

Republic of Fiji
Fiji Social Protection COVID-19 Response and
System Development Project
(P175206)

ENVIRONMENTAL and SOCIAL
COMMITMENT PLAN (ESCP)

11th January 2021

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Fiji (hereinafter the Recipient) will implement the Fiji Social Protection COVID-19 Response and System Development Project (the **Project**), with the involvement of the Ministry of Economy. The Ministry of Economy will coordinate with other government ministries, agencies and relevant stakeholders on all aspects of Project implementation, including coordinating with the Ministry of Women, Children and Poverty Alleviation, the Ministry of Employment, Productivity and Industrial Relations, the National Employment Centre, the Ministry of Commerce, Trade, Tourism and Transport and the Fiji National Provident Fund. The International Development Association (hereinafter the Association) has agreed to provide financing for the Project.
2. The Recipient will implement material measures and actions so that the Project is implemented in accordance with the Environmental and Social Standards (**ESSs**). This Environmental and Social Commitment Plan (**ESCP**) sets out material measures and actions, any specific documents or plans, as well as the timing for each of these.
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 Ministries and agencies referenced in 1. above.
4. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Association by the Recipient as required by the ESCP and the conditions of the legal agreement, and the Association will 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 Ministry of Economy will agree to the changes with the Association and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the Association and the Ministry of Economy. The Ministry of Economy will 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, if needed, to implement actions and measures to address such risks and impacts.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
MONITORING AND REPORTING			
A	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, stakeholder engagement activities and grievances log.	Six-monthly throughout Project implementation.	Ministry of Economy (MOE), in coordination with Ministry of Women, Children and Poverty Alleviation (MWCPA), Ministry of Employment, Productivity and Industrial Relations (MEPIR), National Employment Centre (NEC), Ministry of Commerce, Trade, Tourism and Transport (MCTTT), Fiji National Provident Fund (FNPF)
B	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. 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. Subsequently, as per the Association's request, prepare a report on the incident or accident and propose any measures to prevent its recurrence. These activities are outlined in the Project's Grievance Mechanism.	Minor incidents will be reflected in the six-monthly reports to the Association, major incidents will be reported to the Association within 24 hours. A report would be provided to the Association, as requested.	MOE, in coordination with MWCPA, MEPIR, NEC, MCTTT, FNPF
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	ORGANIZATIONAL STRUCTURE: The Ministry of Economy shall engage a Project manager supported by qualified staff and resources to support management of ESHS risks and impacts of the Project including an international Environment, and Social Specialist (part time). One or more Environmental and Social Officer(s) will also be designated to the Project (part time) from the Fijian Government Climate Change Division.	The International Environment and Social Specialist will be appointed no later than 60 days after the effective date of the financing agreement for the Project (Effective Date). The National Environmental and Social Officer will be appointed from the Climate Change Division to the Project no later than 30 days after the Effective Date.	MOE, in coordination with MWCPA, MEPIR, NEC, MCTTT, FNPF

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT/MANAGEMENT PLANS AND INSTRUMENTS/ CONTRACTORS</p> <p>a. Screen the environmental and social risks and impacts of proposed Project activities in accordance with the World Bank Environmental and Social Framework (ESF) and Environment, Health and Safety Guidelines (EHSGs) and other relevant Fijian legislation and good international industry practice (GIIP). Technical Assistance (TA) activities that may have downstream impacts included in Section 1.3 EXCLUSIONS may not be financed by the Project.</p> <p>b. Review and incorporate the relevant aspects of ESF and Fiji legal and GIIP requirements into the (i) Project Operations Manual, (ii) Cash Transfer Operations Manual and (iii) Cash Transfer Agreement between MOE and FNPF.</p> <p>c. Ensure that TA (under Component 2) consultancy terms of reference (TOR) and outputs include ESF, ESHGs and relevant Fiji legal and GIIP requirements including the management of any downstream risks and impacts, and submit such terms of reference and outputs for review by the Association.</p> <p>d. Develop and implement a waste management plan to address waste management risks resulting from the procurement of hardware.</p> <p>e. Incorporate the relevant aspects of this ESCP, ESF and ESHGs and relevant Fiji legislation and GIIP into the ESHS specifications of the procurement documents and contracts with contractors/consultants firms (under Component 2). Thereafter ensure that the contractors/consultants comply with the ESHS specifications of their respective contracts.</p>	<p>a. Environmental and social risks will be screened prior to the commencement of Component 2 activities.</p> <p>b. Incorporate the relevant aspects of ESF and Fiji legal and GIIP requirements into the (i) Project Operations Manual (POM), within 3 months after the Effective Date. Incorporate the relevant aspects of ESF and Fiji legal and GIIP requirements into the (ii) Cash Transfer Operations Manual, (iii) Cash Transfer Agreement between MOE and FNPF prior to disbursement of cash transfers (component 1).</p> <p>c. TA consultancy TOR and outputs to include WB ESF & ESHGs and relevant Fiji legal and GIIP requirements prior to the finalization of all consultancy TOR and outputs, respectively.</p> <p>d. Waste management plan developed prior to procurement of hardware equipment, and implemented throughout Project implementation.</p> <p>e. Before launching the procurement process for the relevant Project activities, and thereafter throughout the carrying out of such activities.</p>	<p>MOE, in coordination with MWCPA, MEPIR, NEC, MCTTT, FNPF</p>

