

# ENVIRONMENT AND SOCIAL COMMITMENT PLAN

Getting Results: Access and Delivery of Quality  
Education Services in Punjab (GRADES) Project  
(P176594)

Version as of May 14, 2024

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The School Education Department (SED), Government of the Punjab with assistance of the World Bank has developed and implemented several projects for the betterment of education reforms in the province of Punjab. Extending its efforts, the Program Management and Implementation Unit (PMIU) of Punjab Education Sector Reforms Programme (PESRP) has prepared Getting Results: Access and Delivery of Quality Education Services in Punjab (GRADES) Project.
2. The PMIU along with the Communication and Works Department (C&W) will implement material measures and actions so that the Project is implemented in accordance with the Environmental and Social Standards (ESSs). This Environmental and Social Commitment Plan (ESCP) sets out material measures and actions, any specific documents, or plans, as well as the timing for each of these.
3. The PMIU and C&W are responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Department, agency or unit referenced in 1. above.
4. The PMIU and C&W will also comply with the provisions of any other E&S documents required under the ESF and referred to in this ESCP, such as Environmental and Social Management Framework (ESMF), Environmental and Social Management Plan (ESMP), Resettlement Framework (RF), Labor Management Procedure (LMP), Gender-Based Violence/Sexual Exploitation and Abuse and Violence Against Children (GBV/SEA and VAC) Action Plan, Environmental and Social Audit, and Stakeholder Engagement Plan (SEP), and the timelines specified in those E&S documents.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the World Bank by the Recipient as required by the ESCP and the conditions of the legal agreement, and the World Bank will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the World 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 Recipient will agree to the changes with the World Bank and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the World Bank and the Recipient. The Recipient will promptly disclose the updated ESCP.
7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the Project Implementing Entity shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts.



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the World 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 management tools /documents required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	<p>Quarterly throughout Project implementation within 15 days of end of a calendar quarter</p>	<p>PMIU, Environmental Specialist, Social Development Specialist</p>
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the PMIU, which in turn will notify the World 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 or any other affected party, due to the risks identified in the environmental and social assessment. PMIU will provide enough details regarding the incident or accident, indicating immediate measures taken to address it, and include information provided by any contractor and supervising entity, as appropriate. Subsequently, as per the World Bank's request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>	<p>Promptly within 24 hours after learning of the incident or accident. A detailed report can follow within a timeframe agreed at the time with the World Bank.</p>	<p>PMIU, C&amp;W, Environmental Specialist, Social Development Specialist Contractor</p>
C	<p><b>CONTRACTORS MONTHLY REPORTS</b></p> <p>In contracts for works using the World Bank's standard procurement documents, contractors are required to provide monthly monitoring reports to the PMIU and the C&amp;WD's GCU. Such monthly reports would be submitted to the World Bank by the Borrower upon request.</p>	<p>Monthly throughout Project implementation within seven days of end of a calendar month.</p>	<p>Contractor, C&amp;W, PMIU, Environmental Specialist, Social Development Specialist</p>
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			

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1.1	<p><b>ORGANIZATIONAL STRUCTURE:</b></p> <p>The project will be implemented by the SED and its attached departments (PMIU, PEF, QAED, PEC, and PCTB) and the C&amp;WD. The SED-SDU, to be established within two months of project effectiveness, will be responsible for the overall implementation of the project, under the leadership of the Secretary of Education. The permanent PMIU of the SED will be the designated secretariat of the project, providing technical support to the SED, its attached departments, and C&amp;WD. The PMIU will be primarily responsible for project monitoring and evaluation, fiduciary matters, and environmental and social (E&amp;S) standards implementation. The PMIU will implement all procurements (except civil works), including the technical assistance, in coordination with the SED and its attached departments. Implementation arrangements between the agencies will be agreed in the Project Operations Manual (POM) which is expected to be ready within four months after the effectiveness date.</p>	<p>Within 60 days of the Effective Date Retain the specialists for the entire period of Project implementation</p>	<p>SED and C&amp;WD</p>
1.2	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENT/MANAGEMENT PLANS AND INSTRUMENTS/ CONTRACTORS</b></p> <p>a. Carry out Environmental and Social Audit engaging third party consulting firm to review the compliance status of emergency operation under Component 1 with the World Bank’s Environment and Social Standards (ESSs), the EHSs, other relevant Good International Industry Practice (GIIP) and national regulations, in a manner acceptable to the World Bank. Retroactive financing will be approved and made available upon implementation of the</p>	<p>a. Within 60 days of Effective Date and implement the remedial measures, if any, prior to submission of retroactive claim. Retroactive financing will be approved and made available upon implementation of the E&amp;S</p>	<p>a. PMIU, in consultation with C&amp;W and contractors, based on recommendations of EMS and SDS</p> <p>b. PMIU, in consultation with C&amp;W and contractors, based on recommendations of Environmental</p>

