

## **African Center for Economic Transformation**

Additional Financing for Support to Regional Knowledge  
Capacity on Economic Transformation, Resilience, and Recovery  
Project (P181380)

**UPDATED**

## **ENVIRONMENTAL and SOCIAL COMMITMENT PLAN (ESCP) – Parent Project and Additional Financing**

**November 1, 2023**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The African Center for Economic Transformation (ACET) is implementing the ‘Support to Regional Knowledge Capacity on Economic Transformation, Resilience, and Recovery Project’ as well as the additional financing provided to the project (the **Project**), with the involvement of the ACET’s Think Africa Partnership Implementation Unit (ATIUI). The International Bank for Reconstruction and Development and the International Development Association, both acting as administrator for the Think Africa Partnership Multi-Donor Trust Fund (collectively, the Bank), agreed to provide continued financing for the Project as set out in the referred agreement. This ESCP supersedes previous versions of the ESCP for the Project and shall apply both to the original and the additional financing for the Project referred to above.
2. ACET shall ensure that the Project continue to be carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Bank. The ESCP is part of the Grant Agreement for the additional financing for the Project. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement.
3. Without limitation to the foregoing, the ESCP sets out material measures and actions that ACET shall carry out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. This ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Bank. Once adopted, said E&S instrument may be revised from time to time with prior written agreement by the Bank.
4. As agreed by the Bank and ACET, this ESCP may 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 assessment of Project performance conducted under the ESCP itself. In such circumstances, ACET and the Bank agree to update the ESCP to reflect such changes through an exchange of letters signed between the Bank and ACET. ACET shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>As part of the established reporting schedule, ACET will continue to prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&amp;S documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s).</p>	Bi-annually: Grant Progress report	ACET TAP Implementation Unit (ATIU)
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Bank of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, those related to occupational accidents that could result in death or serious injury, falls and vehicle accidents, sexual exploitation, abuse, and sexual harassment (SEA/SH).</p> <p>Provide sufficient detail regarding the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, as appropriate. Subsequently, as per the Bank's request, prepare a report on the incident or accident and propose any measures to prevent its recurrence. Keep the Bank informed of the ongoing implementation of the said measures or plans.</p>	<p>Notify the Bank within 48 hours after learning of the incident or accident.</p> <p>An incident report with root cause analysis and corrective actions shall be provided to the Bank within 30 days from the time of the incident.</p>	ACET TAP Implementation Unit (ATIU)
C	<p><b>CONTRACTORS MONTHLY REPORTS</b></p> <p>Not Applicable: No contractor(s) will be engaged by the project.</p>	N/A	N/A

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>ACET through its Project Implementation Unit (ATIUI) will be responsible for overall project implementation.</p> <p>ATIUI has established and maintained an organizational structure with qualified staff and resources to support management of E&amp;S risks and impacts of the parent Project, including one part-time Environmental and Social Specialist (E&amp;S Specialist) to ensure adequate risk identification, management, and reporting consistent with the ESCP. The E&amp;S Specialist shall be adequately resourced and shall continue to manage the E&amp;S risks and impacts of both the parent Project and additional financing activities consistent with this ESCP. This structure shall be maintained throughout project implementation.</p>	The organizational structure, including the E&S Specialist, shall be maintained throughout Project implementation.	ACET TAP Implementation Unit (ATIUI)
1.2	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENT</b></p> <p>ACET shall screen project interventions against potential environmental and social risks and prepare and implement necessary specific instruments to mitigate potential impacts.</p>	Screening to be done upon identification of specific project intervention and avoid activities that will have significant E&S risks. Necessary specific instrument shall be prepared, consulted upon and disclosed prior to commencement of the intervention.	ACET TAP Implementation Unit (ATIUI)
1.3	<p><b>MANAGEMENT TOOLS AND INSTRUMENTS</b></p> <p>ACET has prepared, consulted upon and disclosed a Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) Action Plan under the parent Project and this will be implemented also for the additional financing activities.</p>	The SEA/SH Action Plan shall be implemented throughout the Project.	ACET TAP Implementation Unit (ATIUI)

