

THURSDAY TRAINING

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Digital Maldives for
Adaptation, Decentralization
and Diversification





Navigating New Horizons

The DMADD team carries out monthly workshops named 'ThursdayTraining'. These short trainings aim to facilitate knowledge sharing among its members. The sessions are planned to be conducted on the last Thursday of every month.

The primary objective of these workshops is to enhance mutual understanding and upskilling among team members, ultimately contributing to the achievement of the project's overarching goals. The D'MADD team will share insights related to their work as well as have the chance to impart valuable experiences and life lessons that could benefit the entire team.

This initiative not only promotes professional growth but also strengthens the bonds within the DMADD team, setting a positive tone for collaborations and teamwork.



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Environmental and Social Commitment Plan (ESCP)

28 August 2025



In August 2025, the D'MADD Project team held a Thursday Training session focused on the Environmental and Social Commitment Plan (ESCP), facilitated by Muaz Adnan, Environmental Specialist. This session was part of the ongoing capacity-building efforts to ensure all project staff and partners are well-versed in the environmental and social safeguards required under the Digital Maldives for Adaptation, Decentralization and Diversification (D'MADD) Project.

The training covered the core elements of the ESCP, including:

- **Monitoring & Reporting:** Emphasizing the importance of regular environmental, social, health, and safety (ESHS) performance reporting, with updates every six months.
- **Incident Management:** Outlining clear procedures for reporting and addressing incidents and accidents, including timelines for notification and follow-up actions.
- **Organizational Structure:** Detailing the roles of Environmental & Social Specialists, Communications Specialists, and Focal Points in ensuring compliance.
- **E-Waste Management:** Introducing updated guidelines for the lifecycle management of electronic equipment, focusing on energy efficiency, recycling, and supplier agreements.
- **Labor & Working Conditions:** Reinforcing labor management procedures, non-discrimination, and occupational health and safety standards.

Stakeholder Engagement: Highlighting the importance of meaningful consultations, transparent grievance mechanisms, and ongoing stakeholder communication.

Participants gained practical insights into the implementation of the ESCP, the

responsibilities of various project actors, and the mechanisms in place to ensure compliance with World Bank Environmental and Social Standards. The session also included guidance on capacity support and training schedules, ensuring that all team members remain up-to-date with best practices throughout the project lifecycle. This training reflects D'MADD's commitment to responsible project delivery and continuous improvement in environmental and social performance.

Environmental and Social Commitment Plan (ESCP) Digital Maldives for Adaptation, Decentralization and Diversification (DMADD) Project	Introduction <ul style="list-style-type: none"> ESCP sets out material measures and actions to meet ESS Applicable to all agencies and contractors under MoHST supervision MoHST responsible for compliance even when delegated 	Regular Reporting:: <ul style="list-style-type: none"> Submit reports on environmental, social, health & safety (EHS) performance Includes ESCP, SEP, grievance mechanism status Every 6 months, aligned with project progress reports Responsible parties: ESS, CS, PD, ESFPs
<ul style="list-style-type: none"> 24 hours → Notify Bank of incident (includes GBV/SEA/SH) 3 days → Provide details and immediate actions taken 7 days → Submit full report with preventive measures Responsible parties: ESS, CS, PD, ESFPs, MoHST Applies throughout project implementation 	Establish E&S management structure: <ul style="list-style-type: none"> Environmental & Social Specialist (ESS) Communications Specialist (CS) Environmental & Social Focal Points (ESFPs) from agencies Timeline: Permanent ESS within 90 days of project effectiveness Responsible parties : MoHST 	ESS1: E-Waste Guideline <ul style="list-style-type: none"> Measures for electronic equipment lifecycle: <ul style="list-style-type: none"> Energy-efficient procurement Recycling & reuse Supplier buy-back/service agreements Timeline: Guideline prepared in 2021, updated Oct 2024 Implemented throughout project & reviewed mid-term/annual reporting E-Waste Monitoring: Reports every 6 months Responsible parties: ESS, ESFPs, PD, MoHST
ESS1: Monitoring & Technical Assistance <ul style="list-style-type: none"> Technical Assistance ToRs: Must include ESS requirements & cleared by Bank Ensure all project studies, training, and technical assistance are approved and ESS-compliant. Responsible parties: ESS, ESFPs, PD, MoHST Applies throughout project implementation 	Labor Management Procedures (LMP): <ul style="list-style-type: none"> Non-discrimination & equal opportunity in hiring Staff must be ≥18 years old Employment contracts required under Employment Act (2/2008) Working hours max 48/week, with breaks & leave as per law Responsible parties: MoHST Timeline: LMP updated Oct 2024, implemented throughout project 	Training & Code of Conduct: <ul style="list-style-type: none"> Equal training opportunities Awareness on GBV, SEA, SH prevention Complaints handled by Sexual Harassment Prevention Committee (Act 16/2014) Adoption of Bank SOP for SH/SEA/GBV cases OHS: IFC/World Bank EHS Guidelines must be followed Responsible parties: MoHST, ESS, ESFPs
<ul style="list-style-type: none"> Covered by E-Waste Guideline (ESS1) Focus on energy efficiency, recycling, safe disposal Responsible parties: MoHST, ESS, ESFPs Timeline: Throughout project implementation 	ESS4-9: <ul style="list-style-type: none"> ESS4: Community Health & Safety – Not relevant ESS5: Land Acquisition – Not relevant ESS6: Biodiversity – Not relevant ESS7: Indigenous Peoples – Not relevant ESS8: Cultural Heritage – Not relevant ESS9: Financial Intermediaries – Not relevant 	<ul style="list-style-type: none"> SEP: Prepared during project prep, updated Sept 2024 Annual reports disclosed publicly on MoHST website Reviewed at mid-term, revised if necessary Responsible: ESS, ESFPs, CS, PD, MoHST Timeline: Throughout implementation
ESS10: SEP Implementation & Grievance Mechanism <ul style="list-style-type: none"> SEP Implementation: <ul style="list-style-type: none"> Meaningful, culturally appropriate consultations Record & disclose engagement, feedback, actions taken Grievance Mechanism (GRM): <ul style="list-style-type: none"> Handles complaints from stakeholders, businesses, communities Transparent, accountable, efficient Includes provisions for GBV/SEA/SH cases Responsible parties: ESS, ESFPs, CS, PD, MoHST 	Capacity Support & Training <ul style="list-style-type: none"> ESF Fundamentals: Within 1 month of staff onboarding; refresher mid-term E-Waste Management: Within 1st year; refresher mid-term SEP Implementation: Within 1 month of onboarding; refresher mid-term GBV/SEA/SH Prevention: Within 1 month; refresher mid-term Responsible parties: ESS, ESFPs, CS, PD, MoHST 	



Muaz Adnan
Environmental Specialist



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