



**Islamic Republic of Pakistan  
Government of Punjab  
Agriculture Department**

**Punjab Resilient and Inclusive Agriculture  
Transformation (P176786)**

**Draft**

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

**March 17,2022**

**Government of Punjab**  
**Agriculture Department**  
**Punjab Resilient and Inclusive Agriculture Transformation (P176786)**

**ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN**

1. The Government of Punjab will implement the Punjab Resilient and Inclusive Agriculture Transformation Project (the **Project**), with the involvement of the following Ministries/agencies/units: Agriculture Department - Director General On-farm Water Management (DGOFWM). The World Bank (hereinafter the **Bank**) has agreed to provide financing for the Project.
2. The Government of Punjab 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 Government of Punjab 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), Stakeholder Engagement Plan (SEP), Labor Management Procedures (LMP), Integrated Pest Management Framework (IPMF) and GBV Action Plan and the timelines specified in those E&S documents.
4. The Government of Punjab is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Ministry, agency or unit referenced in 1 above.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Bank by Agriculture Department-DGOFWM as required by the ESCP and the conditions of the legal agreement, and the Bank will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by Bank and Government of Punjab, 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, Government of Punjab will agree to the changes with the 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 Bank and the Government of Punjab. The Government of Punjab 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 Government of Punjab shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include risks and impacts that are relevant to the Project; such as construction related environmental, health, and safety impacts for workers and community, discrimination or exclusion of vulnerable groups, inadequate implementation of labor management procedures, gender based violence and/or poor performance of GRMs set up under the Project.

