



Republika e Kosovës
Republika Kosova - Republic of Kosovo
Qeveria - Vlada - Government

Ministria për Punë, Familje dhe Vlerat e Luftës Çlirimtare
Ministarstvo Rada, Porodice i Vrednosti Oslobodilačkog Rata
Ministry of Labor, Family and Values of Liberation War

Republic of Kosovo
Ministry of Labor, Family and Values of Liberation War
Kosovo Social Assistance System Reform Project
(P171098)

ENVIRONMENTAL AND SOCIAL
COMMITMENT PLAN (ESCP)
(Updated Version)

March, 2026

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Kosovo (the Recipient) is implementing the Kosovo Social Assistance Project - P171098 (the Project), with the involvement of the Ministry of Labor, Family and Values of Liberation War and EARK as set out in the Financing Agreement, as amended. The International Development Association (the Association), acting as the agency of World Bank, has agreed to provide financing for the Project, as set out in Agreement. This ESCP supersedes previous versions of the ESCP for the Project.
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 Association. 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, their respective timeframes; institutional, staffing, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESSs, in form and substance acceptable to the Association. Said E&S documents may be revised from time to time with prior written agreement by the Association. 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 Association and the Recipient, this ESCP will be revised from time to time, if necessary, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Association and the Recipient agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient's Representative specified in the Agreement or General Secretary of 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.

THE WORLD BANK - ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain a Project Coordination Unit (PCU) with qualified staff and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the Project, including social expert and consultancy service for updating and implementing GRM, LMP and SEP.</p>	Maintain the PCU and these positions throughout Project implementation.	Ministry of Labor, Family and Values of Liberation War
B	<p>CAPACITY BUILDING PLAN/MEASURES</p> <p>Prepare and implement the following capacity building measures:</p> <ul style="list-style-type: none"> • Trainings for PCU staff, regarding job positions (financial management, procurement, communication, information technology, environmental and social issues), followed by techniques for stakeholder engagement, prevention of SEA/SH and awareness, familiarization with the World Bank’s ESG Guidelines, and other general trainings to support PCU staff in capacity building. • Trainings for Project workers and stakeholders on general topics related to the Project, ESF Standards, GRM, Code of Conduct, and Behavior Standards, as well as knowledge transfer, inception workshop, workshop on SAS Pilot Manual, activation manual and any other specific manuals etc. 	Capacity building measures will be implemented throughout the timeframe of the Project.	PCU staff, engaged experts and civil servants of the Ministry of Labor, Family and Values of Liberation War
MONITORING AND REPORTING			
C	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Association 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. • Number and status of resolution of incidents and accidents reported under action E below. 	Submit monthly and quarterly reports to the Association throughout Project implementation, Submit each report to the Association no later than 30 days after the end of each reporting period.	PCU, with support from EARK, DSS, and other competent units within the Ministry of Labor, Family and Values of Liberation War

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
D	<p>CONTRACTORS' MONTHLY REPORTS</p> <p>Not applicable</p>	Not applicable	Not applicable
E	<p>INCIDENTS AND ACCIDENTS</p> <p>Notify the Association 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; 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 Association 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 Association, 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 Association 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 Association no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Association.</p>	<p>PCU - Ministry of Labor, Family and Values of Liberation War</p>
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 and implement a project specific Operational Manuals consistent with the relevant ESSs.</p>	Prepare the operational manuals, and thereafter implement throughout Project implementation.	<p>PCU - Ministry of Labor, Family and Values of Liberation War, and EARK</p>
1.2	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, the Labor Management Procedures, and code of conduct, into the E&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&S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Association.</p>	Copies of relevant contracts provided to the Association, upon request.	<p>PCU, Department for Social Schemes, Pension Department, Division of the Control of Pension and Social Schemes and other respective units within Ministry of Labor, Family and Values of Liberation War, EARK and KAS (Kosovo Agency of Statistics)</p>
1.3	<p>TECHNICAL ASSISTANCE</p>	Not Applicable	Not Applicable

