

**UKRAINE**

**Ministry of Health**

**TRANSFORMING HEALTHCARE THROUGH REFORM AND  
INVESTMENTS IN EFFICIENCY**

**(P506083)**

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

**October, 2024**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. Ukraine (the “Recipient”) will implement the Investment Project Financing Component of the TRANSFORMING HEALTHCARE THROUGH REFORM AND INVESTMENTS IN EFFICIENCY Operation (P506083) (the “Project”) with the involvement of the Ministry of Health of Ukraine as set out in the Grant Agreement (the “Agreement”). The International Bank for Reconstruction and Development and the International Development Association acting as the administrator of the Ukraine Relief, Recovery, Reconstruction and Reform Multi-Donor Trust Fund (hereinafter the “Bank”) has agreed to provide the financing for the Project, as set out in the referred agreement.
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 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 Agreement.
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 ESSs, and in form and substance, and in a manner acceptable to the Bank. Said E&S documents may be revised from time to time with prior written agreement by the Bank. As provided for under the referred Agreement, 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 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 Bank and the Recipient agree to update the ESCP to reflect these changes. Agreement on changes to the ESCP shall be documented through an exchange of letters signed between the Bank and the Recipient. 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
<b>IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT</b>			
A	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>1. Maintain a Project Implementation Unit (PIU) with qualified staff and resources to support management of ESHS risks and impacts of the Project, including Environmental and Social Specialists.</p> <p>2. Hire one environmental and one social specialist with terms of reference and qualifications satisfactory to the Bank and maintain throughout Project implementation.</p>	<p>1. Maintain a PIU throughout Project implementation as set out in the Grant Agreement.</p> <p>2. Not later than 60 days after the Effective Date and thereafter maintain these positions throughout Project implementation.</p>	Ministry of Health of Ukraine
B	<p><b>CAPACITY BUILDING PLAN/MEASURES</b></p> <p>Provide training to the PIU and other relevant implementing support staff responsible for the Project on the Project's ESHS plans and instruments, fair, equitable and inclusive access and allocation of Project benefits and the roles and responsibilities of different key agencies in the ESCP implementation.</p>	Throughout the Project implementation	Ministry of Health of Ukraine
<b>MONITORING AND REPORTING</b>			
C	<p><b>REGULAR REPORTING:</b></p> <p>Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project. These reports shall include:</p> <ul style="list-style-type: none"> <li>• Status of preparation and implementation of E&amp;S documents required under the ESCP.</li> <li>• Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan.</li> <li>• Complaints submitted to the grievance mechanism(s), grievances log, and progress made in resolving them.</li> <li>• E&amp;S performance of contractors and subcontractors as reported through monthly contractors' and supervision firms' reports.</li> <li>• Number and status of resolution of incidents and accidents reported under action E below.</li> <li>• [specify other aspects that the reporting would need consider, as relevant].</li> </ul>	Quarterly starting from the Effective Date, reports shall be submitted no later than 20 business days after the end of each reporting period, throughout Project implementation.	Ministry of Health of Ukraine
D.	<p><b>CONTRACTORS' MONTHLY REPORTS</b></p> <p>Require contractors and supervising firms to provide monthly reports on E&amp;S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Bank.</p>	Submit the monthly reports to the Bank as annexes to the reports to be submitted under action C above	Ministry of Health of Ukraine
E.	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>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>	Notify the Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request.	Ministry of Health of Ukraine

