

REPUBLIC OF EL SALVADOR

Ministry of Education Growing Up and Learning Together: Comprehensive Early Childhood Development in El Salvador Project (P171316)

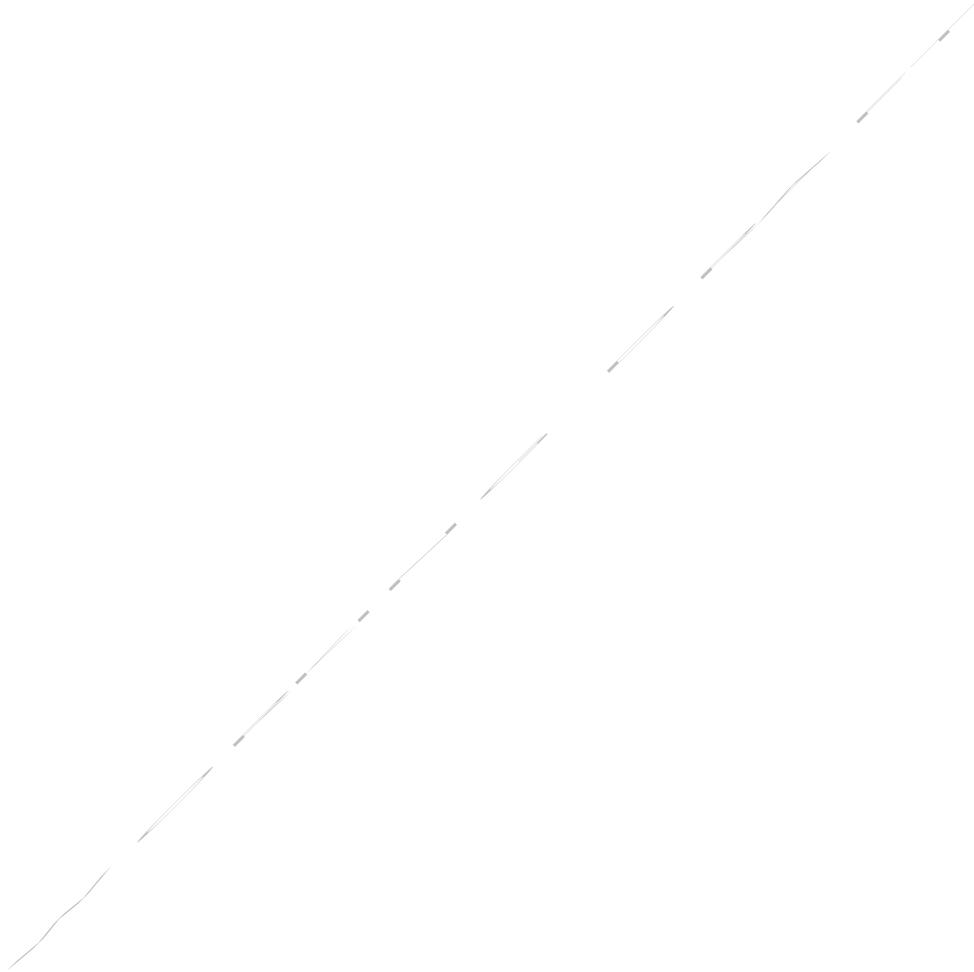
ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

