

[Government of Grenada / Ministry of Finance]

[Digital Governance for Resilience Project]

P167588

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

[April 2019]

**Government of Grenada/ Ministry of Finance
Digital Governance for Resilience Project**

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. Government of Grenada is planning to implement the Digital Governance for Resilience Project (the **Project**), with the involvement of the following Ministries/agencies/units: *Ministry of Finance, Ministry of Infrastructure Development, Public Utilities, Energy, Transport and Implementation*. The *International Bank for Reconstruction and Development hereinafter the Bank* has agreed to provide financing for the Project.
2. The Government of Grenada will implement material measures and actions so that the Project is implemented in accordance with the World Bank Environmental and Social Standards (**ESSs**). This Environmental and Social Commitment Plan (**ESCP**) sets out a summary of the material measures and actions.
3. Where the ESCP refers to specific plans or other documents, whether they have already been prepared or are to be developed, the ESCP requires compliance with all provisions of such plans or other documents. In particular, the ESCP requires compliance with the provisions set out in *Stakeholder Engagement Plan that has been developed for the Project and in the e-waste management plan that will be developed for the project*.
4. The table below summarizes the material measures and actions that are required as well as the timing of the material measures and actions. 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 Government of Grenada 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 Government of Grenada, 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 Government of Grenada* 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 *Government of Grenada*. The *Government of Grenada* will promptly disclose the updated ESCP. Depending on the project, the ESCP may also specify the funding necessary for completion of a measure or action.
7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the *Government of Grenada* shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include *risks and impacts that are relevant to the Project, such as environmental, health, and safety impacts*.

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<i>Summary of the Material Measures and Actions to Mitigate the Project's Potential Environmental and Social Risks and Impacts</i>	<i>Timeframe</i>	<i>Responsibility / Authority and Resources/Funding Committed</i>	<i>Date of Completion</i>
ESCP Monitoring and Reporting			
REGULAR REPORTING: Prepare and submit regular monitoring reports on the implementation of the ESCP.	Submit bi-annual monitoring reports on the implementation of the ESCP.	Ministry of Infrastructure Development, Public Utilities, Energy, Transport and Implementation. Funded as part of overall project management cost	
INCIDENTS AND ACCIDENTS NOTIFICATION: The project as part of its OSH will place in contractor's requirement a report on all incidents and accidents involving project workers and sites as soon as possible after the accident or incident. There will be a reporting template that will provide details regarding the incident or accident, including site, number of workers or community residents or others involved, indicate immediate measures taken to address it, injuries occurred, and supervising entity, as appropriate.	Promptly after taking notice of the incident or accident, no later than 24 hours after the incident or accident.	Ministry of Infrastructure Development, Public Utilities, Energy, Transport and Implementation. Funded as part of overall project management cost.	
SUMMARY ASSESSMENT			
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			

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1.1	ORGANIZATIONAL STRUCTURE: Establish an organizational structure with qualified staff to support management of E&S risks [including] [where relevant, identify specific positions/resources for E&S management that are a part of the organizational structure].	ESDS will be contracted prior and assume duties on the project commencement and conclude duties on the end of project activities.	Ministry of Infrastructure Development, Public Utilities, Energy, Transport and Implementation. Funded as part of overall project management cost	
1.2	ENVIRONMENTAL AND SOCIAL ASSESSMENT: Carry out environmental and social assessment to identify and assess the environmental and social risks and impacts of the Project and appropriate mitigation measures.	Not Applicable to the project. Relevant environmental and social assessment information is contained in the Project Appraisal Document and Environmental and Social Screening in the ESRS.		

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1.3	MANAGEMENT TOOLS AND INSTRUMENTS: Develop and implement [Specify any general assessment and management tools and instruments to be developed under ESS1. Risk specific assessment and management tools dealing with specific risks may be identified under subsequent sections of the ESCP].	Not Applicable		
1.4	MANAGEMENT OF CONTRACTORS: The project will develop a protocol for management of all contractors and sub-contractors of the project. The protocols will be developed in the first quarter of the project implementation and prior to the preparations of procurement documents. The protocols will reflect the Bank's ESS particularly, ESS2, 3 and 4. The protocols will also reflect the Government of Grenada Labour laws and ILO best practices.	Prior to the hiring of contracts and in the first quarter of the project. The procedures will be implemented and in effect for the duration of the project's implementation period.	Ministry of Infrastructure Development, Public Utilities, Energy, Transport and Implementation. Funded as part of overall project management cost	
1.5	PERMIT, CONSENTS AND AUTHORIZATIONS: Obtain or assist in obtaining, as appropriate, the permits, consents and authorizations that are applicable to the Project from relevant national authorities. Comply or cause to comply, as appropriate, with the conditions	Not applicable.		

