

Dominican Republic

**Ministry of Public Administration
(MAP)**

**Support for the Implementation of the Public
Administration Reform and Modernization Plan
(P180302)**

Draft

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

September 22, 2023

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Dominican Republic (the "Borrower") will implement the "Support for the Implementation of the Public Administration Reform and Modernization Plan (P180302)" (the "**Project**") through the Ministry of Public Administration (MAP), as set out in the Loan Agreement. The International Bank for Reconstruction and Development (the "Bank") has agreed to provide financing for the Project, as set out in the referred agreement.
2. The Borrower shall ensure that the Project is carried out in accordance with the Bank's Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Bank. The ESCP is part of the Legal Agreement. Unless otherwise defined in this ESCP, terms used in this ESCP have the meanings ascribed to them in the referred agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Borrower 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 ESSs, 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 between the Bank and the Borrower, 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 Borrower, through MAP, and the Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the World Bank and the Minister of the MAP. The Borrower shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Bank regular monitoring reports on the Project's Environmental, Social, Health and Safety (ESHS) performance, including but not limited, to the implementation of the ESCP, status of preparation and implementation of Environmental and Social (E&S) instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	<p>From the Effective Date of the Loan Agreement, semiannually during the implementation of the Project. Submit each report to the Bank no later than thirty (30) days after the end of each reporting period in conjunction with the Project Progress Reports.</p>	MAP
B	<p>NOTIFICATION OF 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, inter alia, occupational accidents resulting in serious injury, deaths, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), (e.g. gender-based violence or impacts on natural habitats). Provide sufficient details regarding the scope, severity and possible causes of the incident or accident indicating immediate measures to address it, and any information provided by any contractor and/or consultancy firm as appropriate. Subsequently, at the Bank's request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p> <p>The Project Operational Manual (POM) and LMP shall include a section describing the reporting procedure, including the minimum content of the initial notification and the minimum content of the incident or accident report if required.</p>	<p>Notify the World Bank no later than forty-eight (48) hours after learning of the incident or accident.</p> <p>Provide subsequent report to the World Bank within a timeframe acceptable to the World Bank.</p>	MAP
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain within the Project Implementation Unit (PIU) in the MAP a team with qualified staff and resources to support management of environmental and social risks, which includes at least the following: One (1) dedicated full time environmental and social specialist, in charge of E&S management and the grievance mechanisms.</p>	<p>Key staff shall be hired or assigned no later than sixty (60) days after the Effective Date. All positions shall remain staffed with persons with the appropriate profile throughout Project implementation.</p>	MAP

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.2	<p>PERMITS, LICENSES, CONSENTS, AND AUTHORIZATIONS</p> <p>Obtain, or cause to be obtained, as appropriate, the permits, licenses, and authorizations that are applicable to the respective Project activities from the relevant national and provincial authorities. Comply or ensure compliance with, as appropriate, the conditions set forth in these permits, consents, and authorizations throughout implementation of the Project activity.</p>	As appropriate, they shall be obtained prior to the start of the activities that require permits, consents, and authorizations.	MAP
1.3	<p>TECHNICAL ASSISTANCE</p> <p>Ensure that consultancies, studies, capacity building, training, and any other technical assistance activities under the Project, including those related to environmental and social instruments, are carried out in accordance with Terms of Reference acceptable to the Bank, consistent with the ESSs and the Labor Management Procedures (LMP) of the Project. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p> <p>All digital platforms, information and data generated, registered, and managed within the scope of the project shall be protected by adequate information security procedures as well as protocols protecting confidentiality.</p>	As appropriate, throughout Project implementation.	MAP
1.4	<p>E&S SCREENING CHECKLIST</p> <p>Adopt and implement an E&S Screening Checklist to screen all Project activities for consistency with the ESSs.</p>	<p>The E&S Screening List shall be submitted for the Bank's no objection, adopted and disclosed no later than ninety (90) days after the Effective Date.</p> <p>Once approved, the E&S Screening List shall be implemented throughout Project implementation.</p>	MAP
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Prepare, adopt, disclose, and implement Labor Management Procedures (LMP), acceptable to the Bank, including, inter alia, adequate occupational health and safety measures (including emergency preparedness and response measures), grievance arrangements for Project workers, a Code of Conduct for workers and other labor-related requirements that will be incorporated into the Terms of Reference and Contracts for the TA.</p>	<p>The LMP shall be submitted for the Bank's no objection, adopted and disclosed no later than ninety (90) days after the Effective Date.</p> <p>Once approved, the LMP shall be implemented throughout Project implementation.</p>	MAP
2.2	<p>GRIEVANCE REDRESS MECHANISM FOR PROJECT WORKERS</p> <p>Establish, maintain, and operate a grievance redress mechanism for Project workers, as described in the LMP and consistent with ESS 2.</p>	The same timeframe as for the implementation of action 2.1.	MAP

