

**The Republic of The Gambia**  
**Ministry of Finance and Economic Affairs**

**Preparation of Proposed  
Tourism, Diversification and Resilience in The  
Gambia(P177179) Project**

**Project Preparation Advance**

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

**December 22, 2021**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of The Gambia (hereinafter *the Recipient*) is planning to implement the proposed is planning to implement the proposed Tourism, Diversification and Resilience in The Gambia Project (P177179) (*the Project*) with the involvement of the Ministry of Tourism and Culture and the Ministry of Finance and Economic Affairs (MoFEA) for which it has requested a Project Preparation Advance (PPA), as set out in the PPA agreement. The International Development Association (*hereinafter the Association*) has agreed to provide the PPA to finance activities (*the Activities*) related to the preparation of the Project, 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 PPA agreement and as such its provisions are binding.
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, grievance management , and the environmental and social (E&S) instruments to be prepared or updated, consulted, adopted, disclosed, and implemented in accordance with the ESSs, all in a manner acceptable to the Association.
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 Recipient through the Ministry of Finance and Economic Affairs agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Minister of Finance and Economic Affairs. The Recipient shall promptly disclose the updated ESCP.
5. Where such changes, unforeseen circumstances, or performance assessment result in changes to the risks and impacts during implementation of the Activities, the Recipient shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts.

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 the environmental, social, health and safety (ESHS) performance of the PPA activities, including but not limited to the implementation of the ESCP, status of E&amp;S instruments under preparation, stakeholder engagement activities, log and status of any complaints received.</p>	<p><i>Three months after the Effective Date of the project preparation advance agreement, on a quarterly basis throughout PPA implementation.</i></p>	<p>The Project Implementation Unit (PIU)/Ministry of Finance and Economic Affairs (MoFEA)</p>
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Association of any incident or accident related to the PPA activities 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/sexual harassment (SEA/SH), and accidents that result in death, serious or multiple injury. Provide sufficient detail regarding 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 supervising entity, 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><i>Throughout the implementation of the PPA activities, notify the World Bank within 48 hours at the latest after learning of the occurrence of serious incidents or accidents; and, within 24 hours at the latest for severe incidents, including SEA/SH cases and fatalities, provide an incident or accident report within a time frame acceptable to the Association</i></p> <p><i>A subsequent report shall be provided within seven days of the incident to the Association.</i></p>	<p>PIU</p>
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>1.1 <b>ORGANIZATIONAL STRUCTURE</b></p> <p>Recruit on a full-time basis, the following positions with terms of reference, qualifications and experience deemed satisfactory to the Association: an environmental risk management specialist, a social risk management specialist, a gender-based violence (GBV) specialist, and support management and monitoring of ESHS and other risks and impacts of the Activities. A health and safety consultant will be recruited on a part-time basis.</p> <p>The existing environment and social consultants shall be retained on a part-time basis to assist with project preparation and capacity building of the recruited environmental and social specialists.</p>	<p><i>The Environmental Specialist, Social Safeguard Specialists, Health and Safety Specialist, and a GBV Specialist shall be recruited not later than three months after the Effective Date of the Advance Agreement and thereafter maintain these positions throughout the implementation of the Project.</i></p> <p><i>The existing environmental and social consultants shall remain in place until three months after Effective Date to support capacity building activities of the PIU.</i></p>	<p>PIU</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>1.2 <b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies, capacity building, training and any other technical assistance activities under the PPA, including any environmental and social assessments and related environmental and social instruments, are carried out in accordance with terms of reference acceptable to the Association and duly incorporate and take into consideration the requirements of the ESSs.</p> <p>These studies include:</p> <ul style="list-style-type: none"> <li>- The project's Stakeholder Engagement Plan (SEP) including the Grievance Mechanism (GM)</li> <li>- The Environmental and Social Commitment Plan (ESCP)</li> <li>- Resettlement Policy Framework (RPF)</li> <li>- Labor Management Plan (LMP)</li> <li>- Framework Studies: Environmental and Social Management Framework (ESMF)</li> </ul> <p>Ensure that any outputs from the technical assistance activities, including, inter alia, any environmental and social assessment and related environmental and social instruments, are consistent with the ESSs as well as any studies funded under this PPA :</p> <ul style="list-style-type: none"> <li>- The institutional assessment (financial management)</li> <li>- Project Procurement Strategy for Development (PPSD)</li> <li>- Technical consultancy for mapping MSME ecosystem</li> <li>- Technical consultancy for the demand and destination assessment</li> <li>- Technical consultancy for the coastal studies and modeling</li> </ul>	<p><i>One month from the Effective Date of the PPA and maintained throughout PPA implementation. The respective terms of reference for the studies shall be submitted to the Bank for review and no objection, as appropriate, throughout the Activities implementation.</i></p>	<p>PIU</p>
<p><b>ESS 2: LABOR AND WORKING CONDITIONS</b></p>		

