Republic of Azerbaijan
Ministry of Labor and Social Protection of the Population

Azerbaijan Employment Support Project
(P171250)

ENVIRONMENTAL and SOCIAL COMMITMENT PLAN (ESCP)

December, 2019
ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Azerbaijan will implement the Azerbaijan Employment Support Project (the Project), with the involvement of the following Ministries and Agency: Ministry of Labor and Social Protection of the Population (MLSPP), Ministry of Finance, Ministry of Economy and the Ministry of Agriculture, State Statistical Committee. The International Bank for Reconstruction and Development (hereinafter the Bank) has agreed to provide financing for the Project.

2. The Republic of Azerbaijan 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 Republic of Azerbaijan will 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 Management Framework (ESMF), Environmental and Social Management Plans (ESMP), Labor Management Procedures (LMP) and Stakeholder Engagement Plans (SEP), and the timelines specified in those E&S documents.

4. The Republic of Azerbaijan is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Ministry, agency or unit referenced in 1. above.

5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Bank by the Republic of Azerbaijan as required by the ESCP and the conditions of the legal agreement, and the Bank will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.

6. As agreed by the Bank and the Republic of Azerbaijan, 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 Republic of Azerbaijan through MLSPP will agree to the changes with the Bank 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 Bank and the MLSPP. The MLSPP will 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 Republic of Azerbaijan shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include: (a) environmental, health and safety risks (b) social risks and impacts
### MONITORING AND REPORTING

<table>
<thead>
<tr>
<th>MATERIAL MEASURES AND ACTIONS</th>
<th>TIMEFRAME</th>
<th>RESPONSIBLE ENTITY/AUTHORITY</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>A REGULAR REPORTING</strong></td>
<td>Every six months throughout Project implementation</td>
<td>MLSPP</td>
</tr>
<tr>
<td>Prepare and submit to the Bank 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&amp;S documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s).</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| **B INCIDENTS AND ACCIDENTS** | Notify the Bank within 48 hours after learning of the incident or accident | MLSPP |
| 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 large scale of accidental spills of polluting and hazardous materials; occupational health and safety serious injuries; and road accidents. | | |
| Provide sufficient details 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, prepare a report on the incident or accident and propose any measures to prevent its recurrence. | A subsequent report should be provided within a timeframe acceptable to the Bank, as requested | MLSPP |

### ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS

1.1 **ORGANIZATIONAL STRUCTURE:** Establish an organizational structure (Project Implementation Unit within MLSPP) within the Employment Policy Department of the MLSPP, with qualified staff to support management of E&S risks including at least one social specialist and one environmental specialist responsible for ensuring full compliance with the ESSs, ESCP and relevant instruments. Maintain the organizational structure throughout Project implementation. *Establish by effectiveness and thereafter maintained throughout Project implementation.*

1.2 **ENVIRONMENTAL AND SOCIAL ASSESSMENT:** Finalize the Project Environmental and Social Management Framework (ESMF) which specifies rules and procedures for assessing subproject-specific environmental and social risks and for preparing subproject-specific Environmental and Social Management Plans (ESMPs). *By the completion of Project Appraisal.*

MLSPP
| 1.3 | **MANAGEMENT TOOLS AND INSTRUMENTS:** Screen proposed subprojects in accordance with the Project ESMF, and, thereafter, draft, adopt, and implement subproject-specific ESMPs, as required, in a manner acceptable to the Bank. | Prior to commencement of works under each individual subproject. | MLSPP |
| 1.4 | **TECHNICAL ASSISTANCE:** The terms of reference for studies, capacity building and any other technical assistance provided under the Project will duly incorporate and take into consideration the requirements of the ESSs. | Throughout Project implementation. | MLSPP |

**ESS 2: LABOR AND WORKING CONDITIONS**

| 2.1 | **LABOR MANAGEMENT PROCEDURES:** Adopt and implement labor management procedures (LMP). | Throughout Project implementation. | MLSPP |
| 2.2 | **GRIEVANCE MECHANISM FOR PROJECT WORKERS:** Establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2. | To be established by effectiveness and operated throughout Project implementation. | MLSPP |
| 2.3 | **PROJECT WORKERS TRAINING:** Implement training of Project workers designed to heighten awareness of risks and to mitigate impacts on local communities. | In accordance with the Project’s annual Training Plan. | MLSPP |

**ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT**

Introduce resource efficiency and pollution prevention practices through subproject-specific ESMPs and as part of the training programs and advisory services to be delivered under the project. | Throughout Project implementation | MLSPP |

**ESS 4: COMMUNITY HEALTH AND SAFETY**

Introduce community health and safety provisions in line with EHS Guidelines into subproject-specific ESMPs, training programs and advisory services to be delivered under the project for addressing minor risk of nuisance and/or impacts on health and safety of communities. | Throughout Project implementation | MLSPP |

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

This ESS is not relevant to the project |

**ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES**
Address potential minor impacts on biodiversity and living natural resources by introduction of principles of sustainable management of living natural resources into subproject specific ESMPs, training programs and advisory services to be delivered under the project, especially those targeting rural population.  

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

This ESS is not relevant to the project

**ESS 8: CULTURAL HERITAGE**

This ESS is not relevant to the project

**ESS 9: FINANCIAL INTERMEDIARIES**

This ESS is not relevant to the project

**ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE**

10.1 **STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION:** Adopt, consult and implement the Stakeholder Engagement Plan (SEP) prepared for the Project

10.2 **PROJECT GRIEVANCE MECHANISM (GM):** Develop, maintain and operate a grievance mechanism, as described in the SEP, with appropriate monitoring and reporting.

**CAPACITY SUPPORT (TRAINING)**

1. Project’s Concept, Strategies and ESF (to PIU by MLSPP and consultant);
2. Stakeholder Engagement Plan training of trainers to local State Employment Services (to SESs by PIU);
3. Establishment and maintaining of the Grievance Redress Mechanism (GRM)
4. Risk assessment and mitigation of gender-based violence (GBV) and sexual exploitation and abuse (SEA), GBV GRM (to PIU and SESs by consultant);
5. Social and Environmental Audit (to PIU/MLSSP Staff responsible for implementing ESF Instruments by consultant);
6. Conducting effective public meetings and consultations (to PIU and SESs by consultant).

Throughout Project implementation

Throughout Project implementation

GM to be established by effectiveness and operated throughout Project implementation.

In accordance with annual training plan – to be prepared by project Effectiveness and updated annually.

MLSPP

MLSPP

MLSPP