

Government of India
Ministry of Development of North Eastern Region
(MDONER)
Enhancing Landscape and Ecosystem Management Project
(ELEMENT) - P179935
PROGREEN Multi-Donor Trust Fund (MDTF)

September 27th 2024

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of India (“Recipient”) will implement Part 1.4 of the Enhancing Landscape and Ecosystem Management Project-ELEMENT (the Project) (P179935) with the implementation responsibilities vested in the Ministry of Development of North Eastern Region (“MDONER” or the “PIE”, i.e. Project implementing Entity), as set out in the Trust Fund Grant Agreement (the Grant Agreement) between the Recipient and the International Bank for Reconstruction and Development and the International Development Association (hereinafter the World Bank) (acting as an administrator of the Global partnership for Sustainable and Resilient Landscapes Multi-Donor Trust Fund (PROGREEN MDTF)). The World Bank has agreed to provide a grant from PROGREEN MDTF for Part 1.4 of the Project, as set out in the referred Grant Agreement.
2. The MDONER 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 Grant Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred Grant Agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the PIE 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 PIE, 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 PIE and the World Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the World Bank and the PIE. The PIE shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A.	<p>REGULAR REPORTING</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&S instruments required under the ESCPs, functioning of the grievance mechanisms and capacity building activities.</p>	Submit six-monthly Progress reports to the Bank, throughout Project implementation, commencing not later than 30 days after the end of each reporting period.	MDONER
B.	<p>INCIDENTS AND ACCIDENTS</p> <p>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. 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>Notify the Bank within 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report within 10 days.</p>	MDONER
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>MDONER shall establish and maintain a PMU, and designate E&S staff and resources to support the management of environmental and social risks and impacts of the ELEMENT Project including health and safety measures, and regular monitoring of compliance of E&S measures.</p>	Establish a PMU with a person designated with E&S responsibility to oversee integration of ESF into TORs and knowledge sharing materials no later than 30 days after the date of Project effectiveness, and thereafter maintain these positions throughout Project implementation.	MDONER

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.2	ENVIRONMENTAL AND SOCIAL INSTRUMENTS MDONER shall adopt and implement the relevant ESF requirements, including inter alia, Labor Management Procedures (LMP), Grievance Redress Mechanisms (GRM), and Stakeholder holder Engagement Plan (SEP) as applicable consistent with the ESF and the relevant provisions to the Terms of References of the Consultants.	Adopted no later than three months after the Effective Date and thereafter implement throughout the Project implementation period	MDONER
1.3	TECHNICAL ASSISTANCE Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with Terms of Reference acceptable to the World Bank that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the Terms of Reference.	Throughout Project implementation.	MDONER
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES Adopt and implement the following procedures for Labor Management based on relevant provisions of the National and State legislations as they apply to MDONER staff and consulting firms as relevant. It is understood that MDONER or other Government workers will remain subject to the terms and conditions of their employment. To ensure that the compliance to the National and State labor rights, welfare and management related legislations, the terms of reference of the consultancies under this TA shall include mandates to: <ul style="list-style-type: none"> a) Provide workers with information and documentation that is clear and understandable regarding their terms and conditions of employment through written contracts setting out their rights, including, inter alia, rights related to hours of work, wages, overtime, compensation and benefits, as well as written notice of termination of employment, and details of severance payments, as applicable. b) Implement occupational health and safety (including personal protective equipment, and emergency preparedness and response) measures, taking into account the General Environmental, Health and Safety Guidelines (EHSGs), requirements under the Prevention of Sexual Harassment at the Workplace (POSH) Act, and other relevant Good International Industry Practice (GIIP) and, as appropriate, the industry specific EHSGs and other Good International Industry Practice (GIIP) 	Incorporate procedures for labor management prior to hiring of consultants or any other project workers, and monitor throughout Project implementation.	MDONER