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>2.1 <b>LABOR MANAGEMENT PROCEDURES</b></p> <p>a. Ensure that workers are engaged in the implementation of the Activities consistent with ESS2. To this end, prepare, consult, adopt, disclose and implement Labor Management Procedures for these Activities workers (the “Activities LMP”).</p> <p>b. Prepare a draft of the Labor Management Procedures (LMP) for the Project (“Project LMP”) consistent with ESS2.</p>	<p>a) <i>Submit the Activities LMP for Association prior review and no objection, adopt, and disclose the Activities LMP no later than 30 days after PPA Effective Date, and thereafter implement the Activities LMP throughout implementation of the Activities.</i></p> <p>b) <i>Submit a draft Project LMP for the Association] prior review and no objection before Project appraisal.</i></p>	<p>PIU</p>
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>		
The requirements of ESS3 shall be taken into account as relevant as part of action 1.2 above.		
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>		
The requirements of ESS4 shall be taken into account as relevant as part of action 1.2 above.		
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>		
The requirements of ESS5 shall be taken into account as relevant as part of action 1.2 above		
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>		
The requirements of ESS6 shall be taken into account as relevant as part of action 1.2 above		
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>		
There are no known Indigenous Peoples in the Project area. This standard is not relevant at this stage.		
<b>ESS 8: CULTURAL HERITAGE:</b> The requirements of ESS8 shall be taken into account as relevant as part of action 1.2 above		
The requirements of ESS8 shall be taken into account as relevant as part of action 1.2 above		
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>		
ESS9 is not relevant for this proposed project.		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>		
<p>10.1 <b>STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b></p> <p>(a) Incorporate stakeholder engagement and information disclosure measures in the implementation of the Activities, in a manner consistent with ESS10, including regarding any environmental and social instruments supported by the PPA. To this end, prepare, consult, adopt, disclose, and implement a Stakeholder Engagement Plan for this Activities (the “Activities SEP”);</p> <p>b. Prepare a draft of the Stakeholder Engagement Plan (SEP) for the Project (“Project SEP”) consistent with ESS10.</p>	<p>a) <i>Submit the Activities SEP for the Association prior review and no objection, adopt, and disclose the Activities SEP prior to PPA Effective Date, and thereafter implement the Activities SEP throughout implementation of the Activities.</i></p> <p>b) <i>Submit a draft Project SEP for Association prior review and no objection before Project appraisal at the latest.</i></p>	<p>PIU Ministry of Tourism and Culture (MoTC)</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
10.2	<p><b>GRIEVANCE MECHANISM</b></p> <p>a) 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 Activities-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10. This also includes a safe, ethically, efficient, confidential, and survivor-centred grievance channel to address complaints related to SEA/SH (including of a separate logging system and mapping of services).</p> <p>(b) Support the establishment and strengthening of a grievance mechanism for the Project.</p>	<p>a) <i>Throughout implementation of the Activities.</i></p> <p>b) <i>During Project preparation.</i></p>	<p>PIU MoTC</p>
10.3	<p><b>Capacity building</b></p> <p>Organize training sessions for PPA workers to make them better aware of the risks and the effects of the PPA activities on occupational health and safety (OHS) SEA/SH and COVID-19 mitigation measures for workers and stakeholders including local communities and vulnerable groups.</p> <p>Organize training sessions for PPA workers, including those involved in activities, and those tasked to prepare the ESF instruments, technical and feasibility studies, to assist with familiarization of requirements under the ESF, especially the requirements for the ESME, RPF, LMP, SEP (and GM) and ESCP, and SEA/SH measures to be included in these instruments, and considerations related to addressing risks and impacts to vulnerable groups and individuals.</p>	<p><i>Throughout PPA implementation</i></p>	<p>PIU with involvement of the World Bank</p>