

FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA
ETHIOPIAN ELECTRIC POWER (EEP)



**Additional Financing Power Sector Reform,
Investment and Modernization (PRIME-1)**
P176731

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

Draft for Appraisal
May 2025

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Federal Democratic Republic of Ethiopia (the Recipient) is implementing the Power Sector Reform, Investment and Modernization Project (the Project), with the involvement of the Ethiopian Electric Power (EEP), as set out in the Original Financing (the Original Financing) and Additional Financing (the Additional Financing) Agreements (the Agreements). The International Development Association (the Association) has agreed to provide the original and additional financing for the Project, as set out in the 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 Agreements. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the 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, 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 Agreements, 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 Agreements or Chief Executive Officer (CEO) of the Ethiopian Electric Power. 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	ORGANIZATIONAL STRUCTURE a. Maintain the Project PIU with qualified staff and resources as set out in the Original Financing to support management of environmental, social, health and safety (E&S) risks and impacts of the Project with addition of a Social Specialist and an Environmental Specialist for the Additional Financing (Component-5). Further, an Occupational Health and Safety (OHS) Specialist shall be assigned from the existing Health and Safety Department for the Additional Financing.	a. Hire an Environmental Specialist and Social Specialist and assign an OHS Specialist no later than 90 days after the Additional Financing Effective Date, and thereafter maintain these positions throughout Project implementation.	EEP
B	CAPACITY BUILDING PLAN/MEASURES Prepare and implement the following capacity building measures: - Training for PIU staff, Project workers, and stakeholders on the Project Environmental and Social Management Framework (ESMF) and Resettlement Framework (RF), E&S risk management based on site-specific E&S instruments, specific aspects of environmental and social assessment, stakeholder mapping and engagement, sexual exploitation and abuse/sexual harassment (SEA/SH) prevention and response, emergency preparedness and response, community health and safety, and monitoring and evaluation of Project activities. - Training for Project workers on occupational health and safety including emergency prevention, preparedness and response arrangements to emergency situations.	Within 6 months after Additional Financing Effective Date.	EEP
MONITORING AND REPORTING			
C	REGULAR REPORTING 1. Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (E&S) performance of the AF Project. The reports shall include: - Status of preparation and implementation of E&S documents required under the ESCP. - Summary of stakeholder engagement activities carried out as per the Additional Financing Stakeholder Engagement Plan. - Complaints submitted to the grievance mechanisms, the grievance log, and progress made in resolving them. - E&S performance of contractors and subcontractors as reported through monthly contractors'	1. Submit quarterly reports to the Association throughout Project implementation, commencing after the Project Effective Date. Submit each report to the Association no later than 15 days after the end of each reporting period.	EEP

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	and supervision firms' reports. - Number and status of resolution of incidents and accidents reported under action E below. 2. Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (E&S) performance of the transferred outstanding activities from Electricity Network Reinforcement and Expansion Project (ENREP) (P119893) on Azezo-Chilga TML as soon as works are resumed. The reports shall include: - Resettlement entitlement for 39 households and 33 youth enterprises as per the subproject RAP - Status of implementation of E&S performance for the remaining project works as per the approved ES instruments.	2. Submit quarterly reports to the Association throughout Project implementation, commencing after works are resumed. Submit each report to the Association no later than 15 days after the end of each reporting period.	
D	CONTRACTORS' MONTHLY REPORTS 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.	Submit the monthly reports to the Association as annexes to the reports to be submitted under action C above.	EEP
E	INCIDENTS AND ACCIDENTS 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 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. 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.	Notify the Association no later than 48 hours after learning of the incident or accident. Provide available details upon request. Provide review report and Corrective Action Plan to the Association no later than 4 weeks following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Association.	EEP
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS 1. Finalize preparation and implement the Environmental and Social Impact Assessment (ESIA), and	1. Finalize preparation of the ESIA and ESMP prior to Additional Financing Effective Date, and	EEP

