

**Center for Economic Research in Pakistan  
(CERP)  
Monitoring and Evaluation Capacity Building in  
Pakistan and Central Asia (P178041)**

**[Draft]**

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

**March 17, 2022**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Center for Economic Research in Pakistan (CERP) shall implement the Monitoring and Evaluation Capacity development in Pakistan and Central Asia (the Project). The *International Bank for Reconstruction and Development/International Development Association* acting as administrator of the Global Evaluation Initiative Multi-Donor Trust Fund (Trust Fund No. TF TF073590 (*hereinafter the Bank*)) has agreed to provide financing for the Project.
2. CERP 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 Grant 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 CERP 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.
4. As agreed by the Bank and CERP, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, CERP shall agree to the changes with the Bank and shall update the ESCP to reflect such changes. Agreement on changes to the ESCP shall be documented through the exchange of letters signed between the Bank and CERP and CERP 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 Bank, as part of the overall Project progress reporting, reports on the activities mentioned in the Expression of Interest (EOI); environmental, social, health, and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism.</p>	<p>Starting from the Grant Agreement Effective Date , Annual reporting throughout Project implementation.</p>	CERP
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Bank of any incident or accident related to the Project which has or is likely to have a significant adverse impact on the environment, affected communities, the public or Project workers. Provide sufficient detail regarding 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 supervising entity, as appropriate. Subsequently, as per the Bank's request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>	<p>Notify the Bank within 48 hours after learning of the incident or accident. A report shall be provided within a timeframe acceptable to the Bank, as requested.</p>	CERP
<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>Assign and maintain staff, with sufficient qualification on labor and social issues, to manage labor and stakeholder issues, Project’s grievance mechanism, and ensure that Project beneficiaries include those who represent underserved demographics, geographies, and sectors, in a manner acceptable to the Bank.</p>	<p>Implementation arrangements, including staff assignment with E&amp;S responsibilities shall be put in place within 30 days of the Grant Agreement Effective Date , and shall be maintained throughout Project implementation.</p>	CERP
1.2	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, 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 Bank, that incorporate the relevant requirements of the ESSs.</p> <p>Ensure that any outputs from the technical assistance activities are consistent with the ESSs.</p>	<p>Throughout Project implementation</p> <p>Preparing terms of reference, acceptable to the Bank, before initiating the respective procurement processes.</p>	CERP

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.3	<p><b>MANAGEMENT TOOLS AND INSTRUMENTS</b></p> <p>No free-standing environmental and social (E&amp;S) instruments are expected to be prepared, but adherence to applicable ESF standards, particularly ESS 1, 2, 4, and 10, shall be assessed through periodic monitoring, and reported in Project progress reports and the Annual Report in a manner acceptable to the Bank.</p>	Throughout Project implementation.	CERP
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			

<p>2.1</p>	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Ensure that the relevant aspects of ESS2 apply to Project workers, including, inter alia, measures to ensure their health and safety, measures to prevent and address Sexual Exploitation and Abuse (SEA), and Sexual Harassment (SH), and measures to prevent COVID19 transmission between Project workers and beneficiaries, and grievance arrangements for Project workers</p> <p>The Project workers shall be subject to the CERP code of conduct with provisions to prevent gender-based violence (GBV) and SEA/SH risks consistent with ESS2 requirements and relevant policies and procedures of CERP, including but not limited to the following:</p> <ul style="list-style-type: none"> <li>• Dignity at Work Policy</li> <li>• Ethical Business Conduct Policy</li> <li>• Health and Safety Policies</li> <li>• Safeguarding Young People and Vulnerable Adults</li> <li>• Complaint Procedures</li> </ul> <p>Assign one qualified member of the Project Implementing Unit (PIU) to take up the responsibility for managing labor-related issues arising under the Project, such as SEA/SH gender discrimination, to ensure compliance with the policies of CERP and ESS2 of ESF. For SEA/SH risks, the PIU shall i) hold trainings to raise awareness among its staff on the relevant risks and the policy requirements, and ii) address any such issues through its assigned staff.</p>	<p>Throughout Project implementation</p> <p>Staff member to be assigned within 30 days of the Grant Effective Date and maintained throughout Project implementation</p>	<p>CERP</p>
<p>2.2</p>	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p>		<p>CERP</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>Establish, maintain, and operate a Project grievance mechanism throughout Project implementation consistent with ESS2. Labor-related grievances shall also be handled through this mechanism.</p>	<p>Established within 30 days of the Grant Effective Date, and maintained throughout Project implementation.</p>	
<p><b>2.3 OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b></p> <p>The Project is not expected to have occupational health and safety issues through its designed activities given the largely virtual nature of planned activities. Where face to face events are planned, CERP shall follow relevant technical advisory and guidelines issued by the government of Pakistan and by World Health Organization for stakeholder engagement in the current COVID-19 pandemic situation, all consistent with ESS2 and in a manner acceptable to the Bank.</p>	<p>Throughout Project implementation</p>	<p>CERP</p>

