

**The Republic of Ghana**



**Ministry of Food and Agriculture**

**West African Food System Resilience Program  
(P178132)**

**Project Preparation Advance**

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

**Final  
February 2022**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Ghana (the Recipient), through the Ministry of Food and Agriculture (MoFA) will implement the West African Food Systems Resilience Program (the Program), in collaboration with the Economic Community of West African States (ECOWAS), the West African Monetary and Economic Union (UEMOA), Permanent Interstate Committee on Drought Control in the Sahel (CLISS), AGRHYMET Centre (Centre régional de formation et d'application en agrométéorologie et hydrologie opérationnelle and the West and Central African Council for Agriculture Research and Development (CORAF). The International Development Association (the Association) has agreed to provide a Project Preparation Advance (“PPA”) to assist in the financing of the Preparation Activities (the “Activities”) of the Program.
2. The Recipient will implement material measures and actions set out in this ESCP so that the PPA activities are implemented in accordance with the World Bank’s Environmental and Social Framework (ESF) and its Environmental and Social Standards (ESSs). This Environmental and Social Commitment Plan (ESCP) sets out the material measures, any specific documents, or plans, as well as timelines and actions for effectively managing the environmental and social risks and impacts associated with the Activities.
3. The Recipient is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Ministry, agency, commission, or unit mentioned in Article 1 above.
4. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Association by the Recipient as required by the ESCP and the conditions of the legal agreement, and the Association will monitor and assess progress and completion of the material measures and actions throughout implementation of the Activities.
5. As agreed by the Association and the Recipient, this ESCP may be revised from time to time during PPA implementation, to reflect adaptive management of PPA changes and unforeseen circumstances or in response to assessment of PPA performance conducted under the ESCP itself. In such circumstances, the Recipient will agree to the changes with the Association and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the Association and the Recipient. The Recipient will promptly disclose the updated ESCP cleared by the Association.
6. Where PPS changes, unforeseen circumstances, or PPA performance, result in changes to the risks and impacts during PPA implementation, the Recipient shall provide additional funds, if needed, to address such risks and impacts.

