**Islamic Republic of Mauritania**

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**Ministry of Employment, Professional Training**

**Mauritania Youth Employability Project (P162916) and Additional Financing (P181070)**

**Draft for Negotiations**

**ENVIRONMENTAL and SOCIAL**

**COMMITMENT PLAN (ESCP)**

**June 6, 2023**

**ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN**

1. The Government of the Islamic Republic of Mauritania (the **Recipient**) will implement the Mauritania Youth Employability Project (the **Project**), under the leadership of the Ministry of Employment, and Professional Training with the involvement of the National Agency for Employment (*l’Agence nationale pour l’emploi - Tesghil),* the National Institute for the Promotion of Technical and Vocational Training *(l’Institut national pour la promotion de la formation technique et professionnelle, INAP-FTP)* under the Ministry of Employment, Professional Training, and the General Delegation of Taazour, and the Office National d’Assainissement (ONAS) as set out in the Financing Agreement. The International Development Association (hereinafter **the Association**) has agreed to provide the original financing (P162016) and additional financing (P181070), as set out in the referred agreement(s). This ESCP supersedes previous versions of the ESCP for the Project and shall apply both to the original and the additional financing for Project referred to above.
2. The Recipient shall ensure that the Project is carried in accordance with the Environmental and Social Standards (**ESSs**), and this Environmental and Social Commitment Plan (**ESCP**) in a manner acceptable to the Association. The ESCP is a part of the Financing 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 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 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 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 Project Technical Coordination Unit (PTCU) and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient through the Ministry of economic affairs and promotion of productive sectors. The Recipient/PTCU shall promptly disclose the updated ESCP.

| **MATERIAL MEASURES AND ACTIONS**  | **TIMEFRAME** | **RESPONSIBILE ENTITY/AUTHORITY**  |
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| **MONITORING AND REPORTING** |
| A | **REGULAR REPORTING** Prepare and submit to the Association regular 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). | *Submit quarterly reports to the Association throughout Project implementation commencing three months after the Effective Date. Submit each report to the Association no later than fifteen days after the end of each reporting period.* | Project Technical Coordination Unit (PTCU) |
| B | **INCIDENTS AND ACCIDENTS** Promptly notify the Association 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, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury. Provide sufficient detail 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. Subsequently, at the Association’s request, prepare a report on the incident or accident and propose measures to address it and prevent its recurrence. | *Notify the Association no later than 48 hours, after learning of the incident or accident, and 24 hours for severe incidents including fatalities, SEA/SH allegations* *Provide subsequent report to the Association within a timeframe acceptable*  | PTCU  |
| C | **CONTRACTORS’ MONTHLY REPORTS**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. | *Submit the monthly reports to the Association upon request, as annexes to the reports to be submitted under action A above.* | PTCU |
| **ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS** |
| 1.1 | **ORGANIZATIONAL STRUCTURE**Maintain the existing Project Technical Coordination Unit (PTCU) with qualified staff and resources to support management of ESHS risks and impacts of the Project, including one social development specialist, skilled in gender aspects. Recruit one part-time environmental specialist with proof skills in Occupational Health and Safety (OHS), with terms of reference and qualifications acceptable to the Association. | *Maintain the existing PTCU as set out in the legal agreement, with the social development specialist.* *Hire a part-time environmental specialist three months after the AF Effective Date, and thereafter maintain these positions throughout Project implementation.*  | PTCU |
| 1.2 | **ENVIRONMENTAL AND SOCIAL ASSESSMENT** 1. Prepare, disclose, consult upon, adopt and implement an Environmental and Social Impact Assessment (ESIA), and corresponding Environmental and Social Management Plan (ESMP) for any works for which the ESIA/ESMP is required, consistent with the relevant ESSs. 2. Update, redisclose, adopt, and implement the Environmental and Social Management Framework (ESMF) of the Parent Project including a CERC-addendum, consistent with the relevant ESSs.3. Cause the National Office of Sanitation- ONAS, to adopt and implement the site-specific Environmental and Social Impact Assessment (ESIA)/Environmental and Social Management Plan (ESMP), as set out in the ESMF. The proposed activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project. | 1*. Prepare, disclose, consult upon, and adopt the ESIA and ESMP prior to the launch of bidding documents, and thereafter implement the ESIA and ESMP throughout Project implementation.**2. The Parent Project ESMF, including the CERC-Addendum ESMF was updated, redisclosed in the country on May 17, and on the World Bank external website on May 19, and shall be implement throughout Project implementation.**3. Adopt the ESMP before launching the bidding process for the respective subproject, and prior to the carrying out of subproject that requires the adoption of such ESMP. Once adopted, implement the respective ESMP throughout Project implementation.* | PTCU ONAS |
| 1.3 | **MANAGEMENT OF CONTRACTORS** Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, 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.  | *As part of the preparation of procurement documents and respective contracts.* *Supervise contractors throughout Project implementation*. | PTCU ONAS |
| 1.4 | **TECHNICAL ASSISTANCE**Ensure that the consultancies, studies (including feasibility 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 Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference | Throughout Project implementation.  | PTCU |
| 1.5 | **CONTINGENT EMERGENCY RESPONSE FINANCING**a) Ensure that the CERC Manual includes a description of the ESHS assessment and management arrangements including, The CERC-ESMF Addendum for the implementation of the CERC component (component 4) in accordance with the ESSs. b) Adopt any environmental and social (E&S) instruments which may be required for activities under CERC component (component 4) of the Project, in accordance with the 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  | *a) A CERC Manual was adopted under the PP including a CERC-ESMF addendum, to be implemented throughout project implementation**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.*  | PTCU |
| **ESS 2: LABOR AND WORKING CONDITIONS**  |
| 2.1 | **LABOR MANAGEMENT PROCEDURES**Implement the Labor Management Procedures that was prepared and adopted for the Parent Project (PP) 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.  | *throughout Project implementation* | PTCU ContractorsONAS |
| 2.2 | **GRIEVANCE MECHANISM FOR PROJECT WORKERS**  Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.  | *Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout project implementation*  | PTCU Contractors ONAS |
| **ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT**  |
| *3.1* | **WASTE MANAGEMENT PLAN**Adopt and implement Waste Management measures to manage hazardous and non-hazardous wastes, consistent with ESS3.  | *Same timeline as for the adoption of site-specific instruments and thereafter implement the WM measures throughout Project implementation* | *PTCU**Contractors**ONAS* |

