

**The Federal Democratic Republic of Ethiopia**



**Ethiopia Forest Development**

**OROMIA FORESTED LANDSCAPE PROGRAM  
(OFLP)-EMISSION REDUCTION PROJECT (ERP)  
(P151294)**

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

**August 2022  
Addis Ababa**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Federal Democratic Republic of Ethiopia (hereinafter the Recipient) will implement the Oromia Forested Landscape Program (OFLP)- Emission Reductions Payment Project (P151294) (hereinafter the Project), with the involvement of the Ministry of Finance (MoF), the Ethiopia Forest Development (EFD), National REDD+ Secretariat (NRS); Oromia Environmental Protection Authority (OEPA), and Oromia REDD+ Coordination Unit (ORCU), as set out in the Grant Agreement and the Project- Emission Reduction Purchase Agreement (ERPA). The World Bank has agreed to provide financing for the Project, as set out in the referred agreements.
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 World Bank. The ESCP is a part of the Grant Agreement and the Project- Emission Reduction Purchase Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreements.
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 World Bank. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the World Bank.
4. As agreed by the World Bank and the Recipient, 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 Project performance. In such circumstances, the Recipient through Ethiopia Forest Development and the World Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the World Bank and the Recipient. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the World 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, the status of preparation and implementation of E&amp;S instruments (Strategic Environmental and Social Assessment (SESA) including Social Development Plan (SDP), Environmental and Social Management Framework (ESMF) including Sexual Exploitation and Abuse and Sexual harassment or Gender Based Violence (SEAH/GBV) Prevention and Response Plan, Resettlement Framework (RF), Process Framework (PF), Labor Management Procedures (LMP), Gender Action Plan (GAP), Security Risk Assessment and Management Plan (SRAMP), Benefit Sharing Plan (BSP)) required under the ESCP, Stakeholder Engagement Plan (SEP), and functioning of the grievance redress mechanisms.</p>	<p>Submit biannual and annual reports to the World Bank throughout Project implementation. Submit each report to the World Bank no later than 30 days after the end of each reporting period</p>	<p>Ethiopia Forest Development (EFD) with the National REDD+ Secretariat (NRS), Oromia Environment Protection Authority (OEPA) and Oromia REDD Coordination Unit (ORCU)</p>
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the World 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, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury including but not limited to incidences of fire, disease outbreak, serious accidents, and the likes. 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.</p> <p>Subsequently, at the World Bank’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the World Bank no later than 48 hours after learning of the incident or accident</p> <p>Provide subsequent report to the World Bank within a timeframe acceptable to the World Bank</p>	<p>EFD with NRS, OEPA and ORCU</p>
C	<p><b>CONTRACTORS’ MONTHLY REPORTS</b></p> <ul style="list-style-type: none"> <li>EFD shall require, through the Employer’s Requirements, that Contractors to provide monthly progress reports to the OEPA and ORCU on ESHS performance, as set in the site specific ESMP, and submit such reports to the World Bank.</li> <li>OEPA with ORCU shall be responsible for monitoring and reporting for the operational phase of the Project activities used to generate ERs, and social development/livelihood improvement including maintenance of roads/schools/clinics.</li> </ul>	<p>Submit reports (by contractors) to the EFD/NRS and ORCU monthly</p> <p>Submit the reports to the World Bank upon request as annexes to the reports to be submitted under action A above.</p>	<p>EFD with NRS, OEPA, ORCU and contractors</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
