

# **State of Himachal Pradesh**

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

**P513815**

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

**Negotiations**

**November 6, 2025**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The State of Himachal Pradesh (“Project Implementing Entity” or “PIE”) will implement Resilient Action for Development and Disaster Recovery in Himachal Pradesh (READY-HP) (the “Project”), through the Disaster Management Cell within its Revenue Department, and with assistance from the Public Works Department (“PWD”), Department of Energy (“DoE”), and Jal Shakti Vibha (“JSV”), as set out in the Loan Agreement and the Project Agreement (the Agreements). The International Bank for Reconstruction and Development (the Bank) has agreed to provide financing for the Project, as set out in the 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 Agreements. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Agreements.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the PIE 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 under the referred Agreements, the PIE shall ensure that there are sufficient funds available to cover the costs of implementing ESCP.
4. As agreed by the Bank, the Borrower and the PIE, 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 PIE shall agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the PIE’s Representative specified in the Project Agreement. The PIE 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			
A	<b>ORGANIZATIONAL STRUCTURE</b>		
	<p>a) Establish and maintain a Project Management Unit (PMU) within the Revenue Department for overall coordination, and three Project Implementation Units (PIUs) within: (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; and (iii) Public Works Department (PWD), to manage activities relating to roads, bridges and others such as hospital, schools etc.</p> <p>b) Designate Nodal E&amp;S officer within PMU.</p> <p>c) Establish and maintain an Environment and Social Unit within the 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 the following positions in the E&amp;S unit: i) a Social Specialist; ii) an Environmental Specialist, iii) a Communications Specialist, iv) an Occupational, Health and Safety(OHS)specialist, v) a Road Safety specialist.</p> <p>d) Additionally, as required, 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.</p> <p>e) Engage a reputable ‘concurrent’ third-party monitoring agency for E&amp;S and OHS risks management.</p>	<p>a) Establish PMU by the Effective Date, and establish PIUs no later than 3 months from the Effective Date, and thereafter maintain the PMU and PIUs throughout Project implementation.</p> <p>b) Before project effectiveness , and thereafter maintain throughout Project implementation.</p> <p>c) no later than 2 months of the Effective Date, and thereafter maintain the E&amp;S Unit and these positions throughout Project implementation.</p> <p>d) Prior to the carrying out of any activity that requires the preparation of such assessment and mitigation plans, maintain during the preparation and implementation of the BMP.</p> <p>e) No later than one month after the Effective Date, and thereafter maintain throughout Project implementation.</p>	<p>Disaster Management Cell, Revenue Department (PMU) and Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD) (PIUs)</p> <p>PMU within the DMC of Revenue Department</p> <p>PIUs within the Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD)</p> <p>PIUs within the Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD)</p> <p>PMU with the Revenue Department</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
B	<p><b>CAPACITY BUILDING PLAN/MEASURES</b></p> <p>Prepare and implement the capacity building plan including the following capacity building measures: (a) training for PMU, PIU staff, Project workers, Consultants and Consultants on the following topics: (i) E&amp;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) the Code of Conduct; (iv) Stakeholder mapping and engagement; (v) Bio-engineering and slope stabilization techniques; (vi) Work zone safety management; (vii) Occupational Health and Safety (OHS) aspects; (viii) Biodiversity aspects of the Project; (ix) Grievance Management and Emergency preparedness and response; (x) Community health and safety (CHS); (xi) Grievance mechanisms for labor and for communities; (xii) GBV/SEA/SH prevention, mitigation, and response; (xiii) Training on Monitoring and Reporting. Additional training required, if any, will be identified during project implementation.</p>	<p>Prepare capacity building plan no later than one (1) month after the Effective Date, revise as required, and thereafter implement the plan throughout Project implementation.</p>	<p>PMU within the Revenue Department and PIUs within Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD)</p>
