



**BEIRUT DIGITAL DISTRICT (BDD) TALENT
DEVELOPMENT HUB
THE SKILLING UP LEBANON (SUL) PROJECT
P176444**

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

10-May-2021



**BEIRUT DIGITAL DISTRICT (BDD) TALENT DEVELOPMENT HUB
THE SKILLING UP LEBANON (SUL) PROJECT
ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN**

1. Beirut Digital District (BDD) Talent Development Hub (the Receipt) is planning to implement the Skilling up Lebanon (SUL) Project (the **Project**). The International Bank for Reconstruction and Development/International Development Association hereinafter the Bank/the Association has agreed to provide financing for the Project.
2. Beirut Digital District (BDD) Talent Development Hub will implement material measures and actions so that the Project is implemented in accordance with the World Bank Environmental and Social Standards (**ESSs**). This Environmental and Social Commitment Plan (**ESCP**) sets out a summary of the material measures and actions, as well as the timing for each of these.
3. Where the ESCP refers to specific plans or other documents, whether they have already been prepared or are to be developed, the ESCP requires compliance with all provisions of such plans or other documents. In particular, the ESCP requires compliance with the provisions set out in the Labor Management Procedures (LMP) and the Stakeholders Engagement Plan (SEP) that will be developed for the Project.
4. The table below summarizes the material measures and actions that are required as well as the timing of the material measures and actions. Beirut Digital District (BDD) Talent Development Hub is responsible for compliance with all requirements of the ESCP.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Bank by Beirut Digital District (BDD) Talent Development Hub 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 implementation of the Project.
6. As agreed by the Bank and Beirut Digital District (BDD) Talent Development Hub, 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, Beirut Digital District (BDD) Talent Development Hub will agree to the changes with the Bank 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 Bank and the Beirut Digital District (BDD) Talent Development Hub. The Beirut Digital District (BDD) Talent Development Hub will 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 Beirut Digital District (BDD) Talent Development Hub shall provide additional attention, if needed, to implement actions and measures to address such risks and impacts, which may include environmental, health, safety impacts, labor influx and gender-based violence.

<i>Summary of the Material Measures and Actions to Mitigate the Project's Potential Environmental and Social Risks and Impacts</i>		<i>Timeframe</i>	<i>Responsibility / Authority and Resources/Funding Committed</i>
A	<p>REGULAR REPORTING: Beirut Digital District (BDD) Talent Development Hub will prepare and submit to the Bank regular monitoring reports on the environmental, social and health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP and SEP and functioning of the grievance mechanisms, including grievance logs from project workers and beneficiaries which should be separate.</p>	Reporting every 6 months throughout Project implementation, as part of overall project progress reports.	Responsibility: Beirut Digital District (BDD) Talent Development Hub
B	<p>INCIDENTS AND ACCIDENTS NOTIFICATION:</p> <ol style="list-style-type: none"> 1. Beirut Digital District (BDD) Talent Development Hub shall promptly notify any incident or accident related or having an impact on the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including but not limited to: <ul style="list-style-type: none"> • Any sexual exploitation and abuse, and sexual harassment(SEA/SH) • COVID19 pandemic infection 2. Provide sufficient detail regarding the incident or accident, indicating immediate measures taken to address it, and include information provided by any contractor/trainee and supervising entity, as appropriate. 3. Subsequently, as per the Bank request, in addition to the initial notification, a report will be prepared and submitted to the Bank on the incident or accident investigation and propose any measures to prevent its recurrence. 	Notify the Bank within 48 hours after learning of the incident or accident. A report would be provided within a timeframe acceptable to the Bank, as requested.	Beirut Digital District (BDD) Talent Development Hub
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE: Establish an organizational structure for BDD Talent Development Hub with qualified staff to support</p>	The focal point of contact shall be	Beirut Digital District (BDD) Talent Development Hub

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	management of E&S risks including stakeholder engagement. The organizational structure will include a focal point of contact to support management of environmental, social, health and safety risks and impacts of the Project.	identified before Commencement of Project Activities and maintained throughout Project implementation. The organizational structure shall be prepared before Commencement of Project Activities within 30 days after project effectiveness	
1.2	MANAGEMENT OF CONTRACTORS: Incorporate the relevant aspects of the ESCP into the specifications of the procurement documents with contractors/trainees. Thereafter ensure that the contractors/trainees comply with the specifications of their respective contracts.	Prior to start of procurement process Supervise contractors throughout Project implementation.	Beirut Digital District (BDD) Talent Development Hub
1.3	EXCLUSION: Exclude any types of activities that could have significant negative environmental or social impacts by means of a screening process. Those activities are ineligible for grants under the Project. In the cases whereby screening reveals proposals for sub-projects that may entail significant negative environmental or social impacts, no grants would be approved for such proposals.	This will be one of the tasks undertaken by the focal point who will be supporting management of environmental, social, health and safety risks and impacts of the project as per action 1.1 above	Beirut Digital District (BDD) Talent Development Hub
ESS 2: LABOR AND WORKING CONDITIONS			

