



**Government of the People's Republic of Bangladesh**  
**Directorate of Technical Education**  
[www.techedu.gov.bd](http://www.techedu.gov.bd)

**Technical and Madrasah Education Division (TMED)**  
**Ministry of Education (MoE)**

**Accelerating and Strengthening Skills for Economic  
Transformation (ASSET)**  
**Project ID no: P167506**

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

**October 2020**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of Bangladesh (GoB) will implement the Accelerating and Strengthening Skills for Economic Transformation (ASSET) project (**Project**) through Directorate of Technical Education (DTE) of Technical and Madrasah Education Division (TMED), Ministry of Education (MoE) as the lead implementing agency (LIA) along with other partner implementing agencies (PIAs), as following: Bureau of Manpower, Employment and Training (BMET) of Ministry of Expatriate Welfare and Oversea Employment (MoEWOE); Directorate General of Medical Education (DGME) of Medical Education and Family Welfare Division (MEFWD), Ministry of Health and Family Welfare (MoHFW); Ministry of Industry (Mol), and Directorate of Youth Development (DoYD) of Ministry of Youth and Sports (MoYS). The International Development Association (World Bank) will provide financing to GoB for the Project.
2. GoB through the DTE/TMED and other PIAs respectively Bureau of Manpower, Employment and Training (BMET), Directorate General of Medical Education (DGME), Ministry of Industry (Mol) and Directorate of Youth Development (DoYD) will implement material measures and actions so that the Project is implemented in accordance with the Environmental and Social Standards (**ESSs**). This Environmental and Social Commitment Plan (**ESCP**) sets out material measures and actions, any specific documents or plans, as well as the timing for each of these.
3. GoB through the DTE/TMED and other PIAs respectively Bureau of Manpower, Employment and Training (BMET), Directorate General of Medical Education (DGME), Ministry of Industry (Mol) and Directorate of Youth Development (DoYD) 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 Environmental and Social Management Framework (ESMF), Environmental and Social Impact Assessment (ESIA), Environmental and Social Management Plans (ESMP), Resettlement Policy Framework (RPF), Resettlement Action Plans (RAP), Stakeholder Engagement Plans (SEP), Small Ethnic and Vulnerable Community Development Framework (SEVCDF), Small Ethnic and Vulnerable Community Development Plans (SEVCDP), Labor Management Procedures (LMP), Gender Action and Gender Based Violence Management/Action Plan (GBVP) and the timelines specified in those E&S documents.
4. GoB is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by DTE/TMED and other PIAs referenced in 1 above.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the World Bank by GoB (through DTE/TMED) as required by the ESCP and the conditions of the legal agreement, and the World Bank will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the World Bank and GoB, 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, GoB 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 the GoB. The GoB will promptly disclose the updated ESCP.
7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the GoB shall provide additional funds (to DTE/TMED), if needed, to implement actions and measures to address such risks and impacts, which may include *environmental, social, health, and safety, labor influx, involuntary resettlement, small ethnic and vulnerable communities and gender-based violence related impacts, etc.*