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| **ESS 4: COMMUNITY HEALTH AND SAFETY**  |
| 4.1 | **TRAFFIC AND ROAD SAFETY**Incorporate measures to manage traffic and road safety risks as required in the ESMPs to be prepared under action 1.2 above.  | *Same timeframe as for the adoption and implementation of the ESMPs* | PTCUContractors ONAS |
| 4.2 | **COMMUNITY HEALTH AND SAFETY**Assess and manage specific risks and impacts to the community arising from the implementation of the Project activities, including those relating to the presence of Project workers and any risks of labor influx, response to emergency situations, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF, consistent with ESS4. | *Same timeframe as for the adoption and implementation of the ESMPs.* | PTCUContractorsONAS |
| 4.3 | **SEA AND SH RISKS**Implement a SEA/SH Action Plan that was prepared and adopted, to assess and manage the risks of SEA and SH. A mapping of the structures involved in this field as well as an assessment of their operability, shall be carried out. | *Implement the SEA/SH Action Plan throughout Project implementation.* | PTCU |
| 4.4 | **SECURITY MANAGEMENT**Assess and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities, as set out in the ESMP, guided by the principles of proportionality and GIIP, and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel. | *Prior to engaging security personnel and thereafter implemented throughout Project implementation.* | PTCUONAS |

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| **ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT**  |
| 5.1 | **RESETTLEMENT PLANS**If applicable, adopt and implement a resettlement action plan (RAP) for activities to be financed under the CERC component under the Project and consistent with ESS5. | Adopt and implement the respective RAP, before. *the implementation of the activity* including ensuring displaced people have been resettled and moving allowances have been provided | PTCUONAS |
| **ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES**  |
| *Not relevant for the Project* |
| **ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES**  |
| *Not relevant for the Project* |
| **ESS 8: CULTURAL HERITAGE**  |
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| 8.1 | **CHANCE** **FINDS**Describe and implement the chance finds procedures, as part of the ESMP of activities to be implemented by ONAS. | Same timeline as of ESMP. Implement the procedures throughout Project implementation]. | PIUONAS |

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| **ESS 9: FINANCIAL INTERMEDIARIES**  |
| *Not relevant for the Project* |
| **ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE** |
| 10.1 | **STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION**Update, redisclose, adopt and implement the Stakeholder Engagement Plan (SEP) of the Parent Project, consistent with ESS10, which shall include measures to, inter alia, 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. | *The SEP was updated and redisclosed in the country on May 17, 2023, and the Bank external website on May 19, 2023, and shall be implemented throughout project implementation*  | PTCU |
| 10.2 | **PROJECT GRIEVANCE MECHANISM**: 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.  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-centred manner. | *Operational GM shall be implemented, with additional measures defined in the updated SEP, throughout Project implementation*  | PTCU |
| **CAPACITY SUPPORT**  |
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| CS1 | * stakeholder mapping and engagement
* specific aspects of environmental and social assessment
* emergency preparedness and response

community health and safety.]* ESS 1: Assessment and management of environmental risks and impacts
* ESS 2: Labor and working conditions
* Stakeholder engagement and information disclosure
* Contents of Environmental and Social Commitment Plan (ESCP)
* Contents of the Stakeholder Engagement Plan (SEP)
 |  *From the first year of project implementation; and throughout project implementation* | PTCUConsultants  |
| CS2 | * Selection process and environmental and social risk classification of subprojects
* Procedures for the ESIAs
* Knowledge of the process of monitoring the implementation of the ESIAs
* Policies, proceedings and legislation regarding environmental and social risks in Mauritania
 | *From the first year of project implementation; throughout project implementation* |  PTCUConsultants  |
| CS3 | **Health and Safety Module*** Personal protective equipment
* Risk management in the workplace
* Prevention of occupational accidents
* Health and safety rules
* Management of solid and liquid waste
* Preparedness and response to emergencies
 | *From the first year of project implementation; throughout project implementation* |  PTCUConsultants  |
| CS4 | **GBV Risks Module** * Awareness and prevention/ mitigation of GBV risks
* Themes, activities and target audiences will be defined in the GBV Action Plan
 | *From the first year of project implementation; throughout project implementation* |  PTCUConsultants  |