

**Islamic Republic of Pakistan**  
**Sindh Livestock and Aquaculture Sectors**  
**Transformation Project: P179003**

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

**January 25, 2024**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. Pakistan (the Borrower) will implement the Sindh Livestock and Aquaculture Sectors Transformation Project (the Project) through the Province of Sindh (the Project Implementing Entity (PIE)), with the involvement of the Livestock and Fisheries Department, Government of Sindh as set out in the Financing Agreement. The International Development Association (the World Bank), has agreed to provide financing (179003) for the Project, as set out in the Financing Agreement.
2. The Borrower 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 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 Borrower 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, 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 Borrower, 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 PIE. The Borrower shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>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&amp;S instruments required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s), and contractors’ quarterly reports as directed by Action C below.</p>	<p>Quarterly reports to the World Bank throughout Project implementation. Submit each report to the World Bank no later than 21 days after the end of each reporting period.</p>	PIU
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>1. 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, or exposure to hazardous waste. 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>2. 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>1. Notify the World Bank no later than 48 hours after learning of the incident or accident.</p> <p>2. Provide subsequent report to the World Bank within 30 days of the incident.</p>	PIU
C	<p><b>Design &amp; Supervision Consultant shall submit monthly, QUARTERLY, biannual and annual REPORTS</b></p> <p>Require contractors and supervising firms involved in physical construction works to provide quarterly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts, and submit such reports to the World Bank.</p>	<p>Design &amp; Supervision Consultant shall be submitting all reports to the PIU.</p>	PIU
D	<p><b>NOTIFICATIONS RELATING TO DAAB COMPLIANCE REVIEW OF CONTRACTOR COMPLIANCE WITH SEA/SH PREVENTION AND RESPONSE OBLIGATIONS</b></p> <p>Notify the World Bank of any referral submitted to the Dispute Avoidance and Adjudication Board (DAAB) to initiate a process of compliance review in relation to a contractor’s obligations to prevent and respond to sexual exploitation and abuse (SEA), and/or sexual harassment (SH) specified in the respective works contract with such contractor; and, in the event of any such referral, notify the World Bank of: (i) the DAAB’s decision on such referral; (ii) the contractor’s Notice of Dissatisfaction, if any, with such</p>	<p>No later than 7 days after the issuance or receipt, as applicable, of the relevant document (i.e., referral to the DAAB, issuance of DAAB decision, Notice of Dissatisfaction,</p>	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	DAAB decision; (iii) any notification received on the commencement of an emergency arbitration proceeding or full arbitration proceeding in relation to the DAAB's decision; and (iv) the resulting emergency arbitration order and/or full arbitration order, if any.	notice of commencement of emergency/full arbitration, emergency/full arbitration order, as applicable).	
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <ol style="list-style-type: none"> <li>1. Establish and maintain a Project Implementation Unit with qualified staff and resources to support management of ESHS risks and impacts of the Project including two positions (a Senior Safeguards Specialist and Gender Specialist) at PIU Directorate level, and two positions (an Environment Specialist, and Social Specialist) in each Deputy Project Directorate of the PIU</li> <li>2. Supervision consultant and contractor will appoint qualified E &amp; S Specialist in similar capacity as PIU with all necessary material resources, which will support in environmental and social screening, supervision and monitoring including the development of ESMPs etc. as required.</li> <li>3. Project will execute Third-Party Validation (TPV) exercise for annual monitoring of Environment and Social compliance progress during the Project implementation and will share their reports with the Bank.</li> </ol>	<ol style="list-style-type: none"> <li>1. Hire all positions within 60 days of Project effectiveness and maintain these positions throughout Project implementation.</li> <li>2. Before commencement of the project civil works</li> <li>3. Annually throughout the project lifecycle</li> </ol>	PIU
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <ol style="list-style-type: none"> <li>1. Disclose and implement the Environmental and Social Management Framework (ESMF) to screen and assess the environmental and social risks and impacts, of the Project and suggest appropriate mitigation consistent with the relevant ESSs.</li> <li>2. Disclose and implement the SEP. SEP maybe be updated as project progresses, with prior approval from the Bank, and thereafter disclosed.</li> <li>3. In accordance with ESMF, Environmental and Social Management Plans and Environmental and Social Screening Checklists will be prepared for the sub-projects, as described in the ESMF, where construction and rehabilitation activities will be carried out. These documents will be submitted to the Bank for approval and thereafter disclosed. These documents will then be adopted and implemented.</li> </ol>	<ol style="list-style-type: none"> <li>1. ESMF has been prepared and will be disclosed within 60 days of project effectiveness, and implemented throughout project lifecycle</li> <li>2. SEP has been prepared and will be disclosed within 60 days of project effectiveness</li> <li>3. Disclosure and Bank Clearance of subproject level instruments as required completed before issuance of any bidding document and prior to commencement of any civil works under any of its Sub-Projects.</li> </ol>	L&FD  PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>4. Site-specific instruments for the sub-projects by the contractors (e.g., C-ESMPs) will be developed and implemented, where required.</p>	<p>4. Where required, the site-specific instruments (C-ESMPs) for the Sub Projects will be developed prior to commencement of physical work and will be approved by the Bank. Once approved, the ESMPs will be disclosed and implemented throughout the construction /rehabilitation activity.</p>	
1.3	<p><b>PERMITS, CONSENTS AND AUTHORIZATIONS</b></p> <p>1. Obtain or assist in obtaining as appropriate, the permits, consents and authorizations that are applicable to the project from national regulatory authorities.</p> <p>2. Comply or cause to comply as up to date with the conditions as established in these permits, consents, and authorizations throughout project implementation.</p>	<p>Before launching the bidding process and start of construction activities, as applicable.</p>	<p>L&amp;FD PIU</p>
1.4	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>1. Environmental and social requirements (reflecting ESCP) will be included in the procurement and contracting process including bidding documents, for potential civilworks.</p> <p>2. Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&amp;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 E&amp;S specifications of their respective contracts.</p>	<p>1. Prior to the preparation of procurement documents and bidding documents.</p> <p>2. Contractors’ requirements to be satisfied prior to commencement of subproject activities and monitored throughout Project Implementation.</p>	<p>PIU and with the support of design &amp; supervision consultant</p>
1.4	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies (including feasibility studies), capacity building, training, and any other technical assistance activities under the Project, including, inter alia, surveys, environmental and social assessments, etc. 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.</p>	<p>Throughout Project implementation.</p>	<p>PIU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.5	<p><b>CONTINGENT EMERGENCY RESPONSE FINANCING</b></p> <ol style="list-style-type: none"> <li>1. Ensure that the CERC Manual includes a description of the ESHS assessment and management arrangements including, if applicable, any CERC-ESMF/ESMF Addendum for the implementation of all identified CERC components, in accordance with the ESSs.</li> <li>2. Adopt any environmental and social (E&amp;S) instruments which may be required for activities under the CERC component, of the Project, in accordance with the CERC Manual and, if applicable, CERC-ESMF or CERC-ESMF Addendum and the ESSs, and thereafter implement the measures and actions required under said E&amp;S instruments, within the timeframes specified in said E&amp;S instruments.</li> </ol>	<ol style="list-style-type: none"> <li>1. The adoption of the manual and, if applicable, other instruments, as relevant in form and substance acceptable to the World Bank is a disbursement condition under the Financing Agreement for the Project</li> <li>2. Adopt any required E&amp;S instrument and include it as part of the respective bidding process, if applicable, and in any case, before the carrying out of the relevant Project activities for which the E&amp;S instrument is required. Implement the E&amp;S instruments in accordance with their terms, throughout Project implementation.</li> </ol>	Responsible CERC Implementing Entity
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct and behavioral standards (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p>	Prepared and disclosed within 60 days of project effectiveness, and implemented throughout Project implementation.	L&FD with support of WB consultant  PIU
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2. The PMU will monitor the implementation of grievance redressal mechanisms established by the Contractors. Grievance mechanism will be responsive to SEA/SH complaints.</p>	Within four weeks after project effectiveness, Grievance Mechanism operational prior to engaging any project workers and maintained throughout Project implementation.	PIU  PICs  Contractors
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT.</b>			

