

**Republic of North Macedonia  
Primary Education Improvement Project (PEIP)**

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

**November 4, 2020**

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**ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN**

1. *The Republic of North Macedonia will implement a Primary Education Improvement Project (PEIP)(the Project) by the Ministry of Education and Science MOES as the main implementing agency, Bureau for Development of Education, National Examination Centre, State Education Inspectorate and the Ministry of Financeas supporting institutions.*
2. *The PEIP project will support the government’s efforts for improvement of the learning conditions and quality of teaching and learning in the primary education schools. The Project will consist of the following components: Component 1. Improving Learning at the School Level, Component 2. Reform of the Monitoring and Evaluation of National Progress in Learning, Component 3. Enhancing Teacher, Multi-Professional Support Teams (MPST) and School Leader Competencies, and Component 4. Sector Management, Project Management and M&E. The Government of North Macedonia intends to receive a loan from the International Bank for Reconstruction and Development (IBRD) for the implementation of the Primary Education Improvement Project.*
3. *The MOES shall 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, any specific documents or plans, as well as the timing for each of these.*
4. *Where the ESCP refers to specific plans or other documents, whether they have already been prepared or are to be developed, the Republic of North Macedonia, through MOES, shall comply with all provisions of such plans or other documents. In particular, the Republic of North Macedonia, through MOES, shall comply with the provisions set out in Stakeholder Engagement Plan (SEP), and Labour Management Procedures (LMPs) as well as other instruments prepared for the Project.*
5. *The table below summarizes the measures and actions that are required as well as the timing of the material measures and actions. The Republic of North Macedonia is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by a Ministry, agency or unit referenced in paragraph 1above, including the Project Management Unit (PMU).*
6. *Implementation of the measures and actions set out in this ESCP will be monitored and reported to the World Bank through the MOES as required by the ESCP and the conditions of the legal agreement, and the Bank will monitor and assess progress and completion of the measures and actions throughout implementation of the Project.*
7. *As agreed by the Bank and the Government of North Macedonia, 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 the assessment of Project performance conducted under the ESCP itself.*

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit regular monitoring reports on the implementation of the ESCP that also shows the status of compliance with the E&amp;S framework.</p>	Semi-annual reporting during the Operation’s implementation in conjunction with the Project’s progress reports.	PMU within the MoES
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Bank of any incident or accident related to or having an impact on the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including COVID-19 infection cases among project related persons, and risks based on the environmental and social assessment. Indicative examples: during the visits of the companies where the jobs are at high risk –engaged experts may injury of hand, foot, head, etc. due to improper wearing of the protective equipment.</p> <p>The MOES will provide sufficient detail regarding the incident or accident, indicating immediate measures taken to address it. Incident and accidents reporting requirements will be incorporated into the project implementation and procedures manuals.</p>	<p>Any incident or accident shall be notified to the Bank Task Team Leader immediately after taking note of the incident or accident.</p> <p>The immediate incident written report shall be submitted to the Bank within 48 hours. Within the following 2 weeks MoES shall provide a full report in form and substance satisfactory to the Bank. The obligation exists throughout project implementation</p>	PMU, MoES
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>1.1</b>	<p><b>ORGANIZATIONAL STRUCTURE</b>                      Maintain the functioning of the existing PMU under MoES with qualified staff and resources to support management of E&amp;S risks including a risk to the health of experts and workers undertaking the review and assessment of waste management and upgrades in basic infrastructure (minor refurbishment).</p> <p>Grant Coordinator and Social specialist, Infrastructure and Environment specialist, Monitoring and Evaluation Specialist and M&amp;E Assistant as well as IT Specialist within the Project Management Unit (PMU) under the Ministry of Education and Science will ensure an adequate management of the E&amp;S risks, including by the application of the General and Industry-Specific Environmental, Health and Safety Guidelines (EHS).</p>	Maintain the structure throughout Project Implementation.	Existing PMU (SDISP, PEIP), MoES
<b>1.2</b>	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENT</b>                      Update, adopt, and implement, the instruments (SEP and template ESMP checklist) that have been prepared for the Project, in a manner acceptable to the Bank.</p>	Prepared, disclosed and consulted before the appraisal completion. To be implemented throughout Project Implementation.	PMU, MoES
<b>1.3</b>	<p><b>MANAGEMENT TOOLS AND INSTRUMENTS</b>                      Prepare, disclose, adopt and implement the following, in a manner acceptable to the Bank:</p> <ul style="list-style-type: none"> <li>• Labor Management Procedures (LMP) aspects were included as part of the POM but not as a separate instrument</li> <li>• Stakeholder Engagement Plan (SEP)</li> <li>• Environmental and Social Management Plan (ESMP) checklist for each sub-project/site</li> </ul> <p>Ensure that technical specifications of the equipment to be purchased under the project meet advanced environmental safety requirements.</p>	The instruments, which have been prepared and disclosed before the appraisal, must be updated -as needed- in a manner acceptable to the Bank and ESHS Guidelines and Technical Specifications throughout Project Implementation.	PMU, MoES

