

**The Republic of Maldives
Ministry of Environment, Climate Change and
Technology (MOECCT)**

**Digital Maldives for Adaptation,
Decentralization and Diversification (P177040)**

**Negotiated
ENVIRONMENTAL AND SOCIAL
COMMITMENT PLAN (ESCP)**

28 April 2022

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Maldives will implement the Digital Maldives for Adaptation, Decentralization and Diversification (the Project), with the involvement of Ministry of Environment Climate Change and Technology and National Centre for Information Technology, as set out in the Financing Agreement. The International Development Association (IDA), of the World Bank (hereinafter the World Bank) has agreed to provide financing for the Project, as set out in the referred agreement.
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 Financing 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 via the Ministry of Environment Climate Change and Technology 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 Republic of Maldives, through the State Minister of Environment Climate Change and Technology in charge of Information Technology Projects. 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 & submit to the World 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 Partner Agencies (IPAs) and consultants, who are responsible for managing specific risks and impacts and implementing mitigation measures to establish such mitigation measures to gather inputs for reporting.</p>	Every three months during the Project implementation in conjunction with the Project’s progress reports	Environmental and Social Safeguards Specialist (ESS), Communications Specialist (CS), Project Director (PD) and Environmental and Social Focal Points (ESFP) from Implementing Partner Agencies (IPAs)
B	<p>INCIDENTS AND ACCIDENTS</p> <p>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 and abuse (SEA), sexual harassment (SH), gender-based violence (GBV), and accidents that result in death, serious or multiple injury. 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 World Bank no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the World Bank within 7 days of the incident.</p>	ESS, CS, PD, ESFP, MoECCT, NCIT
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE:</p> <p>Establish an organizational structure with qualified staff to support management of E&S risks of the Project. One (1) Environment and Social Specialist (ESS) and Communications Specialist (CS) to assist with social safeguards and awareness to be recruited at PMU level.</p> <p>Environmental and Social Focal points need to be identified from each project implementing agency as well.</p>	<p>An ESS has been seconded for project preparation as of January 2022.</p> <p>A permanent ESS should be hired/seconded within 90 days of the project effectiveness date.</p>	NCIT, MoECTT

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>1.2 PREPARATION AND IMPLEMENTATION OF E-WASTE GUIDELINE: The E-waste guideline presents 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 buy back and service management with suppliers and sellers.</p> <p>During the procurement process insertion of clauses/specifications in procurement contracts will be carried out. The ESS will ensure that the clauses are reviewed by the World Bank’s procurement and environmental and social specialists prior to signing of contracts.</p> <p>All minimum standards and guidance provided in the E-waste guide will be followed during project implementation during the procurement and use of electronic equipment, as well at the end-of life phase of the product in disposal, reuse and recycling.</p>	<p>E-Waste guidelines have already been prepared during project preparation.</p> <p>Will be implemented throughout Project implementation and reviewed during the MTR and annual reporting.</p>	<p>ESS,ESFPs,PMS, NCIT, MoECCT</p>
<p>1.2.1 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 6 months</p>	<p>ESS,ESFPs,PD, MoECTT</p>
<p>1.3 STUDY TERMS OF REFERENCES FOR TECHNICAL ASSISTANCE: Final Terms of References for all respective studies will be reviewed by the World Bank’s E&S Specialists and all comments will be addressed during finalization.</p> <p>Ensure that terms of reference for studies, capacity building, training and any outputs of technical assistance provided under the Project, are acceptable to the World Bank and duly incorporate and take into consideration the requirements of the Environmental and Social Standards.</p>	<p>At the time Terms of References are prepared for clearance by the World Bank</p>	<p>ESS,ESFPs,PD, MoECTT</p>
<p>ESS 2: LABOR AND WORKING CONDITIONS</p>		
<p>2.1 LABOR MANAGEMENT PROCEDURES: In accordance with the requirements of national laws and ESS2, the project implementing agency, and contractors shall comply to maintain the following labor standards and working conditions</p> <ul style="list-style-type: none"> • Equal opportunity shall exist in recruitment without discrimination based on gender or social status. Selection shall be based on experience and qualification. 	<p>LMP developed as part of the ESCP during Project preparation, will be maintained throughout Project implementation</p>	<p>MoECCT, NCIT</p>

