

**Maharashtra Institute of Transformation (MITRA)**  
**Department of Planning, Government of Maharashtra**

**MAHARASHTRA STRENGTHENING INSTITUTIONAL CAPABILITIES  
IN DISTRICTS FOR ENABLING GROWTH PROGRAM  
(MahaSTRIDE)  
(P181463)**

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

**(Final Version – October 7, 2024)**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of India (“Recipient”) will implement Part B (IPF Component) of the Maharashtra Strengthening Institutional Capabilities in Districts for Enabling Growth (MahaSTRIDE) (the Project) (P181463) with the implementation responsibilities vested in the Maharashtra Institute of Transformation (MITRA) under Department of Planning, Government of Maharashtra (or the “PIE”, i.e. Project implementing Entity).
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 World Bank. The ESCP is a part of the Legal Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred Legal Agreement.
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, 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 ESSs, 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 of the World Bank.
4. As agreed by the World Bank 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’s performance. In such circumstances, the PIE and the World Bank will agree to update the ESCP to reflect the required changes through an exchange of letters signed between the World Bank and the PIE. The PIE shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIME FRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
<b>A.</b>	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the 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 ESCPs, functioning of the grievance mechanisms and capacity strengthening and development activities.</p>	Submit Progress Reports to the Bank, throughout Project implementation, covering the period of one calendar semester, not later than forty-five (45) days after the end of the period covered by such report.	Planning Department (MITRA), Government of Maharashtra
<b>B.</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, affect 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. 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 corrective measures to address it and prevent its recurrence.</p>	<p>Notify the Bank within 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report within 10 days.</p>	Planning Department (MITRA), Government of Maharashtra
<b>C.</b>	<p><b>CONTRACTORS/CONSULTING FIRMS' SEMESTERLY REPORTS</b></p> <p>Require consulting firms to provide semesterly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents/ToRs and contracts and submit such reports to the World Bank.</p>	Submit semesterly reports to MITRA and upon request from the World Bank share consolidated reports as annexes to the semesterly report to be submitted under Action A above.	Consultancy Firms/ Independent Consultants and Planning Department (MITRA), Government of Maharashtra

MATERIAL MEASURES AND ACTIONS		TIME FRAME	RESPONSIBLE ENTITY
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
<b>1.1</b>	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>PIE shall establish and maintain an Operations Management Unit (OMU) and District Support Units (DSUs) and designate/appoint Environment and Social specialists and provide resources to support the management of environmental and social risks and impacts (including health and safety) of the MahaSTRIDE Project, and regular monitoring of compliance of requisite E&amp;S management measures. The PMU and DSUs will also have the responsibility to oversee integration of ESHS requirements into Terms of Reference and deliverables/ outputs of consultancy services.</p>	Establish OMU with qualified E&S specialists (one each) by Project negotiations and at the DSU level, no later than 30 days from project's effective date and thereafter maintain these positions throughout the Project implementation period.	Planning Department (MITRA), Government of Maharashtra
<b>1.2</b>	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>Incorporate the requirements of this Environment and Social Commitment Plan and the relevant Environment and Social Standards (ESSs) in the Terms of References (ToRs)/Bidding Documents and Consultancy/Service Contracts for Technical Assistance (TA) activities under the Project.</p> <p>PIE shall adopt and implement the relevant ESF requirements, including those pertaining to Labor Management, Grievance Redress Mechanisms (GRM), and Stakeholder Engagement as applicable, consistent with the ESF and the relevant provisions in the Terms of References of the Consultants.</p>	At the time of drafting ToRs for various consultancies and services and as part of the preparation of procurement/ bidding documents and contracts.	Planning Department (MITRA), Government of Maharashtra
<b>1.3</b>	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the studies, capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with Terms of Reference acceptable to the World Bank and are consistent with the ESSs. Thereafter, ensure that the outputs/deliverables of such activities comply with the Terms of Reference.</p>	<p>Throughout Project implementation when a Consultancy Contract remains effective.</p> <p>Before outputs/deliverables are accepted and payment for such services is made.</p>	Planning Department (MITRA), Government of Maharashtra

