

**Islamic Republic of Pakistan
Government of Balochistan**

**Getting Results: Access and Delivery of
Quality Education Services in Balochistan
(GRADES-B): P507512**

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

**April 04th 2025
For Negotiations**

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of Balochistan (the Borrower) will implement the **Getting Results: Access and Delivery of Quality Education Services in Balochistan (GRADES-B)** (the Project), with the involvement of **Project Management Unit-School Education Department (PMU-SED), Government of Balochistan**. The International Development Association (the World Bank) will provide the financing (P507512) for the Project.
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 World Bank. The ESCP is a part of the Financing 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 World Bank. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the World Bank.
4. As agreed by the World 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 Government of Balochistan; and the World Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the World Bank and Borrower. The Borrower 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.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish an Environment and Social Management Unit (ESMU) in PMU-SED to support management of ESHS risks and impacts of the Project, with qualified staff and resources, including:</p> <ul style="list-style-type: none"> • Environmental Specialist • Social Safeguard Specialist • Gender/GBV Specialist <p>PMU-SED will engage a Third-Party Validation (TPV) firm for annual monitoring of Environment and Social compliance progress during Project implementation and will share their report with the Bank.</p>	<p>Establish and maintain an ESMU in PMU-SED as set out in the Financing Agreement no later than 60 days of the Project effectiveness and thereafter maintain throughout Project implementation.</p> <p>Annually (throughout the project lifecycle)</p>	PMU-SED
B	<p>CAPACITY BUILDING PLAN/MEASURES</p> <p>PMU staff and contractors training may be required in:</p> <ul style="list-style-type: none"> • ESMF and ESMP Implementation • Occupational Health and Safety • Monitoring and Reporting • GBV & Child Protection • Disability Inclusion • Waste Management • Community Health & Safety <p>Project workers training may be required in:</p> <ul style="list-style-type: none"> • ESMP Implementation • Labor Management Procedures • Occupational Health and Safety • Emergency Response Preparedness • Grievance Redress Mechanisms • Code of Conduct 	<p>Prior to initiation of civil works and throughout the project implementation (where required) periodically.</p>	<p>ESMU</p> <p>ESMU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
C	<p>REGULAR REPORTING</p> <p>Regular reports on the Environmental and Social Safeguard (E&S) of the Project will be prepared and submitted to the World Bank, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S instruments required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s), supporting firm monthly and quarterly progress reports and contractors' monthly compliance reports.</p>	Submit Quarterly ESHS reports to the World Bank within 15 days after the end of each reporting period, throughout the duration of Project implementation.	ESMU
D	<p>CONTRACTORS' MONTHLY REPORTS</p> <p>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 World Bank</p>	Monthly	ESMU
E	<p>INCIDENTS AND ACCIDENTS</p> <p>PMU-SED will promptly 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, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury, or exposure to hazardous waste.</p> <p>PMU-SED will 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 World Bank's request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Within 24 hours after learning of the incident or accident.</p> <p>A detailed report within a timeframe agreed at with the Bank.</p>	PMU-SED
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</p>	Prepare and adopt site specific E&S Screenings before launching bidding process for the respective subprojects and prepare and adopt site-specific ESMPs, prior to commencement of civil works.	ESMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>PMU-SED has finalized the Environmental and Social Management Framework (ESMF), to identify and assess the environmental and social risks and impacts of the Project and suggest appropriate mitigation measures under ESS1 and with reference to other relevant ESS specifically ESS3 Resource Efficiency and Pollution Prevention and Management, ESS4 Community Health and Safety, and ESS 5 Land Acquisitions, Restriction on land use and Involuntary Resettlement. The ESMF will be publicly disclosed on the PMU-SED and World Bank Website</p> <p>PMU- SED will prepare and disclose Environmental and Social Management Plans (ESMP) for subprojects as set out in the ESMF.</p>	Once finalized, the respective ESMPs shall be implemented throughout Project lifecycle	
1.2	<p>MANAGEMENT OF CONTRACTORS</p> <p>Environmental and social requirements (reflecting ESCP) will be included in the procurement and contracting process including bidding documents, for any civil works.</p> <p>Incorporate the relevant aspects of the ESCP, including the relevant E&S documents and/or plans, 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 and issuing bidding documents.</p> <p>Contractors' supervision (on implementation) throughout project implementation.</p>	ESMU
1.3	<p>TECHNICAL ASSISTANCE</p> <p>Capacity building, training, and any other technical assistance activities under the Project, including, inter alia, surveys, environmental and social assessments, etc. will be carried out in accordance with terms of reference acceptable to the World Bank, that are consistent with the ESSs (such as the specific studies/assessments focusing on capturing the resource efficiency gained particularly on energy use, water availability and productivity during the course of project implementation).</p>	Throughout Project implementation.	PMU-SED
1.4	CONTINGENT [EMERGENCY] [EARLY] RESPONSE FINANCING		PMU-SED

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>Ensure that the CERC-manual includes a description of the E&S assessment and management arrangements in a manner consistent with ESS 1 and ESF. THE CERC-manual must contain the following:</p> <ul style="list-style-type: none"> • Positive List of activities that can be financed under CERC. • E&S risks and procedures to mitigate the anticipated impacts. • Institutional arrangement to implement the E&S provisions. <p>Implement the E&S provisions of the CERC Manual [including, if applicable, the CERC-ESMF/ESMF Addendum, and any assessments and plans required therein].</p>	In accordance with the timeframes specified in the CERC Manual [including, if applicable, the CERC-ESMF/ESMF Addendum, and any assessments and plans required therein].	
1.5	<p>USE OF [BORROWER/RECIPIENT’S] ENVIRONMENTAL AND SOCIAL FRAMEWORK</p> <p>Develop and implement environmental assessments (IEE/EIA) for projects that could cause physical environmental changes as per Balochistan Environmental Protection Act (2012) and Pakistan Environmental Protection Act (1997), if required</p>	If required, before the start of civil works on the respective subproject	PMU-SED
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>The Labor Management Procedures (LMP) for the Project shall be prepared and implemented as part of the Project Operations Manual</p>	Within 90 days of Project Effectiveness.	PMU-SED
2.2	<p>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</p> <p>Occupational, health and safety (OHS) measures and safety management plan shall be developed and implemented as part of the Labor Management Procedures included in the Project Operations Manual. The OHS measures shall be made included in the bidding documents, contractors’ contracts and ensure compliance by the Contractors.</p>	Within 90 days of Project Effectiveness and implanted throughout the Project lifecycle	PMU-SED

