

Republic of Fiji

**Fiji Social Protection COVID-19 Response and System
Development Project Additional Financing**

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

April 2022

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Fiji (hereinafter the **Recipient**) is implementing the Fiji Social Protection COVID-19 Response and System Development Project Additional Financing (the **Project**), with the involvement of the Ministry of Economy. The Ministry of Economy shall coordinate with other government ministries, agencies and relevant stakeholders on all aspects of Project implementation, including coordinating with the Ministry of Environment, including Ministry of Communications (MOC), Ministry of Health and Medical Services (MOHMS), Ministry of Women, Children and Poverty Alleviation (MWCOPA), Fiji Revenue and Customs Service (FRCS), Tertiary Scholarship and Loans Board (TSLB). The International Development Association (hereinafter the Association) is providing financing for the Project.
2. The Recipient shall 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 shall 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 Codes of Practice, Labor Management Plans, and Stakeholder Engagement Plans (SEP), and the timelines specified in those E&S documents.
4. The Recipient is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Ministries and agencies referenced in 1. above.
5. Implementation of the material measures and actions set out in this ESCP shall 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 shall monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. 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, Ministry of Economy shall agree to the changes with the Association and shall update the ESCP to reflect such changes. Agreement on changes to the ESCP shall be documented through the exchange of letters signed between the Association and the Ministry of Economy. The Ministry of Economy shall 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 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	<p>REGULAR REPORTING</p> <p>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, status of preparation and implementation of E&S documents required under the ESCP, stakeholder engagement activities and functioning of the grievance mechanism(s).</p>	Six-monthly throughout Project implementation.	Project Management Unit (PMU)
B	<p>INCIDENTS AND ACCIDENTS</p> <p>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. 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 Association's request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>	<p>Minor incidents shall be reflected in the six-month reports to the Association, major incidents shall be reported to the Association within 24 hours.</p> <p>Report to the Association as requested.</p>	PMU
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain an organizational structure with qualified staff and resources to support management of E&S risks, including maintain the environmental and social specialist and the environmental and social officer in the PMU throughout the implementation of the Project.</p> <p>Assign one officer with environmental and social specialty from Ministry of Environment to the PMU, to support the environmental and social management of Part 4 activities.</p>	<p>Throughout the implementation of the Project.</p> <p>Within 60 days following the Effective Date of the Project and maintained throughout the implementation.</p>	<p>PMU</p> <p>Ministry of Environment</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT</p> <p>Update, adopt, and implement, the Environmental and Social Management Framework that has been prepared for the Project, in a manner acceptable to the Association. Manage all the activities in line with the ESMF throughout the whole process of Project implementation, including E&S risk screening, impact assessment and development of mitigation measures, stakeholder engagement, and implementation monitoring and reporting</p>	Throughout the Project implementation	PMU
1.3	<p>MANAGEMENT TOOLS AND INSTRUMENTS</p> <p>a. Screen and classify any proposed Part 4 Public Works Sub-Projects accordance with the Environmental and Social Management Framework (ESMF) and exclude any subproject that falls in the Exclusion List and classified as “high” or “substantial”.</p> <p>b. Incorporate relevant aspects of ESMF into Project Operation Manuals; including the (i) Part 3 Cash Assistance Operations Manual, (including incorporation of social audit findings in the Cash Assistance Operations Manual) (ii) Part 4 Jobs for Nature 2.0 Manual which guides Public Works Sub-Project Agreements with Beneficiary Organizations for Part 4 subprojects.</p> <p>c. Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project, are carried out in accordance with terms of reference acceptable to the Association and incorporate the relevant requirements of the ESSs. To this end, ensure that any outputs from the technical assistance activities, including but not limited to any environmental and social assessment and related environmental and social instruments, are consistent with the ESSs</p> <p>d. Adopt and implement the e-Waste Management Plan.</p>	<p>a. Prior to the approval of Part 4 subprojects</p> <p>b. Prior to finalization of the Project Operation Manuals</p> <p>c. Prior to bidding of TA tasks and throughout the Project implementation</p> <p>d. Adopt and implement the e-Waste Management Plan throughout Project implementation.</p>	<p>PMU</p> <p>PMU</p> <p>PMU</p> <p>PMU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.4	<p>MANAGEMENT OF BENEFICIARY ORGANIZATIONS</p> <p>Incorporate the relevant aspects of the ESCP, including the relevant aspects of the ESMF, Stakeholder Engagement Plan and the Labor Management Procedures, into the ESHS specifications of the Public Works Sub-Project Agreement with Beneficiary Organizations, to the satisfaction of the Association. Thereafter ensure that the Beneficiary Organizations comply with the ESHS specifications of their respective Public Works Sub-Project Agreements, to the satisfaction of the Association.</p>	<p>Prior to the preparation of Public Works Sub-Project Agreement documents.</p> <p>Supervise Beneficiary Organizations throughout Project implementation.</p>	PMU
1.5	<p>CONTINGENCY</p> <p>In the event of an amendment or repeal of by the Recipient of its policies, laws or regulations which preclude the eligibility of unvaccinated persons to benefit from employment opportunities or unemployment assistance under the Project (including, but not limited to, pursuant to any decisions by the [Recipient's courts][Recipient's High Court or Final Appellate Court, as applicable]) the Recipient shall undertake correlative revision of the eligibility criteria for Unemployment Assistance and Jobs for Nature under component 3 and 4, respectively, of the Project and the Recipient shall accordingly take measures to afford access to Project benefits to such unvaccinated persons, in a manner acceptable to the Association.</p>	Throughout the Project implementation	PMU
ESS 2: LABOR AND WORKING CONDITIONS			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Update, adopt, and implement the Labor Management Procedures (LMP) that have been developed for the Project.</p>	<p>Adopt the prepared LMP within 60 days of Project Effective Date.</p> <p>Update and finalize the LMP to include the Part 4 activities prior to finalization of the Part 4 Jobs for Nature 2.0 Manual and prior to implementation of Part 4 activities.</p> <p>Implement the LMP throughout Project implementation.</p>	PMU
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	<p>Grievance mechanism operational within 60 days of Project Effective Date and maintained throughout Project implementation.</p>	PMU
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <p>Adopt, and implement occupational, health and safety (OHS) measures specified in the ESMF and LMP.</p>	<p>Throughout the Project implementation</p>	PMU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT:</p> <p>Incorporate resources efficiency and pollution prevention measures in the Environmental and Social Code of Practice (ESCOP) of the ESMF into the contracts/ Public Works Sub-Project Agreements of Beneficiary Organizations, and monitor the implementation.</p> <p>Adopt and implement the project's e-Waste Management Plan.</p>	<p>Prior to implementation of Part 4 activities and implement throughout the Project implementation</p> <p>Throughout Project implementation.</p>	PMU
ESS 4: COMMUNITY HEALTH AND SAFETY			

