

**Ministry of Personnel, Public Grievances and  
Pensions**

**Department of Personnel & Training**

**Public Sector Capability Enhancement  
Project**

**P174067**

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

**November 2020**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. India, through its Department of Personnel and Training (DoPT) will implement the Public Sector Capability and Productivity Enhancement Project (the **Project**). The International Bank for Reconstruction and Development (*hereinafter the Bank*) has agreed to provide financing for the Project.
2. DoPT will implement material measures and actions so that the Project is implemented in accordance with the World Bank Environmental and Social Framework (ESF) 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. India, through DoPT will also comply with the provisions of any other E&S documents required under the ESF and referred to in this ESCP, such as Stakeholder Engagement Plans (SEP) and Labor Management Procedures and the timelines specified in those E&S documents.
4. India 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 DoPT 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 the Bank and the Government of India, 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, DoPT 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 DoPT. DoPT 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, Government of India shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts, which may include *environmental, health, and safety impacts, labor management, gender-based violence, etc.*

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 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>	Bi-annual (from the date of effectiveness) throughout the Project implementation	Project Management Unit (PMU) in DoPT till the time Special Purpose Vehicle (SPV) is operational. Will be performed by PMU at SPV
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, incidents or accidents suffered by officers and staff of DoPT, its contractors, consultants, and agents while carrying out any work related to the project in relation to any other work carried out by DoPT, its contractors, agents, consultants under the project. 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. Subsequently, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>	Notify the Bank within 48 hours of learning about the incident or accident (or at the earliest depending on the exigency of the situation).	PMU at DoPT and PMU at SPV (for SPV related incidents)
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Department will establish PMU at SPV to take care of all project related activities. From PMU, one person will be designated to help execute and report on E&amp;S actions listed against each relevant standard.</p>	throughout the Project implementation	PMU at DoPT and PMU at SPV (for SPV related updates)
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	All bid/contract documents would include provisions for mitigating risks related to Sexual Exploitation and Abuse (SEA) and Sexual Harassment and (SH), COVID-19 measures as per Government of India guidelines/World Bank procurement guidelines.	Before issuance of Bids and to be monitored throughout the project life cycle.	SPV (most of the vendors who will execute the project will be onboarded through the SPV)
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			

3.1	<b>E-WASTE MANAGEMENT PLAN:</b>  In case Project procures electronic equipment/hardware then Project shall prepare, adopt, and implement an E-Waste Management Plan in line with E-Waste (Management) Rules, 2016 of the Government of India and World Bank Group (WBG) Environmental, Health and Safety (EHS) Guidelines.	Prior to procurement of such electronic hardware. Most of such procurements will be made by the SPV.	PMU at SPV
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
	Standard not relevant		
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
	Standard not relevant		
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
	Standard not relevant		
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
	Standard not relevant		
<b>ESS 8: CULTURAL HERITAGE</b>			
	Standard not relevant		
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
	Standard not relevant		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	DoPT to disclose Draft Stakeholder Engagement Plan (SEP) on its website which should include:  (i) Details of Project GRM including date of notification of constitution of GRC members, and  (ii) A budget for implementation of identified activities	By Project Appraisal	PMU (DoPT) and PMU (SPV)
10.2	Project to report back on implementation of Stakeholder Engagement Plan (SEP) as part of overall Progress report.	Bi-annual (from the date of effectiveness) throughout the Project implementation	PMU (DoPT) and PMU (SPV)
<b>CAPACITY SUPPORT (TRAINING)</b>			