<i>Summary of the Material Measures and Actions to Mitigate the Project's Potential Environmental and Social Risks and Impacts</i>	<i>Timeframe</i>	<i>Responsibility / Authority and Resources/Funding Committed</i>
<p>2.1 LABOR MANAGEMENT PROCEDURES: The Project shall be carried out in accordance with the applicable requirements of ESS2, in a manner acceptable to the Bank, including through, inter alia, implementing adequate occupational health and safety measures (including emergency preparedness and response measures), establishing out grievance arrangements for Project workers, and incorporating labor requirements into the specifications of the procurement documents, grant agreements and contracts with contractors/trainers. The Recipient shall prepare, disclose, adopt and implement a LMP incorporating the relevant requirements of ESS2, in a manner acceptable to the Bank, that will address the terms and conditions of employment, non-discrimination and equal opportunity for employment, worker's organizations, occupational health and safety (OHS) measures related to COVID-19 as per the national health requirements in response to the epidemic.</p>	<p>Prepare LMP by project effectiveness.</p> <p>Throughout Project implementation.</p>	<p>Beirut Digital District (BDD) Talent Development Hub</p>
<p>2.2 GRIEVANCE MECHANISM FOR PROJECT WORKERS: Develop and maintain a grievance mechanism for Project workers and trainees as part of the LMP. The GM will be separate to the GM for beneficiaries and stakeholders and shall have the following:</p> <ul style="list-style-type: none"> • Proportionate to the nature and scale of the project and its risks and impacts; • Addresses concerns promptly, using an understandable and transparent process that provides timely feedback to those concerned in a language that they understand, and without any retribution; • Operates in an independent and objective manner and implement the principles of confidentiality and anonymity where requested; 	<p>The GM, as part of the LMP, to be prepared by effectiveness, and to be implemented throughout the project implementation</p>	<p>Beirut Digital District (BDD) Talent Development Hub</p>

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	Existing BDD Talent Development Hub GM will be utilized and supplemented with Project specific arrangements.		
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	NA	NA	NA
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	COMMUNITY HEALTH AND SAFETY: Grant agreements shall specify that appropriate measures are in-place to address COVID-19 risks in compliance with national regulations	To be outlined in the LMP and to be implemented throughout Project implementation and to be set prior to organizing activities and trainings	Beirut Digital District (BDD) Talent Development Hub
4.2	GBV AND SEA RISKS: An SEA/SH Prevention and Response Plan is not required due to the low risk rating for the project and in line with the recommendations of the World Bank Good Practice Note. Minimal mitigation measures will however be implemented including signing of codes of conduct by BDD staff and contractors/training providers, Grievance Mechanism sensitive to SEA/SH and GBV mapping.	To be outlined in the LMP and implemented throughout project implementation	Beirut Digital District (BDD) Talent Development Hub
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	NA	NA	NA
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			

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6.1	NA	NA	NA
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	NA	NA	NA
ESS 8: CULTURAL HERITAGE			
8.1	NA	NA	
ESS 9: FINANCIAL INTERMEDIARIES			
9.1	NA	NA	
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			

<i>Summary of the Material Measures and Actions to Mitigate the Project's Potential Environmental and Social Risks and Impacts</i>		<i>Timeframe</i>	<i>Responsibility / Authority and Resources/Funding Committed</i>
10.1	SEP PREPARATION: Update, disclose and implement the Stakeholder Engagement Plan (SEP) consistent with ESS10 in a manner acceptable to the Bank. The Recipient will ensure the implementation of the Stakeholder Engagement Plan (SEP) which will be amended and updated as required during the Project implementation following inclusive stakeholder consultations.	Update SEP which was cleared and disclosed in July 2021 as needed throughout project implementation. The SEP will be implemented throughout the Project	Beirut Digital District (BDD) Talent Development Hub
10.2	PROJECT GRIEVANCE MECHANISM: Implement, maintain and operate a grievance mechanism, as described in the SEP. 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 Bank.	Within 60 days of Project Effectiveness. Throughout project implementation as described in the SEP under section 10.1	Beirut Digital District (BDD) Talent Development Hub
CAPACITY SUPPORT (TRAINING)			
	<p>The following trainings are proposed:</p> <ul style="list-style-type: none"> Stakeholder mapping and engagement (already conducted in May 2021) Training on emergency preparedness and response and OHS measures related to COVID-19 as per the national health requirements Grievance redress mechanisms 		