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>1.4</b>	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including the relevant E&amp;S documents and/or plans, and the Labor Management Procedures, into the ESHS specifications of the procurement documents with contractors.</p> <p>Environmental and Social obligations shall be included in all bidding documents including the contractual agreements.</p> <p>Thereafter ensure that the contractors comply with the ESHS specifications of their respective contracts.</p>	<p>Prior to the preparation of procurement documents.</p> <p>Supervise contractors throughout Project implementation.</p>	PMU, MoES
<b>1.5</b>	<p><b>ENVIRONMENTAL AND SOCIAL RISKS &amp; IMPACTS ASSESSMENT</b></p> <p>Within the scope of subproject specific ESMP checklists, identify the potential social risks and impacts initiated by the project implementation (vulnerable and/or disadvantaged groups of children, e.g. Roma, children with disabilities, families under social assistance, poor households).</p> <p>Within the scope of subproject-specific ESMP checklists, propose and implement the mitigation measures and respective actions to be taken in this regard.</p>	<p>Prior to implementation of the activities in the schools.</p> <p>Implementation of subproject specific ESMP checklists – throughout the Project life</p>	PMU, MoES
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>2.1</b>	<p><b>LABOR MANAGEMENT PROCEDURES</b>                      Develop and, thereafter, maintain and implement, throughout Project implementation, labor management procedures consistent with national legislation and ESS2, and ensure they are available to Project workers. The Labor management procedures (LMP) section in the POM will address all issues identified in ESS2, including the applicable requirements regarding non-discrimination and equal opportunity. The procedures will also include practical guidelines for the use of adequate Protective Personal Equipment (PPE) such as boots, gloves, masks by the engaged persons that will assess and revise hazardous occupations and workplaces. These shall be consistent with the General Environmental, Health and Safety Guidelines (EHS), industry-specific examples of Good International Industry Practices (GIIP), and relevant Industry Sector EHS Guidelines addressing specific industry sectors.</p>	<p>(i) LMP must be implemented prior to the carrying out of work; and (ii) applied throughout Project implementation.</p>	PMU, MoES
<b>2.2</b>	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b>                      Develop, maintain and operate a grievance mechanism for any Project-related labor and employment matters, easily accessible and promptly disclosed to Project workers, in line with ESS2 and labor laws in North Macedonia.</p>	<p>Grievance mechanism operational prior to engaging Project workers and contractors, and maintained throughout Project implementation. Information about grievance mechanism is disseminated to Project workers prior to start of works.</p>	PMU, MoES
<b>2.3</b>	<p><b>OHS MEASURES</b>                      Develop and implement occupational health and safety measures (OHS), including emergency preparedness and response measures, and measures advised by WHO as COVID-19 response and prevention.</p>	<p>Prior to commencing any productive inclusion activities. Throughout Project Implementation</p>	PMU, MoES

