

**REPUBLIC OF THE PHILIPPINES**

**DEPARTMENT OF EDUCATION**

**DEPARTMENT OF PUBLIC WORKS AND HIGHWAYS**



**INFRASTRUCTURE FOR SAFER AND RESILIENT SCHOOLS (ISRS) PROJECT  
(P180936)**

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

**DRAFT**

**AS OF MAY 02, 2024**

**INFRASTRUCTURE FOR SAFER AND RESILIENT SCHOOLS (ISRS) PROJECT  
(P180936)**

**ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN**

1. The Republic of the Philippines (the Borrower) will implement the Infrastructure for Safer and Resilient Schools (the Project), with the involvement of the Department of Education (DepEd) and Department of Public Works and Highways (DPWH), as set out in the Loan Agreement. The International Bank for Reconstruction and Development (the Bank or World Bank) has agreed to provide a financing of US\$500 million) for the Project, as set out in the Loan Agreement.
2. The Borrower, through DepEd as asset owner and implementing agency and DPWH [u1] as the co-implementing agency 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 Bank. The ESCP is a part of the Loan Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Loan 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, 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 Bank. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Bank.
4. As agreed by the Bank 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 DepEd and DPWH, and the Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Borrower's Undersecretary for School Infrastructure and Facilities (SIF) of DepEd and Senior Undersecretary for Unified Project Management Office of DPWH. The Borrower shall promptly disclose the updated ESCP.

| MATERIAL MEASURES AND ACTIONS   |  | TIMEFRAME   | RESPONSIBLE ENTITY    |
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| <b>MONITORING AND REPORTING</b> |  |   |                       |
| <b>A</b>                        | <p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the World Bank 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, the status of preparation and implementation of E&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>   | Throughout the Project implementation, semi-annual reports, commencing after the Effective Date. Submit each report to the World Bank no later than 30 days after the end of each reporting period. | DepEd-PMO<br>DPWH-PMO |
| <b>B</b>                        | <p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the World Bank of any incident or accident related to the Project that 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.</p> <p>Subsequently, at the World Bank’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p> | Notify the World Bank no later than 48 hours after learning of the incident or accident.  | DepEd-PMO<br>DPWH-PMO |
| <b>C</b>                        | <p><b>CONTRACTORS’ MONTHLY REPORTS</b></p> <p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in</p>  | Submit the monthly reports to the World Bank as part of the annexes to the semi-annual reports to be submitted under action A above.  | DepEd-PMO             |

| MATERIAL MEASURES AND ACTIONS   |   | TIMEFRAME  | RESPONSIBLE ENTITY   |
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|   | the respective bidding documents and contracts and submit such reports to the World Bank.   |  | Note: DPWH-PMO will share with DepEd-PMO the contractors' monthly reports for DepEd's consolidation. |
| <b>D</b>  | Notify the World Bank of any referral submitted to the Dispute Avoidance and Adjudication Board (DAAB) to initiate a process of compliance review in relation to a contractor's obligations to prevent and respond to sexual exploitation and abuse (SEA), and/or sexual harassment (SH) specified in the respective works contract with such contractor; and, in the event of any such referral, notify the World Bank of: (i) the DAAB's decision on such referral; (ii) the contractor's Notice of Dissatisfaction, if any, with such DAAB decision; (iii) any notification received on the commencement of an emergency arbitration proceeding or full arbitration proceeding in relation to the DAAB's decision; and (iv) the resulting emergency arbitration order and/or full arbitration order, if any. | No later than 7 days after the issuance or receipt, as applicable, of the relevant document (i.e., referral to the DAAB, issuance of DAAB decision, Notice of Dissatisfaction, notice of commencement of emergency/full arbitration, emergency/full arbitration order, as applicable). | DepEd PMO<br>DPWH PMO  |
| <b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b> |   |  |  |
| <b>1.1</b>  | <b>ORGANIZATIONAL STRUCTURE:</b><br><br>Establish and maintain an Environmental and Social Unit (ESU) within the DepEd-PMO and DPWH-PMO with adequate and qualified staff to lead and implement environmental and social risk management activities under the project including hiring of full time project staff, part time consultants, and technical experts as appropriate. The DepEd-PMO and DPWH-PMO will each have at least one qualified environmental and one social specialist at the national level, and an appropriate number of E&S focal persons will be designated at the <b>DepEd SDO level</b> [MTM2][JPM3] during the active period of preparation and construction works.  | No later than two months after the Effective Date of the loan  | DepEd- PMO<br>DPWH-PMO   |