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.3	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>A grievance mechanism for Project workers shall be established, maintained, and operated. The GRM should also be designed to address labor-related GBV/SEA/SH issues including provision of a referral system.</p>	Grievance Mechanism to be operational prior to engaging any project workers and maintained throughout Project implementation.	PMU-SED
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>A Waste Management Plan (WMP), as part of the ESMPs would be prepared for the Project, to manage hazardous and non-hazardous wastes, consistent with ESS3 will be prepared and implemented.</p>	Prior to commencement of civil works for the respective subproject	ESMU
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Resource efficiency and pollution prevention shall be incorporated, and management measures in the ESMPs will be prepared.</p>	Same timeframe as for the adoption and implementation of the ESMPs	ESMU
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY</p> <p>Measures and actions included in a Traffic and Road Safety Plan, to assess and manage traffic and road safety risks shall be adopted and implemented as part of Project Operation Manual (POM).</p> <p>Incorporate site-specific Traffic and Road Safety Plan into the ESMPs and C-ESMPS</p>	<p>Prior to commencement of civil works for the respective subproject.</p> <p>Same timeframe as for the adoption and implementation of the ESMPs</p>	ESMU
4.2	<p>COMMUNITY HEALTH AND SAFETY</p> <p>Specific risks and impacts to the community arising from Project activities including, inter alia, risks of injury, air and noise pollution, spread of communicable diseases, labor influx, GBV, SEA/SH, elite capture, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.</p>	Prior to commencement of civil works for the respective subproject	ESMU
4.3	<p>SEA AND SH RISKS</p> <p>A GBV/ SEA/SH and Violence Against Children Action Plan, to assess and manage the risks of GBV, SEA SH and child abuse shall be prepared and implemented, with the support of qualified experts</p>	Prepared prior to commencement of project activities and within 90 days of Project Effectiveness. Thereafter	ESMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		implement the SEA/SH Action Plan throughout Project implementation	
4,4	<p>SECURITY MANAGEMENT</p> <p>Assess and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities. as set out in a Security Management Plan (SMP), as part of Project Operations Manual (POM)</p> <p>Incorporate Security Management Plan into the ESMPs and C-ESMPS</p>	<p>Prior to commencement of civil works for the respective subproject.</p> <p>Same timeframe as for the adoption and implementation of the ESMPs</p>	ESMU
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT POLICY FRAMEWORK</p> <p>Develop, adopt and implement a Resettlement Policy Framework (RPF) in a manner consistent with the ESS 5, if private land needs are identified</p>	A RPF will be prepared and approved by the Bank, if private land needs are identified during subproject selection and screening	PMU-SED ESMU
5.2	<p>RESETTLEMENT ACTION PLANS</p> <p>Develop, Adopt and Implement a Resettlement Action Plan (RAP) for each activity under the Project for which the RPF requires such RAP, consistent with ESS5.</p> <p>Provide budget and other resources necessary to implement the Resettlement Action Plan in a timely manner and ensure that all required compensation and assistance measures are provided to affected persons in full prior to commencement of works activities in any affected site.</p>	Prior to commencement of any civil works that require land acquisition/Involuntary Resettlement, physical or economic displacement.	PMU-SED ESMU
5.3	<p>VOLUNTARY LAND DONATION PROCESS</p> <p>Adopt and implement the Voluntary Land Donation (VLD) protocol as guided by the ESMF, and in a manner consistent with ESS 5.</p> <p>Consult, negotiate and implement VLD process for public infrastructure on private land in accordance with the objectives of ESS5 and consistent with the requirements of the VLD process prepared for the Project, in a manner acceptable to the Association.</p>	Negotiate and implement VLD process prior to any activities involving access to, and / or use of, land	PMU-SED ESMU
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p><i>Not currently relevant</i></p>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	INDIGENOUS PEOPLES [FRAMEWORK] [PLAN] or [PLANS] <i>Not currently relevant</i>		
ESS 8: CULTURAL HERITAGE			
8.1	CULTURAL HERITAGE Adopt, implement and update the cultural heritage management measures in the ESMPs, and CESMPs in a manner consistent with ESS8. These measures shall include consultations with communities and surveying to avoid graves and other culturally significant sites during design and construction.	Same timeframe for the preparation and implementation of ESMPs	
8.2	CHANCE FINDS Adopt and Implement a Chance Find Procedure will be incorporated into the ESMPs for subprojects	Implement the procedures throughout Project implementation	
ESS 9: FINANCIAL INTERMEDIARIES			
	<i>Not currently relevant</i>		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN Update and implement a Stakeholder Engagement 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.	Implement throughout the Project lifecycle	ESMU
10.2	PROJECT GRIEVANCE MECHANISM	Within 60 days of project effectiveness and before issuing first bidding document and first procurement order	PMU-SED

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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. 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.		
INDICATORS FOR IMPLEMENTATION READINESS			
	<ul style="list-style-type: none"> Project Operations Manual including LMP, Traffic & Road Safety, SMP and OHS provisions is adopted 		