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 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 documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s).</p>	Every six months ESCP compliance monitoring reports would be prepared and submitted throughout the Project lifecycle.	Project Director PIU
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>DGOFWM will 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 but not limited to incident related to construction, traffic and incidents of Gender Based Violence/Sexual Exploitation and Abuse/ Sexual harassment (GBV/SEA/SH), etc.</p> <p>DGOFWM will provide sufficient detail regarding 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 supervising entity, as appropriate.</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 Bank.	Project Director
C	<p><b>CONTRACTORS MONTHLY REPORTS</b></p> <p>If any contractors will be involved in the project, PIU will require and ensure that contractors provide monthly monitoring reports, including procurement report, as guided by project ESMF. These reports shall also be submitted to the Bank quarterly.</p>	<p>The reports shall be submitted to the PIU Monthly.</p> <p>Reports to be submitted to the Bank quarterly</p>	Project Director with support of ESMU and Procurement Specialist
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>DGOFWM will establish and maintain an Environmental and Social Management Unit (ESMU) within the PIU with qualified staff and resources to support management of E&amp;S risks including the hiring of full time Environment Specialist, Social/Community Health and Safety Specialist and Gender Specialist (total 3 specialists).</p> <p>If contractors will be involved in the project, contractors will appoint qualified E &amp; S Specialist with all necessary material resources, which will support in environmental and social screening, supervision and monitoring including the development of ESMF, ESMPs, etc. as required.</p> <p>PIU will execute Third-Party Validation (TPV) exercise for annual monitoring of Environment and Social compliance progress during the Project implementation and will share their report with the Bank.</p>	<p>Before commencement of project civil works and issuing first bidding document and first procurement order. This organizational structure, including the specialists, should be maintained throughout Project implementation.</p> <p>Before commencement of the project civil works</p> <p>Annually throughout the project lifecycle</p>	<p>Project Director</p> <p>Contractor</p> <p>Project Director</p>
1.2	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENT</b></p> <p>DGOFWM has carried out an environmental and social assessment of the project and accordingly prepared an Environmental and Social Management Framework (ESMF) to identify and assess the environmental and social risks and impacts of the Project and accordingly suggested appropriate mitigation measures.</p> <p>Subprojects and financial support to farmers entrepreneur groups shall be screened for E&amp;S risks and impacts in accordance with the procedures of the ESMF and the ESSs. Based on the screening results, as guided by the ESMF; detailed environmental and social assessments shall be conducted and corresponding, Environmental and Social Mitigation Plans (ESMPs) / other instruments shall be prepared disclosed, adopted, and implemented to address any risks identified during the process, in accordance with the ESMF and ESSs, and in a manner acceptable to the Association.</p>	<p>Disclosure and Bank Clearance of ESMF by project appraisal</p> <p>Bank Clearance and Disclosure of ESMPs/other instruments completed before issuance of any bidding document and prior to commencement of any civil works under any Sub-Projects.</p>	<p>Environmental, Social and Gender Consultants under the supervision of the Project Director</p> <p>Project Director</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.3	<p><b>MANAGEMENT TOOLS AND INSTRUMENTS</b></p> <p>An Environmental and Social Management Framework (ESMF) has been prepared that includes GBV Action Plan, Community Health and Safety Plan and Integrated Pest Management Framework (IPMF).</p> <p>Develop Sub-project E&amp;S Screening Forms as part of the ESMF to be used to determine requirement preparation of ESMPs/other instruments.</p> <p>Prepare Environmental and Social Management Plans (ESMPs) /other instruments as per outcomes of subproject screening process and guided by ESMF; and disclose as required and in a manner acceptable to the Bank.</p>	<p>Disclosure and Bank Clearance of ESMF in by project appraisal</p> <p>Implement the ESMF and other instruments throughout Project Implementation</p> <p>ESMP/other instruments for all subprojects will be prepared; approved by the Bank and disclosed prior to issuance of bidding documents for civil works.</p> <p>ESMPs/other instruments will be implemented throughout Project implementation.</p>	<p>PIU</p> <p>ESMU</p>
1.4	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>If any contractors are involved in project activities, Environmental and social requirements (reflecting ESCP) will be included in the procurement and contracting process including bidding documents, for potential civil works.</p> <p>DGOFWM will monitor Contractor commitment and compliance and ensure contractors provide details on contractor's oversight on environmental, social, health and safety (ESHS) performance, recruit qualified E&amp;S staff and ensure compliance as per ESCP requirements.</p> <p>Incorporate the relevant aspects of the ESCP, including the relevant E&amp;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 of ESCP, ESHS and all other relevant E&amp;S requirements to continue throughout project implementation.</p>	<p>ESMU with support from Procurement Specialist.</p>
<p><b>ESS 2: LABOR AND WORKING CONDITIONS</b></p>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b>                      Develop, adopt, and implement the Labor Management Procedures (LMP) for the Project.</p>	<p>To be developed as soon as project is effective and before issuing first bidding document and first procurement order.</p> <p>Supervision of implementation of LMP throughout the Project</p>	<p>Labor Expert will be hired to prepare the LMP under the supervision of Project Director, supported by the ESMU.</p> <p>Supervision and implementation by ESMU</p>
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b>                      Establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2. The GRM should also be designed to address labor-related GBV/SEA/SH issues including provision of a referral system.</p>	<p>Grievance Mechanism to be operational prior to engaging any project workers and maintained throughout Project implementation.</p>	<p>ESMU and Project Director</p>
2.3	<p><b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b>                      DGOFWM will develop and implement an Occupational Health and Safety (OHS) Plan to mitigate construction OHS issues for contractor and community. The OHS plan will further ensure COVID-19 related precautions and adherence of most updated SOPs/ guidelines issued by the Government / WHO; by the project staff/ contractor and communities.</p> <p>DGOFWM to ensure OHS measures are part of the bidding documents, contractors' contracts and are complied by the Contractors.</p> <p>DGOFWM to prepare Emergency Preparedness and Response measures incorporated in OHS measures guideline as part of subproject ESMPs prior to commencement of works.</p>	<p>Prior to initiating first procurement order and full-scale project activities. Maintained throughout Project implementation.</p>	<p>Labor Expert (Consultant) supported ESMU</p> <p>Contractors</p> <p>Supervision by ESMU</p>
<p><b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
3.1	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT:</b></p> <p>As a part of ESMF, DGOFWM has prepared an “Integrated Pest Management Framework (IPMF) as per the risks and impacts associated with the application and management of pesticides/fertilizers and use of other chemical identified in the Environmental and Social assessment, as per ESS1. The IPMF has proposed mitigation measures, suitably applicable to all project stages and recommended measures to strengthen the capacity of DGOFWM for effective implementation of IPMF.</p> <p>DGOFWM to develop and implement a waste management plan including hazardous materials and chemicals as part of ESMPs and as required in the ESMF.</p>	<p>Disclosure and Bank Clearance as part of ESMF in February 2022 by project appraisal</p> <p>Implement IPMF throughout the project duration.</p> <p>As part of ESMP for all subprojects, to be prepared prior to issuance of bidding documents for civil works and to be approved by the Bank.</p>	<p>Environmental Consultant under the supervision of the Project Director.</p> <p>ESMU</p> <p>ESMU / Contractors</p>
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY:</b></p> <p>Adopt and implement measures and actions included in a Traffic and Road Safety Plan, to assess and manage traffic and road safety risks as required in the ESMF and ESMPs to be developed under action 1.3 above.</p>	<p>Bank Clearance and disclosure as part of ESMF by project appraisal.</p> <p>As part of ESMP for all subprojects, to be prepared prior to issuance of bidding documents for civil works and to be approved by the Bank.</p> <p>Implement throughout project duration</p>	<p>Environment and Social Consultants under supervision of Project Director</p> <p>Supervision Consultants Contractors</p> <p>ESMU</p>

