveness and maintained throughout Project implementation.</p>	MoA/MoTRI
2.3	<p>PROJECT WORKERS TRAINING</p>		

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<p>Implement training of Project workers designed to raise awareness on:</p> <ul style="list-style-type: none"> • Terms and conditions of employment; • Occupational Health and Safety measures; • The distinct socio-cultural norms, lifestyles, and traditional institution of the Project-affected communities, particularly remote pastoral communities • GBV risks, mitigation measures, and means of presenting and handling complaints; • GBV Code of Conduct; • Grievance mechanism; and • Other issues as set out in the individual E&S instruments in this ESCP. 	<p>Prior to civil works, with regular refresher training. Supervision throughout the Project implementation period.</p>	<p>Contractors are responsible for the provision of the required training MoA/MoTRI</p>
<p>2.4 OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES Develop and implement OHS measures (including emergency preparedness and response, COVID-19 safety precautions) as set out in the requirements of the National Labour Law, Association’s EHS Guidelines, ESS2 and the LMP. Occupational, Health and Safety (OHS) measures shall be specified in the construction contractors’ OHS plan.</p>	<p>The OHS measures will be operational <i>prior to engaging the sub-Project workers</i> and will be maintained <i>for all sub-Project implementation throughout the Project life</i>. Implementation of the OHS measures including but not limited to measures adopted and incidents observed, will be reported <i>in the Annual Reports</i>.</p>	<p>Contractors are responsible to implement the required OHS measures. MoA/MoTI responsible for regular supervision</p>
<p>2.5 EMERGENCY PREPAREDNESS AND RESPONSE (EPR):</p> <ol style="list-style-type: none"> i. As part of the OHS measures specified in 2.4, include a detailed plan on emergency preparedness and response to cover Project workers. ii. MoA/MoTRI will require and ensure its beneficiary agencies put in place emergency preparedness and response plans. 	<ol style="list-style-type: none"> i. EPR plans to be prepared prior to engaging Project workers and commencement of Project activities and maintained throughout Project implementation. ii. As above. 	<ol style="list-style-type: none"> i. MoA/MoTRI ii. MoA/MoTRI

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT OF WASTE AND HAZARDOUS MATERIALS		
<p>3.1 RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT:</p> <ul style="list-style-type: none"> i. MoA/ MoTR will include in its ESMF resource efficiency and pollution prevention and management measures, and actions to manage waste and hazardous materials consistent with ESS3. ii. MoA/MoTRI will ensure that beneficiary agencies, under the de-risking facility of Component 2, develop ESMS and ESMPs, as appropriate, and implement measures to attain resource efficiency, prevent and manage pollution, and manage waste and hazardous materials consistent with ESS3. iii. Prepare, adopt and implement the Integrated Pest Management (IPM) plan for all sub-Projects that could potentially involve the use of agro-chemicals. Implement mitigation measures that are technically and financially feasible for improving efficient consumption of energy and water. iv. Prepare, adopt, and implement the Waste Management Guide as specified in the ESMF. 	<p>ESMF to be disclosed prior to Project effectiveness.</p> <p>Throughout Project implementation</p> <p>Adoption of the IPMP will be <i>prior to commencing implementation</i> of any sub-Project potentially involving the use of chemicals and will <i>continue during the operations of such sub-Projects</i>. Adoption of the Waste Management Guide will be <i>prior to commencing implementation</i> of any sub-Project potentially involving waste and will <i>continue during the operations of such sub-Projects</i>. Implementation of the of IPM and Waste Management measures will be reported <i>in the Annual Reports</i> and biannual Environmental & Social Management reports</p> <p>Permits for waste disposal will be obtained before the start of construction works. C-ESMP to reflect management of waste and hazardous materials. Monitoring on the implementation of these measures on a daily basis.</p>	<p>MoA & MoTRI</p>
ESS 4: COMMUNITY HEALTH AND SAFETY		

