Republic of Liberia



Ministry of Agriculture

Sustainable Urban and Peri-Urban Vegetable Garden for Women Empowerment Project P510360

[Appraisal Stage]

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

[May 20, 2026]

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of Liberia (the recipient) through the Ministry of Agriculture will implement the Sustainable Urban and Peri-Urban Vegetable Gardens for Women Empowerment Project (P510360) and commits to implementing all measures outlined in this ESCP as set out in the Financing Agreement of the project. The International Development Association (the IDA 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. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the 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 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 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 Government of Liberia (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 Recipient, represented by the Ministry of Agriculture (MOA). 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[1]			
A	**ORGANIZATIONAL STRUCTURE** The Ministry of Agriculture shall maintain an organizational structure of the existing project **Rural Economic Transformation Project (P175263)** with qualified and experienced staff, and resources to support management of environment and social risks and impacts of the Project, including one Environmental Specialist, one Social Development Specialist and one Gender/GBV specialist to ensure adequate risk identification, management and reporting consistent with the reporting requirements in this ESCP. For all Project activities in the six (6) participating counties, each shall maintain designated County Environmental and Social Focal Points to implement the Project and shall be adequately resourced to support the management of E&S risks. These E&S focal Points shall provide full support to implement the Project in the counties and shall be adequate resourced to support the management of E&S risks. The Project shall also hire external expertise and consultancy services, **where necessary** to ensure that E&S risks are adequately assessed and managed. This structure shall be maintained throughout project implementation.	The Project shall maintain the existing (PIU) and these positions throughout Project implementation. The project shall maintain the requisite E&S, Gender/GBV staffing and resources, as agreed and achieved under the (RETRAP - P175263) project throughout implementation County Level Environmental and Social Focal Points designated under the parent project shall be maintained throughout Project implementation.	Ministry of Agriculture (MOA)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
B	**CAPACITY BUILDING PLAN/MEASURES** Prepare a capacity building/training plan identifying the training needs of all relevant actors including implementing ministries/agencies and project grantees such as FBOs, enterprises, businesses, contractors, farmers etc. and develop appropriate training materials. Organize and train PCU staff, stakeholders, communities, Project workers on: • ESF Overview and Requirements • Stakeholder mapping and engagement • Specific aspects of environmental and social assessment • Emergency preparedness and response • Community health and safety. • Land acquisition • Roles and responsibilities for environmental and social issues • Occupational health and safety and incident reporting • Pollution prevention and control • Biodiversity, living natural resources • Labour Management • Emergency prevention, preparedness and response arrangements to emergency situations • Prevention and managing GBV/SEA/SH risks • Maintaining GRM and keeping GRM log • Waste Management	Within 3 months of project effectiveness and Prior to approval of County Plans. Subsequently as per the training plan throughout project implementation Develop training materials prior to commencement of training Training shall be conducted before commencement of minor civil works, grant-disbursement, farming activities and repeated in periodic re-trainings throughout Project implementation, as needed	(MOA)
MONITORING AND REPORTING			
C	**REGULAR REPORTING** 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) including those related to the resettlement and cases of Sexual Exploitation and Abuse, Sexual Harassment (SEA/SH).	Submit quarterly reports based on project activities to the Association throughout Project implementation, starting with the Project Effective Date.	(MOA)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		Submit each report to the Association no later than 15 days after the end of each reporting quarter.	
D	**CONTRACTORS' MONTHLY REPORTS** Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents, contracts, and submit such reports to the Association.	Submit the contractor's monthly reports to the Association as annexes to the reports to be submitted under action C above.	(MOA)/Contractors
E	**INCIDENTS AND ACCIDENTS** 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. The Recipient shall 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. Subsequently, at the Association's request, prepare sufficiently detailed report on the incident or accident and propose any measures taken or to be taken to address it and prevent its recurrence.	Notify the Association within forty-eight (48) hours of becoming aware of any incident or accident related to the Project. The deadline is 24 hours for death and SEA-SH cases. 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 in writing by the Association.	(MOA)
