

**Ministry of Education  
Argentine Republic**

**Improving Inclusion in Secondary and Higher  
Education (PROGRESAR) (BIRF 8999-AR)**

**Updated version**

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

**December 21, 2022**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Argentine Republic (the Borrower) is implementing the Improving Inclusion in Secondary and Higher Education Project (the Project), with the involvement of the Ministry of Education, as set out in the Loan Agreement. The Operation (P168911) has a Program for Results component (the Program), and an Investment Project component (the Project). The International Bank for Reconstruction and Development (the **Bank**), has agreed to provide financing for the Project, as set out in the referred agreement. This ESCP supersedes previous versions of the ESCP for the Project and the Program referred to above.
2. The Borrower 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 Loan Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Borrower 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 ESS, and in form and substance, and in a manner acceptable to the Bank. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Bank.
4. As agreed by the Bank and the Borrower, 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 Borrower through the Ministry of Education and the Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the General Director of Sectoral and Special Programs and Projects of the Ministry of Education. The Borrower shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<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, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	Submit six-monthly reports to the Bank throughout Project implementation (together in conjunction with the Project’s progress reports).	Ministry of Education, ME
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Bank of any incident or accident related 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, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.</p> <p>Subsequently, at the Bank’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Bank no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the Bank within a timeframe acceptable to the Bank.</p>	ME
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Maintain a PIU (Project Implementation Unit) with qualified staff and resources to support management of ESHS risks and impacts of the Project</p>	Throughout Project implementation.	ME
1.2	<p><b>Identification of the target population and applicant population</b></p> <p>An analysis of the PROGRESAR registration form shall be carried out to identify students belonging to the prioritized groups. Review of the effectiveness of the questions in the PROGRESAR registration form to identify students belonging to vulnerable groups.</p>	At least once a year, throughout Project implementation.	ME
1.3	<p><b>PROGRESAR – Study on non-financial barriers</b></p>	January 2023	ME

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Survey and prioritization of problems / barriers / causes that prevent adolescents and youth aged 18 to 24 from completing significant educational trajectories, with a focus on vulnerable groups (e.g., Afro-descendants, indigenous peoples, LGBTIQ students, students with disabilities). Identification, analysis and mapping of the causes that lead to dropout to address them from different levels and members of the community.		
1.4	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with terms of reference acceptable to the Bank, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	Throughout Project implementation.	ME
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Implement the following labor management measures:</p> <ol style="list-style-type: none"> <li>1. Ensure that Project Workers, as defined in ESS 2, i.e. hired directly by the Borrower or through third parties to work specifically in the Project (direct and contracted workers) are employed on the basis of the principle of equal opportunity, fair treatment and non-discrimination, non-harassment and freedom of association;</li> <li>2. Ensure that all Project Workers receive accurate information and understandable documentation about their terms and conditions of employment, their rights under national labor laws (including, <i>inter alia</i>, payment of wages and deductions, working hours and rest periods, notification of termination and indemnities, all in writing) at the beginning of the employment contract and each time there is a substantial change in the terms or conditions of employment.</li> <li>3. Guarantee the adoption of adequate occupational health and safety (OHS) measures in the workplace, according to ESS 2 provisions (regardless the location and taking into account field tasks), which shall consider, <i>inter alia</i>, an assessment of potential risks to OHS associated with their work and include mitigation measures, such as protocols and guidelines for protection against communicable diseases and the transmission of COVID-19 issued by relevant authorities such as the WHO and the Bank;</li> </ol>	<p>Throughout Project implementation.</p> <p>The information on compliance with these measures shall be sent to the Bank as part of the reports mentioned above in section A.</p>	ME

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ol style="list-style-type: none"> <li>4. Adopt a code of conduct that establishes measures against practices related to sexual harassment, abuse and exploitation at work, including the dissemination of services available in country to respond to such behaviors;</li> <li>5. Prohibit child labor and forced labor in accordance with the requirements of ESS 2 and national legal framework.</li> <li>6. Inform the Bank on compliance with these labor management measures.</li> </ol>		
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Maintain and operate a grievance mechanism for Project workers, consistent with ESS2.</p>	Throughout Project implementation.	ME
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>WASTE MANAGEMENT OF ELECTRICAL AND ELECTRONIC EQUIPMENT (WEEE)</b></p> <p>Implement the following procedure, when necessary, given the volume of WEEE at local and/or central level, for management of waste treatment and final disposal:</p> <ol style="list-style-type: none"> <li>1. The IT Directorate (Dirección de Informática -DI) of the ME shall request the General Directorate of Sectoral and Special Programs and Projects (DGPYPSYE) and/or the General Directorate of Administration (DGA) to hire a waste management service, including Recovery, Transportation, Revaluation, Treatment and/or Final Disposal of Netbooks, Computers, IT equipment and other WEEE depending on the existing needs.</li> <li>2. In order to do this, the DI shall elaborate the corresponding Terms of Reference (TOR) in accordance with the volume of equipment and its distribution in the territory, type of device, status survey, availability of local providers to offer the treatment and disposal service, and any other relevant variable to be considered for the service contract. The Integral Management of Electrical and Electronic Equipment Waste Management Manual developed by the Ministry of Environment and Sustainable Development or other good practices guidelines available, and the provincial and national regulations shall be taken into account. The TOR shall be shared with the WB before the bidding process.</li> <li>3. The DGPYPSE and/or DGA shall carry out the bidding process according to the applicable regulations.</li> <li>4. The Assets Sector of the Accounting and Finance Department of the DGA, or the corresponding area in the corresponding jurisdiction, shall proceed to cancel the patrimony assets.</li> </ol>	Throughout Project implementation, when applicable.	ME

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>5. The contract shall be executed in accordance with the TOR prepared.</p> <p>6. The Bank shall be informed when the need to implement these measures is identified, as well as the results of their implementation.</p>		
<b>ESS 4: COMMUNITY HEALTH AND SAFETY - Not Relevant</b>			
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT - Not Relevant</b>			
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES - Not Relevant</b>			
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	<p><b>NATIONAL INDIGENOUS PEOPLES PLAN (NIPP)</b></p> <p>Implement the NIPP in accordance with ESS 7</p>	In accordance with its terms, throughout Project implementation.	ME
7.2	<p><b>GRIEVANCE MECHANISM</b></p> <p>Implement the Grievance Mechanism described in action 10.1 with the adjustments to manage the claims received by beneficiaries belonging to Indigenous populations, when applicable.</p>	Throughout Project implementation.	ME
<b>ESS 8: CULTURAL HERITAGE – Not Relevant</b>			
<b>ESS 9: FINANCIAL INTERMEDIARIES - Not Relevant</b>			
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN (SEP) IMPLEMENTATION</b></p> <p>Implement the Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which includes 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>	Throughout Project implementation.	ME
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Implement 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>	Throughout Project implementation.	ME

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
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.		