

FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA

Ministry of Water Irrigation and Energy (MoWIE)

and

Development Bank of Ethiopia (DBE)

**Access to Distributed Electricity and Lighting Program in
Ethiopia (ADELE) – P171742**

Environmental and Social Commitment Plan (ESCP)

January 2021

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. Ministry of Water Irrigation and Energy (MoWIE) *will implement* sub-component 3.1 Incentivizing Market Expansion into deep-rural areas and Innovation, while the Development Bank of Ethiopia (DBE) will implement sub-component 3.2 Access to Finance to Increase Off-grid Solar penetration of Access to Distributed Electricity and Lighting Project in Ethiopia (ADELE), with the involvement of the Private sectors, cooperatives, private companies, and microfinance institutions (MFI) who will have an adequate technical, planning, and operational capacity to implement the off-grid electrification program. The World Bank (hereinafter the Bank) has agreed to provide financing for the Project.
2. Ministry of Water Irrigation and Energy and Development Bank of Ethiopia will implement material measures and actions so that the Project is implemented per the Environmental and Social Standards (ESSs). This Environmental and Social Commitment Plan (ESCP) sets out material measures and actions, any specific documents or plans, as well as the timing for each of these.
3. Ministry of Water Irrigation and Energy and Development Bank of Ethiopia will also comply with the provisions of any other E&S documents required under the ESF and referred to in this ESCP, such as Environmental and Social Management Plans (ESMP), Resettlement Plans (RP), Labor Management Procedure, Social Assessment, and Stakeholder Engagement Plans (SEP), and the timelines specified in those E&S documents.
4. Ministry of Water Irrigation and Energy and Development Bank of Ethiopia -are responsible for compliance with all requirements of the ESCP even when the implementation of specific measures and actions is conducted by the private sectors, cooperatives MFI's by the units referenced 1 above.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the World Bank by MoWIE and DBE as required by the ESCP and the conditions of the legal agreement, and the World Bank will monitor and assess progress and completion of the material measures and actions throughout the implementation of the Project and timeline commitments.
6. As agreed by the World Bank and MoWIE, and the World Bank and DBE this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to an assessment of Project performance conducted under the ESCP itself. In such circumstances, MoWIE or DBE will agree to the changes with the World Bank 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 World Bank and the MoWIE or the DBE . The MoWIE will promptly disclose the updated ESCP.
7. Where Project changes, unforeseen circumstances or Project performance result in changes to the risks and impacts during Project implementation, the MoWIE and World Bank, or DBE and World Bank shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include solid waste including hazardous wastes, impacts of communicable diseases, water, soil and groundwater contamination, *labor influx, gender-based violence*.

SECTION TWO: ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN FOR MOWIE AND DBE

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/ AUTHORITY
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MONITORING AND REPORTING

A	<p>REGULAR REPORTING</p> <p>prepare and submit to the World 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 environmental and social documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s).</p>	<p>Quarterly (every 3 months and annually, throughout the project implementation.</p>	<p><i>MoWIE</i> DBE</p> <p>Funded as part of overall project management cost</p>
B	<p>INCIDENTS AND ACCIDENTS:</p> <ul style="list-style-type: none"> • Promptly notify the Bank of any incident or accident related to the Project which has or is likely to have an adverse effect on the environment, the affected communities, the public or workers. • Provide sufficient detail regarding the incident or accident, indicating immediate measures are taken or that are planned to be taken to address it, and any information provided by any private sector, cooperative, contractors/technicians, and/or project implementation supervising entity, as appropriate. • A report of the incident shall be submitted, detailing summary findings of the Root Cause Analysis (RCA). • Subsequently, as per the Bank’s request, prepare a report on the incident or accident comprises of any actions or measures to prevent its recurrence and to mitigate or compensate the impact of incidents/accidents, as applicable. 	<p>Any incident or accident shall be notified immediately after the occurrence. Fatalities and serious injuries will be reported within 24 hours after the occurrence.</p> <p>RCA should be submitted to the Association with fifteen days of the occurrence of the incident.</p>	<p>MoWIE/ Project Implementation Unit (PIU) and /or Environmental and Social management Unit (ESMU)</p> <p>As required, DBE/Private Companies/ MFI’s or other implementing partners will take part in the implementation.</p> <p>Funding: as part of the overall project management cost</p>