D	<p><b>NOTIFICATIONS RELATING TO DAAB COMPLIANCE REVIEW OF CONTRACTOR COMPLIANCE WITH SEA/SH PREVENTION AND RESPONSE OBLIGATIONS</b></p> <p>Notify the World Bank of any referral submitted to the Dispute Avoidance and Adjudication Board (DAAB) to initiate a process of compliance review in relation to a contractor’s obligations to prevent and respond to sexual exploitation and abuse (SEA), and/or sexual harassment (SH) specified in the respective works contract with such contractor; and, in the event of any such referral, notify the World Bank of: (i) the DAAB’s decision on such referral; (ii) the contractor’s Notice of Dissatisfaction, if any, with such DAAB decision; (iii) any notification received on the commencement of an emergency arbitration proceeding or full arbitration proceeding in relation to the DAAB’s decision; and (iv) the resulting emergency arbitration order and/or full arbitration order, if any.</p>	No later than 7 days after the issuance or receipt, as applicable, of the relevant document (i.e., referral to the DAAB, issuance of DAAB decision, Notice of Dissatisfaction, notice of commencement of emergency/full arbitration, emergency/full arbitration order, as applicable).	EFD with NRS, OEPA, ORCU and contractors
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <ul style="list-style-type: none"> <li>The Project will be implemented through the existing national and regional REDD+ institutional structure. OEPA leads the Project implementation through the ORCU at the Regional, Zonal, Woreda, Kebele and Community levels. EFD provides support through the NRS in the management of the ERs, environmental and social risk management (ESRM) implementation, MRV undertaking, collection of regional level ER performance data and reporting to the World Bank.</li> <li>The Federal REDD+ Steering Committee oversees the process and ensures a link to decision making; Federal MRV Task Force monitors the process and reports to the Federal REDD Steering Committee; the Oromia REDD+ Technical Working Group provides technical advice; MRV Unit manages workflows and day-to-day coordination.</li> <li>Qualified staff are already in place and will be maintained including E&amp;S safeguard specialists and MRV experts at the region, safeguards coordinators and facilitators at zonal and Woreda level, as well as gender focal person, and the required resources to support management of E&amp;S risks and impacts.</li> </ul>	Maintain the organizational structure, including the specialists, experts, coordinators, facilitators throughout Project implementation	EFD with NRS, OEPA and ORCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>Consistent with the ESF instruments (SESA including SDP, ESMF including SEAH/GBV Prevention and Response Plan, RF, PF, SEP, LMP, SRAMP to be disclosed prior to appraisal), adopt and implement Environmental and Social Impact Assessments (ESIAs), Environmental and Social Management Plan (ESMPs), and/or Resettlement Action Plans (RAPs) for Project activities used to generate ERs (such as seedling production for income, coffee outside forest, tree planting for income and own consumption, fuel saving stoves, and fruit tree planting) and social development/livelihood improvement (including maintenance of roads/schools/clinics, beekeeping and fattening (intensive and through cutting and carry system)).</p>	<p>Disclose SESA including SDP, ESMF including SEAH/GBV A.P, RF, PF, SEP, LMP, and SRAMP prior to appraisal of the project.</p> <p>Adopt the ESIA/ESMP/RAP (a) before launching the bidding process for the respective subprojects, or (b) prior to the commencement of Project activities/subprojects (if directly implemented by beneficiaries) and thereafter implement and monitor the ESIA/ESMP/RAP throughout Project implementation</p>	EFD with NRS, OEPA and ORCU
1.3	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <ul style="list-style-type: none"> <li>• Incorporate the relevant aspects of the ESCP including the relevant E&amp;S risk management instruments and/or plans, the ESMP, LMP, SEAH/GBV Prevention and Response Plan and Security Management Plan, into the ESHS specifications of the procurement documents with contractors. Thereafter ensure that the contractors comply with the ESHS specifications of their respective contracts.</li> <li>• Ensure compliance with the national laws; e.g., licenses to construct, excavate, and operate any project sites;</li> <li>• Codes of conduct are required for contractors, subcontractors, primary suppliers and their workers covering conditions of service, OHS, GBV and security requirements;</li> <li>• Provide E&amp;S risk management training including GRM for contractors and subcontractors, primary suppliers, communities, and other stakeholders as well as employees; and</li> <li>• Monitor the performance of the contractors and primary suppliers to ensure that they comply with the ESHS specifications of their respective contracts in accordance with the LMP, Sexual Exploitation, Abuse and Harassment (SEAH) Prevention and Response Plan, and Security Risk Assessment &amp; Security Management Plan (SRAMP).</li> </ul>	<p>As part of the preparation of procurement documents and respective contracts.</p> <p>Supervise contractors throughout Project implementation.</p>	EFD with NRS, OEPA and ORCU
