

**Ukraine**  
**Investing in Social Protection for Inclusion,  
Resilience, and Efficiency (INSPIRE) Project**  
**(P181081)**  
**NEGOTIATED**  
**ENVIRONMENTAL AND SOCIAL**  
**COMMITMENT PLAN (ESCP)**

**November 9, 2023**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. Ukraine (“Borrower”) will implement the Investing in Social Protection for Inclusion, Resilience, and Efficiency (INSPIRE) Project (P181081) (“Project”), with the involvement of the Ministry of Social Policy (MoSP) as set out in the Loan Agreement. The International Bank for Reconstruction and Development (“Bank”) has agreed to provide financing for the Project, as set out in the referred agreement.
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 the prior written agreement of the Bank.
4. As agreed by the Bank and the Borrower, 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 Borrower and the Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the MoSP, represented by the Minister of Social Policy. The Borrower 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, and functioning of the grievance mechanism(s).</p>	<p>Quarterly and a final report covering the overall Project duration shall be submitted to the Bank throughout Project implementation, commencing after the Effective Date. Each report to be submitted to the Bank not later than (fifteen) 15 days after the end of each reporting period.</p>	the MoSP
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 that result in death, serious or multiple injuries. 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, as appropriate.</p> <p>Subsequently, at the Bank’s request, prepare a report including Root Cause Analysis on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Bank not later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the Bank within a timeframe acceptable to the Bank.</p>	the MoSP
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p><b>MoSP appoints and maintains an environmental and social (ES) focal point</b> to support the management of ESHS risks and impacts of the Project.</p> <p>The Borrower’s performance on the implementation of the E&amp;S requirements will be monitored and assessed regularly based on project reports during implementation review and additional ES consultant hired to strengthen the capacity if needed.</p>	<p>Appoint no later than two weeks after Effective Date and retain said specialist throughout Project implementation.</p> <p>Assess E&amp;S risk management and necessity to additional staffing needs based on the project reports during implementation review.</p>	the MoSP
1.3	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENT</b></p> <p><b>All social assistance programs that comprise Eligible Expenditure Programs (EEP) under the Project have been assessed, including the eligibility criteria.</b> Describe these eligibility criteria in the Project Operations Manual (POM), re-assess the eligibility criteria to minimize risks of exclusion and provide quarterly summary reports to verify distribution and receipt of social assistance payments.</p>	<p>Eligibility criteria for all payments and activities to be included in the POM, maintain throughout Project implementation.</p> <p>Assessment and reporting to be undertaken on a quarterly basis prior to</p>	the MoSP

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		disbursement of funds.	
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Incorporate LMP requirements in the POM and monitor its implementation over the course of the project implementation. This includes:</p> <ul style="list-style-type: none"> <li>a) Provide workers with information and documentation that is clear and understandable regarding their terms and conditions of employment through written contracts setting out their rights, including, inter alia, rights related to hours of work, wages, overtime, compensation and benefits, as well as written notice of termination of employment, and details of severance payments, as applicable;</li> <li>b) Implement measures, as applicable, to, inter alia: (i) prevent the use of all forms of forced labor and child labor; (ii) enable workers to benefit from, inter alia, access to grievance and redress mechanisms without fear of retaliation; and effective freedom to form and join workers organizations or alternative mechanisms for expressing their concerns and protect their rights related to labor and working conditions;</li> <li>c) Develop a code of conduct for workers, which shall include measures to prevent and respond to SEA and SH cases;</li> </ul>	<p>Prepare and incorporate LMP requirements in the POM and monitor its implementation over the course of the project implementation</p> <p>Review on a quarterly basis and include a summary of emergency OHS guidelines in the POM, maintain throughout Project implementation</p>	the MoSP
2.2	<p><b>EMERGENCY RESPONSE PROCEDURES</b></p> <p>Prepare an Emergency Preparedness and Response Plan (EPRP) as part of the Project Operation Manual 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. The EPRP should 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) public evacuation procedures; (e) (f) designated coordinator for EPRP implementation; and other relevant follow-up measures.</p> <p>Review the EPRP 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>Prepare EPRP by Effective Date</p> <p>Review on quarterly basis and maintain throughout Project implementation.</p>	The MoSP and relevant government agencies

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
	Not relevant.	Not relevant	Not relevant
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<b>GBV AND SEA/SH RISKS</b> Provide information for project beneficiaries and the community on survivor-centric SEA/SH services available in the country	Review on a quarterly basis and maintain throughout project implementation	The MoSP and relevant government agencies
4.2	<b>AWARENESS-RAISING FOR THE COMMUNITY</b> 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.	Review on a quarterly basis and maintain throughout project implementation.	The MoSP and relevant government agencies
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
	Not relevant.	Not relevant	Not relevant
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
	Not relevant.	Not relevant	Not relevant
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
	Not relevant.	Not relevant	Not relevant
<b>ESS 8: CULTURAL HERITAGE</b>			
	Not relevant.	Not relevant	Not relevant
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
	Not relevant.	Not relevant	Not relevant
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b> <b>Prepare, update, disclose, consult and adopt and thereafter implement a Stakeholder Engagement Plan (SEP)</b> 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.	Draft SEP has been prepared prior to appraisal. Updated SEP shall be adopted no later than thirty (30) days after the Effective Date of the Loan Agreement and thereafter implement the SEP throughout Project implementation.	the MoSP and other relevant agencies
10.2	<b>PROJECT GRIEVANCE MECHANISM</b>	Establish GM two weeks after Effective Date and maintain the Grievance Mechanism throughout Project implementation	the MoSP and other relevant agencies

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p><b>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.</b></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>		
	<b>CAPACITY SUPPORT</b>		
CS1	<p>Provide training to Project Management Group under the MoSP and other relevant implementing support staff responsible for the Project on the Project’s ES instruments, fair, equitable and inclusive access and allocation of Project benefits and the roles and responsibilities of different key agencies in the ESSs implementation.</p>	<p>Not later than sixty (60) days after the Effective Date of the Loan Agreement and periodically with the addition of new Project team members join the Project throughout implementation</p>	<p>The MoSP</p>