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<p>corrective action plan based on the E&amp;S audit findings.</p> <p>b. Assess the environmental and social risks and impacts of proposed Project activities, in accordance with Environmental and Social Management Framework (ESMF) including to ensure that individuals or groups who, because of their particular circumstances, may be disadvantaged or vulnerable, have access to the development benefits resulting from the Project. The ESMF will include environmental and social screening criteria for selecting sub-project areas and for proposing environmental and social management measures. The ESMF will also include the environmental and social audit process and requirements for activities under Component 1 which are to be financed retroactively. A draft ESMF will be prepared and disclosed before the approval of the project by the World Bank Board. The draft ESMF will be updated, cleared by the World Bank, and publicly disclosed.</p> <p>c. Prepare, disclose, adopt, and implement any Environmental and Social Management Plans (ESMPs) and other instruments required for the activities under Component 2, in accordance with the ESSs, the ESMF, the EHSs, and other relevant Good International Industry Practice (GIIP) in a manner acceptable to the World Bank. The ESMPs will be made part of the bidding documents for any contractors, as and when required. The ESMP will be</p>	<p>Audit Action Plan based on the E&amp;S audit findings.</p> <p>b. Prepare and disclose the draft ESMF before Board approval. Update the draft ESMF, have it cleared from the World Bank, and re-disclose within 60 days of the Effective Date.</p> <p>c. Before issuing the bidding documents, and thereafter throughout the carrying out of such activities.</p>	<p>Specialist, Social Development Specialist</p> <p>c. Environmental and Safeguard staff of PMIU, Consulting firm hired by PMIU,</p>

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	<p>prepared by a consulting firm hired by the PMIU, supervised by the E&amp;S specialist of the PMIU.</p> <p>d. Prepare, adopt, and implement, after clearance from the World Bank, an Action Plan to prevent gender-based violence/sexual exploitation and abuse (GBV/SEA) and violence against children (VAC) to assess and manage the risks of GBV/SEA and VAC.</p> <p>e. Incorporate the relevant aspects of this ESCP, including, inter alia, any environmental and social management plans or other instruments, ESS2 requirements, and any other required ESHS measures, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply with the ESHS specifications of their respective contracts.</p>	<p>d. Prepare and disclose, after World Bank clearance, within 60 days of Effective Date.</p> <p>e. Before launching the procurement process for the relevant Project activities, and thereafter throughout the carrying out of such activities.</p>	
1.3	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including the relevant E&amp;S documents and/or plans including ESMPs prepared for each activity, and the Labor Management Procedures, into the ESHS specifications of the procurement documents with contractors. Thereafter ensure that the contractors comply with the ESHS specifications of their respective contracts.</p>	<p>Prior to the preparation of procurement documents. Supervise contractors throughout Project implementation.</p>	<p>PMIU, in consultation with C&amp;W and contractors, based on recommendations of Environmental Specialist, Social Development Specialist</p>
<p><b>ESS 2: LABOR AND WORKING CONDITIONS</b></p>			

