

**Islamic Republic of Pakistan  
Government of Punjab (GoPb)**

**Connected Punjab Program (P513786)**

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

**FOR APPROVAL**

**June 8, 2026**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Government of Punjab (GoPb, the Implementing Entity) will implement the **IPF component of the Connected Punjab Program (The Project)**, with the involvement of **the Planning and Development Board (P&D), Punjab Information Technology Board (PITB) and the Punjab Revenue Authority (PRA), Government of Punjab** as set out in Financing Agreement and the Implementing Entity Agreement (the Agreements). The International Development Association (“Association”), will provide the financing for the Project as set out in the Agreements.
2. The GoPb 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 Agreements. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred Agreements.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the GoPb (Implementing Entity) 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. As provided for under the refereed Agreements, the Implementing Entity shall ensure that there are sufficient funds available to cover the cost of implementing the ESCP.
4. As agreed by the Association and the GoPb, 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 Association and the GoPb agree to update the ESCP to reflect these changes through an exchange of letters signed among the Association and GoPb’s representatives specified in the Agreements. The GoPb shall promptly disclose the updated ESCP.
5. The subsection on ‘Indicators for Implementation Readiness’ below identifies the actions and measures to be monitored to assess Project readiness to begin implementation in accordance with this ESCP. Nevertheless, all actions and measures in this ESCP shall be implemented as set out in the ‘Timeframe’ column below irrespective of whether they are listed in the referred subsection.

Material Measures and Actions	Timeframe	Responsible Entity/Authority
<b>IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT</b>		
<p>A <b>ORGANIZATIONAL STRUCTURE</b></p> <p>Utilize the established E&amp;S structure at PMPRU to support the PforR Results Areas of the Program, comprising of qualified staff and resource hired to support management of E&amp;S risks at the integrated Program Management Unit (PMU), which will include the following additional positions:</p> <ul style="list-style-type: none"> <li>• Two Environmental Specialists (to support all implementing agencies)</li> <li>• Social Specialist/Community Engagement/GRM Officer</li> <li>• Data protection focal point</li> </ul>	<p><i>Within 3 months of Project Effectiveness</i></p>	<p>Program Director (PD) at Punjab Resource Management and Policy Unit (PRMPU) in coordination with Punjab Information Technology Board (PITB) and Punjab Revenue Authority (PRA, for hiring in their respective units)</p>
<b>MONITORING AND REPORTING</b>		
<p>B <b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Association regular monitoring &amp; progress 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) as well as related considerations as per E&amp;S requirements.</p>	<p><i>Quarterly ESHS Progress Report throughout the Project implementation, to be submitted within two weeks after completion of each quarter (e.g., by April 14, July 14, October 14 and January 14).</i></p>	<p>PD at PRMPU in coordination with PITB and PRA</p>

C	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>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 affected communities, the public, workers or any other affected party.</p> <p>Provide sufficient details 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 Association’s requests, prepare a report on an incident or accident and propose any measures to prevent its recurrence.</p>	<p><i>Notify the Association no later than 48 hours after learning of the incident or accident. Provide available details upon request.</i></p> <p><i>Provide review report and Corrective Action Plan to the Association no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Association.</i></p>	<p>PD at PRMPU in coordination with PITB and PRA</p>
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENT AND/OR PLANS</b></p> <p>Integrate relevant Environmental and Social provisions including e-waste procedures into the Project Operation Manual (POM) to be included in the POM.</p> <p>Prepare, adopt, and implement a Data Handling and Privacy SOP aligned with provincial Data Governance and Cybersecurity strategies, including data minimization, lawful basis, purpose limitation, role-based access controls, logging/audit, secure storage/transfer, breach notification, and incident response for verification-related data.</p>	<p><i>Integrate E &amp; S provisions into the POM and prepare the POM within three months of Program Effectiveness</i></p>	<p>PD at PRMPU in coordination with PITB and PRA</p>
1.2	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies, capacity building, training, or any other TA activities under the Project are carried out consistent with the Project’s ESCP, LMP, Codes of Conduct including SEA/SH provisions, and data handling/privacy SOPs, in a manner acceptable to the Association and consistent with ESSs.</p>	<p><i>Prior to the start of the bidding procedure for a TA activity, and throughout TA activity implementation.</i></p>	<p>PD at PRMPU in coordination with PITB and PRA</p>

