

# **East, Central and Southern Africa Health Community**

**AFE Health Emergency Preparedness, Response  
and Resilience MPA in the Eastern, Central and  
Southern Africa Health Community (P180127)**

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

**DRAFT**

**May 2023**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. East, Central and Southern Africa Health Community (ECSA-HC) will implement the **AFE Health Emergency Preparedness, Response and Resilience MPA** Project (the **Project**). The International Development Association (hereinafter the **Bank**), acting as administrator of the **AFE Health Emergency Preparedness, Response and Resilience MPA** has agreed to provide financing for the Project.
2. ECSA-HC shall implement material measures and actions so that the Project is implemented in accordance with 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. ECSA-HC shall also comply with the provisions of any other E&S documents required under the ESF and referred to in this ESCP, such as an Occupational Health and Safety Plan).
4. ECSA-HC is responsible for compliance with all requirements of the ESCP.
5. Implementation of the material measures and actions set out in this ESCP shall be monitored and reported to the Bank by ECSA-HC as required by the ESCP and the conditions of the legal agreement, and the Bank will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the Bank and ECSA-HC, 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 assessment of Project performance conducted under the ESCP itself. In such circumstances, ECSA-HC will agree to the changes with the 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 Bank and ECSA-HC. ECSA-HC shall 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, ECSA-HC shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include health, and safety impacts, gender-based violence etc.

| MATERIAL MEASURES AND ACTIONS                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | TIMEFRAME                                                                                                                                               | RESPONSIBLE ENTITY/AUTHORITY                         |
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| <b>MONITORING AND REPORTING</b>                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                         |                                                      |
| A                                                                                     | <p><b>REGULAR REPORTING</b></p> <p>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, and functioning of the grievance mechanism(s).</p>                                                                                                                                                                                                                                                                                                                                                                                          | ECSA-HC shall submit reports to the Bank every 6 months.                                                                                                | Project Coordinator                                  |
| 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 including, but not limited to road traffic accidents, and GBV cases. Provide sufficient detail regarding 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 supervising entity, as appropriate.</p> <p>Subsequently, as per the Bank’s request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>                                                                                           | <p>Notify the Bank within 48 hours after learning of the incident or accident.</p> <p>Submit report to the Bank on timeframe specified by the Bank.</p> | Project Coordinator                                  |
| <b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                         |                                                      |
| 1.1                                                                                   | <p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Maintain an organizational structure with qualified staff and resources to support management of E&amp;S risks of the Project. The Director of Operations and Institutional Development (DOID) is responsible for all matters related with institutional development in ECSA-HC including renovations/infrastructure development in ECSA-HC and management and deployment of human resources including staff welfare and issues related with grievances redress etc. Under the Project, the DOID shall be responsible for overseeing and coordinating implementation of E&amp;S activities including (a) updating staff on the E&amp;S aspects; (b) following up E&amp;S issues; and (c) preparing reports and submitting reports to the DG and Project Coordinator.</p> | The organizational structure shall be maintained throughout Project implementation.                                                                     | Director of Operations and Institutional Development |