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2.1	<p><b>LABOR MANAGEMENT</b></p> <p>PMIU will develop stand-alone Labor Management Procedures (LMP) in accordance with ESS2 which will be applicable for all type of workers likely to be involved in the project. The LMP will also include measures to address Gender-Based Violence and Sexual Abuse and Exploitation (GBV/SEA) and Violence Against Children (VAC) related issues (in line with the GBV/SEA and VAC Action Plan under ESS1). Labor management requirements will be included in bidding and contract documents for all contractors and supervising firms to implement.</p>	The LMP will be prepared within 60 days of the Effective date and prior to issuance of first bid for contract and implemented throughout Project implementation.	PMIU, followed by execution by C&W and Contractors
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	Grievance mechanism operational prior to engaging Project workers and maintained throughout Project implementation	PMIU, Social Development Specialist and C&W
2.3	<p><b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b></p> <p>Prepare, adopt, and implement occupational, health and safety (OHS) measures specified in ESMF, and ESMPs to be prepared under action 1.2 above. The OHS measures will ensure appropriate working conditions. OHS plans will be required to be prepared by the contractors.</p>	Prior to contract mobilization, and thereafter throughout the carrying out of such activities.	PMIU, in consultation with C&W and contractors, based on recommendations of Environmental Specialist, Social Development Specialist
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Resource efficiency (such as energy efficient building, lighting, and fresh air) will be incorporated in the architectural design of classrooms through layout design, selection of right insulation and construction materials. Pollution prevention and management measures will be covered under the ESMF,</p>	Prior to the preparation of procurement documents, and thereafter throughout the carrying out of such activities.	PMIU, based on the recommendations from the Environmental Specialist, Social Development Specialist



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	ESMPs, bidding documents, and contractor contract to be prepared under action 1.2 above.		
<b>ESS 4: COMMUNITY HEALTH AND SAFE</b>			
4.1	<b>TRAFFIC AND ROAD SAFETY</b> Adopt and implement measures and actions to assess and manage traffic and road safety risks as required in the ESMF, and ESMPs to be developed under action 1.2 above.	Before the carrying out of the relevant Project activities, and thereafter throughout the carrying out of such activities.	PMIU, in consultation with C&W and contractors, based on recommendations of Environmental Specialist, Social Development Specialist
4.2	<b>COMMUNITY HEALTH AND SAFETY</b> Prepare, adopt, and implement Community Health and Safety Plan and Emergency Response Preparedness Plan, as part of ESMF, to assess and manage specific risks and impacts to the community arising from Project activities and include these measures in the ESMPs to be prepared in accordance with the ESMF, in a manner acceptable to the World Bank.	Before the carrying out of the relevant Project activities, and thereafter throughout the carrying out of such activities.	PMIU, in consultation with C&W and contractors, based on recommendations of Environmental Specialist, Social Development Specialist
4.3	<b>GBV AND SEA RISKS</b> Adopt and implement measures and actions to assess and prevent GBV/SEA and VAC risks in line with the GBV/SEA and VAC Action Plan in the ESMF, ESMPs to be developed under action 1.2 above.	Prepare and disclose, after World Bank clearance, within 60 days of the Effective Date	PMIU, in consultation with C&W and contractors, based on recommendations of Environmental Specialist, Social Development Specialist
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<b>RESETTLEMENT PLANS:</b> a. In case the E&S Audit (conducted under 1.2(a) above) finds any impacts on livelihood and/or physical displacement (in keeping with ESS5) under Component 2.1, compensation for the affected person(s), in accordance with the RF, will be included in the Corrective Action Plan based on the E&S audit	a. Conduct E&S Audit within 60 days of Effective Date and implement the remedial measures, if any, prior to submission of retroactive claim.	PMIU and C&W, based on the recommendations from Social Development Specialist

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<p>findings. Retroactive financing will be approved and made available upon implementation of the corrective action plan based on the E&amp;S audit findings.</p> <p>b. An early draft Resettlement Framework (RF) has been prepared and disclosed by appraisal, and will be updated (consistent with ESS5), cleared from the World Bank, and re-disclosed publicly. The RF, among other details, will include measures to address encroachment impacts and to ensure that the sub-project sites for transfer stations, landfills, or treatment infrastructure for non-municipal waste streams follow ESS5. This will involve the application of criteria included in the RF to screen and select land for subprojects.</p> <p>c. Prepare and disclose the RP for the local Community in accordance with ESS5 and consistent with the requirements of the project RF and, thereafter, adopt and implement the RP before carrying out the associated activities, in a manner acceptable to the World Bank.</p> <p>d. Prepare and disclose all other RPs, as required, in accordance with ESS5 and consistent with the requirements of the RF that has been prepared for</p>	<p>Retroactive financing will be approved and made available upon implementation of the E&amp;S Audit Action Plan based on the E&amp;S audit findings.</p> <p>b. Update the early draft RF (disclosed at appraisal), have it cleared from the World Bank, and re-disclose within 60 days of the Effective Date. Screening reports submitted to the World Bank for approval before the selection and finalizing of any subproject site.</p> <p>c. RP submitted for the World Bank’s review and approval and disclosed prior to the issue of bids for rehabilitation activities. The RP should be implemented prior to commencing construction activities and handing over of the site.</p> <p>d. All RPs submitted for the World Bank’s review and approval and disclosed,</p>	

