

Republic of Armenia
Fourth Public Sector Modernization Project
(P176803)

ENVIRONMENTAL AND SOCIAL
COMMITMENT PLAN (ESCP)

December 2021

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Armenia (hereinafter the **Borrower**) shall implement the Fourth Public Sector Modernization Project (hereinafter the **Project**) through the Prime Minister's Office with the support of Project Management Group. 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 Bank's 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 Borrower shall also comply with the provisions of the Stakeholder Engagement Plans (SEP), and of the E-waste Management Plan and Labor Management Procedures (LMP) to be prepared as part of the Project Operations Manual (POM), and the timelines specified in those documents.
4. The Borrower is responsible for compliance with all requirements of the ESCP even when the implementation of specific measures and actions is conducted by other state agencies.
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 legal agreement, and the Bank will monitor and assess progress and completion of the material measures and actions throughout the 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 the 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. The Borrower 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 World Bank regular monitoring reports on the implementation of the ESCP, including but not limited to stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	<p><i>Annually throughout Project implementation beginning after the Effective Date of the Project</i></p>	<p>Prime Minister's Office/Project Management Group</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, affected communities or workers.</p> <p>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><i>Notify the Bank within 48 hours after learning of the incident or accident</i></p> <p><i>Submit to the Bank an incident report, including Root Cause Analysis, precautions and compensation measures taken within a reasonable timeframe acceptable to the Bank, as requested.</i></p>	<p>Prime Minister's Office/Project Management Group</p>
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>The Project shall be carried out by the Prime Minister's Office through the existing Project Management Group. Prime Minister's Office shall hire a M&E consultant for managing of environmental and social (E&S) risks, including full compliance with the ESSs, ESCP, SEP, LMP, E-waste Management Plan and other relevant instruments. Maintain the E&S arrangement as necessary throughout Project implementation.</p>	<p><i>Prepare TORs for M&E consultant with relevant responsibilities on E&S acceptable to the Bank prior to the Effective Date of the Project.</i></p> <p><i>Recruit M&E consultant within 60 days after the Effective Date of the Project. Thereafter maintain M&E consultant</i></p>	<p>Project Management Group</p> <p>Prime Minister's Office</p>

		<i>throughout Project implementation.</i>	
1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT</p> <p>Prepare and implement E-waste Management Plan. The Plan shall include the provisions for proper dismantling, handling, and temporary storage of e-waste to avoid the release of hazardous substances into the environment as a result of damage and/or leakage, requirements to storage locations and maintaining documentary evidence of proper management of e-waste.</p>	<p><i>Develop, disclose and consult an E-waste Management Plan acceptable to the Bank prior to the Effective Date of the Project</i></p> <p><i>Implement E-waste Management Plan throughout Project implementation</i></p>	Prime Minister's Office/Project Management Group
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Adopt, implement, and update the Labor Management Procedures (LMP) as part of the Project Operational Manual (POM) in a manner consistent with World Bank ESS2 and legislation of the Republic of Armenia.</p>	<p><i>Adopt LMP prior to the Effective Date of the Project; Implement LMP throughout Project implementation.</i></p>	Prime Minister's Office/Project Management Group
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. Ensure that employers of contracted workers have in place a functioning grievance mechanism for their employees.</p>	<p><i>For Project Management Group - adopt Grievance Mechanism prior to the Effective Date of the Project and maintain it throughout Project Implementation.</i></p> <p><i>For contracted workers – ensure grievance mechanism is available and functional prior to commencement of works by the respective contractor.</i></p>	Prime Minister's Office/Project Management Group
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <p>Adopt, implement, and update the OHS requirements for the Project as described in LMP, in a manner acceptable to the Bank and in compliance with the legislation of the Republic of Armenia</p>	<p><i>Adopt OHS requirements as part of LMP prior to the Effective Date of the Project'</i></p> <p><i>Implement OHS requirements</i></p>	Prime Minister's Office/Project Management Group

		<i>throughout Project implementation.</i>	
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	Collect obsolete electronic equipment at the government offices and safely store it before reuse or until licensed recycling/disposal facilities are established in the country or before exporting abroad. E-waste shall be handled and stored in accordance with E-waste Management Plan.	<i>Throughout Project implementation</i>	Prime Minister's Office
ESS 4: COMMUNITY HEALTH AND SAFETY			
<i>Not relevant</i>			
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
<i>Not relevant</i>			
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
<i>Not relevant</i>			
ESS 7: INDIGENOUS <i>not</i> PEOPLES / SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
<i>Not relevant</i>			
ESS 8: CULTURAL HERITAGE			
<i>Not relevant</i>			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION Implement and update the SEP.	<i>Throughout Project Implementation</i>	Prime Minister's Office/Project Management Group
10.2	PROJECT GRIEVANCE MECHANISM: Implement and update the Grievance Mechanism.	<i>Throughout Project Implementation</i>	Prime Minister's Office/Project Management Group
CAPACITY SUPPORT (TRAINING)			
CS1	As part of Project launch activities, conduct ESF training for staff of Project Management Group	<i>Prior to disbursement of Project proceeds</i>	World Bank Project Management Group