<b>MONITORING AND REPORTING</b>			
C	<p><b>REGULAR REPORTING</b></p> <p>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:</p> <ul style="list-style-type: none"> <li>• Status of preparation and implementation of E&amp;S documents required under the ESCP by each PIU - Jal Shakti Vibagh (JSV), Department of Energy (DoE), and Public Works Department (PWD)</li> <li>• Status of E&amp;S actions for sub-projects taken up before project approval i.e. retroactively</li> <li>• Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan.</li> <li>• Progress on capacity building activities in the quarterly monitoring reports</li> <li>• 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.</li> <li>• E&amp;S performance of contractors and subcontractors as reported through monthly contractors' and supervision firms' reports.</li> <li>• Number and status of resolution of incidents and accidents reported under action E below.</li> </ul>	<p>Submit one consolidated quarterly progress report to the Bank comprising updates from each PIU, throughout Project implementation, commencing after the Effective Date. Submit each report to the Bank no later than 30 days after the end of each reporting period.</p>	<p>Revenue Department, Jal Shakti Vibagh (JSV), Department of Energy (DoE), and Public Works Department (PWD)</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
D	<p><b>CONTRACTORS' MONTHLY REPORTS</b></p> <p>Require contractors and supervising firms to provide monthly monitoring reports on E&amp;S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Bank.</p>	Submit the monthly reports to the Bank as annexes to the reports to be submitted under action C above.	PMU within the Revenue Department and PIUs within Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD)
E	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>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.</p> <p>Arrange for an appropriate review of the incident or accident to establish its immediate, underlying the root causes. Prepare, agree with the Bank, 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.</p>	<p>Notify the Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request.</p> <p>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.</p>	PMU within the Revenue Department and PIUs within Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD)
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</b></p> <p>1. Prepare and implement the subproject-specific Environmental and Social Impact Assessment(s) (ESIA) and Environmental and Social Management Plan(s) (ESMP), consistent with the relevant ESSs and as set out in the ESMF.</p> <p>2. Prepare and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</p>	<p>1. Prepare the ESIA and ESMP prior to issuance of tender for civil works, and thereafter implement the ESIA(s) and ESMP(s) throughout Project implementation.</p> <p>2. No later than two (2) months after the Effective Date, and thereafter implement the ESMF throughout Project implementation.</p>	PMU within the Revenue Department and PIUs within Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.2	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, <i>inter alia</i>, ESMP, the Labor Management Procedures, and code of conduct, into the E&amp;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&amp;S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Bank.</p>	As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation. Copies of the relevant contracts shall be provided to the Bank upon request.	PMU within the Revenue Department and PIUs within Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD)
1.3	<p><b>TECHNICAL ASSISTANCE</b></p> <p>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 activities in compliance with the terms of reference.</p>	Throughout Project implementation.	PMU within the Revenue Department and PIUs within Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD)