1.4	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities under Component 2 of the Project (Comprehensive Measurement, Reporting and Verification system and project management including Safeguards Management system) are carried out in accordance with terms of reference acceptable to the World Bank, that are consistent with the ESSs and the Project’s E&amp;S instruments including ESMF, and GoE’s policies and legal frameworks. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	<p>Obtain prior ToRs review and clearance by the World Bank throughout Project implementation</p> <p>Incorporate WB’s comments on draft TA deliverables throughout Project implementation</p>	EFD with NRS, OEPA and ORCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.5	<b>CONTINGENT [EMERGENCY] [EARLY] RESPONSE FINANCING</b> Not relevant		
1.6	<b>ASSOCIATED FACILITIES</b> Not relevant		
1.7	<b>ACTIVITIES SUBJECT TO RETROACTIVE FINANCING</b> Carry out E&S due diligence for retroactive carbon accounting for the Project for a period which spans between January 2022 and ERPA signing date based on the underlying investments (including OFLP Grant Financing, REDD+ Investment Project, Legacy REDD+ Projects, Green Legacy Initiative) implemented using the WB old safeguards policies. The E&S due diligence shall assess the impacts (with a primary focus labor, security, and gender-based violence) of the underlying program and project activities which are needed to generate ERs as per the Project’s E&S instruments specifically the ESMF (including GBV risk assessment and action plan), SRAMP, LMP & ESCP. If there are non-compliances identified during the due diligence, the Bank has the option not to generate the ERs. Based on the E&S audit conducted for the OFLP grant financing and the current preliminary assessment, there are no significant E&S non-compliance issues.	Conduct due diligence during the Project implementation Implement remedies for minor non-compliances prior to final recognition of the retroactive ERs.	EFD with NRS, OEPA and ORCU, and corresponding zone and woreda level offices
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<b>LABOR MANAGEMENT PROCEDURES (LMP)</b> <ul style="list-style-type: none"> <li>Disclose, adopt, implement, and update the LMP prepared for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety, code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors.</li> <li>All contractors, private companies/cooperatives and workers must comply with the applicable national regulations of the country established in the proclamation (Proc. No. 1156/2019) and ESS2 requirements.</li> <li>Requirements applicable to contractors and subcontractors shall be specified in each Sub-project specific contract document as part of the ESMP/ESIA to be developed for each Sub- Project in accordance with the ESMF to address labor risks, including (but not limited to) requiring the signature of and training on Code of Conduct, occupational, health and safety (OHS) measures, prevention of child and forced labor; emergency preparedness and response, grievance redress mechanism (GRM) for Project workers, training of Project workers on key issues including OHS and GBV prevention, and management of labor influx, and Covid-19 prevention and control.</li> <li>Adopt and implement appropriate measures of protection and assistance to address the vulnerabilities of Project workers, including specific groups of workers, such as</li> </ul>	Disclose the LMP prior to appraisal.  Adopt the LMP immediately after ERPA signing, and thereafter implement (and update as required) the LMP throughout Project implementation.	EFD with NRS, OEPA, and ORCU, and corresponding zone and woreda level offices

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	women, people with disabilities, and any other disadvantaged groups in accordance with ESS2.		