4.1	COMMUNITY HEALTH AND SAFETY: Incorporate community health and safety, and traffic safety measures developed in the ESCOP of the ESMF into the contracts/ Public Works Sub-Project Agreements of Beneficiary Organizations, and monitor the implementation	Prior to implementation of Part 4 activities and implement throughout the Project implementation	PMU
4.2	GBV AND SEA RISKS: Prepare, adopt, and implement a Code of Conduct (CoC), to assess and manage the risks of gender-based violence (GBV), sexual exploitation and abuse and sexual harassment (SEA-SH) following the CoC guidance provided in the LMP The CoC shall be included within the ESCOP of the ESMF and into the contracts/ Public Works Sub-Project Agreements of Beneficiary Organizations, and monitor the implementation.	Submit the CoC for the Association's approval prior to the preparation of the procurement documents. Once approved, the CoC is implemented throughout Project implementation.	PMU
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
	Not relevant		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS: Incorporate the biodiversity protection measures of the ESCOP into the contracts/ Public Works Sub-Project Agreements of Beneficiary Organizations, and monitor the implementation	Throughout the Project implementation	PMU
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES [See examples of possible actions below, if determined that ESS7 is relevant].			
	Not relevant		
ESS 8: CULTURAL HERITAGE			
8.1	CHANCE FINDS: The chance finds procedure developed in the ESCOP, and shall be incorporated into the contracts/ Public Works Sub-Project Agreements of Beneficiary Organizations, and monitor the implementation	Throughout the Project implementation	PMU
ESS 9: FINANCIAL INTERMEDIARIES [This standard is only relevant for Projects involving Financial Intermediaries (FIs). See below a couple of examples of actions that should be considered when FIs are involved.]			
	Not relevant		

ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Adopt, and implement the prepared and updated draft Stakeholder Engagement Plan (SEP).</p> <p>Update and finalize the SEP to include additional budget and stakeholder engagement activities plan for Part 4 and incorporate SEP requirements into the Part 4 activities Operations Manual.</p> <p>MOE shall allocate sufficient financial resources to cover the costs of the SEP</p>	<p>Adopt within 60 days of project Effective Date and implemented throughout the Project implementation</p> <p>Prior to finalization of the Part 4 Operations Manual</p> <p>Throughout the Project implementation</p>	PMU
10.2	<p>PROJECT GRIEVANCE MECHANISM:</p> <p>Adopt, maintain and operate a grievance mechanism, as described in the SEP.</p> <p>Update and implement the GRM for Part 4 as part of preparing the Operations Manual Part 4 activities.</p>	<p>Throughout the Project implementation</p> <p>Within 60 days of Effective Date of the Project</p>	PMU
CAPACITY SUPPORT (TRAINING)			
CS1	<p>The PMU, Ministry of Economy and other relevant implementing support staff responsible for the Project to receive training on the Project's ESMF, and provisions to prevent SEA/SH, the relevant requirements of the ESCP and SEP, and the roles and responsibilities of different key agencies in the ESMF implementation.</p>	Throughout the Project implementation	PMU
CS2	<p>Training for Beneficiary Organizations/communities on the environmental, health and safety aspects of ESMF.</p>	Throughout the Project implementation	PMU