

**Government of Himachal Pradesh -
Department of Revenue**

**Resilient Action for Development and
Disaster Recovery in Himachal
Pradesh(READY -HP)**

P513815

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

**For Appraisal
October, 2025**

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of Himachal Pradesh will implement Resilient Action for Development and Disaster Recovery in Himachal Pradesh (READY-HP) with the involvement of the Revenue Department, as set out in the Loan Agreement. The International Bank for Reconstruction and Development (the Bank) acting has agreed to provide financing for the Project, as set out in the Agreements.
2. The Government of Himachal Pradesh 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 Loan Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Agreement[s].
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Government of Himachal Pradesh 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 ESSs, in form and substance acceptable to the Bank. Said E&S documents may be revised from time to time with prior written agreement by the Bank. As provided for under the referred Agreement, the Government of Himachal Pradesh shall ensure that there are sufficient funds available to cover the costs of implementing ESCP.
4. As agreed by the Bank and the Government of Himachal Pradesh, 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 Bank and the Government of Himachal Pradesh shall agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Government of Himachal Pradesh's Representative specified in the Agreement. The Government of Himachal Pradesh 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
IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT ¹			
A	ORGANIZATIONAL STRUCTURE		
	a) Establish and maintain one PMU – Revenue Department for overall coordination and three PIUs (i) Jal Shakti Vibagh (JSV), to manage works/activities related to Water Supply, Sewerage Treatment and Irrigation infrastructure, (ii) Department of Energy (DoE) to manage works/activities related to power generation, transmission and distribution, (iii) Public Works Department (PWD) to manage activities relating to roads, bridges and others such as hospital, schools etc. b) Establish and maintain an Environment and Social unit within PMU and PIUs with qualified staff and resources to support management of environmental, social, health and safety/Occupational Health and Safety (OHS) risks and impacts of the Project including a Social Specialist, an Environmental Specialist, and a Public Communications Specialist, an Occupational, Health and Safety(OHS)specialist, a road safety specialist and <i>will engage the specialized services of a qualified biodiversity specialist to support the preparation, (if required) of the Biodiversity Management Plan (BMP) and Critical Habitat Assessment (CHA). The specialist will augment the PMU team during both the preparation and implementation phases of the BMP.</i> c) (c) .Engage a reputable Institution for third party monitoring of E&S risks management consistent with TORs to be agreed upon with the Bank, thereafter, maintain third party monitoring throughout Project implementation	a. Establish PMU immediately, and establish PIUs within 30 days after PMU establishment, and no later than 60 days from Project effectiveness. b. Hire/designate environmental experts, social expert, OHS expert in PMUs and reporting to the environmental specialist, social specialist, OHS specialist and road safety specialist for not less 90 days after Effective Date to review site specific instruments and monitor implementation before launching the bidding process for their respective project activities and thereafter maintain these positions throughout Project implementation. c. No later than three (3) months after Effective Date, thereafter, maintain the engagement throughout Project implementation.	Revenue Department (PMU) and PIUs of Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD) PMU and PIUs PIUs of Jal Shakti Vibagh (SV), Department of Energy (DoE), Public Works Department (PWD)

Comment [LEGEN HM1]: Seems redundant and overly restrictive, suggest deleting. More details can be specified in the ESRS and set out in the TOR for the TPM.

¹ For all actions, consult with the country lawyer to ensure consistency with the legal agreement in cases where some actions need to be completed before the project becomes effective (effectiveness condition) or before certain disbursements can occur (disbursement condition).