<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b> Prepare and implement the Labor Management Procedures as part of the POM for the direct and contracted staff hired under the project, essentially to meet the objectives and requirements of ESS 2 including code of conduct with SEA/SH provisions, OHS measures and prohibition of child/forced labor.</p> <p>Ensure all consulting firms hired under IPF component to adopt Codes of Conduct (including SEA/SH) and OHS measures consistent with the objectives and requirements of ESS 2, including provincial laws.</p>	<i>Within 90 days of Project Effectiveness and implemented throughout the Project lifecycle</i>	PD at PRMPU in coordination with PITB and PRA with support of the E&S Specialists
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b> Establish, publicize, and maintain Project Workers Grievance Mechanism (GM) as part of the POM. The GRM should also be designed to address labor-related GBV/SEA/SH issues including provision of a referral system.</p>	Grievance Mechanism to be operational prior to engaging any project workers and maintained throughout Project implementation.	PD at PRMPU in coordination with PITB and PRA with support of the E&S Specialists
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>E-WASTE MANAGEMENT PLAN.</b> Not Relevant</p>		
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b> Not Relevant</p>		
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p><b>RESETTLEMENT PLANS:</b> Not relevant</p>		
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			

6.1	<b>BIODIVERSITY RISKS AND IMPACTS</b> Not relevant		
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	<b>INDIGENOUS PEOPLES PLAN</b> Not relevant		
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<b>CHANCE FINDS:</b> Not relevant		
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
9.1	<b>ESMS</b> Not relevant		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b> Implement the stakeholder Engagement activities already embedded into the program design, consistent with ESS10,	<i>Publish biannual stakeholder engagement reports</i>	PD at PRMPU in coordination with PITB and PRA with support of the E&S Specialists
10.2	<b>PROJECT GRIEVANCE MECHANISM</b> Maintain, and enhance the consolidated project Grievance Redress Mechanism (GRM) by including Grievance Mechanisms at PITB and PRA; and those operated by Provincial Government, to ensure accessibility, transparency, and effectiveness in addressing concerns and grievances by the stakeholders related to project, in a 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. The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of the SEA/SH grievance case.	<i>Enhance and operate the grievance mechanism prior to the commencement of Project activities and thereafter maintain the mechanism throughout Project implementation.</i>	Social Specialist and GRM focal person of PMU at Punjab Resource Management and Policy Unit (PRMPU) in coordination with Punjab Information Technology Board and Punjab Revenue Authority

CAPACITY SUPPORT			
CS1	<p>The following training will be provided to PMU staff and consultants:</p> <ul style="list-style-type: none"> <li>• Specific Aspects of Environmental and Social Assessment including E-Waste SOPs.</li> <li>• Environmental and Social Sensitivity of the relevant reform's agenda.</li> <li>• Stakeholder Mapping, culturally appropriate communication and dispute management.</li> <li>• Implementing Entity's National/Provincial Regulatory Requirements.</li> <li>• Grievance Mechanism.</li> <li>• Gender Sensitivity.</li> <li>• Mitigation Against SEA and SH.</li> <li>• Case Management of SEA/SH Complaints for GRM Staff.</li> </ul>	<p><i>Throughout Project Implementation, whenever required as per the POM and relevant E&amp;S instruments.</i></p>	<p>PD at PRMPU in coordination with PITB and PRA with support of the E&amp;S Specialists</p>
INDICATORS FOR IMPLEMENTATION READINESS			
	<ul style="list-style-type: none"> <li>• Recruitment of the E&amp;S staff</li> <li>• Establish and implement grievance mechanism for Project workers</li> </ul>		