

REPUBLIC OF ARMENIA
Ministry of Labor and Social Affairs

SPF: Armenia Support to Conflict Affected Families
(P176454)

FINAL

ENVIRONMENTAL AND SOCIAL
COMMITMENT PLAN (ESCP)

March 2021

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Armenia through the Ministry of Labor and Social Affairs (hereinafter the MLSA) shall implement the SPF: Armenia Support to Conflict Affected Families project (hereinafter the Project), with the involvement of the Unified Social Service (hereinafter the USS) of the Republic of Armenia. The International Bank for Reconstruction and Development (hereinafter the Bank) has agreed to provide financing through the State and Peacebuilding Trust Fund.
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 documents or plans, as well as the timing for each of these.
3. the Borrower shall also comply with the provisions of the Environmental and Social Management Plan (ESMP) Checklist and Stakeholder Engagement Plans (SEP) prepared under the Project, and the Project Operations Manual (POM), which shall include a description of the relevant elements of Labor Management Procedures (LMP), 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 the USS.
5. Implementation of the material measures and actions set out in this ESCP shall be monitored and reported to the Bank by MLSA 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, MLSA 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 MLSA. The MLSA 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 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 implementation of the ESCP, including the application of environmental and social risk management measures, Occupational Health and Safety (OHS) compliance, community health and safety aspects, labor management procedures, stakeholder engagement activities, and functioning of the grievance mechanism.</p>	Quarterly, throughout Project implementation	MLSA
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 public or workers, including conflict or community grievance, or any incidence of SEA/SH, forced and child labor.</p> <p>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>	Notify the Bank electronically within 48 hours after learning of the incident or accident; Provide report within a timeframe acceptable to the Bank, as requested.	MLSA
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Maintain Project Coordination Unit (PCU) within the MLSA with qualified Environmental and Social Specialists responsible for day-to-day implementation of all environmental and social aspects of the present document, labor management requirements of the project, and Stakeholder Engagement Plan (SEP).</p>	Maintain the above organizational structure throughout Project implementation.	MLSA

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.2	<p>MANAGEMENT TOOLS AND INSTRUMENTS</p> <p>Prepare and apply an Environmental and Social Management Plan (ESMP) Checklist to mitigate any environmental and social risks and to avoid threats to the health and safety of the public and workers during works.</p> <p>Prepare Project Operations Manual (POM) acceptable to the Bank with labor management procedures, and clear roles and responsibilities for the environmental and social screening of proposed activities and application of Environmental and Social Management Plan (ESMP) Checklist.</p> <p>Undertake screening of proposed public works to exclude any work requiring construction or other permits, hazardous work activities, and activities involving toxic materials, as well as activities in or near monuments listed among cultural and historic structures of the Republic of Armenia.</p> <p>Implement the stakeholder engagement activities described in SEP and generate regular reports on them.</p>	<p>ESMP Checklist acceptable to the Bank to be consulted on and disclosed within 30 days after signing of Grant Agreement</p> <p>Prepare POM within 30 days after signing of Grant Agreement</p> <p>Throughout project implementation</p> <p>Throughout project implementation</p>	<p>MLSA USS</p>
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Adopt and implement labor management procedures (LMP), to be described in POM, that apply to all project workers including employees of PCU and workers contracted under employment subsidies and public works. LMP will include at minimum:</p> <ul style="list-style-type: none"> • An adequate grievance redress mechanism available to all project workers; • Code of Conduct which includes the prohibition of Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) adopted by all employers, who implement project activities, and signed by all project workers; • Prohibition of forced and child labor as per Armenian legislation and ESS2. 	<p>Adopt LMP within 30 days after signing of Grant Agreement and prior to the commencement of project activities, and implement throughout the project.</p>	<p>MLSA USS</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
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>Adopt Grievance Mechanism for PCU employees within 30 days after signing of Grant Agreement and maintain it throughout Project Implementation.</p> <p>For contracted workers – ensure grievance mechanism is available and functional prior to commencement of works by the respective contractor.</p>	<p>MLSA USS</p>
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <p>Adopt, implement and update the occupational, health and safety plan in a manner acceptable to the World Bank and in compliance with the national legislation of Armenia. The risk management measures will be identified based on a thorough assessment of the site-specific hazards. OHS requirements will be included in the individual contracts with beneficiaries to be recruited for public works.</p>	<p>Adopt and implement the Occupational Health and Safety (OHS) requirements throughout Project Implementation.</p>	<p>MLSA USS</p>
2.4	<p>PROJECT WORKERS TRAINING</p> <p>Require employers of contracted workers to deliver awareness training to them about their rights and obligations consistent with project LMP.</p>	<p>Prior to the commencement of works by the contracted workers.</p>	<p>MLSA USS</p>
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>Apply the Environmental and Social Management Plan (ESMP) Checklist</p>	<p>Throughout project implementation</p>	<p>MLSA USS</p>
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>Apply the Environmental and Social Management Plan (ESMP) Checklist</p>	<p>Throughout project implementation</p>	<p>MLSA USS</p>
4.2	<p>GBV AND SEA RISKS</p> <p>Include in ESMP Checklist actions to prevent and mitigate risks of sexual exploitation and abuse and sexual harassment (SEA/SH). This includes but is not limited to development and adherence to Code of Conduct for all employees, GBV-sensitized grievance mechanism, awareness-raising of all employees and community members on GBV risks and mitigation measures.</p>	<p>Prior to the commencement of works</p> <p>Enforcement throughout Project implementation</p>	<p>MLSA USS</p>
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
	<p>Not Relevant to the Project</p>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
	Not Relevant to the Project		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
	Not Relevant to the Project		
ESS 8: CULTURAL HERITAGE			
	Not Relevant to the Project		
ESS 9: FINANCIAL INTERMEDIARIES			
	Not Relevant to the Project		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Update, adopt and implement Stakeholder Engagement Plan (SEP), including various engagement mechanisms, their tentative timelines, roles and responsibilities, and resources allocated for implementing the SEP activities.</p>	<p>Disclose, consult, and update SEP prior to the signing of Grant Agreement</p> <p>Adopt and implement SEP throughout project implementation</p>	<i>MLSA</i>
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>Adopt, implement and update the Grievance Mechanism (GM) throughout Project implementation.</p>	Adopt and implement the Grievance Mechanism throughout Project Implementation.	<i>MLSA</i> <i>USS</i>
CAPACITY SUPPORT (TRAINING)			
CS1	<p>Training to be provided to project implementation team, including USS staff, on:</p> <ul style="list-style-type: none"> • World Bank's Environmental and Social Framework (ESF); • Stakeholder engagement and grievance mechanism (GM); • Labor Management Procedures and GM for workers; • Occupational health and safety, including emergency prevention and preparedness and response arrangements to emergency situations; • COVID-19 infection safety awareness, community health and safety, including HIV awareness, and SEA/SH. 	Within 60 days after the signing of the Grant Agreement	<i>MLSA</i>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
CS2	<p>Training to be provided to municipalities implementing public works, on:</p> <ul style="list-style-type: none"> • Training on application and monitoring of ESMP checklist; • Labor Management Procedures and GRM for workers; • Occupational health and safety, including emergency prevention and preparedness and response arrangements to emergency situations; • COVID-19 infection safety awareness, community health and safety, including HIV awareness, and SEA/SH. 	<p>Prior to the commencement of any works (employment subsidy or public works) in the respective municipality</p>	<p><i>MLSA</i> <i>USS</i></p>