

**Republic of Tajikistan
OJSHC Barqi Tojik
Nurek Hydropower Rehabilitation Project
Phase II (Grant No. D685-JT) and
Additional Financing (Grant No. _____)**

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

**Draft for Negotiations
November 13, 2021**

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Tajikistan (**the Recipient**) is implementing the Nurek Hydropower Rehabilitation Project, Phase II (**the Project**¹) through the Open Joint Stock Holding Company Barqi Tojik (**Barqi Tojik**), as Project Implementing Entity. The International Development Association (**the Association**) has agreed to provide financing for the Project, including the Original Financing (Grant No. D685-TJ), and the Additional Financing (Grant No. ____-TJ).
2. The Recipient shall, and shall cause Barqi Tojik to, carry out the Project in accordance with the Environmental and Social Standards (ESSs). To this end, this Environmental and Social Commitment Plan (ESCP) sets out material measures and actions to be carried out or caused to be carried out by the Recipient, including the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, grievance management and the environmental and social assessments and instruments to be prepared or updated, disclosed, consulted, adopted and implemented under the ESCP and the ESSs, all in a manner acceptable to the Association. This ESCP dated _____, replaces the version dated June 2, 2020.
3. The Recipient is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Project Implementing Entity.
4. Implementation of the material measures and actions set out in this ESCP shall be monitored and reported to the Association by the Recipient and Barqi Tojik as required by the ESCP and the conditions of the Financing Agreement and the Project Agreement, and the Association shall monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
5. As agreed by the Association and the Recipient, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, the Recipient shall agree to the changes with the Association and shall update the ESCP to reflect such changes. Agreement on changes to the ESCP shall be documented through the exchange of letters signed between the Association and the Recipient and Barqi Tojik. The Recipient shall promptly disclose the updated ESCP.
6. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the Recipient shall provide additional funds as needed to implement actions and measures to address such risks and impacts, which may include environmental, social, health and safety risks and impacts.

¹ The Project refers to the entire Nurek Hydropower Rehabilitation Project, Phase II, with all sources of funding, including Grant No. D685-TJ (the Original Financing), and Grant No. ____-TJ (the Additional Financing).

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING:</p> <p>Prepare and submit regular status update 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 environmental and social instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	Quarterly throughout Project implementation	Barqi Tojik
B	<p>INCIDENTS AND ACCIDENTS NOTIFICATION:</p> <p>Promptly notify the Association about occurrence of any incident or accident related to the Project that has or could have a significant adverse effect on the environment, the affected communities, the public, or the workers included, for example, occupational accidents that could result in serious or minor injuries, falls, vehicle accidents, sexual exploitation and abuse and sexual harassment (SEA/SH), larger spills of chemicals, oils, fuels, major environmental contamination, loss of biodiversity or critical habitat etc. 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>	Promptly after taking notice of the incident or accident, but no later than two calendar days from its occurrence	Barqi Tojik
	<p>Subsequently, as per the Association’s request, submit a report that provides details of the circumstances and causes that led to the incident or accident and the actions taken to prevent any recurrence.</p>	<p>Within 10 calendar days after the initial report</p> <p>Notification/reporting system shall be in place throughout Project implementation.</p>	Barqi Tojik
C	<p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance. Provide such reports to the Association upon request.</p>	<p>Reports shall be submitted to the Association upon request.</p>	Barqi Tojik