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 WB 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 documents required under the ESCP, stakeholder engagement activities, functioning of the grievance mechanism(s).</p>	Submit semi-annual reports no later than 45 days after the last day of each period.	DTE/PIU
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, the affected communities, the public or workers, including accidents that could result in fatalities, injuries, social inequalities, gender-based violence, etc. 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 World Bank’s request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p>	Any incident or accident shall be notified to the Bank within 48 hours after learning of the incident or accident. A report will be provided within a month after learning of the incident or accident, acceptable to the Bank, as requested.	DTE/PIU Contractors Partner TVET Institutions Partner Industries
C	<p><b>CONTRACTORS MONTHLY REPORTS</b></p> <p>Prepare and submit quarterly progress reports</p>	The first week of each quarter	Contractors, sub-contractors, Other TVET Institutions of Partners, and Partner Industries.
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <ul style="list-style-type: none"> <li>Hire Environmental and Social Development Specialists</li> <li>Form an Environmental and Social Cell in PIU headed by a deputed official under the Project Director to look after project E&amp;S safeguards</li> </ul>	<p>Within 3 months from Project effectiveness</p> <p>Within 3 months from Project effectiveness</p>	DTE/PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
	<ul style="list-style-type: none"> <li>Contractors, Partner Industries and Other TVET will recruit an Environmental, Health, and Safety Manager (EHSM).</li> </ul>	During the tendering/grant awarding process but onboarding no later than 30 days after contract signing.	DTE/PIU  Contractors, Partner Industries and Other TVET Institutions
1.2	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENT</b></p> <ul style="list-style-type: none"> <li>Prepare and disclose the Environmental and Social Management Framework (ESMF)</li> <li>Update/prepare supplementary ESMF and re-disclose/discard the updated/supplementary ESMF upon activation of the Contingent Emergency Response Component (CERC), including adding a positive list of eligible activities/expenditures at the time of CERC activation, if new activities under CERC are not covered by existing ESMF.</li> <li>Prepare and disclose IEE/ESIAs for the sub-projects/activities, as relevant</li> </ul>	<p>Prior to Project appraisal and maintained throughout implementation</p> <p>Within 90 days from CERC activation</p> <p>Throughout the project implementation but immediately after identification of each subproject</p>	<p>DTE/PIU</p> <p>DTE/PIU</p> <p>DTE/PIU (if necessary, through independent environmental firm)</p>
	<p><b>Management Tools and Instruments</b></p> <p>Prepare, disclose, update and implement the Environmental and Social Management Plan (ESMP) for ASSET project</p>	To be done all through the project period after site selection during project Implementation/construction/renovation stage	DTE/PIU to monitor ESMP compliance and effectiveness
1.3	<p><b>ENVIRONMENTAL STATUTORY CLEARANCE AND APPROVALS</b></p> <p>Obtain environmental clearances, licenses/approvals and permits under existing legal framework that are applicable to the Project from relevant national and/or local authorities.</p>	Prior to commencement of civil works, installation of laboratory and workshop equipment/machineries and/or handling of hazardous chemicals/biosafety hazards	DTE/PIU through engaging PIU Contractors, Partner Industries and Other TVET Institutions
1.4	<p><b>MANAGEMENT OF CONTRACTORS, PARTNER INDUSTRIES AND OTHER TVET INSTITUTIONS</b></p>		DTE/PIU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>Incorporate the relevant aspects of the ESCP, including the relevant E&amp;S documents and/or plans, and the Labor Management Procedures, into the ESHS specifications of the procurement documents, participation agreements, and partnership agreements with contractors, Partner Industries and Other TVET Institutions. Thereafter ensure that they comply with the ESHS specifications of their respective contracts and agreements.</p> <p>Bidding documents, ToRs, contracts, and partnership/participation agreements to include relevant measures in the ESMP. This may include, as relevant: Occupational Health and Safety Plan, Water and Waste Management Plan, Traffic Management and Road Safety Management Plan, Labor Influx Management Plan, Workers Camp Management Plan, Borrow Area Management Plan, Material Sourcing Plan and Site Restoration Plan and Community Health and Safety Plan</p> <p>Implementation of ESMP by Contractors, Industry Partners and other TVET Institutions that will be monitored by the project</p> <p>Include all relevant E&amp;S provisions in the different Operational Manuals and other related documents of the ASSET project, with comments from the Bank.</p> <p>Develop and implement Operations and Maintenance (O&amp;M) Plan for the proper maintenance of the establishments/building in the post-construction period.</p>	<p>Prior to issuance of EOI notice for contractors, Partner Industries and Other TVET Institutions</p> <p>During Bid document and ToR preparation</p> <p>During inception and throughout the implementation</p> <p>Within 4 (four) months of the project's effectiveness</p> <p>Following the start of civil constructions, renovation/refurbishment works but before completion of such works</p>	<p>DTE/PIU</p> <p>DTE/PIU</p> <p>DTE/PIU</p> <p>DTE/PIU</p> <p>Contractors, Partner Industries and Other TVET Institutions</p>
<p><b>ESS 2: LABOR AND WORKING CONDITIONS</b></p>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Prepare, update, adopt, and implement the Labor Management Procedures (LMP)</p>	Prior to project appraisal and maintained throughout Project implementation.	DTE/PIU Contractors
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2 and labor laws of Bangladesh.</p>	Within 60 days from Project effectiveness and maintained throughout Project implementation.	DTE/PIU Contractors
2.3	<p><b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b></p> <p>Prepare, adopt, and implement occupational, health and safety (OHS) measures specified in the LMP.</p>	<p>OHS measures as per LMP and ESMP will be applied by DTE to local workers carrying out labor-intensive maintenance works</p> <p>OHS plan will be prepared by contractor prior to site mobilization and implemented during civil works</p>	DTE/PIU Contractors

