

**The Republic of Maldives
Ministry of Finance**

Maldives Capacity Building Project (P171185)

**DRAFT ENVIRONMENTAL and SOCIAL
COMMITMENT PLAN (ESCP)**

March 2020

The Republic of Maldives
Maldives Capacity Building Project

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Maldives will implement the Maldives Capacity Building Project (the **Project**), with the involvement of the following Ministries/agencies/units: The Ministry of Finance, Ministry of Economic Development, the Maldives Monetary Authority, the National Social Protection Agency, the Ministry of Health, Asandha Company Ltd, Maldives Pension Administration Office and the President's Office. The International Development Association (IDA), hereinafter the Bank/the Association, has agreed to provide financing for the Project.
2. The Republic of Maldives 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 documents or plans, as well as the timing for each of these.
3. The Republic of Maldives will also comply with the provisions of any other E&S documents required under the ESF and referred to in this ESCP, such as Environmental and Social Management Plans (ESMP), Resettlement Action Plans (RAP), Indigenous Peoples Plans (IPPs), and Stakeholder Engagement Plans (SEP), and the timelines specified in those E&S documents.
4. The Republic of Maldives is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Ministry, agency or unit referenced in 1. above.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Bank by Republic of Maldives as required by the ESCP and the conditions of the legal agreement, and the Bank monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the Bank and the Republic of Maldives 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 conducted under the ESCP itself. In such circumstances, Republic of Maldives via the Ministry of Finance will agree to the changes with the Bank and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the Bank and the Republic of Maldives via the Ministry of Finance. The Republic of Maldives via the Ministry of Finance will promptly disclose the updated ESCP.
7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the Republic of Maldives shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</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&S documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s).</p>	Every six months during the Operation's implementation in conjunction with the Project's progress reports, throughout project implementation.	Ministry of Finance (MoF)
B	<p>INCIDENTS AND ACCIDENTS</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 for example, occupational accidents that result in death or serious injury, cases of gender violence or violence against minors. Provide sufficient detail regarding 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 supervising entity, as appropriate. Subsequently, as per the Bank's request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>	Notify the Bank within 48 hours after learning of the incident or accident. A detailed report would be provided within a period of 4 working days post the notification with the content agreed with the Bank.	MoF
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Assign an E and S focal person within the PMU who will coordinate and ensure delivery and implementation of E and S related activities.</p> <p>Maintain as necessary throughout Project implementation</p>	Focal Point need to be in place prior to project appraisal.	MoF
1.2	<p>STUDY TERMS OF REFERENCES: Final Terms of References for all respective studies will be reviewed by the Bank's E&S Specialists and all comments will be addressed during finalization.</p>	At the time Terms of References are cleared by the World Bank, and prior to initiating the procurement process for any consultancy.	MoF and respective agency in charge of the study.
ESS 2: LABOR AND WORKING CONDITIONS			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.1	LABOR MANAGEMENT PROCEDURES Adopt and implement the Labor Management Procedures (LMP) that have been developed for the Project.	Throughout project implementation	MoF
2.2	GRIEVANCE MECHANISM FOR PROJECT WORKERS Maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	The GRM will be operational prior to engaging project workers and maintained throughout Project implementation.	MoF
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
ESS 4: COMMUNITY HEALTH AND SAFETY			
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
ESS 8: CULTURAL HERITAGE			
ESS 9: FINANCIAL INTERMEDIARIES			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION Adopt and implement Stakeholder Engagement Plan (SEP). The SEP will be updated if necessary, during the project period	Throughout Project Implementation	MoF and all project agencies leading studies
10.2	PROJECT GRIEVANCE MECHANISM: Prepare, adopt, maintain and operate a grievance mechanism, as described in the SEP which will be the same used under the LMP as well.	Throughout Project Implementation	MoF
CAPACITY SUPPORT (TRAINING)			
CS1	Training will be required in but not limited to the following key areas: <ul style="list-style-type: none"> • introduction to World Bank ESF implementation • stakeholder mapping and engagement • specific aspects of environmental and social assessment • occupational health and safety • emergency preparedness and response 	Within the first 6 months of project implementation, and as necessary.	All project agencies