Islamic Republic of Pakistan
Ministry of Federal Education and Professional Training

Emergency Actions to Strengthen Performance for Inclusive and Responsive Education (ASPIRE) Project (P173399)

Final

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

June 3rd, 2025

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ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Islamic Republic of Pakistan (the Recipient) is implementing the 'Emergency Actions to Strengthen Performance for Inclusive and Responsive Education (ASPIRE) Project (the Project), with the involvement of Ministry of Federal Education and Professional Training (MoFEPT), as set out in the Financing Agreement. The International Development Association (the World Bank), has agreed to provide financing (P173399) for the Project, as set out in the referred agreement.

2. The Recipient shall cause MoFEPT to 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 Recipient 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 Recipient, 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 Recipient through MoFEPT 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 Recipient. The Recipient shall promptly disclose the updated ESCP.

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	MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A	**REGULAR REPORTING** 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&S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism and other aspects included in the Monitoring and reporting requirements of the project's Environmental and Social Code of Practice (ESCoP) that will be developed prior to the implementation of the project's activities .	Submit six-monthly reports to the World Bank throughout Project implementation, commencing after the Effective Date. Submit each report to the World Bank no later than 15 days after the end of each reporting period.	MoFEPT-Project Coordination Unit (PCU)
B	**INCIDENTS AND ACCIDENTS** 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, 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 implementing agencies or any contractor and/or supervising firm, as appropriate. Subsequently, at the Bank's request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.	Notify the Bank within 48 hours after learning of the incident or accident and provide the Bank with a subsequent report on the details of the incident and actions taken as requested by the World Bank.	MoFEPT- PCU
C	**IMPLEMENTING AGENCIES AND CONTRACTORS' MONTHLY REPORTS** Implementing Agencies (IAs) or contractors are required to provide monthly monitoring reports to PCU on ESHS performance in accordance with the agreed template and submit such reports to the Bank upon request as well.	Submit the monthly reports to the World Bank within seven days of the end of each month and throughout project implementation.	

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
			Environmental and Social focal points of IAs will submit monthly monitoring reports to PCU. Environmental and Social Specialists as well as PD (PCU), as applicable, will review the monthly reports and submit them to the Bank upon request.
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	**ORGANIZATIONAL STRUCTURE** Establish and maintain an organizational structure with qualified staff and resources to support management of E&S risks for the TA project. The Environmental Specialist and Social Specialist under the PCU, hired to support the PforR component of the program, will also support the implementation of the TA component of the project. .	E&S Specialists hired no later than 6 months after program effectiveness	MoFEPT- PCU
1.2	**MANAGEMENT OF CONTRACTORS** Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.	As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation.	Project Director Environmental Specialist and Social Specialist in PCU
1.3	**TECHNICAL ASSISTANCE**		Project Director

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities under the Project, including, inter alia, surveys, environmental and social assessments, etc. to be supported under the TA 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.	Environmental Specialist and Social Specialist of PCU
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	**LABOR MANAGEMENT PROCEDURES** Ensure that workers are engaged in the implementation of the Activities consistent with ESS2. To this end, ensure that the following measures are carried out: 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, considering the General Environmental, Health and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP) and, as appropriate, the industry-specific EHSGs and other Good International Industry Practice (GIIP); 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 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;	Carry out the measures throughout the implementation of the Activities.	Project Director Environmental and Social Specialists of PCU

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	d) Implement a code of conduct or behavioural standards on SEA/SH for workers, which shall include measures to prevent and respond to SEA and SH cases; sensitize PCU staff and all project actors on SEA/SH and Incorporate the relevant requirements above in the ESHS specifications of the procurement documents and contracts with third parties that engage workers in the implementation of the Activities		
2.2	**GRIEVANCE MECHANISM FOR PROJECT WORKERS** The existing Grievance Redress Mechanism which is developed under the PforR Program, will also be utilized for the TA component. The GRM will be made accessible to all workers hired to carry out the activities under the TA component. Project GRM will be responsive to SEA/SH complaints.	Throughout the project	MoFEPT-PCU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	**WASTE MANAGEMENT MEASURES** Adopt and implement Waste Management mitigation measures contained in the ESCoP to manage hazardous and non-hazardous wastes, consistent with ESS3.	Adopt ESCOP prior to the implementation of TA component activities that involve minor civil works.	MoFEPT- PCU
3.2	**RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT** Incorporate resource efficiency and pollution prevention and management measures in the ESCoP to be prepared under action 1.2 above.	Adopt and implement ESCoP prior to the implementation of TA component activities that involve minor civil works.	MoFEPT-PCU
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	**TRAFFIC AND ROAD SAFETY** Not applicable		
4.2	**COMMUNITY HEALTH AND SAFETY** Not Applicable		
4.3	**SEA AND SH RISKS**		
4.4	**SECURITY MANAGEMENT**		

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	Not Applicable		
4.5	**INVOLVEMENT OF THE MILITARY** Not Applicable		
4.6	**DAM SAFETY (FOR ANNEX A, PARA. 2. ESS4)** Not Applicable		
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT [the relevance of ESS5 is established during the ESA process. If resettlement instruments need to be prepared (e.g. resettlement process frameworks, resettlement action plans, process frameworks) this should be reflected in the ESCP. **See examples below**]			
	ESS 5 is not relevant to the Project.		
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES [the relevance of ESS6 is established during the ESA process. As with other ESSs, ESS6 may require the adoption of specific measures that may be set out in an E&S instrument (e.g. ESMP) already mentioned in the section under ESS1 above or as a stand-alone instrument or a separate measure or action. **See examples below**].			
	ESS 6 is not relevant to the Project.		
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	The Project will inform, consult, and meaningfully engage with the Kalash peoples in an accessible, culturally appropriate, and inclusive manner, consistent with ESS 7.	Throughout the project	
ESS 8: CULTURAL HERITAGE			
	ESS 8 is not relevant to the Project.		
ESS 9: FINANCIAL INTERMEDIARIES			
	ESS 9 is not relevant to the Project.		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	**STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION** The IPF/TA component of the project will support the implementation	Throughout the project	MoFEPT- PCU

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	of the PforR operation. Regular stakeholder engagement is embedded in the program design and will be critical for both the development of strategies and action plans required to meet the PDO and its implementation, particularly interprovincial coordination. Various stakeholders – viz. other government departments, non-governmental organizations, academic and research institutions, industry associations, private sector organizations, development partners, individuals, beneficiaries, and others (as required) – will be engaged and consulted throughout the implementation of IPF activities in accordance with ESS10 provisions. The PCU will develop guidance and a reporting template for education departments on specific aspects of stakeholder engagement, including social risk assessments in each lagging district under the program.		
10.2	**PROJECT GRIEVANCE MECHANISM** The project already has an accessible grievance mechanism, including online, phone, and mail submission tiers. The PCU will continue to receive and facilitate resolution of concerns and grievances in relation to the Project including SEA/SH incidents, 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 PCU will also collect and report on grievances received by provincial education departments	Continue operating existing GRM	MoFEPT- PCU
CAPACITY SUPPORT			
CS1	Training may be required for PCU and IAs staff on: • E-waste management SOPs • Stakeholder mapping, analysis and engagement • Sensitization on GBV/SEA/SH • Grievance mechanism, including a mechanism for submission of complaints related to SEA/SH, hygiene, health and environment, compliance with codes of conduct, etc. • GRM • Monitoring and reporting	As needed, during implementation	MoFEPT- PCU

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MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	• Incident reporting and understanding of ESIRT provisions		

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