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	c) Implement measures, as applicable, to, inter alia: (i) prevent the use of all forms of forced labor and child labor; (ii) enable workers to benefit from, inter alia, access to grievance and redress mechanisms without fear of retaliation and through sensitive handling of GBV/SEA/SH cases; and effective freedom to form and join workers organizations or alternative mechanisms for expressing their concerns and protect their rights related to labor and working conditions		
2.2	GRIEVANCE MECHANISM FOR PROJECT WORKERS The project workers can use the existing GRM and other grievance redress mechanism available under applicable national and state labor legislations.	Maintain and operate the GRM throughout Project implementation and track grievances under the existing GRM throughout Project implementation	MDONER
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	WASTE MANAGEMENT PLAN MDONER will adopt e-waste management practices in accordance with good practices and in accordance with the CPCB Rules as amended from time to time.	Adopt within the same timeframe as Action 1.2. Thereafter implement the e-waste management procedures throughout Project implementation	MDONER
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	GBV AND SEA/SH RISKS The Prevention of Sexual Harassment at the Workplace Act (POSH) will apply to the TA consultants under IPF TA component as well as mandated under the Act and will be included in the code of conduct clause for the TA consultants' contract. Ensure that a functional grievance mechanism/Internal Complaint Committee (ICC) as per the POSH Act is accessible to all workers.	Same timeframe as Action 1.2.	MDONER
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
Not currently relevant			
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
Not currently relevant			
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
Not currently relevant			
ESS 8: CULTURAL HERITAGE			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
Not currently relevant			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	PROJECT GRIEVANCE MECHANISM Maintain and operate a grievance redress 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 redress 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.	Throughout project implementation.	MDONER
CAPACITY SUPPORT			
CS. 1	PMU in MDONER shall organize and facilitate trainings and capacity building activities for project staff, environmental and social experts, state government officials including state PMUs, consultants, contractors, beneficiaries, and community organizations on the following themes: <ol style="list-style-type: none"> 1. Application of ESF on TA 2. Orientation training on Environment and Social Framework 3. Occupational Health and Safety 4. Community Health and Safety 5. Labor Management Procedures and Workers Code of Conduct 6. Participatory Planning and role of facilitating agencies. 7. GBV and SEA-SH risk mitigation measures, including functioning of ICC 8. Stakeholder Engagement 9. Grievance Redressal Mechanism and available measures 	Throughout the project implementation	MDONER

