

# **Sustainable and Integrated Labor Services (SAILS) Project (P177240)**

## **Final ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)**

**15 March 2022**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Maldives (the Recipient) will implement<sup>1</sup> the Sustainable and Integrated Labor Services (SAILS) Project (the Project), with the involvement of the Ministry of Economic Development (MoED) and Maldives Pension Administration Office (MPAO), as set out in the Financing Agreement. The International Development Association (the Association)<sup>2</sup>, has agreed to provide the original financing (P177240) for the Project, as set out in the referred agreement(s).
2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Association. The ESCP is a part of the Financing 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 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 Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.
4. As agreed by the Association 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 Economic Development (MoED) and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Mohamed Nabeel Ahmed, Communication, Environmental and Social Safeguard Specialist of Ministry of Economic Development (MoED) . The Recipient shall promptly disclose the updated ESCP.

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<sup>1</sup> You can use this bracketed text in cases where the ESCP is updated during Project implementation or in cases where additional financing is being processed for a Project under implementation and the ESCP will cover both the original loan/credit/grant and the additional financing.

<sup>2</sup> In case the project is financed by multiple financing sources (e.g. both an IBRD loan or IDA credit/grant and a TF grant), reference should be made to IBRD/IDA in all of these capacities, with a term like “World Bank” or the “Bank” used to refer to all of them collectively.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Association 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&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	<p>Quarterly reports to the Association throughout Project implementation,</p> <p>Submit each report to the Association no later than 30 days after the end of each reporting period.</p>	<p>Ministry of Economic Development (MoED),</p> <p>Maldives Pension Administration Office (MPAO)</p>
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Association 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 [specify other examples of incidents and accidents, as appropriate for the type of operation]. 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 Association’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p> <p>Environment and Safeguard Manager at MoED’s PMU will be responsible to undertake any action required incase an incident occurs.</p>	<p>Notify the Association no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the Association within a timeframe acceptable to the Association.</p>	<p>Ministry of Economic Development,</p> <p>Maldives Pension Administration Office (MPAO)</p>
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Maintain a Project Management Unit with qualified staff and resources to support management of ESHS risks and impacts of the Project including Communication and Environment, Social Specialist and hire an Environmental &amp; Social Manager.</p>	<p>Maintain a PMU including a Communication and Environment, Social Specialist as set out in the financing agreement.</p> <p>Hire an Environmental &amp; Social Manager no later than three months from project effectiveness , and thereafter maintain the position throughout Project implementation.</p>	<p>Ministry of Economic Development</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		<b>Both Specialist and Manager to be housed in PMU at MoED and will lead reporting and monitoring of activities under the two IAs.</b>	
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>Adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</p>	Adopt the ESMF from time of project effectiveness, and thereafter implement the ESMF throughout Project implementation.	<p>Ministry of Economic Development,</p> <p>Maldives Pension Administration Office (MPAO)</p>
1.4	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	Throughout Project implementation.	<p>Ministry of Economic Development,</p> <p>Maldives Pension Administration Office (MPAO)</p>
1.5	<p><b>CONTINGENT EMERGENCY RESPONSE FINANCING</b></p> <p>a) Ensure that the CERC Manual as specified the legal agreement includes a description of the ESHS assessment and management for the implementation Component 4: Contingent Emergency Response Component (CERC), in accordance with the ESSs.</p> <p>b) Adopt any environmental and social (E&amp;S) instruments which may be required for activities under Component 4: Contingent Emergency Response Component (CERC) of the Project, in accordance with the CERC Manual and, if applicable, CERC-ESMF or CERC-ESMF Addendum and the ESSs, and thereafter implement the measures and actions required under said E&amp;S instruments, within the timeframes specified in said E&amp;S instruments.</p>	<p>a) The adoption of the CERC manual and, if applicable, other instruments, as relevant in form and substance acceptable to the Association is a withdrawal condition under Section III.B.1 of the Financing Agreement for the Project.</p> <p>b) Adopt any required E&amp;S instrument and include it as part of the respective bidding process, if applicable, and in any case, before the carrying out of the relevant Project activities for which the E&amp;S instrument is required. Implement the E&amp;S instruments in accordance with their terms, throughout Project implementation.</p>	<p>Ministry of Economic Development</p>
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Adopt and implement the Labor Management Procedures (LMP) 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>	Adopt the LMP from the time of project effectiveness, and thereafter implement the LMP throughout Project implementation.	<p>Ministry of Economic Development</p> <p>Maldives Pension Administration Office (MPAO)</p>
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	Establish grievance mechanism prior engaging Project workers and thereafter maintain and operate it throughout Project implementation.	<p>Ministry of Economic Development</p> <p>Maldives Pension Administration Office (MPAO)</p>
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>WASTE MANAGEMENT PLAN</b></p> <p>If IT equipment may be procured, the project will prepare a project specific E-waste Waste Management Plan (WMP), to manage hazardous and non-hazardous wastes, consistent with ESS3.</p>	Adopt the E-WMP from the time of project effectiveness, and thereafter implement the E-WMP throughout Project implementation.	<p>Ministry of Economic Development</p> <p>Maldives Pension Administration Office (MPAO)</p>
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.2	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Assess and manage specific risks and impacts to the community arising from Project activities in accordance with the ESMF.</p>	from the time of project effectiveness, and thereafter throughout Project implementation	<p>Ministry of Economic Development</p> <p>Maldives Pension Administration Office (MPAO)</p>
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
	Not currently relevant		
	Not currently relevant		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
	Not currently relevant		
<b>ESS 8: CULTURAL HERITAGE</b>			
	Not currently relevant		
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
	Not currently relevant		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></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>	Adopt the SEP from the time of effectiveness and thereafter implement the SEP throughout Project implementation.	Ministry of Economic Development to in collaboration with Maldives Pension Administration Office (MPO)
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></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>	Establish the grievance mechanism no later than three months from project effectiveness, and thereafter maintain and operate the mechanism throughout Project implementation.	Ministry of Economic Development in collaboration with Maldives Pension Administration Office (MPO)
<b>CAPACITY SUPPORT</b>			
CS1	<p>Following training may be required:</p> <ul style="list-style-type: none"> <li>• Introduction to ESF, ESMF, SEP and LMP for relevant staff from Ministry of Economic Development, Maldives Pension Administration Office and stakeholders involved in Project extension; Educational Institutions and SOEs.</li> <li>• Relevant staff on handling inquiries, complaints and grievances related to the project.</li> </ul>		Ministry of Economic Development (through the Specialist and Manager)

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"><li>For island council staff and social workers on promoting awareness and detection of cases of gender-based violence.</li></ul>		