1.4	<p><b>CONTINGENT EMERGENCY RESPONSE FINANCING</b></p> <p>a) Ensure that the CERC Manual includes a description of the environmental, social, health, and safety assessment and management arrangements for the implementation of the CERC Component, in accordance with the ESSs.</p> <p>b) Implement the E&amp;S provisions of the CERC Manual [including, if applicable, the CERC-ESMF/ESMF Addendum, and any assessments and plans required therein].</p>	<p>a) The adoption of the CERC manual in form and substance acceptable to the Bank is a withdrawal condition under Section III.B.1(c) of Schedule 2 of the Agreement.</p> <p>c) In accordance with the timeframes specified in the CERC Manual [including, if applicable, the CERC-ESMF/ESMF Addendum, and any assessments and plans required therein].”</p>	PMU within the Revenue Department
1.5	<p><b>ASSOCIATED FACILITIES</b></p>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Cause owner/operator of any associated facility(ies) 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.	PMU within the Revenue Department and PIUs within Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD)
1.6	<b>ACTIVITIES SUBJECT TO RETROACTIVE FINANCING</b>  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.	No later than four (4) months of the Effective Date. (if applicable, as of now, no retroactive financing is envisioned)	PMU and/or PIU, depending on the requisitioning agency
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<b>LABOR MANAGEMENT PROCEDURES</b> a) Prepare, adopt and implement a standalone LMP for the Project, including, <i>inter alia</i> , provisions on working conditions, management of workers' relationships, Environmental, Health and Safety policy, WB OHS requirements and Good International Industry Practices (GIIP), personal protective equipment (PPE), emergency preparedness and response, code of conduct (including relating to SEA and SH), forced labour, child labour, grievance mechanism for Project workers and applicable requirements for contractors, subcontractors and supervising firms.  b) Preparation of a Contractor's Labour Management Plan for each contract, for Project facilities and associated facilities, in line with LMP, to be submitted to the PMU and PIU for review, approval, and implementation.	a. Prepare the LMP no later than two (2) months the Effective Date, and thereafter implement the LMP throughout Project implementation.  b. Approval of the Contractors Labor Management Plan no later than the commencement of any activity by the Contractor, and thereafter implemented throughout the duration of the relevant contract.	PMU within the Revenue Department and PIUs within Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD)
2.2	<b>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</b>  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 Plan in accordance with ESMF / ESMP.	Prepare the OHS Management Plan no later than three (3) months of the Effective Date, and thereafter implement the plan throughout Project implementation.	PMU within the Revenue Department and PIUs within Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
2.3	<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.</p>	Establish grievance mechanism prior engaging Project workers, and thereafter maintain and operate it throughout Project implementation.	PMU within the Revenue Department and PIUs within Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD)
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>WASTE MANAGEMENT PLAN</b></p> <p>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</p>	Prepare the WMP no later than two (2) months of the Effective Date, and thereafter implement the WMP throughout Project implementation.	PMU within the Revenue Department and PIUs within Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD)S
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under Action 1.1 above.</p>	Same timeframe as for the adoption and implementation of the ESMP.	PMU within the Revenue Department and PIUs within Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD)
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>Prepare and implement a Road Safety Plan to manage traffic and road safety risks as part of the ESMP to be prepared under Action 1.1 above.</p>	Same timeframe as for the preparation and implementation of the ESMP.	PMU within the Revenue Department and PIUs within Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD)
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, <i>inter alia</i>, 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.</p>	Same timeframe as for the preparation and implementation of the ESMPs	

