

Argentine Republic
**Promoting Better Jobs Through Integrated
Labor and Skills Programs Project (P176781)**

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

January 20, 2022

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Argentine Republic (the **Borrower**) will implement the “Promoting Better Jobs Through Integrated Labor and Skills Programs Project” (the **Project**) through the Ministry of Labor, Employment and Social Security (“MTESS”). The International Bank for Reconstruction and Development (hereinafter the **Bank**) has agreed to provide financing for the Project.
2. The Borrower shall 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 instruments or plans, as well as the timing for each of these.
3. The Borrower shall also comply with the provisions of any other environmental and social (E&S) instruments required under the ESSs and referred to in this ESCP, such as the Environmental and Social Assessment (ESA), Indigenous Peoples Plan (IPP), and the Stakeholder Engagement Plan (SEP), and the timelines specified in those E&S instruments. These instruments may be updated periodically during the implementation of the Project with the prior written agreement of the Bank.
4. The Borrower is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the MTESS.
5. Implementation of the material measures and actions set out in this ESCP shall be monitored and reported to the Bank by the Borrower as required by the ESCP and the conditions of the Loan Agreement, and the Bank will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the Bank and the Borrower, 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 Borrower shall agree to the changes with the Bank 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 Bank and the Borrower, through the Undersecretary of Administrative Management of MTESS. The Undersecretariat of Administrative Management of MTESS shall promptly disclose the updated ESCP.
7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the Borrower 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	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Bank 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 documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s).</p>	<p>Submit reports after the end of each calendar semester as part of the Project Reports required in the Project Loan Agreement.</p> <p>Throughout Project implementation.</p>	<p>Ministry of Labor, Employment and Social Security (MTEySS)/ Undersecretariat of Administrative Management (SSGA)/ General Directorate of Sectorial and Special Programs and Projects (DGPPSE)</p>
B	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the Bank 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. 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 Bank's request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>	<p>Notify the Bank within 48 hours after learning of the incident or accident. A report shall be provided within a timeframe acceptable to the Bank, as requested.</p> <p>Throughout Project implementation.</p>	<p>MTESS/SSGA/DGPPSE</p>
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Operate and maintain an organizational structure with qualified staff and resources to support management of E&S risks including, at least, a social specialist, a communication specialist, an environmental, health & safety specialist and an indigenous peoples specialist, coordinating their functions with the rest of the substantive areas of the MTESS.</p>	<p>The team including the qualified E&S staff is already established. The team shall remain operational and shall be maintained throughout Project implementation.</p>	<p>MTESS/SSGA/DGPPSE</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT</p> <ol style="list-style-type: none"> 1. Carry out an extended consultation with stakeholders on the draft Environmental and Social Assessment (ESA) prepared for the Project, in a manner acceptable to the Bank. 2. Update the ESA with the results of the consultation, with all pertinent mitigation measures, and submit it for Bank approval (No Objection) 3. Adopt, disclose, and implement the ESA prepared for the Project, in a manner acceptable to the Bank. 	<ol style="list-style-type: none"> 1. The consultation on the ESA shall be completed within 45 days after Project Effective Date. 2. The updated ESA shall be submitted for the Bank's no objection no later than 60 days after the Project Effective Date. 3. Once the no objection is provided, the updated version shall be disclosed immediately, and the measures included in the ESA shall be implemented in accordance with its terms, as required, throughout the Project implementation. 	MTESS/SSGA/DGPPSE
