

**AFRICAN UNION**

**Eastern Africa Regional Statistics Program-for-  
Results - P176371**

**Environmental and Social Commitment Plan  
(ESCP)**

**10 January, 2022  
Appraisal version**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The African Union (**AU**) shall implement Part 2(a) of the Eastern Africa Regional Statistics Program-for-Results (the **Project**). The International Development Association (hereinafter the **Association**) is providing financing for the Project.
2. The African Union 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. The African Union shall also comply with the provisions of any other environmental and social (E&S) documents required under the ESF and referred to in this ESCP, such as the E-Waste Management Plans and the Stakeholder Engagement Plan (SEP), and the timelines specified in those E&S documents.
4. The African Union is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the African Union Commission, STATAFRIC, or any unit attached thereto referenced in 1. above.
5. Implementation of the material measures and actions set out in this ESCP shall be monitored and reported to the Association by the African Union as required by the ESCP and the conditions of the legal agreement, and the Association shall monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the Association and the African Union, 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, the African Union shall agree to the changes with the Association and shall update the ESCP to reflect such changes. Agreement on changes to the ESCP shall be documented through the exchange of letters signed between the Association and the African Union. The African Union 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, the African Union shall provide additional funds, if needed, to implement actions and measures to address the risk and impacts, which may include environmental, health, and safety impacts, labour influx, gender-based violence.

| MATERIAL MEASURES AND ACTIONS   |   | TIMEFRAME   | RESPONSIBLE ENTITY/AUTHORITY   |
|---|---|---|--|
| <b>MONITORING AND REPORTING</b>   |   |   |  |
| A   | <p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Association regular monitoring reports on implementation of the ESCP, which shall cover the environmental, social, health and safety (ESHS) performance of the Project, status of preparation and implementation of E&amp;S documents required under the ESCP, stakeholder engagement activities, any incidents or accidents, and the functioning of the grievance mechanism.</p>  | Quarterly throughout Project implementation commencing 3 months after effectiveness   | Project Implementation Unit in the AU and AUC Environmental and Natural Resources Department |
| B   | <p><b>INCIDENTS AND ACCIDENTS</b></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. Provide sufficient detail regarding the incident or accident, including immediate actions or planned to be taken to address the incident or accident. Observe the precautionary principle by reporting any issue that might have negative implications on environment, social and safety.</p> <p>Subsequently, prepare an investigation report on the incident or accident including a root-cause analysis and propose any measures to prevent its recurrence as required by the Association and national laws and regulations</p> | <p>Notify the Association within 24 hours after first learning of the incident or accident.</p> <p>Provide investigation report within 7 days after first learning of the incident or accident.</p> | Project Implementation Unit in the AU and AUC Environmental and Natural Resources Department |
| <b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b> |   |   |  |
| 1.1   | <p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Overall Coordination of the Project shall be by the AU.</p> <p>All E&amp;S risks and impacts shall be assessed and managed by the Project Implementation Unit, with technical guidance from the AU Principal Environmental and Natural Resources Officer. A separate E&amp;S organizational structure need not be established within the Project.</p>   | The structures specified at the AU shall be maintained throughout Project implementation  | Project Implementation Unit in the AU and AUC Environmental and Natural Resources Department |

| MATERIAL MEASURES AND ACTIONS  | TIMEFRAME                                | RESPONSIBLE ENTITY/AUTHORITY  |
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| <p>1.2 <b>TECHNICAL ASSISTANCE</b><br/>           Given the moderate level of E&amp;S risk, an ESIA/ESMP need not be prepared. The identified E&amp;S risks shall be managed through the other instruments required under this ESCP.</p> <p>Technical Assistance (TA): ensure that Terms of Reference (ToR) for studies, advisory services, regional and national meetings/workshops and the outputs of any technical assistance provided by the AU under the Project are prepared and/or delivered in a manner acceptable to the Association and duly incorporate and take into consideration the Environmental and Social Standards to ensure activities are materially consistent with the ESF requirements. The ToRs shall be submitted for the Bank review.</p> <p>The ToR shall account for, among other environmental and social risks and impacts, the social risks related to data privacy and security, exclusion and discrimination of vulnerable individuals and groups, understanding of access barriers and design of measures to avoid discrimination and provide equal or at least improved access to all potentially Disadvantaged or Vulnerable Individuals and Groups, as defined in the SEP, and include national and sectoral challenges to data access.</p> <p>Assess and manage any unforeseen impacts from the Project, including those identified via the Grievance Redress Mechanism (GRM), and implement respective corrective measures, including compensation, where necessary.</p> | <p>Throughout Project Implementation</p> | <p>Project Implementation Unit in the AU and AUC Environmental and Natural Resources Department</p>       |
| <p>1.3 <b>MANAGEMENT OF CONTRACTORS</b><br/>           Incorporate all relevant aspects of the ESCP in Project-related contracts and monitor and enforce contractor compliance via E&amp;S reporting obligation for contractors/suppliers.</p>   | <p>Throughout Project implementation</p> | <p>Project Implementation Unit in the AU and AUC Environmental and Natural Resources Department, NSOs</p> |
| <p><b>ESS 2: LABOR AND WORKING CONDITIONS</b></p>  |  |   |