SECTION TWO: ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN FOR MOWIE AND DBE

MATERIAL MEASURES AND ACTIONS			TIMEFRAME	RESPONSIBLE ENTITY/ AUTHORITY
<p>PRIVATE SECTORS/ COOPERATIVES CONTRACTORS/ TECHNICIANS, MFIs, MONTHLY REPORTS:</p> <p>Any entity (Private Sector, Cooperative, contractors/ technicians) who are directly involved in the implementation of the project, including installation of the SHS, are required to prepare and submit monthly progress and monitoring report to the PIU which include details in the project environmental and social performance and implementation of the environmental and social mitigation measures within the reporting month</p>			<p>Monthly progress and monitoring reports would be prepared and submitted throughout the project life.</p>	<p>MoWIE/ Project Implementation Unit (PIU) and /or Environmental and Social management Unit (ESMU)</p> <p>DBE Funding: as part of the overall project management cost</p>
<p>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</p>				

SECTION TWO: ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN FOR MOWIE AND DBE

SECTION TWO: ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN FOR MOWIE AND DBE		
MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/ AUTHORITY
<p>1.1 ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain an organizational structure with qualified staff and resources to support the management of environmental and social risks including qualified Environmental experts and Social experts.</p> <p>MoWIE will assign a regional energy focal person who will work in close collaboration with other stakeholders.</p> <p>For the specific purpose of the ADELE Project, two qualified Environmental and Social experts who will be dedicated to support and manage environmental and social risks and impacts thereby ensuring full compliance of the ESMS of DBE’s ADELE project will be hired in the External Fund and Credit Management Directorate of the DBE. An Environment and Social Management Unit will be established under External Fund and Credit Management Directorate of the DBE given the extent of work of the projects at hand.</p> <p>The assigned environmental, social and safety experts will oversee the preparation and implementation of the Environmental and Social Management System (ESMS), Environmental and Social Management Framework (ESMF), Social Assessment (SA), and site-specific ESMPs, for Environmental and Social Health and Safety (ESHS) management instruments, such as ESIA and ESMP, and ensure direct implementers (Private Sector, Cooperative, contractors/ technicians) compliance to the National policy, ESF, other ESHS instruments.</p>	<p>The environmental, social, and safety specialists with terms of reference acceptable to the Association will be contracted or appointed no later than 45 days after the Project Effective Date.</p> <p>The organizational structure, including the specialists, will be maintained throughout project implementation</p>	<p><i>MoWIE</i></p> <p>DBE</p> <p>Funding: as part of overall project management cost</p>

SECTION TWO: ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN FOR MOWIE AND DBE