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	<p>the Project, and thereafter adopt and implement the respective RPs before carrying out the associated activities, in a manner acceptable to the World Bank.</p> <p>e. Conduct regular monitoring of resettlement activities through an Independent Third-Party Monitor and in a manner acceptable to the World Bank.</p>	<p>prior to the issue of bids for corresponding activities involving resettlement impacts. The RPs should be implemented prior to the commencing of activities that require removal of encroachment and/or squatters from public land/land owned by IA.</p> <p>e. Quarterly Independent Third-Party monitoring reports of resettlement activities submitted to the World Bank for approval.</p>	
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	Relevant aspects of this standard shall be considered, as needed, under action 1.2 above.	Before the carrying out of the relevant Project activities, and thereafter throughout the carrying out of such activities.	PMIU, based on the recommendations from the Social Development Specialist
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	Not relevant		
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<b>CHANCE FINDS:</b> Prepare, adopt, and implement the chance finds procedure described in the ESMF, and ESMPs developed for the Project	Before the carrying out of the relevant Project activities, and thereafter throughout the carrying out of such activities.	PMIU, based on the recommendations from the Social Development Specialist

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<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
9.1	Not relevant		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN</b></p> <p>a. Prepare, disclose, adopt, and implement a Stakeholder Engagement Plan (SEP) consistent with ESS10, in a manner acceptable to the World Bank.</p> <p>b. Report back to stakeholders according to the mechanisms prescribed in the SEP. Prepare and share with the World Bank an annual report on the implementation of the SEP.</p>	<p>a. A Preliminary SEP is being prepared and disclosed and shall be updated, cleared by the World Bank and re-disclosed within 60 days of the Effective Date.</p> <p>b. Reporting to be done on a quarterly basis throughout project implementation. Annual reports to be prepared and shared with the World Bank for review and approval throughout Project implementation</p>	PMIU, based on the recommendations from the Social Development Specialist
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Accessible grievance arrangements shall be made publicly available to receive and facilitate resolution of concerns and grievances in relation to the Project, consistent with ESS10, in a manner acceptable to the World Bank</p>	The project GRM will become operational no later than 30 days after the Effective date The GRM will be available throughout Project implementation	GRM will be responsive to SEA/SH complaints. PMIU and C&W through the Departmental Committee
<b>CAPACITY SUPPORT (TRAINING)</b>			
CS1	Training and capacity building initiatives for the Project will incorporate Environmental and Social aspects:	Throughout the implementation of the Project. An annual training program and calendar will be	PMIU, based on the recommendations from the Environmental Specialist,

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<p>Training for Contractors:</p> <ul style="list-style-type: none"> <li>• Grievance Redress Mechanism</li> <li>• Occupational Health and Safety issues for the project including COVID19 response.</li> <li>• Community Health and Safety for local communities around project areas and waste pickers</li> <li>.</li> <li>• Waste handling, storage, transportation, treatment, and disposal</li> <li>• Traffic Safety</li> <li>• Emergency Response Preparedness</li> <li>• GBV/SEA &amp; Child Protection (including Violence Against Children)</li> <li>• Disability Inclusion</li> <li>• Labor Management</li> </ul> <p>Training for Project Staff (including PMIU):</p> <ul style="list-style-type: none"> <li>• Grievance Redress Mechanism</li> <li>• Stakeholder and Community Engagement and mapping</li> <li>• EPA regulations and ESF</li> <li>• Preparation and implementation of ESMF, and ESMPs</li> <li>• Preparation and implementation of RF and RPs</li> <li>• Gender and Inclusion Issues Mitigation against Gender Based Violence and Violence Against Children</li> <li>• Emergency Response Preparedness</li> <li>• Supervision, Monitoring and Reporting</li> <li>• Documentation and Reporting</li> <li>• Labor Management</li> </ul>	<p>prepared and at the beginning of each year and shared with the World Bank</p>	<p>Social Development Specialist</p>