| MATERIAL MEASURES AND ACTIONS  | TIMEFRAME   | RESPONSIBLE ENTITY            |
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| <p><b>1.2 ENVIRONMENTAL AND SOCIAL INSTRUMENTS:</b></p> <p>1. Adopt and implement the Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</p> <p>2. Prepare site specific Environment and Social Management Plan (ESMPs), or Environmental and Social Code of Practice (ESCOP) for smaller works, for each project site, include the ESMP or ESCOP in bidding documents, and adhere to the ESMP or ESCOP throughout implementation of construction works.</p> | <p>Adopt the ESMF by the Bank’s approval of the Project</p> <p>Adopt the ESMP (or ESCOP) throughout implementation of construction works.</p> | <p>DPWH-PMO<br/>DepEd-PMO</p> |
| <p><b>1.3 MANAGEMENT OF CONTRACTORS:</b></p> <p>Develop and implement procedures for managing contractors including, the relevant E&amp;S instruments, the LMP and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p>   | <p>Prior to the preparation of procurement documents and supervise contractors throughout construction stage.</p>                             | <p>DPWH-PMO<br/>DepEd PMO</p> |

| MATERIAL MEASURES AND ACTIONS |   | TIMEFRAME   | RESPONSIBLE ENTITY   |
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| 1.4                           | <p><b>TECHNICAL ASSISTANCE:</b></p> <p>Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with terms of reference acceptable to the World Bank that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>  | Throughout Project implementation.  | DPWH-PMO<br>DepEd-PMO<br>DepEd RO<br>DepEd SDO <sup>[u4]</sup><br>Project Contractors <sup>1</sup> |
| 1.5                           | <p><b>CONTINGENCY EMERGENCY RESPONSE COMPONENT</b></p> <p>a) Ensure that the [CERC Manual] includes a description of the ESHS assessment and management arrangements [including, if applicable, insert name of any CERC-ESMF/ESMF Addendum that will be included or referred to in the CERC Manual] for the implementation of the Contingency Emergency Response Component, in accordance with the ESSs.<sup>[u5]</sup></p> <p>b) Adopt any environmental and social (E&amp;S) instruments which may be required for activities under the Contingency Emergency Response Component of the Project, in accordance with the CERC Manual, the ESSs, Environment and Social Management Framework (ESMF), Environment and Social Management Plan (ESMP), and other relevant instruments, and thereafter implement the measures and actions required under said E&amp;S instruments, within the timeframes specified in said E&amp;S instruments.</p> | Before the carrying out of the relevant Project activities for which the E&S instrument is required. Implement the E&S instruments in accordance with their terms, throughout Project implementation. | DPWH-PMO<br>DepEd-PMO<br>DepEd SDO<br>Project Contractors  |

<sup>1</sup> Throughout this ESCP, “Project Contractors” refer to consulting firms, third party implementers, or private construction companies employed by the Borrower to provide technical assistance, or implement and perform school repair, rehabilitation, retrofitting, and/or reconstruction.

| MATERIAL MEASURES AND ACTIONS   |   | TIMEFRAME   | RESPONSIBLE ENTITY  |
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| <b>ESS 2: LABOR AND WORKING CONDITIONS</b>                                |   |   |   |
| <b>2.1</b>  | <p><b>LABOR MANAGEMENT PROCEDURES:</b></p> <p>Adopt and implement the Labor Management Procedures (LMP) for the Project, including inter alia, provisions on DOLE regulations, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to GBV/SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p> | Adopt the LMP no later than the Bank’s approval date of the Project and thereafter implement the LMP throughout Project implementation.   | DPWH-PMO<br>DepEd PMO<br>DepEd SDO<br>Project Contractors |
| <b>2.2</b>  | <p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS:</b></p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>  | Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation. | DPWH-PMO<br>DepEd-PMO<br>DepEd SDO<br>Project Contractors |
| <b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> |   |   |   |
| <b>3.1</b>  | <p><b>WASTE MANAGEMENT PLAN</b></p> <p>Formulate and execute Debris/Waste Management Plan consistent with the Republic Act 9003: [LMVO6] Ecological Solid Waste Management Act of 2000.</p>   | Debris and waste management plans prepared prior to Project implementation and thereafter executed throughout Project implementation.     | DepEd-PMO<br>DPWH-PMO<br>Project Contractors              |

