

**Islamic Republic of Pakistan
Finance Division**

**Pakistan Public Resources for Inclusive
Development Multiphase Programmatic
Approach Phase 1: Federal (P509827)**

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

For Approval

November 10th, 2025

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Islamic Republic of Pakistan (the Recipient) will implement the Pakistan Public Resources for Inclusive Development Multiphase Programmatic Approach: Federal (P509827) Phase 1 (the Operation) including the Investment Project Financing component (Part II) of the Operation (the Project) with the involvement of Federal Finance Division, Government of Pakistan, as set out in the Financing Agreement. The International Development Association (the Association) has agreed to provide the financing for the Project.
2. The Recipient 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 Association. 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, their respective timeframes; institutional, staffing, training, monitoring, and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESS, in form and substance acceptable to the Association. Said E&S instruments may be revised from time to time with prior written agreement by the Association. As provided for under the referred Agreement, the Recipient shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time if necessary to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient and the World Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and Recipient. The Recipient shall promptly disclose the updated ESCP.
5. The subsection on “Indicators for Implementation Readiness” below identifies the actions and measures to be monitored to assess Project readiness to begin implementation in accordance with this ESCP. Nevertheless, all actions and measures in this ESCP shall be implemented as set out in the ‘Timeframe’ column below irrespective of whether they are listed in the referred subsection.

Material Measures and Actions		Timeframe	Responsible Entity/Authority
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT			
A	ORGANIZATIONAL STRUCTURE Establish and maintain a Program Management Unit (PMU) within the Finance Division at the Ministry of Finance with qualified staff and resources to support management of environmental, social, health and safety (E&S) risks and impacts of the Project, including: • Environmental and Social Development Specialist • Public Engagement and Communications Specialist The PMU will be responsible for the implementation and monitoring of E&S activities. PIUs in Controller General Office, Pakistan Procurement Regulatory Authority, and Pakistan Bureau of Statistics will designate E&S focal points responsible for the implementation and monitoring of E&S activities and coordinate with the PMU.	<i>Within 3 months of Project Effectiveness date</i>	PMU-PRID Federal Finance Division, PIUs in Controller General Office, Pakistan Procurement Regulatory Authority, and Pakistan Bureau of Statistics
B	CAPACITY BUILDING PLAN/MEASURES Prepare and implement capacity building measures: 1) PMU staff and consultants training may be required in: • World Bank Environmental and Social Framework • Core Principles and Actions as prescribed in the ESSA • Stakeholder Engagement • Grievance Redressal Mechanism • E-waste Management 2) Project workers training may be required in: • Labor Management Procedures • Occupational Health and Safety • Emergency Response Preparedness • Grievance Redress Mechanisms • Code of Conduct	<i>Throughout the Project implementation (where required) periodically.</i>	PMU-PRID Federal Finance Division PIUs in Controller General Office, Pakistan Procurement Regulatory Authority, and Pakistan Bureau of Statistics
MONITORING AND REPORTING			

C	REGULARREPORTING Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (E&S) performance of the Project. The reports shall include: • Status of preparation and implementation of E&S documents required under the ESCP • Summary of stakeholder engagement activities • Complaints submitted to the grievance mechanisms, the grievance log, and progress made in resolving them • E&S performance of contractors and subcontractors as reported through monthly contractors' and supervision firms' reports, • Number and status of resolution of incidents and accidents reported under action E below.	<i>Biannual ESHS Progress Report throughout the Project implementation, to be submitted within two weeks after completion of each half of the year (e.g. by July 14 and December 14), commencing after Effective Date</i>	PMU-PRID Federal Finance Division
D	CONTRACTORSMONTHLYREPORTS Require contractors and supervising firms to provide monthly monitoring reports on E&S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.	<i>Submit the monthly reports to the Association as annexes to the reports to be submitted under action C above.</i>	PMU-PRID Federal Finance Division

E	INCIDENTS AND ACCIDENTS Notify the Association 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 those resulting in death or significant injury to workers or the public; acts of violence, discrimination, outbreak of social conflict or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; forced or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks. Provide available details of the incident or accident to the Association upon request Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Association, and implement a Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.	<i>Notify the Association no later than 48 hours after learning of the incident or accident. Provide available details upon request.</i> <i>Provide review report and Corrective Action Plan to the Association no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Association.</i>	PMU-PRID Federal Finance Division
ESS1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	ENVIRONMENTAL AND SOCIAL ASSESSMENT AND/OR PLANS 1. An Environmental & Social screening checklist including e-waste provisions will be developed for the screening of the project activities, and a negative list criterion will be established as prescribed in the ESSA, to be included in the Operations Manual (OM). 2. Adopt e-waste management SOPs, consistent with ESS3.	<i>Integrate E & S guidance and e-waste SOPs into the OM and prepare the OM within three months of Project Effective Date</i>	PMU-PRID Federal Finance Division, with the support of E&S specialist, and designated E&S professionals in the PIUs
1.2	MANAGEMENT OF CONTRACTORS Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&S instruments, e-waste SOPs, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and firms supporting TA component and IT procurement. Thereafter ensure that the contractors and consulting firms comply with the ESHS specifications of their respective contracts. Provide copies of the relevant contracts with	<i>Prior to the preparation of procurement documents and issuing bidding documents.</i>	PMU-PRID Federal Finance Division with support from Procurement Specialist and Procurements office in-charge in PIUs

