

**Republic of Gabon /
National Committee for Works of Public Interest
for Promotion of Entrepreneurship and
Employment (CN-TIPPEE)**

**Additional Financing to the Harmonizing and
Improving Statistics in West and Central Africa
Project-Series of Projects Two (HISWACA-SOP2-
AF) (P180085)**

Draft for Negotiation

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

14 February 2024

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Gabon (the Borrower) shall implement the Additional Financing to the Harmonizing and Improving Statistics in West and Central Africa Project-Series of Projects Two (HISWACA-SOP2-AF) (P180085) (the Project), with the involvement of the Directorate General of Statistics (DGS), and in association with the National Committee for Works of Public Interest for Promotion of Entrepreneurship and Employment (CN-TIPPEE) (Project Implementation Unit or PIU) under the Ministry of Economy and Prospective, and other sectoral ministries, as set out in the Loan Agreement. The International Bank for Reconstruction and Development (the Bank) has agreed to provide financing for the Project, as set out in the referred agreement.
2. The Borrower 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 Bank. The ESCP is a part of the Loan 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 Borrower 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 Bank. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Bank.
4. As agreed by the Bank and the Borrower, 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 Borrower through the CN-TIPPEE and the Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Borrower, represented by the Minister of Economy and Prospective. The Borrower shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Bank 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>Submit quarterly reports to the Bank throughout Project implementation, commencing after the Effective Date. Submit each report to the Bank no later than 15 days after the end of each reporting period.</p>	PIU
B	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the Bank 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 and incidents related to the use of unmanned aircraft (drones). Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.</p> <p>Subsequently, at the Bank'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 Bank no later than 48 hours after learning of the incident or accident, and no later than 24 hours for fatalities and SEA/SH incidents.</p> <p>Provide a subsequent report to the Bank within a timeframe acceptable to the Bank</p>	PIU with the support of DGS
C	<p>CONTRACTORS' MONTHLY REPORTS</p> <p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Bank.</p>	<p>Submit the monthly reports to the Bank as annexes to the reports to be submitted under action A above.</p>	PIU Contractors
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and thereafter Maintain a project implementation unit (PIU) with qualified staff and resources to support management of ESHS risks and impacts of the Project including a social specialist with experience on Indigenous Peoples, environmental specialist, and a gender-based violence (GBV) consultant. The Terms of Reference (TORs) and qualifications of candidates shall be subject to the Bank's no objection.</p>	<p>Maintain a PIU as set out in the Loan Agreement. Hire or appoint one environmental specialist, one social specialist with experience on Indigenous Peoples, and one GBV consultant no later than three months after Effective Date, and thereafter maintain these positions throughout</p>	Ministry of Economy and Prospective

		Project implementation.	
1.2	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <p>1. Prepare, adopt and implement an Umbrella-Environmental and Social Management Framework Additional Financing (U-ESMF-AF) for the Project, consistent with the relevant ESSs.</p> <p>2. Adopt and implement an Environmental and Social Management Plan (ESMP) for the infrastructure/works or part of the Project for which the ESIA/ESMP is required, under Part 3 of the Project, consistent with the relevant ESSs.</p> <p>3. Cause the contractors to adopt and implement the site-specific Environmental and Social Management Plan (ESMP), as set out in the ESMF. The proposed activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project.</p>	<p>1. Adopt and disclose the U-ESMF-AF prior to Effective Date and thereafter implemented the U-ESMF-AF throughout Project implementation.</p> <p>2. Prepare, disclose, consult upon, and adopt the subproject ESIA/ESMP consistent with the U-ESMF-AF prior to the start of Project activities, and thereafter implement the ESMP throughout Project implementation.</p> <p>3. Adopt the ESMP before launching the bidding process for the respective Project activity and cause contractors as relevant to adopt it prior to the carrying out of Project activity that requires the adoption of such ESMP. Once adopted, cause contractors to implement the respective ESMP throughout Project implementation.</p>	PIU
1.3	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESMP, including, inter alia, the relevant E&S instruments, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p>	<p>As part of the preparation of procurement documents and respective contracts.</p> <p>Supervise contractors throughout Project implementation.</p>	PIU
1.4	<p>TECHNICAL ASSISTANCE</p>	Throughout Project implementation.	PIU with the support of DGS

