



Democratic Socialist Republic of Sri Lanka

**Ministry of Finance Economic Stabilization &  
National Policies (MoF) and Ministry of Women,  
Child Affairs and Social Empowerment  
(MoWCASE)**

**SOCIAL PROTECTION PROJECT (P178973)**

**Draft**

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

**17<sup>th</sup> April 2023**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of Sri Lanka (the Borrower) will implement the Social Protection Project (the Project), with the involvement of the Ministry of Finance Economic Stabilization & National Policies (MoF) and Ministry of Women, Child Affairs and Social Empowerment (MoWCASE), as set out in the Financing Agreement. The International Development Association (IDA) of the World Bank (hereinafter the Association), 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 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 Loan Agreement. Unless otherwise defined in this ESCP, capitalized 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 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 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 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, Borrower through the Ministry of Finance Economic Stabilization & National Policies (MoF) and Ministry of Women, Child Affairs and Social Empowerment (MoWCASE) and the World Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the World Bank and Borrower. The Borrower shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING:</b> 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, stakeholder engagement activities and grievances log.</p>	<p>Submit, in conjunction with the Project’s progress reports, quarterly reports to the Association throughout Project implementation, commencing after the Project Effective Date. Submit each report to the Association no later than xx days after the end of each period.</p>	<p>Environmental and Social Specialists (ESS) with the Project Management Team (PMT) under the MoF and ESS with the PMT under MoWCASE.</p>
B	<p><b>INCIDENTS AND ACCIDENTS</b></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), 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>	<p>ESS-PMT MoF and ESS-PMT MoWCASE</p>
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE:</b></p> <p>The MoF shall establish and maintain Project Management Team (PMT) within the Welfare Benefits Board (WBB). Within the PMT there will a qualified &amp; full-time Environmental &amp; Social Specialist (ESS) to support management of E&amp;S risks and impacts of the Project. The ESS will be supported by other staff of the PMT to implement ESF requirements including stakeholder engagement &amp; communication activities, the GRM, SEA/SH &amp; labor management measures.</p>	<p>ESSs to be hired within 3 months of project effectiveness.</p> <p>Interim measures will be in effect until ESSs are hired.</p>	<p>MoF and MoWCASE</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>The MoWCASE shall establish and maintain Project Management Team (PMT) within the Department of Samurdhi Development. Within the PMT there will be a qualified &amp; full-time Environmental &amp; Social Specialist (ESS) to support management of E&amp;S risks and impacts of the Project. The ESS will be supported by other staff of the PMT to implement ESF requirements including stakeholder engagement &amp; communication activities, the GRM, SEA/SH &amp; labor management measures.</p> <p>Interim measures: Ensure Additional Commissioner of WBB under the MoF and Director-Livelihood Development from Department of Samurdhi Development under the MoWCASE will be responsible for ESF implementation until ESSs are on board.</p>		
<p>1.2 <b>ENVIRONMENTAL AND SOCIAL GUIDELINES IN PROJECT OPERATIONS MANUAL:</b></p> <p>Adopt and implement the Environmental and Social Guidelines included in the Project Operations Manual (POM). The Guidelines will include guidance on E&amp;S due diligence requirements to be followed to comply with E&amp;S standards and manage E&amp;S risks including SEA/SH risks during beneficiary selection, implementation, and monitoring of project activities.</p>	<p>Adopt and implement the E&amp;S Guidelines as part of the POM prior to Project commencement.</p>	<p>MoF and MoWCASE</p>
<p>1.3 <b>STUDY TERMS OF REFERENCES FOR TECHNICAL ASSISTANCE:</b></p> <p>Ensure that the studies, technical assistance &amp; capacity building programs are carried out in accordance with terms of reference acceptable to the World Bank, and consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	<p>At the time Terms of References are prepared for clearance by the World Bank, thereafter adhered to throughout Project Implementation</p>	<p>MoF and MoWCASE</p>