February 19, 2020

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of El Salvador will implement the Growing Up and Learning Together: Comprehensive Early Childhood Development in El Salvador Project (**the Project**), with the involvement of its Ministry of Education (Ministerio de Educación - MINEDUCYT). The International Bank for Reconstruction and Development (hereinafter the Bank) has agreed to provide financing for the Project.
2. The Republic of El Salvador will implement material measures and actions for the Project to be implemented according to the Environmental and Social Standards (**ESS**). This Environmental and Social Commitment Plan (**ESCP**) establishes the material measures and actions, any specific documents or plans, as well as the timeframes for each of these.
3. The Republic of El Salvador will also comply with the provisions of any other environmental and social (E&S) documents required under the ESSs and referred to in this ESCP, such as the Environmental and Social Management Framework (ESMF), the Environmental and Social Management Plans (ESMPs) for subprojects, the Stakeholder Engagement Plan (SEP), the Indigenous Peoples Planning Framework (IPPF), specific Indigenous Peoples Plans that will be developed for sub-projects, the Resettlement Policy Framework (RPF), the specific Resettlement Action Plans (RAPs) that will be developed for sub-projects, and the Labor Management Procedures (LMP,) and the timelines specified in those E&S documents. These documents may be reviewed from time to time, during the Project implementation, with prior written agreement from the Bank.
4. The Republic of El Salvador is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Ministry, agency or unit referenced in 1. above.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Bank by the Republic of El Salvador as required by the ESCP and the conditions of the legal agreement, and the Bank will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the Bank and the Republic of El Salvador, 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, the Republic of El Salvador, through the minister in charge of MINEDUCYT, will agree to the changes with the 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 Bank and the minister in charge of MINEDUCYT. MINEDUCYT 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 Republic of El Salvador shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts.
8. The Republic of El Salvador, through MINEDUCYT, is considering engaging the United Office for Project Services (UNOPS) to support MINEDUCYT in the implementation of Part 3 of the Project. This ESCP contains specific actions that are conditional upon UNOPS engagement in the Project. These are actions C and 1.2 in the table section below. The ESCP also contains actions which UNOPS, if engaged, may carry out together with MINEDUCYT, as indicated in the column of responsible entity/authority in the table

below. Regardless of UNOPS engagement to provide support of Part 3, MINEDUCYT will remain responsible to ensure the implementation of such actions.



