

INDEPENDENT STATE OF PAPUA NEW GUINEA
Enhancing Labor Mobility from Papua New
Guinea Project (P174594)

DRAFT
ENVIRONMENTAL and SOCIAL
COMMITMENT PLAN (ESCP)

October 18, 2021

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Independent State of Papua New Guinea (hereinafter PNG or the Recipient) will implement the Enhancing Labor Mobility from Papua New Guinea Project (the **Project**), with the involvement of the Department of Treasury (DOT), the Labour Mobility Unit (LMU) within DOT, and the Participating Financial Institutions (PFIs). The International Development Association (hereinafter the Association) has agreed to provide financing for the Project.
2. The Recipient 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 Recipient will also comply with the provisions of any other E&S documents required under the ESF and referred to in this ESCP, such as Social Assessment and Social Management Plan, Stakeholder Engagement Plan, Labor Management Procedure, 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 DOT, LMU, and the PFIs referenced in 1. above.
5. Implementation of the material measures and actions set out in this ESCP will 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 will 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, the Recipient, through DOT, will agree to the changes with the Association 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 Association and the Recipient, through DOT. DOT 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 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		
<p>A REGULAR REPORTING: 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 grievances log, Labor Management Procedures, contractor’s ESHS implementation (when required for the improvement of physical facilities/equipping the existing facilities), project ESHS incidents, and the functioning of the project grievance mechanism(s).</p> <p>Regular monitoring reports will also include information on grievances and incidents involving PNG seasonal/migrant overseas including a summary of the nature of any grievances or incidents that have occurred during the reporting period, measures taken by Australia or New Zealand authorities to address them; the involvement of the PNG Labour Management Unit (liaison function) and PNG Department of Foreign Affairs (DoFA); and proposed measures that the LMU will take with support of the project to prevent or reduce the likelihood of their recurrence.</p>	<p>Six-monthly throughout Project implementation.</p>	<p>Department of Treasury – Labour Management Unit</p>
<p>B INCIDENTS AND ACCIDENTS</p> <p>a. Promptly notify the Association of any incident or accident related to the implementation of the Project in PNG, 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. These activities are outlined in the Project’s Social Management Plan.</p>	<p>a. Notify the Bank within 48 hours after learning of the incident or accident. A report would be provided within a timeframe acceptable to the Bank/Association, as requested</p> <p>b. Establish within 60 days of the Effective Date of the Financing</p>	<p>Department of Treasury – Labour Management Unit</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	<p>b. Establish and maintain processes and systems within the LMU to support incident response, and track and report on critical and non-critical incidents involving PNG seasonal/migrant that occur whilst they are on assignment in Australia and NZ.</p> <p>c. For critical incidents involving PNG seasonal/migrant in Australia or New Zealand, provide individual incident information to the Bank outside of regular progress reporting, and in a timely manner</p>	<p>Agreement for the Project (Effective Date)</p> <p>c. Throughout project implementation</p>	
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE: The Department of Treasury shall maintain a Project Management Unit (PMU) with qualified staff and resources to support management of ESHS risks and impacts of the Project. The PMU shall retain a full-time Social Risk and Welfare Specialist and part time Gender and GBV Specialist.</p> <p>Other technical specialists such as an Occupational Health and Safety Specialist and Labor Specialist will be supplied through project supported technical assistance activities.</p>	<p>PMU shall be maintained throughout Project implementation.</p> <p>A Social Risk and Welfare Specialist (full-time) and Gender and GBV Specialist shall be recruited/appointed no later than 60 days of the Effective Date and retained throughout Project implementation.</p>	Department of Treasury – Labour Management Unit
1.2	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENT/MANAGEMENT PLANS AND INSTRUMENTS/ CONTRACTORS</p> <p>a. Adopt, disclose implement the Social Assessment and Social Management Plan (SA/SMP) (including the Environmental and Social Code of Practice) that has been prepared for the Project in a manner acceptable to the Association.</p> <p>b. Incorporate the relevant aspects of this ESCP, including, inter alia, any environmental and social management plans or other instruments, ESS2 requirements, and any other required ESHS measures, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply with the ESHS specifications of their respective contracts.</p> <p>c. Terms of Reference (TORs) for technical studies and advisory services and the recruitment of staff consultants be screened for potential E&S risks and to include provisions to ensure that advisory services comply with the objectives of the ESF.</p>	<p>a. Adopt and disclose before the Effective Date. Implement throughout Project implementation</p> <p>b. Before launching the procurement process for the relevant Project activities, and thereafter throughout the carrying out of such activities.</p> <p>c. Prior to commencement of procurement activities.</p>	Department of Treasury – Labour Management Unit

