

**Republic of Azerbaijan
Ministry of Labor and Social Protection of the
Population**

**Employment Support Project (P171250) and
Additional Financing (P181649)**

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

May 1, 2024

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Azerbaijan (the Borrower) is implementing the Employment Support Project (the Project), with the involvement of the Ministry of Labor and Social Protection of the Population (MLSPP), as set out in the Loan Agreements. The International Bank for Reconstruction and Development (the Bank) has agreed to provide the original financing (P171250) and additional financing (P181649) for the Project, as set out in the respective Loan Agreements. This ESCP supersedes previous versions of the ESCP for the Project and shall apply both to the original and the additional financing for Project referred to above.
2. The Borrower 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 Bank. The ESCP is a part of the Loan Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Borrower 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 Borrower, 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 Borrower, through MLSPP and the Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Borrower, Deputy Minister of MLSPP. The Borrower shall promptly disclose the updated ESCP.

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 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 documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s).</p>	<p><i>Every six months throughout Project implementation</i></p>	<p>MLSPP PIU</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, 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, large scale of accidental spills of polluting and hazardous materials; occupational health and safety serious injuries; and road accidents.</p> <p>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><i>Notify the Bank within 48 hours after learning of the incident or accident</i></p> <p><i>Provide a subsequent report within a timeframe acceptable to the Bank, as requested</i></p>	<p>MLSPP PIU</p> <p>MLSPP PIU</p>
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Maintain Project Implementation Unit within MLSPP, with qualified staff and resources to support management of ESHS risks and impacts of the Project including one environmental specialist and two social specialists responsible for ensuring full compliance with the ESSs, ESCP and relevant instruments.</p>	<p><i>Maintain PIU as set out in the agreement. Maintain the positions throughout Project implementation.</i></p>	<p>MLSPP</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.2	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS: Update for the purposes of AF and implement the Project the Environmental and Social Management Framework (ESMF) which specifies rules and procedures for assessing subproject-specific environmental and social risks of activities under Components 1 and 2 and for preparing subproject-specific Environmental and Social Management Plans (ESMPs) and Checklists (ESMP Checklists).</p>	<i>Update the ESMF by Negotiations and thereafter implement throughout Project implementation.</i>	MLSPP PIU
1.3	<p>MANAGEMENT TOOLS AND INSTRUMENTS Screen proposed subprojects under Component 1 and activities for additional pilot Active Labor Market Measures (ALMMs) under Component 2 in accordance with the Project ESMF, and, if thereafter needed, draft, adopt, and implement subproject-specific ESMPs or ESMP Checklists, , in a manner acceptable to the Bank.</p>	<i>Prior to transferring the assets or in-cash grants to the beneficiaries, required to commence works under each individual subproject.</i>	MLSPP PIU
1.4	<p>TECHNICAL ASSISTANCE Ensure that terms of reference for studies, capacity building and any other technical assistance provided under the Project are carried out in accordance with terms of reference acceptable to the Bank that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	<i>Throughout Project implementation.</i>	MLSPP PIU
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES 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 and subcontractors.</p>	<i>Throughout Project implementation.</i>	MLSPP PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	<i>Maintain and operate grievance mechanism throughout Project implementation.</i>	MLSPPIU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION</p> <p>Introduce resource efficiency and pollution prevention practices through subproject-specific ESMPs/ESMP Checklists and as part of the training programs and advisory services to be delivered under the project.</p>	<i>Throughout Project implementation</i>	MLSPPIU
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>COMMUNITY HEALTH AND SAFETY</p> <p>Ensure community health and safety provisions in line with EHS Guidelines into subproject-specific ESMPs/ESMP Checklists, training programs and advisory services to be delivered under the project for addressing minor risk of nuisance and/or impacts on health and safety of communities.</p>	<i>Throughout Project implementation</i>	MLSPPIU
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
This Standard is not relevant to the Project			
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>Address potential minor impacts on biodiversity and living natural resources by introduction of principles of sustainable management of living natural resources into subproject specific ESMPs/ESMP Checklists, training programs and advisory services to be delivered under the project, especially those targeting rural population.</p>	<i>Throughout Project implementation</i>	MLSPPIU
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
This Standard is not relevant to the Project			
ESS 8: CULTURAL HERITAGE			
This Standard is not relevant to the Project			
ESS 9: FINANCIAL INTERMEDIARIES			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
This Standard is not relevant to the Project			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN</p> <p>Implement the Stakeholder Engagement Plan (SEP) prepared 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>	<i>Throughout Project implementation.</i>	MLSPP PIU
10.2	<p>PROJECT GRIEVANCE REDRESS MECHANISM (GRM)</p> <p>Publicize, maintain, and operate an accessible grievance redress 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 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>	<i>Throughout Project implementation</i>	MLSPP PIU/MLSPP
CAPACITY SUPPORT (TRAINING)			
CS1	<ol style="list-style-type: none"> 1. ESF requirements, Stakeholder Engagement Plan, Grievance Redress training of trainers to local State Employment Agencies (to SEAs by PIU and consultant); 2. Establishment and maintaining of the Grievance Redress Mechanism (GRM) (to SEAs by PIU and consultant); 3. Risk assessment and mitigation of gender-based violence (GBV) and sexual exploitation and abuse (SEA), GBV GRM (to PIU and SEAs by consultant); 4. Social and Environmental Audit (to PIU/MLSPP Staff responsible for implementing ESF Instruments by consultant); 5. Conducting effective public meetings and consultations (to PIU and SEAs by 	<i>In accordance with annual training plan to be prepared within two months after the project Effectiveness and updated annually</i>	MLSPP PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	consultant).		
CS2	Training to project workers on the ESMP and OHS measures implementation and on community health and safety	<i>In accordance with annual training plan to be prepared within two months after the project Effectiveness and updated annually</i>	MLSPPIU