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3.1	<p><b>HEALTHCARE WASTE MANAGEMENT PLAN</b></p> <p>Prepare healthcare waste management plan and implement the measures for healthcare waste management. These measures will be in line with the provisions of the Sindh Hospital Waste Management Rules 2014.</p>	Same timeframe as implementation of the ESMF and ESMPs.	PIU PICs Contractors
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <ol style="list-style-type: none"> <li>1. Incorporate resource efficiency and pollution prevention and management measures in the ESMF, ESMPs and the Environmental and Social Screening Checklist to be prepared under action 1.2 above.</li> <li>2. The Project will ensure incorporation of pollution control compliance, i.e., compliance with applicable emission standards and mitigation measures as developed in relevant E&amp;S documents in the CESMP.</li> <li>3. Site specific Pest Management Plans will be prepared as required for subprojects requiring the use of chemical pesticides</li> </ol>	<ol style="list-style-type: none"> <li>1. Same timeframe as implementation of the ESMF and ESMPs.</li> <li>2. Same timeframe as implementation of the ESMPs</li> <li>3. Site specific PMPs will be prepared prior to initiation of the relevant subproject</li> </ol>	PIU PICs Contractors
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>Incorporate measures to manage traffic and road safety risks as part of ESMF and ESMPs to be prepared under action 1.2 above.</p>	Same timeframe as implementation of the ESMF and ESMPs.	PIU PICs Contractors
4.2	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Assess and manage specific risks and impacts to the community arising from Project activities including, inter alia, risks of labor influx, air and noise pollution, spread of communicable diseases, GBV, SEA/SH, culturally inappropriate behavior, and include mitigation measures in the ESMF (and where applicable, ESMP / C-ESMP).</p>	Same timeframe as implementation of the ESMF and ESMPs.	PIU PICs Contractors
4.3	<p><b>SEA AND SH RISKS</b></p> <p>Prepare, adopt, and implement a stand-alone SEA/SH assessment and action plan, to</p>	Prepared within 60 days of project effectiveness and will require prior	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	assess and manage the risks of gender-based violence (GBV) and sexual exploitation and abuse (SEA).	approval from the Bank, and once approved, will apply throughout Project implementation.	PMUs
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<b>RESETTLEMENT POLICY FRAMEWORK</b>  Adopt and implement a Resettlement Policy Framework (RPF) for any resettlement resulting from the Project, consistent with ESS5.	Prepare and adopt RPF within 60 days of Project effectiveness	PIU
5.2	<b>RESETTLEMENT ACTION PLANS</b>  Adopt and implement a Resettlement Action Plan (RAP) /abbreviated action plan / livelihood restoration plan for each activity under the Project for which the environmental and social screening requires such an instrument, as set out in the ESMF, and consistent with ESS5.	Prior to commencement of any civil works that require land acquisition/Involuntary Resettlement.  Respective instrument to be developed, approved, and disclosed before any displacement takes place, ensuring that before displacement, full compensation has been provided and displaced people have been resettled.	PIU
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES [</b>			
6.1	<b>BIODIVERSITY RISKS AND IMPACTS</b>  Adopt and implement mitigation measures related to biodiversity risks and impacts as part of the ESMF consistent with ESS6.  Site-specific biodiversity conservation plans shall be developed and implemented by Consultants/ Contractors  Regular monitoring of the site-specific biodiversity conservation plans shall be carried out  Performance reviews of technical committee comprising Forest, Wildlife, Agriculture Departments, Academia and Conservation NGOs	Same timeframe as implementation of the ESMF  Before initiation of the project activities  On annual basis  On annual basis	PIU
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
ESS 7 is not relevant to the Project			
<b>ESS 8: CULTURAL HERITAGE</b>			



