

**Government of the Central African
Republic/Ministry of Health and Population**

**Central African Republic COVID-19 Preparedness
& Response Project – Additional Financing
(P177618)**

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

January 7, 2022

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Central African Republic (hereinafter the Recipient) shall implement CAR COVID-19 Preparedness & Response Project Additional Financing (hereinafter the Project) through the Ministry of Health and Population (MHP) and a Project Implementation Unit (PIU). The International Development Association (hereinafter the Association) has agreed to provide financing for the Project.
2. The Recipient shall implement material measures and actions so that the Project is implemented in accordance with the World Bank's Environmental and Social Standards (ESS). This Environmental and Social Commitment Plan (ESCP) defines material measures and actions, as well as any specific documents or plans, and the timing for each of them.
3. The Recipient shall also comply with the provisions of any other Environmental and Social (E&S) documents required under the ESSs and referred to in this ESCP, such as Environmental and Social Management Plans (ESMP), Labor Management Plan, Indigenous Peoples Plans (IPPs), and Stakeholder Engagement Plans (SEP), Grievance Mechanism (GM) and the timelines specified in those E&S documents.
4. The Recipient is responsible for compliance with all requirements of the ESCP, even when the implementation of specific measures and actions is conducted by the Ministry or unit mentioned in 1 above.
5. Implementation of the material measures and actions set out in this ESCP shall 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 shall monitor and assess progress and completion of the material measures and actions throughout the implementation of the Project.
6. As agreed by the Association and the Recipient, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of changes in the Project and unforeseen circumstances or in response to assessment of the performance of the Project conducted under the ESCP itself. In such circumstances, the Recipient shall agree to these changes with the Association and will update the ESCP to reflect such changes. Agreement on changes to the ESCP shall be documented through the exchange of letters signed between the association and the Recipient. The Recipient shall promptly disclose the updated ESCP.
7. Where the changes in the Project, unforeseen circumstances, or the performance of the Project result in changes to the risks and impacts during the implementation of the Project, the Recipient shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include environmental, health and safety impacts, labor influx, and Gender-Based Violence (GBV).

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING: 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, stakeholder engagement activities, incident reports and complaint register.</p>	<p>Quarterly, starting from the date of Project effectiveness, and throughout the Project implementation period.</p>	<p>Ministry of Health and Population/ PIU</p>
B	<p>INCIDENTS AND ACCIDENTS</p> <p>The Recipient shall promptly notify the Association of any incident or accident related to the Project that has or is likely to have a significant adverse effect on the environment, affected communities, the public or workers. The Recipient shall provide sufficient details of the incident or accident, indicating the immediate measures taken or planned to deal with it, as well as any information provided by any contractor and any supervisory entity, if applicable. Subsequently, the Recipient shall systematically prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p> <p>For incidents related to SEA/SH, the survivor should be immediately referred to services (at the same time as the project team and the Association: within 48 hours) according to a survivor-centered protocol that shall be developed in the GM adapted to the above-mentioned SEA/SH.</p> <p>As indicated above, the Recipient shall provide sufficient details about the incident or accident and indicate the immediate measures taken to address it. Note that for SEA/SH incidents, confidentiality must be ensured for both the survivor and the accused without providing any identifying information (i.e. include the date of the incident, the SEA/SH form, a general description of the survivor such as age/gender, a general description of the accused/perpetrator such as age/gender/location of work, whether the incident is related to the project in the survivor's own words, the services the survivor was referred to/accepted, whether the perpetrator has signed a Code of Conduct and the sanctions taken against him/her). A report of the incident should be submitted by the Recipient, detailing the summary findings and the root cause analysis. A record of incidents is kept at the PIU.</p>	<p>Notify the Association within 48 hours after learning of the incident or accident. A subsequent detailed report shall be provided within a period 1 month</p>	<p>MHP, PIU Funding for implementation and follow-up should be part of the budgets of the ESMPs (including costs to provide services to GBV survivors /complaints/ grievances).</p>
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.1	<p>ORGANIZATIONAL STRUCTURE: The Ministry of Health and Population shall manage the ESHS arrangements for the Project through the National Technical Committee (CTN) retained as the Project Implementation Unit (PIU) as it is already implementing the WB-financed Health System Support and Strengthening (SENI) project (P164953), the Regional Disease Surveillance and System Enhancement project IV (REDISSE4) and the Covid-19 Preparedness and Response Project (P173832). The PIU shall maintain existing qualified Environmental and Social staff and resources that have been recruited to support management of ESHS risks and impacts of the Project. Existing qualified E&S staff includes (one Environmental specialist, one social specialist and two GBV/SEA/SH specialists).</p>	<p>The PIU and E&S specialists shall be maintained throughout Project implementation.</p>	<p>Ministry of Health and Population/ PIU</p>
1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT/MANAGEMENT PLANS AND INSTRUMENTS/ CONTRACTORS</p> <p>a. Assess the environmental and social risks and impacts, including SEA/SH risks, of proposed Project activities, in accordance with the Environmental and Social Management Framework (ESMF) recently updated to take into account Additional Financing activities.</p> <p>The ESMF that shall be made public and shall be adopted for the project to ensure that individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable, have access to the development benefits resulting from the Project. The ESMF integrates a template for Infection Control and Waste Management Plan (ICWMP) as well as a template for Environmental and Social Management Plan (ESMP) as necessary for relevant activities, such as the rehabilitation and/or construction of isolation centers. The ICWP in Annex 2 of the ESMF shall be developed into a full Biomedical Waste Management Plan which should include the installation and operation of incinerators for the elimination of medical waste.</p> <p>b. Prepare, disclose, adopt, and implement any environmental and social management plan or other instrument required for each Project activity based on the assessment process, in compliance with the ESS, the ESMF, the World Bank Group's environmental, health, and safety (EHS) guidelines, and other relevant International Good Practices, including WHO guidelines on COVID-19 response (screening diagnosis and immunization), and in alignment with ESS requirements and in a manner acceptable to the Bank.</p>	<p>a. The parent project's ESMF has been updated to include AF activities and shall be finalized and disclosed prior to appraisal. Also, the Project shall strictly adhere to current WHO guidelines on COVID-19 and shall be consistent with the ESS.</p> <p>b. ESMPs shall be prepared as necessary for any sub-project who's screening warrants a plan.</p> <p>c. The full Biomedical Waste Management Plan shall be developed a</p>	<p>Ministry of Health and Population/ PIU</p>