MATERIAL MEASURES AND ACTIONS		TIME FRAME	RESPONSIBLE ENTITY
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
<b>2.1</b>	<p><b>LABOR MANAGEMENT</b></p> <p>For the direct workers and contracted workers for the various activities that are part of the IPF-TA Component, the contracts will apply/integrate relevant aspects of ESS 2, including provisions on working conditions, employee welfare, management of worker relationships, occupational health and safety, behavioral standards with general misconduct and harassment prohibitions (including relating to SEA and SH), forced labor, child labor and grievance arrangements. The same will apply to sub-contractors/sub-agencies, as necessary.</p> <p>Ensure adherence/enforcement of national and state level policies and norms on labour management.</p> <p>In addition to the Terms of References, outputs/deliverables for the activities under IPF-TA component will consider ESS 2 requirements (as necessary) and impacts/risks, if any, will be managed accordingly during the implementation of the TA activities.</p>	<p>Integrate/include requirements in the ToRs, Bidding Documents and Contracts for Consulting/ Other Services (including those for firms, agencies, and individuals) before these are issued.</p> <p>During implementation of the Project when a Consultancy or a Service Contract is effective.</p> <p>Before outputs/deliverables are accepted and payment for such services is made.</p>	Planning Department (MITRA), Government of Maharashtra
<b>2.2</b>	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>The project workers can use the existing GRM and other grievance redress mechanism available under applicable national and state labor legislations.</p>	Track grievances under the existing/revised GRM throughout the Project implementation period.	Planning Department (MITRA), Government of Maharashtra
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
<b>3.1</b>	<p><b>WASTE MANAGEMENT PLAN</b></p> <p>Ascertain adherence/compliance to applicable national and state regulatory norms, including those pertaining to management of different types/categories of wastes (including e-wastes).</p>	Integrate/include requirements in the ToRs, Bidding Documents and Contracts for Consulting/Other Services	Planning Department (MITRA), Government of Maharashtra

MATERIAL MEASURES AND ACTIONS		TIME FRAME	RESPONSIBLE ENTITY
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION MANAGEMENT</b></p> <p>Ensure that Terms of References, Bidding and Contract Documents for the TA activities, including those related to Tourism Destination Management Plans (DMPs) and activities associated with District Strategic Plans (DSPs), under the Project are consistent with the provisions of ESS 3.</p> <p>Ensure that the outputs/deliverables of TA activities imbibe and integrate the required measures following national, state norms and Good International Industry Practices (GIIP) on resource efficiency and pollution prevention/management, with consideration of any downstream effects/risks, as relevant.</p> <p>Ascertain adherence/compliance to the applicable national and state regulatory norms, including those pertaining to water and energy efficiency.</p>	<p>Integrate requirements in the ToRs, Bidding Documents and Contracts for Consulting/Other Services before these are issued.</p> <p>Before outputs/deliverables are accepted and payment for such services is made.</p> <p>Throughout implementation period of the Project when a Consultancy Contract is effective.</p>	Planning Department (MITRA), Government of Maharashtra
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>Ensure that the outputs/deliverables of TA activities imbibe and integrate the required measures following the applicable national, state norms and Good International Industry Practices (GIIP) on traffic and road safety management, as relevant in the activity's context.</p>	<p>Integrate requirements in the ToRs, Bidding/Contracts for Consulting Services before these are issued.</p> <p>Before outputs/deliverables are accepted and payment for such services is made.</p>	Planning Department (MITRA), Government of Maharashtra
4.2	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Ensure that the outputs/deliverables of TA activities imbibe and integrate the required measures following the applicable national, state norms and Good International Industry Practices (GIIP) on community health and safety.</p>	<p>Integrate requirements in the ToRs, Bidding/Contracts for Consulting Services before these are issued.</p> <p>Before outputs/deliverables are accepted and payment for such services is made.</p>	Planning Department (MITRA), Government of Maharashtra

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<b>4.3</b>	<b>GBV AND SEA/SH RISKS</b> Adopt and implement the following SEA/SH risks mitigation measures: (1) Insertion of clause related to: (a) compliance with employment laws such as the Sexual Harassment at the Workplace (Prevention, Prohibition and Redressal) Act, 2013 and, (b) adoption of Behavioral Standards with general misconduct and harassment prohibitions - in consulting firms' Contract Documents, and (2) Monitor the compliance of contractual commitments.	Throughout the Project implementation period.	Planning Department (MITRA), Government of Maharashtra
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
Not currently relevant			
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
<b>6.1</b>	Ensure that the outputs/deliverables of TA activities imbibe and integrate the required measures following the applicable national, state norms and Good International Industry Practices (GIIP) on biodiversity management and are consistent with the requirements under ESS 6. This will include early screening of propositions/interventions under Tourism Destination Management Plans (DMPs) and activities associated with District Strategic Plans (DSPs).	Integrate requirements in the ToRs, Bidding Documents and Contracts for Consulting/Other Services before these are issued.  Before outputs/deliverables are accepted and payment for such services is made.	Planning Department (MITRA), Government of Maharashtra
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
<b>7.1</b>	Ensure Terms of References for the TA activities (including capacity strengthening and development activities) adhere to the principles of cultural appropriateness, inclusion, and provisions for Scheduled Five areas, Panchayat Extension to Scheduled Areas (PESA) and Tribal Sub-plans.	Same timeframe as Action 1.4.	Planning Department (MITRA), Government of Maharashtra