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<b>2.4</b>	<p><b>PREPARATION OF LABOR MANAGEMENT PROCEDURES</b> Develop and implement management measures for Project workers, as section within the POM, including measures advised by WHO as COVID-19 measures response and prevention.</p>	Prior to commencing Project activities. Implementation throughout Project implementation.	<p>PMU, MoES</p> <p>Funding from Project resources and contractor budget</p>
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
<b>4.1</b>	<p><b>COMMUNITY HEALTH AND SAFETY</b> Prepare, adopt, and implement measures and action to assess and manage specific risks and impacts to the community arising from Project activities including small scale refurbishment, and include these measures in the ESMP checklists to be prepared in accordance with the ESMF, in a manner acceptable to the Bank.</p> <p>Within the scope of ESMP checklists, refer and incorporate relevant provisions of WBG EHSs, GIIPs and good laboratory practices, including the emergency preparedness and response.</p>	Prior to tendering physical works for each subproject. Implementation throughout Project implementation.	<p>PMU, MoES and contractors</p>
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
<b>10.1</b>	<p><b>SEP PREPARATION: Prepare the Stakeholder Engagement Plan (SEP)</b> Update, adopt, and implement Stakeholder Engagement Plan (SEP).</p>	SEP has been prepared, disclosed and consulted before the appraisal. Updates and amendments will be prepared as required during the implementation.	SDISP PMU and the PEIP PMU, MoES
<b>10.2</b>	<p><b>SEP IMPLEMENTATION</b> Implement the SEP. The SEP may be amended and updated (and redisclosed) as needed during Project implementation.</p>	During Project preparation, at commencement and throughout Project life cycle.	PMU, MoES

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<b>10.3</b>	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Develop and implement a grievance mechanism for the entire Project.</p> <p>The SEP includes a commitment to communicate to stakeholders the establishment of the grievance mechanism to ensure that affected stakeholders are aware of its existence and familiar with the process for submitting grievances to such grievance mechanism.</p>	<p>First draft before the World Bank's Project Appraisal (as a component of the SEP). Amendments as needed throughout the Project.</p> <p>Prior to commencement of the Project activities. Maintained throughout Project implementation.</p> <p>Annual Grievance Redress Report throughout the Project.</p>	PMU, MoES
<b>10.4</b>	<p><b>EVALUATE EFFECTIVENESS OF THE GRIEVANCE MECHANISM.</b></p> <p>Analyze grievance mechanism to determine if it needs adjustments to manage the claims received by beneficiaries belonging to vulnerable and disadvantaged groups and individuals.</p> <p>Adjust the mechanism based on the results of the analysis.</p>	<p>Annually throughout Project implementation.</p> <p>—</p>	PMU, MoES
<b>CAPACITY SUPPORT (TRAINING)</b>			
<b>CS1</b>	<p><b>Training will be required in:</b></p> <ul style="list-style-type: none"> <li>• ESS1: Environmental and Social Assessment</li> <li>• ESS2: Labor and working conditions (including in the context of COVID-19 impacts)</li> <li>• Stakeholder identification and engagement</li> <li>• Contents of the Environmental and Social Commitment Plan (ESCP)</li> <li>• Contents of the Stakeholder Engagement Plan (SEP)</li> </ul>	Throughout Project implementation	PMU, MoES, BDE, NEC, SEI, Primary Schools



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>CS2</b>	<p><b>Occupational Health and Safety Module:</b> Provide the applicable equipment and develop the applicable normative infrastructure to Project workers and contractors(including in the context of COVID-19 impacts), including:</p> <ul style="list-style-type: none"> <li>• Personal protection equipment</li> <li>• Workplace risk management</li> <li>• Prevention of work accidents</li> <li>• Health and safety rules</li> <li>• Preparedness and response to emergency situations</li> </ul>	Throughout Project implementation	<p>PMU, MoES</p> <p>Bureau for Development of Education, National Examination Centre, State Education Inspectorate, Primary Schools</p>
<b>CS3</b>	<p><b>Grievance Mechanism Module,</b> design and develop a training module to address the following aspects:</p> <ul style="list-style-type: none"> <li>• Registration and processing procedure</li> <li>• Grievance redress procedure</li> <li>• Documenting and processing grievances</li> <li>• Use of the procedure by different stakeholders</li> </ul>	Throughout Project implementation	PMU, MoES, support from relevant civil society, local NGOs