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
B	CAPACITY BUILDING PLAN/MEASURES Prepare and implement the capacity building plan including the following capacity building measures: training for PMU, PIU staff, Project workers, Consultants and Consultants on the following topics: (i) E&S Screening; (ii) Preparation and Implementation of the Environment and Social Management Framework (ESMF), Resettlement Policy Framework (RPF), Environmental and Social Impact Assessments (ESIAs), Environmental and Social Management Plans (ESMPs) and Resettlement Action Plans (RAPs); (iii) need to understand and sign the Code of Conduct; (iv) Stakeholder mapping and engagement; (v) Bio-engineering and slope stabilization techniques; (vi) Occupational Health and Safety (OHS) aspects; (vii) Biodiversity aspects; (viii) Grievance Management and Emergency preparedness and response; (ix) Community health and safety (CHS) (x) Grievance mechanisms for labor and for communities; (xi) GBV/SEA/SH prevention, mitigation, and response; (xii) Training on Monitoring and Reporting. Additional trainings required, if any, will be identified during project implementation.	Prepare capacity building plan within one (1) month of project effectiveness and revise as required and implement the plan throughout project period as per requirement	Revenue Department (PMU)
MONITORING AND REPORTING			
C	REGULAR REPORTING Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety/OHS performance of the Project. The reports shall include: • Status of preparation and implementation of E&S documents required under the ESCP by each PIU - Jal Shakti Vibagh (JSV), Department of Energy (DoE) and Public Works Department (PWD) • Status of E&S actions for sub-projects taken up before project approval i.e. retroactively • Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan. • Complaints submitted to the grievance mechanism(s) for each PIU - Jal Shakti Vibagh (JSV), Department of Energy (DoE) and Public Works Department (PWD), 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.	Submit one consolidated quarterly progress reports to the Bank comprising updates from each PIU, throughout Project implementation ,commencing after the Effective Date. Submit report to the Bank no later than 30 days after the end of each reporting period.	Revenue Department along with Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Number and status of resolution of incidents and accidents reported under action E below.		
D	CONTRACTORS' MONTHLY REPORTS 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 Bank.	Submit the monthly reports to the Bank upon request as annexes to the reports to be submitted under action C above.	PMU and PIUs
E	INCIDENTS AND ACCIDENTS Notify the Bank of any incident or accident relating 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 (fatality) or significant injury to workers or the public; acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; dam failure; 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 Bank upon request. Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the [Bank/Association], and implement a Corrective Action Plan (CAP) that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.	Notify the Bank no later than 24-48 hours after learning of the incident or accident. Provide available details upon request. Provide review report and Corrective Action Plan (CAP) to the Bank no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Bank.	PMU and PIUs
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS 1. Prepare and implement Environmental and Social Impact Assessment (ESIA), and corresponding Environmental and Social Management Plan (ESMP) consistent with the relevant ESSs. 2. Prepare and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.	1. Prepare the ESIA(s) and ESMP(s) prior to issuance of tender for civil works and thereafter implement the ESIA(s) and ESMP(s) throughout Project implementation. 2. Prepare the ESMF prior to no later than three (3) months from date of project effectiveness and thereafter implement the ESMF	PMU and PIUs

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
3. Require of Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD) to prepare and implement the subproject site-specific Environmental and Social Impact Assessment (ESIA) and Environmental and Social Management Plan (ESMP), as set out in the ESMF. 4. The proposed subprojects of any works on dams (also) described in the exclusion list in the ESMF shall be ineligible to receive financing under the Project	throughout Project implementation. 3. Prepare ESMP and incorporate the ESMP as part of the respective bidding documents for the respective subproject/activity prior to the carrying out of subproject activity that requires the preparation of such ESMP. Once finalized, implement the respective ESMP throughout Project implementation.	
1.2 MANAGEMENT OF CONTRACTORS Incorporate the relevant aspects of the ESCP, including, inter alia, ESMP, the Labor Management Procedures, and code of conduct, into the E&S specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and that they require their subcontractors to comply with the E&S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Bank.	As part of the preparation of procurement documents and respective contracts. C-ESMP will be prepared within 2 months of contractor mobilization and prior to commencement of construction activities. Supervise contractors throughout Project implementation. Copies of the relevant contracts shall be provided to the Bank upon request.	
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 as identified now and might be identified during project implementation, in accordance with terms of reference acceptable to the Bank, that are consistent with the ESSs. Thereafter prepare and finalize the outputs of such	Throughout Project implementation.	PMU and PIUs