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<p>4.1 COMMUNITY HEALTH AND SAFETY: Prepare, adopt, and implement measures and action to assess and manage specific risks and impacts to the community arising from Project activities, including sub-Projects, and response to emergency situations, as specified in the ESMF, and include such measures, as appropriate, in the sub-Project designs and ESMPs in a manner acceptable to the Association.</p> <p>TRAFFIC AND ROAD SAFETY: Adopt and implement measures and actions to assess and manage traffic and road safety risks as required</p>	<p>Adoption of the Community H&S Procedure, part of the ESMF, will be <i>prior to commencing implementation</i> of all sub-Projects, and will <i>continue during the operations of such sub-projects</i>. Traffic management in connection with subprojects will be done <i>during subproject implementation</i>. Implementation of the Community H&S measures will be reported <i>in the Annual Reports</i> Contractors will submit CHS performance to the PIU on a monthly basis</p>	<p>Contractors, MoA/MoTRI</p>
<p>4.2 GBV RISKS Prepare, adopt, and implement a stand-alone GBV action plan with minimum scope (mapping of referral pathway, hiring/assigning of focal personnel, GRM, CoC, etc.) Basic mitigation measures will be undertaken including.</p> <ul style="list-style-type: none"> • Staff at project site will sign Codes of Conduct and receive basic training on expected behavior and consequences for breach of the code including GBV and GRM. • GBV-sensitive GRM measures for a complaint’s mechanism will be explored and where feasible, GBV service providers will be identified in areas of implementation in advance of survey activities 	<p>Preparation and disclosure of the GBV Action Plan will be done as part of the ESMF as a condition for project effectiveness.</p>	<p>MoA/MoTRI, The Contractors are responsible to effectively implement the GBV Action Plan throughout the Project lifecycle.</p>
<p>4.3 SECURITY PERSONNEL: Prepare, adopt, disclose and implement a Project wide Security Risk Assessment (SRA) and Management Plan (SMP) consistent with the requirements of ESS4, in a manner acceptable to the Association.</p>	<p>3 months after project effectiveness and</p>	<p>MoA/MoTRI</p>

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<p>Establish sub-project site-specific security arrangement in accordance with Project SMP</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 Association and include security measures in site specific ESMPs.</p> <p>In case of the need to use additional, Project-specific security services (military, national police), the Project will ensure the signing of a formal agreement, including clauses on compliance with a code of conduct.</p> <p>Periodically reassess security risks during the life of the project. In case of significant deterioration of security in a given geographical area, the project will conduct a succinct assessment of risks and propose management measures; suspend activities and inform the Association accordingly.</p>	<p>prior to engaging security personnel.</p> <p>Throughout Project implementation</p>	
<p>4.4 TRAINING FOR THE COMMUNITY: MoA/MoTRI will carry out staff training to heighten awareness of risks and impacts of Project activities on local communities, as well as means to mitigate these risks and impacts.</p> <p>MoA/MoTRI will carry out awareness training for beneficiary agencies on risks and impacts of Project activities on local communities, as well as means to mitigate these risks and impacts.</p> <p>Training topics may include stakeholders mapping and engagement, Grievance Management, Occupational Health and Safety measures, Community Health and Safety issues</p>	<p>Within 3 months of Project commencement.</p> <p>Carry out training upon signature of the contract and financial agreement with beneficiary agencies.</p>	<p>MoA/MoTRI</p> <p>MoA/MoTRI</p>
<p>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</p>		

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5.1	<p>RESETTLEMENT PLANS</p> <p>Prepare, consult and adopt, Resettlement Framework (RF) in accordance with ESS 5</p> <p>Prepare, consult and adopt, resettlement plans (RAPs) in accordance with ESS 5 and consistent with the requirements of the Resettlement Framework (RF), and thereafter implement the respective RAPs, in a manner acceptable to the Association.</p> <p>Prepare a process framework (PF) for sub-projects with restrictions on access to natural resources in legally designated parks and protected areas as part of the RF.</p>	<p>By project effectiveness along with the ESMF</p> <p>Before sub-projects approval/call for bids and before commencing physical works for the associated activities</p> <p>The PF as part of the RF should be prepared prior to effectiveness and the site-specific agreements there under established and implemented prior to initiating site specific activities</p>	MoA/MoTRI
5.2	<p>FORCED DISPLACEMENT PRIOR TO PROJECT APPROVAL</p> <p>Avoid forced displacement and relocation shall be conducted in a manner acceptable to the Association relevant ESS5 requirements shall be applied retroactively.</p>	<p>Identification of such prior forced displacement when conducting screening and census survey during the RP process for subprojects.</p>	MoA/MoTRI
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>Prepare, adopt, and implement an integrated Biodiversity Management Plan (BMP) in accordance with the guidelines of the ESMF prepared for the Project, and in a manner acceptable to the Association. The Biodiversity Management measures will be included in the ESMPs, SPRs or CPRs for the specific subprojects, in accordance with the approved ESMF, the requirements of ESS6 and the national laws and international conventions that Ethiopia is party to, in a manner acceptable to the Association.</p>	<p>Prior to implementation of sub-projects, throughout the Project lifecycle.</p>	MoA/MoTRI
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			

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7.1	<ul style="list-style-type: none"> i. Prepare and disclose a Social Assessment (SA) to identify barriers to entry, particularly those related to discrimination, bias, literacy, and numeracy for disadvantaged groups including the Vulnerable and Marginalized Groups (F/VMGs) and determine if there are technically feasible measures that can be implemented to facilitate the access by disadvantaged groups and eliminate discrimination. ii. Ensure that the results of the SA are incorporated into Project documentation, including the ESMF and subproject ESMPs, SPRs, or CPRs. iii. Ensure that the Vulnerable and Marginalized Groups are appropriately informed and can share in the Project benefits in an inclusive and culturally appropriate manner with provisions included in the SEP. 	<ul style="list-style-type: none"> i. Condition for Project effectiveness. ii. ESMF to be prepared prior to Project effectiveness. iii. Throughout Project implementation 	MoA/MoTRI
ESS 8: CULTURAL HERITAGE			
8.1	<p>CULTURAL HERITAGE AND CHANCE FINDS Prepare, adopt, and implement the Chance Finds Procedure (CFP) described in the ESMF developed for the Project.</p>	The Chance-Finds procedure is implemented during subproject implementation. Outcomes of the Chance-Finds procedure are reported <i>in the Annual Reports</i>	MoA/MoTRI
ESS 9: FINANCIAL INTERMEDIARIES			