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<p>c. Incorporate the relevant aspects of this ESCP, including, inter alia, any environmental and social management plans, or other instruments, ESS2 requirements and any other required ESHS measures, into the Environmental, Social, Health and Safety (ESHS) specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply with the ESHS specifications of their respective contracts.</p> <p>d. Update environmental and social management plans or other instruments based on updated guidance by WHO on COVID19 Vaccine.</p>	<p>month after Effective Date of AF activities</p> <p>All the above-mentioned plans shall be implemented throughout the duration of the relevant Project activities.</p> <p>c. Before launching the procurement process for the relevant Project activities, and thereafter throughout the implementation of such activities</p> <p>d. Throughout the Project implementation</p>	
<p>1.3 EXCLUSIONS: Exclude the following type of activities as ineligible for financing under the Project:</p> <ul style="list-style-type: none"> • Activities that may cause long term, permanent and/or irreversible (e.g., loss of major natural habitat) adverse impacts • Activities that have high probability of causing serious adverse effects to human health and/or the environment not related to treatment of COVID-19 cases and vaccines 	<p>During and upon the conclusion of the assessment process conducted under action 1.2.a. above.</p>	<p>Ministry of Health and Population/ PIU</p>

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<ul style="list-style-type: none"> • Activities that may have significant adverse social impacts and may give rise to significant social conflict • Activities that may affect lands or rights of indigenous people or other vulnerable minorities • Activities that may involve permanent resettlement or land acquisition or adverse impacts on cultural heritage • All the other excluded activities set out in the ESMF of the Project 		
<p>MANAGING SUPPLIERS AND SERVICE PROVIDERS: The Recipient shall establish and implement management procedures for suppliers, service providers and their subcontractors. The PIU shall ensure that ToRs for suppliers and Project bidding documents include environmental and social requirements. Incorporating relevant ESCP aspects, including relevant E&S documents and plans and labor management procedures (LMPs) into the ESHS specifications for Project procurement documents. Subsequently, ensure that contractors comply with the ESHS specifications in their respective contracts and are able to provide necessary equipment, including:</p> <ul style="list-style-type: none"> ❖ Personal Protective Equipment (PPE) for janitors and cleaning, waste collection and disposal service providers: <ul style="list-style-type: none"> - Medical mask. - Gloves. - Eye protection glasses. - Blouses. - Safety shoes. ❖ Personal Protective Equipment (PPE) for surveillance and rapid response teams, laboratory personnel and health workers, <ul style="list-style-type: none"> - Medical masks. - N95/FFP2 Masks (respirators). - Gloves (examination, surgery and decontamination). - Eye protection glasses (glasses and facial screens). - Medical blouses. - Vaccines. - Cold chain (refrigerators, coolers, etc.) - Consumable Kits (PEV, cleaning supplies, etc.) 	<p>The requested procedures shall be established before preparing bidding documents, and shall be implemented and maintained throughout the Project implementation period.</p>	<p>Ministry of Health and Population/ PIU</p>