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish, maintain, and operate labor grievance mechanism for the Project workers (direct workers, community workers and contract workers) as described in the LMP and consistent with ESS2. It must be backed with a more effective band confidential mechanism for GBV/SEAH complaints handling.</p>	<p>Establish grievance mechanism prior to engaging Project workers; and thereafter maintain and operate it throughout Project implementation</p> <p>Establish and implement labor grievance mechanism, that is operational prior to engaging Project workers and maintain throughout Project implementation</p>	EFD with NRS, OEPA, and ORCU, and corresponding zone and woreda level offices
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>WASTE MANAGEMENT PLAN</b></p> <p>Consistent with the ESMF and ESS3, hazardous and non-hazardous wastes shall be managed through the preparation, implementation and monitoring of site specific instruments (ESIA or ESMP as required) for Project activities/subprojects.</p>	Adopt ESIA/ESMPs (as stated under Action1.2) incorporating ESS3 requirements before the commencement of subprojects implementation; and thereafter implement and monitor the ESIA/ESMPs throughout Project implementation	EFD with NRS, OEPA, ORCU and Contractor
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Consistent with ESMF and ESS3, incorporate resource efficiency and pollution prevention and management measures in the site specific ESIA/ESMPs for Project activities/subprojects to be prepared under Action 1.2 above.</p>	Adopt ESIA/ESMPs (as stated under Action1.2) incorporating ESS3 requirements before the commencement of subprojects implementation; and thereafter implement and monitor ESIA/ESMPs throughout Project implementation.	EFD with NRS, OEPA, ORCU and Contractor
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>Consistent with the ESMF and ESS4, incorporate measures to manage traffic and road safety risks as required in the ESIA/ESMPs to be prepared under Action 1.2 above.</p>	Adopt ESIA/ESMPs (as stated under Action1.2) incorporating traffic and road safety requirements before the commencement of subprojects implementation; and thereafter implement and monitor ESIA/ESMPs throughout Project implementation	EFD with NRS, OEPA, ORCU and Contractor
4.2	<p><b>COMMUNITY HEALTH AND SAFETY (CHS)</b></p> <p>Consistent with ESMF, ESS4, and WBG EHS Guidelines for construction activities, prepare, implement and monitor Occupational and Community Health and Safety (OCHS) Plan as part of site specific ESIA/ESMPs for sub-projects as stated under action 1.2 above including, inter alia, measures to:</p> <ul style="list-style-type: none"> <li>✓ Minimize the potential for community exposure to hazardous chemicals (such as pesticides through integrated pest management plan), water pollution, and communicable diseases, including COVID-19, taking into consideration highly vulnerable groups, and</li> </ul>	Adopt ESIA/ESMPs (as stated under Action1.2) incorporating CHS requirements before the commencement of subprojects implementation; and thereafter implement and monitor ESIA/ESMPs throughout Project implementation	EFD with NRS, OEPA, ORCU, and Consultant and Contractor

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> <li>✓ Consider the World Bank Directive on the inclusion of Vulnerable Groups to provide such vulnerable groups access to the development benefits resulting from the Project, including financial incentives to support forest ecosystem services.</li> </ul>		
4.3	<p><b>SEA AND SH RISKS</b></p> <p>Consistent with the SEAH/GBV Prevention and Response Plan included as part of the ESMF and ESS4, incorporate measures to manage SEA and SH risks and impacts, including vulnerable community members, as required in the ESIAs/ESMPs to be prepared under Action 1.2 above.</p>	Adopt ESIAs/ESMPs (as stated under Action1.2) incorporating SEA and SH risks management before the commencement of subprojects implementation; and thereafter implement and monitor ESIAs/ESMPs throughout Project implementation	EFD with NRS, OEPA and ORCU, and Contractor
4.4	<p><b>SECURITY MANAGEMENT</b></p> <ul style="list-style-type: none"> <li>• Consistent with ESMF, Security Risk Assessment and Management Plan, and ESSs 1&amp;4, incorporate measures required to manage security risks, including the engagement of security personnel to safeguard project workers, sites, assets, and activities financed by the BSP (such as social development/livelihood improvement) as required in the ESIAs/ESMPs to be prepared under Action 1.2 above.