

Government of Burundi
***Ministry National Solidarity, Social Affairs,
Human Rights, and Gender***

Productive Safety Nets and Jobs Project
(P175327)

Updated due to CERC Activation

ENVIRONMENTAL and SOCIAL COMMITMENT PLAN
(ESCP)

September 2023

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of Burundi (GoB) is implementing the Productive Safety Nets and Jobs Project (P175327) and its CERC (the **Project**) with involvement of the *Ministry of Human Rights, Social Affairs and Gender*, the National Secretariat for Social Protection (*SEP*), and for the CERC; the Food and Agriculture Organization (FAO), and World Food Program (WFP) (hereinafter the Implementing Agencies) as set out in the project agreement. The International Development Association (hereinafter the **Association**) has agreed to provide the original financing of 150 million and its CERC activation for the project, as set out in the referred agreement. This ESCP shall apply to the CERC for the Project referred above.
2. The GoB shall ensure that the project is still carried out in accordance with the environmental and social Standards (ESSs) and this environmental and Social (ESCP), in a manner acceptable to the Association. The ESCP is a part of the project agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the GoB 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 CERC, 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 GoB, this ESCP shall be revised from time to time if necessary, during Project implementation and its CERC activation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the GoB through the Ministry of Human Rights, Social Affairs and Gender, the National Secretariat for Social Protection (*SEP*), and for the CERC; the Food and Agriculture Organization (FAO), and the World Food Program (WFP) (hereinafter the Implementing Agencies) and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the GoB (the Ministry of Human Rights, Social Affairs and Gender and the National Secretariat for Social Protection (*SEP*)), and for the CERC; the Food and Agriculture Organization (FAO), and World Food Program (WFP) (hereinafter the Implementing Agencies) the minister of Ministry of Human Rights, Social Affairs and Gender and Resident Representatives (FAO, WFP) respectively. The GoB shall promptly disclose the updated ESCP.

| MATERIAL MEASURES AND ACTIONS | | TIME FRAME | RESPONSIBLE ENTITY/AUTHORITY |
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| MONITORING AND REPORTING | | | |
| A | <p>REGULAR REPORTING</p> <p>The GoB, through the PIU, shall 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 environmental and social instruments required under the ESCP (especially ESMPs and other relevant instruments, see ESCP item#1.2), stakeholder engagement activities, functioning of the grievance mechanism(s) sensitive to Sexual Exploitation and Abuse, and Sexual Harassment complaints (SEA/SH), including SEA/SH Action plan according to the level of risk of the project.</p> | <p>Quarterly Reporting throughout project implementation</p> | <p>PIU team with the support of Implementing Agencies (FAO &WFP).</p> |
| B | <p>INCIDENTS AND ACCIDENTS</p> <p>The GoB, through the PIU, will 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, any cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury (Project-related accidents or fatalities, labor unrest, Project-related allegations of SEA/SH, contamination or spills as a result of Project-related activities).</p> <p>The GoB shall provide sufficient detailed information regarding the scope, severity, and possible causes of 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 entity, as appropriate. The detailed information should include the followings: (i) date of the incident/accident, (ii) staff/contractors/community members/third parties involved in the incident/accident, (iii) type of incident/accident, (iv) damage caused, (v) immediate measures taken/planned, and any additional information available.</p> <p>Subsequently, at the Association’s request, the GoB shall 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.</p> <p>Provide subsequent report to the Association within a time frame acceptable to the Association,</p> <p>For SEA/SH incidents, the report will be provided within the 8 weeks since the complaint was registered</p> | <p>PIU team with the support of Implementing Agencies (FAO &WFP).</p> <ul style="list-style-type: none"> • |
| 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 Association.</p> | <p>Submit monthly reports to the Association upon request as annexes to the reports to be submitted under action A above.</p> | <p>Contractor(s)/Sub-contractor(s). PIU team with the support of</p> |

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| | | | Implementing Agencies (FAO & WFP). |
| D | <p>NOTIFICATIONS RELATING TO DAAB COMPLIANCE REVIEW OF CONTRACTOR COMPLIANCE WITH SEA/SH PREVENTION AND RESPONSE OBLIGATIONS</p> <p>Notify the Association of any referral submitted to the Dispute Avoidance and Adjudication Board (DAAB) to initiate a process of compliance review in relation to a contractor’s obligations to prevent and respond to sexual exploitation and abuse (SEA), and/or sexual harassment (SH) specified in the respective works contract with such contractor; and, in the event of any such referral, notify the Association of: (i) the DAAB’s decision on such referral; (ii) the contractor’s Notice of Dissatisfaction, if any, with such DAAB decision; (iii) any notification received on the commencement of an emergency arbitration proceeding or full arbitration proceeding in relation to the DAAB’s decision; and (iv) the resulting emergency arbitration order and/or full arbitration order, if any.</p> | No later than 7 days after the issuance or receipt, as applicable, of the relevant document (i.e., referral to the DAAB, issuance of DAAB decision, Notice of Dissatisfaction, notice of commencement of emergency/full arbitration, emergency/full arbitration order, as applicable). | Contractor(s)/Sub-contractor(s). PIU team with the support of Implementing Agencies (FAO & WFP). |