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	<ul style="list-style-type: none"> No discrimination should exist for vulnerable and disadvantaged groups during selection process provided that they are qualified and able to undertake the required task as per the ToR of the job. All project staff shall be provided with an employment contract as per the requirements of Employment Act (2/2008). All staff employed for the purpose of the project shall be above 18 years. Maximum working hours for staff shall not exceed the maximum limit set in the Employment Act, i.e. 48 hours a week. Equal training opportunity shall be available to all staff working in the project without discrimination, based on gender or otherwise, as specified in the Employment Act. All staff will be entitled to breaks from work of 30 (thirty) minutes after every 05 (five) hours during working hours as per the Employment Act. All entitled leaves as per the Employment Act shall be provided to all workers. All project staff will be provided with a Code of Conduct, and awareness training on the compliance with the Code of Conduct. Staff shall be made aware of the avenues available for victims of sexual harassment, sexual exploitation and abuse, and gender-based violence. Staff will be able to lodge complaints to the Sexual Harassment Prevention Committee at the Ministry/NCIT, established under Prevention of Sexual Harassment Act (16/2014). Occupational Health and Safety (OHS) requirements as per the Environmental, Health, and Safety (EHS) Guidelines of the the World Bank Group (Final - General EHS Guidelines, April 29.doc (ifc.org)) should be followed. 		
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish and operate a grievance mechanism for Project workers of the Implementing Agency, Implementing Partner Agencies, their Consultants and the Contractor, as described in Section 2.1 and consistent with ESS2.</p>	Establish grievance mechanism prior engaging Project workers and thereafter maintain and operate it throughout Project implementation.	MoECCT, NCIT
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>E-WASTE GUIDELINE: Implement the E-waste guideline described under Action 1.2.</p>	Throughout the Project implementation	

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ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	CURRENTLY NOT RELEVANT		
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY			
5.1	CURRENTLY NOT 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	<p>STAKEHOLDER ENGAGEMENT PLAN (SEP) PREPARATION AND IMPLEMENTATION:</p> <ul style="list-style-type: none"> Develop and implement a Stakeholder Engagement Plan (SEP), to ensure engagement with the project-affected communities and other stakeholders including vulnerable groups throughout Project implementation. As committed in SEP, annual reports of stakeholder engagement activities undertaken by the project will be prepared and disclosed publicly through the website of the Ministry. The SEP will be reviewed during mid-term and revised if necessary. 	SEP is already prepared during project preparation. Will be implemented throughout Project implementation and reviewed during the MTR and annual reporting.	ESS,ESFPs, CS, PD, NCIT, MoECCT
10.2	<p>SEP IMPLEMENTATION</p> <ul style="list-style-type: none"> Re-disclose draft SEP with time frames and methods of engagement before project appraisal. Implement the SEP and engage with identified stakeholders (project affected parties, other interested parties, and vulnerable groups) throughout the project life cycle in meaningful consultation conducted in a culturally appropriate manner, and provide with timely, relevant, understandable and accessible information 	Throughout Project implementation	ESS,ESFPs, CS, PD, NCIT, MoECCT

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> Maintain and disclose records of stakeholder engagement, including a description of the stakeholders consulted, a summary of the feedback received and a brief explanation of how the feedback was taken into account, or the reasons why it was not. 		
10.3	<p>PROJECT GRIEVANCE MECHANISM: Establish, maintain and operate a grievance mechanism (GRM) to ensure reception and timely response to any complaints made about the Project (including those from members of the communities, local businesses and other stakeholders), as described in the SEP.</p> <ul style="list-style-type: none"> The GRM will also include special provisions for reporting and responding to the grievances and complaints related to sexual harassment, sexual exploitation and abuse, and gender-based violence. Ensure that all grievances reported including those outstanding are resolved and that decision-making processes demonstrate transparency, accountability, and efficiency and that grievance redress processes are conducted in a culturally appropriate manner. 	Grievance Redress Mechanism developed during Project preparation as part of the Stakeholder Engagement Plan and implemented throughout the Project implementation	ESS,ESFPs, CS, PD, NCIT, MoECCT
CAPACITY SUPPORT			
CS1	<p>Deliver the following training programs:</p> <ol style="list-style-type: none"> Fundamentals of ESF and Introduction to the World Bank’s ESF- targeted at ESS, ESFPs, CS, PD Training on E-Waste Guidelines and Overall E-Waste Management for ESS, ESFPs, PD, MoECCT, NCIT Training on implementation of Stakeholder Engagement Plan for ESS, ESFPs, PD, MoECCT, NCIT Gender Based Violence (GBV) and Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) for ESS, ESFPs, PD, MoECCT, NCIT 	<p>Respective timelines for each program</p> <ol style="list-style-type: none"> Within one month of having Project Staff in place at Implementation and Prior to Midterm Review. Within 1st Year of Project Implementation and Prior to Mid term Within one month of having Project Staff in place at Implementation and Prior to Midterm Review Within one month of having Project Staff in place at Implementation and Prior to Midterm Review 	ESS,ESFPs, CS, PD, NCIT, MoECCT and the World Bank