</li> <li>• Prevent or mitigate security risks such as vehicle abductions or ambushes during transportation of staff, construction materials, equipment and workers to subproject sites using the following measures as per the SRAMP: <ul style="list-style-type: none"> <li>✓ Gather intelligence information about routes that are vulnerable to such risks</li> <li>✓ In areas where there are likely but manageable risks, work and exchange information with the national information network and security agency</li> <li>✓ Use security services for escort to areas that are unpredictably fluid in security</li> <li>✓ Minimize or avoid travel and transport during risk periods and hours (nights, rainy seasons)</li> <li>✓ Travel and transport of goods or workers should be done during daytime</li> <li>✓ Use well networked and coordinated communication system to facilitate emergency exits during times of unexpected security failures</li> </ul> </li> <li>• Implement the following mitigation measures in subproject sites where security personnel are engaged (specifically in areas of social service maintenance, access road construction, and other infrastructure related works): <ul style="list-style-type: none"> <li>✓ Ensure security personnel contracted under the subproject are inducted on and sign the CoC;</li> <li>✓ Provide awareness raising to contracted security personnel or determine that they are properly trained in the use of force and appropriate conduct towards workers and affected communities;</li> </ul> </li> </ul>	Adopt ESIAs/ESMPs (as stated under Action1.2) incorporating security management before the commencement of subprojects implementation; and thereafter implement and monitor ESIAs/ESMPs throughout Project implementation	EFD with NRS, OEPA and ORCU, and Contractor



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> <li>✓ Evaluate and monitor risks resulting from acts of security personnel that are guarding sub-project sites;</li> <li>✓ Make reasonable inquiries to verify that the direct or contracted workers providing security are not implicated in past abuses;</li> <li>✓ Review allegations of unlawful or abusive acts of security personnel; and</li> <li>✓ Take appropriate measures in deterrence to unlawful acts by security personnel; and all these will be reflected in detail in site specific ESIA/ESMPs for subprojects, and thereafter implement and monitor them accordingly.</li> </ul>		
4.5	<p><b>INVOLVEMENT OF THE MILITARY</b></p> <p>The Project may use government/public security personnel to provide security services to the Project operation activities or project workers. Public security forces involvement in the Project sites shall only be encouraged on special demanding circumstances and they should not be involved in protecting specific project activities on a regular basis. The involvement of public security shall only be considered only for typically broader-community context level instabilities or fragile security conditions. For this reason, public security forces involvement in the Project sites could typically be driven by:</p> <ul style="list-style-type: none"> <li>• OEPA/ORCU’s request due to a perceived increase in the security threat level, for example, in project areas with instable, fragile and conflict situation; risk of attacks from armed insurgents, instances of road closure by ethnic/border conflicts;</li> <li>• GoE’s demand or put as a requirement. Generally, the Project related security issues are encouraged to rely first on Project-owned or contracted individual security forces to solve site security problems, not think of public security forces as a priority or as a replacement for contracted security forces. But, if this option fails, the GoE may deploy public security forces for the interest of the Project as required. All these will be reflected in site-specific ESIA/ESMPs.</li> </ul> <p>Option of working with public security forces can be the most challenging aspect of security management for OEPA, as it does not control the decisions of public security personnel or may have limited influence in this regard. For this reason, the engagement of public security in the Project should take the following key management-considerations:</p> <ul style="list-style-type: none"> <li>• Signing a Memorandum of Understanding,</li> <li>• Communication and engagement with public security based on the contexts, and</li> <li>• Proper handover.</li> </ul>	<p>Notify the World Bank after receiving the concern or grievance and before deploying government/public security personnel under the Project and thereafter implement and monitor (including third party monitoring if requested by the World Bank) throughout Project implementation.</p>	<p>EFD with NRS, OEPA and ORCU, and Contractor, and Government Security Personnel</p>
4.6	<b>DAM SAFETY (FOR ANNEX A, PARA. 2. ESS4):</b> Not relevant		
4.7	<b>DAM SAFETY (FOR ANNEX A, PARA. 5. ESS4):</b> Not relevant		
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