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	activities in compliance with the terms of reference.		
1.4	CONTINGENT EMERGENCY RESPONSE FINANCING a) Ensure that the CERC Manual includes a description of the ESHS assessment and management arrangements for the implementation of the CERC component, in accordance with the ESSs. b) Adopt any environmental and social (E&S) instruments which may be required for activities under the CERC component of the Project, in accordance with the CERC Manual and the ESSs, and thereafter implement the measures and actions required under said E&S instruments, within the timeframes specified in said E&S instruments.	a) The adoption of the CERC manual in form and substance acceptable to the World Bank is a withdrawal condition under Section "Section III.B.(c) of Schedule 2 of the Loan Agreement for the Project. b) Adopt any required E&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&S instrument is required. Implement the E&S instruments in accordance with their terms, throughout Project implementation.	Revenue Department (PMU)
1.5	ASSOCIATED FACILITIES Cause owner/operator of any associated facility if different from the Government of Himachal Pradesh to ensure that the activities are carried out in accordance with the applicable requirements of this ESCP and the ESSs including assessments or plans, e.g., the ESIA, ESMP, LMP, management of contractors, RAP, SEP, etc.]	Throughout Project implementation.	Revenue Department along with Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD)
1.6	ACTIVITIES SUBJECT TO RETROACTIVE FINANCING For any activity under retroactive financing, due diligence must be conducted to identify any required actions to ensure that such activities meet the requirements of the ESSs.		
ESS 2: LABOR AND WORKING CONDITIONS			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.1	LABOR MANAGEMENT PROCEDURES a) Prepare, adopt and implement a standalone LMP for the Project, including, inter alia, provisions on working conditions, management of workers relationships, EHS policy, WB OHS requirements and Good International Industry Practices (GIIP), personal protective equipment (PPE), and emergency preparedness and response, code of conduct (including relating to SEA and SH), forced labour, child labour, GM for Project workers and applicable requirements for contractors, subcontractors and supervising firms. b) Preparation of a Contractor's Labour Management Plan for each Contract, in line with LMP to be submitted to the GC for review and approval and subsequently implemented.	Within three (3) months of project effectiveness and implement the LMP throughout Project implementation Contractors Labor Management Plan to be approved and implemented starting with any activity initiation by the Contractor (for Project facilities and Associated Facilities), and thereafter implemented throughout the contract During preparation of bidding and contract documents and same is monitored throughout Project Implementation.	PMU and PIUs
2.2	OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN Prepare and implement an OHS Management Plan to assess and manage the OHS risks and impacts of the Project and require contractors and subcontractors to prepare and implement OHS Management Measures or Plan in accordance with ESMF /ESMP that informs the contractor's measures or plans	Prepare the OHS Management Plan not later three (3) months of project effectiveness and thereafter implement the plan throughout Project implementation.	PMU and PIUs
2.3	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.	Establish grievance mechanism prior engaging Project workers and thereafter maintain and operate it throughout Project implementation	PMU and PIUs
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
3.1	WASTE MANAGEMENT PLAN Prepare and implement a Waste Management Plan (WMP), as part of the ESMP prepared for the Project, to manage hazardous and non-hazardous wastes, consistent with ESS3 requirements and site-specific waste management plan will be part of the C-ESMP.	Prepare the WMP prior three (3) months of project effectiveness and thereafter implement the WMP throughout Project implementation	PMU and PIUs through contractors
3.2	RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under action 1.2 above.	Same timeframe as for the adoption and implementation of the ESMP throughout Project implementation.	PMU and PIUs through contractors
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY Prepare and implement a Road Safety Plan by Incorporating measures to manage traffic and road safety risks as required in the ESMP to be prepared under action 1.1 above.	1. Prepare the Road Safety Plan prior to commencement of civil works and thereafter implement the plan throughout Project implementation. 2. Same timeframe as for the preparation and implementation of the ESMP	PMU and PIUs
4.2	COMMUNITY HEALTH AND SAFETY Assess and manage specific risks and impacts to the community arising from Project activities including, inter alia e.g., behavior of Project workers, risks of labor influx, response to emergency situations, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.	Same timeframe as for the preparation and implementation of the ESMPs	PMU and PIUs
4.3	SEA AND SH RISKS Prepare and implement a SEA/SH Action Plan as part of ESMP to assess and manage the risks of SEA and SH.	Same timeframe as for the preparation and implementation of the ESMPs	PMU and PIUs
4.4	COMMUNITY HEALTH AND SAFETY Assess and manage specific risks and impacts to the community arising from Project activities, including traffic and work zone safety, air/noise/vibration impacts on communities; behavior of Project workers, risks associated with labor influx and response to emergency situations, etc. including mitigation measures into the ESMPs	To be approved prior to the commencement of any contractor activities and implementation throughout the contract period.	PMU and PIUs
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
5.1	RESETTLEMENT FRAMEWORK PLANor PLANS 1. Prepare and implement a Resettlement Policy Framework (RPF) as part of ESMF for the Project, consistent with ESS5. 2. Prepare and implement a Resettlement Action Plan (RP) for each activity under the Project for which such RAP as set out in the RPF and consistent with ESS5. 3. For sub-projects where either land has been taken either vide acquisition or direct purchase or if ROW of government land has been cleared prior to Bank's approval of RAP, undertake a Compliance Audit and prepare a Corrective Action Plan (CAP) to mitigate resettlement issues as per provision of the final Bank approved RPF. 4. Establish an Escrow Account for payment of compensation for absentee Title Holders, if any, before commencement of compensation and assistance payments.	1. Prepare the RPF within three (3) months of project effectiveness and thereafter implement the RPF throughout Project implementation 2. Prepare and implement the respective RAP prior to carrying out the relevant works, including ensuring that before taking possession of the land and related assets, full compensation has been provided and as applicable displaced people have been resettled and moving allowances have been provided. 3. Within three months of project effectiveness and thereafter implement CAP as per timelines agreed in CAP 4. Prior to commencement of land acquisition/direct purchase	PMU and PIUs
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL			
6.1	BIODIVERSITY RISKS AND IMPACTS Prepare a Biodiversity Assessment during the E&S Screening and implement a Biodiversity Management Plan (BMP) in accordance with the guidelines of the ESMF, ESMP, site-specific C-ESMPs and ESS6. and consistent with ESS6 (as required in the context of certain specific sub-projects).	Same timeframe as for the adoption and implementation of the ESMPs. Based on the outcome of the Biodiversity Assessment during screening, and as necessary, prepare a standalone Biodiversity Management Plan before the start of bidding for the relevant sub-projects.	PMU and PIUs