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 PPA, including but not limited to the implementation of the ESCP, status of preparation of E&amp;S documents prepared under the ESCP, stakeholder engagement activities, status of any complaints received.</p>	<p><i>Three months after the Effectiveness Date of the project preparation advance agreement, on a quarterly basis throughout PPA implementation.</i></p>	<p>MoFA PIU</p>
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>a. The Association will be promptly notified of any incident or accident related to the PPA activities which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers including serious injury/falls and fatalities, incidences of violence against or sexual exploitation and abuse/sexual harassment (SEA/SH) of females and forced or child labor, etc.</p> <p>b. MoFA will provide sufficient detail regarding the incident or accident, indicating the cause of the incidents or accidents, immediate measures taken or that are planned to be taken to address it. Subsequently, as per the Association’s request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>	<p>a. <i>Notify the Association within 48 hours after learning of the incident or accident and within 24 hours in case of a fatality and implemented throughout PPA activities</i></p> <p>b. <i>A detailed report will be prepared and submitted to the Association within 21 days of Association’s request. This systematic notification system will remain in effect throughout the life cycle of the Program.</i></p>	<p>MoFA PIU</p>
<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>As part of the implementation of the PPA Activities, MoFA will retain the Program Implementation Unit (PIU) of the recently concluded Ghana Commercial Agriculture Program (GCAP) which includes one Environmental Specialist and one Social Specialist, with experience in SEA/SH risks management, etc. MoFA will hire specific external expertise to support Program preparation as and when needed, with qualifications and experience acceptable to the Association.</p> <p>The MoFA will maintain Environmental and Social (E&amp;S) Specialists with qualifications and experience acceptable to the Association throughout the implementation of the Activities.</p>	<p><i>MoFA to contract the Environmental and Social Specialists of the GCAP within two (2) months of Effectiveness date of the PPA and maintain them throughout the implementation of PPA activities.</i></p>	<p>MoFA PIU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.2	<p><b>TECHNICAL ASSISTANCE</b></p> <p>MoFA is preparing an Environmental and Social Management Framework (ESMF), a Resettlement Policy Framework (RPF), Labor Management Procedures (LMP), an Integrated Pest Management Plan (IPMP), and a Stakeholder Engagement Plan for the Program.</p> <p>The PPA will, among others, specifically fund the following environmental and social instruments:</p> <ul style="list-style-type: none"> <li>• Review and update of an Environmental and Social Impact Assessments (ESIAs) and Environmental and Social Management Plan (ESMP) for the rehabilitation of Kpong Irrigation Scheme (KIS) phase 2;</li> <li>• Preparation of new ESIAs, RAPs/ARAPs, and ESMPs including a SEA/SH Prevention and Response Action Plan for the Tanoso irrigation Scheme, Wheta Irrigation Scheme, Jeduako, Asare Nkwanta, Barekese, Agona, Juaben, and Donuaso Inland Valleys;</li> <li>• Preparation of new ESIAs, RAPs/ARAPs and ESMPs for rehabilitation of Asuansi &amp; Mampong Agricultural Stations; and</li> <li>• Based on the findings of the feasibility studies and the final design of Tanoso and Wheta Irrigation Schemes and affected inland valleys (to be financed through the PPA), a Dam Safety Assessment (DSA) may be conducted</li> </ul> <p>Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities under the PPA, including any environmental and social assessments and related environmental and social instruments, are carried out in accordance with terms of reference acceptable to the Association and duly incorporate and take into consideration the requirements of the ESSs.</p> <p>The ESIAs, ESMPs, and RAPs/ARAPs shall be in line with the Resettlement Policy Framework and Environmental and Social Management Framework that are being prepared for the Program.</p>	<p><i>The respective terms of reference for the studies and instruments (ESIAs, ESMPs, RAPs/ARAPs, DSA) shall be submitted to the Bank for review and no objection before recruitment of the consultant. The instruments shall be submitted to the Bank for review and no objection.</i></p> <p><i>The technical assistance activities are carried out consistent with the ESSs throughout the Activities implementation.</i></p>	MoFA PIU
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.1	<p>Ensure that Activities workers are engaged in the implementation of the Activities in compliance with ESS2.</p> <p>To this end, ensure, inter alia, that the following measures are carried out:</p> <ul style="list-style-type: none"> <li>a) Provide Activities workers with information and documentation that is clear and understandable regarding their terms and conditions of employment through written contracts setting out their rights, including, inter alia, rights related to hours of work, wages, overtime, compensation, and benefits, as well as written notice of termination of employment, and details of severance payments, as applicable;</li> <li>b) Maintain adequate labor management processes for Activities workers, in accordance with ESS2. Such processes shall include measures to, inter alia: (i) prevent the use of all forms of forced labor and child labor; and (ii) enable Activities workers to benefit from, inter alia, the timely identification of occupational health and safety risks and adoption of measures to address them; access to grievance and redress mechanisms without fear of retaliation; and Effectiveness freedom to form and join workers organizations or alternative mechanisms for expressing their concerns and protect their rights related to labor and working conditions;</li> <li>c) Implement occupational health and safety (including personal protective equipment, and emergency preparedness and response) measures, taking into account the General Environmental, Health and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP) and, as appropriate, the industry specific EHSGs and other Good International Industry Practice (GIIP);</li> <li>d) Develop a code of conduct for Activities workers, which shall include measures to prevent and respond to SEA and SH cases.</li> </ul>	<p><i>Carry out the measures throughout the Activities implementation.</i></p>	MoFA PIU
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p>Ensure that feasibility studies and designs of irrigation schemes and associated facilities incorporate measures to optimize energy, minimize water usage and conserve use of raw materials</p>	<p><i>Resource efficiency measures to be incorporated prior to finalization of feasibility studies and designs.</i></p>	MoFA PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	Ensure that workers undertaking PPA Activities comply with COVID-19 measures in line with national protocols and World Health Organization guidelines	<i>COVID-19 protocols to be observed throughout the implementation of PPA Activities.</i>	MoFA PIU
4.2	Prepare a Dam Safety Assessment, if necessary, subject to the findings of the feasibility studies	<i>Dam Safety Assessment, where relevant, should be submitted to the Bank for review and no objection.</i>	MoFA PIU
4.3	<b>SEA/SH RISKS</b> Require all consultants and workers undertaking feasibility studies and preparation of E&S instruments to sign Code of Conduct which prohibits sexual exploitation, abuse, and sexual harassment (SEA/SH).	<i>Code of Conduct to be signed by consultants and workers during contracting.</i>	MoFA PIU
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
<p>There are no actions under the Program preparation related to land Acquisition, restriction on land use and involuntary resettlement. Therefore, there are no mitigation measures to be undertaken under ESS5 for the PPA.</p> <p>The requirements of ESS5 will be considered as relevant as part of action 1.2 above in the Resettlement Action Plans (RAPs). The RAPs shall be submitted to the Association for prior review and no objection.</p>			
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
<p>There are no actions under the Project preparation related to Biodiversity Conservation and Management of Living Natural Resources. Therefore, there are no mitigation measures to be undertaken under ESS6 for the PPA.</p> <p>The requirements of ESS6 will be considered as relevant as part of action 1.2 above in the ESIA.</p>			
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
<p>There are no known Indigenous Peoples in the Project area. This standard is not relevant at this stage.</p>			
<b>ESS 8: CULTURAL HERITAGE</b>			
<p>There are no actions under the Project preparation related to Cultural Heritage. Therefore, there are no mitigation measures to be undertaken under ESS8 for the PPA. The requirements of ESS8 will be considered as relevant as part of action 1.2 above in the ESIA.</p>			
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
<p>The Project will not involve the use of financial intermediaries.</p>			
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			