| MATERIAL MEASURES AND ACTIONS | TIME FRAME | RESPONSIBLE ENTITY/AUTHORITY | |
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| ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS | | | |
| 1.1 | <p>ORGANIZATIONAL STRUCTURE</p> <p>(a) The GoB will establish and maintain an organizational structure, the PIU with qualified staff and resources to support management of ESHS risks and impacts of the project. The PIU will have qualified staff such as a social specialist, an environmental specialist, and a stakeholder communication/engagement specialist.</p> <p>(b) In order to ensure implementation, reporting and monitoring of actions stated in relevant E&S instruments stated in this ESCP, PIU will ensure Environmental and Social Management System (ESMS) for the Project is in place and operating effectively.</p> <p>© The GoB will ensure, by means of the PIU Project Coordinator, that the E&S specialists conduct their environmental and social management tasks for the Project in terms of: (i) ensuring dissemination of the ESMF and related tools and the SEP to key stakeholders; (ii) ensuring incorporation of the environmental and social aspects into tender documents, including SEA/SH; and (iii) monitoring effective implementation of environmental and social management instruments.</p> | <p>(a) The PIU team is already in place that includes environmental & social specialist, etc. The organizational structure, including all specialists, are to be maintained throughout project implementation.</p> <p>(b) The Project ESMS will be established and become operational before commencement of works and be maintained throughout project implementation.</p> <p>(c) Throughout project implementation</p> | PIU team |

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| <p>1.2</p> | <p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <p>(a) Adopt and implement an Environmental and Social Management Framework (ESMF), the CERC-ESMF for the Project, consistent with the relevant ESSs.</p> <p>(b) If small infrastructure is to be built, once infrastructure locations and details are defined, sub-projects will be screened against the ESMF and that specific ESIA and ESMP will be prepared, as needed, in accordance with the ESMF. Specific ESIA/ESMPs will be submitted for Association's review and clearance. The approved ESMP with the E&S clauses will be included in the civil works Bidding Documents and Enterprises contracts to allow the later to prepare the specific contractor ESMP before to commencement of civil works.</p> <p>(c) The following E&S instruments were also prepared for the Project:</p> <ul style="list-style-type: none"> a. SEP b. LMP c. IPPF d. CERC-ESMF e. Gender-based Violence Risk Assessment <p>(d) The SEA/SH Action Plan will be elaborated and included as part of ESMF/P and implemented prior to the start of any activities at the project site. If necessary and in accordance with the ESMF, the RPF, and the IPPF, a preliminary assessment ("screening") of a sub-project will be carried out and specific E&S impacts assessment((ESIAs) will be conducted and an Indigenous People' Plan (IPP)will be prepared during project implementation</p> <p>(e) A Social Assessment will be prepared, consulted and disclosed, to inform project planning and implementation.</p> | <p>(a) An ESMF instrument was developed and being implemented, CERC-ESMF has been developed prior to the CERC activation. I</p> <p>(b) Sub-projects shall be screened according to the ESMF, CERC-ESMF and specific ESIA/ESMPs shall be prepared , as needed, prior to the implementation activities.</p> <p>(c) The following documents were prepared and submitted to the Association for approval prior to project appraisal: ESCP, SEP, LMP, ESMF, and IPPF. CERC ESMF and SEP will be republished before CERC activation.</p> <p>(d) The ESIA, ESMP including the SEA/SH AP, RAP, and IPP will be prepared as needed prior to the start of any activity requiring the preparation of a specific safeguard instrument</p> <p>(e) The Social Assessment was completed by December 2021.</p> | <p>PIU team with the support of Implementing Agencies (FAO &WFP).</p> |
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| 1.3 | <p>MANAGEMENT OF CONTRACTORS</p> <p>The PIU shall incorporate the relevant aspects of the updated ESCP, including the relevant Environmental and Social documents and/or plans, and 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, including SEA/SH risks management requirements.</p> | <p>As part of the preparation of procurement documents and respective contracts. Supervise contractors/subcontractors throughout project implementation.</p> | <p>PIU team with the support of Implementing Agencies (FAO &WFP).</p> |
| 1.4 | <p>CONTINGENT EMERGENCY RESPONSE COMPONENT FINANCING</p> <p>a) Ensure that the Cash for jobs CERC Manual as specified in the legal agreement includes a description of the ESHS assessment and management arrangements [including CERC-ESMF Addendum that will be included or referred to in the CERC Manual for the implementation of Cash for Jobs CERC component in accordance with the ESSs.</p> <p>b) Adopt any environmental and social (E&S) instruments which may be required for activities under the Cash for Jobs CERC component of the Project, in accordance with the Cash for Jobs of CERC Manual and, if applicable, CERC-ESMF Addendum and the ESSs, and thereafter implement the measures and actions required under said E&S instruments, within the timeframes specified in said E&S instruments.</p> | <p>a) The adoption of the Cash for Jobs of manual and, if applicable, other instruments, as relevant in form and substance acceptable to the Association is a withdrawal condition under Section G.1 (a) of Schedule 2 of the Cash for Job for the Project.</p> <p>b) Adopt any required E&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&S instrument is required. Implement the E&S instruments in accordance with their terms, throughout Project implementation.</p> | <p>PIU team</p> |
| <p>ESS 2: LABOR AND WORKING CONDITIONS</p> | | | |
| 2.1 | <p>LABOR MANAGEMENT PROCEDURES (LMPs)</p> <p>Adopt and implement the Labor Management Procedures (LMP) for the Project and its CERC activation, 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> | <p>Update the LMP no later than 1 month after CERC activation, and thereafter implement the LMP throughout Project implementation.</p> | <p>PIU team with the support of Implementing Agencies (FAO &WFP).</p> |