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<p>9.1 LIVESTOCK VALUE CHAIN DE-RISKING FACILITY</p> <p>i. For the implementation of the Livestock Value Chain De-Risking Facility sub-component of the Project, the Recipient and the Association has agreed on the assignment of Development Bank of Ethiopia (DBE) as fund manager, and financial institution. Thus, the Recipient shall cause DBE to put in place and maintain throughout Project implementation an ESMS compliant with ESS 9 and in form and substance satisfactory to the Association to manage E&S risks and impacts of activities supported by the Facility. The ESMS should include:</p> <p>a) Details on E&S screening and analysis which should be commensurate to the sub-projects being funded.</p> <p>b) Procedures to assess, manage, and monitor the environmental and social risks and impacts of the activity/ subprojects on an ongoing basis.</p> <p>c) Risk categorization for environmental and social risks to determine the scope of the environmental and social due diligence that shall be necessary to identify risks.</p> <p>d) In case the Facility is not implemented by DBE the ESMF shall apply.</p>	<p>DBE is decided to take the role as an FI for this sub-component and the preparation and adoption of an ESMS for that purpose will take place before disbursement for the Livestock Value Chain De-Risking Facility, and will be a condition of disbursement</p>	<p>MoA, DBE</p>
<p>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</p>		

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10.1	<p>STAKEHOLDER ENGAGEMENT PLAN (SEP) PREPARATION AND IMPLEMENTATION</p> <p>Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.</p>	<p>Develop, adopt, disclose the SEP at project negotiations, update it in line with the findings of the SA and ESMF by project effectiveness, and thereafter implement the SEP throughout Project implementation</p>	MoA/MoTRI
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>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 Association.</p>	<p>Three months after project effectiveness. and maintained throughout the Project implementation period.</p>	MoA/MoTRI
CAPACITY SUPPORT (TRAINING)			

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<p>CS1 SPECIFIC TRAINING TO MAJOR IMPLEMENTING ACTORS MoA/MoTRI will develop Environmental and Social training tool kits and manuals to train beneficiary agencies.</p> <p>Present a capacity assessment and respective action plan that includes terms of reference, an action plan and timeline for capacity building activities, including training and mentorship for the ESMF implementing entities: PIU, FAPP, WPTF, RPTC, RPSC, FPTC and FPSC, in the following areas:</p> <ul style="list-style-type: none"> • Applicable national laws and regulations ; • The Association’s ESF in general; • Stakeholder mapping and engagement; • Labor Management; • Specific aspects of environmental and social assessment including preparation of E&S instruments such as ESMF,ESMPs, RPs and LRPs, GBV Action Plans, Security Management Plans; • Gender Based Violence (GBV); and • Grievance Management. <p>Conduct awareness training to community groups, Local NGOs, and Pastoral associations</p>	<p>Training tools and manuals will be developed throughout the Project implementation</p> <p>Present plan and conduct first training prior to disbursement for activities under component 2. Carry out capacity building and Training throughout the Project as required.</p> <p>Prior to the implementation of subproject activities</p>	<p>MoTRI/MoA</p> <p>MoA/MoTRI, DBE and Participating FIs</p>
<p>CS2 TRAINING ON OHS AND EMERGENCY PREVENTION, PREPAREDNESS AND RESPONSE The MoA/ MoTRI will develop environmental and social training toolkits and manuals to train beneficiary agencies ensure that the contractors to be engaged provide specify training for Project workers on:</p> <ul style="list-style-type: none"> • Terms and conditions of employment; • Occupational Health and Safety measures; • Community Health and Safety issues • Emergency prevention and preparedness and response 	<p>Training should be maintained as needed throughout the Project implementation in accordance with the capacity assessment</p> <p>Reporting on training will be <i>in the quarterly and Annual Reports.</i></p>	<p>Contractors in collaboration with MoA/MoTRI</p>

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<p>arrangements to emergency situations.</p> <ul style="list-style-type: none"> • The distinct socio-cultural norms, lifestyles, and traditional institution of the Project-affected communities, particularly remote pastoral communities; • GBV/HEA/SH risks, mitigation measures, and means of presenting and handling complaints; • GBV Code of Conduct; • Grievance mechanism; and • Other issues as set out in the individual E&S instruments in this ESCP. 		