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/ AUTHORITY
<p>1.2 ENVIRONMENTAL AND SOCIAL ASSESSMENT</p> <p>Environment and Social Risk Assessment has been will be prepared Before Appraisal. And a ToR for Capacity assessment for ESMS.</p> <p>MoWIE and DBE to conduct capacity Assessment, establish and operationalize an ESMS</p> <p>Ensure specific environmental and social assessment is carried out, per existing legal instruments related to Environmental and Social Impact Assessment, to identify and assess the specific environmental and social including gender equality and GBV- SEA/SH risks and impacts of the project and appropriate mitigation measures.</p> <p>MoWIE and DBE will Finalize, adopt, disclose and implement Environmental and Social Management Framework (ESMF) and Social Assessment (SA) which shall include an Environmental and Social Assessment (ESA) for the Project, as appropriate, in a manner acceptable to the Bank.</p> <p>Ensure Environment and Social Management (ESMP) including GBV prevention and response action plan is prepared and seek clearance/approval before the start of civil works for subproject activities.</p> <p>All subprojects associated with the works (solar home system) must be systematically screened from both environment and social standpoint.</p> <p>The ESMF will define the E&S screening procedure of the subproject.</p>	<p><i>Before appraisal</i></p> <p><i>Capacity assessment for Environmental and Social Management System(ESMS) and establishment immediately after the board approval</i></p> <p><i>Establishing functional ESMS before disbursement.</i></p> <p><i>and operationalization of Environmental and Social Management System (ESMS) and Social Assessment (SA) and Immediately after the board approval and prior to disbursement.</i></p> <p><i>Preparation of Environmental and Social Management Framework (ESMF), Social Assessment (SA), and other applicable relevant ESHS as part of the ESMS operationalization.</i></p> <p><i>Throughout the project implementation period.</i></p>	<p>MoWIE and DBE will hire a consultant for capacity assessment for the ESMS</p> <p>MoWIE will hire Consultants to prepare the ESMF and SA</p> <p>Funded as part of overall project management cost</p>

SECTION TWO: ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN FOR MOWIE AND DBE

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/ AUTHORITY
<p>1.3 MANAGEMENT TOOLS AND INSTRUMENTS: Screen any proposed subproject under the Environmental and Social Management Framework (ESMF) prepared for the Project. Based on the screening result, if required, ensure the preparation, implementation of site-specific subproject plans, Environmental and Social Management Plan (ESMP), Labor Management Procedure (LMP) and SEP, and other site-specific plans as appropriate in a manner acceptable to the Association.</p> <p>MoWIE and DBE will develop and maintain an environment and social management system.</p> <p>Environmental and social standards sections to be included in the TORs, tender documents for suppliers and construction works contracts, the environmental and social clauses including codes of conduct, coordination, reporting, monitoring, and GRM. The following tools will be developed and implemented:</p> <ul style="list-style-type: none"> • TORs for various Environmental and Social Risk Management Instruments. • Environmental and Social Action Plan which identified the required technical support and capacity for functioning environmental and social management systems in MoWIE and DBE respectively. • Environmental and Social Risk Assessment. • ESCP. • Stakeholder Engagement plan • Labour Management Procedure • E&S screening tool for all subprojects 	<p><i>ESMS and LMP will be developed before implementation and maintained throughout the project.</i></p> <p><i>Preparation of SEP prior to the appraisal and once prepared, tools and instruments apply throughout Project implementation.</i></p> <p><i>Ensure ESIA/ESMPs approval before launching the bidding process for the respective subproject. Once approved, the ESMPs are carried out throughout Project implementation.</i></p>	<p>MoWIE & Regions</p> <p>DBE;</p> <p>Funded as part of overall project management cost</p>

SECTION TWO: ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN FOR MOWIE AND DBE

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/ AUTHORITY
1.4	<p>MANAGEMENT OF CONTRACTORS:</p> <p>The project implementation will involve outsourcing for off-grid solar companies and off-grid solar enterprises with a Results-Based Financing of activities. Incorporate the relevant aspects of the ESCP, including the relevant E&S documents and/or plans, Specify contract-specific procedures for each off-grid solar companies and off-grid solar enterprises (private sectors, cooperatives), screening, assessment, and management planning, for implementation of the component, in accordance with the relevant ESS requirements and ESRM instruments and measures. Thereafter ensure that all parties directly or indirectly participated in the implementation of subprojects comply with the project ESHS instruments.</p>	<p><i>Throughout Project implementation.</i></p>	<p>MoWIE- MoWIE-PIU/ESMU& Regions</p> <p>Funding: as part of overall project management cost</p>
1.5	<p>PERMIT, CONSENTS, AND AUTHORIZATIONS:</p> <p>Obtain or assist in obtaining, as appropriate, the permits, consents, and authorizations that are applicable to the Project from relevant national authorities.</p> <p>Prior to implementing project activities MoWIE/the private sector/cooperatives will seek to obtain any necessary operational permit within their respective designated national/regional authority, consents, and authorizations for import, distribution, and installation of SHS's in accordance with relevant laws.</p> <p>Comply or cause to comply, as appropriate, with the conditions established in these permits, consents, and authorizations throughout Project implementation.</p>	<p>Permit, consent, and authorization: prior to project implementation.</p> <p>Implementation and compliance: throughout the project life.</p>	<p>MoWIE, Private sectors/ Corporative Regional/Woreda offices, Permit authorization agencies</p> <p>Funding: as part of overall project management cost</p>

ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR-MANAGEMENT PROCEDURES: MoWIE and DBE will develop and implement labor management procedures. All private companies/cooperatives and workers must comply with the applicable national regulations of the country established in the proclamation (Proc. No. 1156/2019) and ESS2 requirements.</p> <ul style="list-style-type: none"> • MoWIE and DBE and private companies/cooperatives will provide appropriate measures of protection and assistance to address the vulnerabilities of project workers, including specific groups of workers, such as women, people with disabilities, child and forced labor as per footnote 15 of ESS2. • All personnel without exception must use appropriate personal safety equipment; such as safety glasses, gloves, and protective footwear, according to the activity carried out and in accordance with current labor regulations. • Workers need to get orientation on workplace GBV/SH code of conduct and ensure all employees signed to be documented in HR and get one copy for themselves; The details are included in the labor-management procedures as per the established national proclamation (Proc. No. 1156/2019) as regulated by the Ministry of Labor and Social Affairs and the requirements of ESS2. 	<p>labor-management procedures – prior to project implementation. To be updated as required throughout life of the project.</p> <p>Subproject specific requirements– will be defined and included in bid and contract documents for the corresponding subproject. Implemented and monitored throughout Project implementation.</p>	<p><i>MoWIE/PIU, Private sectors/ Cooperatives Regional MoWIE offices DBE MFI</i></p> <p><i>Will be funded under the ESMFs budget</i></p>
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS: Develop and disclose an accessible grievance/ feedback management process for project workers.</p> <ul style="list-style-type: none"> - Maintain, and operate a grievance mechanism for project workers, as described in the LMP, and consistent with ESS2. - The private companies/ Corporative shall establish a grievance mechanism and assignment of focal points within MOWIE/ PIU and Regional offices to address grievances project workers. 	<p><i>Workers GRM Mechanism developed as part of the ESMS</i></p> <p><i>Grievance mechanism operational prior to engaging Project workers and maintained throughout Project implementation</i></p>	<p><i>MOWIE/PIU, Private sectors/ Corporative, Subcontractors, Woreda Authorities.</i></p> <p><i>DBE</i></p> <p><i>Funding: as part of overall project management, will be funded under the ESMSs budget</i></p>

2.3	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES:</p> <p>MoWIE and DBE will prepare, adopt, and implement occupational, health, and safety (OHS) measure specified in the ESRM instruments which will be prepared and acceptable to the Bank to (i) identify potential hazards to the Project workers; (ii) provide preventive and protective measures; (iii) train the Project workers and maintenance of training records; (iv) document and report occupational accidents, diseases and incidents with the clearly defined approach for application during project implementation.</p> <p>Among others, the operational approaches should include, (i) that private sectors and corporative are obliged to implement all reasonable precautions to protect the health and safety of workers, and (ii) preventive and protective measures will be introduced according to OHS management plan.</p>	<p><i>Throughout the execution of the project.</i></p>	<p><i>MoWIE/PIU, Private sectors, Regional MoWIE offices</i></p> <p><i>DBE</i></p> <p><i>MFIs</i></p> <p><i>Funding: as part of overall project management, will be funded under the ESMS's budget</i></p>
2.4	<p>PROJECT WORKERS TRAINING: Training will be provided to workers in hygiene, health and safety, emergency preparedness and responses, sexually transmitted diseases and HIV/AIDS, Gender-based violence/sexual exploitation, and sexual abuse prevention and response.</p>	<p>Prior to the commencement of construction, with regular site training sessions.</p>	<p>MoWIE/PIU, Private sectors/ Corporative, Subcontractors, Woreda Authorities.</p> <p>DBE, MFIs</p> <p>Funding: as part of the overall project management cost, training costs to be included in the capacity building budget.</p>

ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.2	<p>MANAGEMENT OF WASTE AND HAZARDOUS MATERIALS: MoWIE and DBE Recipient shall develop, adopt and implement a Solid Waste Management Plan with emphasis on the hazardous wastes (used and damaged battery, solar panels, etc.</p> <p>The following measures but not limited to will be put in place to ensure effective management of wastes and hazardous materials:</p> <ul style="list-style-type: none"> • Generation of waste and hazardous materials will be avoided or minimized in all possible measures; • Develop a detailed plan and implement measures and actions to manage waste and hazardous materials and require contractors to submit waste management plan including storage, final disposal, and supervision; • Exclude the use of chemicals and hazardous materials subject to international bans. • Exclude the use of chemicals and hazardous materials subject to international bans. Resource efficiency and pollution prevention and management measures will be covered under the ESMP. 	<p><i>Develop three months after Project effectiveness and thereafter to be implemented throughout Project implementation.</i></p> <p><i>Develop a specific protocol on storage, handling, and disposal of hazardous materials</i></p>	<p>MoWIE/PIU, Private sectors/ Corporative</p> <p>DBE</p> <p><i>Will be funded under the ESMFs budget</i></p>
3.3	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT: Resource efficiency and pollution prevention and management measures will be covered under the ESMP and WMP to be prepared under action 1.3 above.</p>	<p>Develop three months after Project effectiveness and thereafter to be implemented throughout Project implementation.</p>	<p>MOWIE-PIU/ESMU, DBE Private sectors/ Corporative, MFIs, Contractors, Woreda Authorities. Funding: as part of overall project management cost</p>

ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>COMMUNITY HEALTH AND SAFETY: Prepare, adopt, and implement measures and action to assess and manage specific risks and impacts to the community arising from Project activities including the behavior of Project workers, response to emergency situations, and include these measures in the ESRM instruments, in a manner acceptable to the Bank.</p> <p>The potential risks and impacts of the project to the community and environment will be identified and appropriate mitigation measures will be set.</p> <p>Community exposure to waste generated from the project will be avoided or mitigated taking into consideration higher sensitivity to vulnerable groups.</p>	<p><i>Prior to project implementation and Maintained throughout the Project implementation</i></p>	<p>MoWIE/PIU, DBE, Private sectors/ Corporative/ MFIs, Woreda Women, Youth and Children affairs office, Woreda Environment, Forest and Climate Change</p> <p>Funding: as part of overall project management cost</p>