5.1	<p><b>RESETTLEMENT FRAMEWORK</b></p> <p>Adopt and implement the updated RF and PF in accordance with the requirements of ESS5 to mitigate and compensate for impacts related to land acquisition, which includes a voluntary land donation protocol. Where involuntary resettlement is not avoided, subproject specific resettlement action plan (RAP) shall be prepared and implemented in accordance with ESS 5 and consistent with the requirements of the Resettlement Framework (RF), before carrying out the associated activities, in a manner acceptable to the World Bank. Overall, EFD ensures adherence to the principles outlined in ESS5 satisfactory to the Bank.</p>	Adopt the RF and PF after ERPA signature; and thereafter implement and monitor them throughout Project implementation.	EFD with NRS, OEPA and ORCU
5.2	<p><b>RESETTLEMENT PLANS</b></p> <p>Consistent with the updated RF and ESS5, adopt, implement, and monitor a resettlement action plan (RAP) [for Project activity in a manner acceptable to the World Bank.</p>	Submit the respective RAP for each Project activity to the World Bank for review and approval and thereafter implement and monitor the RAP before taking possession of the land and related assets, full compensation has been provided and, as applicable, displaced people have been resettled and moving allowances have been provided.	EFD with NRS, OEPA and ORCU, and implementing Woreda Administrations
5.3	<p><b>GRIEVANCE MECHANISM</b></p> <ul style="list-style-type: none"> <li>The Project will continue applying the OFLP-GRM and GRS of the WB. Complaints can be field into the program level mechanism directly to the OFLP GRM mechanism put in place in the different instruments such as the SESA, the RPF and PF. Besides, the GRM in the SEP shall be applied consistent with the ESS10 and ESS5. Alternatively, the WB’s GRS shall also be applied.</li> <li>The updated RF and ESMF of the OFLP ERP will be disclosed and adopted. The OFLP GRM ensures that complaints received are promptly reviewed to address program-related concerns. EPA should continue implementing the GRM in accordance with the ESS5 and in a manner acceptable to the World Bank.</li> </ul>	Continue implementing the GRM as in the ESMF, RPF and SEP prior to commencement of resettlement activities throughout the project implementation	EFD with NRS, OEPA and ORCU and implementing Woreda Administrations
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS</b></p> <p>Consistent with the ESMF and ESS6, incorporate measures required for biodiversity conservation and sustainable management of natural resources site-specific E&amp;S instruments (ESIA/ESMP) for sub-projects during implementation as stated in Action 1.2 above.</p>	Obtain prior review and no objection of the site-specific ESIA/ESMPs (see Action 1.2), accommodating the requirements of ESS6 and other ESSs, before the commencement of subprojects implementation; and thereafter implement and monitor such Environmental and Social instruments throughout Project implementation.	EFD with NRS, OEPA and ORCU, and Project implementing Woreda Administrations

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES (SSAHTLCs)</b>		
<p>7.1 <b>INDIGENOUS PEOPLES PLANNING FRAMEWORK</b> Not applicable (see #7.2 as well)</p>		
<p>7.2 <b>INDIGENOUS PEOPLES PLAN/SSAHTLCs</b></p> <ul style="list-style-type: none"> <li>The Ethiopian government recognizes all people in Ethiopia are indigenous and hence, there are only underserved communities. The OFLP Grant financing-SESA describes the underserved communities. The OFLP-SESA has been prepared, consulted upon, disclosed, and under implementation (2017-2022). The SESA including the Social Development Plan (SDP) is being updated based on the ESF requirements for ERP period.</li> <li>The updated SESA has set out the social impacts on underserved peoples in Project implementation areas and the measures for providing culturally appropriate economic and social benefits for vulnerable groups and, where there are potential adverse impacts on these groups, measures to avoid, minimize, mitigate, or compensate for these impacts. The impacts of the project on underserved communities are minimal.</li> </ul> <p>The Project: (a) will not involve in adverse impacts on land and natural resources subject to traditional ownership or under customary use or occupation; (b) will not cause relocation of historically underserved groups from land and natural resources subject to traditional ownership or under customary use or occupation; and (c) has no significant impact on cultural heritage that is material to their identity and/or cultural, ceremonial, or spiritual aspects of their lives. And, hence, does not require Free Prior and Informed Consent (FPIC). The SDP in the SESA specifies how to design and implement development activities for underserved communities (IPPs). EFD shall adopt and implement the SDP activities in the updated OFLP-SESA consistent with the requirements in the SESA, in the ESS7 and in this ESCP in a manner acceptable to the World Bank.</p>	<p>Adopt and implement actions in the SDP of the updated SESA, targeting the underserved communities, throughout Project implementation period</p>	<p>EFD with NRS, OEPA and ORCU, and Implementing Woreda Administrations</p>
