

**Republic of The Gambia/The Gambia Bureau of
Statistics (GBoS)**

**Harmonizing and Improving Statistics in West
and Central Africa-Series of Projects One
(HISWACA-SOP₁) (P178497)**

Negotiated Version

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

28 March 2023

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of The Gambia (the Recipient) shall implement the Harmonizing and Improving Statistics in West and Central Africa-Series of Projects One (HISWACA-SOP1) (P178497) Project (the Project), with the involvement of The Gambia Bureau of Statistics (GBoS) (PIE), as set out in the Financing Agreement and the Project Agreement. The International Development Association (the Association) 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 Association. The ESCP is a part of the Financing Agreement and the Project 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 Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient through The Gambia Bureau of Statistics (GBoS) and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient through the Statistician General of GBoS. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A	<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 instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	Submit quarterly reports throughout Project implementation, commencing after the Effective Date. Submit each report to the Association no later than 15 days after the end of each reporting period.	Project Implementation Unit (PIU) within the PIE
B	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the Association 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. 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 Association’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 Association no later than 48 hours after learning of the incident or accident, and no later than 24 hours for fatalities and SEA/SH incidents.</p> <p>Provide a subsequent report to the Association within a timeframe acceptable to the Association</p>	PIU
C	<p>CONTRACTORS’ MONTHLY REPORTS</p> <p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.</p>	Submit the monthly reports to the Association as annexes to the reports to be submitted under action A above.	PIU Contractors
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain a Project Implementation Unit (PIU) with qualified staff and resources to support management of ESHS risks and impacts of the Project including a social specialist, environmental specialist, and a gender-based violence specialist. The Terms of Reference (TORs) and qualifications of candidates will be subject to the Association’s no objection.</p>	Establish and maintain a PIU as set out in the Financing Agreement and the Project Agreement. Hire or appoint the social specialist, environmental specialist, and GBV specialist no later than three months after Effective Date, and thereafter maintain these positions throughout Project implementation.	The Gambia Bureau of Statistics (PIE)
1.2	ENVIRONMENTAL AND SOCIAL INSTRUMENTS		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>1. Adopt and implement an Environmental and Social Management Plan (ESMP) for the infrastructure/works or part of the Project for which the ESMP is required, under component 3 of the Project, consistent with the relevant ESSs.</p> <p>2. Adopt and implement an Umbrella-Environmental and Social Management Framework (U-ESMF) for the Project, consistent with the relevant ESSs.</p> <p>3. Cause the contractors to adopt and implement the site-specific Environmental and Social Management Plan (ESMP), as set out in the U-ESMF and ESMP.</p> <p>The proposed activities described in the exclusion list set out in the U-ESMF shall be ineligible to receive financing under the Project.</p>	<p>1. Adopt and disclose the ESMP prior to the start of Project activities and shall thereafter be implemented throughout Project implementation.</p> <p>2. The final U-ESMF shall be disclosed prior to Effective Date and shall thereafter be implemented throughout Project implementation.</p> <p>3. Adopt the site-specific ESMP before launching the bidding process for the respective Project activity prior to the carrying out of Project activity that requires the adoption of such ESMP. Once adopted, implement the respective ESMP throughout Project implementation.</p>	PIU
1.3	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p>	<p>As part of the preparation of procurement documents and respective contracts.</p> <p>Supervise contractors throughout Project implementation.</p>	PIU
1.4	<p>TECHNICAL ASSISTANCE</p> <p>Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	Throughout Project implementation.	PIU
1.5	<p>DATA PROTECTION</p>	During Project implementation in line with the ESMP and the U-ESMF.	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	In line with the U-ESMF and the ESMP, concerning activities that involve collecting Personal Data, the Recipient shall adopt and implement relevant measures, including inter alia, data minimization (collecting only data that is necessary for the purpose); data accuracy (correct or erase data that are not necessary or are inaccurate); use limitations (data are only used for legitimate and related purposes); data retention (retain data only for as long as they are necessary); informing data subjects of use and processing of data; and allowing data subjects the opportunity to correct information about them. The Recipient shall ensure that these principles apply through assessments of existing or development of new data governance mechanisms and data standards for processing Personal Data in connection with the Project by parties involved in Project implementation in accordance with applicable national law and good international practice and acceptable to the Association, including assessment or development of data sharing protocols, rules or regulations, revision of relevant regulations, training on personal data protection etc.		
