

Republic of Djibouti

Ministry of Women and Family



**Ministère de la Femme
et de la Famille**
Protection-Equité-Autonomie

**JSDF-Djibouti: Promoting Women's and Community
Resilience in the Fight Against
Gender-Based Violence (P178332)**

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

11/2022

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Djibouti (the “Recipient”) shall implement the JSDF-Djibouti: Promoting Women’s and Community Resilience in the Fight Against Gender-Based Violence Project (the “Project”), with the involvement of the Ministry of Women and Family (MWF), as set out in the Grant Agreement. The International Development Association (the Bank), acting as administrator of grant funds provided by Japan (“Donor”) under the Japan Social Development Fund, has agreed to provide financing for the Project, as set out in the referred agreement.
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 Bank. The ESCP is a part of the Grant Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the 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 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 the MWF and the Bank shall agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Recipient through the Ministry of Women and Family.]. The Recipient 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 semestrial reports to the Bank throughout Project implementation, commencing after the Effective Date. Submit each report to the Bank no later than 30 days after the end of each reporting period.</p>	MWF PMU
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, <i>inter alia</i>, 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 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.</p> <p>Provide subsequent report to the Bank within a timeframe acceptable to the Bank</p>	MWF PMU
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain the Project Management Unit (PMU), within the MWF, with qualified staff and resources, satisfactory to the Bank, to support management of ESHS risks and impacts of the Project, including an environmental and social (E&S) specialist and an E&S focal point.</p> <p>Ensure each of the 3 contracted service providers or implementing partners recruits or appoints and thereafter maintain an E&S focal point to report on the implementation of actions to the MWF PMU.</p>	<p>Hire or appoint the E&S specialist no later than 3 months of the Effective Date, and thereafter maintain the E&S specialist throughout Project implementation. An E&S focal point has been appointed and will manage E&S aspects as an interim arrangement and thereafter through Project implementation.</p> <p>Ensure each of the 3 contracted service providers or implementing partners hires or appoints an E&S focal point at contract signature, and thereafter maintains these positions throughout Project implementation.</p>	MWF PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.2	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <p>1. Adopt, disclose and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</p> <p>2. Ensure that the proposed activities of the sub-projects described in the exclusion list set out in the ESMF are ineligible to receive financing under the Project.</p>	<p>1. The ESMF was finalized, adopted and disclosed on 07/21/2022. Implement the ESMF throughout Project implementation.</p> <p>2. Implement throughout Project implementation the procedures indicated in the ESMF for the selection of the sub-projects before launching those activities.</p>	MWF PMU
1.3	<p>TECHNICAL ASSISTANCE</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 Bank, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	Throughout Project implementation.	MWF PMU
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Adopt and implement the Labor Management Procedures (LMP) for the Project, 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 contractors, subcontractors, and supervising firms.</p>	As part of the ESMF, the LMP was finalized, adopted and disclosed on 07/21/2022. Implement the LMP throughout Project implementation.	MWF PMU
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	MWF PMU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Incorporate resource efficiency and pollution prevention and management measures in the ESMF prepared under action 1.2 above.</p>	Same timeframe as for the adoption and implementation of the ESMF as described in action 1.2 above	MWF PMU
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>COMMUNITY HEALTH AND SAFETY INCLUDING SEA AND SH RISKS</p>		MWF PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, transmission of COVID and SEA/SH, and include mitigation measures in the ESMF, consistent with ESS4.</p> <p>Adopt and implement SEA/SH mitigation measures that are part of the ESMF including measures to prevent and respond to incidents of SEA/SH, a code of conduct to be signed by all Project workers, and awareness raising measures on SEA/SH and GBV at large.</p>	Same timeframe as for the adoption and implementation of the ESMF as described in action 1.2 above	
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, <i>inter alia</i>, 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>	The SEP was finalized, adopted and disclosed on 07/21/2022, and thereafter implement the SEP throughout Project implementation.	MWF PMU
10.2	<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.</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.</p>	Establish the grievance mechanism as per the SEP within 3 months from the Effective Date, and thereafter maintain and operate the mechanism throughout Project implementation. Interim arrangements shall be put in place to receive and address Project-related complaints until the Project grievance mechanism becomes fully operational as the activities commence.	MWF PMU
CAPACITY SUPPORT			
CS1	<p>Specify Training to be provided and to PMU team as well as the E&S assigned personnel of each of the providers or partner institutions on:</p> <ul style="list-style-type: none"> • Environmental and Social Framework Overview • Specific aspects of the implementation of environmental and social instruments, including the grievance mechanism, screening of project and implementation of the ESMF • Identification and mobilization of stakeholders 		MWF PMU