

**JAMAICA**

**SOCIAL PROTECTION FOR INCREASED  
RESILIENCE AND OPPORTUNITY PROJECT  
(P178582)**

**[Draft]**  
**ENVIRONMENTAL AND SOCIAL  
COMMITMENT PLAN (ESCP)**

**24 October 2022**

**Version for Negotiations**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. Jamaica (the Borrower) will implement the Social Protection for Increased Resilience and Opportunity Project (the Project), with the involvement of the Ministry of Labor and Social Security (MLSS) 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 Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the 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 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, grievance management, and the environmental and social (E&S) instruments to be prepared or updated, consulted, adopted, disclosed, and implemented in accordance with the ESSs. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Bank.
4. As agreed by the Bank and 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 and the Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the minister in charge of the MLSS. The Borrower shall promptly disclose the updated ESCP.

| 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 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 instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism.</p>  | <p>Submit semi-annual reports to the Bank throughout Project implementation, commencing after the Effective Date. Submit each report to the Bank no later than 45 days after the end of each reporting period.</p> | <p>PIU/MLSS</p>              |
| B   | <p><b>INCIDENTS AND ACCIDENTS</b></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, 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 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 the Bank no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the Bank within a timeframe acceptable to the Bank.</p>                                  | <p>PIU/MLSS</p>              |
| C   | <p><b>CONTRACTORS’ MONTHLY REPORTS</b></p> <p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the ESHS metrics specified in the respective bidding documents and contracts and submit such reports to the Bank, upon request.</p>  | <p>Submit the monthly reports to the Bank, upon request, and in any case as annexes to the reports to be submitted under action A above.</p>   | <p>PIU/MLSS</p>              |
| <b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b> |   |  |                              |

| MATERIAL MEASURES AND ACTIONS |   | TIMEFRAME  | RESPONSIBLE ENTITY/AUTHORITY |
|-------------------------------|---|--|------------------------------|
| 1.1                           | <p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain a Project Implementation Unit (PIU) within the MLSS with qualified staff and resources to support management of ESHS risks and impacts of the Project, including one dedicated environmental and social specialist.</p>  | Hire or engage the environmental and social specialist no later than 60 days after Effective Date, and thereafter maintain the position throughout Project implementation        | MLSS                         |
| 1.2                           | <p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>Prepare, adopt, disclose, and thereafter implement Environmental and Social Good Practice Guidelines for the refurbishment activities under Component 2 the Project, consistent with the relevant ESSs.</p>   | Adopt the Environmental and Social Good Practice Guidelines upon the Bank’s no objection and before launching the bidding processes for the respective refurbishment activities. | PIU/MLSS                     |
| 1.3                           | <p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant Environmental and Social Good Practice Guidelines, the Labor Management Procedures, the E-Waste Management Plan, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors. Thereafter ensure that the contractors comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p> | As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation.   | PIU/MLSS                     |
| 1.4                           | <p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with terms of reference acceptable to the Bank and are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference and are consistent with the ESSs.</p>  | The technical assistance activities are carried out consistent with the ESSs throughout Project implementation.  | PIU/MLSS                     |
| 1.5                           | <p><b>CONTINGENT EMERGENCY RESPONSE FINANCING</b></p>   |  |                              |