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
corresponding Environmental and Social Management Plan (ESMP) for Component 5 activities of the Project, consistent with the relevant ESSs. 2. Adopt and implement the Environmental and Social Management Framework (ESMF) for component 3a of the Project prepared under the Original Financing. 3. Prepare, consult up on, disclose, and implement site-specific Environmental and Social Impact Assessment (ESIA) and Environmental and Social Management Plan (ESMP), for component 3a as set out in the ESMF. The proposed activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project. 4. Incorporate the relevant Additional Financing activities that require strategic assessment in the Strategic Environmental and Social Assessment (SESA) that will be prepared under the Original Financing.	thereafter implement the ESIA and ESMP throughout Project implementation. 2. Adopt and implement the ESMF throughout Project implementation. 3. Prepare the ESIA and ESMP and incorporate the ESMP as part of the respective bidding documents for the component 3a Project activity prior to the carrying out of Project activity that requires the preparation of such ESMP. Once finalized, implement the respective ESMP throughout Project implementation. 4. Same timeframe as SESA to be prepared under the Original Financing.	
1.2	MANAGEMENT OF CONTRACTORS 1. Incorporate the relevant aspects of the ESCP, including, inter alia, site-specific ESIA/ESMP, 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. 2. Cause contractors and supervising firms to establish and maintain organizational structures for E&S management, proportionate to the E&S risks of the specific activity under Additional Financing, which shall be determined based on actions 1.1(1) and 1.1(3) above.	1. As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Association upon request. 2. E&S management structure shall be included in contractors' and Supervising firms' bidding documents. Contractors and supervising firms shall establish the E&S organizational structure within 30 days of the contract awards, and thereafter maintain it throughout the contract periods. EEP

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.3	TECHNICAL ASSISTANCE Carry out the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Additional Financing, including, inter alia, updating generation plans with variable renewable energy and renewable energy park infrastructure resilience/adaptation studies in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.	Throughout Project implementation.	EEP
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES Adopt and implement the Labor Management Procedures (LMP) of the Project prepared as part of the ESMF under the Original Financing.	Adopt and implement the LMP throughout Project implementation.	EEP
2.2	OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN 1. Prepare and implement OHS Management Plan as part of site-specific ESIA and ESMP to assess and manage the OHS risks and impacts of activities under the Additional Financing. 2. Require contractors and subcontractors to prepare and implement OHS Management Plan in accordance with the ESMF and OHS Management Plans prepared as part of site-specific ESIA and ESMP.	1. Prepare the OHS Management Plan as part of actions 1.1(1) and 1.1(3) above, and thereafter implement the plan throughout Project implementation. 2. Cause contractors and subcontractors to prepare OHS Management Plan prior to commencement of civil works, and thereafter implement the plan throughout Project implementation.	EEP
2.3	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish and operate a grievance mechanism for Project workers, including at the level of each civil work contract, as described in the LMP and consistent with ESS2.	Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	EEP
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN Prepare and implement a Waste Management Plan, as part of the ESIA/ESMP prepared under actions 1.1(1) and 1.1(3) above, to manage hazardous and non-hazardous wastes, consistent with ESS3.	Prepare the WMP as part of actions 1.1(1) and 1.1(3), and thereafter implement the WMP throughout Project implementation.	EEP
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT	Same timeframe as for the	EEP