4.2	<p>TRAFFIC AND ROAD SAFETY:</p> <p>Although it is not applicable for the project, Risk assessment and mitigation measures will be integrated into the Project ESMS in its associated outputs (technical, legal, and procurement documents), as applicable</p>	<p><i>As part of the ESMS and throughout the Project implementation.</i></p>	<p>MoWIE-PIU, DBE, Private sectors/ Corporative, MFIs, Contractors, Woreda Authorities</p> <p>Funding: as part of overall project management cost</p>
4.3	<p>GBV AND SEA RISKS: MoWIE and DBE will identify GBV risks and measures to avoid, minimize, reduce or mitigate such risks if were to occur. In the project context, GBV could manifest at the individual, relationship, community, and institutional levels,</p> <p>For this project:</p> <ul style="list-style-type: none"> • Potential GBV/SH risks assessment and response will be identified and outlined in ESMF and ESMP. • GBV risks and measures, where applicable, to be defined as part of subproject level screening, assessment, and management planning process, in accordance with ESMF. • GBV - SEA/SH prevention and response action plan and code of conduct will be outlined in ESMP. 	<p><i>MoWIE will Submit the GBV Action Plan.</i></p> <p><i>Once approved, prior to project implementation.</i></p> <p><i>The GBV Action Plan is implemented throughout Project implementation.</i></p> <p>SEA risks will be monitored continuously throughout the life of a project. If the risk of SEA is found to be increasing in the course of the project period</p>	<p><i>MoWIE/PIU, DBE, Private sectors Contractors, MFIs, Regional MoWIE offices</i></p> <p><i>Will be funded under the ESMPs budget</i></p>
4.4	<p>GBV AND SEA RISKS DURING PROJECT IMPLEMENTATION:</p> <p>MoWIE and DBE will develop a Gender Equality policy and GBV Prevention and Response policy including the Code of Conduct and institutional GRM designed for GBV management.</p> <p>GBV-SEA/SH Prevention and Response Action Plan should include an Accountability and Response Framework which details how allegations of SEA/SH will be handled (investigation procedures) and disciplinary action for violation of the CoC by workers.</p>	<p>Gender Equality Policy and GBV Prevention and Response policy as part of the ESMS</p> <p>Prior to project implementation</p>	<p><i>MoWIE/PIU, DBE Private sectors, MFIs Regional MoWIE offices</i></p> <p><i>Will be funded under the ESMPs budget</i></p>
4.4	<p>SECURITY PERSONNEL: Not required in this subproject context.</p>		
	<ul style="list-style-type: none"> • TRAINING FOR THE COMMUNITY: MoWIE and DBE will conduct training for the community/household beneficiaries designed to heighten awareness of risks and to mitigate impacts specified • in this section. • Workers and other community members will be trained through • the project about the types, characteristics and health impacts and • consequences of all potentially hazardous products that can be used in the different activities of the Project. 	<p><i>As part of the ESMF preparation and will continue throughout the project implementation period.</i></p>	<p><i>MoWIE/PIU, DBE Private sectors, Regional MoWIE offices</i></p> <p>Training costs to be included in the capacity building budget.</p>

ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	For DBE and MoWIE managed components, the environmental and social risk assessment and the subsequent preparation of the environmental and social risk management instruments will ensure coverage of land acquisition and livelihoods requirements. The ADELE subcomponent 5.3 has either resources to establish or strengthen a functioning environmental and social risk management system.		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	MoWIE will exert the maximum efforts that the project activities to avoid encroachment and/or infringe any protected areas or other areas with sensitive habitats or important biodiversity. However, the relevance of ESS5 will be established during the ESA process. If the ESA identify issues associated with this ESS6, as ESS6 may require the adoption of specific measures that may be set out in an E&S document (e.g. ESMP) already mentioned in the section under ESS1 above or as a stand-alone document or a separate action, the instrument will be prepared, disclosed, adopted and implemented in accordance with the requirement stated the ESF and ESS 6.		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	INDIGENOUS PEOPLES PLAN: MoWIE and DBE will Prepare, adopt, and implement Indigenous Peoples Plans (IPPs) consistent with the requirements of Social Assessment (SA) that will be prepared immediately after appraisal in a manner acceptable to the Bank.	<i>Prior to project implementation and will be continue throughout the project implementation period.</i>	<i>MoWIE/PIU, DBE, Private sectors, MFIs, Regional MoWIE offices Will be funded under the ESMPs budget</i>
7.2	GRIEVANCE MECHANISM: Prepare, adopt, and implement the arrangements for the grievance mechanism for indigenous people, as required under the SA and further describe such arrangements in the respective IPs (if the grievance mechanism is distinctive from the one established under ESS10).	<i>Prior to project implementation and will continue throughout the project implementation period.</i>	<i>MoWIE/PIU, Private sectors, Regional MoWIE offices Will be funded under the ESMPs budget</i>
ESS 8: CULTURAL HERITAGE			
8.1	CHANCE FINDS: MoWIE and DBE will exert the maximum efforts that the project activities to avoid encroachment and/or infringe any Cultural heritage sites. However, in case of any investigation of unforeseen heritage during project implementation period MoWIE will prepare, adopt, and implement the chance finds procedure a Chance find procedures to be included in the project instruments, such as ESMS, ESMP	<i>Project implementation period.</i>	<i>MoWIE/ Project Implementation Unit (PIU) and /or Environmental and Social management Unit (ESMU) DBE Funding: as part of overall project management cost</i>
8.2	CULTURAL HERITAGE: MoWIE and DBE during screening will take cognizance of tangible and intangible cultural heritage sites and items, including potential archaeological heritage. Project shall avoid any disturbance to cultural heritage sites.	<i>Prior to disturbance of site</i>	<i>MoWIE-PIU/ESMU, DBE, Private sector, Cooperative, MFIs Funding: as part of overall project management cost</i>

