

# **Republic of Liberia**

## **Additional Financing for**

**Recovery of Economic Activity for Liberian Informal  
Sector Employment (REALISE)  
(P179035)**

**Negotiated Version**

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

**December 5, 2022**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Liberia (the **Recipient**) through its Ministry of Finance and Development Planning (MFDP) will implement the additional financing of the Recovery of Economic Activity for Liberian Informal Sector Employment (the **Project**), with the involvement of the Ministry of Youth and Sports (MYS), the Liberia Agency for Community Empowerment (LACE), and the Ministry of Gender Children and Social Protection (MGCSP) as set out in the Financing Agreement, Grant Agreement and the Project Agreement. The International Development Association (**Association**) has agreed to provide the original financing (P174417) and additional financing (P179035) for the Project, as set out in the referred agreements. This ESCP supersedes previous versions of the ESCP for the Project and shall apply both to the original and the additional financing for Project referred to above.
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, Grant Agreement and the Project Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreements.
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, through its the Ministry of Youth and Sports (MYS), and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Minister for Youth and Sports. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the 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&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	<p><i>Starting from the Effective Date, submit quarterly E&amp;S monitoring reports not later than ten (10) days after each reporting period and throughout Project implementation.</i></p>	MYS through the PMT
B	<p><b>INCIDENTS AND ACCIDENTS</b></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. Provide sufficient details 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 learning of the incident or accident and within 24 hours in case of a fatality.</p> <p><i>A subsequent detailed report shall be provided within 30 days unless another timeline is agreed upon with the Association.</i></p>	MYS through the PMT
C	<p><b>CONTRACTORS MONTHLY REPORTS</b></p> <p>Require contractors and supervising firms to provide monthly monitoring reports that cover the environmental, social, and health and safety performance in accordance with the metrics specified in the respective bidding documents and contracts, and submit such reports to the Association.</p>	<p><i>Contractors shall be required to submit their reports to the PMT every month.</i></p> <p><i>Submit the monthly reports to the Association upon request.</i></p>	MYS through the PMT
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Maintain the organizational structure, of the already existing PMT of the parent Project, with qualified staff and resources to support the management of ESHS risks and impacts of the Project, including an environmental officer and social safeguard officer. A Grievance and GBV Specialist shall be hired.</p>	<p><i>The existing PMT shall be maintained throughout Project implementation. Specifically, the PMT shall maintain the full-time Environmental Officer, Social Safeguards Officer and Grievance Redress Officer. A GBV Specialist shall be assigned to the project within 2 months of effectiveness.</i></p>	MYS
1.2	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENT</b></p> <p>Update the Environmental and Social Management Framework (ESMF) for the Project to incorporate activities of the Additional Financing, detailing policy, procedure and guidance for assessment and management of environmental and social risks and impacts of the Project, and thereafter disclose, consult upon, adopt and implement the updated ESMF, consistent with ESSs.</p> <p>The proposed activities described in the exclusion list set out in the ESMF/POM shall be ineligible to receive financing under the Project.</p> <p>Once the selection of specific sites for Project activities are finalized, prepare and implement site-specific plans (ESMPs) prior to the commencement of implementation of sub-project activities in the field, consistent with ESSs and the Project ESMF.</p>	<p><i>ESMF of the parent project which is being updated, shall be submitted to the Association for approval and disclosed and adopted prior to project effectiveness, and shall thereafter be implemented and used to guide the preparation of project E&amp;S instruments throughout Project implementation.</i></p> <p><i>Throughout Project implementation</i></p> <p><i>ESMPs shall be prepared 1 month before the start of Project activities and implemented throughout Project implementation.</i></p>	MYS through the PMT

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.3	<p><b>MANAGEMENT TOOLS AND INSTRUMENTS</b>  <b>The implementing agencies shall:</b></p> <p>a. Screen any proposed sub-projects in accordance with the screening tool to be developed as part of the Updated ESMF that will be prepared for the Additional Financing, and thereafter, prepare, disclose, consult upon, adopt, and implement the sub-project site-specific Environmental and Social Management Plan (ESMP), as required, in a manner acceptable to the Association.</p> <p>b. Implement the “negative list” (which will be part of the POM) that will be used as a guiding tool for funding interventions that will not adversely impact the environment and the people/community.</p> <p>c. The updated ESMF, SEP, and Labor management procedures will consider gender differentials, the potential for SEAH, and the needs of individuals or groups who, because of their circumstances, may be disadvantaged or vulnerable, as appropriate.</p>	<p>a. <i>Prior to the commencement of work and throughout the project implementation.</i></p> <p>b. <i>Prior to implementation of relevant subproject and throughout project implementation</i></p> <p>c. <i>The updated ESMF including the Integrated Pest Management Plan and LMP is being updated and shall be reviewed, consulted upon, and disclosed in-country prior to project effectiveness, and implemented throughout project duration.</i></p>	MYS through the PMT

