

**Republic of Tajikistan / The State Institute
“Agricultural Entrepreneurship Development” Project
Management Unit (PMU) under the Government of
the Republic of Tajikistan**

**ONE HEALTH FOR PANDEMIC PREVENTION FOOD
SYSTEMS RESILIENCE AND ECOSYSTEM HEALTH IN
CENTRAL ASIA**

P181459

**As Phase 1 of the Multi-Phase Programmatic
Approach**

Appraisal Version

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

1 March 2025

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Tajikistan (the Recipient), through five project implementing agencies (the Ministry of Agriculture, the Committee for Food Security, the Ministry of Health and Social Protection and Populations, the Committee for Environmental Protection, and the National One Health Coordination Structure (collectively, the Project Implementing Agencies), through the State Institute “Agricultural Entrepreneurship Development” Project Management Unit (PMU) will implement the One Health for Pandemic Prevention Food Systems Resilience and Ecosystem Health in Central Asia P181459 as Phase 1 of the Multi-Phase Programmatic Approach program (the Project), as set out in the Pandemic Fund Grant Agreement and Financing Agreement with the Recipient in relation to the Project (the Agreements). The International Development Association (the Association) and the International Bank for Reconstruction and Development (together with the Association, the Bank), acting as administrator of the Pandemic Prevention, Preparedness and Response Trust Fund have agreed to provide financing for the Project, as set out in the Agreements.
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 Association. The ESCP is a part of the Agreements. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Agreements.
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, their respective timeframes; institutional, staffing, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents, consisting of an Environmental and Social Management Framework (ESMF), including a template for a Laboratory Biosafety and Waste Management Plan (LBWMP), a Stakeholder Engagement Plan (SEP), a Labor Management Procedure (LMP), and a Resettlement Policy Framework (RPF). These documents shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESSs, and in form and substance, and in a manner acceptable to the Bank. Once adopted, said E&S documents may be revised from time to time with prior written agreement by the Bank. As provided for under the Agreements, the Recipient shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Bank and the Recipient, this ESCP will be revised from time to time, if necessary, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Bank and the Recipient agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Recipient’s Representative specified in the Agreement or [the Director of the PMU] The Recipient shall promptly disclose the updated ESCP.
5. The subsection on “Indicators for Implementation Readiness” below identifies the actions and measures to be monitored to assess Project readiness to begin implementation in accordance with this ESCP. Nevertheless, all actions and measures in this ESCP shall be implemented as set out in the “Timeframe” column below irrespective of whether they are listed in the referred subsection.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	<p>ORGANIZATIONAL STRUCTURE</p> <p>a. Equip the PMU with qualified staff and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the Project. Key E&S staff within the PMU include one Environmental Specialist and one Social Development Specialist.</p> <p>b. Review staffing needs during the first year of Project implementation and hire additional staff as needed.</p>	<p>a. key E&S staff to be hired by the PMU within 2-months from the Effectiveness Date, each to the satisfaction of the Bank, and thereafter maintain the PIU and these positions throughout Project implementation.</p> <p>b. Review E&S staffing needs within one year following effectiveness.</p>	Project Implementing Agencies and PMU
B1	<p>CAPACITY BUILDING PLAN/MEASURES</p> <p>Organize capacity building activities delivered on relevant ESHS aspects under the Project as required in the ESMF, SEP, LMP, and RPF to PIU staff, key beneficiary agencies, consultants, contractors, communities, and Project workers. Thematic training activities can include but not limited to:</p> <ul style="list-style-type: none"> • The World Bank’s Environmental and Social Framework (ESF), WBG Environmental, Health, and Safety (EHS) Guidelines, and relevant WHO Laboratory Biosafety Guidelines/Manuals. • E&S Screening along with preparation and implementation of site-specific E&S assessments and management plans (e.g. ESIA, ESMP, checklist-based ESMP, etc.) as guided by the ESF documents prepared for the Project. • Air quality, noise and pollution prevention, waste management, etc. • Occupational Health and Safety (OHS). • Community Health and Safety, which includes SEA/SH prevention and management, emergency preparedness and response, zoonotic diseases prevention and control, road safety and traffic management arrangements, etc. • Accident and incident reporting, investigation and preparation of corrective action plans. • Stakeholder Engagement, which includes community consultations and Grievance Redress Mechanism (GRM) procedures. • Reporting on ESHS performance of the Project. 	During Project implementation.	PMU with the support of qualified international and national consultants.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