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 Bank upon request.</p> <p>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>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 Bank.</p>	
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</b></p> <p>1. Prepare, disclose, consult upon and adopt and thereafter implement relevant Environmental and Social Instruments in accordance with the ESSs and the Environmental, Health and Safety Guidelines (EHSGs).</p> <p>2. Prepare, disclose, consult upon, adopt, and thereafter implement any secondary site-specific environmental and social assessments (ESAs) and related management plans or other tools required for the respective Project activities, in accordance with the ESSs.</p>	<p>1. Adopt not later than 90 days after the Effective Date; thereafter implement throughout Project implementation.</p> <p>2. Throughout Project Implementation and before the start of the relevant civil works.</p>	<p>1. Ministry of Health of Ukraine/National State Health Service of Ukraine</p> <p>2. Ministry of Health of Ukraine</p>
1.2	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the Labor Management Procedures, and code of conduct, into the E&amp;S specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and that they require their subcontractors to comply with the E&amp;S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Bank.</p>	<p>As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Bank upon request.</p>	<p>Ministry of Health of Ukraine.</p>
1.3	<p><b>TECHNICAL ASSISTANCE:</b></p> <p>Carry out the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project, 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.</p>	<p>Throughout Project implementation.</p>	<p>Ministry of Health of Ukraine</p>
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>1. Prepare, disclose, consult upon, adopt and implement the LMP. The LMP shall be further updated throughout Project implementation if required.</p>	1. The LMP shall be prepared consulted upon, disclosed at the official MoH website, and adopted not later than 90 days after the Effective Date. It shall thereafter be implemented throughout the life of the Project. The LMP shall be further updated throughout Project implementation as required.	Ministry of Health of Ukraine
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	Establish Worker grievance mechanism within 30 days of the Effective Date and thereafter maintain and operate it throughout Project implementation.	Ministry of Health of Ukraine
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>WASTE MANAGEMENT PLAN</b></p> <p>1. Incorporate into the ESIA/ESMP measures to manage hazardous and non-hazardous wastes, consistent with ESS2.</p> <p>2. Prepare and implement an E-Waste Management Plan for management of e-wastes resulting from procurement, installation and decommissioning of IT equipment, based on Ukraine national requirements and consistent with ESS3.</p>	<p>1. Same timeframe as for the ESIA/ESMP under action 1.1.1 above.</p> <p>2. Prepare and implement the plan by 90 days after the Effective Date, and before procuring, installing, and decommissioning any IT equipment, and thereafter implement the plan throughout Project implementation</p>	Ministry of Health of Ukraine
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Incorporate resource efficiency and pollution prevention and management measures in the ESIA/ESMP and relevant secondary management plans to be prepared as required under the ESIA/ESMP.</p>	Same timeframe as for the ESIA/ESMP under action 1.1.1 above and throughout Project implementation.	Ministry of Health of Ukraine
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Adopt, and implement measures and actions to manage specific risks and impacts to the community arising from Project activities and include these measures in the Project ESIA/ESMP in accordance with ESS4 and in a manner acceptable to the Bank.</p>	Throughout Project implementation.	Ministry of Health of Ukraine

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Document emergency preparedness and response activities, resources and responsibilities in accordance with the War-Hazard Emergency Preparedness and Response Plan, and disclose appropriate information, as well as any subsequent material changes to the affected communities or other relevant parties.	Throughout Project implementation.	
4.2	Prepare Project level War-Hazard Emergency Preparedness and Response Plan and implement throughout Project implementation	Prepare no later than 90 days after the Effective Date and thereafter implement throughout Project Implementation.	Ministry of Health of Ukraine
<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>			
	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> Prepare, disclose, consult upon, adopt and implement a Stakeholder Engagement Plan (SEP) 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.	Adopt SEP not later than two weeks after the effective Date and Implement the SEP throughout Project implementation.	Ministry of Health of Ukraine
10.2	<b>PROJECT GRIEVANCE MECHANISM</b>  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 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.	The existing GRM established in the MoH will be extended to cover the THRIVE Project no later than two weeks after Effective Date and shall be maintained throughout Project implementation.	Ministry of Health of Ukraine

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p><b>INDICATORS FOR IMPLEMENTATION READINESS</b> [This subsection lists the ESCP actions (by their numbering in the first column of the ESCP) that are identified as relevant to monitor project readiness from an E&amp;S standpoint. These may include actions related to: i) establishment of E&amp;S risk management units in the Project Implementation Entities, ii) recruitment and training of E&amp;S staff within Project Implementation Entities, iii) Memorandums of Understanding or other written agreements/arrangements between Project Implementation Entities and other concerned agencies to ensure proper coordination of E&amp;S risk management activities; iv) E&amp;S effectiveness or disbursement conditions, if deemed warranted, v) ES assessments and plans to be prepared by the Recipient at the onset of implementation; vi) other project-specific requirements related to E&amp;S readiness for implementation].</p>		
<p>The following actions are indicators for implementation readiness:</p> <ul style="list-style-type: none"> <li>A</li> <li>4.2</li> <li>10.1</li> <li>10.2</li> </ul>		