<p>1.4</p>	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>a. Incorporate the relevant aspects of the ESCP, including inter alia the relevant E&amp;S documents and/or plans, and the updated 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.</p> <p>b. Require Codes of Conducts of contractors and subcontractors and of their workers to prohibit SEA/SH and include training of workers on their obligations under the Code of conduct.</p> <p>c. Require all contractors and sub-contractors to prepare and submit to the PIU for approval and subsequent implementation of the approved Contractor’s Environmental and Social Management Plan (C-ESMPs). LACE/MYS/MGCSP shall ensure C-ESMP is costed, with enough budget to mitigate E&amp;S risks.</p> <p>d. Monitor Contractors’ commitment and compliance.</p> <p>e. Ensure that contractors provide details on their oversight of ESHS performance.</p> <p>f. Contractors to develop workers’ grievance redress mechanisms to handle the concerns of their employees. Ensure that the contractors or sub-contractors – including contracted workers, community workers, and primary supply workers, as appropriate – comply with the ESHS specifications of their respective contracts.</p>	<p>a. <i>All relevant aspects of the ESCP including relevant E&amp;S documents/ instruments/ plans shall be incorporated into the ESHS specifications of the procurement document prior to the commencement of the bidding process. Compliance with these specifications shall be ensured through the supervision by the LACE/MYS/MGCSP throughout Project implementation.</i></p> <p>b. <i>Ensure that codes of conduct are provided by the concerned contractors/consultants prior to the commencement of their respective contracts and duly signed by workers before they are engaged under the Project and ensure that these codes of conduct are implemented throughout the Project implementation.</i></p> <p>c. <i>A costed C-ESMP with enough budget to mitigate identified risks and approved by the LACE/MYS/MGCSP shall be in place prior to the commencement of Project works and throughout contract implementation.</i></p> <p>d. <i>Prior to the commencement of contractors’ works and throughout contract implementation.</i></p> <p>f. <i>Require contractors to establish and operate a GRM as part of their contracts and 1 month prior to the commencement of their respective contracts and shall be</i></p>	<p>MYS through the PMT</p>
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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
		<i>maintained throughout Project implementation thereafter.</i>	
1.5	<p><b>CONTINGENT EMERGENCY RESPONSE FINANCING</b></p> <p>a) Develop the CERC-ESMF that includes a description of the ESHS assessment and management arrangements and procedures for the activation and implementation of the CERC Part under the Project in accordance with the ESSs.</p> <p>b) Prepare, disclose, consult, adopt, and implement any environmental and social (E&amp;S) management plans or other instruments required for activities under the CERC Part of the Project, in accordance with the ESSs, CERC-ESMF, the World Bank Group Environmental, Health and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP) including World Health Organization (WHO) guidance documents on COVID-19 in a manner acceptable to the Association. Thereafter implement the measures and actions required under the said E&amp;S management plans or instruments, within the timeframes specified in the plans.</p>	<p>a) The adoption of the CERC-ESMF in form and substance acceptable to the Association is a withdrawal condition under Section 3.B.2 of Schedule 2 of Financing Agreement for the Project.</p> <p>b) Adopt any required E&amp;S instrument and include it as part of the respective bidding process, if applicable, and in any case, before the carrying out of the relevant Project activities for which the E&amp;S instrument is required. Implement the E&amp;S instruments in accordance with their terms, throughout Project implementation.</p>	MYS
1.6	<p><b>TECHNICAL ASSISTANCE</b></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	MYS through the PMT
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Implement the original financing and additional financing in a manner acceptable to the Association, including through, inter alia, implementing adequate occupational health and safety measures (including emergency preparedness and response measures), ensuring appropriate working conditions amidst a public health emergency (including measures against the outbreak of COVID-19), provision of training/apprenticeship on handling emergencies, especially health-related issues; setting up grievance arrangements for Project workers and incorporating labor requirements in the procurement documents and contracts with contractors and supervising firms as appropriate.</p> <p>Update, disclose, consult upon, adopt and implement the Labor Management Procedures (LMP) that will be incorporated in the project ESMF. The procedures shall include terms and conditions of employment including hours of work, wages overtime, compensation and benefits, holidays, leaves, etc. The procedures shall set up measures to prevent and address harassment, intimidation or sexual exploitation, child labor, and forced labor, all consistent with ESS2.</p>	<p><i>The LMP is being updated and will be incorporated in the updated project ESMF to be disclosed, consulted upon, and adopted prior to the project Effectiveness and implemented throughout Project implementation.</i></p>	MYS through the PMT
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Ensure grievance mechanisms for Project workers are established, maintained, and operated as described in the LMP and consistent with ESS2.</p>	<p><i>GM for the workers shall be established before commencement of Project activities and engagement of project workers and it shall remain operational throughout Project implementation.</i></p>	MYS through the PMT
2.3	<p><b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b></p> <p>The IAs, through the PMT, shall incorporate and implement project relevant OHS measures in the sub project site-specific ESMP, including measures related to mitigating COVID-19 risks.</p>	<p><i>Contractor's OHS plan shall be prepared as part of the C-ESMPs before commencement of works and shall be maintained/enforced throughout Project implementation</i></p>	MYS through the PMT
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
3.1	<p><b>WASTE MANAGEMENT PLAN</b></p> <p>Incorporate Waste Management Plan in the sub-project site-specific ESMP to manage waste generated by Project activities and implement these measures throughout Project implementation, all consistent with ESS3.</p>	<p><i>Sub-project site-specific ESMP shall incorporate a Waste Management Plan to be prepared 1 month before the start of relevant project activity and implemented throughout Project implementation</i></p>	MYS through the PMT
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Ensure resource efficiency and pollution prevention and management measures are covered under the site-specific ESMP to be prepared. Develop and incorporate a strategy for pest control in the site-specific ESMP, consistent with ESS3. The Project Operations Manual includes a “negative list” to prohibit funding for pollution-generating activities.</p>	<p><i>Sub-project site-specific ESMP shall be developed and approved as part of subproject proposal prior to commencement of CLAS subproject activities.</i></p>	MYS through the PMT
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>Ensure the incorporation and implementation of measures and actions to assess and manage traffic and road safety risks as required in the ESMPs to be developed under action ESS1 above, consistent with ESS4.</p>	<p><i>Prior to the start of the activities of the project/sub-project or implementation of activities for which these measures are required.</i></p>	MYS through the PMT
4.2	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Put measures in place to prevent or minimize the spread of infectious diseases/COVID-19 to the community and among workers/beneficiaries by following national and WHO guidelines of social distancing and other measures, consistent with ESS4. These measures shall be included in the updated ESMF and project site-specific ESMPs and implemented throughout Project implementation, consistent with ESS4.</p>	<p><i>In accordance with the timeframe for adoption and implementation of the ESMF and ESMPs.</i></p>	MYS through the PMT