**ESS 4: COMMUNITY HEALTH AND SAFETY**

4.2	<p><b>COMMUNITY HEALTH AND SAFETY INCLUDING GBV AND SEA/SH MEASURES</b></p> <p>The risks are possible among project staff. The project CERP shall i) hold training to raise awareness among its staff on the risks and the policy requirements, staff rules of CERP and ESF, and ii) address any such issues through its assigned staff.</p> <p>Follow national COVID-19 related restrictions, guidelines, and other related requirements and relevant advisory and guidelines issued by WHO, consistent with ESS4 and in a manner acceptable to the Bank.</p>	Throughout Project implementation.	CERP
ESS 7	<p><b>INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b></p>		
	<p>Not relevant. However, training activities are open to participants in Pakistan and possibly in Central Asian countries, and potential beneficiaries could include members from indigenous or tribal groups or institution who may work and represent their interests. Therefore, CERP shall give special considerations in line with ESS7 in the program design and information dissemination on the engagement of the project activities to facilitate their participation in the training programs.</p>	Throughout the Project implementation	CERP

**ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE**

10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN (SEP) PREPARATION AND IMPLEMENTATION</b></p> <p>Ensure that the Project activities incorporate stakeholder engagement and information disclosure in a manner consistent with ESS 10.</p> <p>Consultations shall follow the requirements of ESS 10, namely:</p> <ol style="list-style-type: none"> <li>1. CERP shall engage with stakeholders throughout the Project life cycle, commencing such engagement as early as possible in the Project development process and in a timeframe that enables meaningful consultations with stakeholders on Project design.</li> <li>2. CERP shall engage in meaningful consultations with all stakeholders. CERP shall 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.</li> </ol>	Throughout the Project implementation.	CERP
------	--	--	------

10.2	<p><b>PROJECT GRIEVANCE MECHANISM (GM):</b></p> <p>In addition to the existing GM in place with CERP, CERP shall adopt the following measures to handle all complaints, including labor-related complaints in a manner consistent with ESS10 and acceptable to the Bank:</p> <ul style="list-style-type: none"> <li>• One member of the Project management team shall be assigned the responsibility to manage grievance resolution under the Project. The grievance mechanism shall address concerns promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties.</li> <li>• CERP shall inform the Project-affected parties about the grievance process in the course of its community engagement activities</li> <li>• Handling of grievances shall be done in a culturally appropriate manner and be discreet, objective, sensitive and responsive to the needs and concerns of the Project-affected parties.</li> <li>• The mechanism shall also allow for anonymous complaints to be raised and addressed. The grievance mechanism shall also include a separate process for handling sensitive complaints, such as those involving SEA/SH in a safe and confidential manner, including through the referral of survivors to gender-based violence service providers.</li> <li>• The grievance mechanism shall include different ways in which users can submit their grievances, including</li> </ul>	<p>The grievance mechanism shall be in place and publicly disclosed on the CERP website within 30 days of the Grant Agreement Effective Date and maintained throughout the Project implementation</p>	<p>CERP</p>
------	---	---	-------------

	<p>submissions in person, by phone, text message, mail, e-mail or via a web site</p> <ul style="list-style-type: none"><li>• All grievances shall be registered, classified and CERP shall keep a grievance log for their record</li><li>• The GM shall include transparency about the grievance procedure, governing structure, and decision makers</li><li>• CERP will maintain the GM users' identity as confidential and accept anonymous complaints</li><li>• All grievances shall be deliberated and addressed in a transparent and timely fashion. The complainant shall be informed of the resolution response</li><li>• Maintain an updated list of SEA/SH service providers, which can be used to refer potential survivors of SEA/SH-related events</li></ul> <p>The above GM shall be summarized in a separate document. Following the Bank's clearance, this document shall be uploaded and disclosed publicly on CERP's website</p>		
--	---	--	--