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	<ul style="list-style-type: none"> - Data collection tools. ❖ COVID-19 screening kits for laboratories for designated labs (RNA extraction kit, amplification, primers and swabs specific to SARSCoV-2). ❖ Technology kits (computers, inverters, cables etc.). 		
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT: The Recipient shall prepare a Labor Management Procedure (LMP) and shall establish and operationalize the workers GRM in accordance with ESS 2 of the World Bank and the legislation in force in the Central Africa Republic. The LMP shall describe workers' management procedures.</p> <p>The principles of these procedures shall also apply to potential contractors, their subcontractors, and primary suppliers. The key points of these procedures shall be:</p> <ul style="list-style-type: none"> - Information available to workers regarding their working conditions. This information shall outline their rights under national labor and employment laws, including their rights related to working hours, wages, overtime, compensation and benefits. - Provide workers with adequate weekly rest periods, annual leave and sick leave as required by national legislation. - Provide workers involved in extra risky activities (nurses, doctors, hygiene workers, incinerator operators) with adequate support and ensure that routine health checks are covered <p>The project shall comply with all the ESS2 requirements: appropriate employment conditions, non-discrimination and equal opportunity (which includes a safe working environment free of violence and sexual harassment), worker organization, restrictions on child and forced labor, and occupational health and safety. Similarly, any technical consultants hired by the project shall also be required to adhere to these standards. There shall be primary suppliers of goods and services and their workers must be treated in accordance with the provisions of ESS2 paragraphs 39 to 42</p>	<p>LMP covering both parent and AF activities shall be updated and disclosed prior to appraisal. The LMP shall be implemented throughout project implementation and shall be revised/ updated as more information becomes available.</p>	<p>Ministry of Health and Population/ PIU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.2	GRIEVANCE REDRESS MECHANISM FOR PROJECT WORKERS: The Recipient undertakes to establish and maintain a grievance redress mechanism for Project workers. This mechanism shall be well defined in the SEP. It will comply with the World Bank's ESS 2 as well as the regulatory provisions in force in the Republic of CAR as set out in the Labor Code and in the Civil Code. The Grievance Redress Mechanism (GRM) shall be available to all direct and contract workers and shall address all issues related to the Project, including conditions of employment; nondiscrimination and equal opportunities; workers' organizations/unions; child labor; forced labor; harassment (sexual or else) and other complaint relating behaviors.	The GRM shall be completed and operational before the recruitment of workers for the Project. The GRM shall be maintained throughout Project implementation.	Ministry of Health and Population/ PIU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE AND HAZARDOUS MATERIALS MANAGEMENT: The Recipient is committed to developing and implementing measures and actions to manage waste and hazardous materials. These measures are clearly defined in environmental and social instruments such as: the ESMF according to the World Bank's ESS 3 and regulatory provisions described in the Central Africa republic legislation. Particular attention shall be paid to collection, packaging, transportation, disposal/destruction of sanitary and biomedical waste in compliance with regulatory provisions. An Infection Control and Waste Management Plan (ICWMP) that includes WHO guidelines and other Good International Industry Practices (GIIP) shall be prepared as recommended in the ESMF Annex 2 of the ESMF provides the guidelines for management of biomedical waste for the Project. The full ICWMP or BWMP will include operational guideline for incinerators and training of waste management teams involved in the waste chain from cradle to grave.	The ESMF contains Annex 2 which is adequate for the management of waste currently but the ICWMP shall be prepared and disclosed before commissioning any project acquired incinerator and shall be implemented throughout implementation period of the Project.	Ministry of Health and Population/ PIU
ESS 4: COMMUNITY HEALTH AND SAFETY			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