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<b>ESS 2: LABOR AND WORKING CONDITIONS</b>		
<p>2.1 <b>LABOR MANAGEMENT PROCEDURES:</b>                      Project will follow labor regulations of the country and ensure that workers are engaged in the implementation of the Activities consistent with ESS2.</p> <p>To this end, ensure that the following measures are carried out:</p> <ul style="list-style-type: none"> <li>a) Provide workers with information and documentation that is clear and understandable regarding their terms and conditions of employment through written contracts setting out their rights, including, inter alia, rights related to hours of work, wages, overtime, compensation and benefits, as well as written notice of termination of employment, and details of severance payments, as applicable;</li> <li>b) Implement occupational health and safety (including personal protective equipment, and emergency preparedness and response) measures, taking into account the General Environmental, Health and Safety Guidelines (EHSs), and other relevant Good International Industry Practice (GIIP) and, as appropriate, the industry-specific EHSs and other Good International Industry Practice (GIIP);</li> <li>c) Implement measures, as applicable, to, inter alia: (i) prevent the use of all forms of forced labor and child labor; (ii) enable workers to benefit from, inter alia, access to grievance and redress mechanisms without fear of retaliation; and effective freedom to form and join workers organizations or alternative mechanisms for expressing their concerns and protect their rights related to labor and working conditions;</li> <li>d) Implement a code of conduct for workers, which shall include measures to prevent and respond to SEA and SH cases; and</li> <li>e) Incorporate the relevant requirements above in the ESHS specifications of the procurement documents and contracts with third parties that engage workers in the implementation of the Activities.</li> </ul>	<p>Carry out the measures throughout the implementation of the Activities.</p>	<p>ESS-PMT MoF and ESS-PMT MoWCASE</p>

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	f) For community workers, measures should be in place to ensure their health and safety and rules to prohibit child labor and forced labor.		
2.2	<b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b> Establish and operate a grievance mechanism for Project workers (including handling SEA/SH risks) consistent with ESS2.	Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	ESS-PMT MoF and ESS-PMT MoWCASE
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT [].</b>			
3.1	<b>E-WASTE MANAGEMENT:</b>  Over the course of the lifetime of use of all Information Technology (IT) equipment purchases by the project will be disposed at the end of their lifecycle of use or due to any breakage during use as per Hazardous Waste (Scheduled Waste) Management regulations under the National Environmental Act in 2008 under the Gazette Extraordinary 1534/18.  As per this regulation and procedures of the Central Environmental Authority (CEA) all government agencies will dispose E- Waste via the mandated authorized collectors listed on the CEA website via the designated collection points. At the time any E-waste is being disposed the government agencies should take all measures to ensure that the regulatory requirements stipulated by the CEA are duly followed.	Over the life cycle of the IT equipment	ESS-PMT MoF and ESS-PMT MoWCASE
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	Relevant aspects of this standard shall be considered, as needed, under action 1.2 above as part of the due diligence activities and recommend corrective measures through the project’s technical support.	Throughout Project implementation.	ESS-PMT MoF and ESS-PMT MoWCASE.
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY</b>			
5.1	<b>CURRENTLY NOT RELEVANT</b>		
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<b>NOT CURRENTLY RELEVANT</b>		
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
7.1	Prepare, adopt and implement an Indigenous People's Planning Framework (IPPF) consistent with ESS 7, to include a time-bound plan for engaging the Veddha community through meaningful participation and consultation in a culturally appropriate manner, and ensure mechanisms by which IPs can raise concerns or seek redress for project-related grievances as part of the Project GRM.	IPPF to be prepared prior to signing of legal agreement and thereafter implement the IPPF throughout Project implementation.	ESS-PMT MoF and ESS-PMT MoWCASE.
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<b>NOT CURRENTLY RELEVANT</b>		
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
9.1	<b>NOT CURRENTLY RELEVANT</b>		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<b>STAKEHOLDER ENGAGEMENT PLAN (SEP) IMPLEMENTATION:</b> Adopt and implement the Stakeholder Engagement Plan (SEP), 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 will be prepared by Appraisal and Disclosed and thereafter implement the SEP throughout Project implementation.	ESS-PMT MoF and ESS-PMT MoWCASE.
10.2	<b>PROJECT GRIEVANCE MECHANISM FOR STAKEHOLDERS:</b> The MoF under the WBB and MOWCASE under the Department of Samurdhi Development shall establish, publicize, maintain and operate a grievance mechanism (GRM) 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 GRM under the WBB and Department of Samurdhi Development 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.	Implement the Grievance Redress Mechanism developed during Project preparation as part of the Stakeholder Engagement Plan throughout the life of the project.	ESS-PMT MoF and ESS-PMT MoWCASE.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>CAPACITY SUPPORT</b>			
CS1	The Recipient will deliver the following training programs: <ul style="list-style-type: none"> <li>a) Introduction to the World Bank’s ESF.</li> <li>b) Training on implementation of Stakeholder Engagement Plan (SEP) including operation of a GRM for both IAs. s.</li> <li>c) Training on ESS2 and on prevention on Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH).</li> <li>d) Training on E-Waste Management in Collaboration with the CEA</li> </ul>	Within one month of having Project Staff in place.	ESS-PMT MoF and ESS-PMT MoWCASE.