

**Government of India**

**Technical Assistance**

for

**Sikkim: Integrated Service Provision and Innovation for  
Reviving Economies Program (INSPIRES) (P180634)**

**Final**

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

**November 20, 2023**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The State of Sikkim (the Project Implementing Entity or PIE) will implement the proposed Sikkim Integrated Service Provision and Innovation for Reviving Economies Operation (the Project, P180634) through the Planning and Development Department, Government of Sikkim, as set out in the Loan Agreement between India (the Borrower) and the International Bank for Reconstruction and Development (the World Bank), and the Operation Agreement between the World Bank and the State of Sikkim (collectively Legal Agreements).
2. The PIE shall ensure that the activities under the Project (the Activities) are 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 Legal Agreements. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred Legal Agreement(s).
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. 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 Borrower and the PIE, this ESCP will be revised from time to time if necessary, during the implementation of the Activities, to reflect adaptive management of changes and unforeseen circumstances related to the activities or in response to assessment of performance of the Activities. In such circumstances, 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 the Chief Secretary, Planning and Development Department, Government of Sikkim. The PIE shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<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, and functioning of the grievance mechanism.</p>	<p>Bi-annually (aligned with the PMC reports) throughout project implementation. Submit each report to the World Bank no later than 15 days after the end of each reporting period.</p>	<p>Project Director (PD) of INSPIRES, Planning and Development Department, Government of Sikkim</p>
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>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), gender-based violence (GBV), 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 any contractor and/or supervising firm, as appropriate.</p> <p>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>Notify the World Bank no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the World Bank within 30 days of the incident.</p>	<p>PD of INSPIRES, Planning and Development Department, Government of Sikkim</p>
C	<p><b>TECHNICAL SUPPORT AGENCIES' (TSA's) QUARTERLY REPORTS</b></p> <p>Require TSAs under the IPF-TA to provide quarterly monitoring reports on their ESHS performance (aligned with the PMC reports).</p>	<p>Submit bi-annual reports to PD of INSPIRES</p>	<p>TSAs and PD of INSPIRES, Planning and Development Department, Government of Sikkim</p>
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Maintain within the Project Management Unit (PMU) qualified staff and resources to support management of ESHS risks and impacts of the Technical Assistance (TA) activities including the recruitment of one individual, within the PMU, with expertise on environment, social, gender, stakeholder engagement and strategic communications to assist with the E&amp;S due diligence activities, as needed, in accordance with the ESF requirements.</p>	The PMU will be supported by an Environment & Social Specialist (ESS) throughout Project implementation. The specialist is to be appointed within two months of effectiveness and maintained throughout project implementation.	PD of INSPIRES, Planning and Development Department, Government of Sikkim
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>Screening instruments used for the PforR program will also be used for IPF activities. This will be reflected in the Program Operations Manual.</p>	Throughout the implementation.	PD and ESS of INSPIRES, Planning and Development Department, Government of Sikkim
1.3	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that consultancies, technical studies &amp; advisory, capacity building, training, and any other technical assistance activities under the Project for service provision and innovation for reviving economies are carried out in accordance with terms of reference acceptable to the World Bank, that are consistent with the Environment and Social Standards.</p>	Prior to issuance of Request for Proposal (RFP) and throughout Project implementation.	PD and ESS of INSPIRES, Planning and Development Department, Government of Sikkim
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>2.1 <b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Ensure that workers are engaged in the planning and implementation of the Activities consistent with ESS2.</p> <p>To this end, ensure that the following measures are carried out:</p> <ul style="list-style-type: none"> <li>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;</li> <li>b) 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 through sensitive handling of GBV/SEA/SH cases; 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;</li> <li>c) 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;</li> <li>d) Ensure that all project workers sign the SEA/SH prevention code of conduct and/ or appropriate behavioural standards.</li> </ul>	<p>Before the engagement of project workers and throughout the program implementation period.</p>	<p>PD and ESS of INSPIRES, Planning and Development Department, Government of Sikkim</p>
<p>2.2 <b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>The existing GRM of the TSAs will be strengthened through the IPF component, consistent with ESS2, including handling SEA/SH grievances.</p>	<p>Maintain throughout the implementation of the Activities.</p>	<p>PD and ESS of INSPIRES, Planning and Development Department, Government of Sikkim</p>
<p><b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p>		
<p>3 <b>Currently Not relevant</b></p>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4	Currently Not relevant		
<b>ESS5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5	Currently Not relevant		
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6	Currently Not relevant		
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7	Currently not relevant		
<b>ESS 8: CULTURAL HERITAGE</b>			
8	Currently not relevant		
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
9	Currently not relevant		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>10.1 Adopt and implement the Stakeholder Engagement Plan (SEP) integrated in this ESCP for the IPF-TA component of the PforR operation, 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> <p>To this end, ensure that the following stakeholder engagement measures are implemented:</p> <ul style="list-style-type: none"> <li>a) Provide stakeholders with information about the environmental and social risks, including SEA/ SH risk, and impacts of the Activities in a timely, understandable, accessible and appropriate manner and format (through multiple channels, such as program website, office of the implementing department etc.), including but not limited to any environmental and social instruments prepared as part of the Activities;</li> <li>b) Consult stakeholders in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation, including with regards to any environmental and social instruments prepared as part of the Activities;</li> <li>c) Document the stakeholder engagement activities, including: (i) stakeholder mapping; (ii) description of consultations and participation mechanisms utilized, and records of meetings held; (iii) feedback received and responses to said feedback; and (iv) measures to engage stakeholders who, because of their particular circumstances, may be disadvantaged or vulnerable.</li> </ul>	<p>Throughout the implementation of the Activities.</p>	<p>PD and ESS of INSPIRES, Planning and Development Department, Government of Sikkim</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>The existing GRM of the TSAs will be strengthened to receive and facilitate resolution of concerns and grievances in relation to the Activities (including SEA/SH/GBV related grievances), promptly and effectively, in a transparent manner that is sensitive, culturally appropriate and readily accessible to all parties affected by the Activities, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p>	<p>The grievance mechanism shall be accessible and operational prior to commencement of project activities and thereafter maintain throughout implementation of the Activities.</p>	<p>TSAs and PD of INSPIRES, Planning and Development Department, Government of Sikkim</p>
<b>CAPACITY SUPPORT</b>			
CS1	<p>Project Management Unit and other relevant project workers to receive training on the Project's ESHS plans and instruments, and the roles and responsibilities of different key agencies in the ESF implementation related to IPF component, as required.</p> <p>Based on E&amp;S Capacity Assessment, the following types of training shall be provided to the relevant target groups:</p> <ul style="list-style-type: none"> <li>• Orientation &amp; periodic training on the World Bank ESF and its implementation and supervision requirements related to the IPF-TA component.</li> <li>• Occupational Health and Safety / Community Health and Safety</li> <li>• Training on GBV/SEA/SH.</li> </ul> <p>Additional training needs shall be identified and provided during project implementation.</p>	<p>Throughout implementation of the Activities.</p>	<p>PD of INSPIRES, Planning and Development Department, Government of Sikkim</p>