

### Environmental and social commitment plan (ESCP)

1. The Republic of North Macedonia (hereinafter the **Borrower**) will implement the North Macedonia Emergency COVID-19 Response Project (the **Project**), with the involvement of the following *Ministries/agencies/units*: Ministry of Health (**MoH**) and Ministry of Labors and Social Policy (**MLSP**). The International Bank for Reconstruction and Development (hereinafter the **Bank**) has agreed to provide financing for the Project.
2. The Borrower will implement material measures and actions so that the Project is implemented in accordance with the Environmental and Social Standards (**ESSs**). This Environmental and Social Commitment Plan (**ESCP**) sets out material measures and actions, any specific documents or plans, as well as the timing for each of these.
3. The Borrower is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Ministries referenced in 1. above.
4. Implementation of the material measures and actions set out in this ESCP shall be monitored and reported to the Bank by the Borrower as required by the ESCP and the conditions of the legal agreement, and the Bank shall monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
5. As agreed by the Bank and the Borrower 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 Borrower shall agree to the changes with the Bank and shall 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 Borrower. The Borrower shall promptly disclose the updated ESCP.
6. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the Borrower shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts.

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>MONITORING AND REPORTING</b>		

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<p>A <b>REGULAR REPORTING:</b> Prepare and submit to the 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&amp;S documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s).</p>	<p>Quarterly throughout Project implementation starting from the Effective Date</p>	<p>MoH and MLSP through its PMU</p>
<p><b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b></p>		
<p>1.1 <b>ORGANIZATIONAL STRUCTURE:</b> The Project will be implemented by an existing MLSP PMU (PMU). The PMU shall continue to retain qualified staff and maintain resources sufficient to support management of ESHS risks and impacts of the Project, and will add one additional environment and one social standards specialists .</p>	<p>Environment and social standards specialists shall be hired within one month following the Effective Date of the Loan Agreement and retained throughout Project implementation.</p>	<p>MoH and MLSP</p>
<p>1.2 <b>ENVIRONMENTAL AND SOCIAL ASSESSMENT/MANAGEMENT PLANS AND INSTRUMENTS/ CONTRACTORS</b></p> <ol style="list-style-type: none"> <li>1. Prepare, disclose and adopt an Environmental and Social Management Framework (ESMF), and assess the environmental and social risks and impacts of proposed Project activities in accordance with ESSs and the ESMF, including to ensure that individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable, have access to the development benefits resulting from the Project.</li> <li>2. Prepare, disclose, adopt, and implement any Environmental and Social Management Plans (ESMPs) or other instruments required</li> </ol>	<ol style="list-style-type: none"> <li>1. The ESMF will be finalized, disclosed and adopted not later than 1 month after the Effective Date. Until the ESMF is approved, the Project will apply the WHO standards on COVID-19 response in a manner consistent with ESS1. Assessment to be conducted before the carrying out of the relevant Project activities.</li> </ol>	<p>MoH and MLSP through its PMU</p>

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<p>for the respective Project activities based on the assessment process, in accordance with the ESSs, the ESMF, including Infection Prevention Control and Waste Management Plans (IPC &amp; WMPs), and relevant Good International Industry Practice (GIIP) including the WHO Country &amp; Technical Guidance - Coronavirus disease (COVID-19) and the WHO Guidelines on Safe Management of Wastes from Health-Care Activities, in a manner consistent with the ESSs and acceptable to the Bank.</p> <p>3. Incorporate the relevant aspects of this ESCP, including, inter alia, any ESMPs, ICWMPs and/or other instruments, ESS2 requirements, and any other required ESHS measures, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply with the ESHS specifications of their respective contracts.</p>	<ol style="list-style-type: none"> <li>1. Before the carrying out of the relevant Project activities, and thereafter throughout the carrying out of such activities.</li> <li>2. Before launching the procurement process for the relevant Project activities, and thereafter throughout the carrying out of such activities.</li> </ol>	

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<p>1.3 <b>EXCLUSIONS:</b> The following types of activities shall not be eligible for financing under the Project:</p> <ul style="list-style-type: none"> <li>• Activities that may have significant adverse social impacts and may give rise to significant social conflict</li> </ul>	<p>During the assessment process conducted</p>	<p>MoH and MLSP through its PMU</p>