ESS 9: FINANCIAL INTERMEDIARIES– Not Applicable but form the project context and MoWIE’s unknown ESRM capacity the following will be assessed.

<p>9.1</p>	<p>ESMS: MoWIE and DBE prepare a ToR for capacity assessment to establish Environmental and Social Management System (ESMS) prior to appraisal.</p> <p>MoWIE and DBE will Prepare, adopt, and maintain an environmental and social management system (ESMS)with adequate resources, procedures and capacity for assessing, managing, and monitoring risks and impacts of sub projects, as well as managing overall portfolio risk in a responsible manner.</p> <p>An ESMS outlines and institutes a set of policies, procedures, tools and internal capacity and commitment to identify and manage the respective subproject E&S risks. It also defines the decision-making process, describes the roles, responsibilities of staff for doing so and states the documentation and record keeping requirements. It provides the necessary guidance for screening and categorizing of transactions based on their environmental and social risk, conducting environmental and social due diligence and monitoring the direct subproject implementer’s (private sectors, cooperative, etc.). environmental and social performance.</p>	<p><i>ToR for ESMS capacity assessment will be prepared prior to appraisal.</i></p> <p><i>ESMS will be established after approval. Once established, the ESMS is maintained and operated throughout Project implementation.</i></p>	<p><i>MoWIE/PIU,</i></p> <p><i>DBE</i></p> <p><i>Private sectors, Regional MoWIE offices</i></p> <p><i>Funding: as part of overall project management cost</i></p>
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9.2	<p>ORGANIZATIONAL CAPACITY:</p> <p>MoWIE and DBE will Establish and maintain an organizational capacity and competency for implementing the ESMS with clearly defined roles and responsibilities</p> <p>For E&S management s positions/resources that are a part of the organizational structure will be assigned.</p> <p>Qualified staff and resources to support management of E&S risks including qualified Environmental, Safety expert and Social expert will be assigned as per the commitment shown in section 1</p>	<p>Qualified Environmental expert and Social expert will be assigned 45 days after approval in both institutions.</p>	<p>MoWIE-PIU/ DBE Private sectors, Cooperatives Funding: as part of overall project management cost</p>
9.3	<p>SENIOR MANAGEMENT REPRESENTATIVE: MoWIE and DBE will designate a senior management representative to have overall accountability for environmental and social performance of subprojects.</p>	<p><i>After board approval</i></p>	<p><i>MoWIE/PIU</i> <i>DBE</i></p>
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION:</p> <p>MOWIE and DBE will Update, adopt, and implement Stakeholder Engagement Plan (SEP) prepared for this project. SEP will describe the timing and method of engagement with the project-affected communities and other stakeholders throughout the life cycle of the project.</p> <p>The SEP will also describe the range of information to be provided to and sought from stakeholders. Main characteristics and interests of stakeholders, as well as different levels of engagement and appropriate consultation will be taken into account.</p> <p>The stakeholder engagement plan will also include and describe the grievance mechanism required.</p>	<p><i>SEP will be prepared prior to project approval.</i></p>	<p><i>MoWIE -PIU</i> DBE Funding: as part of overall project management cost</p>

