



THE MINISTRY OF EDUCATION (MOE), MALDIVES
Atoll Education Development Project
(P177768)

Draft
ENVIRONMENTAL and SOCIAL
COMMITMENT PLAN (ESCP)

June 29, 2022

**Ministry of Education
Atoll Education Development Project**

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Ministry of Education (MoE) of the Republic of Maldives (the Recipient) will implement the Maldives Atoll Education Development Project (AEDP), with the support of the Ministry of Finance (MoF), as set out in the Grant Agreement. The implementing agency for MoE will be the Operations and Monitoring Support Unit (OMSU). The International Development Association has agreed to provide the financing (P177768) for the Project, as set out in the referred agreement(s).
2. The Republic of Maldives 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 World Bank. 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 Republic of Maldives 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 World Bank. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the World Bank.
4. As agreed by the World Bank and the Republic of Maldives, 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 Republic of Maldives and the World Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the World Bank and the Senior Policy Executive, Policy and Planning, of the MoE. The Republic of Maldives shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING: Prepare and submit regular monitoring reports on the implementation of the ESCP. Prepare & submit to the Bank regular monitoring reports on the environmental, social, health and safety issues & 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> <p>Collaborate with other agencies and third parties, such as all Implementing Agencies (IAs) and contractors, who are responsible for managing specific risks and impacts and implementing mitigation measures to establish such mitigation measures to gather inputs for reporting</p> <p>MONITORING OF E-WASTE GUIDELINE: A status update of the implementation of the E-waste guidelines will be prepared and submitted as per the agreed timeline.</p>	<p>Every three months during the operation's implementation in conjunction with the Project's progress reports.</p> <p>Quarterly reports will be prepared based on the contractor's monthly reports</p> <p>A status update will be submitted as part of the monitoring report in every 6 months</p> <p>Submit each report to the [World Bank no later than [07] days after the end of each reporting period].</p>	Project Environmental and Social Specialist, OMSU, MoE
B	<p>INCIDENTS AND ACCIDENTS: Promptly notify the World 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, abuse, or harassment (SEAH), and accidents that result in death, serious or multiple injury.</p> <p>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 World 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 World Bank no later than 48 hours after learning of the incident or accident.</p> <p>Within three days of the incident/accident taking place</p> <p>Provide subsequent report to the World Bank within seven days of the incident/accident taking place.</p>	Environmental and Social Safeguards Specialist, OMSU, MoE and the Contractors
C	<p>CONTRACTORS' MONTHLY REPORTS: Contractors and supervising firms to provide monthly monitoring reports on environment and social performance in accordance with the metrics specified in the respective bidding documents and contracts, and submit such reports to the World Bank.</p>	Submit the monthly reports to the OMSU, MoE and, upon request, to the World Bank	Contractor, OMSU, MoE
D	<p>NOTIFICATIONS RELATING TO DAAB COMPLIANCE REVIEW OF CONTRACTOR COMPLIANCE WITH SEA/SH PREVENTION AND RESPONSE OBLIGATIONS: Notify the World Bank of any referral submitted to the Dispute Avoidance and Adjudication Board (DAAB) to initiate a process of compliance review in relation to a contractor's obligations to prevent and respond to sexual exploitation and abuse (SEA), and/or sexual harassment (SH) specified in the respective works contract with such contractor; and, in the event of any such</p>	No later than 7 days after the issuance or receipt, as applicable, of the relevant document (i.e., referral to the DAAB, issuance of DAAB decision, Notice of Dissatisfaction, notice of commencement of emergency/full arbitration, emergency/full arbitration order, as applicable).	OMSU, MoE

