

**Republic of Maldives
Ministry of Fisheries, Marine Resources and
Agriculture**

**Transforming Fisheries Sector Management in
South-West Indian Ocean Region and Maldives
(TRANSFORM) Project (P179242)**

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

January 31st 2023

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Maldives (herein after the **Recipient**) will implement the ‘Transforming Fisheries Sector Management in South-West Indian Ocean and Maldives Project’ (the **Project**) with the involvement of the Ministry of Fisheries Marine Resources and Agriculture, as set out in the Financing Agreement. The International Development Association (IDA), of the World Bank (hereinafter the World Bank), has agreed to provide financing for the Project, as set out in the referred agreement(s).
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 Financing 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 Republic of Maldives 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, Recipient through the Ministry of Finance 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 Minister of Finance or Deputy Minister of Finance. The Recipient shall promptly disclose the updated ESCP.

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP) – Transforming Fisheries Sector Management in South-West Indian Ocean Region and Maldives
(TRANSFORM) Project (P179242)

MATERIAL MEASURES AND 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, and functioning of the grievance mechanism(s).</p>	<p>Bi-annually throughout project implementation.</p> <p>Submit each report to the World Bank no later than 15 days after the end of each reporting period.</p>	<p>Environmental and Social Specialist (ESS) in the Corporate Project Management Department (CPMD), Project Director (PD), Ministry of Fisheries Marine Resources and Agriculture (MoFMRA)</p>
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, 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 World 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 World Bank no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report on details of the incident and mitigation actions taken to the World Bank within 30 days of the incident.</p>	<p>ESS (CPMD), PD (CPMD)</p>
C	<p>CONTRACTORS’ MONTHLY REPORTS</p> <p>Require contractors, SMEs and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the [World Bank/Bank/Association].</p>	<p>Submit the monthly reports to the World Bank as annexes to the reports to be submitted under action A above.</p>	<p>PD (CPMD)</p>
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish within the Corporate Project Management Unit (CPMD) qualified staff and resources to support management of ESHS risks and impacts of the Project including an Environment and Social Specialist (ESS) and Communications Specialist (CS) to assist with addressing environmental and social risks and promote awareness.</p>	<p>Establish and maintain a CPMD and retain the ESS from the recently closed Maldives Sustainable Fisheries Development Project to support project preparation. Thereafter maintain these positions throughout Project implementation.</p>	<p>MoFMRA</p>

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP) – Transforming Fisheries Sector Management in South-West Indian Ocean Region and Maldives (TRANSFORM) Project (P179242)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		Recruit the permanent ESS and CS within 60 days of project effectiveness and thereafter maintain these positions throughout Project implementation.	
1.2	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <p>1. Adopt and implement an Environmental and Social Impact Assessments (ESIAs) and corresponding Environmental and Social Management Plans (ESMPs), Health and Safety Plans (HSP) or Environmental and Social Codes of Practice (ESCoPs), in accordance with the Environmental and Social Management Framework (ESMF), consistent with the relevant ESSs</p> <p>2. Cause SMEs to adopt and implement site-specific ESIAs/ESMPs, as set out in the ESMF. The proposed subprojects or activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project</p>	Adopt the ESIAs and ESMPs, acceptable to the World Bank, before launching the bidding process for any civil works as appropriate, and thereafter implemented through the execution of works. Bidding documents will include provisions for contractors in line with ESMF and site-specific ESIAs and ESMPs prepared for the relevant sub-projects.	<p>CPMD</p> <p>Suppliers, Contractors, and investors with valid signed agreements with the MoFMRA under the Project, ESS, PD</p>
1.3	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p>	<p>As part of the preparation of procurement documents and respective contracts.</p> <p>Supervise contractors throughout Project implementation.</p>	<p>CPMD</p> <p>ESS, Procurement Specialist (PS) and PD</p>
1.4	<p>TECHNICAL ASSISTANCE</p> <p>Ensure that the consultancies, technical 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 World Bank, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	Throughout Project implementation.	<p>CPMD</p> <p>ESS, PD</p>
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Prepare, adopt, 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 GBV, SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p>	The LMP will be prepared and adopted, before engagement of project workers and implemented throughout the life of the project.	CMPD and MoFMRA

