

GOVERNMENT OF MEGHALAYA

**Department of Planning, Investment Promotion
& Sustainable Development Department**

Meghalaya Basin Management Agency



**MEGHALAYA MULTISECTORAL PROJECT FOR ADOLESCENT
WELLBEING, EMPOWERMENT AND RESILIENCE (MPOWER)
(P178967)**

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

22 January 2024

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The State of Meghalaya (the Project Implementing Entity or PIE) is implementing the Meghalaya Multisectoral Project for Adolescent Wellbeing, Empowerment and Resilience (MPOWER) (the Project), through the Planning, Investment Promotion & Sustainable Development Department (PIPSDD), Government of Meghalaya, as set out in the Loan Agreement between India (the Borrower) and the International Bank for Reconstruction and Development (The World Bank) and the Project Agreement between the Bank and the State of Meghalaya (collectively Legal Agreements). The World Bank (hereinafter the Bank) has agreed to provide financing for the Project, as set out in the referred Legal 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 Bank. The ESCP is a part of the Legal Agreements. Unless otherwise defined in this ESCP, the 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 Borrower and/or IE 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. This 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 Bank.
4. As agreed by the Bank and the Borrower 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 Bank agree to update the ESCP to reflect these changes through the exchange of letters signed between the Bank and the SPMU. The PIE will promptly disclose the updated ESCP.

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
|---------------------------------|---|---|--|
| MONITORING AND REPORTING | | | |
| A. | REGULAR REPORTING A. Prepare and submit to the Bank regular 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, functioning of the grievance mechanisms and capacity building activities. B. Submit Half-Yearly Social Audit Reports to the World Bank. | Submit Quarterly Reports to the Bank, throughout Project implementation. Submit each report to the Bank no later than 30 days after the end of each reporting period. Submit Half-Yearly Social Audit Reports to the Bank no later than 30 days after the end of each reporting period. | State Project Management Unit (SPMU), PIPSDD, through its Meghalaya Basin Management Authority (MBMA) Sub-Project Management Units (Sub-PMUs) at the Sub-Implementing Agencies, i.e., Department of Education (DoE), Department of Health and Family Welfare (DoHFW) and Department of Sports and Youth Affairs (DoSYA). District Project Management Units (DPMUs) under the MBMA. |
| B. | INCIDENTS AND ACCIDENTS 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, disablement, 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, as appropriate. 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. | Notify the World Bank no later than 48 hours after learning of the incident or accident. Provide subsequent report to the World Bank within a timeframe acceptable to the World Bank. | SPMU Sub-PMUs DPMUs |

