

REPUBLIC OF IRAQ
/ Ministry of Labor and Social Affairs (MOLSA)-
Social Protection Commission]
[Iraq Social Safety Net Enhancement Project
(P178824)

[Final Version]
ENVIRONMENTAL AND SOCIAL
COMMITMENT PLAN (ESCP)

[June 2022]

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of Iraq (GoI) (hereinafter the Recipient) will implement the Iraq Social Safety Net Enhancement Project (P178824), with the involvement of the Ministry of Labor and Social Affairs (MOLSA)-Social Protection Commission, as set out in the Grant Agreement and the Project Agreement. The International Bank for Reconstruction and Development (hereinafter the Bank) has agreed to provide financing for the Project.
2. The Recipients 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 document or plan, as well as the timing for each of these. The ESCP is a part of the Grant Agreement and the Project Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the [Borrower/Recipient] shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Bank. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Bank.
4. As agreed by the Bank and the Recipient, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient through Ministry of Labor and Social Affairs (MOLSA)-Social Protection Commission and the Bank agreed to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Recipient. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
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 instruments required under the ESCP, stakeholder engagement activities, Labor management plan, and functioning of the grievance mechanism(s).</p>	Starting from the Effective Date, biannual reports shall be submitted no later than 20 days after the end of each reporting period and maintained throughout Project implementation.	Project Management Unit (PMU)
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 related to health and safety, etc.. Provide sufficient detail regarding the scope, severity, and possible causes of 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/or supervising firm, as appropriate.</p> <p>Subsequently, at the Bank’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Bank no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the Bank within a timeframe acceptable to the Bank</p> <p>This notification/reporting system shall remain in place throughout Project implementation.</p>	PMU
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish an organizational structure with qualified staff to support the management of risks including one environmental and social specialist responsible for ensuring full compliance with the ESF and relevant instruments. Maintain as necessary throughout project implementation.</p>	Environmental and social specialist has already been appointed and will be maintained throughout project implementation.	PMU
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Adopt and implement the Labor Management Procedures (LMP) as part of the POM for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p>	LMP Integrated with the Project Operation Manual (POM) to be prepared before activities commencement, and thereafter implement the LMP throughout Project implementation.	PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.2	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	This will be part of the LMP and will be implemented throughout project implementation.	PMU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN Adopt and implement a Waste Management Plan (WMP), to manage hazardous and non-hazardous wastes, consistent with ESS3.	Electronic Waste Management Plan (EWMP) Integrated with the Project Operation Manual (POM) to be prepared before activities commencement, and thereafter implement the EWMP throughout Project implementation.	PMU
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures in the POM to be prepared.	The provisions and mitigation measures required to cover energy, water and raw materials use during preparation and implementation of the Project activities will be covered in the POM and will be maintained throughout Project implementation.	PMU
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	COMMUNITY HEALTH AND SAFETY Assess and manage specific risks and impacts to the community arising from Project activities including, inter alia, potential risks related to Covid-19 infection may arise during training and awareness sessions for the different counterparts interested in or affected by the project interventions, risks of SEA/SH and include mitigation measures in the POM.	Before the start of project activities and will be maintained throughout Project implementation.	PMU
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	Currently not relevant to the Project		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	Currently not relevant to the Project		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	Currently not relevant to the Project		
ESS 8: CULTURAL HERITAGE			
8.1	Currently not relevant to the Project		
ESS 9: FINANCIAL INTERMEDIARIES [This standard is only relevant for Projects involving Financial Intermediaries (FIs).]			
9.1	Currently not relevant to the Project		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.</p>	A draft SEP has been prepared. It will be consulted prior to appraisal. The SEP will be implemented and updated throughout the Project.	PMU
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>	Throughout project implementation as described in the SEP under section 10.1 The SEP implementation will be included in the quarterly report as per Section A.	PMU
CAPACITY SUPPORT			
CS1	<p>Specify Training to be provided and targeted groups:</p> <p>A Training Manual will be prepared to target project groups (such as Staff, and Consultants) and cover at least the following topics:</p> <ul style="list-style-type: none"> ❖ Environmental and social standards (ESS) of the World Bank ❖ Applicable laws and regulations. ❖ Community and occupational health and safety (COHS). (Including in the context of COVID-19 impacts). ❖ Monitoring and supervising site-specific instruments implementation and reporting on progress. ❖ Labor management procedures. ❖ Stakeholder identification, analysis, and engagement. 	<p>ESS-related training as mentioned under section C.1 will be delivered to the relevant staff as required, including front-line implementers. Training will be delivered once project appraisal and shall be continued throughout the project lifecycle.</p> <p>Reporting on training will be documented in the quarterly Reports as per Section A.</p>	<p>The PMU will hire relevant experts to conduct the training as part of the project. Responsibility for ensuring that the necessary training is provided lies with the PMU at MOLSA.</p> <p>Reporting will be the responsibility of Environment and Social Specialists at MOLSA.</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> ❖ GBV & SEA/SH. ❖ Emergency preparedness and response (including in the context of COVID-19 impacts). ❖ Commit to addressing any capacity gaps and training needs identified by the Bank’s due diligence and to design and provide necessary training to close the gaps and address training needs. 		