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP) – Transforming Fisheries Sector Management in South-West Indian Ocean Region and Maldives (TRANSFORM) Project (P179242)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance mechanism for Project workers, equipped to handle SEA/SH incidents, as described in the LMP and consistent with ESS2.</p>	Establish workers' GRM prior to engagement of project workers, thereafter, maintain and operate it throughout Project implementation.	CMPD, MoFMRA, and Contractors
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>Adopt and implement a Waste Management Plan (WMP), to manage hazardous and non-hazardous wastes, consistent with ESS3. Measures to effectively manage wastes and hazardous materials will be identified and included as part of the site-specific ESAs/ESMPs to be prepared under action 1.2, managed as per the minimum standards stipulated in the project ESMF and also stipulated as cradle to grave management conditions in the purchase agreements.</p>	Bidding documents to include requirement to adopt WMPs. Same timeframe as for the adoption and implementation of ESMPs.	ESS, PD & PS
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under action 1.2 above. Feasible measures (financial and technical) for improving efficiency in consumption of energy and water, as well as other resources and material inputs will be identified through the specific ESAs and ESMPs to be prepared under action 1.2.</p>	Same timeframe as for the adoption and implementation of ESMPs.	ESS, PD, PS
3.3	<p>IMPLEMENTATION OF E-WASTE GUIDELINE:</p> <p>The E-waste guideline (that has been prepared under a different bank operation) presents all measures to be undertaken during the life cycle use of all electronic equipment purchases via the project. Measures on management include identification of energy efficient equipment, recycling and reuse where possible and buy back and service management with suppliers and sellers.</p> <p>During the procurement process insertion of clauses/specifications in procurement contracts will be carried out. The ESS will ensure that the clauses are reviewed by the Bank's procurement and environmental and social specialists prior to signing of contracts.</p> <p>All minimum standards and guidance provided in the E-waste guide will be followed during project implementation during the procurement and use of electronic equipment</p>	As part of the preparation of procurement documents and respective contracts. Will be implemented throughout Project implementation and reviewed during the MTR and annual reporting	CPMD, MoFMRA
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY</p> <p>Incorporate measures to manage traffic and road safety risks, as appropriate, in the ESMPs to be prepared under action 1.2 above.</p>	Same timeframe as for the adoption and implementation of ESMPs.	ESS, PS, PD

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP) – Transforming Fisheries Sector Management in South-West Indian Ocean Region and Maldives (TRANSFORM) Project (P179242)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.2	COMMUNITY HEALTH AND SAFETY Assess and manage specific risks and impacts to the community arising from Project activities and include mitigation measures in the ESMPs to be prepared, under action 1.2 above, in accordance with the ESMF.	Same timeframe as for the adoption and implementation of ESMPs.	ESS, PS, PD
4.3	SEA AND SH RISKS Adopt behavioral standards clearly stating zero-tolerance for GBV and SEA/SH with associated consequences and communicate to all project actors. Include SEA/SH prevention Code-of-Conduct clauses to prevent the occurrence of SEA/SH incidents in civil works contracts.	SEA/SH mitigation measures included in LMP and Code-of-Conduct which will be prepared and adopted, before engagement of project workers and implemented throughout the life of the project.	CPMD, MoFMRA, Contractors
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	RESETTLEMENT POLICY FRAMEWORK Currently Not relevant. Any land to be utilized for the project will be government land that is vacant and unused land on uninhabited islands or within existing structures and therefore will not negatively impact livelihoods. Works would include rehabilitation within existing structures, or construction of small facilities for use within fisheries sector such as processing, drying, refrigeration, or working with mariculture which are measures to improve livelihoods.		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS Measures to effectively manage risks and impacts on biodiversity through the application of exclusion criteria and mitigation hierarchy to manage biodiversity impacts will be identified and included as part of the specific ESIA/ESMPs to be prepared under action 1.2	Same timeframe as for the adoption and implementation of ESMPs.	ESS, PD, PS
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	Currently not relevant		
ESS 8: CULTURAL HERITAGE			
8.1	CULTURAL HERITAGE RISKS AND IMPACTS Include chance find procedures in the ESMF and site-specific ESMPs to be prepared (action 1.2) in case valuable artefacts or culturally valuable items are discovered at sub-project sites	Same timeframe as for the adoption and implementation of ESMPs.	ESS, PD, PS
ESS 9: FINANCIAL INTERMEDIARIES			
9.1	Currently 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	The SEP will be prepared and disclosed prior to end of project appraisal and followed throughout implementation.	MoFMRA