| MATERIAL MEASURES AND ACTIONS | TIMEFRAME | RESPONSIBLE ENTITY |
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| ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS | | |
| <p>1.1 ORGANIZATIONAL STRUCTURE</p> <p>1. SPMU level: Establish and maintain a State Project Management Unit (SPMU) with qualified staff and resources to support management of ESHS risks and impacts of the Project, namely two designated staff as 1) Gender and Social Specialist and 2) Environmental Specialist at SPMU level.</p> | <p>Establish and maintain an SPMU as set out in the Legal Agreements, Gender and Social Specialist and Environmental Specialist will be designated within 90 days of Project Effectiveness.</p> | <p>SPMU Sub-PMUs</p> |
| <p>1.2 ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <p>1. Adopt and implement the Environmental and Social Management Framework (ESMF), consistent with the relevant ESSs.</p> <p>2. Prepare and implement sub-project Environmental and Social Management Plans (ESMPs) as provided in the ESMF, for the relevant sub-projects (as applicable) as set out in the ESMF. The proposed sub-projects described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project.</p> | <p>ESMF will be prepared within 120 days from project effectiveness and before start of project operations.</p> <p>Draft code of conduct to be included in ESMF. Final code of conduct for workers to be disclosed, as a part of the ESMF, before initiating any activities involving community workers.</p> | <p>SPMU Sub-PMUs DPMUs</p> |
| <p>1.3 MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of ESCP, including inter alia, the relevant E&S instruments, the LMP, and code of conduct into the ESHS specifications of the procurement documents and contracts with contractors.</p> <p>Thereafter, ensure that the contractors comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p> | <p>As part of the preparation of procurement documents and respective contracts.</p> <p>Supervise contractors throughout Project implementation.</p> | <p>SPMU Sub-PMUs DPMUs</p> |
| <p>1.4 TECHNICAL ASSISTANCE</p> <p>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</p> | <p>Throughout the Project implementation period.</p> | <p>SPMU</p> |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| | outputs of such activities comply with the terms of reference. | | |
| 1.5 | <p>CONTINGENT [EMERGENCY] [EARLY] RESPONSE FINANCING</p> <p>Ensure that the CERC includes a description of the ESHS assessment and management arrangements including, if applicable, any CERC-ESMF/ESMF Addendum that will be included or referred to in the CERC Manual for the implementation of the CERC component,, in accordance with the ESSs.</p> | The preparation of the CERC manual and, if applicable, other E&S documents, as relevant, in form and substance acceptable to the Bank. | The SPMU or any other entity responsible for the implementation of the CERC component. |
| 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, labour camp management (if needed), workers and management relationships, payment of minimum wages, occupational health and safety (including use of personal protective equipment, and emergency preparedness and response), 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, supervising agencies and primary suppliers in line with World Bank ESSs and applicable national and state labour regulations. | Adopt LMP within 90 days of project effectiveness and prior to commencement of any project activities, and thereafter implement the LMP throughout implementation. | SPMU Sub-PMUs DPMUs |
| 2.2 | GRIEVANCE MECHANISM FOR PROJECT WORKERS | | |
| | Establish, maintain, create awareness about and operate a Grievance Redressal Mechanism (GRM) for project workers, as described in the LMP and consistent with ESS2, applicable national & state labour laws. The GRM will be responsive to SEA/SH complaints. | Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation. | SPMU Sub-PMUs DPMUs |
| ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT | | | |
| 3.1 | CONSTRUCTION MATERIAL SOURCING PLAN | | |
| | Adopt, and implement construction material sourcing plan as a part of the site-specific ESMP for project related augmentation and refurbishment activities. | Throughout the project implementation period. | DPMUs |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
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| ESS 4: COMMUNITY HEALTH AND SAFETY | | | |
| 4.1 | Adopt and implement a GBV/SEA/SH Mitigation Framework, as a part of the ESMF, including, inter alia, provisions for: (1) insertion of clause related to (a) compliance with employment laws such as the Sexual Harassment at the Workplace (Prevention, Prohibition and Redressal) Act, 2013 and, (b) adoption of Behavioral Standards with general misconduct and harassment prohibitions - in consulting firms' Contract Documents; (2) monitoring the consulting firms' compliance with their contractual commitments; (3) awareness building and sensitization of all Project workers and primary project beneficiaries (in-school and out-of-school adolescents) on GBV/SEA/SH prevention and response; and (4) signing of a code of conduct explicitly prohibiting SEA/SH by all project workers. | Throughout the Project implementation period. | SPMU Sub-PMUs DPMUs |
| ESS 7: INDIGENOUS PEOPLES/ TRADITIONAL LOCAL COMMUNITIES | | | |
| 7.1 | <ol style="list-style-type: none"> 1. Prepare and implement an Indigenous Peoples Planning Framework (IPPF) for the Project, consistent with ESS7, integrated into the ESMF. 2. Prepare and implement an Indigenous Peoples Plan (IPP) for each activity under the Project for which the IPPF requires such IPP, as set out in the IPPF, and consistent with ESS7. | Same timeframe as ESMF (under Action 1.2), and thereafter implement it throughout the Project Implementation period. | SPMU Sub-PMUs DPMUs |
| ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE | | | |
| 10.1 | STAKEHOLDER ENGAGEMENT PLAN | | |
| | Adopt, and implement a Stakeholder Engagement Plan (SEP) 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. | SEP will be prepared, disclosed, and adopted prior to project appraisal; and implemented throughout Project implementation. | SPMU Sub-PMUs DPMUs |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY |
|-------------------------------|--|--|------------------------------------|
| 10.2 | <p>PROJECT GRIEVANCE MECHANISM</p> <p>Existing GRM Channels will be used. The GRM channels will be publicized, maintained and operated as 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, including those in remote areas, at no cost and without retribution, including concerns and grievances filed anonymously in a manner consistent with ESS10.</p> <p>A GRM Focal Point for the project will be designated at the SPMU; this Focal Point will review the GRM on a regular basis for its efficiency and effectiveness. For the project operations the District Project Management Units redress grievances at field level. This will be monitored by the DPMUs.</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-centred manner.</p> | <p>The GRM Focal Point at the SPMU to be designated within 30 days of project effectiveness.</p> <p>The outreach for disseminating information on the GRM will be implemented, including in remote areas, within first six months of project effectiveness.</p> <p>Include details of grievances received, acknowledged, responded to and resolved in the quarterly E&S monitoring report to be submitted to the World Bank.</p> | <p>SPMU Sub-PMUs DPMUs</p> |
| | <p>CAPACITY SUPPORT</p> | | |
| CS.1 | <p>All training and capacity building measures for relevant stakeholders on need basis; also including but not limited to the following fields, shall be conducted at identified timeline and provided with appropriate budget.</p> <ol style="list-style-type: none"> 1. Social Inclusion – Implementation of IPPF 2. Emergency Preparedness and Response 3. Training on GBV/SEA/SH for project workers 4. Labor Management Procedures 5. Stakeholder Engagement 6. Grievance redressal measures | <p>Throughout the project implementation Period.</p> | <p>SPMU Sub-PMUs DPMUs</p> |