4.1	<p>HEALTH AND SAFETY OF POPULATIONS AND COMMUNITIES: The Recipient shall develop and implement measures and actions to assess and manage the risks and impacts that Project activities may have on local populations, including those related to Project workers and the influx of labor. In particular, measures and actions intended for people’s safety (like outpatient treatment centers’ infrastructure and other laboratories). These measures shall be specified in instruments developed under the project and shall aim to : • Minimize the potential for population exposure to communicable diseases ; • Ensure that vulnerable individuals or groups whose particular circumstances may be a disadvantage, have access to development benefits resulting from the Project ; • mitigate risk that project-related impacts fall disproportionately on individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable; • manage environmental and community health related risks from inadequate storage, transportation and disposal of infected medical waste; • mitigate risks related to COVID-19 spread and other risk related to Vaccine; • Prevent and respond to sexual exploitation, abuse and sexual harassment (SEA/SH).</p> <p>A site-specific risks assessment shall be completed prior to installing any incinerator to ensure that community exposure to emissions is capture and adequate mitigation measures put in place.</p> <p>Transport related risks are included in the generic risks and impacts in the ESMF.</p>	<p>Before the start of the works. These measures and actions (outline in the ESMF shall be implemented and maintained throughout the Project implementation cycle. Specifically, an Infection Control and Waste Management Plan (ICWMP) that incorporates WHO guidelines and other Good International Industry Practices (GIIPs) has been prepared and updated to reflect the additional financing activities. That ICWMP, shall complete Annex 2 of the ESMF of the SPRP, shall be finalized one month into AF activities.</p>	<p>Ministry of Health and Population/ PIU</p>
4.2	<p>RISKS OF GENDER-BASED VIOLENCE, SEXUAL EXPLOITATION AND SEXUAL ABUSE: The Recipient is committed to develop and implement risk assessment and management measures and actions for gender-based violence, sexual exploitation and abuse. To mitigate the assessed risks, an SEA/SH Action plan with mandatory mitigating measures shall be developed and shall include an accountability and response plan (Grievance mechanism sensitive to SEA/SH, Code do Conduct, GBV services mapping, SOPs for referrals to GBV services) and a capacity buildign and community sensitisation strategy.</p>	<p>At the start of the work. These measures and actions shall be maintained throughout Project implementation. A GBV/SEA action plan shall also be prepared</p>	<p>Ministry of Health and Population/ PIU</p>
4.3	<p>The Recipient shall ensure that the security personnel involved in the activities (construction and other) related to the project follow the strict rules of engagement, the code of good conduct, and avoid any escalation of conflict.</p>	<p>Throughout Project implementation</p>	<p>Ministry of Health and Population/ PIU</p>
4.4	<p>The Recipient shall manage vaccination centers against COVID-19, quarantine and isolation centers, as well as screening/testing stations while taking into account the existing conflict context, thus avoiding any aggravation of local community conflicts.</p>	<p>Throughout Project implementation</p>	<p>Ministry of Health and Population/ PIU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
4.5	TRAINING FOR THE POPULATIONS: Conduct training sessions for local populations to increase risk awareness and mitigate the effects described in this section (see 4.1 and 4.2 for these risks). These trainings shall cover all populations located in the project influence area, including those receiving or not receiving the vaccine.	Before and/ or during Project activities. Shall include regular training/skill upgrading sessions.	Ministry of Health and Population/ PIU
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	Not currently relevant to the project. All eventual construction will be undertaken within existing facilities. No adverse impacts relating to land acquisition, restrictions on land use or involuntary resettlement are anticipated as a result of proposed project activities. In an unlikely event of an intervention where land acquisition would be necessary, resettlement action plans would be developed to the satisfaction of the Bank prior to the commencement of any land acquisition.		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	Not currently relevant to the project. No adverse impacts on natural resources or biodiversity are anticipated as a result of project activities. No adverse impacts on natural resources or biodiversity are anticipated as a result of project activities.		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	<p>INDIGENOUS PEOPLES/SSHUTLC RISKS MANAGEMENT</p> <p>As project sites and activities in locations (prefectures) where there is presence of IPs/SSHUTLC are already known, the Recipient shall prepare, disclose, consult upon and adopt an Indigenous Peoples Plan (IPP) acceptable to the Association that sets out measures through which the project shall ensure that: (i) IPs affected by the project receive culturally appropriate social and economic benefits; (ii) are able to participate in project benefits; and (iii) if potential adverse effects on IPs are identified, those adverse effects are avoided, minimized, mitigated or compensated.</p> <p>Preliminary audit has raised among others findings that there is insufficient of communication awareness about covid-19 prevention measures among indigenous populations. Therefore, client shall prepare IPP which includes a communication plan specific to COVID for under served traditional local communities.</p>	IPP(s) including communication plan specific to COVID shall be prepared, consulted upon, disclosed, and adopted prior to implementation of any activities (not just civil works) in areas where IPs are present.	Ministry of Health and Population/ PIU
