

Republic of Tajikistan

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**Ministry of Health and Social Protection and
Ministry of Labor, Migration, and Employment
of the Republic of Tajikistan**

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**Social Protection Modernization and Economic
Inclusion Project (P178878)**

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

Draft for Appraisal

November 28, 2022

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Tajikistan (the Recipient) will implement the Social Protection Modernization and Economic Inclusion Project (the Project) with the involvement of the Ministry of Health and Social Protection of the Republic of Tajikistan (MHSP) and the Ministry of Labor, Migration, and Employment of the Republic of Tajikistan (MLME) as set out in the Financing Agreement. The International Development Association (the Association) has agreed to provide financing for the Project, as set out in the referred agreement.
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 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, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient through the Ministers of the MHSP and MLME and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient's Ministers of the MHSP and MLME. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>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, functioning of the grievance mechanism(s).</p>	<p>Semiannually throughout Project implementation, commencing after the Effective Date. Submit each report to the Association no later than 15 days after the end of each reporting period.</p>	<p>MHSP Project Implementation Unit (MHSP PIU) and MLME Project Implementation Unit (MLME PIU)</p>
B	<p>INCIDENTS AND ACCIDENTS</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, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injuries, falls, vehicle accidents, larger spills of chemicals, oils, fuels, major environmental contamination, loss of biodiversity or critical habitat etc. 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.</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>Notify the Association no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report(s) to the Association within a timeframe acceptable to the Association.</p>	<p>MHSP PIU and MLME PIU</p>
C	<p>CONTRACTORS’ MONTHLY REPORTS</p> <p>Require contractors and consulting firms to provide monthly (and integrated semi-annual) monitoring reports on ESHS performance in accordance with the ESHS metrics specified in the respective bidding documents and contracts and submit such reports to the Association.</p>	<p>Submit the monthly reports to the Association upon request or as annexes to the reports to be submitted under action A above.</p>	<p>MHSP PIU and MLME PIU</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>D NOTIFICATIONS RELATING TO DAAB COMPLIANCE REVIEW OF CONTRACTOR COMPLIANCE WITH SEA/SH PREVENTION AND RESPONSE OBLIGATIONS</p> <p>Notify the Association of any referral submitted to the Dispute Avoidance and Adjudication Board (DAAB) to initiate a process of compliance review in relation to a contractor’s obligations to prevent and respond to sexual exploitation and abuse (SEA), and/or sexual harassment (SH) specified in the respective works contract with such contractor; and, in the event of any such referral, notify the Association of: (i) the DAAB’s decision on such referral; (ii) the contractor’s Notice of Dissatisfaction, if any, with such DAAB decision; (iii) any notification received on the commencement of an emergency arbitration proceeding or full arbitration proceeding in relation to the DAAB’s decision; and (iv) the resulting emergency arbitration order and/or full arbitration order, if any.</p>	<p>Not later than 7 days after the issuance or receipt, as applicable, of the relevant document (i.e., referral to the DAAB, issuance of DAAB decision, Notice of Dissatisfaction, notice of commencement of emergency/full arbitration, emergency/full arbitration order, as applicable).</p>	<p>MHSP PIU and MLME PIU</p>
<p>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</p>		
<p>1.1 ORGANIZATIONAL STRUCTURE</p> <p>Maintain the MHSP Project Implementation Unit (MHSP PIU) and establish and maintain the MLME Project Implementation Unit (MLME PIU) with qualified staff and resources to support management of ESHS risks and impacts of the Project, including an Environmental Consultant and a Social Development Specialist at the MHSP PIU and an Environmental Consultant and a Social Development Specialist at the MLME PIU with terms of reference, experience, and qualifications acceptable to the Association and contracted consultants (firms and/or individuals), as necessary, for support in specific areas that may include, but is not limited to current field monitoring and reporting, providing training, community outreach, stakeholder engagement, and integrated assessment of the results.