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| 2.2 | <p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>The PIU will establish, maintain, and operate a grievance mechanism for project workers, as described in the Labor Management Procedures (LMP) and consistent with ESS 2 and the National law. The mechanism will include procedures for workers to denounce SEA/SH incidents.</p> | <p>Establish grievance mechanism prior engaging Project workers and thereafter maintain and operate it throughout Project implementation.</p> | <p>PIU team with the support of Implementing Agencies (FAO &WFP).</p> |
| 2.3 | <p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <p>The PIU will prepare, adopt, implement and monitor adequate occupational health and safety (OHS) measures specified in the ESMP.</p> | <p>Prior to the start of project activities, including civil engineering works.</p> | <p>PIU team with the support of Implementing Agencies (FAO &WFP).</p> |
| <p>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> | | | |
| 3.1 | <p>WASTE MANAGEMENT PLAN</p> <p>Adopt and implement a Waste Management sections (WM) from fertilizer bags, to manage hazardous and non-hazardous wastes, consistent with ESS3 and annex CERC-ESMF.</p> | <p>Adopt the WM no later than 1 month after the procurement process, and thereafter implement the WM throughout Project implementation].</p> | <p>PIU team with the support of Implementing Agencies (FAO &WFP).</p> |
| 3.2 | <p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>With regards to the potential for increased use of pesticides in agricultural activities, a Pest, and Pesticide Management sections have been already added to Annex CERC-ESMF prior to the start of activities under CERC-ESMF if deemed necessary. Implement the PPM sections in the annex CERC-ESMF</p> | <p>Throughout Project implementation.</p> | <p>PIU team with the support of Implementing Agencies (FAO &WFP).</p> |
| <p>ESS 4: COMMUNITY HEALTH AND SAFETY</p> | | | |
| 4.1 | <p>COMMUNITY HEALTH AND SAFETY</p> <p>Assess and manage specific risks and impacts to the community arising from Project activities and CERC activation activities such as behavior of Project workers, risks of labor influx, response to emergency situations, and include mitigation measures already prepared in accordance with the CERC-ESMF.</p> | <p>Same timeframe as for the adoption and implementation of the CERC-ESMF</p> | <p>PIU team with the support of Implementing Agencies (FAO &WFP).</p> |
| 4.2 | <p>SEXUAL EXPLOITATION AND ABUSE, AND SEXUAL HARASSEMENT (SEA/SH) RISKS</p> | <p>A SEA/SH Action Plan has been</p> | |