| MATERIAL MEASURES AND ACTIONS             |  | TIMEFRAME   | RESPONSIBLE ENTITY  |
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| <b>3.2</b>                                | <p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b></p> <p>Formulate and implement noise, air/dust pollution prevention and management measures in line with Toxic Substances and Hazardous Waste Management Act (RA 6969), Clean Air Act of 1999 (RA 8749), and Clean Water Act (RA 9275). Integrate water and energy conservation measures such as implementation of green building design in compliance to the Philippine Green Building Code (as referral code of National Building Code (PD 1096)) and in consideration of RA 11285 – Energy Efficiency and Conservation Act of 2019.</p> | Throughout Project implementation.  | DepEd-PMO<br>DPWH-PMO<br>Project Contractors              |
| <b>ESS 4: COMMUNITY HEALTH AND SAFETY</b> |  |   |   |
| <b>4.1</b>                                | <p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>Incorporate measures to manage traffic and road safety risks as required in the site-specific ESMP within the project site and nearby communities.</p>  | Prior to the start of civil works and thereafter implement throughout Project implementation. | DepEd-PMO<br>DPWH-PMO<br>DepEd SDO<br>Project Contractors |
| <b>4.2</b>                                | <p><b>COMMUNITY HEALTH AND SAFETY</b></p> <p>Assess and manage specific risks and impacts to the community arising from Project activities, including inter alia, behavior of Project workers, risks of labor influx, response to emergency situations, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.</p>   | Prior to the start of civil works and thereafter implement throughout Project implementation. | DepEd-PMO<br>DPWH-PMO<br>DepEd SDO<br>Project Contractors |



| MATERIAL MEASURES AND ACTIONS |   | TIMEFRAME  | RESPONSIBLE ENTITY   |
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| <b>4.3</b>                    | <p><b>SEA AND SH RISKS</b></p> <p>Formulate and execute measures and actions to assess and manage the risks of Sexual Exploitation and Abuse (SEA)/ Sexual Harassment (SH) as part of the ESMP. Operate a GRM that is survivor-centered and sensitized to handling SEA/SH related-complaints.</p>   | <p>Integrate in the ESMP prior to the start of civil works and thereafter implement throughout Project implementation.</p> | <p>DPWH-PMO<br/>DepEd-PMO<br/>DepEd RO<br/>DepEd SDO<br/>Project Contractors</p> |
| <b>4.4</b>                    | <p><b>SECURITY MANAGEMENT</b></p> <p>When relevant and needed, assess and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities, as set out in the ESMP or Security Management Plan, guided by the principles of proportionality and Good International Industry Practice (GIIP), and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel.</p> | <p>Prior to start of civil works and thereafter implement throughout Project implementation.</p>                           | <p>DepEd-PMO<br/>DPWH-PMO<br/>DepEd SDO<br/>Project Contractors</p>              |

| MATERIAL MEASURES AND ACTIONS  |  | TIMEFRAME   | RESPONSIBLE ENTITY  |
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| <b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE, AND INVOLUNTARY RESETTLEMENT</b>         |  |   |   |
| <b>5.1</b>   | Activities causing permanent land acquisition, land use restrictions, or involuntary resettlement will be considered ineligible for financing under this Project. Temporary relocation for affected groups, e.g., learners, faculty and school facilities will be outlined in the ESMP and respective learning school-based continuity plans that will be developed by the affected schools with DepEd prior to construction works. School sites with land donation issues will undergo land due diligence to ensure compliance with the requirements of ESS5, i.e., evidence of written consent or deed of donation; no physical or economic displacement or encumbrance caused to the landowner or other users and occupants; and mutual benefit of the land donation to the owner and DepEd/DPWH. Relocation Plan [MTM7][JPM8] including school affiliated services (clinics, canteens etc) will be developed by DepEd PMO and DPWH PMO in consultation with selected schools and local stakeholders [JPM9][PTA10][u11] before the start of the construction works. | Prior to construction [MTM12][JPM13] [PA14][DNYT15][JPM16]              | DepEd-PMO<br>DPWH-PMO<br>DepEd RO<br>DepEd SDO                        |
| <b>5.2</b>   | On-site temporary resettlement plan to developed as part of the ESMP. No resettlement policy framework will be required, but when unavoidable temporary displacement will impact businesses structures, temporary closure or disruption of utilities, on-site temporary resettlement plan will be included in the ESMP.  | Prior to construction   | DepEd-PMO<br>DPWH-PMO<br>DepEd RO<br>DepEd SDO<br>Project Contractors |
| <b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b> |  |   |   |
| <b>6.1</b>   | <b>BIODIVERSITY RISKS AND IMPACTS</b><br><br>Develop and implement measures for the affected biodiversity, natural habitats, forecasts and other sensitive areas due to the project and restore the affected biodiversity and natural resources to their original conditions, in accordance with the guidelines of the ESMF prepared for the project, and in manner acceptable to the Bank.  | Development prior to and implementation of measures during construction | DepEd-PMO<br>DPWH-PMO<br>DepEd RO<br>DepEd SDO<br>Project Contractors |