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP) – Transforming Fisheries Sector Management in South-West Indian Ocean Region and Maldives (TRANSFORM) Project (P179242)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.		
10.2	<p>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.</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>Within the GRM, gender-sensitive mitigation measures will be put in place to address GBV or SEA/H reported cases. Through Code of Conduct and GRM, protocols will be established to address biases, harassment or violence. Vulnerable groups, especially females, will be empowered to report any cases encountered.</p> <p>Establish multiple channels through which citizens/beneficiaries/affected persons can make complaints regarding project funded activities. Complaints can be submitted either verbally or in written form using a variety of communication tools such as formal letters/petitions, telephone, email, SMS, on-line entry system etc. Moreover, there will be printed standard formats made available at the GRM focal point to receive grievances which can be accessed by the complainants to record their grievances. Aggrieved parties can also submit their grievances via project’s website. If project stakeholders/affected parties provide verbal feedback/complaint, project staff will lodge the complaint on their behalf, and it will be processed through the same channels.</p>	<p>The project GRM to be outlined in the SEP which will be prepared and disclosed prior to end of appraisal and thereafter implemented throughout Project implementation.</p> <p>Prior to signing of civil works contracts.</p>	MoFMRA
CAPACITY SUPPORT			
CS1	<p>The Recipient will deliver the following training programs:</p> <ol style="list-style-type: none"> Fundamentals of ESF and Introduction to the World Bank’s ESF- targeted at ESS, CS, PD Training on E-Waste Guidelines and Overall E-Waste Management for the CPMD, Ministry of Fisheries Marine Resources and Agriculture (MoFMRA), SMEs and Training on implementation of Stakeholder Engagement Plan for ESS, CS, PD, MoFMRA 	<p>Respective timelines for each program</p> <ol style="list-style-type: none"> Within one month of having Project Staff in place at Implementation and Prior to Midterm Review. Within 1st Year of Project Implementation and Prior to Midterm Review 	CMPD, MOFMRA

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP) – Transforming Fisheries Sector Management in South-West Indian Ocean Region and Maldives (TRANSFORM) Project (P179242)

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> d) Gender Based Violence (GBV) and Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) for ESS, ESMPs, PD, MoFMRA. e) Trainings to SMEs on Environmental and Social Due Diligence Processes and Best Practice for better Environmental and Social Management in Operation. - Representatives of SMEs, Representatives from GoM IAs supporting SME 	<ul style="list-style-type: none"> c) Within one month of having Project Staff in place at Implementation and Prior to Midterm Review d) Within one month of having Project Staff in place at Implementation and Prior to Midterm Review e) Twice over the lifetime of the project targeting all SOEs 	

Indian Ocean Commission

Enhancing Evidence-based Management Advice to the Fisheries Sector of the South-West Indian Ocean Region

Technical Assistance Under the Transforming Fisheries Sector Management in South-West Indian Ocean Region and Maldives (TRANSFORM) Project (P179242)

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

January 31st 2023

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Indian Ocean Commission (herein after the **Recipient**) will implement Component 1 (Enhance Evidence-based Management Advice to the Fisheries Sector of the South-West Indian Ocean Region) of the ‘Transforming Fisheries Sector Management in South-West Indian Ocean and Maldives Project’ (the **Project**) as set out in the Financing Agreement. The International Development Association (IDA), of the World Bank (hereinafter the World Bank), has agreed to provide financing for the Project, as set out in the referred agreement(s).
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 Financing 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 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, Recipient and the World Bank will agree to update the ESCP to reflect these changes through an exchange of letters signed between the World Bank and Recipient through its Secretariat. The Recipient shall promptly disclose the updated ESCP.

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP) – Transforming Fisheries Sector Management in South-West Indian Ocean Region and Maldives (TRANSFORM) Project (P179242)