7.2	<p>GRIEVANCE MECHANISM</p> <p>Any grievances that may subsequently arise during project implementation among IPs/SSHUTLC shall be addressed through the overall project GM described in the SEP and ESMP. The SEP shall also contain outreach measures to ensure IPs receive information in timely and culturally appropriate ways to ensure they are aware of project opportunities and risks linked to human capital activities.</p>	Outreach to IPs included in the SEP and detailed in the GM (including SEA/SH specific GM), prepared prior to the project effectiveness date	Ministry of Health and Population/ PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 8: CULTURAL HERITAGE			
8.1	Not relevant to the Project at this time as the limited civil works (rehabilitation) are unlikely to affect cultural assets. In the unlikely event of construction or the movement of earth in connection with any project activities that have not yet been identified, the ESMF will include measures for “Chance Finds” of archaeological or other cultural heritage.		
ESS 9: FINANCIAL INTERMEDIARIES			
9.1	Not relevant.		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN: Prepare, disclose, adopt, and implement a Stakeholder Engagement Plan (SEP) consistent with ESS10, in a manner acceptable to the Association. The SEP shall be updated to include the Risk communication and community engagement (RCCE) strategy, to be prepared under the Project in line with WHO provisions “Risk communication and community engagement (RCCE) readiness and response to the 2019 novel coronavirus (2019-nCoV)” (January 26, 2020).	A draft SEP has already been prepared and disclosed and shall be updated no later than two months after the Effective Date. The SEP shall be implemented and maintained throughout the Project implementation period.	Ministry of Health and Population/ PIU
10.2	GRIEVANCE MECHANISM: Accessible grievance arrangements shall be made publicly available to receive and facilitate resolution of concerns and grievances in relation to the Project, including SEA/SH complaints, consistent with ESS10, in a manner acceptable to the Acceptable. Without limitation to the foregoing, the Recipient has already established a project-wide grievance redress mechanism (GRM), with assignment of properly trained focal points to handle and address these grievances within MHP. This functional GRM system includes a toll-free call line established within MHP as of June 2019. In order to be effective, the Recipient shall strengthen that toll-free call line through the organization of a brainstorming workshop on the operationalization of the GRM in general and the effective management of Green Line 1212 in particular. For areas without electricity and telecommunication systems, the Recipient shall set up and equip a grievance management committee and train the members.	Throughout Project implementation. The GRM manual for 1212 shall be developed prior to the start of activities and implemented and maintained throughout the Project implementation period.	Ministry of Health and Population/ PIU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
CAPACITY SUPPORT (TRAINING)		
<p>An inventory of training for different Project stakeholders, PIU, suppliers, contractors and workers need should be prepared.</p> <p>Based on inventory and other action plans, seminars or workshops, training courses, training sessions will be organized under the Project.</p> <p>Trainings provided should include:</p> <ul style="list-style-type: none"> - Health personnel Training on COVID-19 clinical management, and laboratory diagnosis. - Training on the use of Personal Protective Equipment (PPE) for surveillance and rapid response teams, laboratory personnel and health workers (medical masks, N95/FFP2 "respirators", "examination, surgery and decontamination" gloves, "eye protection" glasses and face shields, medical gowns). - Training on sanitary and biomedical waste management. - Training on GBV and SEA/SH prevention and child protection protocols awareness, sexually transmitted diseases (STDs) and other communicable diseases. - Training on occupational health and safety. - Training on proper management (segregation at source, placement in adequate bins, temporary storage, transportation, incineration, record keeping/manifest, operating an incinerator etc.) of biomedical waste. - Training on management and implementation of data from 1212 green line. <p>Other training topics for staff involved in Project implementation will include, but will not be limited to:</p> <ul style="list-style-type: none"> - Risk management associated with vaccination for infection prevention and control. - Clinical Adverse Reaction Management. - Management (storage, handling, etc.) of vaccines. - Immunization Information and Awareness Techniques. - Risk communication and community engagement; WHO guidelines on COVID-19 management, including vaccination. 	<p>A comprehensive training plan will be prepared no later than 30 days after the date of Project effectiveness. It will be implemented throughout Project implementation</p>	<p>Ministry of Health and Population/ PIU</p>