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Develop Labor Management Procedures (LMP) for the Project and thereafter implement them in a manner acceptable to the Bank.</p>	<p>LMP submitted for the Bank's no objection no later than 30 days after the Project Effective Date or before hiring the first Project Worker, whichever occurs first.</p> <p>Once the no objection is provided, LMP are implemented throughout the Project implementation.</p>	MTESS/SSGA/DGPPSE
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	<p>Grievance mechanism for Project workers operational in the same period as the LMP and maintained throughout Project implementation.</p>	MTESS/SSGA/DGPPSE
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <p>Implement appropriate OHS measures in accordance with applicable regulations, CYMAT (<i>Comisión de Condiciones y Medio Ambiente de Trabajo</i>) guidelines, and other good practices on the matter as described in the LMP.</p>	<p>Established in the LMP and implemented throughout Project implementation.</p>	MTESS/SSGA/DGPPSE
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
3.1	<p>E-WASTE MANAGEMENT PROCEDURE</p> <p>Prepare, adopt, and implement an e-waste management procedure, as part of the ESA.</p>	The e-waste management procedure shall be prepared and consulted as part of the preparation of the ESA, within the timelines set for this, according to action 1.2 above.	MTESS/SSGA/DGPPSE
ESS 4: COMMUNITY HEALTH AND SAFETY (not relevant for this Project)			
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT (not relevant for this Project)			
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES (not relevant for this Project)			
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	<p>INDIGENOUS PEOPLES PLAN</p> <p>1. Carry out meaningful consultations on the draft of the National Indigenous Peoples Plan (NIPP) prepared for the Project, consistent with the requirements of ESS 7 and in a manner acceptable to the Bank.</p> <p>2. Update the NIPP with the results of the consultation and submit it for the Bank's No Objection</p> <p>3. Adopt, disclose, and implement the NIPP prepared for the Project, in a manner acceptable to the Bank.</p>	<p>1. The consultation on the draft NIPP shall be completed no later than 45 days after the Project Effective Date.</p> <p>2. The updated NIPP shall be sent for the Bank's no objection no later than 60 days after the Project Effective Date.</p> <p>3. Once the no objection is provided, the updated version shall be disclosed immediately and the NIPP shall be adopted and implemented in accordance with its terms, as required, throughout Project implementation.</p>	MTESS/SSGA/DGPPSE
7.2	<p>GRIEVANCE MECHANISM</p> <p>Prepare, adopt, and implement the necessary arrangements for the attention of grievances from indigenous people and include them in the grievance mechanism established under ESS10, as required under the NIPP and the Stakeholder Engagement Plan (SEP) (see action 10.2).</p>	Together with the timelines for the preparation, adoption and implementation foreseen for the SEP, according to action 10.1 indicated below.	MTESS/SSGA/DGPPSE
ESS 8: CULTURAL HERITAGE (not relevant for this Project)			
ESS 9: FINANCIAL INTERMEDIARIES (not relevant for this Project)			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>1. Carry out meaningful consultations with stakeholders on the draft Stakeholder Engagement Plan (SEP) prepared for the Project, in a manner acceptable to the Bank.</p> <p>2. Update the SEP with the results of the consultation and submit it for the Bank's No Objection.</p> <p>3. Adopt, disclose and implement the SEP prepared for the Project, in a manner acceptable to the Bank.</p>	<p>1. The consultation of the draft SEP shall be completed no later than 45 days after the Project Effective Date.</p> <p>2. The updated SEP shall be submitted for the Bank's no objection no later than 60 days after the Project Effective Date.</p> <p>3. Once the no objection is provided, the updated version shall be published immediately and the SEP shall be adopted and implemented in accordance with its terms, as required, throughout the Project implementation.</p>	MTESS/SSGA/DGPPSE
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>Prepare, adopt, maintain and operate a grievance mechanism, as described in the SEP.</p>	<p>The agreed grievance mechanism shall be established and adopted no later than 90 days after the Project Effective Date and maintained and operated throughout the Project implementation.</p>	MTESS/SSGA/DGPPSE
CAPACITY SUPPORT (TRAINING)			
CS1	<p>Train the Territorial Agencies and Employment Offices teams in:</p> <ul style="list-style-type: none"> • Gender and intercultural perspective • Operation of the mechanism for Attention to complaints • Other environmental and social issues defined in the ESA 	<p>The Training Plan shall be prepared as part of the updated ESA and, therefore, shall be consulted within the timelines set for according to action 1.2 indicated above.</p>	MTESS/SSGA/DGPPSE