**Ministry of Labor, and Social Development, and Migration** **of the Kyrgyz Republic**

Strengthening Social Assistance and Labor Market Programs in the Kyrgyz Republic

**(P179024)**

**DRAFT**

**ENVIRONMENTAL and SOCIAL**

**COMMITMENT PLAN (ESCP)**

**June 2022**

**ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN**

1. The Kyrgyz Republic will implement the Strengthening Social Assistance and Labor Market Programs in the Kyrgyz Republic Project (the **Project**), with the involvement of the Ministry of Labor and Social Development and Migration (MLSDM) as set out in the Financing Agreement. The International Development Association *(hereinafter the Association)* has agreed to provide financing (P179024) for the Project, as set out in the referred agreement.
2. The MLSDM 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 MLSDM 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 MLSDM, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances, or in response to assessment of Project performance. In such circumstances, the Ministry of Labor and Social Development and Migration of the Kyrgyz Republic and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the MLSDM. The MLSDM shall promptly disclose the updated ESCP.

| **MATERIAL MEASURES AND ACTIONS** | | **TIMEFRAME** | **RESPONSIBLE ENTITY/AUTHORITY** |
| --- | --- | --- | --- |
| **MONITORING AND REPORTING** | | | |
| A | **REGULAR 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, stakeholder engagement activities and functioning of the grievances mechanism(s). | First report to be submitted three months after Project effectiveness. Thereafter, quarterly as part of regular Project reporting throughout Project implementation.  Submit each report to the Association no later than 30 days after the end of each reporting period. | Ministry of Labor and Social Development and Migration (MLSDM)/ Project Implementation Unit (PIU) |
| 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 injury specific to the Project activities.    Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, findings of the Root Cause Analysis (RCA), 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 of any incident or accident within 48 hours after learning of the incident or accident.  Provide, subsequent detail report to the Association on the incident or accident within 30 days after occurrence of an incident or accident the Association. | MLSDM/PIU |
| ***ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS*** | | | |
| 1.1 | **ORGANIZATIONAL STRUCTURE**  Establish and maintain the PIU, within the MLSDM, with qualified staff and resources to support the management of environmental and social risks and impacts of the Project. The PIU staff will include one Social Development Specialist, who will also responsible for environmental monitoring, and one Communication Specialist, who will work in coordination with the Association team to ensure ESF compliance including implementation of this ESCP and SEP, LMP, electronic waste management check-list. | Social Development and Communication Specialists with TORs acceptable to the Association will be recruited within 2 months of Project Effectiveness.  Thereafter maintained throughout Project implementation. | MLSDM/ PIU |
| 1.2.1 | Prepare the electronic waste management check-list, acceptable to the Association. The electronic waste management procedures should address the proper dismantling, storage, handling, and final disposal of e-waste in accordance with internationally recognized practices and should include the monitoring of the types/quantities of waste electrical and electronic equipment disposed of and document evidence of proper management (e.g., recycle, refurbish, discarded, exported). | Prepare electronic waste management check-list, consult upon and disclose within 3 months after Project Effectiveness. | MLSDM/PIU |
| 1.3 | **INCLUSION / EXCLUSION RISKS**  Prepare and adopt a Social Contract Financing Manual (SCFM), acceptable to the Association, which will include a detailed description of the selection and eligibility criteria, the criteria to assess and approve business plans in a gender-sensitive manner, screening Income Generating Activities against the exclusion list to finance only those sub-projects with Moderate or Low E&S risks. | Prepare and adopt the SCFM prior to disbursements under the subcomponent 2.1, and thereafter, implement throughout Project implementation. | MLSDM/PIU |
| 1.3.2 | Prepare and adopt a Program Operational Manual, acceptable to the Association, which comprises identification of market demand for skills and existing skill gaps, selection, and orientation of beneficiaries, including promotion the participation of women, definition of training courses and consultations and agreements with private and public employers, work experience opportunities, and job-seeking support. | Prepare and adopt of a Program Operational Manual prior to disbursements under the subcomponent 2.2, and thereafter, implement throughout Project implementation. | MLSDM/PIU |
| **ESS 2: LABOR AND WORKING CONDITIONS** | | | | |
| 2.1 | **LABOR MANAGEMENT PROCEDURES**  Prepare, adopt and implement LMP for the Project to the satisfaction of the Association. The LMP will include, inter alia, provisions on working conditions, management of workers relationships, occupational health, and safety (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. | Prepare, adopt, and disclose LMP within 3 months after Project Effectiveness, and thereafter implement the LMP throughout Project implementation. | MLSDM/PIU | |
| 2.2. | **GRIEVANCE MECHANISM FOR PROJECT WORKERS**  Establish and operate a grievance mechanism (GM) for Project workers to the satisfaction of the Association, as described in the LMP and consistent with ESS 2. | Establish GM for project workers prior to hiring project workers, and thereafter maintain throughout Project implementation. | MLSDM/PIU | |
| **ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT** | | | | |
| 3.1 | Implement the electronic waste management check-list when replacing electronic equipment under Component 3. | Throughout Project implementation | MLSDM/PIU | |
| **ESS 4: COMMUNITY HEALTH AND SAFETY** | | | | |
| 4.1 | ESS 4 issues are addressed under the LMP and SEP. | Throughout Project implementation | MLSDM/PIU | |
| **ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT** | | | | |
|  | Not Relevant |  |  | |
| **ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES** | | | | |
|  | Not Relevant |  |  | |
| **ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES** | | | | |
|  | Not relevant | | | |
| **ESS 8: CULTURAL HERITAGE** | | | | |
|  | Not Relevant |  |  | |
| **ESS 9: FINANCIAL INTERMEDIARIES** | | | | |
|  | Not Relevant |  |  | |
| **ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE** | | | | |
| 10.1 | **STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION**  Adopt and implement the SEP for the Project to the satisfaction of the Association and consistent with ESS10. The SEP 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.  Update and disclose the SEP as needed throughout the project implementation. | A draft SEP was already prepared and disclosed which shall be updated within 4 months after Project effectiveness, and thereafter implement SEP throughout Project implementation | MLSDM/ PIU | |
| 10.2 | **PROJECT GRIEVANCE MECHANISM:**  In accordance with the SEP, 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 ESS 10.  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. | Establish the GM prior to commencement of project activities and thereafter maintain and operate the mechanism throughout Project implementation | MLSDM/ PIU | |
| 10.3 | In accordance with the SEP, ensure that full consultation with stakeholders and interested parties takes during the preparation of the UBK. | Throughout Project Implementation | MLSDM/ PIU | |
| **CAPACITY SUPPORT (TRAINING)** | | | | |
|  | Training topics for personnel involved in Project implementation shall among others include:   * ESS training for all the staff of PIU * Labor Management Procedures * Electronic Waste Management Check-list * Conduction of Stakeholder Workshops * Reporting and Documentation * Handling workers’ and beneficiaries’ Grievances * Special thematic training in GBV/SEA/SH, Code of Conduct | Throughout Project implementation | MLSDM/ PIU | |