	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 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.		
1.5	<p>DATA PROTECTION</p> <p>In line with the U-ESMF-AF and the ESMP, concerning activities that involve collecting Personal Data, the Borrower shall adopt and implement relevant measures, including inter alia, data minimization (collecting only data that is necessary for the purpose); data accuracy (correct or erase data that are not necessary or are inaccurate); use limitations (data are only used for legitimate and related purposes); data retention (retain data only for as long as they are necessary); informing data subjects of use and processing of data; and allowing data subjects the opportunity to correct information about them. The Borrower shall ensure that these principles apply through assessments of existing or development of new data governance mechanisms and data standards for processing Personal Data in connection with the Project by parties involved in Project implementation in accordance with applicable national law and good international practice and acceptable to the Bank, including assessment or development of data sharing protocols, rules or regulations, revision of relevant regulations, training on personal data protection etc.</p>	During Project implementation in line with the ESMP and the U-ESMF-AF.	PIU with the support of DGS
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <ol style="list-style-type: none"> 1. Adopt and implement an Umbrella-Labor Management Procedure Framework Additional Financing (U-LMPF-AF) for the Project prior to the Effective Date, consistent with the relevant ESS. 2. Adopt and implement the Labor Management Procedures (LMP) for the Project, as per the approved and disclosed Umbrella-Labor Management Procedures Framework Additional Financing (U-LMPF-AF) including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for 	<ol style="list-style-type: none"> 1. Adopt and disclose the U-LMPF-AF prior to Effective Date and thereafter implement throughout Project implementation. 2. Prepare, disclose, consult upon, adopt the LMP in line with the U-LMPF-AF prior to hiring Project workers and thereafter implement the LMP throughout Project implementation. 	PIU with the support of DGS

	contractors, subcontractors, and supervising firms.		
2.2	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish and operate a grievance mechanism (GM) for Project workers, as described in the LMP and consistent with ESS2.	Establish grievance mechanism prior to engaging Project workers as per the LMP and thereafter maintain and operate it throughout Project implementation.	PIU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN Adopt and implement a Waste Management Plan (WMP), as part of subproject ESIA/ESMP, to manage hazardous and non-hazardous wastes, consistent with ESS3.	Adopt the WMP as part of the ESMP, and thereafter implement throughout Project implementation.	PIU
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under action 1.2 above.	Same timeframe as for the adoption and implementation of the ESMP.	PIU
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY Incorporate measures to manage traffic and road safety risks as required in the subproject ESIA/ESMP to be prepared under action 1.2 above.	Same timeframe as for the adoption and implementation of the ESMP.	PIU with the support of DGS
4.2	COMMUNITY HEALTH AND SAFETY Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, behavior of Project workers, response to emergency situations, security risks, and include mitigation measures in the subproject ESIA/ESMPs to be prepared in accordance with the U-ESMF-AF and consistent with ESS4.	Same timeframe as for the adoption and implementation of the ESMP.	PIU
4.3	SEA AND SH RISKS Adopt and implement a SEA/SH Prevention and Response Action Plan as part of the subproject ESIA/ESMP, to assess and manage the risks of SEA and SH, to be prepared in accordance with the U-ESMF-AF and consistent with ESS4.	Adopt the SEA/SH Prevention and Response Action Plan within the same timeframe as for the adoption and implementation of the ESIA/ESMP, and thereafter implement the SEA/SH Action Plan throughout Project implementation.	PIU
4.4	SECURITY MANAGEMENT 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, as required in the ESMP to be prepared under action 1.2 above, guided by the principles of proportionality and Good International Industry Practices (GIIP), and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring	Same timeframe as for the adoption and implementation of the ESMP.	PIU