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	established in these permits, consents and authorizations throughout Project implementation.			
1.6	THIRD PARTY MONITORING: Where it has been agreed that a stakeholder and/or third parties will be engaged to complement and verify the monitoring of environmental and social risks and impacts of the Project, specify the identity and the tasks to be conducted.	Not applicable		
1.7	<i>Add other measures and actions that have been agreed, as per the specific risks and impacts of the Project</i>	Not applicable		
ESS 2: LABOR AND WORKING CONDITIONS				
2.1	LABOR MANAGEMENT PROCEDURES: Develop labor management procedures.	Labour Management Procedures developed in procurement documents development prior to commencement of project implementation and maintained throughout Project implementation.	Ministry of Infrastructure Development, Public Utilities, Energy, Transport and Implementation. Funded as part of overall project management cost	
2.2	GRIEVANCE MECHANISM FOR PROJECT WORKERS: A grievance	The GRM for worker	Ministry of	

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	mechanism for the project workers will be developed and maintained. The GRM will be distinct from the project's GRM and applicable to both permanent and temporary workers as well as workers of sub-projects and contractors of the project. The GRM will be published and disclosed using various mechanisms.	will be developed during the contract's preparation for work activities operational prior to engaging project workers and maintained throughout Project implementation.	Infrastructure Development, Public Utilities, Energy, Transport and Implementation. Funded as part of overall project management cost	
2.3	OHS MEASURES: Develop and implement occupational, health and safety (OHS) measures.	Prior to initiating work for the installation of digital infrastructure and maintained throughout Project implementation.	Ministry of Infrastructure Development, Public Utilities, Energy, Transport and Implementation. Funded as part of overall project management cost	
2.4	EMERGENCY PREPAREDNESS AND RESPONSE: As part of the OHS measures specified in 2.3, include measures on emergency preparedness and response, and ensure coordination with measures under 4.5.	Not applicable.		

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2.5	PROJECT WORKERS TRAINING: Implement training of Project Workers designed to heighten awareness of risks and to mitigate impacts on local communities.	Not applicable		
2.6	<i>Add other measures and actions that have been agreed, as per the specific risks and impacts of the Project</i>			
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT				
3.1	MANAGEMENT OF WASTE AND HAZARDOUS MATERIALS: Develop and implement measures and actions to manage waste and hazardous materials. For this project an e-waste management plan will be developed.	3 months after implementation or before computers are replaced, whichever comes first	Ministry of Infrastructure Development, Public Utilities, Energy, Transport and Implementation. Funded as part of overall project management cost	
3.2	<i>Add other measures and actions that have been agreed, as per the specific risks and impacts of the Project</i>	Not applicable		
ESS 4: COMMUNITY HEALTH AND SAFETY				
4.1	TRAFFIC AND ROAD SAFETY: Develop and implement measures and actions to assess and manage traffic and road safety risks.	Not applicable		
4.2	COMMUNITY HEALTH AND SAFETY: Develop and implement measures and action to assess and manage specific risks and	Not applicable		

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	impacts to the community arising from Project activities, including in relation to Project Workers and any risks of labor influx.			
4.3	GBV AND SEA RISKS: Develop and implement measures and actions to assess and manage the risks of gender-based violence (GBV) and sexual exploitation and abuse (SEA).	Not applicable		
4.4	GBV AND SEA RISKS DURING PROJECT IMPLEMENTATION: Specify additional funds available to implement measures to address GBV and SEA risks and impacts that may arise during Project implementation.	Not applicable		
4.5	EMERGENCY RESPONSE MEASURES: Develop and implement measures to address emergency events and ensure coordination with measures under 2.4.			
4.6	SECURITY PERSONNEL: Develop and implement measures and actions to assess and manage the risks to human security of project-affected communities and project workers that could arise from the use of security personnel.	Not applicable		
4.7	TRAINING FOR THE COMMUNITY: Conduct training for the community designed to heighten awareness of risks and to mitigate impacts specified in this section.	Not applicable		
4.8	<i>Add other measures and actions that have been agreed, as per</i>	Not applicable		

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<i>the specific risks and impacts of the Project</i>				
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT				
5.1	LAND ACQUISITION AND RESETTLEMENT: Assess the nature and degree of expected land acquisition and involuntary resettlement under the Project [<i>also specify important material measures, e.g. conduct a census to identify affected people</i>].	Not applicable		
5.2	RESETTLEMENT PLANS: Develop and implement resettlement plans [RAPs] consistent with the requirements of the [RPF and] and ESS5.	Not applicable		
5.3	MONITORING AND REPORTING: Ensure that monitoring and reporting on land acquisition and resettlement activities are conducted separately or as part of regular reporting.	Not applicable		
5.4	GRIEVANCE MECHANISM: Develop and implement the arrangements for the grievance mechanism for resettlement (if established separately from the grievance mechanism under ESS10)	Not applicable		
5.5	<i>Add other measures and actions that have been agreed, as per the specific risks and impacts of the Project</i>	Not applicable		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES				