<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<b>CONSTRUCTION MATERIAL SOURCING PLAN:</b> Prepare, adopt, and implement Construction Material Sourcing Plan for the major civil work contracts that are acceptable to the World Bank	Prior to contractors' mobilization	Contractors DTE/PIU
3.2	<b>LABORATORY AND WOKSHOP SAFETY PROTOCOL:</b> Prepare, adopt, and implement Standard Laboratory and Workshop Safety Protocol following GoB's Laboratory Safety Guideline for the establishment of laboratories and workshops	Prior to operation of the laboratories, training labs and workshops	Contractors, Partner Industries and TVET Institutions DTE/PIU
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<b>Training Condition Improvement Plan:</b> Prepare, adopt and implement training condition improvement plans to ensure security, sanitation, and green environment for the project supported TVET courses	Prior to operation of supported TVET courses.	TVET Institutions DTE/PIU
4.2	<b>COMMUNITY HEALTH AND SAFETY:</b> Prepare, adopt, and implement measures and action to assess and manage specific risks and impacts to the community arising from Project activities (including risks related to the behavior of the project workers, labor influx, increased social interactions between project workers and communities, increased construction activities, etc. incorporate these measures in the Community Health and Safety Plan as part of C-ESMP mentioned in item 1.4 above.	Prior to contractor's, Partner Industries and Other TVET Institutions mobilization	DTE/PIU Contractors Partner Industries and Other TVET Institutions
4.3	<b>GBV AND SEA/SH RISKS</b> Prepare, adopt and implement a Gender-Based Violence Action Plan (GBV Action Plan)	Before the negotiation	DTE/PIU
4.4.	Establish, maintain, and operate a grievance mechanism specific to GBV/SEA/SH concerns, as elaborated in the GBV Action Plan	Within 60 days from Project effectiveness and maintained throughout project implementation.	DTE/PIU Contractors, Partner Industries and TVET Institutions

4.4	<p><b>GBV AND SEA RISKS DURING PROJECT IMPLEMENTATION:</b> Implement measures as per GBV action plan</p>	During project implementation	DTE/PIU Contractors, Partner Industries and TVET Institutions
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p><b>RESETTLEMENT PLANS:</b> Prepare and disclose Resettlement Policy Framework (RPF)</p> <p>Prepare, disclose and implement Resettlement Action Plan (RAP) or Abbreviated Resettlement Action Plan (ARAP) for each activity where land acquisition and/or displacement are expected. <i>(If there is only minor, temporary economic displacement affecting a small number of people, the ARAPs can be in the form of a specific section of the relevant ESMPs rather than free-standing documents).</i></p>	<p>Prior the Project appraisal and maintained throughout project implementation</p> <p>Prior to taking of any land or starting construction where affected persons are either suspected/identified</p>	<p>DTE/PIU</p> <p>DTE/PIU</p>
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	<p><b>SMALL ETHNIC AND VULNERABLE COMMUNITY DEVELOPMENT PLAN:</b> Prepare, disclose and Implement Small Ethnic and Vulnerable Community Development Framework (SEVCDF)</p> <p>Prepare, disclose and Implement Small Ethnic and Vulnerable Community Development Plan (SEVCDP) by carrying out due diligence for inclusion of the targeted beneficiaries for each subproject/activity, where needed.</p>	<p>Prior the Project appraisal and maintained throughout project implementation</p> <p>Prior to start of activity that has potential impacts on the small ethnic and other vulnerable communities</p>	<p>DTE/PIU</p> <p>DTE/PIU</p>
<b>ESS 8: CULTURAL HERITAGE</b>			



8.1	<p><b>CHANCE FINDS:</b> Prepare and implement chance finds procedure described in the ESMPs and include as a requirement in IEE/ESIA/ESMP and also in the Bid documents for civil works and subsequently, in the work contracts.</p>	Prior to the commencement of civil works	DTE/PIU Contractors
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b> Prepare, update, adopt, and implement a Stakeholder Engagement Plan (SEP)</p>	Prior to project appraisal and maintained throughout project implementation.	DTE/PIU
10.2	<p><b>PROJECT GRIEVANCE MECHANISM:</b> Prepare, adopt, maintain and operate a grievance mechanism, as described in the SEP, RPF and ESMF</p>	Within 30 days from Project effectiveness and maintained throughout project implementation	DTE/PIU and Other PIAs Contractors, Partner Industries and Other TVET Institutions
<b>CAPACITY SUPPORT (TRAINING)</b>			
CS1	<p>Based on E&amp;S Capacity Assessment following types of training will be provided to the relevant target groups, such as PIU staff, stakeholder community, project workers, consultants, contractors, sub-contractors, Partner Industries, and Other TVET Institutions:</p> <ul style="list-style-type: none"> <li>• Introduction to World Bank ESF</li> <li>• Labor and working conditions</li> <li>• Community health and safety</li> <li>• Stakeholder Engagement</li> <li>• Preparation and review of RPF and RAP</li> <li>• Preparation of ESIA under ESMP</li> <li>• ESF/ESS compliance monitoring and audit</li> <li>• RAP compliance monitoring and audit</li> <li>• OHS and Labor Management audit</li> <li>• Cultural heritage impacts management</li> </ul>	During Project implementation	DTE/PIU Environmental and Social Development Specialists Contractors World Bank