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Not Applicable		
1.4	CONTINGENT [EMERGENCY] [EARLY] RESPONSE FINANCING Not Applicable	Not Applicable	Not Applicable
1.5	ASSOCIATED FACILITIES Not Applicable	Not Applicable	Not Applicable
1.6	USE OF [BORROWER/RECIPIENT'S] ENVIRONMENTAL AND SOCIAL FRAMEWORK Not Applicable	Not Applicable	Not Applicable
1.7	COMMON APPROACH Not Applicable	Not Applicable	Not Applicable
1.8	ACTIVITIES SUBJECT TO RETROACTIVE FINANCING Ensure that due diligence has been conducted for retroactive financing, and other respective measures set out in the ESCP (corrective action plan and audit) are met.	Throughout implementation. Project	Ministry of Labor, Family and Values of Liberation War
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES Prepare, update and implement the Labor Management Procedures (LMP) for the Project	Update the LMP no later than March 25, 2026 to reflect review of GRM procedures and new description of project workers, and thereafter implement the LMP throughout Project implementation.	PCU - Department for Social Schemes - Ministry of Labor, Family and Values of Liberation War, and EARK
2.2	OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN		

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Not Applicable	Not Applicable	Not Applicable
2.3	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation	PCU - Department for Social Schemes , Ministry of Labor, Family and Values of Liberation War, and EARK
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>Not Applicable</p>	Not Applicable	Not Applicable
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Not Applicable</p>	Not Applicable	Not Applicable
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY</p> <p>Not Applicable</p>	Not Applicable	Not Applicable
4.2	<p>COMMUNITY HEALTH AND SAFETY</p> <p>Not Applicable</p>	Not Applicable	Not Applicable
4.3	<p>SEA AND SH RISKS</p> <p>Update and implement a SEA/SH Action Plan in the project Manuals to assess and manage the risks of SEA and SH.</p>	Update the SEA/SH Action Plan by April 15, 2026 and thereafter implement the SEA/SH Action Plan throughout Project implementation.	PCU, Department for Social Schemes, Ministry of Labor, Family and Values of Liberation War and EARK
4.4	<p>SECURITY MANAGEMENT</p> <p>Not Applicable</p>	Not Applicable	Not Applicable

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.5	DAM SAFETY (FOR ANNEX A ESS4) Not Applicable	Not Applicable	Not Applicable
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	RESETTLEMENT [FRAMEWORK] [PLAN] or [PLANS] Not Applicable	Not Applicable	Not Applicable
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS Not Applicable	Not Applicable	Not Applicable
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES [See examples of possible actions below that can be used if determined that ESS7 is relevant, as set out in paragraph 54 of the E&S Policy and paragraphs 8-10 of ESS7.]			
7.1	INDIGENOUS PEOPLES [FRAMEWORK] [PLAN] or [PLANS] Not Applicable	Not Applicable	Not Applicable
ESS 8: CULTURAL HERITAGE			
8.1	CULTURAL HERITAGE RISKS AND IMPACTS Not Applicable	Not Applicable	Not Applicable
8.2	CHANCE FINDS Not Applicable	Not Applicable	Not Applicable
ESS 9: FINANCIAL INTERMEDIARIES			
9.1	ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM (ESMS) Not Applicable	Not Applicable	Not Applicable
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN</p> <p>Update 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 culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.</p>	Implement the (SEP) throughout Project implementation.	PCU - Department for Social Schemes, Ministry of Labor, Family and Values of Liberation War and EARK
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>	Maintain and operate the mechanism throughout Project implementation.	PCU – Department of Social Schemes, Ministry of Labor, Family and Values of Liberation War and EARK
<p>INDICATORS FOR IMPLEMENTATION READINESS [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&S standpoint. These may include actions related to: i) establishment of E&S risk management units in the Project Implementation Entities, ii) recruitment and training of E&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&S risk management activities; iv) E&S effectiveness or disbursement conditions, if deemed warranted, v) ES assessments and plans to be prepared by the Borrower at the onset of implementation; vi) other project-specific requirements related to E&S readiness for implementation].</p>			
<p>The following actions are indicators for implementation readiness:</p>			