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	**ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS** Screen every technical assistance activity, sub project and microprojects against the exclusion list with in the PIM and Environmental and Social check list and develop a simplify ESMP, prior to project activities and duly comply with any applicable requirements in the PIM.	Adopt and implement screening tools in the PIM (with the LMP, GM in an annex or standalone), Site Specific ESMP one month after Effective Date, and thereafter, Implement the PIM throughout Project implementation.	(MOA)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	During project implementation, carrying out environmental and social screening, site specific Environmental and Social Management Plan (ESMP), Labor Management Plan (LMP) preparing, consulting upon, adopting, publicly disclosing and implement before commencing works in a manner acceptable to the Association. All TA outputs will be prepared consistent with ESS in a manner acceptable to the Association.		
1.2	**MANAGEMENT OF CONTRACTORS** Incorporate the relevant aspects of the ESCP, including, inter alia, 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.	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.	(MOA)
1.3	**TECHNICAL ASSISTANCE** Ensure that the consultancies, 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 and that are consistent with the ESSs. Thereafter, ensure that the output of such activities complies with the terms of reference.	Throughout Project implementation.	(MOA)
1.4	**CONTINGENT [EMERGENCY] [EARLY] RESPONSE FINANCING** Develop CERC section in the PIM that includes a description of the ESHS assessment and management arrangements and procedures for the activation and implementation of the CERC under the project in accordance with the ESSs. Thereafter, prepare, disclose, consult, adopt, and implement any environmental and social (E&S) management plans or other instruments required for the respective CERC activities in accordance with the ESS and the provisions of this ESCP.	Throughout Project implementation	(MOA/ PIU)
1.5	**ASSOCIATED FACILITIES** Not relevant for this project		
1.6	**USE OF [BORROWER/RECIPIENT'S] ENVIRONMENTAL AND SOCIAL FRAMEWORK** Not applicable for this project		
1.7	**COMMON APPROACH** Not applicable for this project		
1.8	**ACTIVITIES SUBJECT TO RETROACTIVE FINANCING** Not applicable for this project		
ESS 2: LABOR AND WORKING CONDITIONS			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.1	**LABOR MANAGEMENT PROCEDURES** Prepare, consult on, disclose, adopt, and implement the LMP for the Project.	1.Prepare and adopt the LMP by project effectiveness. One month Prior to the preparation of procurement documents and thereafter implement the LMP throughout Project implementation.	(MOA)
2.2	**OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN** Prepare and implement an OHS Management Plan to assess and manage the OHS risks and impacts of the Project, as part of the site specific ESMP Require contractors and subcontractors to prepare and implement OHS Management Measures or Plan as part of the C-ESMP indicated in action 1.1. above. Prepare and implement Agriculture Dos and Don't	Include the OHS Management Plan in the Site specific ESMP. Prepare Dos and Don't prior to project activities	(MOA)
2.3	**GRIEVANCE MECHANISM FOR PROJECT WORKERS** Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2. The mechanism will be linked to the project-wide GM, include provisions for confidential and anonymous reporting (particularly for SEA/SH), and all workers will be oriented on how to access and use the mechanism during induction.	1.Develop Grievance mechanism prior to engaging Project workers and maintain GR structure throughout Project implementation.	(MOA)
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	**WASTE MANAGEMENT PLAN** Prepare and implement a Waste Management Plan (WMP), as part of the ESMP prepared for the Project, to manage hazardous and non-hazardous wastes, consistent with ESS3.	During preparation and implementation of site specific ESMPs	(MOA)
3.2	**RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT** Resource efficiency and pollution prevention and management measures shall be covered under the PIM to be prepared above and subsequently in ESMPs to be prepared during implementation. • Solid and liquid waste management • Wastewater and drainage management • Erosion and sediment control • Air and noise pollution control measures	Develop ESMPs prior to the commencement of project activities and implement throughout project circle.	(MOA)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	• Spill prevention and emergency response plan These plans shall be consistent with the requirements of ESS3 and relevant provisions of the site-specific ESMPs, PIM, including applicable World Bank Group Environmental, Health, and Safety (EHS) Guidelines.		
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	**TRAFFIC AND ROAD SAFETY** Traffic management and road safety may not be significant		