</p> <p>Environmental and Social staff shall have clear responsibilities to implement all commitments stated in the Project’s environmental and social instruments in a manner satisfactory to the Association.</p> <p>Contractors for works shall be required to assign qualified environmental and social experts and occupational health and safety specialists for sub-projects’ environmental and social risk management by including this requirement in the bidding documents for works.</p>	<p>Establish MLME PIU and recruit relevant staff not later than one month after the Effective Date, and maintain MHSP PIU and retain the E&S staff at both PIUs throughout Project implementation, all as set forth in the [Project Operational Manual] and as agreed with the Association.</p> <p>Throughout Project Implementation.</p> <p>Throughout Project implementation.</p>	<p>MHSP/MLME</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>1.2 ENVIRONMENTAL AND SOCIAL INSTRUMENTS Prepare, disclose, consult upon, adopt, and thereafter implement: (a) site specific Environmental and Social Management Plans/ ESMP Checklists for rehabilitation works and (b) the project’s Electronic Waste Management Checklist for disposal/recycling of electronic waste.</p>	<p>1. Prepare, disclose, consult upon, and adopt the Electronic Waste Management Checklist prior to carrying out any Project activity involving equipment replacement or repair and thereafter implement throughout Project implementation.</p> <p>2. Site-specific ESMPs/ESMP Checklists shall be prepared for inclusion in bidding documents and prior to carrying out any Project activities involving rehabilitation works and/or equipment replacement or repair, and thereafter implemented throughout Project implementation.</p>	<p>MLME PIU and MHSP PIU</p>
<p>1.3 MANAGEMENT OF CONTRACTORS Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant environmental and social instruments, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms, if any. Thereafter ensure that the contractors comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p>	<p>As part of the preparation of procurement documents and respective contracts, throughout Project implementation.</p> <p>Supervise contractors throughout Project implementation.</p>	<p>MLME PIU and MHSP PIU</p>
<p>1.4 TECHNICAL ASSISTANCE Ensure that the consultancies, studies (including feasibility studies, if applicable), 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, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference and are consistent with the ESSs.</p>	<p>Throughout Project implementation.</p>	<p>MLME PIU and MHSP PIU</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>1.5 CONTINGENT EMERGENCY RESPONSE COMPONENT (CERC)</p> <p>a) Ensure that the CERC Manual includes a description of the ESHS assessment and management arrangements including, ESMP that will be included or referred to in the CERC Manual for the implementation of CERC Part in accordance with the ESSs.</p> <p>b) Prepare, consult, adopt, and disclose any environmental and social instruments which may be required for activities under CERC Part of the Project, in accordance with the CERC Manual and ESMP and the ESSs, and thereafter implement the measures and actions required under said environmental and social instruments, within the timeframes specified in said environmental and social instruments.</p>	<p>a) The adoption of the CERC manual and, if applicable, other instruments, as relevant in form and substance acceptable to the Association is a withdrawal condition under Section III. B.1 (e) of Schedule 2 of the Financing Agreement for the Project.</p> <p>b) Submit the respective environmental and social instrument for the Association's prior review and approval, thereafter, adopt and include it as part of the respective bidding process, and in any case, before the carrying out of the relevant Project activities for which the environmental and social instrument is required. Implement the environmental and social instruments in accordance with their terms, throughout Project implementation.</p>	<p>To be determined</p>
<p>ESS 2: LABOR AND WORKING CONDITIONS</p>		
<p>2.1 LABOR MANAGEMENT PROCEDURES (LMP)</p> <p>Prepare, consult, adopt, disclose, and implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms (including relevant national laws and other ESS2 requirements, such as adoption of a code of conduct, prevention of all forms of forced labor and child labor) consistent with ESS2.</p>	<p>LMP shall be prepared, consulted upon, adopted, and disclosed not later than two months after the Effective Date and shall be implemented throughout Project implementation.</p>	<p>MHSP PIU and MLME PIU</p>
<p>2.2 GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	<p>Establish grievance mechanism prior engaging Project workers and thereafter maintain and operate it throughout Project implementation</p>	<p>MLME PIU and MHSP PIU</p>

ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT: Assess risks associated with Project activities and impacts and adopt mitigation measures related to relevant requirement of ESS 3, including raw materials, water use, air pollution, hazardous materials, hazardous waste and electronic waste included in all site-specific ESMPs/ESMP Checklists referred to in Section 1.2 above.	Same timeframe as under Section 1.2 (2) above.	MLME PIU and MHSP PIU
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	COMMUNITY HEALTH AND SAFETY Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, COVID-19 risks and precautions; traffic management and safety (including requirements for notifying public of closures and restrictions on use during construction); pollution and waste management; and the prevention of and response to sexual exploitation and abuse, and sexual harassment, and include mitigation measures in the ESMPs/ESMP Checklists to be prepared.	Adopt prior to commencement of any sub-project works and implement throughout the sub-project implementation.	MLME PIU and MHSP PIU
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
	ESS 5 is not relevant to the project		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
	ESS 6 is not relevant to the project		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
	ESS 7 is not relevant to the project.		
ESS 8: CULTURAL HERITAGE			
	ESS 8 is not relevant to the project		
ESS 9: FINANCIAL INTERMEDIARIES			
	ESS 9 is not relevant to the project.		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			

<p>10.1</p>	<p>STAKEHOLDER ENGAGEMENT PLAN</p> <p>Implement the SEP prepared, consulted upon, disclosed, and adopted for the Project, consistent with ESS10, which includes 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.</p> <p>Review SEP at least annually and update as needed and as agreed with the Association, submit revisions to the Association for review and approval.</p> <p>Disclose and hold consultation meetings with local communities as per SEP.</p>	<p>SEP adopted and disclosed on December 01, 2022; implement throughout Project implementation.</p> <p>Review: annually throughout Project implementation. Submit for approval by the Association: prior to adoption of revisions.</p> <p>Annually throughout Project implementation.</p>	<p>MLME PIU and MHSP PIU</p>
<p>10.2</p>	<p>PROJECT GRIEVANCE MECHANISM</p> <p>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.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of 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.</p>	<p>Establish the grievance mechanism not later than one month after the Effective Date, and thereafter maintain and operate the mechanism throughout Project implementation.</p>	<p>MLME PIU and MHSP PIU</p>

CAPACITY SUPPORT (TRAINING)			
CS1	<p>Training shall be provided to relevant staff of MLME PIU, MHSP PIU, and other involved agencies on:</p> <ul style="list-style-type: none"> – The World Bank Environmental and Social Framework and requirements of the ESSs; – The Electronic Waste Management Checklist and site-specific ESMP checklists prepared for the project/subprojects respectively; – Relevant occupational health and safety, issues including COVID-19 precautions; – SEP and GRM implementation; – Labor Management Procedures; and – Prevention of and response to sexual exploitation and abuse, and sexual harassment. 	<p>Training shall start not later than two months after the Effective Date, and, thereafter, provided regularly throughout Project implementation.</p>	<p>MLMM/PIU and MHSP/PIU</p>
CS2	<p>Training for Contractors', subcontractors', and consulting firms' workers on:</p> <ul style="list-style-type: none"> – Occupational health and safety including on emergency prevention and preparedness and response arrangements to emergency situations; – COVID-19 infection safety awareness and other health issues including HIV; – Community health and safety; – Code of Conduct requirements concerning interactions with project beneficiaries; – SEA/SH risk prevention and Labor Management Procedures; and – Worker and beneficiary Grievance Mechanisms. 	<p>All workers shall receive a comprehensive training on commencement of their contract with the Project. Thereafter, there will be regular repetition of each topic through daily "tool-box" talks and other regular trainings.</p>	<p>MLME PIU and MHSP PIU</p>