B2	<p>Training shall be required and delivered for Project workers on:</p> <ul style="list-style-type: none"> • Labor management procedures, including OHS measures. • GBV/ SEA/SH Risk Mitigation Action Plan • Grievance Redress Mechanism • Emergency prevention, preparedness and response. 	General ESHS training to be delivered prior to commencement of civil works.	PMU
MONITORING AND REPORTING			
C	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (E&S) performance of the Project. The reports shall include:</p> <ul style="list-style-type: none"> • Status of preparation and implementation of E&S documents required under the ESCP. • Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan. • Information on the ESMP implementation status, identified problems, and corrective actions taken for the reporting period • Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. • E&S performance of contractors and subcontractors as reported through monthly contractors' and supervision firms' reports. • Number and status of resolution of incidents and accidents reported under action E below. • A summary of capacity-building activities/toolbox talks delivered on environmental, social and occupational health and safety (OHS) issues. • Updates on the implementation of actions and mission recommendations within agreed timelines as specified in the mission Aide Memoire. 	Submit bi-annual reports to the Bank throughout Project implementation, commencing after the Effective Date. Submit each report to the Association no later than 15 days after the end of each reporting period.	PMU
D	<p>CONTRACTORS' MONTHLY REPORTS</p> <p>Require contractors and supervision engineer to provide monthly monitoring reports on E&S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Bank.</p>	Monthly reports upon request by the Bank and as annexes to the reports to be submitted under action C above.	PMU
E	<p>INCIDENTS AND ACCIDENTS</p> <p>a. Notify the Bank of any incident or accident relating 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 those resulting in death or significant injury to workers or the public; acts of violence,</p>	a. Notify the Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request.	PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; dam failure; forced or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks. Provide available details of the incident or accident to the Association upon request.</p> <p>b. Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Bank, and implement a Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.</p>	<p>b. Provide review report and Corrective Action Plan to the Bank no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Association.</p>	
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</p> <p>a. Disclose, consult on, finalize, and adopt an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</p> <p>b. Conduct E&S technical screening to assess environmental and social risks and potential impacts and to determine the site-specific E&S instruments to be prepared for activities under Components 2 and 3 of the Project, based on the guidance for E&S screening, as provided in Appendix 1 of the ESMF. Prepare, consult upon, finalize, adopt, and implement respective site-specific Environmental and Social Impact Assessment (ESIA), including Environmental and Social management Plan (ESMP), and/or a standalone ESMP/checklist-based ESMP, as set out in the ESMF.</p> <p>c. Cause the contractors to prepare, adopt, and implement site-specific Contractor's Environmental and Social Management Plans (C-ESMP), as set out in the respective ESMPs and their respective contracts. The C-ESMPs shall consist of but not limited to: OHS Plan, Waste Management Plan, Laboratory Biosafety and Waste Management Plan, Emergency Preparedness and Response Plan based on the risk hazard assessment, Community Health and Safety Plan, which includes SEA and SH prevention measures and codes of conduct.</p> <p>d. The proposed subprojects activities described in the Exclusion List as provided in Appendix 2 of the ESMF shall be ineligible to receive financing under the Project.</p>	<p>a. By the end of the Project Appraisal and thereafter implement the ESMF throughout Project implementation.</p> <p>b. Conduct E&S screening of the physical activities envisaged under Components 2 and 3 of the Project and prepare respective site-specific ESMP before launching the bidding process. Thereafter implement throughout Project implementation.</p> <p>c. Adopt the C-ESMPs prior to the start of civil works. Thereafter, update and implement the C-ESMPs throughout implementation.</p> <p>d. Throughout Project implementation of civil works.</p>	PMU
