

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

**DRAFT**  
**ENVIRONMENTAL and SOCIAL**  
**COMMITMENT PLAN (ESCP)**

**1 April, 2022**

## 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 Labour Mobility Unit (LMU) within the Department of Treasury. 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 LMU 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
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING:</b></p> <p>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:</p> <ol style="list-style-type: none"> <li>Project implementation in PNG - including implementation of social risk mitigation measures integrated into project design; implementation of the ESCP; status of preparation and implementation of E&amp;S documents required under the ESCP; stakeholder engagement activities; project ESHS incidents, and the functioning of the Project grievance mechanism(s).</li> <li>Monitoring of beneficiary welfare in A&amp;NZ including information on concerns/grievances and incidents/accidents involving PNG temporary migrant workers in A&amp;NZ including a summary of the nature of concerns/grievances or incidents/accidents 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 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; and results of beneficiary welfare surveys and other feedback mechanisms.</li> </ol>	Six-monthly throughout Project implementation.	Department of Treasury – Labour Management Unit
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <ol style="list-style-type: none"> <li>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, including any incident or accident related to or having an impact on migrant workers who participate in the International Labor Mobility Scheme while abroad in New Zealand and/or Australia. 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.</li> </ol>	<ol style="list-style-type: none"> <li>Notify the Association within 48 hours after learning of the incident or accident. A report would be provided within a timeframe acceptable to the Association, as requested</li> </ol>	Department of Treasury – Labour Management Unit

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	<ul style="list-style-type: none"> <li>b. Establish and maintain processes and systems within the LMU to support incident/accident response, tracking and reporting for incidents/accidents involving PNG temporary migrant that occur whilst they are on assignment in Australia and NZ.</li> <li>c. Summary information on incidents/accidents involving PNG temporary migrant in Australia or New Zealand will be provided in regular progress reports (refer A).</li> </ul>	<ul style="list-style-type: none"> <li>b. Establish within 90 days of the Effective Date of the Financing Agreement for the Project (Effective Date)</li> <li>c. Throughout project implementation</li> </ul>	
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE:</b></p> <ul style="list-style-type: none"> <li>a. Maintain a full staffed Labour Management Unit (LMU) including at a minimum, Manager, Worker Welfare and Wellness Officer, Country Liaison Officer in Australia, a Training Officer and three administration staff.</li> <li>b. Establish and 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 recruit/appoint a Social Risk and Welfare Specialist and Gender and GBV Specialist, Occupational Health and Safety Specialist and Labor Specialist.</li> <li>c. A review of LMU and PMU staffing, including adequate staffing and maintenance of key personnel in the LMU and the PMU, will be conducted during the project's mid-term review and resourcing (budget and human resources) will be strengthened as necessary.</li> </ul>	<ul style="list-style-type: none"> <li>a. LMU shall be maintained throughout Project implementation. A Manager, Worker Welfare and Wellness Officer and Country Liaison Officer shall be recruited/by the Effective Date and retained throughout Project implementation.</li> <li>b. Social Risk and Welfare Specialist and Gender and GBV Specialist Occupational Health and Safety Specialist and Labor Specialist shall be recruited/appointed no later than 180 days of the Effective Date and retained throughout Project implementation.</li> <li>c. During project mid-term review</li> </ul>	Department of Treasury – Labour Management Unit
1.2	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENT/MANAGEMENT PLANS AND INSTRUMENTS/ CONTRACTORS</b></p> <ul style="list-style-type: none"> <li>a. Adopt, disclose, and implement the Social Assessment and Social Management Plan (SA/SMP that has been prepared for the Project in a manner acceptable to the Association.</li> </ul>	<ul style="list-style-type: none"> <li>a. The SA/SMP (dated XX April 2022) has been disclosed and adopted. Implement throughout Project implementation</li> </ul>	Department of Treasury – Labour Management Unit

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	<p>b. Conduct due diligence of the processes for information sharing and collaboration with sending country governments on worker welfare (i.e. grievances and incidents) under the International Labor Mobility Scheme in New Zealand and update the SA/SMP.</p> <p>c. When new priority sectors are added to the International Labor Mobility Scheme in Australia or New Zealand, update the SA/SMP with an assessment of opportunities and risks for participating workers.</p> <p>d. 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>e. Prepare and adopt a simple waste management procedure to address end of life management of e-waste.</p>	<p>b. Prior to any migrant workers receiving support under the Project recommence participation under the International Labor Mobility Scheme in New Zealand.</p> <p>c. When new priority sectors are added and prior to any migrant workers receiving support under the Project are employed in such new sectors.</p> <p>d. Prior to commencement of procurement activities.</p> <p>e. Prior to commencement of procurement activities.</p>	
1.3	<p><b>TECHNICAL ASSISTANCE</b>                      Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project, including inter alia operational guidelines, work readiness training, pre-departure training, liaison strategy and action plan, outreach plans, financial literacy training, and options/examination on how to reduce and finance pre-departure costs are carried out in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	Throughout project implementation	Department of Treasury – Labour Management Unit
1.4	<p><b>ACTIVITIES SUBJECT TO RETROACTIVE FINANCING</b>                      Conduct an E&amp;S audit and implement necessary corrective actions to the satisfaction of the Association to ensure that any activity financed retroactively complies with the project’s SA/SMP, SEP and LMP, as relevant and the ESSs.</p>	Prior to disbursement	Department of Treasury – Labour Management Unit
1.5	<p><b>EXCLUSIONS:</b>                      The following type of activities shall not be eligible for financing under the Project:</p> <ul style="list-style-type: none"> <li>• Activities that may cause long term, permanent and/or irreversible (e.g. loss of major natural habitat) adverse impacts;</li> <li>• Activities with moderate, substantial or high levels of environmental risk;</li> </ul>	These exclusions shall be applied as part of the screening process conducted under action 1.2.a. above	Department of Treasury – Labour Management Unit

