

FACILITATING SCHOOL TO WORK TRANSITION

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

**Central Board of Secondary Education
Government of India**

FACILITATING SCHOOL TO WORK TRANSITION (P175827)

Environmental and Social Commitment Plan

March 2021

1. The Central Board of Secondary Education (CBSE) through India's Department of Economic Affairs, Ministry of Finance is planning to implement the Facilitating School to Work Transition Project. CBSE is an autonomous body working under the overall guidance of the Ministry of Education, Department of School Education and Literacy (DoSEL). The project provides additional financing to undertake innovative and scalable initiatives for school-to-work transition and essential skills for employment readiness. The focus of these funds is on school-to-work transition strategies and skills development. The grant is well placed to support the government in increasing investment in vocational skills.
2. There will be a Program Management Unit (PMU) set up at CBSE at the national level, headed by a Project Director to lead the day-to-day activities of the project, and the overall monitoring and evaluation (M&E) arrangements of the project. At the sub-national level, the identified regional offices of the CBSE will be responsible for M&E of the sub-projects for which they are responsible. There will be two implementation support missions in each calendar year. One will be a desk review mission and the second in field, subject to lifting of travel restrictions due to COVID-19.
3. The CBSE will ensure that the project is implemented in accordance with the World Bank's Environmental and Social Standards (ESSs). This Environmental and Social Commitment Plan (ESCP) sets out actions, any specific documents or plans, as well as the timing for each of these that has to be undertaken by the project. The CBSE will also comply with the provisions of any other E&S documents required under the ESF and referred to in this ESCP, such as the Stakeholder Engagement Plans (SEP), and the Labor Management Procedure (LMP), and the timelines specified in those E&S documents. Implementation of the actions set out in this ESCP will be monitored and reported to the World Bank by CBSE as required by the ESCP and the conditions of the legal agreement, and the World Bank will monitor and assess progress and completion of actions throughout implementation of the Project.
4. If there are changes in the project, 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, CBSE will agree to the changes with the World Bank and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the World Bank and CBSE. The CBSE will promptly disclose the updated ESCP.

FACILITATING SCHOOL TO WORK TRANSITION (P175827)

ESCP- STARS (draft for discussion)

MONITORING AND REPORTING			
No.	Actions	Timeframe	Responsible Entity/ Authority
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the World Bank monitoring reports on the environment and social performance of the Project, including but not limited to the implementation of the ESCP, SEP and LMP, status of preparation and implementation of E&S documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s), in accordance with agreed reporting frequency.</p>	<p>Submit Quarterly Progress reports to the Bank throughout the Project Implementation period in an agreed format not later than 15 days after the end of each quarter. The reporting format will be agreed by First Implementation Support Mission.</p>	<p>PMU – Environment and Social Officer</p>

Summary of Environmental and Social Standards (ESS)			
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS/IMPACTS			
No.	Actions	Timeframe	Responsible Entity/ Authority
1.1	<p>Establish and maintain an organizational structure (Project Management Unit - PMU) with qualified staff and resources to support management of environment and social risks of the project. This includes one (1) Environmental and Social nodal officer to support the PMU in implementing the ESCP. The designated nodal officer will be dedicated and available full-time to support the environmental and social aspects of the project.</p>	<p>Environment and social officer should be brought on board by first implementation support mission</p>	<p>Project Director, PMU, CBSE</p>
1.2	<p>Screen the ToRs for studies/consultancies to be supported under the Project prior to their approval to identify any indirect, residual potential environmental and social risks, particularly related to environmental sensitivities, occupational health & safety, prevention measures for SEA/SH aspects and community health & safety aspects.</p>	<p>Before finalization of the ToRs</p>	<p>Designated Environment and Social Officer at the PMU</p>
1.4	<p>Training for environment and social nodal officer on ESF and requirements of ESCP</p>	<p>Within first 1 months of project implementation</p>	<p>Project Director, PMU, CBSE and World Bank</p>
1.5	<p>Training on COVID appropriate behavior and maintaining safe working conditions for PMU staff and school teachers.</p>	<p>Within first 1 months of project implementation</p>	<p>Project Director, PMU, CBSE</p>

ESS 2: LABOUR AND WORKING CONDITIONS			
No.	Actions	Timeframe	Responsible Entity/ Authority
2.1	LABOUR MANAGEMENT PROCEDURES Disclose, adopt, and implement the Labor Management Procedures (LMP), including code of conduct for workers in a manner acceptable to the Bank.	Final Disclosure by Project Negotiations	CBSE Project Management Consultant
2.2	Sensitization and trainings on gender-based violence (GBV) and sexual/physical harassment related risks.	Within first 3 months of project implementation	Designated Environment and Social Officer, PMU
2.3	GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish, maintain, and operate an on-site Grievance Redress Mechanism (GRM) as part of the Project GRM, for the Project workers as described in the LMP and consistent with ESS2. Prepare one-page GRM template for project workers <i>The Grievance Mechanism, process or procedure shall address concerns promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all segments of the project-affected communities, at no cost and without retribution.</i>	During Project Implementation	Designated Environment and Social Officer, PMU

ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
No.	Actions	Timeframe	Responsible Entity/ Authority
10.1	SEP PREPARATION Stakeholder Engagement Plan (SEP) needs to be developed based on stakeholder analysis. The SEP defines the process and mechanisms to engage all related stakeholders inclusively and effectively during the Project implementation period and includes information on the Project Grievance Redress Mechanism. The draft SEP will be disclosed on CBSE website	Disclosure prior to Project Appraisal	Project Director, PMU, CBSE
10.2	SEP IMPLEMENTATION <ul style="list-style-type: none"> Environment and Social Officer will ensure implementation of SEP throughout the Project phase and report the status of implementation in the progress reports (quarterly, midterm and annual reports) to the World Bank. Train local officials and key stakeholders involved in the project implementation as needed to implement the SEP. Establish appropriate channels of communication (center-state) to maintain ongoing engagement and communicating additional information that may arise at key stages in the project cycle. Strengthen and adopt the GRM set-up by the Ministry of Education under the STARS PforR Program. Grievances linked to the RETF will be received and redressed via sperate channels. 	Throughout the Project Implementation period	Designated Environment and Social Officer, PMU