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Incorporate resource efficiency and pollution prevention and management measures in the ESIA/ESMP to be prepared under actions 1.1(1) and 1.1(3) above.	preparation and implementation of the ESIA/ESMP.	
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 ESIA/ESMP to be prepared under actions 1.1(1) and 1.1(3) above.	Same timeframe as for the preparation and implementation of the ESIA/ESMP.	EEP
4.2	COMMUNITY HEALTH AND SAFETY Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, the behavior of Project workers, prevention of communicable diseases, risks of labor influx, response to emergencies, and include mitigation measures in the ESIAs/ESMPs to be prepared under actions 1.1(1) and 1.1(3) above, in accordance with the ESMF.	Same timeframe as for the preparation and implementation of the ESIA/ESMP.	EEP
4.3	SEA AND SH RISKS 1. Adopt and implement a SEA/SH Prevention and Response Action Plan prepared as part of the ESMF under the Original Financing, to assess and manage the risks of SEA and SH. 2. Incorporate SEA/SH procedures into the ESIA/ESMP to be prepared under actions 1.1(1) and 1.1(3) above.	1. Adopt and implement the SEA/SH Prevention and Response Action Plan throughout Project implementation. 2. Same timeframe as for the preparation and implementation of the ESIA/ESMP.	EEP
4.4	SECURITY MANAGEMENT Adopt and implement the Security Risk Assessment and Management Plan of the Project prepared under the Original Financing, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities.	Adopt and implement the Security Risk Assessment and Management Plan throughout Project implementation.	EEP
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
5.1	RESETTLEMENT FRAMEWORK AND PLANS 1. Adopt and implement the Resettlement Framework (RF) of the Project prepared under Original Financing, consistent with ESS5. 2. Prepare and implement Resettlement Plan (RP) and Livelihood Restoration Plan (LRP) for each activity under the Additional Financing for such RP and LRP are required, as set out in the RF and consistent with ESS5. 3. Put in place arrangements to ensure that wordas and city administrations will have the capacity, resources, and commitments necessary to ensure the proper implementation of the RF. (out of the proclamation, how we can do this?) 4. Avoid any overlap of subprojects construction with the Government led Corridor Development Program	1. Adopt and implement the RF throughout Project implementation. 2. Prepare and implement the respective RP and LRP prior to carrying out the relevant works, including ensuring that before taking possession of the land and related assets, full compensation has been provided and displaced people have been resettled and moving allowances have been provided. 3. Obtain memorandum of understanding or similar from local governments prior to approving Additional Financing activities in their jurisdictions.	EEP
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS 1. Prepare and implement Biodiversity Management Plan (BMP) for Additional Financing activities requiring such plan as part of ESIA/ESMP to be prepared under action 1.1(3) above, in accordance with the guidelines provided in the ESMF, and consistent with ESS6. 2. Incorporate mitigation measures for potential adverse impacts on biodiversity in the ESIA/ESMP to be prepared under actions 1.1(1) and 1.1(3) above.	1. Prepare the BMP the same timeframe as action 1.1(3) above and thereafter implement the BMP throughout Project implementation. 2. Same timeframe as for the preparation and implementation of the ESIA/ESMP.	EEP
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
7.1	SOCIAL ASSESSMENT AND SOCIAL DEVELOPMENT PLANS 1. Adopt and implement the Social Assessment (SA) of the Project prepared as part of the ESMF under the Original Financing, and consistent with ESS7. 2. Prepare and implement Social Development Plan (SDP) for each activity under the Additional Financing for which such SDP is required, as set out in the SA and consistent with ESS7.	1. Adopt and implement the SA throughout Project implementation. 2. Prepare the SDP prior to the carrying out of any activity that requires the preparation of such SDP. Once finalized, implement the respective SDP throughout Project implementation.	EEP
ESS 8: CULTURAL HERITAGE			
8.1	CULTURAL HERITAGE RISKS AND IMPACTS Prepare and implement measures to address risks to cultural heritage, in accordance with the ESMF and ESIA/ESMP to be prepared under actions 1.1(1) and 1.1(3) above, and consistent with ESS8.	Same timeframe as for the preparation and implementation of the ESIA/ESMP.	EEP
8.2	CHANCE FINDS Describe and implement the chance finds procedures prepared as part of the ESMF of the Project under the Original Financing.	Describe the chance find procedures in the ESIA/ESMP. Implement the procedures throughout Project implementation.	EEP
ESS 9: FINANCIAL INTERMEDIARIES			
	ESS9 is not relevant for the Additional Financing.		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN Prepare and implement a Stakeholder Engagement Plan (SEP) for the Additional Financing, 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.	Prepare the SEP prior to Additional Financing appraisal and thereafter implement the SEP throughout Project implementation.	EEP
10.2	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 including historically underserved communities, 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	Establish the grievance mechanism prior to commencement of Project activities and thereafter maintain and operate the mechanism throughout Project implementation.	EEP

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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.		
INDICATORS FOR IMPLEMENTATION READINESS			
The following actions are indicators for implementation readiness: Hiring and assigning E&S staff under the Organizational Structure 1.1(1) Finalizing the Environmental and Social Impact Assessment (ESIA) for Component 5 activities under the Additional Financing 2.3 Establishing a Grievance Mechanism for Project Workers 10.1 Disclosing the Stakeholder Engagement Plan (SEP) for Additional Financing 10.2 Establishing the Project Grievance Mechanism			