State of Nagaland

Enhancing Landscape and Ecosystem Management Project (ELEMENT) P179935

September 27th 2024

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The State of Nagaland (Project Implementing Entity or PIE) will implement the Enhancing Landscape and Ecosystem Management Project-ELEMENT (the Project), with the involvement of the Society for Climate Resilient Agriculture in Nagaland (SoCRAN), as set out in the Loan Agreement between India (the Borrower) and the International Bank for Reconstruction and Development (hereinafter the World Bank) and the Project Agreement between the World Bank and the State of Nagaland (collectively Legal Agreements). The World Bank has agreed to provide financing for the Enhancing Landscape and Ecosystem Management Project(P179935), as set out in the referred Agreements.
2. The PIE 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 Loan Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred Legal Agreements.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the PIE 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 PIE, 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 PIE through SoCRAN and the World Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the World Bank and the Agriculture Production Commissioner (APC). The PIE shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain a SPMU within SoCRAN, throughout Project implementation, with qualified staff and resources to support management of ESHS risks and impacts of the Project, with at least one environmental expert, one social development expert and one Tribal (Participatory Planning and Community Engagement) expert with experience of applying Bank's ESF and ESS's in the sectors relevant to the project</p> <p>Identify and designate one environmental and social development specialist within each Zonal Management Unit (ZMU) for project implementation and inter sectoral convergence, and thereafter maintaining the position throughout Project implementation.</p> <p>Ensure inclusion in bid/contract documents that each contractor will be required to have qualified and experienced Environment and Safety Officer with experience in Occupational Health, Safety & Environment (OHSE) on its payroll and a Social Development Expert with experience in CHS, OHS, SEA/SH, stakeholder engagement and labor management throughout the contract period.</p>	<p>Establish SPMU as set out in the respective Project Agreement no later than 30 days after the date of Project effectiveness, and thereafter maintain these positions throughout Project implementation</p> <p>Designate the prior to commencement of bidding for first set of activities and thereafter maintain these positions throughout Project implementation</p> <p>Within one month of signing contract by Contractor and thereafter maintain these positions throughout Project implementation</p>	<p>SoCRAN and Agriculture Production Commissioner's Office</p> <p>SoCRAN-SPMU and Zonal Management Unit (ZMU)</p> <p>SoCRAN-SPMU</p>
1.2	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <p>Adopt and implement the Environmental and Social Management Framework (ESMF), consistent with relevant ESSs</p> <p>Prepare, adopt and implement site-specific Environmental and Social Management Plans (ESMPs) for the identified subprojects</p>	<p>By Appraisal, and thereafter implement the ESMF throughout Project implementation.</p> <p>Prior to the bidding for sub-projects</p>	<p>SoCRAN-SPMU</p> <p>SoCRAN-SPMU</p>
1.3	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspect of ESCP, including inter alia, the relevant E&S instruments, the Labor Management Procedures (LMP), and Workers Code of Conduct into the ESHS specifications of the procurement documents and contracts with contractors and PMC.</p>	<p>As part of preparation of procurement documents and respective contracts.</p>	<p>SoCRAN-SPMU & ZMU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Thereafter, ensure that the contactors and PMC comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.	Supervise contractors throughout Project implementation.	
1.4	TECHNICAL ASSISTANCE Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with Terms of Reference acceptable to the World Bank that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the Terms of Reference.	Throughout Project implementation.	SoCRAN-SPMU