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6.1	BIODIVERSITY RISKS AND IMPACTS: Develop and implement measures and actions to assess and manage risks and impacts on biodiversity, including identification of different types of habitat and circumstances in which offsets will be used.	Not applicable		
6.2	<i>Add other measures and actions that have been agreed, as per the specific risks and impacts of the Project</i>	Not applicable		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES				
7.1	INDIGENOUS PEOPLES PRESENT OR COLLECTIVELY ATTACHED TO PROJECT AREA: Assess the nature and degree of the expected direct and indirect economic, social, cultural and environmental impacts on Indigenous Peoples who are present in, or have collective attachment to, the project area.	Not applicable		
7.2	INDIGENOUS PEOPLES PLAN: Develop and implement a [<i>name of the plan</i>] consistent with the requirements of ESS7.	Not applicable		
7.3	GRIEVANCE MECHANISM: Develop and implement the arrangements for the grievance mechanism for indigenous people (if established separately for the grievance mechanism under ESS10).	Not applicable		
7.4	<i>Add other measures and actions that have been agreed, as per the specific risks and impacts of the Project</i>	Not applicable		
ESS 8: CULTURAL HERITAGE				

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8.1	CHANCE FINDS: Develop and implement a chance finds procedure.	Not applicable		
8.2	CULTURAL HERITAGE: Identify measures to address risks and impacts on cultural heritage.	Not applicable. The project as designed will not have any impact on cultural heritage. The project will take all measures to identify cultural heritage resources and develop the necessary mitigation plans in the event that they are impacted. The project will ensure that buildings that will be identified for retrofitting are not of cultural heritage and if they are that the retrofitting does not change the structure of the buildings.	Not applicable but if were to become necessary then the responsible agency will be the Ministry of Infrastructure Development, Public Utilities, Energy, Transport and Implementation. Funded as part of overall project management cost	
8.3	<i>Add other measures and actions that have been agreed, as per the specific risks and impacts of the Project</i>	Not applicable		

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ESS 9: FINANCIAL INTERMEDIARIES				
9.1	ESMS: Establish and maintain an environmental and social management system (ESMS).	Not applicable		
9.2	FI ORGANIZATIONAL CAPACITY: Establish an organizational capacity and competency for implementing the ESMS with clearly defined roles and responsibilities [<i>where relevant, identify specific positions/resources for E&S management that are a part of the organizational structure</i>].	Not applicable		
9.3	SENIOR MANAGEMENT REPRESENTATIVE: Designate a senior management representative to have overall accountability for environmental and social performance of FI subprojects.	Not applicable		
9.4	<i>Add other measures and actions that have been agreed, as per the specific risks and impacts of the Project</i>	Not applicable		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE				

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10.1	<p>SEP PREPARATION: Prepare and disclose a Stakeholder Engagement Plan (<i>SEP</i>).</p> <p>A SEP is completed. The SEP consists of a stakeholder analysis, ranking of stakeholders and identification of the engagement methods specific for each stakeholder. The stakeholder plan contains a communications plan and a Grievance Redress Mechanism.</p>	<p>The SEP is retroactive and elements of the SEP including consultations began in the project design phase. SEP will be implemented for the entire project duration.</p>	<p>Ministry of Infrastructure Development, Public Utilities, Energy, Transport and Implementation.</p> <p>Funded as part of overall project management cost</p>	<p>Completed</p>
10.2	<p>SEP IMPLEMENTATION: Implement the SEP.</p> <p>The Environmental and Social Specialist of the Ministry of Finance with the oversight of the Project Manager will be responsible for the SEP Implementation.</p>	<p>SEP will be done throughout the project implementation.</p>	<p>Ministry of Infrastructure Development, Public Utilities, Energy, Transport and Implementation.</p> <p>Funded as part of overall project management cost</p>	
10.3	<p>PROJECT GRIEVANCE MECHANISM: Develop and implement the arrangements for the grievance mechanism.</p>	<p>GRM is developed in the project design phase prior to appraisal and as part of the SEP.</p>	<p>Ministry of Infrastructure Development, Public Utilities, Energy, Transport and Implementation.</p>	

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			Funded as part of overall project design and management cost	
10.4	<i>Add other measures and actions that have been agreed, as per the specific risks and impacts of the Project.</i>	Not applicable		
Capacity Support				
Specify Training to be provided		Specify Targeted Groups and Timeframe for Delivery	Specify Training Completed	
The following capacity support is envisaged: <ul style="list-style-type: none"> • Training in the new World Bank ESS • Methods of environmental and social assessment and risks • Occupational Health and Safety • Emergency Prevention Preparedness and response 		Training will be conducted for the duration of the project beginning in the second quarter.		