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
8.1	<p><b>CHANCE FINDS</b></p> <p>Describe and implement the chance finds procedures, as part of the ESMF and ESMP of the Project under action 1.2 above.</p>	Same timeframe as for the adoption and implementation of the ESMF.	PIU
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
ESS 9 is not relevant to the Project			
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>Implement the 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.</p>	Prepared and disclosed prior to appraisal and thereafter implemented throughout Project lifecycle	PIU
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <ol style="list-style-type: none"> <li>1. 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, at no cost and without retribution, including concerns and grievances (including SEA/SH GRM) filed anonymously, in a manner consistent with ESS10.</li> <li>2. Reporting back to stakeholders the on SEP implementation</li> </ol>	<p>The Project GRM will become operational within 60 days of project effectiveness and will be available throughout project implementation.</p> <p>Starting after six months of the Project Effectiveness and then continue providing reports bi annually</p>	PIU
<b>CAPACITY SUPPORT</b>			
CS1	<p>All Project workers (including for construction works such as contractors, PICs and communityworkers) to receive training on</p> <ul style="list-style-type: none"> <li>• Occupation Health and Safety (OHS)</li> <li>• Community Health and Safety (CHS)</li> <li>• Better Management Practices (BMP) in Livestock and Aquaculture</li> <li>• Prevention of Gender based Violence/SEA/SH</li> <li>• Reporting on incidents and accidents and emergency preparation and response preparedness</li> <li>• Stakeholder mapping and engagement</li> </ul>	Throughout Project implementation, including when new workers are engaged.	PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> <li>Grievance Mechanism especially for GBV/SEA/SH</li> <li>Biodiversity aspects</li> <li>Labor Management</li> <li>Pollution prevention and Control</li> <li>Emergency Response Procures</li> </ul>		
CS2	<p>PIU and PCMU staff to receive training on</p> <ul style="list-style-type: none"> <li>ESF and implementation of Environmental and social instruments</li> <li>Stakeholder engagement and Grievance Redress Mechanism (GRM), including GRM for SEA/SH</li> <li>GBV/SEA/SH</li> <li>Resettlement and Land acquisition</li> <li>Labor Management</li> <li>Community and occupational health and safety aspects</li> <li>Resource Efficiency and Pollution Prevention and Management</li> <li>Environmentally friendly construction techniques and materials used in construction including design, structure and maintenance of aquaculture ponds and associated structures</li> <li>Biodiversity conservation related topics</li> </ul>	At the start of the project implementation and refreshers on annual basis	PIU