MATERIAL MEASURES AND 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, and functioning of the grievance mechanism(s).</p>	<p>Bi-annually throughout project implementation.</p> <p>Submit each report to the World Bank no later than 15 days after the end of each reporting period.</p>	<p>Indian Ocean Commission (IOC)</p> <p>Project Manager (PM) of the Regional Project Management Unit (RPMU)</p>
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, 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 World 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 World Bank no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the World Bank within 30 days of the incident.</p>	<p>IOC /PM of RPMU</p>
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish within the Regional Project Management Unit (RPMU) qualified staff and resources to support management of ESHS risks and impacts of project activities including expertise on environment, social, gender, stakeholder engagement and strategic communications to assist with addressing environmental and social risks and promote awareness.</p> <p>(All project activities under this component will be of technical assistance in nature)</p>	<p>The RPMU will be supported by an Environment & Social Specialist (ESS) and a Communication Specialist (CS) on a part-time basis, as required, throughout Project implementation</p>	<p>IOC/PM & ESS of RPMU</p>
1.2	<p>TECHNICAL ASSISTANCE</p> <p>Ensure that the consultancies, technical studies, capacity building, training, and any other technical assistance activities under the Project, including those that are contracted to other organizations, companies or individual consultants, are carried out in accordance with terms of reference acceptable to the World Bank, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p> <p>Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	<p>Throughout Project implementation.</p> <p>At the time Terms of Reference is prepared to be cleared by the World Bank.</p> <p>Throughout project implementation.</p>	<p>IOC/ PM & ESS of RPMU</p>
ESS 2: LABOR AND WORKING CONDITIONS			

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP) – Transforming Fisheries Sector Management in South-West Indian Ocean Region and Maldives (TRANSFORM) Project (P179242)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Prepare, adopt, 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, subcontractors, and supervising firms.</p>	The LMP will be prepared before engagement of project workers and implemented throughout the life of the project.	IOC/ PM & ESS of RPMU
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>The LMP will outline the worker GRM, consistent with ESS2, to specifically address workers’ grievances including SEA/SH incidents.</p>	A workers’ GRM will be included in the LMP which will be prepared before the engagement of project workers.	IOC/ PM & ESS of RPMU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Incorporate resource efficiency and pollution prevention and management measures in the TORs of technical studies, capacity building and training programs for improving efficiency in consumption of energy and water as part of fisheries management to be prepared under action 1.2.</p>	TORs of consultancies, technical studies & advisories, capacity building and training to include relevant provisions to be adopted throughout project implementation.	IOC/ PM & ESS of RPMU
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>SEA AND SH RISKS</p> <p>Adopt behavioral standard clearly stating zero-tolerance for GBV and SEA/SH with associated consequences and communicate to all project actors. All service contracts will include SEA/SH prevention Code-of-Conduct clauses for workers to prevent the occurrence of SEA/SH incidents.</p>	The LMP will include the CoCs and clauses of zero-tolerance for GBV and SEA/SH and will be adopted through out project implementation	IOC/ PM & ESS of RPMU
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT POLICY FRAMEWORK</p> <p>Currently Not relevant IOC implemented component will aim to enhance fisheries management in the SWIO region as a whole and reinforce regional collaboration through production and sharing of regionally relevant knowledge, targeted capacity development, improving fisheries and fish stock assessments and the production of management advice, and by promoting effective collaboration with other regional programs and initiatives supporting different elements of fisheries management, policy or research.</p>		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>Incorporate measures for biodiversity assessment and management within TORs of technical studies, capacity building and training programs, as appropriate, to be prepared under action 1.2.</p>	TORs of consultancies, technical studies & advisories, capacity building and training to include relevant provisions to be adopted throughout project implementation.	IOC/ PM & ESS of RPMU
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP) – Transforming Fisheries Sector Management in South-West Indian Ocean Region and Maldives (TRANSFORM) Project (P179242)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
7.1	Currently not relevant		
ESS 8: CULTURAL HERITAGE			
8.1	Currently not relevant		
ESS 9: FINANCIAL INTERMEDIARIES			
9.1	Currently not relevant		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION Adopt and implement the 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>	The SEP will be finalized and disclosed prior to completion of project appraisal.	IOC/PM & ESS of RPMU
10.2	<p>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. Multiple channels will be made available by which a GRM can be submitted.</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>	The project GRM to be included in SEP which will be prepared and disclosed prior to end of appraisal.	IOC/ PM & ESS of RPMU
CAPACITY SUPPORT			
CS1	The Recipient will deliver the following training programs: <ul style="list-style-type: none"> f) Fundamentals of ESF and Introduction to the World Bank’s ESF to the RPMU g) Training on implementation of Stakeholder Engagement Plan to the RPMU h) Gender Based Violence (GBV) and Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) to the staff of the RPMU/IOC 	Respective timelines for each program <ul style="list-style-type: none"> f) Within one month of having Project Staff in place at Implementation and Prior to Midterm Review. g) Within 1st Year of Project Implementation and Prior to Mid term h) Within one month of having Project Staff in place at Implementation and Prior to Midterm Review 	RPMU and the World Bank