

Environmental and Social Commitment Plan

MALDIVES COVID-19 EMERGENCY INCOME SUPPORT PROJECT (P174014)



MAY 2020

Revised, November 2021



Ministry of
Economic Development
Republic of Maldives

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Maldives (hereinafter the **Recipient**) will implement the COVID-19 Emergency Income Support Project (the **Project**), with the involvement of the Ministry of Economic Development (**MED**). The International Development Association (hereinafter the **Association**) has agreed to provide financing for the Project.
2. The Recipient 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 Recipient is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Ministry referenced in 1. above.
4. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Association by the Recipient as required by the ESCP and the conditions of the legal agreement and the Association will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
5. As agreed by the Association and the Recipient, 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, the Recipient will agree to the changes with the Association 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 Association and the Recipient will promptly disclose the updated ESCP.
6. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the Recipient 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 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, stakeholder engagement activities and grievances log.	Quarterly	Ministry of Economic Development
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS		
1.1 ORGANIZATIONAL STRUCTURE: The Ministry of Economic Development (MED) shall establish and maintain a PMU with qualified staff and resources to support management of E&S risks and impacts of the Project, including: one Environmental and Social Specialist, two E&S Managers and one E&S Officer. Among these 4 staff, focal persons will be nominated for: GRM, Communications, Gender and GBV/SEA/SH issues, based on their background and expertise, and relevant ToRs shall be issued to all focal persons accordingly.	Project recruited one E&S Specialist and one E&S Manager to implement the E&S measures under the income grants program. Under the restructuring one E&S Specialist will continue to support ESF work.	Ministry of Economic Development
1.2 ENVIRONMENTAL AND SOCIAL ASSESSMENT/MANAGEMENT PLANS AND INSTRUMENTS/ CONTRACTORS <ol style="list-style-type: none"> a. Assess the environmental and social risks and impacts of proposed Project activities, in accordance with the <i>Environmental and Social Management Framework (ESMF)</i> prepared and adopted for the Project, including to ensure that individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable, have access to the development benefits resulting from the Project. b. Adopt and implement any environmental and social mitigation measures required for the respective Project activities based on the assessment process, in accordance with the ESSs, the ESMF, the EHSs, and other relevant Good International Industry Practice (GIIP) including <i>the</i> WHO guidelines on COVID-19 in a manner acceptable to the Association. c. Incorporate the relevant aspects of this ESCP, including, inter alia, any environmental and social mitigation measures, procedures, ESS2 requirements, and any other required ESHS measures, into the contracts for consultant firms and/or individuals 	<ol style="list-style-type: none"> a. Before carrying out the relevant Project activities, and thereafter throughout the carrying out of such activities. b. Before carrying out the relevant Project activities, and thereafter throughout the carrying out of such activities. c. Before launching the procurement process for the relevant Project activities, and thereafter throughout the carrying out of such activities. d. Update the ESMF once the scope 	Ministry of Economic Development

d.	Follow the due diligence procedures mentioned in the ESMF for CERC activation, including updating the ESMF once the scope of CERC components is known.	of CERC activities is known	
1.3	EXCLUSIONS: The Ministry of Economic Development shall ensure compliance with the exclusion/selection criteria set out in the ESMF prepared under the Project. Activities that are in the exclusion list prepared for CERC activities in Annex 1 of the ESMF shall not be supported under the Project.	During the assessment process conducted under action 1.2.a. above.	Ministry of Economic Development
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT: The Project shall be carried out in accordance with the applicable requirements of ESS2, in a manner acceptable to the Association, including through, inter alia, implementing adequate occupational health and safety measures, setting out grievance arrangements for Project workers, and incorporating labor requirements into the service contracts for individuals and firms.	Throughout Project implementation.	Ministry of Economic Development
2.2	The Recipient shall adopt and implement Labor Management Procedures (LMP) incorporating the relevant requirements of ESS2.	Throughout Project implementation.	Ministry of Economic Development
2.3	OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES: Adopt, implement and update the Occupational Health and Safety (OHS) measures in line with LMP and WHO guidelines on COVID-19 in a manner acceptable to the Association.	Throughout Project implementation.	Ministry of Economic Development
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	Not currently relevant	N/A	N/A
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	Prepare, adopt and implement measures to: minimize the potential for community exposure to communicable diseases; ensure that individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable, have access to the development benefits resulting from the Project; and provisions to prevent and respond to sexual exploitation and abuse, sexual harassment or to the increase in domestic violence or gender based violence, in a manner consistent with ESS1 and ESS10, and the ESMF.	Throughout Project implementation.	Ministry of Economic Development

ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT

5.1 Not currently relevant

ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES

6.1 Not currently relevant

ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES

7.1 Not currently relevant

ESS 8: CULTURAL HERITAGE

8.1 Not currently relevant

ESS 9: FINANCIAL INTERMEDIARIES

9.1 Not currently relevant

ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE

10.1 STAKEHOLDER ENGAGEMENT INFORMATION AND DISCLOSURE: Prepare, disclose, adopt, and implement a Stakeholder Engagement Plan (SEP) consistent with ESS10, in a manner acceptable to the Association.	Throughout Project implementation.	Ministry of Economic Development
10.2 Consultations with representatives from: (i) potential project beneficiaries; (ii) vulnerable groups; (iii) island councils; and (iv) private sector, especially employers and other representative bodies, shall be carried out prior to project effectiveness following the proposed strategy for stakeholder engagement detailed in the SEP.	Prior to project effectiveness, and thereafter, throughout project implementation	Ministry of Economic Development

Key Stakeholders involved in the Component 2. Strengthening social protection delivery systems and institutions

- *Strengthening NSPA's Delivery and Targeting Systems:*

National Social Protection Agency

- *Developing a Fiscally Sustainable Unemployment Insurance Program*

MED

- *Reforming Pension Programs*

Maldives Pension Administration Office

- *Developing a National Social Protection Framework.*

National Social Protection Agency

Additionally, Ministry of Finance will be involved

<p>10.3 Consultations relevant to the restructuring component:</p> <p>Stakeholders involved in the employment based training program : (i) Accountancy and Finance Programs (education institutions registered and eligible for the training program, Chartered Accountants of the Maldives) , (ii) Information Technology (National Center for Information Technology (NCIT) Ministry of Environment, Climate Change and Technology), (iii) Diving and watersports (Diving and water sports facilities Ministry of Tourism & Employers in the tourism sector (tourist resorts, guesthouses, MSMEs), (iv) Apprenticeship Programs (Ministry of Youth and Sports, Private sector enterprises & State-Owned Enterprises). Ministry of Higher Education will also be consulted on a broader scope for all training activities.</p> <p>Representatives from: President’s office, Ministry of Higher Education, Ministry of Finance, Island Councils & Local Governance Authority.</p> <p>Stakeholders involved in the self-employment support program: MSMEs focus groups, including NGOs and Self-employed representative associations & Business Center Corporation.</p>	<p>Prior to project effectiveness, and thereafter, throughout project implementation</p>	<p>Ministry of Economic Development</p>
<p>10.4 GRIEVANCE MECHANISM: Accessible grievance arrangements shall be made publicly available to receive and facilitate resolution of concerns and grievances in relation to the Project, consistent with ESS10, in a manner acceptable to the Association.</p>	<p>GRM is in place and functioning well and it will be maintained throughout implementation of the project.</p>	<p>Ministry of Economic Development</p>

CAPACITY SUPPORT (TRAINING)

<p>B The Recipient will deliver the following training programs: (a) Introduction to ESF, ESMF, SEP and LMP for relevant staff from National Social Protection Agency/Ministry of Economic</p>	<p>Throughout Project implementation.</p>	<p>Ministry of Economic Development</p>
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- Development and stakeholders involved in Project extension;
Educational Institutions and SOEs.
- (b) Relevant staff on handling inquiries, complaints and grievances related to the project.
 - (c) For island council staff and social workers on promoting awareness and detection of cases of gender-based violence.
 - (d) Occupational Health and Safety training for project workers, including social workers.
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