<p><b>10.1</b></p>	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>Incorporate stakeholder engagement and information disclosure measures in the implementation of the Activities, in a manner consistent with ESS10.</p> <p>To this end, ensure that the following measures are implemented:</p> <ul style="list-style-type: none"> <li>a) Provide stakeholders with information about the Activities environmental and social risks and impacts in a timely, understandable, accessible, and appropriate manner and format, including but not limited to any environmental and social instruments prepared as part of the Activities [consider specifying where such information shall be available e.g., Activities sites, government offices, websites, etc.];</li> <li>b) Consult stakeholders in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination, and intimidation, including with regards to any environmental and social instruments prepared as part of the Activities;</li> <li>c) Document the stakeholder engagement activities, including: (i) stakeholder mapping; (ii) description of consultations and participation mechanisms utilized, and records of meetings held; (iii) feedback received and responses to said feedback; (iv) measures to engage stakeholders who, because of their particular circumstances, may be disadvantaged or vulnerable;</li> <li>d) The project level Stakeholder Engagement Plan and the Grievance Mechanism (including a GM sensitive to gender-based violence and sexual exploitation and abuse risks) has been previously prepared and will be disclosed upon no objection by the Association and will be disclosed prior to appraisal.</li> </ul>	<ul style="list-style-type: none"> <li>a. Submit the Activities SEP for the Association prior review and no objection, adopt, and disclose the Activities SEP prior to PPA Effectiveness Date, and thereafter implement the Activities SEP throughout implementation of the Activities.</li> <li>b. Submit a draft Project SEP for Association prior review and no objection before Project appraisal.</li> </ul>	<p>MoFA PIU</p>
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<p><b>10.2</b></p>	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>A Grievance Mechanism (GM) sensitive to gender-based violence and sexual exploitation and abuse risks shall be maintained throughout PPA activities, consistent with ESS10, to respond to concerns and grievances of Program-affected parties.</p>	<p>Implemented upon Program Effectiveness and throughout PPA activities duration.</p>	<p>MoFA PIU</p>
<p><b>10.3</b></p>	<p><b>Capacity building</b></p> <p>Organize training sessions for PPA workers to make them better aware of the risks and the effects of the PPA activities on occupational health and safety (OHS), SEA/SH and COVID-19 mitigation measures for workers and stakeholders including local communities and vulnerable groups.</p> <p>Organize training sessions for PPA workers, including those involved in activities, and those tasked to prepare the ESF instruments, technical and feasibility studies, to assist with familiarization of requirements under the ESF, especially the requirements for the ESMF, RPF, LMP, SEP (and GM) and ESCP, and SEA/SH measures to be included in these instruments, and considerations related to addressing risks and impacts to vulnerable groups and individuals.</p>	<p>Throughout PPA implementation</p>	<p>MoFA PIU</p>