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| | <p>Prepare, adopt, and implement prevention, mitigation and response measures to assess and manage the risks of sexual exploitation and abuse, and sexual harassment (SEA/SH), and the necessary resources will be provided for its implementation throughout project implementation. These actions will include an accountability and response framework establishing how handle SEA/SH allegations, disciplinary actions for violations of the code of conduct by workers, and a referral pathway to refer survivors in line with national protocols. In addition, mitigating measures such as regular consultations with women and girls on project-related risks, awareness raising strategy targeting workers and community members on codes of conduct and reporting mechanisms in case of an incidence of SEA/SH. As well as the borrower shall include SEA/SH requirement in bidding documents and contracts.</p> | <p>included in the CERC-ESMF.</p> <p>The SEA/SH mitigation measures will be identified prior to the start of any activity at the project site and thereafter implemented throughout project implementation.</p> | <p>PIU team with the support of Implementing Agencies (FAO &WFP).</p> |
| 4.3 | <p>SECURITY PERSONNEL MANAGEMENT</p> <p>If necessary, the PIU will prepare, adopt, and implement a stand-alone security personnel management plan consistent with the requirements of ESS 4, in a manner acceptable to the Association.</p> | <p>To be included in the CERC-ESMF and prior to engaging security personnel. This plan will be implemented throughout project implementation.</p> | <p>PIU team with the support of Implementing Agencies (FAO &WFP).</p> |
| <p>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES: the relevance of ESS6 is established during the CERC – ESMF Activation. As with other ESSs, ESS6 is required the adoption of specific measures that may be set out in an E&S instrument (Annex CERC-ESMF/ESMP) already mentioned in the section under ESS1 above or a separate measure or action.</p> | | | |
| 6.1 | <p>BIODIVERSITY RISKS AND IMPACTS</p> <p>No significant risk and adverse impacts on biodiversity has been identified. Adopt and implement mitigation measures related to Biodiversity Management (BM) as part of the CERC-ESMF/ESMP, in accordance with the guidelines of the ESMF prepared for the Project, and consistent with ESS6.</p> | <p>Adopt some mitigation measures related to the BM prior to the implementation of CERC-ESMF and thereafter implement the aspects related to BM throughout the Project implementation.]</p> | <p>PIU team with the support of Implementing Agencies (FAO &WFP).</p> |
| <p>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</p> | | | |
| 7.1 | <p>INDIGENOUS PEOPLES PLAN:</p> <p>Prepare an Indigenous Peoples Planning Framework (IPPF) to guide the preparation of and implementation of Indigenous Peoples Plans (IPPs) consistent with the requirements of ESS7, in a manner acceptable to the Association.</p> | <p>An IPPF was prepared prior to the Parent project appraisal. The respective IPP for the Association’s approval prior to the carrying out of any activity that requires the preparation of an IPP. Once approved, the IPP will be implemented throughout project implementation</p> | <p>PIU team</p> |
| 7.2 | <p>GRIEVANCE MECHANISM</p> | <p>The IPPF was prepared prior to parent project</p> | <p>PIU team</p> |

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| | The PIU will prepare, adopt, and implement the arrangements for a grievance mechanism accessible to Batwa as required under the IPPF and further describe such arrangements in the respective IPPs. | appraisal. IPPs with GRMs will be prepared as required prior to the commencement of project activities in areas where indigenous peoples are located. | |
| ESS 10 STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE | | | |
| 10.1 | PREPARATION AND IMPLEMENTATION OF STAKEHOLDER ENGAGEMENT PLAN (SEP) The PIU will prepare, adopt, and implement a stakeholder engagement plan (SEP). | An initial SEP was prepared and disclosed before project appraisal. The SEP will be implemented prior to project effectiveness and updated periodically as needed throughout the life of the project. The SEP will be updated with CERC consultations before CERC activation. | PIU team |
| 10.2 | PROJECT GRIEVANCE MECHANISM The PIU will prepare, implement, and maintain a grievance mechanism, as described in the SEP, and ESMF. The GM will develop procedures to handle complaints (especially those related to SEA/SH) in an ethical and confidential manner, following a survivor-centered approach, including response protocols to ensure survivors are referred to quality GBV services in a timely manner. | The mechanism will be prepared prior to project commencement and maintained through project implementation. | PIU team . |
| CAPACITY SUPPORT (TRAINING) | | | |
| CS1 | Several types of training are planned for the CIPP, the Inter-Agency Technical Committee, staff of the PIU, other government agencies at national and provincial levels that support the project, and NGOs collaborating with the project: <ul style="list-style-type: none"> • Stakeholder identification and engagement; • The contractor ESMP will include training sessions to the workers; • Emergency preparedness and response; • Community health and safety, including GBV and in particular SEA/SH risks and consequences; • Occupational health and safety; and • Labor management procedures • Capacity building in other specific aspects of the assessment and implementation of environmental and social management plans as identified through needs assessments of key project actors during Project preparation and implementation. | Prior to the start of project work and ongoing throughout project implementation. | PIU team with the support of Implementing Agencies (FAO &WFP). |

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| CS2 | The PIU will develop a training program for project workers on occupational health and safety, including emergency prevention and prevention of GBV and sexual exploitation. | Prior to the start of project work and ongoing throughout project implementation. | PIU team with the support of Implementing Agencies (FAO & WFP). |
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