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	referral, notify the [World Bank/Bank/Association] of: (i) the DAAB's decision on such referral; (ii) the contractor's Notice of Dissatisfaction, if any, with such DAAB decision; (iii) any notification received on the commencement of an emergency arbitration proceeding or full arbitration proceeding in relation to the DAAB's decision; and (iv) the resulting emergency arbitration order and/or full arbitration order, if any.		
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE:</p> <p>Establish and maintain a OMSU with qualified staff and resources to support management of environment and social risks and impacts of the Project.</p> <p>Environmental and Social Focal points need to be identified for the project permanently.</p>	<p>An Environmental and Social Specialist should be appointed within 90 days of the project effectiveness date and would be responsible for the oversight of project environment and social impacts.</p> <p>Specialist position maintained throughout project implementation.</p>	MoE
1.2	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS:</p> <p>1. Prepare and implement an Environmental and Social Impact Assessment (ESIA), and corresponding Environmental and Social Management Plan (ESMP), consistent with the relevant ESSs.</p> <p>2. Adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</p>	<p>1. Prepare the ESMP prior to rehabilitation of classrooms, and thereafter implement the ESMP throughout Project implementation.</p> <p>2. Adopt the ESMF prior to negotiations, and thereafter implement the ESMF throughout Project implementation.</p>	MoE
1.3	<p>MANAGEMENT OF CONTRACTORS:</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, the Labor Management Procedures, and code of conduct, into the Environment and Social Health Safety (ESHS) specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p>	<p>As part of the preparation of procurement documents and respective contracts. Monitor and Supervise contractors throughout Project implementation</p>	OMSU, MoE
1.4	TECHNICAL ASSISTANCE: NOT CURRENTLY RELEVANT		
1.5	<p>CONTINGENT [EMERGENCY] [EARLY] RESPONSE FINANCING</p> <p>a) Ensure that the ESMF of AEDP is amended at the time of CERC activation and includes a description of the ESHS assessment and management arrangements for the implementation of CERC component 5 of AEDP in accordance with the ESSs.</p>	<p>a) The adoption of ESMF in form and substance acceptable to the World Bank is a withdrawal condition under the legal agreement for the AED Project.</p>	MoE

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	b) Adopt any environmental and social (E&S) instruments that may be required for activities under component 5 of the AED Project, in accordance with the ESMF Addendum once the CERC is activated and the ESSs, and thereafter implement the measures and actions required under said E&S instruments, within the timeframes specified in said E&S instruments.	b) Adopt any required E&S instrument and include it as part of the respective bidding process, if applicable, and in any case, before the carrying out the relevant Project activities for which the E&S instrument is required. Implement the E&S instruments in accordance with their terms, throughout Project implementation.	
1.7	ACTIVITIES SUBJECT TO RETROACTIVE FINANCING: NOT CURRENTLY RELEVANT		
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES: Prepare 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> <p>OHS MEASURES: Develop and implement occupational, health and safety (OHS) measures.</p> <p>EMERGENCY PREPAREDNESS AND RESPONSE: As part of the OHS measures specified in 2.3, include measures on emergency preparedness and response, and ensure coordination with measures under 4.5.</p>	<p>Draft LMP submitted prior to appraisal Final LMP disclosed prior to negotiations</p> <p>Monitored throughout project implementation</p> <p>Prior to initiating construction. Maintained throughout Project implementation.</p>	<p>MoE, contractor/ consultant</p> <p>contractor/ consultant</p>
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS: Establish and operate a grievance mechanism for Project workers at island level, as described in the LMP and consistent with ESS2, that is also gender sensitive and responsive to SEA/SH.</p>	<p>Engage and train project workers throughout project implementation. Maintaining GRM including monitoring and reporting throughout Project implementation.</p>	<p>contractor/ consultant MoE</p>
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN (WMP): The E-waste guideline will be prepared as part of the ESMF indicating all measures to be undertaken during the life cycle use of all electronic equipment purchases via the project. Measures on management include identification of energy efficient equipment, recycling and reuse where possible and buyback and service management with suppliers and sellers.</p> <p>All minimum standards and guidance will be provided in the E-waste guide and followed during project implementation during the procurement and use of electronic equipment.</p>	<p>Prepare as part of the ESMF prior to negotiations and thereafter implement throughout Project implementation.</p>	<p>MoE Contractor</p>
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT: Incorporate resource efficiency and pollution prevention and management measures in the ESMF.</p>	<p>Prior to contract implementation</p>	<p>Contractor and MoE</p>