4.2	<p><b>COMMUNITY HEALTH AND SAFETY:</b>                  A Community Health and Safety Plan/guidelines have been developed as part of ESMF to manage and mitigate risks associated with natural and man-made disasters (floods, fire, etc.), construction activities (safety, dust, noise, exposure to strangers, etc.), harassment, culturally inappropriate behavior, etc. This Plan will be further refined for each subproject/ESMP where anticipated risks are identified in a manner acceptable to the Bank; and shall be implemented</p>	<p>Bank Clearance and disclosure and as part of ESMF by project appraisal</p> <p>Implement Community Health and Safety Plan/ guidelines throughout the project duration</p> <p>Develop site/subproject specific CHSP as part of ESMP prior to issuance of bidding documents for civil works and to be approved by the Bank.</p> <p>Maintained throughout project implementation</p>	<p>Environment and Social Consultants under supervision of Project Director</p> <p>Supervision Consultants Contractors</p> <p>ESMU</p>
4.3	<p><b>GBV AND SEA RISKS:</b>                  Prepare, adopt, and implement a stand-‘Gender Mainstreaming and GBV, SH and SEA Action Framework’, to assess and manage the risks of gender-based violence (GBV) and sexual exploitation and abuse (SEA)</p>	<p>Bank Clearance and disclosure as part of ESMF by project appraisal.</p> <p>Implement Gender Mainstreaming and GBV, SH and SEA Action Framework throughout the project duration.</p>	<p>Gender Consultant under supervision of Project Director</p> <p>ESMU Gender Specialist</p>
4.4	<p><b>GBV AND SEA RISKS DURING PROJECT IMPLEMENTATION:</b>                  GBV Action Plan will focus on project implementation and sufficient funds will be made available as per agreement/approval of the Bank.</p>	<p>Funds allocated within 12 weeks from project effectiveness</p>	<p>ESMU Gender Specialist and Project Director</p>
4.4	<p><b>SECURITY PERSONNEL:</b> Not Applicable</p>	<p>Not Applicable</p>	
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p><b>RESETTLEMENT PLANS:</b> Not Relevant</p>		
5.2	<p><b>GRIEVANCE MECHANISM:</b> Not Relevant</p>		
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES.</b>			
6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS:</b> Not Relevant</p>		
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			



7.1	<b>INDIGENOUS PEOPLES PLAN:</b> Not Relevant		
7.2	<b>GRIEVANCE MECHANISM:</b> Not Relevant		
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<b>CHANCE FINDS:</b> Not Relevant  The ESMF has developed chance find procedures to be followed during project implementation.	As part of ESMF by project appraisal Implemented throughout the project duration.	ESMU
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
9.1	<b>ESMS:</b> Not Relevant		
9.2	<b>FI ORGANIZATIONAL CAPACITY:</b> Not Relevant		
9.3	<b>SENIOR MANAGEMENT REPRESENTATIVE:</b> Not Relevant		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b> DGOFWM has prepared and will disclose a Stakeholder Engagement Plan (SEP) by project appraisal.  DGOFWM will update, adopt and implement the SEP during project implementation	Bank Clearance and disclosure by project appraisal. Implement Stakeholder Engagement Plan (SEP) throughout project implementation	Social Consultant under supervision of Project Director  ESMU
10.2	<b>PROJECT GRIEVANCE MECHANISM:</b> DGOFWM will prepare, adopt, maintain and operate a grievance redress mechanism (GRM), as described in the SEP which should be able to address GBV/SEA/SH related complaints	Within 60 days of project effectiveness and before issuing first bidding document and first procurement order	ESMU and Project Director
<b>CAPACITY SUPPORT (TRAINING)</b>			

CS1	<p><b>PIU staff and contractors training may be required in:</b>                  Stakeholder Engagement and mapping                  ESMF and ESMP Implementation                  Occupational Health and Safety                  Emergency Response Preparedness                  Community Health and Safety                  Monitoring and Reporting                  GBV &amp; Child Protection                  Disability Inclusion                  Waste Management                  Integrated Pest Management Framework/Plan                  Documentation and Reporting                  Labor Management Procedures                  Traffic Road and Safety                  Grievance Redress Mechanisms                  Prevention of Natural Vegetation conversion mechanism</p>	<p>Prior to initiation of civil works; and throughout the project implementation as per capacity building framework/plan provided in the respective documents/instruments.</p>	ESMU
CS2	<p><b>Training for Project workers:</b>                  ESMP Implementation                  Labor Management Procedures                  Occupational Health and Safety                  Emergency Response Preparedness                  Community Health and Safety                  Grievance Redress Mechanisms</p>	<p>Prior to initiation of civil works</p>	ESMU
	<p><b>Trainings/Awareness for Farmers, WUAs and Community:</b>                  Grievance Redress Mechanisms                  Community Health and Safety                  Integrated Pest Management Framework/Plan                  Traffic Road and Safety                  Emergency Response Preparedness                  Water Usage and Management</p>	<p>Prior to initiation of project activities</p>	ESMU Contractors