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
			PMU within the Revenue Department and PIUs within Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD)
4.3	<p><b>SEA AND SH RISKS</b></p> <p>Prepare and implement a SEA/SH framework and Action Plan as part of the ESMF and ESMP respectively to be prepared under Action 1.1 above to assess and manage the risks of SEA and SH.</p>	Same timeframe as for the preparation and implementation of the [ESMF/ESMPs].	PMU within the Revenue Department and PIUs within Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD)
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p><b>RESETTLEMENT FRAMEWORK PLAN or PLANS</b></p> <p>1. Prepare and implement a Resettlement Policy Framework (RPF) as part of ESMF for the Project, consistent with ESS5.</p> <p>2. Prepare and implement a Resettlement Action Plan (RP) for each activity under the Project for which such RAP is required, as set out in the RPF and consistent with ESS5.</p> <p>3. For sub-projects where land has been taken either via acquisition or direct purchase, or if Right of Way (ROW) of government land has been cleared prior to the Bank's approval of the RAP, undertake a Compliance Audit and prepare a Corrective Action Plan (CAP) to mitigate resettlement issues, to be approved by the Bank.</p>	<p>1. Prepare the RPF no later than two (2) months of the Effective Date, and thereafter implement the RPF throughout Project implementation.</p> <p>2. Prepare and implement the RP 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.</p> <p>3. Prepare the CAP no later than four (4) months of the Effective Date, and thereafter implement the CAP as per the timelines agreed in CAP.</p>	PMU within the Revenue Department and PIUs within Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	4. Establish an Escrow Account for payment of compensation for absentee Title Holders, if any, in accordance with the ESSs.	4. Prior to the commencement of land acquisition/direct purchase.	
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<b>BIODIVERSITY RISKS AND IMPACTS</b>  a. Prepare an E&S screening exercise during the preparation of the ESMF to identify whether subprojects are located in or near ecologically sensitive areas or biodiversity hotspots.  b. Prepare biodiversity assessments as part of the site-specific ESIA(s) and ESMPs when such ecological sensitivities are identified, in accordance with guidelines in the ESMF and consistent with ESS6 (as required in the context of certain specific sub-projects). Based on the outcome of the E&S screening exercise and biodiversity assessment, prepare and implement a Biodiversity Management Plan as part of the ESMP, consistent with ESS6.	a. Same timeframe as for the preparation, adoption and implementation of the ESMF.  b. Same timeframe as for the preparation, adoption and implementation of the ESIA(s) and ESMP(s).	PMU within the Revenue Department and PIUs within Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD)
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	<b>INDIGENOUS PEOPLES FRAMEWORK AND PLANS</b>  a. Prepare, adopt, and implement the Indigenous Peoples Planning Framework (IPPF) for the Project, consistent with ESS7, prepared as a part of the ESMF.  b. 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.	a. Prepare the IPPF no later than within two months of effectiveness and thereafter implement the IPPF throughout Project implementation.  b. Prepare and 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 within the Revenue Department and PIUs within Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD)
<b>ESS 8: CULTURAL HERITAGE</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
8.1	<p><b>CULTURAL HERITAGE RISKS AND IMPACTS</b></p> <p>Prepare, adopt, and implement cultural heritage protection measures as a part of the ESMPs, in accordance with the guidelines of the ESMF, and consistent with ESS8.</p>	Same timeframe as for the preparation, adoption, and implementation of the ESMPs.	PMU within the Revenue Department and PIUs within Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD)
8.2	<p><b>CHANCE FINDS</b></p> <p>Describe and implement the chance finds procedures, as part of the ESMF and ESMPs of the sub-projects.</p>	Same timeframe as for the preparation and implementation of the [ESMF/ESMPs].	PMU within the Revenue Department and PIUs within Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD)
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN</b></p> <p>Update and implement a Stakeholder Engagement Plan for the Project, consistent with ESS10, which shall include measures to, <i>inter alia</i>, 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>	Update the SEP, within 3 months of effectiveness redisclose, and thereafter implement the SEP throughout Project implementation.	PMU within the Revenue Department and PIUs within Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD)
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Publicize, maintain, and operate their own 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.</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-centered manner.</p>	Publicize the grievance mechanism prior to effectiveness and implement throughout Project implementation.	PMU within the Revenue Department and PIUs within Jal Shakti Vibagh (JSV), Department of Energy (DoE), Public Works Department (PWD)
<b>INDICATORS FOR IMPLEMENTATION READINESS</b>			
The following actions are indicators for implementation readiness:			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ol style="list-style-type: none"> <li>1. Designate Nodal E&amp;S officer within the PMU (Department of Revenue) who will manage: i) concurrent Third Party Monitoring Agency under the PMU; ii) coordinate with all PIUs on E&amp;S aspects and iii) liaise with and report to Bank</li> <li>2. Designate and/or hire full-time qualified Environmental specialists, Social specialists, Occupational Health and Safety (OHS) specialists and subject specialists in gender, labor, and biodiversity to three (3) PIUs no later than 45 days of the Effective Date <u>and no later than within two (2) months from the Effectiveness Date.</u></li> <li>3. Develop a Training and Capacity Building plan for E&amp;S staff, consultants and contractors' personnel no later than one (1) month after the Effective Date (Action B).</li> <li>4. Prepare a ESMF no later than two (2) months after the Effective Date, including E&amp;S Screening process, Generic ESMPs, OHS, Road Safety Plan, RPF, LMP, SEA/SH Prevention and Response Plan</li> <li>5. Prepare ESIA, ESMPs, RAPs, WMPs and BMPs for sub projects/activities prior to issuance of tender for civil works (Action 1.1).</li> <li>6. OHS Management Plan prepared not later three (3) months after the Effective Date (Action 2.2)</li> <li>7. Biodiversity Assessment prepared during the E&amp;S Screening and prepare Biodiversity Management Plan (BMP) in accordance with the guidelines of the ESMF, ESMP, site-specific ESMPs (Action 6.1)</li> </ol>		