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES Adopt and implement the Labor Management Procedures (LMP) for the project, including, inter alia, provisions on working conditions, workers and management relationships, payment of minimum wages, occupational health and safety (including use of personal protective equipment, and emergency preparedness and response), Workers Code of Conduct (including relating to SEA and SH), prohibition of forced labor and child labor, age of employment, grievance arrangements for project workers, method of engaging with Community Workers, key roles and responsibilities related to LMP implementation and applicable requirements for contractors, subcontractors, PMC and primary suppliers in line with World Bank ESSs and applicable National and State regulations.	Adopt LMP prior to hiring of project workers, and thereafter implement the LMP throughout Project implementation.	SoCRAN-SPMU
2.2	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish, maintain, create awareness about and operate a Grievance Redress Mechanism (GRM) for project workers, including Community Workers, as described in the LMP and consistent with ESS2, applicable National & State labor laws, regulations and specific legislations on construction workers. The GRM will also be responsive to SEA/SH related complaints.	Establish worker GRM prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation	SoCRAN-SPMU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	CONSTRUCTION MATERIAL SOURCING PLAN Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under action 1.2 above.	Throughout project implementation.	SoCRAN-SPMU & ZMU
3.2	HAZARDOUS AND NON-HAZARDOUS WASTE MANAGEMENT PLAN ESMPs (action 1.2 above) to include Hazardous Waste, Construction and Demolition Wastes and Solid management plans.	Throughout project implementation	SoCRAN-SPMU & ZMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
3.3	DEMOBILIZATION AND RESTORATION PLAN ESMPs (action 1.2 above) to include Demobilization and Site Restoration Plan including allocated budget to implement the plan.	Throughout project implementation	SoCRAN-SPMU & ZMU
3.4	INTEGRATED PEST MANAGEMENT (IPM) PLAN and INTEGRATED NUTRIENT MANAGEMENT (INM) PLAN ESMPs (action 1.2 above) To prepare Integrated Pest Management Plan (IPM) to reduce use of pesticides and mitigate adverse environmental impacts of use of pesticides and an Integrated Nutrient Management (INM) Plan for maintenance of soil fertility and of plant nutrient supply at an optimum level.	To be prepared prior to initiation of relevant sub-projects/sub-project activities that involve pesticide use; and implemented & monitored during project period.	SoCRAN-SPMU & ZMU
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	COMMUNITY HEALTH AND SAFETY Assess, adopt and implement community health and safety measures included in the ESMPs (action 1.2 above). This will also include assessments of any ESS 4 risks to the Project Affected Persons, their assets, and the Project.	Same timeframe as for the adoption and implementation of the ESMP.	SoCRAN-SPMU & ZMU
4.2	GBV AND SEA/SH RISKS Adopt and implement Gender-Based Violence/ SEA-SH mitigation measures included in the ESMF, LMP and the SEP	Same timeframe as for the adoption and implementation of ESMF.	SoCRAN-SPMU
4.3	CYBERSECURITY AND PERSONAL DATA Conduct risk assessment of privacy, safety, cybersecurity prior to application of drones for resource assessment and in forest fires protection	To be prepared prior to initiation of relevant sub-projects/sub-project activities	SoCRAN-SPMU
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	LIVELIHOOD RESTORATION Adopt and implement Livelihood Restoration measures, as part of the ESMF and sub-project specific ESMPs, consistent with ESS5.	Same timeframe as for the adoption and implementation of ESMF/ESMPs.	SoCRAN-SPMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
5.2	VOLUNTARY LAND DONATION (VLD) GUIDELINES Adopt and implement VLD Guidelines as part of the ESMF and sub-project specific ESMPs, to ensure that land donated voluntarily is acquired consistent with ESS 5.	Same timeframe as for the adoption and implementation of ESMF/ESMPs.	SoCRAN-SPMU
5.3	VERIFICATION OF VLD AND LIVELIHOOD RESTORATION Verify and periodically report on the adoption of VLD Guidelines and Livelihood Restoration measures, consistent with the ESMF and ESS 5.	Periodic reporting on VLD and Livelihood Restoration as part of Project supervision reports. Verification to be conducted as part of Mid-Term Review.	SoCRAN-SPMU.
