

Volume 1

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

**AFE Health Emergency Preparedness,
Response and Resilience Program in the
Eastern, Central and Southern Africa Health
Community Project (P180127) as Phase I of
the AFE Health Emergency Preparedness,
Response and Resilience MPA**

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

Additional Financing

[March 5, 2026]

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The East, Central and Southern Africa Health Community (ECSA-HC) (the **Recipient**) is implementing the **AFE Health Emergency Preparedness, Response and Resilience Program as Phase I of the AFE Health Emergency Preparedness, Response and Resilience Multiphase Programmatic Approach** (the “**Project**”), as set out in the Additional Financing Agreement. The International Development Association (hereinafter the Association), acting as the administrator has agreed to provide the original financing and additional financing for the Project, as set out in 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. The Recipient shall ensure that the Project is 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 Association. The ESCP is a part of the Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Agreement.
3. Without limitation to the foregoing, ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, their respective timeframes; institutional, staffing, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESSs, in form and substance acceptable to the Association. Said E&S documents may be revised from time to time with prior written agreement by the Association. As provided for under the referred Agreement, the Recipient shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time, if necessary, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Association and the Recipient agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient’s Representative specified in the Agreement. The Recipient shall promptly disclose the updated ESCP.
5. The subsection on “Indicators for Implementation Readiness” below identifies the actions and measures to be monitored to assess Project readiness to begin implementation in accordance with this ESCP. Nevertheless, all actions and measures in this ESCP shall be implemented as set out in the “Timeframe” column below irrespective of whether they are listed in the referred subsection.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain a Project Coordination Unit (PCU) with qualified staff and resources to support management of ESHS risks and impacts of the Project. This shall include at least one Environmental and Social Focal Person with the relevant skillset from the existing ECSA-HC staff. The Director of Operations and Institutional Development (DOID) is responsible for all matters related to institutional development in ECSA-HC including renovations/infrastructure development in ECSAHC, management and deployment of human resources including staff welfare and issues related with grievances redress. Under the Project, the DOID shall be responsible for overseeing and coordinating implementation of ESHS activities including (a) updating staff on the ESHS aspects; (b) following up on ESHS issues; and (c) preparing reports and submitting reports to the Director General (DG) and PCU Project Coordinator.</p>	One environment and one social specialist have already been hired in the PCU.	ECSA-HC Project Coordination Unit (PCU)
B	<p>CAPACITY BUILDING PLAN/MEASURES</p> <p>All Project staff shall be taken through training on the requirements of the ESSs and other relevant capacity building during the Project implementation. Additionally, should the scope of the Project change, the capacity of ECSA-HC to manage the Environmental and Social Risks should be assessed and any required capacity building measures should be agreed upon and implemented.</p>	The ESF training is underway	ECSA-HC Project Coordination Unit (PCU)
MONITORING AND REPORTING			
C	<p>REGULAR REPORTING</p> <p>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 the implementation of the ESCP, status of preparation and implementation of E&S documents required under the ESCP, stakeholder engagement activities and functioning of the grievance mechanism(s) including a) complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them; and b) number and status of resolution of incidents and accidents reported under action E below.</p>	<p>Every 6 months as part of the regular Project reporting throughout Project implementation</p> <p>Throughout Project implementation.</p>	ECSA-HC Project Coordination Unit (PCU)
D	<p>CONTRACTORS' MONTHLY REPORTS</p> <p>Require contractors and supervising firms to provide monthly monitoring reports on E&S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.</p>	Submit each report to the Association no later than 30 days after the end of each reporting period.	ECSA-HC Project Coordination Unit (PCU)
E	<p>INCIDENTS AND ACCIDENTS</p> <p>Notify the Association of any incident or accident relating to the project which has, or is likely to have, a significant adverse effect on the environment, the affected</p>	Notify the Association no later than 48 hours after learning of the incident or accident.	ECSA-HC Project Coordination Unit (PCU)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>communities, the public or workers, including those resulting in death or significant injury to workers or the public; acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; dam failure; forced or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks. Provide available details of the incident or accident to the Association] upon request.</p> <p>Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Association, and implement a Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.</p>	Provide subsequent report to the Association within a timeframe acceptable to the Association.	
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</p> <p>It is determined that an environmental and social assessment will not be required for the implementation of the Project. As such, assess and manage ESHS risks and impacts, and prepare environmental and social instruments, as required, in accordance with the World Bank Environmental and Social Framework (ESF).</p> <p>The Recipient shall implement material measures and actions so that the Project is implemented in accordance with the World Bank Group’s Environmental and Social Standards (ESSs).</p>	Throughout the Project Implementation	ECSA-HC Project Coordination Unit (PCU)
1.2	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, [specify relevant E&S assessments or plans], the Labor Management Procedures, and code of conduct, into the E&S specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and that they require their subcontractors to comply with the E&S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Association.</p>	<p>Prior to the finalization of bidding documents.</p> <p>Supervise contractors throughout Project implementation.</p>	ECSA-HC Project Coordination Unit (PCU)
1.3	<p>TECHNICAL ASSISTANCE</p> <p>Carry out the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter</p>	Terms of Reference shall be approved by the Association before preparation of instruments and plans, and thereafter shall be	ECSA-HC Project Coordination Unit (PCU)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	prepare and finalize the outputs of such activities in compliance with the terms of reference.	implemented throughout Project implementation.	
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>ECSA-HC shall ensure that all Project Workers consisting of direct and contracted workers shall be employed in line with relevant national legislation and the requirements of ESS2, in a manner acceptable to the Association, including inter alia, implementing adequate occupational health and safety measures (including emergency preparedness and response measures), codes of conduct, setting out grievance arrangements for Project workers, and incorporating labor requirements into the ESHS specifications of the procurement documents and contracts with contractors.</p> <p>Standard World Bank consultant agreement template shall be used for contracts with independent consultants.</p>	Throughout Project implementation.	ECSA-HC Project Coordination Unit (PCU)
2.2	<p>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</p> <p>Prepare, adopt, and implement occupational, health and safety (OHS) plan that outlines the Recipient's approach to promoting and maintaining the health and safety of its workers. The plan shall set out the procedures, policies, and measures that the Recipient shall implement to identify and control workplace hazards and risks during 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. 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 the Project Implementation.	ECSA-HC Project Coordination Unit (PCU)
2.3	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Maintain a Grievance Mechanism for Project workers, in line with the provisions of ESS2, as follows:</p> <ol style="list-style-type: none"> 1. 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. 2. A meeting to resolve the issue shall be convened within 10 working days of reporting the grievance. 3. Should the matter not be resolved within 30 days, the matter shall be escalated to Management Board (Advisory 	GRM has been established. ECSA-HC to maintain the GRM through the project implementation and keep log of all grievances received; resolved or escalated.	ECSA-HC Project Coordination Unit (PCU)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>Committee) and further to the Conference of Health Ministers (1 month). Through the chairs of these respective organs. 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 available at the office or through an electronic ECSA-HC GM portal. ECSA-HC shall set up an electronic GM portal within the first year of the Project operation. 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 staff grievances submitted openly and through anonymous means.</p> <p>For grievances raised against external contractors, ECSA-HC shall set up a mechanism for receiving and facilitating/mediating redress of grievances between the contractors and their employees</p>		
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT.			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>ECSA-HC shall adopt and implement pollution prevention and management measures to manage used and infectious Personal Protective Equipment (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.	ECSA-HC Project Coordination Unit (PCU)
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>ECSA-HC shall adopt and implement pollution prevention and management measures to manage used and infectious Personal Protective Equipment (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> <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.	ECSA-HC Project Coordination Unit (PCU)
ESS 4: COMMUNITY HEALTH AND SAFETY.			
4.1	<p>TRAFFIC AND ROAD SAFETY</p> <p>Incorporate measures to manage traffic and road safety risks as required in any terms of reference under action 1.3 above.</p>	Throughout the Project Implementation	ECSA-HC Project Coordination Unit (PCU)
4.2	<p>COMMUNITY HEALTH AND SAFETY</p> <p>Ensure that relevant aspects of ESS4 are included in any Terms of Reference, studies, technical assistance outputs, as relevant, in accordance with action 1.3 above.</p>	Throughout the Project Implementation	ECSA-HC Project Coordination Unit (PCU)
4.3	<p>SEA AND SH RISKS</p>		ECSA-HC Project