1.2	<p>MANAGEMENT OF CONTRACTORS</p>	<p>As part of the preparation of procurement documents and respective contracts.</p>	PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Incorporate the relevant aspects of the ESCP, including, inter alia, ESMP, the Labor Management Procedures, and code of conduct, into the E&S specifications of the procurement documents and contracts with contractors. Thereafter ensure that the contractors firm comply and that they require their subcontractors to comply with the E&S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors to the Association.	Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Bank upon request. The C-ESMPs shall be approved by the supervision engineer and/or PIU's E&S staff prior to the commencement of civil works. Supervise contractors throughout Project implementation.	
1.3	Manage and monitor the performance of Contractors in relation to contracted workers, focusing on compliance by contractors with their contractual agreements (obligations, representations, and warranties).	Ensure that the contractors are legitimate and reliable entities, and that any written labor procedures the contractors have in place are following this Procedure before selection of Contractors Monitor the performance of Contractors throughout the construction period.	
1.4	TECHNICAL ASSISTANCE Carry out the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project [including, inter alia, the E&S in accordance with terms of reference acceptable to the Bank, that are consistent with the ESSs. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.	Throughout Project implementation.	PMU
1.5	ASSOCIATED FACILITIES If construction of associated facilities is required for the sub-projects' implementation, relevant agencies shall ensure that the activities relevant to construction of Transmission Lines, wastewater or water supply networks are carried out in accordance with the applicable requirements of this ESCP and the ESSs including, inter alia, the ESIA, ESMP, LMP, management of contractors, RAP, SEP, etc.	Develop ESMP for associated facilities before their construction and implement during construction	PMU with support of relevant Project Implementing Agencies
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES	Adopt the LMP prior to the appointment and/or hiring of Project workers and thereafter implement the LMP throughout Project implementation.	PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Adopt and implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, OHS (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, subcontractors, and supervising firms.		
2.2	OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN Prepare and implement an Occupational Health and Safety Management (OHS) Plan to assess and manage the OHS risks and impacts of the Project.	Same timeframe as for the adoption and implementation of the ESMPs and C-ESMPs under action 1.1 (b&c).	PMU
2.3	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	Establish grievance mechanism for workers prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	PMU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN a. Prepare and implement a Waste Management Plan (WMP) for construction sites, as part of the ESMP prepared for the Project, to manage hazardous and non-hazardous wastes, consistent with ESS3. And require contractors and subcontractors to prepare and implement OHS Management Plan as part of the C-ESMP. b. Prepare, disclose, consult upon, adopt, and thereafter implement a Laboratory Biosafety and Waste Management Plan (LBWMP) as per the Template provided in Appendix 7 of the ESMF and maintain a logbook for other types of hazardous and non-hazardous waste in pilot healthcare facilities.	a. Same timeframe as for the adoption and implementation of the ESMPs and C-ESMPs under action 1.1 (b&c). b. Same timeframe as for the adoption and implementation of the ESMPs and C-ESMPs under action 1.1 (b&c).	PMU PMU with support of medical waste management consultant
3.2	BIO-MEDICAL WASTE MANAGEMENT QUALIFICATIONS Incorporate laboratory biosafety and medical waste management expertise as part of the consultancy services provided to PMU. Specific biosafety expertise (consultant) would be required to help the Client in preparation of the Laboratory Biosafety and Waste Management Plan that will be relevant not only for civil works but for other activities envisaged under the project components that could potentially cause EHS and OHS risks.	During Project implementation.	PMU with support of medical waste management consultant
