

**INDEPENDENT STATE OF SAMOA
SAMOA FINANCE SECTOR RESILIENCE AND
DEVELOPMENT PROJECT (P181456)**

Negotiated

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

13th September 2024

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Independent State of Samoa (the Recipient) will implement the Samoa Finance Sector Resilience and Development Project (the Project), with the involvement of the Ministry of Finance (MOF), Central Bank of Samoa (CBS) and the Samoa Bureau of Statistics (SBS) as set out in the Financing Agreement between the International Development Association (the Association) and the Recipient. The Association has 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 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.
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 the Ministry of Finance and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient's Chief Executive Officer of the Ministry of Finance. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A	REGULAR REPORTING Prepare and submit to the Association regular monitoring reports on the Project's environmental, social, health, and safety (ESHS) performance, including but not limited to the implementation of the ESCP, the status of preparation and implementation of E&S instruments required under the ESCP, stakeholder engagement activities, and the functioning of the grievance mechanism(s).	Submit six-monthly reports to the Association throughout Project implementation, commencing after the Effective Date. Submit each report to the Association no later than 60 days after the end of each reporting period.	Ministry of Finance (MOF), Central Bank of Samoa (CBS) and the Samoa Bureau of Statistics (SBS)
B	INCIDENTS AND ACCIDENTS 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. 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. 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.	Notify the Association no later than 48 hours after learning of the incident or accident. Provide subsequent report to the Association within a timeframe acceptable to the Association.	MOF, CBS and SBS
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	ORGANIZATIONAL STRUCTURE Maintain the Finance Sector Coordination Division within MOF and ensure CBS and SBS have qualified staff and resources to support the management of the Project's ESHS risks and impacts.	Maintain the Finance Sector Coordination Division and qualified staff and resources within CBS and SBS throughout Project implementation.	MOF, CBS and SBS
1.2	TECHNICAL ASSISTANCE	Outline requirements for TA activities in the POM within one month of the Effective Date; and thereafter implement throughout Project implementation.	MOF, CBS and SBS

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities such as strong regulatory and supervisory frameworks and the Samoa National Digital ID System (SNDIDS) under the Project are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs and GIIP and set out in the POM (e.g. 10 Principles on Identification for Sustainable Development and relevant guidance notes; World Bank's Personal Data Privacy Policy). Thereafter ensure that the outputs of such activities comply with the terms of reference.		
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>1. Ensure that the Project workforce is managed in compliance with Samoa's country framework for labor and working conditions as outlined in the Labour and Employment Relations Act 2013; Labour and Employment Regulations 2016; Occupational Safety and Health Act 2002; OSH Regulation 2017, Public Service Act 2004 and other relevant legislation and policy and ESS2, as set out in the POM.</p> <p>2. Ensure that all Project workers are 18 years and over.</p> <p>3. Set out and implement in the public sector code of conduct for direct workers and a project-specific Code of Conduct for contracted workers, including measures to prevent and respond to occupational health and safety, SEA, and SH cases as set out in the POM</p>	<p>1. Outline labour and working condition requirements in the POM within 1 month of the Effective Date; and thereafter implement throughout Project implementation</p> <p>2. Throughout Project implementation</p> <p>3. Set out code of conduct requirements in the POM within 1 month of the Effective Date; and thereafter implement throughout Project implementation.</p>	MOF, CBS and SBS
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance mechanism for Project workers (W-GRM) in the POM that is consistent with ESS2.</p>	3. Establish W-GRM in the POM within 1 month of the Effective Date; and thereafter implement throughout Project implementation	MOF, CBS and SBS
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
	This standard is not relevant.		
ESS 4: COMMUNITY HEALTH AND SAFETY			
	This standard is not relevant.		
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
	This standard is not relevant.		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
	This standard is not relevant.		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
	This standard is not relevant.		
ESS 8: CULTURAL HERITAGE			
	This standard is not relevant.		
ESS 9: FINANCIAL INTERMEDIARIES			
	This standard is not relevant.		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION Stakeholder engagement and information disclosure measures shall be incorporated in the Project Operations Manual and in the design and implementation of the Project activities including inter alia, financial systems strengthening activities, the National Digital Identification System (NDIDS) and Civil Registration Vital Statistics System (CRVS), in a manner consistent with ESS10 including inter alia, providing stakeholders with timely, relevant, understandable and accessible information; consulting in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation; and documenting stakeholder engagement activities.	Stakeholder engagement requirements shall be included in the POM within 1 month of the Effective Date; and thereafter in Project activity design and implementation, throughout Project implementation.	MOF, CBS and SBS
10.2	PROJECT GRIEVANCE MECHANISM 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. 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.	Grievance procedure to be included in the POM within 1 month of the Effective Date; and thereafter maintained and operated throughout Project implementation.	MOF, CBS and SBS
CAPACITY SUPPORT			
CS1	Provide training to MOF, CBS and SBS staff responsible for the POM and Project implementation on <ul style="list-style-type: none"> E&S requirements of the Project 	Within 3 months after the Effective Date.	MOF

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none">Stakeholder engagement and grievance redressManagement of the project workforce		