10.2	<p>SEP IMPLEMENTATION:</p> <ul style="list-style-type: none"> • Ensure effective information dissemination and consultations on emergency preparedness and response, • Training of local officials and key players in the project implementation as needed to implement the plan. • Establish appropriate channels of communication to maintain ongoing engagement and communicating additional information that may arise at key stages in the project cycle prior to start-up of operations, and any specific issues identified as of concern to stakeholders. • Inform stakeholders about any material changes to the project that result in additional risks and impacts of concern, specifying how those risks and impacts are being addressed and disclose an update. • Conduct survey on citizen feedback on the services provided 	<p><i>Throughout Project implementation</i></p> <p><i>Annually</i></p>	<p><i>MoWIE/PIU, DBE, Private sectors, MFIs, Regional MoWIE offices</i></p> <p><i>Will be funded under the ESMPs budget</i></p>

10.2	<p>PROJECT GRIEVANCE MECHANISM: Prepare, adopt, maintain and operate a grievance mechanism, as described in the SEP. The grievance mechanism will ensure reception and timely response to any complaints made about the project (including those from members of the communities, local businesses and other stakeholders) and will be the basis for developing appropriate mitigation strategies. The grievance redress mechanism will include the following elements:</p> <ul style="list-style-type: none"> • Modalities by which stakeholders can submit their complaints, including, but not limited to, submissions in person, by phone, text message, letters or e-mail. The Grievance mechanism including GBV grievance management, process or procedure shall address concerns promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all segments of the project-affected communities, at no cost and without retribution; • A log where complaints are registered in writing, maintained as a database; e.g., SHS Service complaints • Publicly advertised service standards outlining the length of time stakeholders can expect to wait for acknowledgement, response and resolution of their complaints. The project-affected communities will be informed about the grievance process (except for GBV/SH cases since GBV/SH cases strictly confidential) in the course of its community engagement or stakeholders’ engagement activities, and will make publicly available a record documenting the responses to all grievances received; • Grievance readdresses mechanisms for GBV/SH a case handled through survivor’s centred approach as per the guidance of WB GBV good practice note. 	<p><i>As part of the SEP preparation and will continue throughout the project implementation period.</i></p>	<p><i>MoWIE/PIU, DBE Private sectors/ cooperatives, MFIs, Regional / Woreda WIE offices</i></p>
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CAPACITY SUPPORT (TRAINING)			
CS1	<p>Specify Training: Consistent with the capacity assessment recommendation and commitments which will be made in the ESMS , the project will provide the following capacity building training for the MoWIE and DBE PIU and other relevant staffs and stakeholders to facilitate effective implementation of interventions under project. The training area will be but not limited to:</p> <ul style="list-style-type: none"> • Use of Personal Protective Equipment (PPE) • Emergency Preparedness and Response • Occupational health and safety • Environmental and social risks and impacts (Waste Management, flora and fauna conservation, GRM, etc.) • Gender Based Violence (GBV) - Sexual Exploitation and Abuse (SEA) and Sexual Harassment • Development and application of ESIA/ESMP • Environmental and social standards of the World Bank • Preparation and implementation of ESMS, ESMP, etc 	<p><i>Workers and project staff</i> including (private sectors, cooperative implementing the project,</p> <p><i>Prior the project commencement and continuous throughout the project timeline</i></p>	<p><i>MoWIE/PIU, Private sectors, Contractors,</i></p> <p><i>DBE, Private sectors, MFI's.</i></p> <p><i>Regional MoWIE offices</i></p> <p>Training costs to be included in the capacity building budget.</p>
	<p>Technical Support: based on the technical assessment for the functioning environmental and social management system findings MoWIE has prepared an environmental and social action plan (ESAP). The ESAP defined the required technical, human resource, procedures and finance to establish and maintain an ESMS.</p>	<p>Before disbursement.</p>	<p><i>MoWIE, DBE</i></p>