5.4	SCREENING ADVERSE LAND RELATED IMPACTS Screening of all sub-projects against the Negative List in the ESMFs to exclude any sub-project activities that: (i) involve private land acquisition or lead to involuntary resettlement of tribal households or which create economic displacement or loss of livelihoods for communities, and; (ii) may have significant, adverse, irreversible impacts on customary tribal lands, natural or cultural resources	Periodic reporting as part of supervision reports. Verification to be conducted as part of Mid-Term Review	SoCRAN-SPMU
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS Screen all subprojects against the exclusion/negative list as per the ESMF to ensure that activities that would have risks and impacts on high biodiversity and critical habitats are excluded from project financing. Adopt and implement biodiversity measures which will be included in the site-specific ESMP following ESMF for those subprojects that may have impacts on biodiversity after screening. For the sub-projects having potential impact on biodiversity as identified during Screening, if required, a Biodiversity Management Plan (BMP) may be prepared and adopted in consultation with the Forest Department and Biodiversity Board.	Throughout project implementation. Same timeframe as for adoption and implementation of the ESMP. The BMP, if required, to be prepared within 6 months of sub-project finalization, and before commencement of sub-project activities	SoCRAN-SPMU
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	ADOPT AND IMPLEMENT KEY MEASURES Adopt and implement key measures related to meaningful and informed consultations, culturally appropriate information disclosure, broad community support, endorsement, and ownership of sub-projects, consistent with ESS7, and as outlined in the ESMF and SEP.	Same timeframe as for adoption and implementation of ESMF and SEP. Thereafter implemented throughout	SoCRAN-SPMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		Project implementation.	
7.2	HIRE SPECIALIST Identify and engage one social development specialist with domain knowledge on tribal issues to manage all requirements related to site selection, consultations, autonomous council approvals, disclosures, etc.	Designate prior to commencement of bidding for first set of activities and thereafter maintain these positions throughout Project implementation	SoCRAN-SPMU
ESS 8: CULTURAL HERITAGE			
8.1	CHANCE FINDS Screen sub-projects for impacts on Cultural Heritage; describe and implement the chance finds procedures, as part of the ESMF and ESMPs of the subprojects under the project.	Throughout Project implementation.	SoCRAN-SPMU
8.2	CULTURAL HERITAGE RISKS AND IMPACTS Adopt and implement cultural heritage protection measures as part of the ESMF and ESMPs, and consistent with ESS8	Throughout Project implementation.	SoCRAN-SPMU
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN Adopt, disclose, and implement a Stakeholder Engagement Plan (SEP), 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 the biennial Beneficiary Satisfaction Survey	Prior to project appraisal and maintained throughout project implementation period In 2 nd and 5 th year of project implementation	SoCRAN-SPMU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>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/stakeholders at no cost and without retribution, including concerns and grievances filed anonymously in a manner consistent with ESS10.</p> <p>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</p>	Establish GRM prior to commencement of project activities, and thereafter implement throughout Project implementation	SoCRAN-SPMU
CAPACITY SUPPORT			
CS. 1	<p>SPMU shall organize and facilitate trainings and capacity building activities for project staff, environmental and social experts, SPMU nodal persons, consultants, contractors, beneficiaries, and community organizations on the following themes:</p> <ol style="list-style-type: none"> 1. Orientation training on Environment and Social Framework 2. Occupational Health and Safety 3. Community Health and Safety, 4. Labor Management Procedures and Workers Code of Conduct 5. Biodiversity Management 6. Implementation of ESMPs 7. Integrated Pest Management Plan and Integrated Nutrient Management Plan for Agriculture and Horticulture 8. E&S screening of sub-projects 9. Site specific ESMP preparation 10. Participatory Planning and role of facilitating agencies 11. GBV and SEA/SH risk mitigation measures, including functioning of Independent Complaint Committee 12. Stakeholder Engagement 13. Grievance Redressal Mechanism and available measures 14. Information and sensitization on landscape management 15. Community monitoring and social audit 	Throughout the project implementation	SoCRAN-SPMU