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS		
<p>1.1 ORGANIZATIONAL STRUCTURE: Maintain the existing organizational with qualified staff and resources to support management of ESHS risks and impacts of the Project including Environmental and Social staff with clear responsibilities to implement all commitments stated in the Project ESIA, ESMP, SEP, and LMP in a manner satisfactory to the Association.</p>	<p>Maintenance of ESMS - throughout Project implementation.</p>	<p>Barqi Tojik</p>
<p>1.2 The Project Management Consultant (PMC), an international firm, was also contracted to conduct construction supervision consultancy, including implementation of environmental and social due diligence. Ensure that the PMC has at least one full-time specialist responsible for supervising contractor ESHS performance. Specialist must have training and expertise in occupational health and safety. The specialist may be employed by Barqi Tojik and seconded to PMC, or employed by PMC directly.</p>	<p>Specialist shall be recruited prior to contractors' being contracted</p>	<p>Barqi Tojik</p>
<p>1.3 ENVIRONMENTAL AND SOCIAL ASSESSMENT/ MANAGEMENT TOOLS AND INSTRUMENTS: The Nurek HPP ESIA has been updated to include the assessment of the potential scale and risk of the Phase 2. Both the updated Nurek HPP ESIA and the Nurek Bridge ESMP shall continue to be implemented in accordance with ESSs and in a manner acceptable to the Association. Include into bidding documents for civil works requirement for bidders to submit their Management Strategies and Implementation Plans (MSIP) as required by Nurek HPP ESIA and Nurek bridge ESMP. Include ESHS specialist on proposal evaluation team and include ESHS past performance and information in proposal as evaluation factors for award.</p>	<p>ESIA and ESMP shall be implemented throughout Project implementation. Throughout contractor selection process</p>	<p>Barqi Tojik</p>

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<p>1.4 MANAGEMENT OF CONTRACTORS: Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant environmental and social instruments and codes of conduct into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p> <p>Ensure that the existing civil works contractor for rehabilitation of nine generating units updates its existing C-ESMP, including Materials and Waste Management Plan, Hazardous Waste Management Plan, Occupational Health and Safety (OHS) Plan and the Labor Management Procedure (LMP). The works for rehabilitation of six units under the Project can commence only after the update was completed to the satisfaction of the Association.</p> <p>Ensure that the civil works contractors for rehabilitation of Nurek bridge and buildings at Nurek HPP site develop C-ESMP, including a detailed Materials and Waste Management Plan, Hazardous Waste Management Plan, OHS Plan, Traffic Management Plan, and Contractor’s Labor Management Procedure (C-LMP) to the satisfaction of the Association.</p>	<p>Prior to the preparation of procurement documents. Supervise contractors throughout Project implementation.</p> <p>Prior to commencement of civil works for rehabilitation of six units</p> <p>Prior to commencement of civil works</p>	<p>Barqi Tojik</p>
<p>1.5 TECHNICAL ASSISTANCE Ensure that the consultancies, studies, 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 incorporate the relevant requirements of the ESSs.</p> <p>Ensure that any outputs from the technical assistance activities are consistent with the ESSs.</p>	<p>Throughout Project implementation</p>	<p>Barqi Tojik</p>

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ESS 2: LABOR AND WORKING CONDITIONS		
<p>2.1 LABOR MANAGEMENT PROCEDURES: Update, adopt, and implement the LMP including, inter alia, provisions on working conditions, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct, 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>Submit to the Association’s approval the Labor Management Procedure (C-LMP) of the existing civil works contractor for rehabilitation of nine generating units, including six under the Project. The C-LMP shall cover all nine generating units, including the three units under Phase 1.</p> <p>No activities requiring LMP shall be conducted in relation to rehabilitation of six units under the Project (Phase 2) until the updated LMP is approved. Until approval of updated LMP, the rehabilitation of three units under Phase 1 shall be carried out under existing C-LMP of the civil works contractor consistent with ESS2.</p> <p>PMC shall monitor and enforce Contractors’ and subcontractors’ adherence to the requirements of the C-LMP.</p>	<p>Prior to commencement of civil works for rehabilitation of six units</p> <p>Throughout Project implementation</p>	<p>Barqi Tojik</p>