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	1. INDIGENOUS PEOPLES PLANNING FRAMEWORK Prepare, adopt and implement the Indigenous Peoples Planning Framework (IPPF) for the Project, consistent with ESS7, prepared as a part of the ESMF. 2. INDIGENOUS PEOPLES PLAN Prepare, adopt 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 for the adoption and implementation of ESMF. Adopt the IPP prior to the carrying out of any activity that requires the preparation of such IPP. Once adopted, implement the respective IPP throughout Project implementation.	PMU and PIUs PMU and PIUs
ESS 8: CULTURAL HERITAGE			
8.1	CULTURAL HERITAGE RISKS AND IMPACTS Adopt and implement cultural heritage protection measures as a part of the ESMFs, in accordance with the guidelines of the ESMF, and consistent with ESS8.	Same timeframe as for the adoption and implementation of the ESMFs.	PMU and PIUs
8.2	CHANCEFINDS Describe and implement the chance finds procedures, as part of the ESMF and ESMFs of the sub-projects.	Describe the chance find procedures in the ESMF and ESMFs. Implement the procedures throughout Project implementation.	PMU and PIUs
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN Update and implement a Stakeholder Engagement Plan 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.	Update the SEP in agreement with Bank, re disclose and thereafter implement the SEP throughout Project implementation	PMU and PIUs
10.2	PROJECT GRIEVANCE MECHANISM 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 filed anonymously, in a manner consistent with ESS10.	Publicize the GRM prior to commencement of project activities, strengthen GRM based on feedback, and implement throughout Project implementation.	PMU and PIUs

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
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.		
INDICATORS FOR IMPLEMENTATION READINESS		
The following actions are indicators for implementation readiness: 1. E&S units within PMU and PIUs are established and operational 2. Recruitment of E&S experts (including OHS specialists) at the E&S Units within the PMU and PIUs, no later than 90 days after the Effective Date (Action A). 3. Training Plan for E&S staff developed no later than three (3) months after the Effective Date (Action B). 4. Prepare ESIA, ESMP, RAP, WMP and BMP for sub projects/activities after Effective Date prior to issuance of tender for civil works (Action 1.2). 5. OHS Management Plan prepared not later three (3) months after project effectiveness (Action 2.2) 6. Road Safety Plan to be prepared by Borrower prior to Effectiveness date (Action 4.1) 7. SEA/SH Prevention and Response Plan to be prepared by the Borrower prior to the Effective Date. (Action 4.3). 8. RPF prepared within three (3) months of project effectiveness (Action 5.1) 9. Biodiversity Assessment prepared during the E&S Screening and prepare Biodiversity Management Plan (BMP) in accordance with the guidelines of the ESMF, ESMP, site-specific C-ESMPs (Action 6.1)		