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the 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, status of preparation and implementation of E&S documents required under the ESCP, stakeholder engagement activities and the functioning of the grievance mechanism(s).</p> <p>The Project Operations Manual (POM) shall contain an annex of the minimum content and format of the reports, also indicating frequency and procedures</p>	<p>Submit to the Bank bi-annual monitoring reports during Project implementation. The first report must be presented 6 months after the Project's Effective Date.</p>	<p>MINEDUCYT</p>
B	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the 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, inter alia, any accidents that result in death, serious or multiple injury. Provide enough 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 UNOPS (if applicable), any contractor and supervising entity, as appropriate. Subsequently, as per the Bank's request, prepare a report on the incident or accident and propose any measures to prevent its recurrence.</p> <p>The Operations Manual shall set out the process to notify incidents or accidents including the content format of the detailed reports.</p>	<p>Notify the Bank of any incident or accident within 48 hours after becoming aware of the incident or accident, followed by a detailed report on the incident within the timeframe established by the Bank following the initial notification.</p>	<p>MINEDUCYT</p>
C	<p>UNOPS MONTHLY REPORTS</p> <p>MINEDUCYT will require UNOPS to provide monthly monitoring reports on the environmental, social, health and safety aspects to MINEDUCYT. Such monthly reports shall be submitted by MINEDUCYT to the Bank.</p>	<p>Monthly reports throughout Project implementation.</p>	<p>MINEDUCYT</p>
D	<p>CONTRACTORS MONTHLY REPORTS</p> <p>MINEDUCYT will require contractors, including supervising entities and consultants, to provide monthly monitoring reports on environmental, social, health and safety aspects to MINEDUCYT. Such monthly reports shall be submitted by MINEDUCYT to the Bank.</p>	<p>Monthly reports throughout Project implementation.</p>	<p>MINEDUCYT</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS		
<p>1.1 ORGANIZATIONAL STRUCTURE OF PIU THE MINEDUCYT will establish and maintain a Project Implementing Unit (PIU) with qualified and experienced staff and resources to support the management of E&S risks including health and safety risks of the Project. This will include, at a minimum: one environmental and social coordinator, one environmental specialist and one general social specialist.</p> <p>The E&S staff shall have skills and experience acceptable to the Bank.</p>	<p>The environmental and social coordinator shall be hired upon the establishment of the PIU, as required under Section I.A. of Schedule 2 to the legal agreement.</p> <p>One environmental specialist and one general social specialist will be hired within 90 days of the Project Effective Date. An additional social specialist with the expertise indicated in this action will be hired in the same timeframe in case UNOPS is not selected to provide support for the Part 3 of the Project.</p> <p>The PIU will be fully staffed and functioning throughout Project implementation.</p>	<p>MINEDUCYT</p>
<p>1.2 ORGANIZATIONAL STRUCTURE OF UNOPS THE MINEDUCYT will require UNOPS to establish and maintain an organizational structure with qualified and experienced staff and resources to support management of E&S risks including health and safety risks of the Project. This will include, at minimum: one environmental specialist, one general social specialist, and one social specialist with experience in social management within crime and violence contexts, as well as sufficient field-level E&S staff to ensure compliance at the subproject level. Design and supervision consulting teams will also include appropriate E&S expertise to carry out subproject screening, assessment, management planning, reflecting mitigation measures into bidding documents, and supervising their implementation during construction.</p>	<p>UNOPS environmental and social staff (at least one environmental specialist and one general social specialist and an additional social specialist with the expertise indicated in this action), will be hired within 60 days of the Project Effective Date.</p> <p>The organizational structure will be fully staffed and functioning throughout Project implementation.</p>	<p>MINEDUCYT UNOPS</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>1.3 ENVIRONMENTAL AND SOCIAL ASSESSMENT AND FRAMEWORK Finalize the draft Environmental and Social Management Framework (ESMF) including the Environmental and Social Assessment (ESA) for the Project, in a manner acceptable to the Bank. The revised ESMF shall set out the ESHS requirements for subprojects, including, inter alia, the following general plans:</p> <ul style="list-style-type: none"> • Waste Management Plan (construction), including measures for handling and dispose of asbestos and other hazardous materials which may be removed during demolition / remodeling of existing facilities • Plan for Sourcing and Transportation of Construction Materials • Traffic Management Plan (construction) • Community Security Health and Safety Plan (construction) • Security Personnel management plan • Occupational Health and Safety Measures • Standard code of conduct for project workers • Chance find screening procedures and protocols • Emergency Preparedness and Response Plan (construction and operation phase) • Waste Management Plan for Operation (operation phase) (including e-waste as well as non-hazardous waste) • Manual for land tenure legalization • Follow-up and Monitoring Plan • Pruning, re-vegetation, and arborization plan • Other environmental, social, heal, and labor safety specifications (ESHSS) consistent with ESMF of the Project and the Environmental, Health, and Safety Guide (EHSG) of the World Bank <p>Once approved, Project activities shall be carried out in accordance with the ESMF and the ESA, in a manner acceptable to the Bank.</p>	<p>The preparation and disclosure of a revised ESMF/ESA, acceptable to the Bank, will be an Additional Condition of Effectiveness.</p> <p>The ESMF/ESA shall be implemented throughout Project implementation.</p>	<p>MINEDUCYT</p>
<p>1.4 TORs FOR EDUCATIONAL CENTER PROTOTYPES: The school prototypes to be developed by technical assistance under the Project will be carried out in accordance with terms of reference acceptable to the Bank, and will duly incorporate the requirements of the Bank’s Environmental and Social Standards (ESS).</p>	<p>The terms of reference for the development of the school prototypes will be reviewed and approved by the Bank prior to their finalization as required throughout Project implementation.</p>	<p>MINEDUCYT</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
<p>1.5 MANAGEMENT TOOLS AND INSTRUMENTS The sub-project Specifications (<i>Carpeta Tecnica</i>) under the Project shall be carried out in accordance with terms of reference, acceptable to the Bank, and will duly incorporate the requirements of subproject ESMPs, RPF, the ESMF and the Bank’s Environmental and Social Standards, as relevant to the specific sub-project.</p>	<p>Before finalization of the TORs for the sub-project Specifications (<i>Carpetas Tecnicas</i>).</p>	<p>MINEDUCYT</p>
<p>1.6 ENVIRONMENTAL AND SOCIAL MANAGEMENT PLANS Perform screening of any proposed subproject and other Project activities in accordance with the ESMF prepared for the Project. Thereafter prepare and include in bidding and other relevant contractual documents, the requirements of the Environmental and Social Management Plans (ESMPs) for such subprojects and activities, including for minor works, and ensure their implementation, in a manner acceptable to the Bank.</p>	<p>The ESMPs will be prepared prior to the start of bidding process for the corresponding civil works.</p> <p>A sample of the ESMPs of the sub-projects, under a criterion to be defined by the Bank, shall be reviewed and approved by the Bank before the start of bidding processes.</p> <p>ESMPs will be implemented during the execution of said works. The ESMPs will be included in the respective bidding documents and subsequent civil works contracts.</p>	<p>MINEDUCYT UNOPS</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
1.7	<p>MANAGEMENT OF CONTRACTORS</p> <p>Ensure that contractors, including supervising entities and consultants, have the necessary capacity to comply with the relevant aspects of the ESCP, including, inter alia, the requirements of the ESMF, the ESMPs and the Labor Management Procedures (LMP). This includes:</p> <ol style="list-style-type: none"> 1. Ensuring that the bidding documents and contracts include, inter alia, the technical specifications necessary for the proper handling of ESHS aspects contained in the ESMF, ESMPs, LMP and other specific socio-environmental instruments, measures and requirements as applicable to the respective Project activities, including, inter alia, the preparation and implementation of a contractor’s ESMP (C-ESMP), as appropriate; 2. Ensuring that contractors, including supervising entities and consultants, have the personnel, capacity, and budget required to comply with the technical specifications related to ESHS aspects in their contracts. 	<p>Before the launching of the bidding/procurement process for the Project activities for which contractors, including supervising entities and consultants are hired, and subsequently, ensure compliance with the respective contracts throughout Project implementation.</p>	<p>MINEDUCYT</p> <p>UNOPS</p>
1.8	<p>CONTINGENT EMERGENCY RESPONSE</p> <p>In the event of an emergency leading to activation of the Contingent Emergency Response of the Project under Part 5 of the Project, the necessary instruments and measures will be developed as required prior to undertaking of the emergency response activities, to ensure compliance with the ESSs.</p>	<p>Prior to the start of emergency response activities. The request to activate this part shall come from the implementer with prior No Objection from the Bank.</p>	<p>MINEDUCYT</p>
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Develop and implement Labor Management Procedures (LMP), in a manner acceptable to the Bank.</p>	<p>The revised version of the LMP acceptable to the Bank will be an Additional Condition of Effectiveness.</p> <p>The LMP will be implemented throughout Project implementation.</p>	<p>MINEDUCYT</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY/AUTHORITY
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS Establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and in a manner consistent with ESS2.</p>	Grievance mechanism acceptable to the Bank operational within 60 days of Project Effective Date and maintained throughout Project implementation.	MINEDUCYT
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES Develop and implement occupational, health and safety (OHS) measures, including measures on emergency preparedness and response, as part of the development and implementation of the ESMPs, in accordance with the guidelines contained in the ESMF.</p>	Same timeframe as for the implementation of the ESMPs, under action 1.6 of this ESCP.	MINEDUCYT UNOPS
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>MANAGEMENT OF WASTE AND HAZARDOUS MATERIALS: Waste management measures will be developed and thereafter implemented, which will include training developed for contractors to highlight how to manage waste produced as a result of rehabilitation and/or construction of schools. These measures will be part of the ESMPs to be prepared in accordance with the ESMF.</p>	Same timeframes as for the development and implementation of the ESMPs, according to action 1.6 of this ESCP.	MINEDUCYT UNOPS
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT: Resource (including energy and water) efficiency and pollution prevention and management measures will be covered under the ESMPs to be prepared under action 1.6 of this ESCP.</p> <p>Terms of Reference for the design of School Prototypes shall include technically and financially feasible energy and water efficiency as well as climate resilience measures (including efficient lighting and cooling, rainwater collection and storage integrated into building designs where seasonal water scarcity is an issue, as well as the sustainable use of water and construction raw materials). Provision shall also be made for adequate sanitation facilities to be installed, including in temporary facilities.</p> <p>Asbestos and lead handling and disposal measures will be developed and implemented when required. These measures will be part of the ESMPs to be prepared in accordance with the ESMF for sub-projects.</p>	Same timeframes as for the development and implementation of the ESMPs, according to action 1.6 of this ESCP.	MINEDUCYT UNOPS
ESS 4: COMMUNITY HEALTH AND SAFETY			