State of Tripura

**Enhancing Landscape and Ecosystem Management Project
(ELEMENT)
P179935**

September 27th 2024

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The State of Tripura (Project Implementing Entity or PIE) will implement the Enhancing Landscape and Ecosystem Management Project-ELEMENT (the Project), with the involvement of the Tripura Forest Department (TFD) and State Forest Development Agency (SFDA), as set out in the Loan Agreement between India (the Borrower) and the International Bank for Reconstruction and Development (hereinafter the World Bank) and the Project Agreement between the World Bank and the State of Tripura (collectively Legal Agreements). The World Bank has agreed to provide financing for the Enhancing Landscape and Ecosystem Management Project (P179935), as set out in the referred Agreements.
2. The PIE 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 Loan Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred Legal Agreements.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the PIE 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 PIE, 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 PIE through TFD, and the World Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the World Bank and the PIE, the Principal Secretary/Secretary of TFD. The PIE shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain a PMU within SFDA, throughout Project implementation, with qualified staff and resources to support management of ESHS risks and impacts of the Project, with at least one environmental expert, one social development expert and one Tribal (Participatory Planning/ Community Engagement) expert with experience of applying Bank's ESF and ESS's in the sectors relevant to the project</p> <p>Identify and designate one environmental and social development specialist within SFDA Management Unit (FMU) at each district for project implementation and inter sectoral convergence and thereafter maintaining the position throughout Project implementation.</p> <p>Ensure inclusion in bid/contract documents that each contractor will be required to have qualified and experienced Environment and Safety Officer with experience in Occupational Health, Safety & Environment (OHSE) on its payroll and a Social Development Expert with experience in CHS, OHS, SEA/SH, stakeholder engagement and labor management throughout the contract period.</p>	<p>Establish PMU as set out in the respective Project Agreement no later than 30 days after the date of Project effectiveness, and thereafter maintain these positions throughout Project implementation</p> <p>Designate prior to commencement of bidding for first set of activities and thereafter maintain these positions throughout Project implementation</p> <p>Within one month of signing contract by Contractor and thereafter maintain these positions throughout Project implementation</p>	<p>Tripura Forest Department (TFD)</p> <p>State Forest Development Agency (PMU)and SFDA Management Unit (FMU)</p> <p>State Forest Development Agency (PMU)</p>
1.2	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <p>Adopt and implement the Environmental and Social Management Framework (ESMF). consistent with relevant ESSs.</p> <p>Prepare, adopt and implement site-specific Environmental and Social Management Plans (ESMPs) for the identified subprojects</p>	<p>By Appraisal, and thereafter implement the ESMF throughout Project implementation.</p> <p>Prior to the bidding for sub-projects</p>	<p>State Forest Development Agency (PMU)</p> <p>State Forest Development Agency (PMU)</p>
1.3	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspect of ESCP, including inter alia, the relevant E&S instruments, the Labor Management Procedures (LMP), and Workers Code of Conduct into the ESHS specifications of the procurement documents and contracts with contractors and PMC. Thereafter, ensure that the contractors and PMC comply and cause subcontractors to comply</p>	<p>As part of preparation of procurement documents and respective contracts. Supervise contractors</p>	<p>State Forest Development Agency (PMU)and FMU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	with the ESHS specifications of their respective contracts.	throughout Project implementation.	
1.4	TECHNICAL ASSISTANCE Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with Terms of Reference acceptable to the World Bank that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the Terms of Reference.	Throughout Project implementation.	State Forest Development Agency (PMU)
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES Adopt and implement the Labor Management Procedures (LMP) for the project, including, inter alia, provisions on working conditions, workers and management relationships, payment of minimum wages, occupational health and safety (including use of personal protective equipment, and emergency preparedness and response), Workers Code of Conduct (including relating to SEA and SH), prohibition of forced labor and child labor, age of employment, grievance arrangements for project workers, method of engaging with Community Workers, key roles and responsibilities related to LMP implementation and applicable requirements for contractors, subcontractors, PMC and primary suppliers in line with World Bank ESSs and applicable national and state regulations.	Adopt LMP one month after project effectiveness, and thereafter implement the LMP throughout Project implementation.	State Forest Development Agency (PMU)
2.2	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish, maintain, create awareness about and operate a Grievance Redress Mechanism (GRM) for project workers, including Community Workers, as described in the LMP and consistent with ESS2, applicable national & state labor laws, regulations and specific legislations on construction workers. The GRM will also be responsive to SEA/SH related complaints.	Establish worker GRM prior three months after project effectiveness and thereafter maintain and operate it throughout Project implementation	State Forest Development Agency (PMU)
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	CONSTRUCTION MATERIAL SOURCING PLAN Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under action 1.2 above.	Throughout project implementation.	State Forest Development Agency (PMU)/ FMUs