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>Assess and manage Sexual Exploitation and Abuse risks in accordance with ESS 2& 4. Ensure that staff are bound to the terms of the employment manual, setting codes of conduct to minimize and address SEA/SH 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> <p>The relevance of ESS4 such as SEA/SH risks, potential exposure of communities to disease, response plans etc. shall be included in the design of any relevant studies, assessments, and technical assessments under the Project.</p>	Throughout Project implementation.	Coordination Unit (PCU)
4.4	<p>SECURITY MANAGEMENT</p> <p>Incorporate training materials on assessment and implementation measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities in all training and capacity building programs in accordance with ESS 4.</p>	In all training and capacity building programs throughout the project Implementation.	ECSA-HC Project Coordination Unit (PCU)
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
	Not Relevant		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	Not relevant		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	<p>INDIGENOUS PEOPLES [FRAMEWORK] [PLAN] or [PLANS]</p> <p>Ensure that relevant aspects of this standard are included in any Terms of Reference, studies etc. as relevant, in accordance with action 1.3 above.</p>	Throughout Project implementation.	ECSA-HC Project Coordination Unit (PCU)
ESS 8: CULTURAL HERITAGE			
8.1	Not relevant		
ESS 9: FINANCIAL INTERMEDIARIES			
9.1	Not Relevant		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN</p> <p>Adopt and implement a Stakeholder Engagement Plan (SEP) for the 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</p>	Adopt the revised SEP prior to Project appraisal and thereafter implement the SEP throughout Project implementation.	ECSA-HC Project Coordination Unit (PCU)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.		
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>ECSA HC shall establish, publicize, maintain, and operate an accessible grievance mechanism, consistent with ESS10, 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-centered manner.</p>	A grievance redress mechanism has been established. ECSA HC to maintain and operate the mechanism throughout Project implementation.	ECSA-HC Project Coordination Unit (PCU)
INDICATORS FOR IMPLEMENTATION READINESS			
<p>The following actions are indicators for implementation readiness:</p> <ol style="list-style-type: none"> 1. E&S specialists have been hired in the PCU 2. GRM has been established and made functional 3. SEP has been adopted and under implementation 4. Training plan for key Project stakeholders (Project Steering Committee (PSC) and Technical Expert Committee (TEC) involved in Project Implementation on WB ESF prepared 5. ESF training on the requirements of the Environmental and Social Standards for Environmental and Social Specialists in the PCU imparted 6. ESF training on the requirements of the Environmental and Social Standards for Project workers and Project staff of ESCA- HC imparted 			