	of such personnel and consistent with ESS4.		
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
	This standard is not relevant and activities that would cause physical and/or economic displacement would not be eligible for project financing.		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
	This standard is not relevant.		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	INDIGENOUS PEOPLES MEASURES Prepare, consult, adopt and implement and measures to mitigate risks to Indigenous Peoples in the Umbrella-Environmental and Social Management Framework Additional financing (U-ESMF AF), Stakeholder Engagement Framework Additional Financing, Environmental and Social Management Plan (ESMP), and Stakeholder Engagement Plan, consistent with ESS7.	Same timeframe as the U-ESMF-AF, SEF-AF, ESMP and SEP and once adopted, implement required actions throughout Project implementation.	PIU with the support of DGS Contractors
7.2	GRIEVANCE MECHANISM The grievance mechanism to address complaints submitted by Indigenous Peoples shall be described in the SEP, in line with the SEF-AF and ESS7, and based on consultation with Indigenous Peoples and Indigenous Peoples representative organizations.	Same timeframe as section 10.3.	PIU
ESS 8: CULTURAL HERITAGE			
8.1	CHANCE FINDS Describe and implement the chance finds procedures in the U-ESMF and ESMP of the Project.	Describe the chance find procedures in the U-ESMF-AF and ESMP. Implement the procedures throughout Project implementation.	PIU
ESS 9: FINANCIAL INTERMEDIARIES			
	This standard is not relevant as there are no financial intermediaries in the project.		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT FRAMEWORK PREPARATION AND IMPLEMENTATION Adopt and implement a Stakeholder Engagement Framework Additional Financing (SEF-AF) 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 and disclose the SEF-AF prior to the Effectiveness Date and shall thereafter be implemented throughout Project implementation.	PIU
10.2	STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent	Prepare, disclose, consult upon, and adopt the SEP in line with the SEF-AF prior to the start of the Project	PIU

	with ESS10 and the Stakeholder Engagement Framework Additional Financing, 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.	activities, and thereafter implement the SEP throughout Project implementation.	
10.3	<p>PROJECT GRIEVANCE MECHANISM</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 and the SEF-AF.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner. The GM shall also incorporate measures to address grievance procedures for Indigenous Peoples as per consultations with Indigenous Peoples and ESS7.</p>	Establish the grievance mechanism, including a GM to facilitate the resolution of SEA/SH complaints and incidents prior to the start of the Project activities, and thereafter maintain and operate the mechanism throughout Project implementation.	PIU
CAPACITY SUPPORT			
CS1	<p>Training for PIU staff, Project workers, including census enumerators on:</p> <ul style="list-style-type: none"> • Stakeholder mapping and engagement • Environmental and social assessment and risk management, including overview of activities illegible for project financing • Emergency preparedness and response • Community health and safety, including SEA/SH and security risk management • World Bank ESF and ESSs • OHS/ ESMP Training for Contractors • Security Awareness and preparation/implementation of Security Management Plan • Road Safety (including road safety in insecure areas) • Handling of biological materials/specimen (if activities require) • SEA/SH risk mitigation and conducting consultations on SEA/SH • Cyber/Data Security and Data protection • Labor Management Procedures • Monitoring and implementing a GM (including SEA/SH GM process) 	From the first quarter following the Effective Date and throughout Project implementation.	PIU DGS Contractors Project workers

	<ul style="list-style-type: none"> • Addressing risks to vulnerable and disadvantaged groups in census activities/risks of exclusion • Managing the risks of unmanned aircraft operations in development projects (if relevant) • Managing risks to Indigenous Peoples, consulting Indigenous Peoples and their representative organizations (IPOs), culturally appropriate Grievance Mechanisms as per ESS7 and ESS10, including inclusion of culturally appropriate questions in surveys and census 		
CS2	Training for Project workers on occupational health and safety including on emergency prevention and preparedness and response arrangements to emergency situations, workers GM.	From the first quarter following the Effective Date and throughout Project implementation.	PIU DGS Contractors Project workers