

**India**

**DRAFT**

**JAMMU AND KASHMIR Sustainable Local  
Economic and Tourism Development Project  
(SLETD)**

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

**P513389**

**Appraisal**

November 2025

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. India (the Borrower) shall cause the Jammu and Kashmir Sustainable Local Economic and Tourism Development (SLETD) Project (the Project) to be implemented by the union territory of Jammu and Kashmir (the Project Implementing Entity or PIE) through its Tourism Department (the Tourism Department) and other implementation agencies (the IAs), namely the Jammu and Kashmir Tourism Development Corporation Limited (JKTDCL), Public Works (R&B) Department, and Jal Shakti Department, as set out in the Loan Agreement (the Agreement). The International Bank for Reconstruction and Development (the Bank), has agreed to provide the financing for the Project, as set out in the Agreement.
2. The Borrower shall cause the PIE to 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 Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Agreement.
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, their respective timeframes; institutional, staffing, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESSs, in form and substance acceptable to the Borrower. Said E&S documents may be revised from time to time with prior written agreement by the Bank. As provided for under the referred Agreement, the Borrower shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Bank and the Borrower, this ESCP will be revised from time to time, if necessary, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Bank and the Borrower agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Borrower. The Borrower shall cause the PIE to 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 sub-section.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT</b>			
A	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain a Project Management Unit (PMU) within the Tourism Department with qualified staff and resources to support the management of environmental, social, health and safety risks and impacts of the Project including <b>full-time Environmental Manager and Social Manager</b> for overall consolidation and monitoring of E&amp;S risk management. In addition, a Land Collector or a Resettlement Expert will also be engaged, if /when needed, as mutually agreed. A <b>Forest Officer</b> from Department of Forests will be <b>deputed</b> to the PMU.</p> <p>All Implementing Agencies (IAs) to have <b>Environmental Specialists and Social Specialists</b> as staff or through Design and Support Consultancies to manage land acquisition and resettlement, Occupational Health and Safety (OHS), and overall E&amp;S risk management.</p>	<p>Appoint the PMU and appoint all staff no later than three months after the Effective Date and thereafter maintain these positions throughout Project implementation.</p> <p>Designate and or appoint E&amp;S specialists staff no later than three months after the Effective Date and thereafter maintain these positions throughout Project implementation</p>	PMU within the Tourism Department, IAs
B	<p><b>CAPACITY BUILDING PLAN/MEASURES</b></p> <p>Conduct a training needs assessment and prepare and implement the following capacity-building measures for PMU, IAs, and Project workers, including contracted workers, on E&amp;S risk management, Environmental and Social Framework requirements, screening of subprojects, OHS, labor protection and welfare, construction monitoring and auditing, stakeholder engagement, information disclosure, awareness, prevention and response to SEA/SH, setting up and management of grievance redress mechanism, resettlement planning, implementation of livelihood restoration activities, Community Health and Safety, incident/accident reporting procedures, and emergency preparedness and response procedures.</p>	Capacity Building Plan to be prepared and approved no later than 6 months of the Effective Date and thereafter implemented throughout Project implementation.	PMU within the Tourism Department, and JKTDC

<b>MONITORING AND REPORTING</b>			
C	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project for the reporting period. The reports shall include:</p> <ul style="list-style-type: none"> <li>• Status of preparation and implementation of E&amp;S documents required under the ESCP.</li> <li>• Summary of stakeholder engagement activities carried out as per the Stakeholder Engagement Plan.</li> <li>• Complaints submitted on the grievance mechanism(s), the grievance log, and progress made in resolving them.</li> <li>• E&amp;S performance of contractors and subcontractors as reported through monthly contractors' and supervision firms' reports.</li> <li>• Summary of capacity-building activities conducted.</li> <li>• Number and status of resolution of incidents and accidents reported under action E below.</li> </ul>	<p>Submit semestral reports to the Bank throughout Project implementation, commencing after the Effective Date. Submit each report to the Bank no later than 30 days after the end of each reporting period.</p>	<p>PMU within the Tourism Department, and JKTDC</p>
D	<p><b>CONTRACTORS' MONTHLY REPORTS</b></p> <p>Require contractors and supervising firms to provide monthly monitoring reports on E&amp;S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Bank.</p>	<p>Submit the monthly reports to the Bank as annexes to the reports to be submitted under action C above.</p>	<p>PMU within the Tourism Department; JKTDC&amp;IAs hiring Contractors</p>
E	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Notify the Bank of any incident or accident relating 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 those resulting in death or significant injury to workers or the public; acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; use of forced or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks. Provide available details of the incident or accident to the Bank upon request.</p> <p>Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Bank, and implement a Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.</p>	<p>Notify the Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request.</p> <p>Provide a review report and a Corrective Action Plan to the Bank no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Bank.</p>	<p>PMU within the Tourism Department, and all IAs</p> <p>PMU within the Tourism Department, and all IAs</p>

ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENTS AND/OR PLANS</b></p> <p>a. Prepare and implement the Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</p> <p>b. Prepare and implement site-specific Environmental and Social Management Plans (ESMPs), and where required, Environmental and Social Impact Assessments (ESIAs), in accordance with the procedures and guidance set out in the ESMF, consistent with the relevant ESSs, as needed.</p> <p>c. JKTDCCL and all IAs to prepare the ESMPs if applicable, e.g., Jal Shakti Department and Public Works (R&amp;B) Department, to prepare and implement the subproject site-specific Environmental and Social Impact Assessment (ESIA) and Environmental and Social Management Plan (ESMP), as set out in the ESMF. [The proposed subprojects activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project.]</p> <p>d. Conduct a Strategic Environmental and Social Assessment (SESA) of the proposed tourism strategy under Component 1 of the project.</p>	<p>a. Draft the ESMF prior to Appraisal, finalize within 30 days of effectiveness, and thereafter implement throughout Project implementation.</p> <p>b. Prepare the ESMP and ESIA, where required, prior to the carrying out of the subproject or Project, and thereafter implement the ESMP and ESIA throughout Project implementation.</p> <p>c. Prepare the ESMP and incorporate the ESMP as part of the bidding documents for the respective subproject or Project activity, prior to the carrying out of the subproject or Project, and implement the respective ESMP throughout Project implementation.</p> <p>d. Prepare the SESA not later than two (2) years after the Effective Date.</p>	<p>a. PMU within the Tourism Department</p> <p>b. JKTDCCL and all IAs</p> <p>c. JKTDCCL and all IAs</p> <p>d. JKTDCCL</p>
1.2	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP, including, <i>inter alia</i>, ESIA, ESMP, the Labor Management Procedures (LMP), and Workers Code of Conduct, into the E&amp;S specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter, ensure that the contractors, supervising firms comply and that they require their subcontractors to comply with the E&amp;S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Bank.</p>	<p>As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Bank upon request.</p>	<p>PMU within the Tourism Department and all IAs hiring Contractors</p>

1.3	<b>TECHNICAL ASSISTANCE</b> Carry out the consultancies, studies, surveys, including feasibility studies, capacity building, training, and any other technical assistance activities under the Project in accordance with terms of reference acceptable to the Bank that are consistent with the ESSs. Thereafter, prepare and finalize the outputs of such activities in compliance with the terms of reference.	Throughout Project implementation.	PMU within the Tourism Department, and JKTDCCL
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<b>LABOR MANAGEMENT PROCEDURES</b> Prepare, adopt, and implement the Labor Management Procedures (LMP) for the Project.	Prepare and adopt LMP within 30 days of effectiveness, and thereafter implement the LMP throughout Project duration.	PMU within the Tourism Department; JKTDCCL and IAs
2.2	<b>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</b> Require contractors and subcontractors to prepare and implement OHS Management Plan in accordance with the LMP, ESMF, and site-specific ESMPs.	Prepare the OHS Management Plan, as part of the Contractors' ESMP, prior to the commencement of civil works, and thereafter implement the plan throughout Project implementation.	JKTDCCL and IAs
2.3	<b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b> Establish and operate a grievance redress mechanism for all categories of Project workers, as described in the LMP and consistent with ESS2. The grievance mechanism is to be sensitive to SEA/SH incidents.	Establish grievance mechanism prior to engaging Project workers, and thereafter, maintain and operate it throughout Project implementation.	PMU within the Tourism Department; JKTDCCL and IAs
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<b>RESOURCE EFFICIENCY</b> Incorporate resource efficiency measures in the ESMP to be prepared under Action 1.1 above. These measures should include: <ul style="list-style-type: none"> <li>● Efficient use of water resources</li> <li>● Energy efficiency design</li> <li>● Sustainable procurement and use of construction materials</li> </ul>	Same timeframe as for the preparation and implementation of the updated ESMP (Action 1.1(b))	PMU within the Tourism Department and all IAs

3.2	<p><b>POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Require contractors to prepare and implement the following pollution prevention plans as part of their ESMP:</p> <ul style="list-style-type: none"> <li>● Solid and liquid waste management</li> <li>● Wastewater and drainage management</li> <li>● Erosion and sediment control</li> <li>● Air and noise pollution control measures</li> </ul> <p>These plans shall be consistent with the requirements of ESS3 and relevant provisions of the site-specific ESMPs, ESMF, including applicable World Bank Group Environmental, Health, and Safety (EHS) Guidelines.</p>	Prepare the Pollution Prevention Plan as part of the C-ESMP prior to the commencement of civil works, and thereafter implement the plan throughout Project duration.	PMU within the Tourism Department and all IAs
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under Action 1.1.(b)</p>	Same timeframe as for the preparation and implementation of the ESMP(Action 1.1.(b))	JKTDCLand IAs
4.2	<p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Assess and manage specific risks and impacts to the community arising from Project activities, including, <i>inter alia</i>, the behavior of Project workers, risks of labor and tourist influx in remote or culturally sensitive areas, disruptions to the livelihoods of informal vendors and artisans, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.</p>	Same timeframe as for the preparation and implementation of the ESMP (Action 1.1.(b))	JKTDCL and IAs
4.3	<p><b>SEA AND SH RISKS</b></p> <p>Prepare and implement a GBV Prevention Action Plan of the Project, to assess and manage the risks of SEA and SH.</p>	Prepare the GBV Prevention Action Plan within 30 days of effectiveness and thereafter implement the plan throughout Project implementation.	PMU within the Tourism Department andJKTDCL
4.4	<p><b>SECURITY MANAGEMENT</b></p> <p>Assess, adopt, and implement community health and safety measures included in the ESMPs (action1.2 above). The ESMPs will also include assessment of any ESS4 risks to the Project-affected persons and their assets, and the Project.</p>	Before launching the bidding process for the respective subproject that requires the adoption of such ESMP. Once adopted, implement the respective ESMP throughout subproject implementation.	PMU within the Tourism Department