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1.3	<p>EXCLUSIONS: Exclude the following types of activities* as they are ineligible for financing under the Project:</p> <ul style="list-style-type: none"> a. Any activities that would be classified 'Substantial' or 'High' risk; b. Activities that may cause long term, permanent and/or irreversible (e.g. loss of major natural habitat) adverse impacts; c. Activities that may cause impacts that are not mostly temporary, predictable and/or reversible; d. Activities that may cause moderate or serious adverse effects to human health and/or the environment; e. Activities that may have moderate or serious adverse social impacts and may give rise to social conflict, harm or human security risk; f. Activities that may affect lands or rights of vulnerable minorities; g. Activities that may involve resettlement or land acquisition/use restriction or adverse impacts on cultural heritage; and h. Activities that may have cumulative and/or transboundary impacts. <p>*Include, but are not limited to, technical assistance activities financed under Component 2 which may result in downstream impacts or activities included in this list.</p>	<p>During the assessment process conducted under action 1.2.a. above.</p>	<p>MOE, in coordination with MWCPA, MEPIR, NEC, MCTTT, FNPF</p>
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT: The Project shall be carried out in accordance with the applicable requirements of ESS2, in a manner acceptable to the Association, including through, inter alia, implementing adequate occupational health and safety measures (including emergency preparedness and response measures), setting out grievance arrangements for Project workers, and incorporating labor requirements into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. The Recipient shall adopt and implement Labor Management Procedures (LMP) incorporating the relevant requirements of ESS2.</p>	<p>Labor Management Procedures shall be prepared, disclosed and adopted no later than 60 days after the Effective Date and before the carrying out of the relevant Project activities.</p> <p>All measures specified in this action 2.1 shall be implemented throughout the Project implementation period.</p>	<p>MOE, in coordination with MWCPA, MEPIR, NEC, MCTTT, FNPF</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.2	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES Prepare and adopt a COVID safety protocol in line with Fiji’s national requirements as well as WHO and other GIIP recommendations.</p>	<p>The COVID Safety Protocol shall be prepared and adopted no later than 60 days after the Effective Date and before the carrying out of the relevant Project activities.</p> <p>All measures specified in this action 2.2 shall be implemented throughout the Project implementation period.</p>	MOE, in coordination with MWCPA, MEPIR, NEC, MCTTT, FNPF
2.4	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS Review and adopt, monitor and document the existing grievance redress mechanism for Project workers, consistent with ESS2, with focal points to address these grievances established within the relevant ministry.</p>	Review and adopt, monitor, document and update the Grievance Redress Mechanism throughout Project Implementation.	MOE, in coordination with MWCPA, MEPIR, NEC, MCTTT, FNPF
2.5	<p>CHILD LABOR AND MINIMUM AGE Prohibit child labor (any person under the age of 18) due to the hazardous work situation.</p>	All measures specified in this action 2.5 shall be implemented throughout the Project implementation period.	MOE, in coordination with MWCPA, MEPIR, NEC, MCTTT, FNPF
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
	Relevant aspects of this standard shall be considered, as needed, under action 1.2 above.		
ESS 4: COMMUNITY HEALTH AND SAFETY			
	Relevant aspects of this standard shall be considered, as needed, under actions 1.2 and 2.2 above.		
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
	Not relevant.		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
	Relevant aspects of this standard shall be considered, as needed, under action 1.2 above.		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
	Not relevant.		
ESS 8: CULTURAL HERITAGE			
	Relevant aspects of this standard shall be considered, as needed, under action 1.2 above.		
ESS 9: FINANCIAL INTERMEDIARIES			
	Not relevant.		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN: Update, disclose, adopt, and implement the preliminary Stakeholder Engagement Plan (SEP) consistent with ESS10, in a manner acceptable to the Association.	Update, disclose, and adopt the preliminary SEP no later than 60 days after the Effective Date, and implement the SEP throughout the Project implementation period. MOE will allocate sufficient financial resources to cover the costs of the SEP throughout the Project implementation period.	MOE, in coordination with MWCPA, MEPIR, NEC, MCTTT, FNPF
10.2	GRIEVANCE MECHANISM: Accessible grievance arrangements shall be made publicly available to receive and facilitate resolution of concerns and grievances in relation to the Project, consistent with ESS10, in a manner acceptable to the Association. The Project will utilize the existing FNPF grievance redress mechanism and the PMU will review, document and monitor the grievance mechanism throughout the project implementation period.	All measures specified in this action 10.2 shall be implemented throughout the Project implementation period. GRM will be available at all times during project implementation	MOE, in coordination with FNPF
CAPACITY SUPPORT (TRAINING)			
CS1	The Ministry of Economy and other relevant implementing support staff responsible for the Project to receive training on the Project's ESF instruments, and provisions to prevent SEA/SH, the relevant requirements of the ESCP and SEP, and the roles and responsibilities of different key agencies in the ESF implementation.	Within 60 days of the Effective Date and as new Project team members join the Project throughout implementation.	MOE
CS2	Contractors and consultants to receive training on the relevant aspects of the Project ESF instruments and requirements.	Prior to work commencing and throughout the Project implementation period.	MOE