

State Statistics Service of Ukraine
Strengthening Ukraine's Statistical Systems
for Recovery and Reform (P514828)

ENVIRONMENTAL AND SOCIAL
COMMITMENT PLAN (ESCP)

Appraisal
April 2026

1. Ukraine (the Recipient) will implement the Strengthening Ukraine’s Statistical Systems for Recovery and Reform (the Project), with the involvement of the State Statistics Service of Ukraine (SSSU), as set out in the Original Grant Agreement (the Agreement). The International Bank for Reconstruction and Development acting as the administrator of the Ukraine Relief, Recovery, Reconstruction and Reform Multi-Donor Trust Fund (hereinafter the Bank) have agreed to provide the original financing for the Project, as set out in the 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 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 prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESSs, in form and substance 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.

As agreed by the 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, the Recipient through SSSU and the Bank 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 Grant Agreement. The Recipient shall promptly disclose the updated ESCP.

4. 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	<ul style="list-style-type: none"> a) Establish and maintain a Project Implementation Unit (PIU) with qualified staff and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the Project including one environmental and social specialist. The Terms of Reference (TORs) and qualifications of candidates will be subject to the Bank's no objection. b) Assign regional ESHS focal points. 	<ul style="list-style-type: none"> a. Establish a PIU and hire the environmental and social specialist no later than 30 days after the Effective Date of the Grant Agreement; thereafter maintain the PIU and this position throughout Project implementation. a. Before starting the respective project activities. <p style="text-align: center;">SSSU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
B	<p>CAPACITY BUILDING PLAN/MEASURES</p> <p>Prepare and implement the following capacity-building measures:</p> <p>a) training of project workers, including PIU staff, enumerators and contractor involved in Project activities on the following topics:</p> <ul style="list-style-type: none"> - Environmental and Social Framework, - labor management procedures, including handling workers` and beneficiaries` grievances, prevention and response to potential cases of GBV/SEA/SH, and application of Codes of Conduct, - E&S risk management, including OHS - community health and safety, - waste management procedures, - emergency prevention, preparedness, and response arrangements - data privacy. <p>b) Provide mandatory OHS and security training to all field enumerators prior to deployment.</p> <p>c) Require Contractors to deliver security training of contracted workers and subcontractors` workers as well as conduct trainings to raise awareness about their rights and obligations, OHS risks, and the requirements consistent with national and Project`s labor management procedures (including workers` Code of Conduct), emergency prevention, preparedness, and response arrangements, data privacy.</p>	<p>a) Prior to the commencement of respective activities and thereafter throughout the Project implementation.</p> <p>b) Prior to mobilization of enumerators</p> <p>c) Prior to bidding documents</p>	SSSU
MONITORING AND REPORTING			
B	<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. • Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them. 	Submit semestral (half-annual) reports to the Bank throughout Project implementation. Submit each report to the Bank no later than 45 days after the end of each reporting period.	SSSU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> 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. 		
C	<p>CONTRACTORS' MONTHLY REPORTS</p> <p>Require contractors and supervising firms 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>	Submit the monthly reports to the Bank upon request.	SSSU
D	<p>INCIDENTS AND ACCIDENTS</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, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment forced or child labor; 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>Notify the Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request.</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>	SSSU
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</p> <p>Prepare a dedicated Environmental and Social Risk Management section in the Project Operation Manual (POM) for the Project, consistent with the relevant ESSs. The ES section shall include, inter alia, the following instruments: a Labor Management Procedures (LMP); an E&S screening form; E&S Codes of Practice for field enumerators, call center operators, and contracted service providers; an E&S Management and Monitoring Plan addressing e-waste management, workers security; data privacy and protection; and an E&S capacity building plan for PIU staff and project workers.</p>	Prepare and adopt the POM prior to Project Effective Date, and thereafter implement the POM throughout Project implementation.	SSSU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.2	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including E&S Standards, the Labor Management Procedures, the relevant E&S sections of the POM and code of conduct, into the E&S specifications of the procurement documents and contracts with contractors. Thereafter ensure that the contractors and 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 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>	SSSU
1.3	<p>TECHNICAL ASSISTANCE</p> <p>Carry out the consultancy, 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>	SSSU