| MATERIAL MEASURES AND ACTIONS              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | TIMEFRAME                                                                                                                                                            | RESPONSIBLE ENTITY/AUTHORITY                                 |
|--------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|
| 1.2                                        | <p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENT/MANAGEMENT PLANS</b></p> <p>Ensure that the consultancies, studies, capacity building, training and any other technical assistance activities under the Project including, <i>inter alia</i>, any environmental and social assessments and related environmental and social instruments, are carried out in accordance with terms of reference acceptable to the Bank that incorporate the relevant requirements of the ESSs. Any outputs from the technical assistance activities, including, <i>inter alia</i>, any environmental assessment and related environmental and social instruments, shall be consistent with the ESSs.</p>                                                                                                                                                                                                                                                                                                                                                                                                    | Terms of Reference shall be approved by the Bank before preparation of instruments and plans, and thereafter shall be implemented throughout Project implementation. | Director of Operations and Institutional Development         |
| <b>ESS 2: LABOR AND WORKING CONDITIONS</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                      |                                                              |
| 2.1                                        | <p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Ensure that all Project Workers consisting of direct and contracted workers are employed in line with relevant national legislation and the requirements of ESS2. Standard World Bank consultant agreement template shall be used for contracts with independent consultants.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Hire and employ Project workers and throughout implementation in accordance with the LMP and ESS2.                                                                   | Director of Operations and Institutional Development (DOID). |
| 2.2                                        | <p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Maintain a Grievance Mechanism for Project workers as follows. Reporting of grievances by Project workers shall be submitted to the Director General through the DOID's office and acknowledgement of the grievance shall be done within 2 days. A meeting to resolve the issue shall be convened within 10 workings of reporting the grievance. Should the matter not have been resolved within 30 days, the matter shall be escalated to Management Board (Advisory Committee) and further to the Conference of Health Ministers (1 month). The affected staff shall be provided with weekly updates on the progress of the discussions to provide a resolution.</p> <p>If the grievances are submitted anonymously, these grievances shall be submitted through the suggestion box. The DOID convenes meetings to review and discuss. As the custodian of the human resources affairs in ECSA-HC, the DOID shall be responsible for following through staff grievances submitted openly and through anonymous means.</p> | Throughout Project implementation.                                                                                                                                   | Director of Operations and Institutional Development (DOID). |

| MATERIAL MEASURES AND ACTIONS                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | TIMEFRAME                          | RESPONSIBLE ENTITY/AUTHORITY                                |
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| 2.3                                                                       | <p><b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b></p> <p>Prepare, adopt, and implement occupational, health and safety (OHS) plan that outlines an organization's approach to promoting and maintaining the health and safety of its workers. The plan should sets out the procedures, policies, and measures that the organization will implement to identify and control workplace hazards and risks including measures for work-related travel, conferences, meetings, face to face instruction, demonstrations, readiness and response exercises and any location designated as a place of work for the Project. The DOID shall be responsible for overseeing implementation of the OHS plan.</p> <p>During external meetings/workshops, the activity leads are expected to follow the workplace protocols and the guidelines from the host countries.</p> | Throughout Project implementation  | Director of Operations and Institutional Development (DOID) |
| 2.4                                                                       | <p>The relevance of ESS2 such as the management of Occupational Health and Safety in pandemic preparedness shall be considered in the design of studies, assessments, and technical assessments under the Project.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Throughout Project implementation. | Director of Operations and Institutional Development (DOID) |
| <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>ECSA-HC shall adopt and implement pollution prevention and management measures to manage used and infectious PPE. Standard Operating Procedures (SOPs) for disposal of used face masks and other general PPE shall be developed and observed during the implementation of Project activities.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Throughout Project implementation  | Director of Operations and Institutional Development (DOID) |
| 3.2                                                                       | <p>The relevance of ESS3 such as the management of infection control and waste management shall be considered in the design of any relevant studies, assessments, and technical assessments under the Project.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Throughout Project implementation. | Director of Operations and Institutional Development (DOID) |
| <b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                    |                                                             |
| 4.1                                                                       | <p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>The Project will mainly engage with surveillance and laboratory, environmental ,Agriculture, Wildlife teams at a national level and at cross-border areas and <u>does not envisage</u> direct engagement with communities. Where such engagement is foreseen the Project will rely on the national policies of the said countries and the requirements of ESS10.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Throughout Project implementation  | Director of Operations and Institutional Development (DOID) |