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1.3	<p>EXCLUSIONS: The following type of activities shall not be eligible for financing under the Project:</p> <ul style="list-style-type: none"> • Activities that may cause long term, permanent and/or irreversible (e.g. loss of major natural habitat) adverse impacts; • Activities with moderate, substantial or high levels of environmental risk; • Activities that have high probability of causing serious adverse effects to human health and/or the environment • Activities that may have significant adverse social impacts and may give rise to significant social conflict; • Activities that may affect lands or rights of indigenous people or other vulnerable minorities; • Activities that may involve permanent resettlement or land acquisition or adverse impacts on cultural heritage; and • Prohibit child labor (any person under the age of 18) due to the hazardous work situation. • Other excluded activities set out in the SA/SMP of the Project. 	These exclusions shall be applied as part of the screening process conducted under action 1.2.a. above	Department of Treasury – Labour Management Unit
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT: Update, adopt, disclose and implement the Labor Management Procedures (LMP) that have been developed for the Project.</p>	Adopt before the Effective Date. Implement throughout Project Implementation.	Department of Treasury – Labour Management Unit
2.2	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES Implement occupational, health, and safety (OHS) measures including compliance with the ESCOP, World Bank Group Environmental, Health and Safety Guidelines (EHSGs), GIIP and national legislation. Incorporate these requirements and the implementation of the ESCOP into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply with the ESHS specifications of their respective contracts.</p>	Throughout Project implementation.	Department of Treasury – Labour Management Unit
2.3	<p>WORKER CODE OF CONDUCT Implement the Project’s Code of Conduct (CoC) as described in the LMP for all direct and contracted workers.</p>	Throughout Project implementation.	Department of Treasury – Labour Management Unit
2.4	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish, maintain, and operate a grievance redress mechanism for project workers, as described in the Labor Management Procedures (LMP) and consistent with ESS2</p>	Adopt before the Effective Date. Maintain throughout implementation.	Department of Treasury – Labour Management Unit

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.5	CHILD LABOR AND MINIMUM AGE Prohibit child labor (any person under the age of 18) due to the hazardous work situation.	Throughout Project implementation.	Department of Treasury – Labour Management Unit
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	Relevant aspects of this standard shall be considered, as needed, under action 1.2 above, including, inter alia, measures to manage e-wastes and other types of hazardous and non-hazardous wastes.	Throughout Project implementation.	Department of Treasury – Labour Management Unit
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.2	COMMUNITY HEALTH AND SAFETY: Relevant aspects of this standard shall be considered, as needed, under action 1.2 above including, inter alia, measures to: minimize the potential for community exposure to communicable diseases including COVID-19; ensure that individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable, have access to the development benefits resulting from the Project; and prevent and respond to sexual exploitation and abuse, and sexual harassment	Throughout Project implementation.	Department of Treasury – Labour Management Unit
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	Not relevant		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
	Not relevant		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	INDIGENOUS PEOPLES: Relevant aspects of this standard shall be considered, as needed, under action 1.2 above. Without limitation to the foregoing, the Recipient shall update, disclose, adopt and implement the SEP to promote the inclusion of Indigenous Peoples (IPs) in a manner consistent with ESS7 and acceptable to the Association to make sure that IPs are fully consulted in a culturally-appropriated manner about and have opportunities to benefit from the Project activities in a manner acceptable to the Association.	Implement the SEP throughout Project Implementation.	Department of Treasury – Labour Management Unit
ESS 8: CULTURAL HERITAGE			
	Relevant aspects of this standard shall be considered, as needed, under action 1.2 above.		
ESS 9: FINANCIAL INTERMEDIARIES			
9.1	Loan Design: Update the ESS9 due diligence of the loan facility based on detailed design, including risks and potential impacts and required avoidance, mitigation and management measures for design and implementation. Obtain World Bank no objection on the design outlined in the operation manual and E&S due diligence, before loan facility design is finalized.	Before loan design is finalized	Department of Treasury – Labour Management Unit