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Prepare, adopt and implement the labor management procedures as part of the POM for the Project and consistent with ESS2. All Project workers including contractors, consultants, IT service providers, survey personnel, call center staff, and other contracted workers engaged under the Project shall comply with the LMP and the Code of Conduct, including provisions on prohibition of child and forced labor, non-discrimination, equal opportunity, occupational health and safety, and prevention of sexual exploitation and abuse and sexual harassment (SEA/SH), in accordance with ESS2.:</p> <ul style="list-style-type: none"> • Ensure that Project workers, as defined under ESS2, i.e. directly engaged by the Recipient or through third-parties to work specifically in relation to the project a (direct and contracted workers) will be hired, promoted and their employment, where needed, terminated based on principles of non-discrimination and equal opportunity, no-harassment, and freedom of association; • Ensure that all Project workers are provided with information and documentation that is clear and understandable regarding their terms and conditions of employment, their rights under national labor and employment laws, including payment of wages and deductions, periods of rest and leaving; 	<p>1. Same timeframe as under Section 1.1 above</p>	SSSU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> Ensure the adoption of appropriate occupational health and safety measures, in line with ESS2, at the workplace (no matter their locations and including without limitation on in-person training activities), which shall consider inter alia an assessment of the potential OHS risks associated with the tasks to be carried out and include mitigation measures and a program to train workers, in the Emergency Preparedness and Response Plan. Ensure the adoption of a code of conduct that sets out measures against practices related with sexual exploitation and abuse/sexual harassment (SEA/SH) in the workplace, including the dissemination of the referral services available in the country to respond to such behaviors; and Prohibit and ban child labor as well as forced labor, per ESS2 requirements and applicable national laws. Report on compliance with these Labor Management Procedures. 		
2.2	<p>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT MEASURES</p> <ol style="list-style-type: none"> Prepare, adopt, and implement occupational, health and safety (OHS) measures as part of the POM in accordance with ESS2 and in a manner acceptable to the Bank for all project work locations and activities, including field enumerator deployments, call center operations, and in-person training events. OHS measures shall include: (i) an assessment of potential OHS risks associated with the tasks to be carried out; (ii) specific security risk management measures for field enumerators deployed in conflict-affected areas, including deployment restrictions to assessed safe zones, mandatory pre-deployment security training, and emergency response procedures; (iii) ergonomic standards for call center workstations; and (iv) a worker training program on OHS requirements. Prepare the project-level War Hazard Emergency Preparedness and Response Plan (W-EPRP), outlining measures to address occupational health and safety risks associated with the Project activities, including measures to promote workers awareness. To ensure safety of enumerators W-EPRP shall include inter alia: (i) security risk mapping and definition of approved deployment zones (excluding active conflict areas); (ii) real-time security monitoring; (iii) mandatory pre-deployment security training; (iv) emergency response procedures; and (v) psychological support services for enumerators. 	<ol style="list-style-type: none"> Same timeframe as under Section 1.1. above Prior to mobilization of enumerators 	SSSU
2.3	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and maintain an accessible worker grievance mechanism, separate from the project-level GRM, allowing all Project workers (including contracted enumerators and call center staff) to raise</p>	Same timeframe as under Section 1.1. above	SSSU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	workplace concerns — including those related to OHS, SEA/SH, wages, and discrimination — and ensuring that grievances are addressed in a timely and confidential manner without retaliation.		
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN Prepare and implement an electronic waste (E-Waste) Management Checklist as part of the POM for the Project, including resource efficiency and pollution prevention and management measures consistent with ESS3 and adequate mitigation measures included, in a manner acceptable to the Bank.	The E-waste management checklist shall be operational prior to initiating activities that could lead to generation of E-waste and shall be implemented throughout Project implementation and reviewed annually and updated as needed.	SSSU
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	COMMUNITY HEALTH AND SAFETY Assess and manage risks and impacts to communities arising from Project activities, including, inter alia, interaction between Project workers and the public during survey implementation, data collection activities, and in-person engagements, potential security-related risks, and risks to community health and safety. Appropriate mitigation measures shall be incorporated into relevant environmental and social instruments, as applicable, in accordance with Environmental and Social Standard 4 (ESS4).	Same timeframe as under Section 1.1. above	SSSU
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
	Not relevant to the Project		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
	Not relevant to the Project		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
	Not relevant to the Project		
ESS 8: CULTURAL HERITAGE			
	Not relevant to the Project		
ESS 9: FINANCIAL INTERMEDIARIES			
	Not relevant to the Project		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN</p> <p>Implement the Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to 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 has been prepared and disclosed. Implement the SEP throughout Project implementation.	SSSU
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>	1. Grievance Mechanism to be established and operational no later than one month after the Effective Date. Maintain throughout Project Implementation.	SSSU

INDICATORS FOR IMPLEMENTATION READINESS

The following actions are indicators for implementation readiness:

- 1) hire the environmental and social specialist
- 2) assign regional ESHS focal points
- 3) Prepare a dedicated Environmental and Social Risk Management section in the POM
- 4) Prepare the project-level War Hazard Emergency Preparedness and Response Plan (W-EPRP)
- 5) Establish an accessible worker grievance mechanism
- 6) Prepare and an electronic waste (E-Waste) Management Checklist as part of the POM
- 7) Establish an accessible grievance mechanism