<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	<p><b>RESETTLEMENT PLAN</b></p> <p>a. Prepare and implement a Resettlement Planning Framework (RPF) for the Project, consistent with ESS5.</p> <p>b. Prepare and implement a Resettlement Action Plan (RAP) for each subproject with resettlement impacts and/ or access restrictions and for which such a plan is required, as set out in the Resettlement Policy Framework (RPF) and consistent with the requirements of ESS5.</p>	<p>a. Prepare and adopt RPF within 30 days of effectiveness, and thereafter implement the RPF throughout Project implementation.</p> <p>b. Prepare and implement the respective Resettlement Action Plan (RAP) prior to carrying out the relevant works, including ensuring that before taking possession of land and related assets, full compensation has been provided and, as applicable, displaced people have been resettled and moving allowances have been provided.</p>	<p>a. PMU within the Tourism Department</p> <p>b. JKTDC and IAs</p>
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<p><b>BIODIVERSITY RISKS AND IMPACTS</b></p> <p>Conduct a biodiversity assessment as part of the site-specific ESMPs for subprojects located near ecologically sensitive areas. The assessment shall identify potential risks and impacts on habitats and species, and propose appropriate mitigation measures consistent with ESS6. Project activities shall also comply with existing biodiversity or conservation management plans, where available, for the respective lakes, parks, or protected areas.</p>	<p>Conduct the biodiversity assessment and include corresponding mitigation measures in the ESMP prior to the commencement of any subproject located in or near ecologically sensitive areas, and thereafter implement these measures throughout Project implementation.</p>	<p>PMU within the Tourism Department</p>
<b>ESS7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			

7.1	<p>a. Prepare and implement a Tribal Development Framework (TDF) for the Project, consistent with the requirements of ESS7.</p> <p>b. Prepare and implement a Tribal Development Plan (TDP) for each subproject or activity under the Project for which such TDP is required, as set out in the TDF, and consistent with the requirements of ESS7.</p>	<p>a. Prepare and adopt TDF within 30 days of effectiveness, and thereafter, implement the TDF throughout Project duration.</p> <p>b. Prepare the TDP prior to the carrying out of any subproject or activity that requires the preparation of such TDP. Once finalized, implement the respective TDP throughout Project implementation.</p>	<p>a. PMU within the Tourism Department</p> <p>b. JKTDCLand all IAs</p>
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<p><b>CULTURAL HERITAGE RISKS AND IMPACTS</b></p> <p>Assess potential cultural heritage impacts as part of the site-specific ESMPs for subprojects where such risks are identified. Where required, prepare and implement a Cultural Heritage Management Plan (CHMP), as part of the ESMP, consistent with the requirements of ESS8.</p>	<p>Prepare CHMP, as part of site-specific ESMPs (Action 1.1.(b)) where required, and thereafter implement the CHMP throughout Project implementation.</p>	<p>PMU within the Tourism Department, and JKTDCLand</p>
8.2	<p><b>CHANCEFINDS</b></p> <p>Describe and implement the chance finds procedures, as set out in the ESMF</p>	<p>Same timeframe as for the preparation and implementation of the ESMF (Action 1.1.(a)). Implement the procedures throughout Project implementation].</p>	<p>JKTDCLand all IAs</p>
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN</b></p> <p>Update and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, <i>inter alia</i>, 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.</p>	<p>Update the SEP no later than three months of Project Effectiveness and thereafter implement the SEP throughout Project implementation.</p>	<p>PMU within the Tourism Department (JKTDCLand and IAs to implement)</p>

10.2	<p><b>GRIEVANCE REDRESSAL MECHANISMS</b></p> <p>Establish, publicize, maintain, and operate an accessible grievance redressal 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. 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.</p>	<p>Establish the grievance mechanism no later than 60 days after the Effective Date, and thereafter maintain and operate the mechanism throughout Project implementation.</p>	<p>PMU within the Tourism Department and JKTDC</p>
------	--	---	--

**INDICATORS FOR IMPLEMENTATION READINESS**

The following actions are indicators for implementation readiness:

- PMU is established and fully staffed. IAs including JKTDC with staffed or designated E&S Specialists.
- ESMF (RPF, TDF, LMP, GBV prevention Action Plan, CHMF) and SEP are finalized, cleared by the Bank, and publicly disclosed.
- Grievance redressal mechanism for the Project is established and operational