4.3	<p><b>SEA/SH RISKS</b></p> <p>Prepare, disclose, consult upon, adopt, and implement a stand-alone SEA/SH Action Plan to assess and manage SEA/SH risks, consistent with ESS4. Hire a GBV specialist to support the implementation of the SEA/SH Action Plan</p>	<p><i>Prepare, disclose, consult upon, and adopt the SEA/SH action plan not later than 3 months after the Effective Date and implement the plan throughout the Project implementation.</i></p> <p><i>Hire the GBV Specialist not later than 2 months after the date of project effectiveness.</i></p>	MYS through the PMT
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p><b>RESETTLEMENT PLANS</b></p> <p>The likelihood of land acquisition and land restrictions is minimal under this project, however activities under Component 5 require restriction on the land use, and such activities may result to risks covered under this ESS. Therefore, LACE, MYS &amp; MGCSP shall follow the guidelines set out in the ESMF for screening for resettlement risks to develop and implement a mitigation plan for managing such risks in a manner consistent with ESS5.</p> <p>Adopt and implement a resettlement action plan (RAP) as set out in the RPF, and consistent with ESS5.</p>	<p><i>The project will develop and incorporate a “negative list” into the POM to guide the selection of subproject activities to be supported. Land acquisition and displacement of people or communities are not anticipated under the project, however key activities under component 5 will require land for farming. While efforts will be made to ensure that lands used by beneficiaries to carry on farming activities are owned by the community, there is a possibility of the farming activities impacting the livelihoods of other community members through restricting their access to land being farmed on by project beneficiaries. To mitigate minor or temporary impacts associated with subproject activities, subprojects will be required to include Resettlement Action Plan (RAP)/Livelihood Restoration Plan (LRP), consistent with the guidelines established in the ESMF for E&amp;S screening of the components under project/sub-projects. The RPF for parent project is being updated and submitted to the Bank for approval before disclosure prior to effectiveness. If required, the RAP shall be prepared, cleared and implemented by the PMT who shall submit a RAP implementation completion report to the Association to obtain No Objection (NO) before start of the work.</i></p>	MYS through the PMT

ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES		
6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS</b></p> <p>The Community Livelihood and Agriculture Support component is likely to generate biodiversity-related risks and impacts. There is a potential risk that agriculture activities under Component 5 may lead to some impacts on natural habitats. A Biodiversity Management Plan (BMP) shall be developed and incorporated into the project site-specific ESMP, consistent with ESS6. The project site specific ESMP shall include measures and provisions that promote sustainable management of natural resources and mitigate any indirect risks and impacts arising from project activities. Activities that may adversely impact biodiversity and ecosystem services shall be included in the negative list of the project and identified through the application of the E&amp;S screening tool developed as part of the Updated ESMF, and as such, these activities shall be ineligible for financing under the Project.</p>	<p><i>Project site-specific ESMP shall prepared and adopted 1 month prior to the implementation of project activities and implemented throughout the project implementation.</i></p> <p><i>Any subprojects that are screened to have potential impacts on biodiversity will be excluded from the project scope.</i></p>
MYS through the PMT		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES		
There are no groups meeting ESS7 criteria in the project area, therefore there are no mitigation measures to be undertaken under ESS7 for the project.		
ESS 8: CULTURAL HERITAGE		
8.1	<p><b>CHANCE FINDS</b></p> <p>Adopt and implement the Chance Finds Procedure described in the updated ESMF and subproject ESMP shall include a Chance Finds Procedure which will be prepared and adopted prior to the commencement of project implementation and implemented throughout project implementation.</p>	<p><i>Chance Finds Procedure shall be incorporated in the project site-specific ESMP to be prepared before the commencement of project activities and implemented throughout project implementation.</i></p>
MYS through the PMT		
ESS 9: FINANCIAL INTERMEDIARIES		
There are no actions under the Project related to Financial Intermediaries, therefore there are no mitigation measures to be undertaken under ESS9.		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE		

10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>The Recipient, through the PMT, has carried out initial consultations with key stakeholders during project preparation and developed a preliminary 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 through the LACE/MYS/MGCSP 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 social protection. The updated SEP in English will be disclosed at <a href="http://www.realise.live">www.realise.live</a>; <a href="http://mys.gov.lr">mys.gov.lr</a>; <a href="http://laceonline.org">laceonline.org</a>; or the executive mansion website.</p>	<p><i>Updated SEP has been disclosed prior to completion of project appraisal. Three months after project effectiveness, conduct in-depth stakeholder engagements on relevant components, update, submit to the Association for review and upon clearance, adopt, redisclose and implement throughout the project implementation period. If required, the process to update shall be continuously followed.</i></p>	MYS through the PMT
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>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-centric.</p>	<p><i>The existing GMs shall be maintained throughout implementation, while GM for new project locations shall be established prior to the start of activities and shall be maintained throughout the project implementation period.</i></p>	MYS through the PMT
<b>CAPACITY SUPPORT (TRAINING)</b>			
	<b>Training to be provided</b>	Targeted groups and timing	MYS through the PMT

<p>CS1</p>	<p>Training on ESF and the 10 ESSs— including preparation of ESMP and RAP, Modules on GRM preparation and implementation, and Stakeholder Engagement. Additional training on the following topics:</p> <ul style="list-style-type: none"> <li>• Stakeholder mapping and engagement</li> <li>• Operational Aspects of Grievance Management</li> <li>• Specific aspects of environmental and social assessment and management</li> <li>• Emergency preparedness and response</li> <li>• Vulnerable People and vulnerability</li> <li>• Vector/Pest risk management using IPM approach</li> <li>• Training on the gender inclusion action plan</li> </ul>	<p>Staff of MYS/LACE/MGCSP units as well as targeted staff of the Project Management Team</p>	<p><i>One year into project effective and throughout project implementation. (This will be done quarterly)</i></p> <p>Will be implemented immediately after project effectiveness and throughout project implementation</p>	
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CS2	<p><b>Issues Related to COVID-19</b></p> <ul style="list-style-type: none"> <li>• Use and disposal of PPE (for all)</li> <li>• Working/training in COVID-19 environment (All workers and beneficiaries)</li> <li>• COVID-19 Infection Prevention and Control mechanism</li> <li>• Standard precautions for COVID-19 (social distancing etc)</li> <li>• Risk communication, prevention, and community engagement (Administrative and operational personnel)</li> <li>• WHO and CDC guidelines on quarantine</li> </ul>	PIU staff, targeted staff of project implementing institutions, contractors, and targeted beneficiaries		
CS3	<p><b>SEA/SH</b> Raising awareness on SEA/SH risks</p>	PIU staff, targeted staff and officials project implementing institutions, contractors, and beneficiaries	Will be implemented immediately after project effectiveness and throughout project implementation	MYS through the PMT