<p>7.3 <b>GRIEVANCE MECHANISM</b></p> <ul style="list-style-type: none"> <li>Ensure that the Grievance Redress Mechanism established and/or strengthened under ESS10 as part of the SEP shall be accessible and that it is culturally appropriate for the underserved communities.</li> <li>Besides, the OFLP has already put in place Grievance Redress Procedures for communities and individuals in OFLP operation sites who believe that they are adversely affected by the program. The PAPs/PACs may submit complaints to the program-level Grievance Redress Mechanism (GRM), which is already under</li> </ul>	<p>Continue implementing the existing GRM in the OFLP safeguard instruments and as set out in the SEP throughout the project implementation</p>	<p>EFD with NRS, OEPA and ORCU, and Implementing Woreda Administrations</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>implementation. The OFLP GRM builds on Ethiopian grievance redress systems as part of a robust risk mitigation measure.</p> <ul style="list-style-type: none"> <li>• The Grievance mechanism supports resolution of OFLP related complaints or grievances by citizens in a formalized, transparent, cost-effective and time –bound manner consistent with the ESS7.</li> <li>• All PAPs and PACs shall be informed about how to register grievances or complaints, including specific concerns on any OFLP ERP activities. The OFLP GRM ensures that complaints received are promptly reviewed to address program-related concerns.</li> </ul>		
<b>ESS 8: CULTURAL HERITAGE [</b>			
8.1	<p><b>CULTURAL HERITAGE RISKS AND IMPACTS, INCLUDING CHANCE FINDS</b></p> <p>Relevant aspects of ESS8 have been considered in the ESMF as the Project activities are most likely to encounter tangible and intangible cultural heritage in some of the intervention areas including high forest areas, biosphere reserves, and parks. In this regard, EFD with others shall address the risks and impacts of the Project to cultural heritage as follows:</p> <ol style="list-style-type: none"> <li>Project activities will be carried out only in areas selected, through a consultative process that includes prior informed consent of local communities;</li> <li>Project activities that have potential significant adverse impacts on a known cultural heritage site will be eliminated through the ESMF screening process; and</li> <li>Based on the results of project activities screening, site-specific ESSs instruments (ESIAs/ESMPs), including ESS8 requirements (accommodating chance finds procedure if there is an encounter unexpectedly with cultural heritage artefacts during implementation) will be prepared, implemented, and monitored during the Project implementation.</li> </ol>	<p>Obtain prior review and no objection of the site-specific ESIAs/ESMPs (as stated under Action1.2), accommodating the requirements of ESS8 and other ESSs; and thereafter implement and monitor such Environmental and Social instruments throughout Project implementation.</p>	<p>EFD with NRS, OEPA and ORCU, and Implementing Woreda Administrations</p>
<b>ESS 9: FINANCIAL INTERMEDIARIES [This standard is only relevant for Projects involving Financial Intermediaries (FIs).]</b>			
9.1	<b>Not relevant</b>		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>Consistent with ESS10, prepare, adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, , 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.</p>	<p>The SEP will be disclosed prior to Project appraisal, updated (as needed) during implementation, and implemented and monitored throughout Project implementation</p>	<p>EFD with NRS, OEPA and ORCU, and Implementing Woreda Administrations</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>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.</p> <p>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>	<p>The Grievance Mechanism should be appraised and disclosed with the SEP before Project appraisal and thereafter maintain and operate the mechanism throughout Project implementation</p>	<p>EFD with NRS, OEPA and ORCU, and Implementing Woreda Administrations</p>
<b>CAPACITY SUPPORT</b>			
CS1	<p><b>SPECIFIC TRAINING TO MAJOR IMPLEMENTING ACTORS</b></p> <p>Tailor made capacity building support and awareness creation training on the OFLP ERPA safeguard instruments and management systems will be provided to decision makers, technical advisers, experts, coordinators, facilitators and community participants at different levels.</p> <p>At region and zonal levels (technical working groups, technical staff of OEPA and ORCU, OFLP lead facilitators, safeguard specialists and coordinators), training should be provided on the following topics:</p> <ul style="list-style-type: none"> <li>• On the ERPA and the new results-based financing mechanism</li> <li>• On the updated ESRM instruments (SESA including SDP), ESMF, RF and PF) and on how to deal with social and environmental risks, the ESRM implementation mechanism.