

**[Government of Iraq (GoI) / Ministry of Youth  
and Sport  
(MoYS)]**

**[Mosul - Youth inclusion through Cultural and  
Creative Industries  
(P 178770)]**

**[Final]  
ENVIRONMENTAL AND SOCIAL  
COMMITMENT PLAN (ESCP)**

**[July 2022]**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of Iraq (GoI) (hereinafter the Recipient) will implement the Mosul - Youth inclusion through Cultural and Creative Industries (P178770), with the involvement of the Ministry of Youth and Sports (MoYS), as set out in the Grant Agreement and the Project Agreement. The International Bank for Reconstruction and Development (hereinafter the Bank) has agreed to provide financing for the Project.
2. The Recipients will implement material measures and actions so that the Project is implemented in accordance with the Environmental and Social Standards (ESSs). This Environmental and Social Commitment Plan (ESCP) sets out material measures and actions, any specific document or plan, 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 agreement(s).
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the [Borrower/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 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 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 Ministry of Youth and Sports (MoYS) and the Bank agreed to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Recipient. The Recipient shall promptly disclose the updated ESCP.

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 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&amp;S instruments required under the ESCP, stakeholder engagement activities, Labor management plan, and functioning of the grievance mechanism(s).</p>	Starting from the Effective Date, quarterly reports shall be submitted no later than 20 days after the end of each reporting period and maintained throughout Project implementation.	Project Management Unit PMU at the MOYS
B	<p><b>INCIDENTS AND ACCIDENTS</b></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 related to health and safety, etc. 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>Notify the Bank no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent reports to the Bank within a timeframe acceptable to the Bank</p> <p>This notification/reporting system shall remain in place throughout Project implementation.</p>	PMU- at MOYS
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish an organizational structure with qualified staff to support the management of risks including one environmental and social specialist responsible for ensuring full compliance with the ESF and relevant instruments. Maintain as necessary throughout project implementation.</p>	Environmental and social specialists have already been appointed, in addition to GM coordinator and will be maintained throughout project implementation.	PMU- at MOYS
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>Assess the environmental and social risks and impacts of proposed Project activities, in accordance with the Environmental and Social Management Framework (ESMF) which will be consulted upon, finalized, disclosed, and adopted for the Project, in line with the ESSs, the Environmental, Health, and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP), including relevant World Health Organization (WHO) guidelines.</p>	ESMF is to be prepared, consulted upon, and disclosed by the Appraisal Date and will be used for screening of relevant project activities, identification of site-specific instruments, and for overall guidance for the implementation of environmental and social aspects of the project which will be applicable throughout the project implementation. Any updates or changes to the approved ESMF will be agreed upon with the Bank prior to adoption.	PMU- at MOYS

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
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>	The project’s Labor Management Procedures will be part of ESMF and will be revised as relevant and when further information becomes available during project implementation. It will be implemented and maintained throughout the project implementation.	PMU- at MOYS
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>	This will be part of the LMP and will be implemented throughout the project implementation.	PMU- at MOYS
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>WASTE MANAGEMENT PLAN</b></p> <p>Adopt and implement a Waste Management Plan (WMP), to manage hazardous and non-hazardous wastes, consistent with ESS3.</p>	AS part of the ESMF and maintained throughout the Project implementation.	PMU- at MOYS
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Incorporate resource efficiency and pollution prevention and management measures in the ESMF to be prepared under action [1.2] above.</p>	The provisions and mitigation measures required to cover energy, water, and raw materials used during the preparation and implementation of the Project activities will be covered in the ESMF and will be maintained throughout project implementation.	PMU- at MOYS
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>Incorporate measures to manage traffic and road safety risks as required in the ESMF to be prepared under action [1.2] above.</p>	As part of the ESMF and shall be implemented throughout Project implementation and before the start of Project activities. Implementation of the traffic and road safety measures will be reported in the quarterly Reports as per Section A.	PMU- at MOYS

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
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 including, inter alia, potential risks related to Covid-19 infection that may arise during training and awareness sessions for the different counterparts interested in or affected by the project interventions, risks of SEA/SH and include mitigation measures in the ESMF.</p>	Same as above	PMU- at MOYS
4.3	<p><b>SEA AND SH RISKS</b></p> <p>Adopt and implement a SEA/SH Action Plan, to assess and manage the risks of SEA and SH.</p>	<p>As part of the ESMF and shall be implemented throughout Project implementation and before the start of Project activities.</p> <p>Implementation of the SEA/SH measures will be reported in the quarterly Reports as per Section A.</p>	PMU- at MOYS
4.4	<p><b>SECURITY MANAGEMENT</b></p> <p>It is not planned that the project would hire security personnel due to the scale and nature of the project’s activities. No need was identified for developing at this stage a Security Management Plan (SMP).</p>	NA	NA
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	Currently not relevant to the Project		
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	Currently not relevant to the Project		
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	Currently not relevant to the Project		
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<p><b>CULTURAL HERITAGE RISKS AND IMPACTS</b></p> <p>Adopt and implement a Cultural Heritage Management Plan (CHMP) in accordance with the guidelines of the ESMF prepared for the Project, and] consistent with ESS8.</p>	<p>Cultural Heritage Management Plan (CHMP) as part of the ESMF will be prepared, consulted upon, and disclosed by Appraisal.</p> <p>Implementation of CHMP will be reported in quarterly reports.</p>	PMU- at MOYS
8.2	<p><b>CHANCE FINDS</b></p> <p>Describe and implement the chance finds procedures, as part of the ESMF of the Project.</p>	As above	PMU- at MOYS
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
9.1	Currently not relevant to the Project		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
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>	<p>A draft SEP has been prepared. It will be consulted prior to the appraisal. The SEP will be implemented and updated throughout the Project.</p>	<p>PMU- at MOYS</p>
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>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>	<p>GM has been already established and will be maintained throughout project implementation as described in the SEP under section 10.1</p> <p>The SEP implementation will be included in the quarterly report as per Section A.</p>	<p>PMU- at MOYS</p>
CAPACITY SUPPORT			
CS1	<p>A Training Manual will be prepared to target project groups (such as Staff, and Consultants) and cover at least the following topics:</p> <ul style="list-style-type: none"> <li>❖ Environmental and social standards (ESS) of the World Bank</li> <li>❖ Applicable laws and regulations.</li> <li>❖ Community and occupational health and safety (COHS). (Including in the context of COVID-19 impacts).</li> <li>❖ Monitoring and supervising site-specific instrument implementation and reporting on progress.</li> <li>❖ Labor management procedures.</li> <li>❖ Stakeholder identification, analysis, and engagement.</li> <li>❖ GBV &amp; SEA/SH.</li> <li>❖ Emergency preparedness and response (including in the context of COVID-19 impacts).</li> <li>❖ Commit to addressing any capacity gaps and training needs identified by the Bank’s due diligence and to design and provide necessary training to close the gaps and address training needs.</li> </ul>	<p>ESS-related training as mentioned under section C.1 will be delivered to the relevant staff as required, including front-line implementers. Training will be delivered once project appraisal and shall be continued through the project lifecycle.</p> <p>Reporting on training will be documented in the quarterly Reports as per Section A.</p>	<p>The PMU will hire relevant experts to conduct the training as part of the project. Responsibility for ensuring that the necessary training is provided lies with the PMU at MOYS.</p> <p>Reporting will be the responsibility of Environment and Social Specialists at MOYS.</p>