MATERIAL MEASURES AND ACTIONS		TIME FRAME	RESPONSIBLE ENTITY
<b>ESS 8: CULTURAL HERITAGE</b>			
<b>8.1</b>	<p><b>CULTURAL HERITAGE RISKS AND IMPACTS</b></p> <p>Ensure that Terms of Reference, Bidding and Contract Documents for Technical Assistance services, including those related to Tourism Destination Management Plans (DMPs) and activities associated with District Strategic Plans (DSPs), have comprehensive and clear provisions on protecting cultural heritage (both tangible and intangible) in the development proposals/plans and are consistent with the provisions of ESS 8.</p> <p>Ensure that the outputs/deliverables/advisory support under the Technical Assistance activities imbibe and integrate the required measures.</p> <p>Ascertain adherence/compliance to the applicable national and state regulatory norms on Cultural/Archeological Heritage conservation.</p>	<p>Integrate requirements in the ToRs, Bidding/Contracts for Consulting Services before these are issued.</p> <p>Before outputs/deliverables are accepted and payment for such services is made.</p>	Planning Department (MITRA), Government of Maharashtra
<b>8.2</b>	<p><b>CHANCE FINDS</b></p> <p>Describe the chance finds procedures/protocols to protect built cultural heritage and ensure its integration in the Development Plans, including Destination Management Plans (for promoting Tourism) and in the implementation of District Strategic Plans.</p>	<p>Integrate requirements in the ToRs, Bidding/Contracts for Consulting Services before these are issued.</p> <p>Before outputs/deliverables are accepted and payment for such services is made.</p>	Planning Department (MITRA), Government of Maharashtra
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
Not currently relevant			



MATERIAL MEASURES AND ACTIONS	TIME FRAME	RESPONSIBLE ENTITY
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>		
<p><b>10.1 STAKEHOLDER ENGAGEMENT PLAN AND IMPLEMENTATION</b></p> <p>Various stakeholders will be engaged and consulted throughout the implementation of the IPF activities, consistent with the provisions of ESS 10.</p> <p>Active efforts to engage with beneficiaries in a culturally appropriate and inclusive manner, will be made in the design and implementation of Technical Assistance (TA) activities and their outcomes. Specific attention will be paid to the vulnerable and disadvantaged groups - women, Scheduled Tribes (ST), Scheduled Caste (SC), Other Backward Caste (OBC) and persons with disabilities (PwD).</p> <p>The modes and frequency of engagement will be determined by the needs of the project activity and will be included in the Terms of References (ToRs) of the TA activities. Information about the project will be made available through online and offline mediums, considering the different access and communication needs of various groups and individuals, especially those more disadvantaged or vulnerable.</p> <p>PIE will submit a semesterly report on the implementation of TA activities to the Bank, which will also contain the stakeholder engagement activities undertaken during the reporting period and their outcomes.</p>	<p>Throughout the Project implementation period and to be reported semesterly.</p>	<p>Planning Department (MITRA), Government of Maharashtra</p>
<p><b>10.2 PROJECT GRIEVANCE MECHANISM</b></p> <p>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>Throughout the project implementation period.</p>	<p>Planning Department (MITRA), Government of Maharashtra</p>

MATERIAL MEASURES AND ACTIONS		TIME FRAME	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.		
<b>SUPPORT FOR STRENGTHENING CAPACITY</b>			
<b>CS.1</b>	<p>The following types of training (including an orientation on expectations) will be provided to the relevant target groups, such as the officials of MITRA, PMU, DSUs, consulting firms, project workers, and staff of service agencies:</p> <ol style="list-style-type: none"> <li>1. Operationalizing the World Bank's ESF and ESSs, with specific focus on application, implementation, and supervision modality for TA Activities.</li> <li>2. Integrating environmental considerations in the Terms of References, Bidding Documents and Contracts keeping in mind the objectives and technical scope of work.</li> <li>3. Developing systems that address resource efficiency, pollution management and climate resilience (commensurate to the needs of the assignment and risks at hand).</li> <li>4. Labor Management Procedures and Code of Conduct for Workers</li> <li>5. Occupational Health, and Safety (OHS)</li> <li>6. Community Health and Safety</li> <li>7. Mission LiFE (based on which incentives/grants will be provide to districts)</li> <li>8. Stakeholder engagement</li> <li>9. Participatory Planning and role of facilitating agencies.</li> <li>10. GBV and SEA-SH risk mitigation measures.</li> <li>11. Grievance Redressal Mechanism and available measures</li> </ol> <p>Additional training requirements, if any, will be identified during preparation and implementation of Technical Assistance activities.</p>	In the first six months of implementation following project becoming effective and, then as per specific needs during residual project life	Planning Department (MITRA), Government of Maharashtra