</li> <li>• Introducing and creating understanding on the New ESRM instruments (ESCP, SEP, LMP and SRAMP)</li> <li>• On the new Environmental and Social Framework (ESF) of the World Bank (on the broader and systematic coverage of environmental and social risks in a structured manner for monitoring and evaluation</li> <li>• The increased commitment through the ESCP, improvements in the context of more degree of transparency, public participation, inclusiveness and non-discrimination, accountability and expanded roles of grievance redress mechanism in the new system</li> <li>• On the ER payments systems, accounting processes</li> <li>• On MRV systems, BSM implementation and BS Plans</li> </ul>	<p>At the beginning and middle of implementation of the Program</p>	<p>National REDD+ Secretariat at EFD and ORCU, and Consultants, quality enhancing firm</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> <li>• On maintaining the existing safeguard systems</li> <li>• ESRM policies of the Government of Ethiopia and World Bank</li> <li>• Monitoring, reporting and evaluation of ESRM performances</li> <li>• Implementation of safeguards issues as per the ESMP</li> <li>• Review and Reporting procedures on ESMP</li> <li>• SEP and consultation and civic engagement with communities in the regional state.</li> <li>• Grievance Redress Mechanism (GRM)</li> <li>• Gender-based violence or Sexual Exploitation and Abuse and Sexual harassment (GBV/SEAH)</li> <li>• Community health and safety (CHS)</li> <li>• Occupational health and safety (OHS)</li> <li>• Environmental and social advisory services</li> </ul> <p><b>SPECIFIC TRAINING TO MAJOR IMPLEMENTING ACTORS-WOREDA LEVEL</b></p> <p>At Woreda level (OFLP coordinators, decision makers/administrators, land use planning team members, sector office experts, environment and natural resource management experts, technical team members), awareness creation and capacity building training should be given on:</p> <ul style="list-style-type: none"> <li>• ERPA and results-based payments system of financing the OFLP</li> <li>• E&amp;S risks and impacts management and implementation of the safeguard instruments of the OFLP</li> <li>• ESRM implementation support, monitoring, reporting and documentation</li> <li>• Monitoring of mitigation measures as per the ESMP</li> <li>• SEP and transparent participatory processes</li> <li>• Monitoring the implementation of the GRM and BSM, the BS plan</li> <li>• Environmental and social Framework of the WB and E&amp;S safeguard policies of the Government of Ethiopia;</li> <li>• Gender-based violence or Sexual Exploitation and Abuse and Sexual harassment (GBV/SEAH);</li> <li>• Community health and safety (CHS)</li> <li>• Occupational health and safety (OHS)</li> <li>• Grievance Redress Mechanisms for the Project</li> <li>• Emergency preparedness and response including implementation of the SRAMP</li> </ul> <p><b>SPECIFIC TRAINING TO MAJOR IMPLEMENTING ACTORS-KEBELE LEVEL</b></p>		

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>At Kebele and community level (Kebele administrators, Development assistants, private sector, PFM members, community representatives, underserved community members) awareness creation training should be provided on the following topics:</p> <ul style="list-style-type: none"> <li>• Stakeholder mapping and engagement including Awareness on community engagement, Participatory planning and the ER payments and results-based financing mechanism</li> <li>• Awareness on implementation of the SEP and Participatory planning</li> <li>• Specific aspects of environmental and social assessment including awareness on the E&amp;S screening and Environmental and social management plan (ESMP) preparation and implementation</li> <li>• Gender-based violence or Sexual Exploitation and Abuse and Sexual harassment (GBV/SEAH)</li> <li>• emergency preparedness and response including implementation of the SRAMP</li> <li>• community health and safety issues, including COVID-19 safety measures and Community health and facilities</li> <li>• Handling of the grievances and the ER GRM system</li> <li>• BSM and the BS Plan</li> </ul>		
<p>CS2 <b>TRAINING ON OHS AND EMERGENCY PREVENTUION, PREPAREDNESS AND RESPONSE</b></p> <p>The OEPA-ORCU will ensure that the contractors to be engaged provide specify training for Project workers on:</p> <ul style="list-style-type: none"> <li>○ Occupational and Community Health and Safety issues (such as OHS measures in rehabilitation, construction and maintenance); and</li> <li>○ Emergency prevention and preparedness and response arrangements to emergency situations.</li> </ul>	<p>Training should be maintained as needed throughout the project implementation.</p>	<p>National REDD+ Secretariat at EFD and ORCU, and Consultants, quality enhancing firm, contractor in collaboration with WB</p>