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	<ul style="list-style-type: none"> <li>• Activities that have high probability of causing serious adverse effects to human health and/or the environment;</li> <li>• Activities that may affect lands or rights of indigenous people or other vulnerable minorities;</li> <li>• Activities that may involve any resettlement or land acquisition or adverse impacts on cultural heritage; and</li> <li>• Activities that involve child labor (any person under the age of 18)</li> <li>• Other excluded activities set out in the SA/SMP of the Project.</li> </ul>		
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT:</b> Adopt, disclose and implement the Labor Management Procedures (LMP) that have been developed for the Project.</p>	The LMP (dated XX April 2022) has been disclosed and adopted. Implement throughout Project Implementation.	Department of Treasury – Labour Management Unit
2.2	<p><b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b> Implement occupational, health, and safety (OHS) measures including compliance with, World Bank Group Environmental, Health and Safety Guidelines (EHSGs), GIIP and national legislation. Incorporate these requirements and the implementation of the requirements 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><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>a) Establish, maintain and operate the grievance redress mechanism for project workers, as described in the Labor Management Procedures (LMP) and consistent with ESS2</p> <p>b) The W-GRM will be equipped to handle cases of SEA/SH and will put mechanisms in place for confidential reporting with safe and ethical documenting of SEA/SH issues. The WGRM will establish processes to immediately notify both the LMU Director, PMU Project Manager and the World Bank of any SEA/SH complaints, with the consent of the survivor.</p>	<p>a) Establish within 60 days of the Effective Date. Maintain and operate the worker grievance mechanism throughout Project implementation.</p> <p>b) Equip/establish within 270 days of effectiveness</p>	Department of Treasury – Labour Management Unit
2.4	<p><b>CHILD LABOR AND MINIMUM AGE</b> Prohibit child labor (any person under the age of 18)</p>	Throughout Project implementation.	Department of Treasury – Labour Management Unit

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<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
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 wastes.	Throughout Project implementation.	Department of Treasury – Labour Management Unit
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<b>COMMUNITY HEALTH AND SAFETY:</b> 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
4.2	<b>SECURITY MANAGEMENT:</b> While the use of security personnel is not anticipated, in the event that they do need to be retained, assess to the satisfaction of the Association, and implement measures to manage the risks of engaging security personnel to safeguard project workers, sites, assets, and activities, guided by the principles of proportionality and GIIP, and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel.	Assess before security personnel are retained under the Project and thereafter implemented throughout Project implementation.	Department of Treasury – Labour Management Unit
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
	Not relevant		
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
	Not relevant		
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	<b>INDIGENOUS PEOPLES:</b> 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

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>ESS 8: CULTURAL HERITAGE</b>			
	Not relevant.		
	Not relevant		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<b>STAKEHOLDER ENGAGEMENT PLAN:</b> Adopt, disclose, and implement the Stakeholder Engagement Plan (SEP) consistent with ESS10, in a manner acceptable to the Association. Updated once all key LMU and PMU staff are in place.	The SEP (dated XX April 2022) has been disclosed and adopted. Update within 270 days of the Effective Date; Implement throughout Project Implementation.	Department of Treasury – Labour Management Unit
10.2	<b>GRIEVANCE MECHANISM:</b> a) Establish, maintain and operate the grievance redress mechanism as described in the SEP to receive and facilitate resolution of concerns and grievances in relation to the Project, consistent with ESS10, in a manner acceptable to the Association.  b) Strengthen and maintain coordination and liaison functions within the LMU to coordinate with A&NZ agencies and support PNG temporary migrant workers to access and navigate A&NZ grievance and complaints mechanisms.  c) The project grievance mechanism and LMU coordination and liaison functions shall also be equipped to 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. The GRM will establish processes to immediately notify both the LMU Director, PMU Project Manager and the World Bank of any SEA/SH complaints, with the consent of the survivor.	a) Establish within 60 days of the Effective Date. Maintain and operate the Project GRM and all requirements under this action 10.2 throughout Project implementation.  b) Throughout Project implementation.  c) Equip/establish within 270 days of effectiveness	Department of Treasury – Labour Management Unit
<b>CAPACITY SUPPORT (TRAINING)</b>			
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 270 days of the Effective Date and as new Project team members join the Project throughout implementation.	Department of Treasury – Labour Management Unit

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
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, and GRM, and the roles and responsibilities in the ESF implementation.	Conduct within 270 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