4.1	<p>TRAFFIC AND ROAD SAFETY: Adopt and implement measures and actions to assess and manage traffic and road safety risks as required in the ESMPs to be developed in accordance with the guidelines contained in the ESMF.</p>	Same timeframes as for the development and implementation of the ESMPs, according to action 1.6.	MINEDUCYT UNOPS
4.2	<p>COMMUNITY HEALTH AND SAFETY: Prepare, adopt, and implement measures and actions to assess and manage specific risks and impacts to the community arising from Project activities including in relation to behavior of Project workers and any risks of labor influx. Include these measures in the ESMPs to be prepared in accordance with the ESMF, in a manner acceptable to the Bank.</p> <p>Site-specific Emergency Response and Preparedness Plans, which will include general emergency response and preparedness planning and training procedures, as well as operations-phase facility maintenance requirements will be developed. These plans will be part of the ESMPs to be prepared in accordance with the ESMF.</p>	Same timeframes as for the development and implementation of the ESMPs, according to action 1.6 above.	MINEDUCYT UNOPS
4.3	<p>SECURITY PERSONNEL: Develop and implement measures and actions to assess and manage the risks to safety and security of project-affected communities and Project workers that could arise from the use of security personnel. These measures and actions will be part of the ESMPs to be prepared in accordance with the ESMF.</p>	Same timeframes as for the development and implementation of the ESMPs, according to action 1.6.	MINEDUCYT UNOPS
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT POLICY FRAMEWORK: Update, adopt and implement the Resettlement Policy Framework (RPF) consistent with ESS5 and acceptable to the Bank.</p>	The preparation and disclosure of the revised RPF, acceptable to the Bank, will be an Additional Condition of Effectiveness. The RPF will be implemented throughout the development of the Project.	MINEDUCYT
5.2	<p>RESETTLEMENT ACTION PLAN: Prepare, adopt, and implement Resettlement Action Plans (RAPs) consistent with the requirements of the Resettlement Policy Framework (RPF) and ESS5, in a manner acceptable to the Bank.</p>	The corresponding RAP will be presented for Bank's approval and thereafter implemented, in a manner acceptable to the Bank, prior to carrying out any displacement, including the provision of the respective compensation and/or assistance to affected people.	MINEDUCYT UNOPS