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| 4.2                                                                                                         | <p><b>GBV AND SEA RISKS</b></p> <p>Assess and manage Gender-Based Violence, including Sexual Exploitation and Abuse risks in accordance with ESS2&amp;4. Ensure that staff are bound to the terms of the employment manual setting codes of conduct to minimize and address GBV when they sign the employment contracts.</p> <p>Sexual harassment matters shall be reported through the office of the DOID to the DG. Upon receipt the DG shall assign an officer to investigate the matter, while maintaining confidentiality. Based on the report, the Director General shall determine if ECSA HC’s Anti-Harassment Policy or other elements of ESS4 have been violated and, if so, shall take appropriate corrective action. Such action may range from counseling to termination of employment, in line with ECSA HC’s Disciplinary Procedures and national laws.</p> | Throughout Project implementation. | Director of Operations and Institutional Development (DOID) |
| 4.3                                                                                                         | <p>The relevance of ESS4 such as GBV risks, potential exposure of communities to disease, response plans etc shall be considered in the design of any relevant studies, assessments, and technical assessments under the Project.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Throughout Project implementation. | Director of Operations and Institutional Development (DOID) |
| <b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                    |                                                             |
| This standard is not currently relevant.                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                    |                                                             |
| <b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                    |                                                             |
| This standard is not currently relevant.                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                    |                                                             |
| <b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                    |                                                             |
| This standard is not currently relevant.                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                    |                                                             |
| <b>ESS 8: CULTURAL HERITAGE</b>                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                    |                                                             |
| This standard is not currently relevant.                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                    |                                                             |
| <b>ESS 9: FINANCIAL INTERMEDIARIES</b>                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                    |                                                             |
| The standard is not relevant. The use of Financial Intermediaries is not being considered.                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                    |                                                             |
| <b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                    |                                                             |
| 10.1                                                                                                        | <p><b>STAKEHOLDERS</b></p> <p>Engage stakeholders throughout the project life cycle consistent with ESS10 and in a manner satisfactory to the Bank. The Project shall identify and maintain a record of all stakeholders including Project Affected Parties and Other Interested Parties who shall be engaged throughout Project preparation and implementation.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Throughout Project Implementation  | Director General with support of the Project Coordinator.   |

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|      | <p>While the project team shall consult other stakeholders, The DG as the organization accounting offer shall be responsible for fostering partnerships and engaging stakeholders especially high-level officials from the member states and partners.</p> <p>The following stakeholders shall be consulted, among others:</p> <ol style="list-style-type: none"> <li>1. Project countries (Kenya, Ethiopia and Sao Tome) Ministries of Health, Agriculture/Animal Health etc</li> <li>2. Technical teams from the Project countries including surveillance and laboratory facilities, Environmental, Agriculture</li> <li>3. Collaborating organizations e.g., EGAD, East African Community, Southern Africa Development Community (SADC), Africa CDC, AUDA-NEPAD, AFENET</li> <li>4. Training institutions especially those training field epidemiologists</li> <li>5. World Bank</li> </ol>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                   |                  |
| 10.2 | <p><b>STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b></p> <p>ECSA-HC as a regional intergovernmental organization has the convening power of its member states, collaborating countries and institutions. The Project countries have been working with ECSA-HC on Bank and other donor funded projects. ECSA-HC will continue to use the existing channels that have already been established to reach out the stakeholders expected to collaborate with the organization in the Project implementation. In this regard, stakeholders will be engaged during planning and execution of Project activities, monitoring and evaluations and as part of capacity building activities using the following modes of engagement:</p> <ul style="list-style-type: none"> <li>• Project countries (Kenya, Ethiopia and Sao Tome ) Ministries of Health, Agriculture/Animal Health will be engaged in meetings during inception and progress reporting meetings. ECSA-HC will be convening annual regional advisory committee meeting for high level participation of officials from the Project countries (PS, Director Generals of Health).</li> <li>• Technical teams from the Project countries including surveillance and laboratory, Environmental will be meeting through virtual or in-person meetings through the communities of practice (CoPs) jointly with other existing or previously closed Bank projects. This will ensure cross learning</li> <li>• Collaborating organizations e.g., EGAD, East African Community, Southern Africa Development Community (SADC), Africa CDC, AFENET will be incorporated in the governance meetings (RAC) and the technical meetings indicated above</li> </ul> | Throughout Project Implementation | Director General |

