



**Lao People's Democratic Republic**  
**Peace Independence Democracy Unity Prosperity**

Ministry of Public Works and Transport

**Lao Airlines Sustainable Development Project**  
**(P181359)**

**Environmental and Social Commitment Plan (ESCP)**

28 November 2023

## LIST OF ABBREVIATION

ESCP	Environmental and Social Commitment Plan
ESHS	Environmental, social, health, and safety
ESF	Environment and Social Framework
ESF	Environment Social Framework
ESS	Environment and Social Standards
E&S	Environmental and social
FMUTF	Financial Management Umbrella Trust Fund
GRM	Grievance Redress Mechanism
LMP	Labor Management Procedures
MPWT	Ministry of Public Works and Transport
PIU	Project Implementation Unit
PMU	Project Management Unit
PTI	Public Works and Transport Institute
QV	Lao Airlines
SEA/SH	Sexual Exploitation and Abuse/Sexual Harassment
SEP	Stakeholder Engagement Plan
TA	Technical Assistance
USAID	United States Agency for International Development
WB	World Bank

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

1. Lao PDR (herein after the **Recipient**) will implement the Lao Airlines Sustainable Development (“the **Project**”), with the involvement of the Ministry of Public Works and Transport (MPWT) through Lao Airlines State Enterprise (QV), which will be responsible for implementing the project, as set out in the Grant Agreement and the Project Agreement. The International Development Association (hereafter the Association) acting as the administrator of the grant from the United States Agency for International Development (USAID) through the Financial Management Umbrella Trust Fund (FMUTF), has agreed to provide financing for the project, as set out in the referred agreements.
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 sets out material measures and actions, any specific documents or plans, 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 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 including Labor Management Procedures (LMP) and Stakeholder Engagement Plan (SEP) 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 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 may 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 the assessment of Project performance. In such circumstances, the Recipient through the MPWT and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Minister of the MPWT. The Recipient shall promptly disclose the updated ESCP.

Material Measures and Actions	Timeframe	Responsible Entity/Authority	
<b>MONITORING AND REPORTING</b>			
<p>A</p>	<p><b>REGULAR REPORTING</b></p> <ul style="list-style-type: none"> <li>As a part of its regular project reporting, 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 documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism (GRM).</li> </ul>	<p>Submit six-monthly reports to the Association throughout Project implementation period</p>	<p>MPWT/Project Management Unit (PMU) established in the Lao Airlines State Enterprise (MPWT/PMU)</p>
<p>B</p>	<p><b>INCIDENTS AND ACCIDENTS</b></p> <ul style="list-style-type: none"> <li>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. 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.</li> </ul> <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>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>MPWT/PMU</p>

Material Measures and Actions		Timeframe	Responsible Entity/Authority
	<p><b>CONTRACTORS' REPORTS</b></p> <p>Require the consultancy contractors to provide periodical monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.</p>	Submit six-monthly reports to the Association throughout Project implementation period	MPWT /PMU
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <ul style="list-style-type: none"> <li>Establish and maintain within MPWT/QV a PMU with qualified staff and resources to support management of ESHS risks and impacts of the project. In addition, Public Works and Transport Institute (PTI) under the MPWT will assign the E&amp;S focal point to support the PMU on the E&amp;S implementation, monitoring, and evaluation.</li> </ul>	As part of the PMU, an organizational structure including one focal point for E&S aspects will be established within 45 days after the effective date of the grant agreement. The organizational structure, including the focal point, will be maintained throughout Project implementation	MPWT/PMU/PTI
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <ul style="list-style-type: none"> <li>Adopt and implement, in a manner acceptable to the Association, the E&amp;S documents as follows: Labor Management Procedures (LMP), and the Stakeholder Engagement Plan (SEP) which include the GRM.</li> </ul>	Adopt the LMP and SEP prior to the Association's Approval of the Project and thereafter implement them throughout project implementation.	MPWT/PMU/PTI

Material Measures and Actions		Timeframe	Responsible Entity/Authority
1.3	<p><b>MANAGEMENT TOOLS AND INSTRUMENTS</b></p> <ul style="list-style-type: none"> <li>The TORs for project’s technical assistance activities (technical studies, institutional strengthening, and update of legal framework) will be reviewed by the Association prior to procurement/start of activities for no objection, to ensure that ESF requirements are effectively integrated. Potential risks and impacts associated with any downstream activities will be considered through these TORs.</li> </ul>	Send the TORs to the Association for No objection prior to procurement and ensure that ESF requirements are integrated and fulfilled throughout the project implementation.	MPWT/PMU
1.4	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <ul style="list-style-type: none"> <li>Ensure that the contractors comply and cause subcontractors to comply with the activities under the Project are carried out in accordance with terms of reference acceptable to the Association. Thereafter ensure that the outputs of such activities comply with the terms of reference.</li> </ul>	Throughout Project implementation.	MPWT/PMU
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <ul style="list-style-type: none"> <li>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 emergency preparedness and response), code of conduct (including relating to Sexual Exploitation and Abuse and Sexual Harassment (SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for primary supply workers.</li> </ul>	Adopt the LMP and SEP prior to the Association’s Approval of the Project and thereafter implement them throughout project implementation.	MPWT/PMU
2.2	<b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b>		

Material Measures and Actions		Timeframe	Responsible Entity/Authority
	<ul style="list-style-type: none"> <li>Establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2. The MPWT/PMU will manage grievances from direct workers as described in the LMP and ensure that project designate relevant staff manage their workers’ GRM.</li> </ul>	Grievance mechanism operational prior to engaging Project workers and maintained throughout Project implementation	MPWT/PMU
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT:</b></p> <ul style="list-style-type: none"> <li>The technical assistance will include consideration of alternatives for more environmentally friendly procedures and technologies, and ensure the positive ones are promoted.</li> <li>Potential impacts associated with any downstream activities identified through the technical and policy analysis/study will be considered through the TORs for the consultant(s) undertaking this work.</li> <li>Budget, staffing and operational arrangement will be made available for trainings related to GHG emission, air, noise and vibration pollution.</li> </ul>	Throughout the Project Implementation	MPWT/PMU
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b> <i>Not Relevant</i>			
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b> <i>Not Relevant</i>			
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b> <i>Not Relevant</i>			
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL</b> <i>Not Relevant</i>			
<b>ESS 8: CULTURAL HERITAGE</b> <i>Not Relevant</i>			
<b>ESS: 9: FINANCIAL INTERMEDIARIES</b> <i>Not Relevant</i>			

Material Measures and Actions		Timeframe	Responsible Entity/Authority
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
<b>10.1</b>	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <ul style="list-style-type: none"> <li>Adopt and implement 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.</li> </ul>	<p>SEP prepared and disclosed prior to project appraisal.</p> <p>Implement throughout Project implementation</p>	MPWT/PMU/PTI
<b>10.2</b>	<p><b>PROJECT GRIEVANCE MECHANISM:</b></p> <ul style="list-style-type: none"> <li>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 described in the SEP.</li> <li>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.</li> </ul>	<p>Prior to commencement of the Project activities and thereafter maintain throughout Project implementation</p>	MPWT/PMU/PTI
<b>CAPACITY SUPPORT (TRAINING)</b>			
<b>CS1</b>	<p>Some key trainings, but not limited to, will be provided to PMU staff, stakeholders, project workers on:</p> <ul style="list-style-type: none"> <li>Basic requirements of ESF ESSs, including specific requirements of LMP, SEP and GRM.</li> <li>Emergency preparedness and response</li> </ul>	<p>2 months after the effectiveness of the project and throughout the project implementation</p>	