3.3	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under action 1.1 above.	Same timeframe as for the adoption and implementation of the ESMPs and C-ESMPs under action 1.1 (b&c).	PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under action 1.1 (b) above.	Same timeframe as for the adoption and implementation of the ESMPs and C-ESMPs under action 1.1 (b&c).	PMU
4.2	COMMUNITY HEALTH AND SAFETY <ul style="list-style-type: none"> a. Assess and manage specific risks and impacts to the community arising from Project activities during construction phase, including inter alia behavior of Project workers, risks of labor influx, response to emergency situations, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF. b. Conduct a risk hazard assessment (RHA) as part of the environmental and social assessment undertaken pursuant to ESS1. Based on the result of the RHA, prepare an Emergency Response Plan (ERP) in coordination with the relevant local authorities and the affected community, considering the emergency prevention, preparedness, and response arrangements put in place for project workers under ESS2. c. Improve the system of medical waste management, increase awareness of labs staff and population on transmission of zoonotic diseases during project operation phase. 	<ul style="list-style-type: none"> a. Same timeframe as for the adoption and implementation of the ESMPs and C-ESMPs under action 1.1 (b&c). b. Same timeframe as for the adoption and implementation of the ESMPs and C-ESMPs under action 1.1 (b&c). c. During the Project implementation. 	PMU
4.3	SEA AND SH RISKS Prepare and implement a Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) Action Plan as part of the LMP or ESMP, to assess and manage the risks of SEA and SH.	Prepare the SEA/SH Action Plan prior to mobilization of project workers and thereafter implement the SEA/SH Action Plan throughout Project implementation.	PMU
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	RESETTLEMENT FRAMEWORK <ul style="list-style-type: none"> a. Prepare and implement a Resettlement Policy Framework (RPF) for the Project, consistent with ESS5. b. Conduct due diligence of the potential sub-projects as part of ESMP implementation 	<ul style="list-style-type: none"> a. Prepare the RPF prior to the Project effectiveness and thereafter implement the RPF throughout Project implementation. b. Conduct sub-projects due diligence at the stage of ESMP preparation. Prepare RAP if needed and implement it before acquiring any private land or for livelihood related impacts 	PMU
5.2	GRIEVANCE MECHANISM	GM to be established before project effective date.	PMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>Prepare and implement ESMPs for the sub-component that envisages establishment of 10 quarantine enclosures (on the territory of SPNA) in accordance with the national legislation of the Republic of Tajikistan in terms of specially protected natural areas (Law of the RT “On specially protected natural areas”) and in line with ESS6 requirements.</p>	Same timeframe as for the adoption and implementation of the ESMPs and C-ESMPs under action 1.1 (b&c).	PMU
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
ESS 7 is not relevant			
ESS 8: CULTURAL HERITAGE			
8.1	<p>CULTURAL HERITAGE RISKS AND IMPACTS</p> <p>Describe and implement the Chance Finds Procedures as part of the ESMPs in the event of chance finds, in accordance with the guidelines of the ESMF prepared for the Project, and consistent with ESS8.</p>	Implement the Procedures throughout Project implementation.	
ESS 9: FINANCIAL INTERMEDIARIES.			
ESS9 is not relevant to the Project.			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN</p> <p>Adopt, update 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.</p>	Adopt the SEP no later than one month following the Effective Date and thereafter implement the SEP throughout Project implementation.	PMU
10.2	<p>PROJECT GRIEVANCE MECHANISM</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>	<p>Establish the grievance mechanism prior to the Project Effective Date and thereafter maintain and operate the mechanism throughout Project implementation.</p> <p>Prepare and disclose annual GRM analysis report.</p>	PMU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
INDICATORS FOR IMPLEMENTATION READINESS		
<p>The following actions are indicators for implementation readiness:</p> <ul style="list-style-type: none"> Organizational Structure (Action A) Capacity Support (B1) Regular Reporting (Action C) E&S Assessments and and/or Plans (Action 1.1) Waste Management Plan (Action 3.1) Project Grievance Mechanism (Action 10.2) 		