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<ul style="list-style-type: none"> <li>• Activities that may cause long term, permanent and/or irreversible (e.g. loss of major natural habitat) adverse impacts on the environment</li> <li>• All the other excluded activities set out in the ESMF of the Project.</li> </ul>	under action 1.2.a. above.	
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>		
<p>2.1 <b>LABOR MANAGEMENT:</b> The Project shall be carried out in accordance with the applicable requirements of ESS2, in a manner acceptable to the Bank, including through, inter alia, implementing adequate occupational health and safety measures (including emergency preparedness and response measures), setting out grievance arrangements for Project workers, and incorporating labor requirements into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. The Borrower will adopt and implement Labor Management Procedures, incorporating the relevant requirements of ESS2.</p>	<p>The LMP as part of the ESMF will be finalized not later than 1 month after the Effective Date and will be adopted prior to commencement of the relevant Project activities in case there are any. All measures under action 2.1 shall be implemented throughout the Project</p>	<p>MoH and MLSP through its PMU</p>

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	implementation period.	
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>		
Relevant aspects of this standard shall be considered, as needed, under action 1.2 above, including, inter alia, measures to: manage health care wastes, and other types of hazardous and non-hazardous wastes.		
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>		
Relevant aspects of this standard shall be considered, as needed, under action 1.2 above including, inter alia, measures to: minimize the potential for community exposure to communicable diseases; ensure that individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable have access to the development benefits resulting from the Project; manage the risks of the use of security personnel; manage the risks of labor influx; and prevent and respond to sexual exploitation and abuse, and sexual harassment.		
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>		
Not relevant		
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>		
Not relevant		
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>		
Not relevant		
<b>ESS 8: CULTURAL HERITAGE</b>		

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
Not relevant		
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>		
Not relevant		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>		
10.1 <b>STAKEHOLDER ENGAGEMENT PLAN:</b> Update, disclose, adopt, and implement a Stakeholder Engagement Plan (SEP) consistent with ESS10, in a manner acceptable to the Bank.	The existing preliminary SEP will be updated and re-disclosed not later than 1 month after the Effective Date. The SEP will then be continuously updated and implemented during the Project implementation period.	MoH and MLSP through its PMU

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<p>10.2 <b>GRIEVANCE MECHANISM:</b> Accessible grievance arrangements shall be made publicly available to receive and facilitate resolution of concerns and grievances in relation to the Project, consistent with ESS10, in a manner acceptable to the Association</p>	<p>The GRM will be updated as part of the SEP and hotline established not later than 1 month after the Effective Date.</p>	<p>MoH and MLSP through its PMU</p>

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<b>CAPACITY SUPPORT (TRAINING)</b>		
<p><u>Training topics for personnel involved in Project implementation will among others include:</u></p> <ul style="list-style-type: none"> <li>• Training topics as per the WHO Country &amp; Technical Guidance - Coronavirus disease (COVID-19) <a href="https://www.who.int/emergencies/diseases/novel-coronavirus-2019/technical-guidance">https://www.who.int/emergencies/diseases/novel-coronavirus-2019/technical-guidance</a> including but not limited to: <ul style="list-style-type: none"> <li>• COVID-19 Infection Prevention and Control Recommendations</li> <li>• Laboratory biosafety guidance related to the COVID-19</li> <li>• Specimen collection and shipment</li> <li>• Standard precautions for COVID-19 patients</li> <li>• Risk communication and community engagement</li> <li>• Establishment of quarantine</li> </ul> </li> <li>• Training topics as per the WHO Guidelines on Safe Management of Wastes from Health-Care Activities <a href="https://apps.who.int/iris/bitstream/handle/10665/85349/9789241548564_eng.pdf;jsessionid=EE45FF4B510A5297A7DFF6030A3BED25?sequence=1">https://apps.who.int/iris/bitstream/handle/10665/85349/9789241548564_eng.pdf;jsessionid=EE45FF4B510A5297A7DFF6030A3BED25?sequence=1</a></li> <li>• State Sanitary Regulations and Norms</li> </ul>	Throughout Project implementation.	MoH and MLSP through its PMU