| MATERIAL MEASURES AND ACTIONS   |  | TIMEFRAME  | RESPONSIBLE ENTITY   |
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| <b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b> |  |  |  |
| <b>7.1</b>  | <b>INDIGENOUS PEOPLES ENGAGEMENT</b><br><br>No Indigenous Peoples Planning Framework (IPPF) is needed, but Indigenous Peoples (IPs) engagement and welfare promotion for this Project shall comply with national legislation and DepEd Orders concerning rights of IPs incorporating measures consistent with ESS7 in sub-project site specific ESMPs.   | Prior to project implementation and throughout the project timeframe.            | DepEd-PMO<br>DepEd RO<br>DepEd SDO<br>Indigenous Peoples Education Office (IPsEO)<br>DPWH-PMO<br>National Commission on Indigenous People (NCIP) |
| <b>7.2</b>  | <b>GRIEVANCE REDRESS MECHANISM</b><br><br>Establish and maintain a Grievance Redress Mechanism (GRM) that is culturally appropriate and accessible to the IP groups as outlined in the IPPF, IPPs, and Social and Environmental Plan (SEP) which will be essential for addressing complaints from Indigenous Peoples Communities. Given the specific vulnerabilities of these communities to typhoons and earthquakes, the grievance mechanism will be designed to be accessible and culturally sensitive.                   | Prior to Project implementation and maintained throughout the Project timeframe. | DepEd-PMO<br>DepEd RO<br>DepEd SDO<br>Indigenous Peoples Education Office (IPsEO)<br>DPWH-PMO<br>National Commission on Indigenous People (NCIP) |
| <b>ESS 8: CULTURAL HERITAGE</b>   |  |  |  |
| <b>8.1</b>  | <b>CULTURAL HERITAGE RISKS AND IMPACTS</b><br><br>Prepare an ESMP that integrates necessary mitigation measures and activities to protect cultural heritage sites that are adjacent to or near the Project sites. While the Project’s negative list include buildings classified as cultural heritage buildings “Gabaldon”, this could still have the potential to adversely impact these heritage buildings as as civil works may involve substantial earth movement or excavation to replace adjacent building/classrooms. | Prior to start of civil works and maintained throughout the Project’s timeframe. | DepEd-PMO<br>DepEd RO<br>DepEd SDO<br>DPWH-PMO<br>Project contractors  |

| MATERIAL MEASURES AND ACTIONS                                    |   | TIMEFRAME   | RESPONSIBLE ENTITY   |
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| <b>8.2</b>   | <p><b>CHANCE FINDS</b></p> <p>Integrate the chance findings procedures in the POM based on the National Commission for Culture and the Arts (NCAA) guidelines and the site-specific ESMP.</p>   | <p>Before the Loan Agreement Effectiveness Date and will be implemented throughout Project duration..</p>   | <p>DepEd-PMO<br/>DepEd RO<br/>DepEd SDO<br/>DPWH-PMO<br/>Project contractors</p> |
| <b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b> |   |   |  |
| <b>10.1</b>  | <p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include 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 of manipulation, interference, coercion, discrimination and intimidation.</p>  | <p>Adopt the SEP before the Project’s approval date and implement it throughout the Project implementation</p> <p>Review and revise (when needed) during the project implementation phase</p> | <p>DepEd-PMO<br/>DepEd RO<br/>DepEd SDO<br/>DPWH-PMO</p>                         |
| <b>10.2</b>  | <p><b>PROJECT GRIEVANCE REDRESS MECHANISM</b></p> <p>Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate the 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.</p> | <p>Establish the grievance mechanism before the start of Project implementation and thereafter maintain and operate the mechanism throughout Project’s timeframe.</p>                         | <p>DepEd-PMO<br/>DepEd RO<br/>DepEd SDO<br/>DPWH-PMO</p>                         |

| MATERIAL MEASURES AND ACTIONS |   | TIMEFRAME   | RESPONSIBLE ENTITY                                       |
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|                               | <p>May also refer to the DepEd Order No. 35, s. 2004 “REVISION OF THE GRIEVANCE MACHINERY OF THE DEPARTMENT OF EDUCATION (DepEd)”</p> <p>Enclosure:<br/>Revised Policies on the Settlement of Grievance in the Public Sector contained in CSC Resolution No. 010113</p>   |   |  |
| CAPACITY SUPPORT              |   |   |  |
| <p><b>CS1</b></p>             | <p>Trainings to DepEd, DPWH, selected schools and Contractor staff to be provided prior to the start of any activities on the key measures contained in ESCP, ESMF, SEP, LMP:</p> <ul style="list-style-type: none"> <li>• Stakeholder mapping and engagement</li> <li>• Management of the grievance mechanism</li> <li>• specific aspects of environmental and social assessment</li> <li>• emergency preparedness and response</li> <li>• community health and safety.</li> <li>• GBV/SEA/SH case management and referral pathways</li> <li>• Labor and Occupational health and safety requirements of the Project</li> </ul> | <p>A month after the Effective Date, and before the start of the construction works, refresher training will be provided mid-project.</p> | <p>DepEd-PMO<br/>DepEd SDO<br/>DepEd RO<br/>DPWH-PMO</p> |