

Ukraine
Additional Financing for
the Public Expenditures For Administrative
Capacity Endurance (AF for PEACE) In Ukraine
(P179456)

ENVIRONMENTAL AND SOCIAL
COMMITMENT PLAN (ESCP)

July 14, 2022

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. Ukraine (the Borrower and/or Recipient, hereinafter referred to as “Recipient”) shall implement the Additional Financing for the Public Expenditures For Administrative Capacity Endurance (AF) in Ukraine (the Project), with the involvement of the Ministry of Finance (MoF) as set out in the Grant Agreement. The International Bank for Reconstruction and Development (the Bank) and the International Development Association (the Association) (collectively the “World Bank”) acting as administrator of the Multi-Donor Trust Fund for the Co-financing of the Public Expenditures for Administrative Capacity Endurance in Ukraine Project have each agreed to provide financing for the Project, as set out in the referred agreement.
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 World Bank. The ESCP is a part of the Grant Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreements.
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 World Bank. Once adopted, said E&S instruments may be revised from time to time with prior written agreement of the World Bank.
4. As agreed by the World Bank and the Recipient, this ESCP shall 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 and the World Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the World Bank and the MoF. 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 World 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, and functioning of the grievance mechanism(s).</p>	Biannual reports shall be submitted to the World Bank throughout Project implementation, commencing after the Effective Date. Each report to be submitted the World Bank not later than 15 days after the end of each reporting period.	the MoF
B	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the World 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. 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 World 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 World Bank not later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the World Bank within a timeframe acceptable to the World Bank.</p>	the MoF
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>MoF shall identify an environmental and social (ES) specialist as focal point to support the management of ESHS risks and impacts of the Project.</p>	Appoint the E&S specialist not later than thirty (30) days after the Effective Date and retain said specialist throughout Project implementation.	the MoF
1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT</p> <p>Assess the roles and sectors for which salaries, social assistance payments and pensions will be paid and identify eligibility criteria (negative and positive lists) which will apply to World Bank financing. Only Eligible Employees (e.g., civil service, government staff and school employees in non-security sector - and excluding those who have temporarily joined the military or territorial defense units and military and excluding military schools and schools with enhanced military-physical training) shall be eligible for payment. Describe these eligibility criteria in the Project Operations Manual (POM) and provide monthly summary reports to verify distribution and receipt of salary payments.</p>	Eligibility criteria to be included in the updated POM not later than the Effective Date. Assessment and reporting to be undertaken on a monthly basis prior to disbursement of funds	the MoF
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p>	Review and include a summary of	the MoF

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>Eligible Employees will be governed by the terms and conditions of their existing contractual arrangements. Eligible Employees receiving salaries financed by the Project are beneficiaries of the project and will continue under their existing employment conditions. Guidance on occupational health and safety, including information on survivor-centric SEA/SH services available in country, will be included POM and will be reviewed for consistency with ESS2.</p> <p>The POM should include: a) procedures for establishing a safe working environment including OHS measures for employees addressing hazard identification, preventative and protective actions, and remedies for adverse impacts such as occupational injuries, deaths, disability and disease; b) training and maintenance of training records; c) reporting of incidents and accidents, d) emergency preparedness response arrangements; e) procedures for employees to report on workplace concerns including information on survivor-centric SEA/SH services in country; f) procedures for consultation and information provision to project workers on implementation of OHS requirements; and g) review of OHS performance, methods for responding to hazards and evaluation of results.</p>	<p>emergency OHS guidelines to be included in the updated POM not later than the fifteen days after Effective Date</p>	
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT		
Not relevant.	Not relevant	Not relevant
ESS 4: COMMUNITY HEALTH AND SAFETY		
<p>4.1 EMERGENCY RESPONSE PROCEDURES</p> <p>Prepare an Emergency Preparedness and Response Plan (EPRP) in coordination with the relevant government agencies taking into account the emergency prevention, preparedness and response arrangements put into place with government employees under ESS2. EPRP to include, as appropriate: (a) identification of and secure access to emergency equipment available on-site and nearby if relevant; (b) notification procedures for designated emergency responders; (c) diverse media channels for notification of the affected community and other stakeholders; (d) a training program for emergency responders including drills at regular intervals; (e) public evacuation procedures; (f) designated coordinator for EPRP implementation; and other relevant follow-up measures.</p> <p>Review the ERP on a regular basis and confirm that it is still capable of addressing the potential range of emergency events that might arise in connection with the project.</p>	<p>To be included in the POM not later than 30 days after Effective date of the loan.</p>	<p>The MoF and relevant government agencies</p>

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4.2	<p>GBV AND SEA/SH RISKS</p> <p>Provide information for project beneficiaries and the community on survivor-centric SEA/SH services available in country</p>	To be included in the POM not later than 30 days after Effective date of the loan.	
4.3	<p>AWARENESS-RAISING FOR THE COMMUNITY</p> <p>Document emergency preparedness and response activities, resources and responsibilities, and disclose appropriate information, as well as any subsequent material changes thereto, to affected communities, relevant government agencies, or other relevant parties.</p>	To be included in the POM not later than 30 days after Effective date of the loan.	
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
	Not relevant.	Not relevant	Not relevant
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
	Not relevant.	Not relevant	Not relevant
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
	Not relevant.	Not relevant	Not relevant
ESS 8: CULTURAL HERITAGE			
	Not relevant.	Not relevant	Not relevant
ESS 9: FINANCIAL INTERMEDIARIES			
	Not relevant.	Not relevant	Not relevant
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Prepare/ update, disclose, consult and adopt and thereafter implement a Stakeholder Engagement Plan (SEP) consistent with ESS10. It includes 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 SEP not later than two weeks after the Effective Date and thereafter implement the SEP throughout Project implementation further details to be reflected in the updated POM to be adopted not later than fifteen days after the Effective Date	the MoF
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 (including SEA/SH-related complaints) related 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>	Establish the Grievance Mechanism within two weeks after the Effective Date and maintain throughout Project implementation	the MoF

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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.		
CAPACITY SUPPORT			
CS1	Undertake a review of training needs and prepare a training plan in the event that additional project activities with environmental and social assessment and management requirements are identified during implementation. Current activities do not warrant a training plan.	During project implementation in the event that additional project activities are assessed to warrant such a plan	the MoF