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|      | <ul style="list-style-type: none"> <li>• Training institutions especially those training field epidemiologists - meetings will be held with these institutions in order to collaborate in providing FELTP residents to support the Project while gaining experiences on field epidemiology</li> <li>• Direct phone calls with Project focal persons in the Project countries will also be utilized as needed.</li> <li>• World Bank will be engaged throughout the Project through during Project implementation missions, email communications, online meetings, RAC meetings</li> </ul> <p>ECSA-HC shall ensure that engagement activities are undertaken in a timely manner throughout the Project lifecycle, in an understandable, accessible and appropriate manner and format to inform the identification of environmental and social risks and to inform Project design and outcomes.</p>                                                                                                              |                                                                                                                                                           |                            |
| 10.3 | <p><b>PROJECT GRIEVANCE MECHANISM:</b></p> <p>ECSA shall maintain Project Grievance Mechanism consistent with ESS10. Without prejudice to the foregoing, based on the procurement, HR manual and other policy documents of the organization, concerns are raised in writing via the following:</p> <p>Director General<br/> Plot 157, Oloirien, Njiro Road<br/> P.O. Box 1009<br/> Arusha, Tanzania<br/> Tel: 255-27-2549362; 2549365/6<br/> Fax: 255-27-2549392<br/> E-mail: <a href="mailto:regsec@ecsahc.org">regsec@ecsahc.org</a></p> <p>The reports may be direct with the complainant identified or anonymous. The following are the processes and timelines for addressing grievances that exist in ECSA-HC and will be adopted for the Project.</p> <p>Within one week of a report being made to the DG (and for internal matters through the office of the Director of Operations and Institutional Development (DOID)) a meeting is to be convened to discuss and attempt to resolve the issue.</p> | <p>The Project will ensure the existing grievance redress mechanism is functional and effectiveness and maintained throughout Project implementation.</p> | <p>Project Coordinator</p> |



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|      | <p>Every effort will be made to ensure that the grievances/appeals are considered, and action taken within three weeks of the date of receipt of the complaint.</p> <p>Where grievances cannot be resolved internally in the above timelines internally, the matter will be escalated to the Advisory committee (AC, Management Board) and further to the Conference of Health Ministers (HMC, Highest Governing body of ECSA-HC) within a month, the complainant will be updated on a regular basis as to the status of their complaint and new timelines.</p> <p>Written records agreed to by all parties will be maintained and held confidentially by ECSA-HC in the officer of the DOID. A log of raised grievances and how they were resolved is kept for future reference while handling similar grievances in the future.</p> <p>The cases shall be considered closed when:</p> <ul style="list-style-type: none"> <li>• The decision has been made and the complainant has indicated acceptance of the response.</li> <li>• Where the complainant has not responded within one month of being intimated the final decision of the grievance officer on his grievance/complaint.</li> <li>• Where the Complainant fails to attend the meetings related to the complaint; and</li> <li>• Where the Complainant withdraws his/her complaint.</li> </ul> <p>Staff are encouraged to raise issues during staff meetings and retreats so that minor grievances are addressed continuously before they become major issues.</p> |                                                                                           |                                                             |
| 10.4 | <p><b>MONITORING AND REPORTING</b></p> <p>ECSA-HC shall report on Project activities, including engagement with stakeholders of all types, in the technical progress reports submitted to the Bank.</p> <p>These reports shall include additional detail regarding the specific stakeholders with whom the Project team has engaged during the reporting period, outcomes of engagement and plans for engagement in the coming period.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Every 6 months as part of the regular Project reporting throughout Project implementation | Project monitoring and evaluation specialist                |
| 10.5 | As relevant, stakeholder engagement in line with the requirements of ESS10 will be included in the design and implementation of studies, assessments, and technical assessments under the Project.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Throughout Project implementation.                                                        | Director of Operations and Institutional Development (DOID) |

| CAPACITY SUPPORT (TRAINING) |                                                                                                                                                                                                                                                                                                                                                                                            |                                   |                                                                                                                                                                                                                  |
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| CS1                         | <p>No further capacity support training has been identified. However, should the scope of the Project change the capacity of ECSA-HC to manage the Environmental and Social Risks will be assessed and any required capacity building measures will be agreed and implemented.</p> <p>Staff will be given orientation to ensure to keep them updated on the key areas identified above</p> | Throughout Project Implementation | <p>Director of Operations and Institutional Development</p> <p>Regular updating of staff in E&amp;S aspects of the Project will be undertaken in collaboration with the Bank's Environmental and Social team</p> |