



**Government of People's Republic of Bangladesh**

**Learning Acceleration in Secondary Education (LAISE)**

**Ministry of Education (MoE)**

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

**March 20, 2023**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The People's Republic of Bangladesh (the Borrower) will implement the Learning Acceleration in Secondary Education (LAISE) Project (the Project), with the involvement of the Ministry of Education, as set out in the Financing Agreement. The International Development Association (the Association) has agreed to provide financing (P178487) for the Project, as set out in the referred agreement.
2. The Borrower 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 Association. The ESCP is a part of the Financing Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Borrower 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 Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.
4. As agreed by the Association and the Borrower, 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 performance. In such circumstances, the Borrower through the Ministry of Education and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Borrower represented by the Minister of the Ministry of Education. The Borrower shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<b>REGULAR REPORTING</b> Prepare and submit to the Association 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&S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism.	Submit quarterly reports to the Association throughout Project implementation, beginning from the Effective Date. Submit each report to the Association no later than 30 days after the end of each reporting period.	Implementing Agency (Directorate of Secondary and Higher Education of Ministry of Education)
B	<b>INCIDENTS AND ACCIDENTS</b> Promptly notify the Association 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), 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.  Subsequently, at the Association's request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.	Notify the Association no later than 48 hours after learning of the incident or accident.  Provide subsequent report to the Association within 30 days to the Association	Implementing Agency (Directorate of Secondary and Higher Education of Ministry of Education)
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<b>ORGANIZATIONAL STRUCTURE</b> Establish and maintain a PIU with qualified staff and resources to support management of ESHS risks and impacts of the Project including an environmental specialist and a social specialist.	Appoint an Environmental and a Social Specialist within 60 days of effectiveness and thereafter maintain these positions throughout Project implementation. Assign staffs from PIU to administer E&S related issues in the interim period	Implementing Agency (Directorate of Secondary and Higher Education of Ministry of Education)
1.2	<b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b> A screening of the activities under IPF has been carried out. The client would need to follow the provisions of the ESCP. The Stakeholder Engagement Plan (SEP) and the Labor Management Procedure (LMP) have been integrated with this ESCP	During implementation of the Project	Implementing Agency (Directorate of Secondary and Higher Education of Ministry of Education)
1.4	<b>TECHNICAL ASSISTANCE</b> 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 Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of	Throughout Project implementation.	Implementing Agency (Directorate of Secondary and Higher Education of Ministry of Education)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	reference.		
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Adopt and implement the Labor Management Procedures (LMPs) set out in this ESCP. The project would have government civil servants under the government employment rules and some part of ESS2 (such as the provisions of paragraphs 17 to 20 (Protecting the Work Force) and paragraphs 24 to 30 (Occupational Health and Safety) would still be applicable to them. There would also be individual consultants for the Project. Contracted workers will also be working for the consulting firms. Client would ensure that workers are engaged and dealt with during implementation of the project activities in line with the provisions of ESS2. 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 occupational health and safety measures, considering the General Environmental, Health and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP) and, as appropriate, the industry specific EHSGs and other Good International Industry Practice (GIIP);</li> <li>c) 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 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>d) Implement a code of conduct for workers, which shall include measures to prevent and respond to SEA and SH cases; safeguard against workplace harassment, that promotes non-discrimination and equal opportunity for all and</li> </ul>	Throughout the implementation	Implementing Agency (Directorate of Secondary and Higher Education of Ministry of Education)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	e) Follow COVID-19 related protocols, including mandatory use of mask, safe distancing, washing of hands, temperature checking, referral to health service upon symptoms etc.		
2.2	<b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b> Establish a GRM for the project workers, in a manner consistent with ESS2 that includes: A. A channel for workers to raise grievances including SEA/SH without fear of retaliation  B. A mechanism to uptake, solve, manage and implement redressal measure  C. A mechanism to disseminate information of the existence of such mechanism to all project personnel.	Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	Implementing Agency (Directorate of Secondary and Higher Education of Ministry of Education)
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	Not Relevant		
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	Assess and manage specific risks and impacts to the community arising from activities, especially the spread of COVID and implement the mitigation measures in accordance with national regulations and the COVID Protocol, consistent with the requirements of ESS 4. The Protocol includes use of mask, washing of hands, monitoring of temperature, ensuring COVID vaccination and reporting of COVID symptoms to nearest health centers for all project personnel and the community members they interact with.	Implement protocol from the beginning of project activities and maintain throughout implementation	
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	Not Relevant		
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	Not Relevant		
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	Not Relevant		
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	Not Relevant		
<b>ESS 9: FINANCIAL INTERMEDIARIES</b> [This standard is only relevant for Projects involving Financial Intermediaries (FIs).]			
9.1	Not Relevant		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b>	Begin stakeholder consultation and	Implementing Agency

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>Carryout continuous stakeholder engagement and consultation, consistent with ESS 10, which shall include the below 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 from manipulation, interference, coercion, discrimination and intimidation.</p> <ul style="list-style-type: none"> <li>A. Identification of stakeholders, including the affected and interested parties (government and NGO, think tanks, beneficiaries, academics), the vulnerable and the disadvantaged</li> <li>B. Continuously engage and consult with the stakeholder at appropriate time and place to provide project related information including ES risks and impacts and seek their input and feedback in a culturally appropriate and safe manner without coercion, discrimination, intimidation or fear of retaliation</li> <li>C. Design project activities as per the stakeholder inputs and report back to them to complete the feedback loop in a culturally appropriate and timely manner</li> <li>D. Remove obstacles to participation and ensure views of differently affected groups are captured</li> </ul>	engagement from project preparation and continue throughout the implementation	(Directorate of Secondary and Higher Education of Ministry of Education)
<p>10.2 <b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Establish, publicize, maintain, and operate an 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. In case of SEA/SH, the grievance mechanism should record a minimum of three elements related to a SEA/SH allegation to protect the survivor's confidentiality: (i) the allegation in the survivor's own words; (ii) if the alleged perpetrator is, to the best of the survivor's knowledge, related to the project; and, if possible, (iii) the age and sex of the survivor.</p> <p>The GRM operator should provide minimal information to the implementing agency,</p>	Establish the grievance mechanism within 30 days of effectiveness and thereafter maintain and operate the mechanism throughout Project implementation.	Implementing Agency (Directorate of Secondary and Higher Education of Ministry of Education)

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	which should then notify the Bank task team. This includes: (i) the nature of the case; (ii) if the case is project-related; (iii) the age and sex of the survivor (if available); and (iv) if the survivor was referred to services.		
<b>CAPACITY SUPPORT</b>			
CS1	<p>Following types of training will be provided to the relevant target groups, such as Program staff, stakeholder community, workers, consultants:</p> <ol style="list-style-type: none"> <li>1. Introduction to World Bank ESF guidelines</li> <li>2. Stakeholder Engagement</li> <li>3. Issues related to COVID-19: use of PPE; working in COVID-19 environment; WHO, CDC and national guidelines on quarantine; compliance with local rules and regulations.</li> <li>4. Emergency procedure and response</li> <li>5. Training on GBV/SEA/SH and violence against children</li> </ol>	Training of staff to be completed within 6 months of Effectiveness and thereafter yearly once.	Implementing Agency (Directorate of Secondary and Higher Education of Ministry of Education)