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
9.2	Agreement with FIs: Loan Facility Agreements between the implementing agency and FIs incorporate design requirements and E&S requirements for implementation including an Environmental and Social management System and are approved by the implementing agency with no objection from the World Bank.	Before signing loan facility agreements with FIs	Department of Treasury– Labour Management Unit
9.3	ESMS: Require participating FIs to prepare, adopt, and maintain an environmental and social management system (ESMS) satisfactory to the Bank.	Before commencement of lending. Once established, the ESMS is maintained and operated throughout Project implementation	Department of Treasury – Labour Management Unit
9.4	Labour and Working Conditions: Require participating FIs to develop and implement LMP for the loan facility in accordance with ESS2 and the project’s LMP, satisfactory to the Bank.	Before commencement of lending. Once established, the ESMS is maintained and operated throughout Project implementation	Department of Treasury – Labour Management Unit
9.5	FI Organizational capacity: Require participating FIs establish and maintain an organizational capacity and competency for implementing the ESMS with clearly defined roles and responsibilities (where relevant, identify specific positions/resources for E&S management that are a part of the organizational structure	Before commencement of lending; maintained throughout Project implementation	Department of Treasury – Labour Management Unit
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN: Update, adopt, disclose, and implement the Stakeholder Engagement Plan (SEP) consistent with ESS10, in a manner acceptable to the Association.	Adopt before the Effective Date. Implement throughout Project Implementation.	Department of Treasury – Labour Management Unit

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
10.2	<p>GRIEVANCE MECHANISM: Accessible grievance arrangements shall be made publicly available to receive and facilitate resolution of concerns and grievances in relation to the Project, consistent with ESS10, in a manner acceptable to the Association. Without limitation to the foregoing, the Recipient shall adopt, implement and update the Project Grievance Redress Mechanism (GRM) included in the Project’s Stakeholder Engagement Plan throughout Project implementation.</p> <p>The project grievance mechanism and LMU liaison functions shall also receive, register and address concerns and grievances related to sexual exploitation and abuse, sexual harassment in a safe and confidential manner, including through the referral of survivors to gender based violence service providers.</p> <p>Establish and maintain liaison functions within the LMU to support PNG seasonal/migrant to access and navigate A&NZ grievance and complaints mechanisms available to them in Australia and New Zealand.</p>	Adopt before the Effective Date. Implement and update the Project GRM and all requirements under this action 10.2 throughout Project implementation.	Department of Treasury – Labour Management Unit
CAPACITY SUPPORT (TRAINING)			
CS1	Conduct an institutional capacity assessment and develop and implement capacity development program consisting of formal and on-the-job training and professional development activities.	Conduct within 60 days of the Effective Date and as new Project team members join the Project throughout implementation.	Department of Treasury – Labour Management Unit
CS2	Department of Treasury, Labour Management Unit and other relevant implementing support staff responsible for the Project to receive training on the Project’s ESF instruments, CoC and provisions to prevent SEA/SH, the relevant requirements of the SA/SMP, LMP and SEP, GRM and ESCOP, and the roles and responsibilities in the ESF implementation.	Conduct within 60 days of the Effective Date and as new Project team members join the Project throughout implementation.	Department of Treasury – Labour Management Unit
CS3	Contractors to receive training on the relevant aspects of the Project ESF instruments and relevant ESHS requirements.	Prior to work commencing, throughout Project implementation.	Department of Treasury – Labour Management Unit