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.3	OCCUPATIONAL HEALTH AND SAFETY MEASURES Develop specific Occupational Health and Safety (OHS) measures for the Project, including emergency preparedness and response measures, and include these measures in the Project LMP.	The same timeframe as for the implementation of action 2.1.	MAP
2.4	CODE OF CONDUCT a) Establish a Code of Conduct in the LMP. b) Establish provisions in the Terms of Reference for the TA for all consultants to sign a Code of Conduct with the minimum content of this code established in the LMP.	a) The same timeframe as for the implementation of action 2.1. b) The same timeframe as for the implementation of action 1.3.	MAP
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Prepare, consult, adopt, disclose, and implement an Electronic Waste Management Plan (EWMP) that includes content that is consistent with the provisions of ESS 3 and the EHS guidelines of the World Bank Group.	The E-Waste Management Plan shall be submitted for the Bank's no objection, adopted and disclosed no later than ninety (90) days after the Effective Date. The EWMP shall be implemented throughout Project implementation and, especially, as soon as electronic waste is being generated by the Project.	MAP
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	COMMUNITY HEALTH AND SAFETY Assess and identify measures and actions to manage the specific risks and impacts to the community arising from Project activities and include these measures in the LMP. These shall include, inter alia: <ul style="list-style-type: none"> • Evaluation and prevention measures and referral network for cases of sexual exploitation and abuse/sexual harassment (SEA/SH). • Preparation and implementation of a Code of Conduct. • Assessment of the risk of exposure of communities to communicable diseases, such as COVID-19. 	The same timeframe for the implementation of action 2.1.	MAP
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT This standard is not relevant.			
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES This standard is not relevant.			
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES This standard is not relevant.			
ESS 8: CULTURAL HERITAGE This standard is not relevant.			
ESS 9: FINANCIAL INTERMEDIARIES This standard is not relevant.			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN</p> <p>Update, consult, disclose, adopt, and implement the Stakeholder Engagement Plan (SEP) prepared for the Project, which shall include measures to, inter alia, develop differentiated strategies to ensure that the benefits of the Project reach the most vulnerable, 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. The updated SEP will also outline the details to operationalize the Project grievance mechanism (including grievances related to sexual exploitation and abuse/sexual harassment (SEA/SH)).</p>	<p>The existing draft SEP shall be updated, adopted, and disclosed no later than ninety (90) days after the Effective Date and thereafter implemented throughout Project implementation.</p>	MAP
10.2	<p>PROJECT GRIEVANCE REDRESS MECHANISM</p> <p>A) Establish, maintain, and operate a grievance mechanism, to receive and facilitate transparent resolution of concerns and grievances in relation to the Project, accessible to all stakeholders and project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10 and the SEP.</p> <p>B) Include a report on the operation of the grievance mechanism in the semiannual reports mentioned in material measure/action A, referred to at the beginning of this ESCP (Regular Reporting), describing, at a minimum, the number and type of grievances received, the average resolution time, and other relevant data to be discussed and agreed upon with the Bank.</p>	<p>A) The same timeframe as for the implementation of action 10.1 and operational throughout Project implementation.</p> <p>B) The same timeframe as for action A (Regular Reporting) of this ESCP.</p>	MAP
CAPACITY BUILDING (TRAINING)			

	MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
CS1	<p>Develop an environmental and social training plan, acceptable to the Bank. Once approved, implement the E&S Training Plan and update it annually according to the emerging needs of the Project. The E&S Training Plan shall include thematic areas to be addressed, a schedule, budget, targets, and indicators. The training shall be focused on direct and contracted project workers, government officials involved in the Project, consultants, and other relevant stakeholders, including vulnerable groups. The plan focuses on strengthening capacities for the implementation of:</p> <ul style="list-style-type: none"> • Stakeholder Engagement Plan • Labor Management Procedures • Electronic Waste Management Plan • E&S Screening Checklist • Grievance Mechanisms (for project activities and for project workers) • Sexual exploitation and abuse/sexual harassment • Code of Conduct 	<p>The E&S Training Plan shall be submitted for the Bank’s no objection no later than ninety (90) days after the Effective Date and updated annually.</p> <p>The Plan shall be implemented throughout the entire Project implementation period.</p>	MAP