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<p>2.2 GRIEVANCE MECHANISM FOR PROJECT WORKERS: Implement the workers’ grievance redress mechanism that is part of Barqi Tojik’s LMP.</p> <p>Ensure that the existing contractor for rehabilitation of nine units under the Project (Phase 2) updates the GRM for its employees as per updated C-LMP, or implements the Barqi Tojik GRM, and that it requires the same of its subcontractors. The existing GRM of Barqi Tojik shall continue to be used by the contractor while rehabilitating six units under Phase 2.</p> <p>Ensure that the contractors for rehabilitation of Nurek bridge and buildings at Nurek HPP site develop and implement their GRM for their employees as per C-LMP, or implement the Barqi Tojik GRM, and that contractors require the same of their subcontractors.</p> <p>Barqi Tojik shall maintain and operate GRM with support from PMC.</p>	<p>Throughout Project implementation</p> <p>Prior to commencement of civil works for rehabilitation of six units</p> <p>Prior to commencement of civil works</p> <p>Throughout Project implementation</p>	<p>Barqi Tojik</p>
<p>2.3 OHS MEASURES: Require the existing contractor for rehabilitation of nine units to update and submit for PMC review and approval OHS Plan that covers all nine units and meets applicable OHS requirements of the updated Nurek HPP ESIA. The existing OHS Plan of the contractor would continue to be used for rehabilitation of three units under Phase 1.</p> <p>Require contractors for rehabilitation of Nurek bridge and buildings at Nurek HPP site to develop and submit for Project Management Consultant’s review and approval OHS Plan that meets applicable OHS requirements of the Nurek bridge ESMP and relevant requirements of Barqi Tojik, ESS2, and World Bank Group’s Environmental Health and Safety Guidelines (EHSGs).</p>	<p>Prior to commencement of civil works for rehabilitation of six units</p> <p>Prior to commencement of civil works for rehabilitation</p>	<p>Barqi Tojik</p>

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	<p>Require Nurek HPP to update OHS Plan to include provisions for working alongside civil works contractors during the construction period, and monitoring implementation of the Plan.</p> <p>Barqi Tojik shall enforce OHS measures with support from PMC.</p>	<p>Prior to signing of the amendment to include the rehabilitation of six units into the scope of the existing contract</p> <p>Throughout Project implementation</p>	Barqi Tojik
2.4	<p>PROJECT WORKERS TRAINING:</p> <p>Require the contractors to deliver training of contract workers to raise awareness about their contractual rights and obligations, the Code of Conduct, and how to do their jobs safely.</p>	At minimum once every quarter, throughout Project implementation	Barqi Tojik
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>MANAGEMENT OF WASTE AND HAZARDOUS MATERIALS:</p> <p>Barqi Tojik shall review and approve the Materials and Hazardous Waste Management Plans of the contractors for rehabilitation of Nurek bridge and other buildings at Nurek HPP site and enforce the compliance with those measures, all consistent with ESS3 and in a manner acceptable to the Association.</p> <p>Enforce compliance of the existing contractor for rehabilitation of nine generating units with its Materials and Hazardous Waste Management Plans, including the Asbestos Management Plan that was approved in Phase 1, all consistent with ESS3 and in a manner acceptable to the Association.</p>	<p>Prior to mobilization</p> <p>Throughout Project implementation</p>	Barqi Tojik
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY:</p> <p>Barqi Tojik shall require the bridge rehabilitation contractor to submit for its review and approval a Traffic Management Plan and to enforce contractor's compliance with the plan thereafter, consistent with ESS4 and in a manner acceptable to the Association. Plan by bridge contractor shall include requirements for notifying public of closures and restrictions on use during construction.</p>	<p>Prior to contractor mobilization</p> <p>Enforce: throughout Project implementation</p>	Barqi Tojik