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|   | <p>a) Ensure that the CERC Manual includes a description of the ESHS assessment and management arrangements, including a CERC-ESMF Addendum that will be included or referred to in the CERC Manual for the implementation of CERC component, in accordance with the ESSs.</p> <p>b) Upon activation of the CERC, prepare, consult, adopt, and disclose any environmental and social (E&amp;S) instruments which may be required for activities under the CERC component of the Project, in accordance with the CERC Manual, CERC-ESMF Addendum and the ESSs, and thereafter implement the measures and actions required under said E&amp;S instruments, within the timeframes specified in said E&amp;S instruments.</p> | <p>a) The adoption of the CERC Manual, in form and substance acceptable to the Bank, is part of the withdrawal condition under Section III.B.1.(b) of Schedule 2 of the Loan Agreement for the Project.</p> <p>b) Upon activation of the CERC, submit the respective E&amp;S instrument for the Bank's prior review and no objection, and adopt it as part of the respective bidding process, and in any case, before the carrying out of the relevant Project activities for which the E&amp;S instrument is required. Implement the E&amp;S instruments in accordance with their terms, throughout Project implementation.</p> | Borrower                     |
| <b>ESS 2: LABOR AND WORKING CONDITIONS</b>                                |   |  |                              |
| 2.1   | <p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Develop, update, consult, adopt, disclose, and implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors.</p>   | <p>(i) Submit the LMP for the Bank's prior review and no objection, and (ii) adopt, and disclose the LMP within 90 days following the Effective Date, or before hiring any workers (whichever is first), and thereafter implement the LMP throughout Project implementation.</p>   | PIU/MLSS                     |
| 2.2   | <p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>   | <p>Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.</p>   | PIU/MLSS                     |
| <b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> |   |  |                              |
| 3.1   | <p><b>WASTE MANAGEMENT GUIDELINES</b></p> <p>Prepare, adopt, disclose, and implement an E- Waste Management</p>   | <p>Submit the E-Waste Management Guidelines for the Bank's prior review and</p>  | PIU/MLSS                     |

| MATERIAL MEASURES AND ACTIONS   |  | TIMEFRAME   | RESPONSIBLE ENTITY/AUTHORITY |
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|   | Guidelines, to manage electronic waste, consistent with ESS3.  | no objection, within 9 months after the Effective Date or prior to the purchase and disposal of any electric waste (whichever is first), and thereafter adopt, disclose and implement them throughout Project implementation. |                              |
| <b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>   |  |   |                              |
| 4.1   | <b>COMMUNITY HEALTH AND SAFETY</b><br>Assess and manage specific risks and impacts to the community arising from Project activities and include related management e measures in the Environmental and Social Good Practice Guidelines, as relevant.                                     | Same timeframe as action 1.2 above.   | PIU/MLSS                     |
| <b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>                       |  |   |                              |
| ESS5 is not currently relevant.   |  |   |                              |
| <b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>              |  |   |                              |
| ESS6 is not currently relevant.   |  |   |                              |
| <b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b> |  |   |                              |
| ESS7 is not currently relevant.   |  |   |                              |
| <b>ESS 8: CULTURAL HERITAGE</b>   |  |   |                              |
| ESS8 is not currently relevant.   |  |   |                              |
| <b>ESS 9: FINANCIAL INTERMEDIARIES</b>  |  |   |                              |
| ESS9 is not currently relevant.   |  |   |                              |
| <b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>  |  |   |                              |
| 10.1  | <b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b><br>Consult, update based on consultation, adopt, disclose, and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders | Draft SEP shall be disclosed before appraisal. Submit the updated SEP for the Bank’s prior review and no objection,   | PIU/MLSS                     |

| MATERIAL MEASURES AND ACTIONS |   | TIMEFRAME  | RESPONSIBLE ENTITY/AUTHORITY |
|-------------------------------|---|--|------------------------------|
|                               | 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.   | adopt, and disclose the SEP within 90 days of the Effective Date, and thereafter implement the SEP throughout Project implementation.                        |                              |
| 10.2                          | <p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Establish, publicize, maintain, and operate an accessible grievance mechanism, 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.</p> <p>The grievance mechanism 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.</p> | Establish the grievance mechanism within 90 days of the Effective Date, and thereafter maintain and operate the mechanism throughout Project implementation. | PIU/MLSS                     |
| <b>CAPACITY SUPPORT</b>       |   |  |                              |
| CS1                           | <p>Training shall be provided to PIU staff on:</p> <ul style="list-style-type: none"> <li>• Stakeholder engagement and GM</li> <li>• Environmental, Social, Health and Safety</li> <li>• E-waste management</li> <li>• Environmental and Social Good Practice Guidelines</li> </ul>   | Within 90 days after the PIU is established. Training shall continue throughout Project implementation.  | PIU/MLSS                     |