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ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY: Incorporate measures to manage traffic and road safety risks.	Traffic and road safety measures will be included in the project ESMF	Contractor
4.2	COMMUNITY HEALTH AND SAFETY: Assess and manage specific risks and impacts to the community arising from Project activities, including in relation to Project Workers and any risks of labor influx, and include mitigation measures in the ESMFs to be prepared in accordance with the ESMF. TRAINING FOR THE COMMUNITY: Conduct training for the community designed to heighten awareness of risks and to mitigate impacts specified in this section.	Occupational health and safety and community health and safety measures will be included in the project ESMF. Prior to initiating construction, with regular refresher training.	The contractor/ the consultant
4.3	SEXUAL EXPLOITATION, ASSAULT AND SEXUAL HARRASSMENT (SEA/SH) RISKS: SEA/SH risks are low. SEA/SH will be included in Code of Conduct.	Throughout implementation of civil works	The contractor/ the consultant Monitored by OMSU, MoE
4.4	SECURITY MANAGEMENT: Assess and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities, [specify plans or include a reference to the instrument where such measures are reflected, as needed, e.g. as set out in the ESMP or Security Management Plan], guided by the principles of proportionality and GIIP, and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel.	Prior to engaging security personnel/ prior to initiating construction. Maintained throughout Project implementation. [Indicate timing e.g., Prior to engaging security personnel and thereafter implemented throughout Project implementation].	The contractor/ the consultant
4.5	INVOLVEMENT OF THE MILITARY: NOT CURRENTLY RELEVANT		
4.6	DAM SAFETY (FOR ANNEX A, PARA. 2. ESS4): NOT CURRENTLY RELEVANT		
4.7	DAM SAFETY (FOR ANNEX A, PARA. 5. ESS4): NOT CURRENTLY RELEVANT		
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	RESETTLEMENT POLICY FRAMEWORK: NOT CURRENTLY RELEVANT		
5.2	RESETTLEMENT PLANS: NOT CURRENTLY RELEVANT		
5.3	GRIEVANCE MECHANISM: NOT CURRENTLY RELEVANT		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS: NOT CURRENTLY RELEVANT		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	INDIGENOUS PEOPLES PLANNING FRAMEWORK: NOT CURRENTLY RELEVANT		
7.2	INDIGENOUS PEOPLES PLAN: NOT CURRENTLY RELEVANT		
7.3	GRIEVANCE MECHANISM: NOT CURRENTLY RELEVANT		

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ESS 8: CULTURAL HERITAGE [the relevance of ESS8 is established during the ESA process. As with other ESSs, ESS8 may require the adoption of specific measures that may be set out in an E&S instrument (e.g. ESMP) already mentioned in the section under ESS1 above or as a stand-alone instrument or a separate measure or action. See examples below].			
8.1	CULTURAL HERITAGE RISKS AND IMPACTS: NOT CURRENTLY RELEVANT		
ESS 9: FINANCIAL INTERMEDIARIES [This standard is only relevant for Projects involving Financial Intermediaries (FIs).]			
9.1	ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS): NOT CURRENTLY RELEVANT		
9.2	EXCLUSIONS: NOT CURRENTLY RELEVANT		
9.3	FI ORGANIZATIONAL CAPACITY: NOT CURRENTLY RELEVANT		
9.4	SENIOR MANAGEMENT REPRESENTATIVE: NOT CURRENTLY RELEVANT		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION: Implement the 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.	SEP prepared and disclosed prior to appraisal. Applicable throughout Project implementation until project closure	OMSU, MoE
10.2	PROJECT GRIEVANCE MECHANISM: 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 ESS10. 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 grievance mechanism prior to appraisal, and thereafter maintain and operate the mechanism throughout Project implementation.	OMSU, MoE
CAPACITY SUPPORT			
CS1	Training may be required for: <ul style="list-style-type: none"> • Specific aspects of environmental and social assessment • Occupational health and safety • Labour management procedures • Emergency preparedness and response • SEA/SH prevention and response 	Throughout Project implementation (Completion Status to be updated during project implementation)	Contractors Monitored by OMSU, MoE
CS2	Training on occupational health and safety including on emergency prevention and preparedness and response arrangements to emergency situations.	Throughout Project implementation (Completion Status to be updated during project implementation)	Contractors Monitored by OMSU, MoE