| MATERIAL MEASURES AND ACTIONS   | TIMEFRAME  | RESPONSIBLE ENTITY/AUTHORITY  |
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| <p>2.1 <b>LABOR MANAGEMENT</b><br/>The AU shall ensure a non-discriminatory, decent work environment consistent with ESS2, including through AU Staff Rules and Regulations; including ensuring that the Project staff and Consultants adhere to the professional code of conduct developed as part of the Staff Rules and Regulations and that such rules are included in all Project contracts.</p>               | <p>The rules and regulations shall be operational prior to engaging the Project workers and shall be maintained throughout the Project implementation.</p> <p>The rules and regulations shall be reviewed annually and updated as needed.</p>                        | <p>Project Implementation Unit in the AU and AUC Environmental and Natural Resources Department</p>       |
| <p>2.2 <b>LABOR MANAGEMENT -SH</b><br/>The AU shall implement measures to address Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) in the workforce consistent with the requirements of ESS2, including through the AUC Staff Rules and Regulations. AU shall include in all Project worker contracts a code of conduct satisfactory to the Association covering worker behavior related to SEA/SH.</p> | <p>Measures to address SEA/SH including codes of conduct shall be operational prior to engaging the Project workers and shall be maintained throughout the Project implementation.</p> <p>The codes of conduct shall be reviewed annually and updated as needed.</p> | <p>Project Implementation Unit in the AU and AUC Environmental and Natural Resources Department</p>       |
| <p>2.3 <b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b><br/>Adopt and operate a workers grievance mechanism where workplace concerns shall be addressed in line with the provisions of the AU Staff Rules and Regulations, provisions of ILO and relevant state labor laws, and in a manner consistent with ESS2 for Project workers.</p>   | <p>The GRM shall be operational prior to engaging the Project workers and shall be maintained throughout the Project implementation</p> <p>The GRM shall be reviewed annually and updated as needed.</p>   | <p>Project Implementation Unit in the AU and AUC Environmental and Natural Resources Department, NSOs</p> |

| MATERIAL MEASURES AND ACTIONS   | TIMEFRAME  | RESPONSIBLE ENTITY/AUTHORITY  |
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| <p>2.4 <b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b></p> <p>i). The AU shall prepare and implement adequate occupational health and safety measures for the Project staff and Consultants in line with AUC Staff Rules and Regulations and ESS2 requirements proportional to the different activities under the Project. The occupation, health and safety guidelines of AU Member States shall also be observed during the design and implementation of the Project interventions.</p> <p>ii). The AU shall prepare, adopt, and implement Standard measures for prevention of HIV/AIDS, COVID-19 and other communicable diseases including Ebola. AU shall carry out awareness raising during capacity building for the Project staff and other implementing entities, E.g., Ministries/Departments/Agencies (MDAs) in the AU Member States and by adhering to national, regional, WHO and World Bank guidelines on prevention of COVID-19, respectively.</p> | <p>The OHS measures shall be operational prior to engaging the Project workers and shall be maintained throughout the Project Implementation monitoring shall be on daily basis.</p> <p>The OHS measures shall be reviewed annually and updated as needed.</p> | <p>Project Implementation Unit in the AU and AUC Environmental and Natural Resources Department</p> |
| <b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>   |  |   |
| <p>3.1 <b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT:</b> Prepare, adopt, consult upon and implement an electronic waste (E-Waste) Management Plan for the Project, including resource efficiency and pollution prevention and management measures consistent with ESS3 and adequate mitigation measures included in the E-Waste Management Plan, in a manner acceptable to the Association.</p>   | <p>The E-waste management plan shall be operational prior to initiating activities that could lead to generation of E-waste and shall be implemented throughout Project implementation and reviewed annually</p>   | <p>Project Implementation Unit in the AU and AUC Environmental and Natural Resources Department</p> |
| <b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>   |  |   |
| <p>4.1 <b>COMMUNITY HEALTH AND SAFETY:</b> AU shall prepare, adopt, and implement measures and actions to assess and manage specific health risks and impacts to the community arising from Project activities, including but not limited to transmission of COVID-19 during consultations.</p>   | <p>The measures shall be operational prior to Project workers undertaking any activities involving the community and shall be maintained throughout the Project implementation</p>   | <p>Project Implementation Unit in the AU and AUC Environmental and Natural Resources Department</p> |
| <p>4.2 <b>GBV AND SEA RISKS DURING PROJECT IMPLEMENTATION:</b> The AU shall implement the Project level GRM as described in the SEP which can respond to GBV (SEA/SH) cases. This shall include a confidential channel for reporting and the capacity to refer complainants to GBV Survivor Services (health, psycho-social and legal).</p>   | <p>Throughout Project implementation</p>   | <p>Project Implementation Unit in the AU and AUC Environmental and Natural Resources Department</p> |
| <b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>   |  |   |
| <p>The activities of the AU shall not result in land acquisition, restrictions on land use or involuntary resettlement</p>  |  |   |