4.2	**COMMUNITY HEALTH AND SAFETY** Assess and manage specific risks and impacts to the community arising from Project activities, including, behavior of Project workers, risks of labor influx, response to emergency situations, and include mitigation measures in the Site specific ESMPs.	Develop the Site specific ESMP prior to commencement of subproject activities and Implement throughout Project implementation.	(MOA)
4.3	**SEA AND SH RISKS** Prepare and implement a SEA/SH Action Plan, to assess and manage risks of SEA/SH. The Plan will include provisions requiring contractors to adopt and enforce SEA/SH Codes of Conduct, mandatory worker training, establishment of referral pathways to qualified GBV service providers, and community awareness sessions (with women and youth) on SEA/SH risks and available reporting options.	Prepare the SEA/SH Action Plan within one (1) month after the Effective Date and thereafter implement the SEA/SH Action Plan throughout Project implementation.	(MOA)
4.4	**SECURITY MANAGEMENT** As part of site-specific ESMPs incorporate and implement measures and actions to assess and manage risks to human security in Project-affected communities and to Project workers that could arise from the use of security personnel.	Incorporate security measures in ESMPs prior to engaging of security personnel. Implement throughout Project life.	(MOA)
4.5	**DAM SAFETY (FOR ANNEX A ESS4)** Not relevant for this project		
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
5.1	**RESETTLEMENT [FRAMEWORK] [PLAN] or [PLANS]** Prepare and implement a Resettlement Plan (RP) if applicable for the Project, consistent with ESS5. Prepare, consult, disclose and implement a Resettlement Plan (RP) and/or a Livelihood Restoration Plan (LRP) for each activity under the Project for such RP if required, as set out in the PIM and consistent with ESS5.	Prepare and implement the respective RP 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.	(MOA)
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	**BIODIVERSITY RISKS AND IMPACTS** Using the screening form in the PIM, conduct a preliminary screening and assess each of proposed activity/subproject for financing in terms of its risks and impacts on biodiversity and living natural resources. Where environmental and social assessment has identified potential risks and impacts on biodiversity or habitats, the Recipient will prepare a Biodiversity Management Plan (BMP) either as stand-alone or as part of the ESMP to manage those risks and impacts in a manner proportionate to the nature and magnitude of the risks and in accordance with ESS6.	Prepare/incorporate the BMP in Site specific ESMP and thereafter implement the BMP throughout Project implementation. During subproject screening process	(MOA)
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	**INDIGENOUS PEOPLES [FRAMEWORK] [PLAN] or [PLANS]** This ESS is not currently relevant to the project.		
ESS 8: CULTURAL HERITAGE			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
8.1	**CULTURAL HERITAGE RISKS AND IMPACTS** As per PIM requirements, conduct a preliminary screening and assess each of proposed activity/subproject for financing in terms of its risks and impacts and ensure adverse impacts are appropriately mitigated. These requirements must be applied for all project activities, including subprojects under Matching Grants to be financed under RETRAP additional financing.	Prepare/incorporate Culture Heritage in Site specific ESMP a During subproject screening process Throughout Project implementation	(MOA)
8.2	**CHANCE FINDS** Prepare and implement a Cultural Heritage Management Plan (CHMP) as part of the Site-specific ESMP, consistent with ESS8.	Prepare/incorporate the Chance Finds in Site specific ESMP Implement the procedures throughout Project implementation.	(MOA)
ESS 9: FINANCIAL INTERMEDIARIES [This standard is only relevant for Projects involving Financial Intermediaries (FIs).]			
9.1	**ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS)** This ESS is not relevant to the project		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	**STAKEHOLDER ENGAGEMENT PLAN** Prepare, disclose, adopt, and implement a SEP consistent with ESS10, which shall include measures to, inter alia, providing 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.	Develop and disclose SEP prior to Appraisal and thereafter implement the SEP throughout Project implementation.	(MOA)
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, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.	Grievance Mechanism to be operational not later than six (6) months after Project's Effective Date and maintained throughout the implementation of the Project	(MOA)

INDICATORS FOR IMPLEMENTATION READINESS

The following actions are indicators for implementation readiness:

A. Utilize existing PIU is staffed with in Rural Economic Transformation Project (P175263), one environmental safeguards specialist, one social safeguards specialist and GBV officer within three months of the project's effective date.

(iv) Environmental and social framework instruments are prepared, consulted and publicly disclosed

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
(iv) E&S specialists know their obligations under the legal agreement and the ESCP: preparing LMP, SEA/SH Action plan, GRM, site specific ESMP. (iv) E&S effectiveness or disbursement conditions, if deemed warranted. (iv) E&S screening and plans to be prepared by the Borrower prior to commencement of work or activity. other project-specific requirements related to E&S readiness for implementation.		