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1.4	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with terms of reference acceptable to the Bank, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	Implemented throughout the project period.	ACET TAP Implementation Unit (ATIU)
<b>ESS 2: LABOUR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOUR MANAGEMENT PROCEDURES</b></p> <p>The Project shall be carried out in accordance with the applicable requirements of ESS2, in a manner acceptable to the Bank through, inter alia, implementing adequate occupational health and safety measures.</p> <p>ACET has prepared, consulted upon, and disclosed Labour Management Procedures (LMP) dated May 2022. An Updated LMP is prepared dated September 2023 which included the scaled up activities for consideration under the additional financing.</p> <p>The Updated LMP requires all employees and consultants to sign and adhere to Code of Conduct containing specific SEA/SH measures including, but not limited to the following:</p> <ul style="list-style-type: none"> <li>▪ Prohibitions against sexual activity with anyone under the age of 18. Mistaken belief regarding the age of the child and consent is not a defense for engaging in sexual activity with minors.</li> <li>▪ List of penalties</li> <li>▪ Special provisions for CoC violations in the digital space</li> <li>▪ Minimum Occupational Health and Safety (OHS) standards to follow for the employees and consultants</li> <li>▪ Reporting obligations and complaint collection mechanism specifying the roles and responsibilities in the handling of complaints.</li> </ul>	<p>Implemented throughout the project period.</p> <p>Implement the LMP throughout project period.</p> <p>All employees and consultants to sign Code of Conduct during contracting and before commencement of work.</p>	ACET TAP Implementation Unit (ATIU)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.2	<p><b>GRIEVANCE REDRESS MECHANISM FOR PROJECT WORKERS</b></p> <p>ACET has established, maintained, and operationalized a Grievance Redress Mechanism (GRM) for Project workers, as described in the LMP and consistent with ESS2.</p> <p>The GRM includes specific measures to handle SEA/SH complaints.</p> <p>ACET shall continuously publicize and operationalize the GRM in all project locations including those covered under the additional financing.</p>	Implement the GM throughout the project period.	ACET TAP Implementation Unit (ATIU)
2.3	<p><b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b></p> <p>The LMP includes specific measures to mitigate occupational health and safety risks and impacts.</p>	OHS measures in the LMP shall be implemented throughout the Project period.	ACET TAP Implementation Unit (ATIU)
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Procure energy-efficient IT and communication equipment. Assess E&amp;S risks and impacts from waste generation and pollution, particularly relation to consumption goods, computers, and general IT and communication equipment. Include relevant mitigation measures and ensure adherence to the mitigation measures.</p>	Implemented throughout the Project period	ACET TAP Implementation Unit (ATIU)
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>SEA AND SH RISKS</b></p> <p>ACET has prepared, consulted upon, and disclosed, a SEA/SH Action Plan as part of the LMP.</p> <p>ACET continuously requires all employees, consultants, and selected partners including those engaged under the additional financing to sign and adhere to Code of Conduct containing specific SEA/SH measures.</p>	All employees and consultants to sign Code of Conduct during contracting and adhere to the terms throughout the Project period.	ACET TAP Implementation Unit (ATIU)
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
NA	Not relevant		
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
NA	Not relevant		
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
NA	Not relevant		
<b>ESS 8: CULTURAL HERITAGE</b>			
NA	Not relevant		
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
NA	Not relevant		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>ACET has prepared and adopted a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, dated May 2022 and updated September 2023 to cover the stakeholders identified under the additional financing activities. The SEP includes 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.</p>	Implement the SEP throughout the Project period.	ACET TAP Implementation Unit (ATIU)
10.2	<p><b>PROJECT GRIEVANCE MECHANISM (GM)</b></p> <p>ACET has established, publicized, maintained and operationalized a grievance mechanism as described in the SEP.</p> <p>The grievance mechanism is equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to ACET's designated gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>	The GM shall be implemented throughout the parent Project and additional financing period.	ACET TAP Implementation Unit (ATIU)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	The SEA/SH aspects of the grievance mechanism shall continuously be implemented in accordance with the SEA/SH Action Plan and will cover the additional financing activities.		
<b>CAPACITY SUPPORT (TRAINING)</b>			
CS1	<p>All ACET staff and consultants will continue to be informed and trained on the following:</p> <ul style="list-style-type: none"> <li>• World Bank ESF and ESSs;</li> <li>• Contents and regulations outlined in the Stakeholder Engagement Plan;</li> <li>• Content and regulations outlined in the LMP and updated Code of Conduct;</li> <li>• Project Communications Strategy;</li> <li>• SEA/SH Action Plan;</li> <li>• Grievance Mechanism (GM);</li> <li>• Occupational health and safety;</li> <li>• In addition, Human Resource staff will undergo training on GM and SEA/SH sensitive complaints handling.</li> </ul> <p>Regular staff information sessions will be utilized for these trainings to ensure institutional awareness and compliance.</p>	Implemented throughout the Project period	ACET TAP Implementation Unit (ATIU)
CS2	Regular staff meetings are organized in which ACET staff are updated on occupational health and safety regulations and inform of any potential staff policy alterations.	Implemented throughout the Project period	ACET TAP Implementation Unit (ATIU)