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| <b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>              |   |                                   |  |
|   | The activities of the AU shall not result in risks to biodiversity conservation and sustainable management of living natural resources.   |                                   |  |
| <b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b> |   |                                   |  |
| 7.1   | <p><b>INDIGENOUS PEOPLES:</b><br/>Pertinent issues related to ESS7 shall be incorporated in the TOR for the TA activities per item 1.2.</p> <p>The design of the TOR and the engagement processes shall be consulted with vulnerable groups and individuals and experts and NGOs with experience with these groups, to ensure that data on their socio-economic situation, barriers to access, cultural needs and aspirations is collected in a socio-culturally appropriate manner.</p> <p>The AU shall undertake deliberate efforts, which shall be reflected in the SEP, to ensure that vulnerable individuals and groups are incorporated in Project-wide consultations. These efforts shall ensure vulnerable individuals and groups are included in the stakeholder engagement process and soliciting their input on activities with themes related to their economic social, and cultural status and development.</p> <p>Technical Assistance activities shall be undertaken consistent with the requirements of ESS7 and in a manner acceptable to the Association.</p> | Throughout Project Implementation | Project Implementation Unit in the AU and AUC Environmental and Natural Resources Department |
| <b>ESS 8: CULTURAL HERITAGE</b>   |   |                                   |  |
|   | The activities of the AU shall not result in impacts to Cultural Heritage.  |                                   |  |
| <b>ESS 9: FINANCIAL INTERMEDIARIES</b>  |   |                                   |  |
|   | This standard is not relevant to this Project   |                                   |  |
| <b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>  |   |                                   |  |
| 10.1  | <p><b>STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE:</b><br/>The AU has prepared, consulted, adopted and disclosed a Stakeholder Engagement Plan (SEP) as part of Project appraisal consistent with ESS10, and, and shall implement it in a manner acceptable to the Association. The SEP shall be updated as required throughout Project implementation.</p>   | Throughout Project implementation | Project Implementation Unit in the AU and AUC Environmental and Natural Resources Department |

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| 10.2                               | <p><b>PROJECT GRIEVANCE MECHANISM:</b><br/>The AU shall operationalize the grievance redress mechanism to receive and facilitate timely resolution of Project concerns from stakeholders as provided in the SEP</p>  | GRM shall be operationalized no later than 60 days after Project effectiveness and implemented throughout Project implementation | Project Implementation Unit in the AU and AUC Environmental, Natural Resources Department and NSOs                             |
| <b>CAPACITY SUPPORT (TRAINING)</b> |  |  |  |
| CS1                                | <p>Develop and deliver training on the World Bank Environmental and Social Framework and the corresponding environmental and social documents developed for the Project, including relating to stakeholder engagement, grievance redress mechanisms, Gender-Based Violence (SEA/SH), labor and working conditions, data protection and security, e-waste management, WBG EHS Guidelines, Environmental and Social Commitment Plan, requirements of the ESF notably ESS1 and ESS7, Inclusion and non-discrimination, requirements of the World Bank Directive on Disadvantaged and Vulnerable Groups and Individuals, and other implementation activities such as coordination, supervision, monitoring and reporting for the PIU and Member States NSOs.</p> | To begin 2 months after Project effectiveness and thereafter on an as-needed basis.  | Project Implementation Unit in the AU and AUC Principal Environmental and Natural Resources Officer, NSOs of the Member States |