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>4.2 COMMUNITY HEALTH AND SAFETY: Assess and manage specific risks and impacts to the community arising from Project activities including, inter alia, potentially hazardous waste risks, health and safety risks when working in deep waters, road safety risks, and risks to workers, nearby communities and other road users, SEA/SH risks, in accordance with the ESIA and ESMP, consistent with ESS4 and in a manner acceptable to the Association.</p> <p>Require training of all workers in Code of Conduct requirements concerning interactions with communities, consult with community leaders as needed to identify issues associated with worker interactions with community members, and take appropriate actions to intervene to address issues.</p>	<p>Throughout Project implementation</p> <p>Training: at induction and annually thereafter</p>	<p>Barqi Tojik</p>
<p>4.2.1 Ensure Nurek bridge construction does not interfere with water line that crosses the bridge. If temporary interruption is necessary, ensure Nurek authorities are notified in advance.</p>	<p>Throughout the Project implementation</p>	<p>Barqi Tojik</p>
<p>4.3 DAM SAFETY: Adopt and thereafter implement an Emergency Preparedness Plan (EPP), Dam Operation and Maintenance (O&M) Plan, and the Instrumentation Plan consistent with ESS4 and in a manner acceptable to the Association.</p> <p>Install dam safety monitoring equipment and complete repair works to improve dam safety.</p> <p>Maintain the dam safety panel comprising of dam safety specialist, geologist, and an electro-mechanical expert, with terms of reference and composition acceptable to the Association, to, inter alia, review and advise on matters related to safety and other critical aspects of the dam, its appurtenant structures, the catchment area, the area surrounding the reservoir, and downstream areas, as relevant.</p>	<p>To be adopted by March 31, 2023 and implemented thereafter throughout Project implementation</p> <p>By December 31, 2025</p> <p>Throughout the Project implementation</p>	<p>Barqi Tojik</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>4.4 SECURITY PERSONNEL: The hiring and use of any security personnel by Nurek HPP or any other contractor for rehabilitation of Nurek HPP shall be compliant with the requirements of ESS 4. Measures, guided by the principles of proportionality and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel shall be adopted, to ensure that the engagement of security personnel are carried out in accordance with the ESS 4 and in a manner acceptable to the Association.</p>	<p>Prior to engaging of security personnel</p> <p>Implement: throughout Project implementation</p>	<p>Barqi Tojik</p>
<p>4.4.1 Ensure the Nurek bridge rehabilitation contractor develops and implements measures and actions to assess and manage risks to community and to workers from the potential use of security personnel in keeping with the requirements of ESS 4 and in a manner acceptable to the Association.</p>	<p>Prior to engaging of security personnel</p> <p>Implement: throughout Project implementation</p>	<p>Barqi Tojik</p>
<p>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</p>		
<p>ESS 5 is not currently relevant. This Project includes only rehabilitation works. The rehabilitation of generators will be within existing structures.</p>		
<p>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</p>		
<p>6.1 Sanitary Waste Management Plan BT and its PMC shall review the existing Sanitary Waste Management Plan of the contractor for rehabilitation of nine generating units and require updates if necessary. Until the update is completed, the existing contractor shall continue rehabilitation of three units under Phase 1 using the existing Plan.</p> <p>Ensure the contractors for rehabilitation of Nurek bridge and the buildings at Nurek HPP site prepare sanitary waste management plan to prevent leakage of sanitary waste from the work sites into river waters.</p> <p>Supervise implementation of the Sanitary Waste Management Plan with support from PMC.</p>	<p>Prior to commencement of civil works for rehabilitation of six units</p> <p>Prior to commencement of civil works</p> <p>Throughout the Project implementation</p>	<p>Barqi Tojik</p>

ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
	ESS 7 is not relevant.		
ESS 8: CULTURAL HERITAGE			
	ESS 8 is not currently relevant. This project is rehabilitation and will not impact outside of current footprint and right-of-way that does not contain cultural heritage.		
ESS 9: FINANCIAL INTERMEDIARIES			
	ESS 9 is not relevant.		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN (SEP)</p> <p>The SEP finalized in May 2020 shall be implemented consistent with ESS10, including 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, submit revisions to the Association for review and approval.</p> <p>Announce and hold consultation meetings with local communities as per SEP.</p> <p>Require bridge contractor/Project Management Consultant to consult with community leaders to communicate schedule of bridge closures/restrictions, require contractor to post signs ahead of closures/restrictions.</p>	<p>SEP shall be implemented throughout Project implementation.</p> <p>Review: annually throughout Project implementation. Submit for approval: prior to adoption of revisions</p> <p>Annually throughout Project implementation</p> <p>Throughout Project implementation</p>	Barqi Tojik

10.3	<p>PROJECT GRIEVANCE MECHANISM</p> <p>The Project has an established GM system within Barqi Tojik, at national level, and at power plant site/local level.</p> <p>Maintain and operate the Project GM as per SEP, 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 GM shall also receive, register and address concerns and grievances related to SEA/SH in a safe and confidential manner, including through the referral of survivors to gender-based violence service providers.</p>	Throughout Project implementation	Barqi Tojik
CAPACITY SUPPORT (TRAINING)			
CS1	Training of PIU and BT staff on specific aspects of environmental and social assessment and community health and safety.	Throughout the Project implementation	Barqi Tojik