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>1. Adopt and implement an Umbrella-Labor Management Procedure Framework (U-LMPF) for the Project prior to Effective Date, consistent with the relevant ESS.</p> <p>2. Adopt and implement the Labor Management Procedures (LMP) for the Project, as per the approved and disclosed umbrella-Labor Management Procedures Framework (U-LMPF) including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p>	<p>1. The final U-LMPF shall be approved and disclosed prior to Project Effective Date and thereafter implement the U-LMPF throughout Project Implementation.</p> <p>2. Prepare, disclose, consult upon, adopt the LMP in line with the U-LMPF prior to hiring Project workers and thereafter implement the LMP throughout Project implementation.</p>	PIU
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	Establish grievance mechanism prior engaging Project workers and thereafter maintain and operate it throughout Project implementation.	PIU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>Adopt and implement a Waste Management Plan (WMP), to manage hazardous and non-hazardous wastes, consistent with ESS3.</p>	Adopt the WMP as part of the ESMP, and thereafter implement the WMP throughout Project implementation.	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under action 1.2 above.	Same timeframe as for the adoption and implementation of the ESMP.	PIU
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under action 1.2 above.	Same timeframe as for the adoption and implementation of the ESMP.	PIU
4.2	COMMUNITY HEALTH AND SAFETY Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, behavior of Project workers, response to emergency situations, security risks, and include mitigation measures in the ESMPs to be prepared in accordance with the U-ESMF and ESS4.	Same timeframe as for the adoption and implementation of the ESMPs.	PIU
4.3	SEA AND SH RISKS Adopt and implement a SEA/SH Prevention and Response Action Plan as part of the ESMP, to assess and manage the risks of SEA and SH.	Adopt the SEA/SH Prevention and Response Action Plan within the same timeframe as for the adoption and implementation of the ESMP, and thereafter implement the SEA/SH Action Plan throughout Project implementation.	PIU
4.4	SECURITY MANAGEMENT Assess and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities, as set out in the U-ESMF, guided by the principles of proportionality and Good International Industry Practice (GIIP), and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel.	Prior to engaging security personnel and thereafter implemented throughout Project implementation. The security risk assessment and mitigation measures will be included in the ESMP to be adopted and implemented throughout Project implementation.	PIU
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
	This standard is not relevant. Activities that would cause physical and/or economic displacement would not be eligible for project financing (as per the list of excluded activities in the U-ESMF).		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
	This standard is not relevant.		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
	This standard is not relevant.		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 8: CULTURAL HERITAGE			
8.1	<p>CHANCE FINDS Describe and implement the chance finds procedures in the U-ESMF and ESMP of the Project.</p>	Describe the chance find procedures in the U-ESMF and ESMP. Implement the procedures throughout Project implementation.	PIU
ESS 9: FINANCIAL INTERMEDIARIES			
	This standard is not relevant.		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT FRAMEWORK PREPARATION AND IMPLEMENTATION Adopt and implement a Stakeholder Engagement Framework (SEF) 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 appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.</p>	The SEF was disclosed on 07 March 2023 and should thereafter be implemented SEF throughout Project implementation. .	PIU
10.2	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10 and the Stakeholder Engagement Framework, 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>	Prepare, disclose, consult upon, adopt the SEP prior to the start of Project activities, consistent with the SEF and thereafter implement the SEP throughout Project implementation.	PIU
10.3	<p>PROJECT GRIEVANCE MECHANISM Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10 and the SEF.</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>	Establish the grievance mechanism prior to the start of Project activities, and thereafter maintain and operate the mechanism throughout Project implementation.	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
CAPACITY SUPPORT			
CS1	<p>Training for PIU staff, Project workers, including census enumerators on:</p> <ul style="list-style-type: none"> • Stakeholder mapping and engagement • Environmental and social assessment and risk management, including overview of activities illegible for project financing • Emergency preparedness and response • Community health and safety, including SEA/SH and security risk management • World Bank ESF and ESSs • OHS/ ESMP Training for Contractors • Security Awareness and preparation/implementation of Security Management Plan • Road Safety (including road safety in insecure areas) • Handling of biological materials/specimen (if activities require) • SEA/SH risk mitigation and conducting consultations on SEA/SH • Cyber/Data Security and Data protection • Labor Management Procedures • Monitoring and implementing a GM (including SEA/SH GM process) • Addressing risks to vulnerable and disadvantaged groups in census activities/risks of exclusion • Managing the risks of unmanned aircraft operations in development projects 	<p>Within the first six months following the Effective Date and throughout Project implementation.</p>	<p>PIU Contractors Project workers</p>
CS2	<p>Training for Project workers on occupational health and safety including on emergency prevention and preparedness and response arrangements to emergency situations, workers GM.</p>	<p>Within the first six months following the Effective Date and throughout Project implementation</p>	<p>PIU Contractors Project workers</p>