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
3.2	HAZARDOUS AND NON-HAZARDOUS WASTE MANAGEMENT PLAN ESMPs (action 1.2 above) to include Hazardous Waste, Construction and Demolition Wastes and Solid management plans.	Throughout project implementation	State Forest Development Agency (PMU)/ FMUs
3.3	DEMOBILIZATION AND RESTORATION PLAN ESMPs (action 1.2 above) to include Demobilization and Site Restoration Plan including allocated budget to implement the plan.	Throughout project implementation	State Forest Development Agency (PMU)/ FMUs
3.4	INTEGRATED PEST MANAGEMENT (IPM) PLAN and INTEGRATED NUTRIENT MANAGEMENT (INM) PLAN ESMPs (action 1.2 above) To prepare Integrated Pest Management Plan (IPM) to reduce use of pesticides and mitigate adverse environmental impacts of use of pesticides and an Integrated Nutrient Management (INM) Plan for maintenance of soil fertility and of plant nutrient supply at an optimum level.	To be prepared prior to initiation of relevant sub-projects/sub-project activities that involve pesticide use; and implemented & monitored during project period.	State Forest Development Agency (PMU)/ FMUs
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	COMMUNITY HEALTH AND SAFETY Assess, adopt and implement community health and safety measures included in the ESMPs (action 1.2 above). This will also include assessments of any ESS 4 risks to the Project Affected Persons, their assets, and the Project.	Same timeframe as for the adoption and implementation of the ESMP.	State Forest Development Agency (PMU)/ FMUs
4.2	GBV AND SEA/SH RISKS Adopt and implement Gender-Based Violence/ SEA-SH mitigation measures included in the ESMF, LMP and the SEP	Same timeframe as for the adoption and implementation of the ESMF, LMP and SEP.	State Forest Development Agency (PMU)
4.3	CYBERSECURITY AND PERSONAL DATA Conduct risk assessment of privacy, safety, cybersecurity prior to application of drones for resource assessment and in forest fires protection	To be prepared prior to initiation of relevant sub-projects/sub-project activities	State Forest Development Agency (PMU)
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
5.1	LIVELIHOOD RESTORATION Adopt and implement Livelihood Restoration measures, as part of the ESMF/ESMPs, consistent with ESS5.	Same timeframe as for the adoption and implementation of ESMF/ESMPs.	State Forest Development Agency (PMU)
5.2	VOLUNTARY LAND DONATION (VLD) GUIDELINES Adopt and implement VLD Guidelines as part of the ESMF and sub-project specific ESMPs, to ensure that land donated voluntarily is acquired consistent with ESS 5.	Same timeframe as for the adoption and implementation of ESMF/ESMPs.	State Forest Development Agency (PMU)
5.3	VERIFICATION OF VLD AND LIVELIHOOD RESTORATION Verify and periodically report on the adoption of VLD Guidelines and Livelihood Restoration measures, consistent with the ESMF and ESS 5.	Periodic reporting on VLD and Livelihood Restoration as part of supervision reports. Verification to be conducted as part of Mid-Term Review.	State Forest Development Agency (PMU) to ensure compliance with ESS-5.
5.4	SCREENING ADVERSE LAND RELATED IMPACTS Screening of all sub-projects against the Negative List in the ESMFs to exclude any sub-project activities that: (i) involve private land acquisition or lead to involuntary resettlement of tribal households or which create economic displacement or loss of livelihoods for communities, and; (ii) may have significant, adverse, irreversible impacts on customary tribal lands, natural or cultural resources	Periodic reporting as part of supervision reports. Verification to be conducted as part of Mid-Term Review	State Forest Development Agency (PMU) to ensure compliance
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	BIODIVERSITY RISKS AND IMPACTS Screen all subprojects against the exclusion/negative list as per the ESMF to ensure that activities that would have risks and impacts on high biodiversity and critical habitats are excluded from project financing. Adopt and implement biodiversity measures which will be included in the site-specific ESMP following ESMF for those subprojects that may have impacts on biodiversity after screening. For the sub-projects having potential impact on biodiversity as identified during Screening, if required, a Biodiversity Management Plan (BMP) may be prepared and adopted in consultation with the Forest Department and Biodiversity Board.	Throughout project implementation. Same timeframe as for the adoption and Implementation of the ESMP. The BMP, if required, to be prepared within 6 months of sub-project finalization, and before commencement of the sub-project activities	State Forest Development Agency (PMU)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	ADOPT AND IMPLEMENT KEY MEASURES Adopt and implement key measures related to meaningful and informed consultations, culturally appropriate information disclosure, broad community support, endorsement, and ownership of sub-projects, consistent with ESS7, and as outlined in the ESMF and SEP.	Same timeframe as for adoption and implementation of ESMF and SEP. Thereafter implemented throughout Project implementation.	State Forest Development Agency (PMU)
7.2	HIRE SPECIALIST Identify and engage one social development specialist with domain knowledge on tribal issues to manage all requirements in Schedule 6 areas related to site selection, consultations, autonomous council approvals, disclosures, etc.	Designate prior to commencement of bidding for first set of activities and thereafter maintain these positions throughout Project implementation	State Forest Development Agency (PMU)
ESS 8: CULTURAL HERITAGE			
8.1	CHANCE FINDS Screen sub-projects for impacts on Cultural Heritage; describe and implement the chance finds procedures, as part of the ESMF and ESMPs of the subprojects under the project.	Implement the procedures throughout Project implementation.	State Forest Development Agency (PMU)
8.2	CULTURAL HERITAGE RISKS AND IMPACTS Adopt and implement cultural heritage protection measures as part of the ESMF and ESMPs, and consistent with ESS8	Throughout Project implementation.	State Forest Development Agency (PMU)
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN Adopt, disclose and implement a Stakeholder Engagement Plan (SEP), 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 the biennial Beneficiary Satisfaction Survey	Prior to project appraisal and maintained throughout project implementation period In 2nd and 5th year of project implementation	State Forest Development Agency (PMU)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>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/stakeholders at no cost and without retribution, including concerns and grievances filed anonymously in a manner consistent with ESS10.</p> <p>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</p>	Establish GRM prior to commencement of project activities and thereafter implement throughout Project implementation	State Forest Development Agency (PMU)
CAPACITY SUPPORT			
CS. 1	<p>PMU shall organize and facilitate trainings and capacity building activities for project staff, environmental and social experts, PMU nodal persons, consultants, contractors, beneficiaries, and community organizations on the following themes:</p> <ol style="list-style-type: none"> 1. Orientation training on Environment and Social Framework 2. Occupational Health and Safety 3. Community Health and Safety, 4. Labor Management Procedures and Workers Code of Conduct 5. Biodiversity Management 6. Implementation of ESMPs 7. Integrated Pest Management (IPM) Plan and Integrated Nutrient Management (INM) Plan for Agriculture and Horticulture 8. E&S screening of sub-projects 9. Site specific ESMP preparation 10. Participatory Planning and role of facilitating agencies 11. GBV and SEA-SH risk mitigation measures, including functioning of Independent Complaint Committee 12. Stakeholder Engagement 13. Grievance Redressal Mechanism and available measures 14. Information and sensitization on landscape management 15. Community monitoring and social audit 	Throughout the project implementation period	State Forest Development Agency (PMU)