

REPUBLIC OF MOLDOVA

GENDER CENTRU

**“WOMEN'S EMPOWERMENT THROUGH GBV SERVICES” (WEGS)
(P168790)**

**ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)
Chisinau, 2024**

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Grant Recipient Gender-Centru, will implement the “Women's Empowerment through GBV Services” (WEGS) Project (the Project), in partnership with the NGO AVE Copiii, with the involvement of the National Agency for Combating Violence against Women and Family Violence (ANPCV) and the Ministry of Labor and Social Protection (MLSP), as set out in the Grant Agreement and the Project Agreement. The World Bank, acting as the administrator of the Japan Social Development Fund (JSDF) [the trust fund], has agreed to provide financing for the P168790 Project, as set out in the referred agreement(s). This ESCP supersedes previous versions of the ESCP for the Project.
2. The Recipient 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 Grant Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient 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 Recipient, 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 Recipient and the World Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the World Bank and the Recipient Valentina Bodrug-Lungu, President of Gender-Centru, as Project Implementing Entity. The Recipient shall promptly disclose the updated ESCP.

ENVIROMENTAL AND SOCIAL COMMITMENT PLAN

TABLE 1: MATERIAL MEASURES AND ACTIONS TO ADDRESS RISKS AND OPPORTUNITIES

No	Actions	Timeframe	Responsible entity
Monitoring and Reporting			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the World 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&S instruments required under the ESCP, stakeholder engagement activities, implementation of labor management procedures, and functioning of the grievance mechanism(s).</p>	Submit each report to the World Bank no later than 30 days after the end of each reporting period.	Gender-Centru
B	<p>INCIDENTS AND ACCIDENTS</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, accidents that result in death, serious or multiple injury, and any cases of sexual exploitation and abuse (SEA) or sexual harassment (SH) involving project workers. 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 implementing agency or contracting entity, as appropriate.</p> <p>Subsequently, at the World Bank request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the World Bank no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the World Bank within a timeframe acceptable to the World Bank.</p>	Gender-Centru
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>a) Maintain qualified staff and resources to manage ESHS risks and impacts of the Project including implementation of labor management procedures (LMP) and Stakeholder</p>	a. Establish and maintain the project staffing as set out in the Grant Agreement throughout Project implementation.	Gender-Centru

	Engagement Plan (SEP) and the requirements of the ESCP. b) Prepare, adopt and apply an Implementation Agreement between Gender-Centru and sub-grantee organization identified in the Grant Agreement for the proper and timely implementation of the Project, which shall include the roles and responsibilities for implementation of E&S aspects of the Project in accordance with this ESCP and the ESF.	b. Implementation agreement signed between Gender-Centru and sub-grantees prior to Effective Date and maintained throughout the project implementation.	
ESS 2: LABOR AND WORKING CONDITIONS			
	LABOR MANAGEMENT PROCEDURES		
2.1	Implement Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, Code of Ethics and Conduct (including relating to SEA and SH), grievance arrangements for Project workers, and applicable requirements for Project subgrantees. The LMP has been adopted prior to project appraisal.	Implement the LMP throughout project implementation	Gender-Centru
	GRIEVANCE MECHANISM FOR PROJECT WORKERS		
	Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	Throughout project implementation	Gender-Centru
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
	ESS 3 is not relevant for this project		
ESS 4: COMMUNITY HEALTH AND SAFETY			
	COMMUNITY HEALTH AND SAFETY		
4.1	Assess and manage specific risks and impacts to the community arising from Project activities including, inter alia, behavior of Project workers, response to emergency situations and develop mitigation measures, propagation of Code of Ethics and Conduct and the SEA Policy (included in annex to the LMP) for all categories of workers.	Throughout project implementation as per LMP	Gender-Centru

4.2	SEA AND SH RISKS. Implement SEA/SH preventive measures in accordance the LMP to manage the risks of SEA and SH.	Part of Labor Management Procedures	Gender-Centru
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT.			
	ESS 5 is not relevant for this project.		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
	ESS 6 is not relevant for this project		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
	ESS 7 does not apply to Moldova		
ESS 8: CULTURAL HERITAGE			
	ESS 8 is not relevant for this project		
ESS 9: FINANCIAL INTERMEDIARIES			
	This standard is not relevant		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, 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.	Implement the SEP throughout project implementation	Gender-Centru
10.2	PROJECT GRIEVANCE MECHANISM 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. The GRM is described in the SEP and will be further detailed in the Project Operations Manual.	Operate the grievance mechanism throughout Project implementation	Gender-Centru

CAPACITY SUPPORT

	<p>CS1 Training will be organized for:</p> <ol style="list-style-type: none"> 1. Training sessions for Project Workers in Project sub-grantee organizations on standard principles of GBV assistance (including physical, psychological, economic, and sexual), applicable legislation, referral mechanisms, cooperation between different actors, and Code of Ethics and Conduct and SEA Policy included in the LMP; 2. In coordination with the National Agency for Combating Violence Against Women and Domestic Violence, training of specialists from government agencies, the National Employment Agency and its territorial structures, the territorial structures of social assistance, multidisciplinary teams, and specialists from local partner NGO and other relevant stakeholders on the approach of GBV holistic assistance and GBV case management. 	<ol style="list-style-type: none"> 1. As per plan of activities in the Project Operations Manual 2. Prior to undertaking Project Activities 	<p>Gender-Centru</p>
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