

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

Federal Ministry of Finance

**Preparation Grant for Stunting Reduction and Early
Years Program for Human Capital Acceleration
(P182086)**

**Appraisal Version
August, 2025**

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Federal Ministry of Finance (the Recipient) is planning to implement certain activities (the Activities) for the preparation of the proposed Stunting Reduction and Early Years Program for Human Capital Acceleration (the Program) with the involvement of the Office of the Vice-President/National Economic Council – Human Capital Core Working Group, Federal Ministry of Health and Social Welfare, Federal Ministry of Agriculture and Food Security, Federal Ministry of Women Affairs, Federal Ministry of Humanitarian Affairs and Poverty Reduction, and Federal Ministry of Education, for which it has requested a preparation grant, as set out in the Letter Agreement (“Agreement”). The International Development Association (hereinafter the Association) has agreed to provide the grant to finance the Activities, as set out in the referred Agreement.
2. The Recipient shall ensure that the Activities are carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association. The ESCP is a part of the Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred Agreement.
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 time frames; 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 for the Activities, consistent with the ESSs, in form and substance acceptable to the Association. Said E&S documents may be revised from time to time with prior written agreement by the Association. As provided for under the referred Agreement, the Recipient shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time if necessary, during the implementation of the Activities, to reflect adaptive management of changes and unforeseen circumstances related to the Activities or in response to assessment of performance of the Activities. In such circumstances, the Association and the Recipient agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient’s Representative specified in the Agreement or Honorable Minister of Finance and Coordinating Minister of the Economy of the Federal Ministry of Finance. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS			
A.	ORGANIZATIONAL STRUCTURE Establish and maintain a Program Implementation Unit, at the Federal Ministry of Finance (FMOF PIU), with qualified staff and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the Activities, including an Environmental & Social (E & S) specialist.	Establish a FMOF PIU and appoint the E & S specialist no later than 60 days after the Effective Date of the Agreement and thereafter maintain the FMOF PIU and these positions throughout the implementation of the Activities.	FMOF PIU

MONITORING AND REPORTING		TIMEFRAME	RESPONSIBLE ENTITY
MATERIAL MEASURES AND ACTIONS			
A	REGULAR REPORTING Prepare and submit to the Association regular monitoring reports on the environmental, social, health, and safety (E&S) performance of the Activities. The reports shall include, but are not limited to: • Implementation of the ESCP. • Status of E&S instruments under preparation. • Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan. • Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. • Number and status of resolution of incidents and accidents reported under action B below.	Submit quarterly reports to the Association throughout implementation of the Activities, commencing after the Effective Date of the Agreement. Submit each report to the Association, no later than 10 days after the end of each reporting period and covering the period requested by the Association.	FMOF PIU

B	• INCIDENTS AND ACCIDENTS Notify the Association of any incident or accident relating to the Activities 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 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Association.	FMOF PIU
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ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.2	TECHNICAL ASSISTANCE Ensure that the consultancies, studies, capacity building, and training under the Activities are carried out in accordance with the terms of reference as agreed with the Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.	Throughout implementation of the Activities.	FMOF PIU
ESS 2: LABOR AND WORKING CONDITIONS			
2	LABOR MANAGEMENT PROCEDURES Ensure that workers are engaged in the implementation of the Activities consistent with ESS2. To this end, ensure that the following measures are carried out: a) Provide workers with information and documentation that is clear and understandable regarding their terms and conditions of employment through written contracts setting out their rights, including, inter alia, rights related to hours of work, wages, overtime, compensation and benefits, as well as written notice of termination of employment, and details of severance payments, as applicable; b) Implement occupational health and safety (including personal protective equipment, and emergency preparedness and response) measures, taking into account the General Environmental, Health and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP) and, as appropriate, the industry-specific EHSGs and other Good International Industry Practice (GIIP); c) Implement measures, as applicable, to, inter alia: (i) prevent the use of all forms of forced labour and child labour; (ii) enable workers to benefit from, inter alia, access to grievance and redress mechanisms without fear of retaliation; and effective freedom to form and join workers organizations or alternative mechanisms for expressing their concerns and protect their rights related to labour and working conditions;	Carry out the measures throughout the implementation of the Activities.	FMOF PIU

	d) Develop a code of conduct for workers, which shall include measures to prevent and respond to SEA and SH cases; e) Incorporate the relevant requirements above in the E&S specifications of the procurement documents and contracts with third parties that engage workers in the implementation of the Activities;		
ESS 3 to ESS9			
3	Relevant aspects of these standards shall be considered in the technical assistance activities under action 1.2. above, as relevant.	Same timeframe as for action 1.2.	FMOF PIU
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE Incorporate stakeholder engagement and information disclosure measures in the implementation of the Activities, in a manner consistent with ESS10. To this end, ensure that the following measures are implemented: a) Provide stakeholders with information about the environmental and social risks and impacts of the Activities in a timely, understandable, accessible and appropriate manner and format, including but not limited to any environmental and social instruments prepared as part of the Activities [consider specifying where such information shall be available e.g. Activities sites, government offices, websites, etc.]; b) Consult stakeholders in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation, including with regards to any environmental and social instruments prepared as part of the Activities; c) Document the stakeholder engagement activities, including: (i) stakeholder mapping; (ii) description of consultations and participation mechanisms utilized, and records of meetings held; (iii) feedback received and responses to said feedback; and (iv)	Implement the stakeholder engagement activities throughout the implementation of the Activities	FMOF

	measures to engage stakeholders who, because of their particular circumstances, may be disadvantaged or vulnerable;		
10.2	GRIEVANCE MANAGEMENT Receive and facilitate resolution of concerns and grievances in relation to the Activities, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all parties affected by the Activities, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.	Throughout implementation of the Activities.	FMOF PIU