	contractors/subcontractors and supervision firms to the Association. These requirements include, inter alia: • All contractors/bidders will submit and then implement the code of conduct that will apply to the contractor's employees and subcontractors including on SEA/SH. • All contractors will be required to comply with the ESHS specifications of their respective contracts. • The contractors/bidders shall submit a Forced & Child Labor Declaration prohibiting the use of child and forced labor for contractors and subcontractors involved therein project.	<i>Contractors' supervision (on implementation) throughout Project implementation.</i>	
1.3	TECHNICAL ASSISTANCE Carry out the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project, including, inter alia, surveys and environmental and social assessments in accordance with terms of reference acceptable to the Association, that are consistent with the ESSs and with the ESSA recommendations (such as the specific studies/assessments focusing on capturing the resource efficiency gained particularly on energy use, water availability and productivity during the course of project implementation, and implementation of e-waste SOPs). Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference. For TA related to energy subsidies and government rightsizing the Recipient will ensure that the analyses explicitly assess potential social risks and impacts, including distributional effects across income, gender, age cohorts, disability status, and regions; impacts on current and future beneficiaries; and implications for public employees potentially affected by right-sizing.	<i>Throughout Project implementation.</i>	PMU-PRID Federal Finance Division and PIUs
1.4	USE OF RECIPIENT'S ENVIRONMENTAL AND SOCIAL FRAMEWORK The Recipient's Framework for labor and working conditions in the Islamabad Capital Territory, will be partially used, where project activities will be located.	<i>Throughout Project Implementation</i>	PMU-PRID Federal Finance Division and PIUs
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES: Adopt and implement the relevant measures of Labor Management	<i>To be integrated into OM and prepare the</i>	PMU-PRID Federal Finance Division and PIUs

	Procedures for the Project, which will be included in the OM, consistent with ESS 2 and the Recipient's Labor Framework.	OM within three months of Project Effective Date	
2.2	OCCUPATIONAL HEALTH AND SAFETY MEASURES Develop and Implement the Occupational, health and safety (OHS) measures to assess and manage the OHS risks and impacts of the Project as part of the Labor Management Procedures included in the OM. The OHS measures shall be included in the bidding documents, contractors' contracts and ensure compliance by the Contractors.	Same timeframe as LMP	PMU-PRID Federal Finance Division and PIUs
2.3	GRIEVANCE MECHANISM FOR PROJECT WORKERS A grievance mechanism for Project workers shall be established, maintained, and operated as to be described in the LMP and consistent with ESS2 The GRM should also be designed to address labor-related GBV/SEA/SH issues including provision of a referral system, among others.	Grievance Mechanism to be established and made operational prior to engaging any project workers and maintained throughout Project implementation.	PMU-PRID Federal Finance Division and PIUs
ESS3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	E-WASTE STANDARD OPERATING PROCEDURES Adopt and Implement an e-waste Standard Operating Procedures (SOPs) as part of the OM prepared for the Project, to manage hazardous and non-hazardous wastes, consistent with ESS 3, as the project will generate considerable amount of E-waste through procurement of IT equipment.	Same timeframe as OM	PMU-PRID Federal Finance Division and PIUs
ESS4: COMMUNITY HEALTH AND SAFETY			
4.1	COMMUNITY HEALTH AND SAFETY Assess and manage specific risks and impacts to the community arising from Project activities including those related to hazardous substances resulting from unsafe recycling practices of e-waste that might affect the health and safety of workers and the community and include appropriate mitigation measures in the OM.	Throughout Project implementation.	PMU-PRID Federal and Implementation Partners
ESS10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT MEASURES Adopt and implement the Stakeholder Engagement measures for the Project as	Same timeframe as OM. Report on	PMU-PRID Federal Finance Division and PIUs

	part of the OM, consistent with ESS10, which includes measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and consult with them in a culturally appropriate way. Measures to include but not be limited to: • Outreach activities for engaging business associations, government employee associations, trade unions and other affected groups periodically. • Establishing citizen forums once a quarter; • Pre-budget consultations; • Opinion surveys on economic reforms	<i>activities as part of biannual progress report</i>	
10.2	PROJECT GRIEVANCE MECHANISM Establish, publicize, maintain, and operate an accessible Grievance Mechanism (GM) to receive and facilitate resolution of concerns and grievances related to the Project in a 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 GM 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.	Establish the GM within 30 days from Effective Date and thereafter maintain and operate the mechanism throughout Project implementation.	PMU-PRID Federal Finance Division and PIUs
INDICATORS FOR IMPLEMENTATION READINESS			
The following actions are indicators for implementation readiness: • OM including E&S screening checklist, stakeholder engagement measures • Project Grievance Redress Mechanism			