5.3	<p>TEMPORARY RELOCATION PROTOCOL: Prepare a protocol consistent with the ESSs for the temporary relocation of schools under construction and include it as an annex to the RPF, in a manner acceptable to the Bank.</p>	Same timeframe than action 5.1 of this ESCP. The protocol shall inform on the terms of reference for project specifications (<i>Carpetas Técnicas</i>)	MINEDUCYT
5.4	<p>LAND DONATION/LAND USE ARRANGEMENTS: Any agreement between MINEDUCYT and an indigenous community - for the use of land, where the preschools classrooms will be rehabilitated under the Project, would only be accepted if provided on a voluntary basis, as set out in the ESMF, RPF and the IPPF, in accordance with the requirements of ESS5 and ESS7, and subject to the prior approval of the Bank. The agreements reached will be recorded in the respective ESMPs and the Indigenous Peoples Plans (IPPs) prepared for works under the Project where land will be used.</p>	Before the carrying out of any works in indigenous communities (and documented in the respective ESMP and IPP).	MINEDUCYT
5.5	<p>VOLUNTARY LAND DONATION PROTOCOL: Prepare a voluntary land donation protocol consistent with the ESSs for voluntary land donation under the Project, including specific provisions for land donation of indigenous peoples and include it as an annex to the RPF, in a manner acceptable to the Bank.</p>	Same timeframe than action 5.1 of this ESCP.. Thereafter it will be disclosed before finalization of the TORS for project specifications (<i>Carpetas Técnicas</i>) and to inform the agreement with the Land Legalization Institute (<i>Instituto de Legalización de Tierras</i>).	MINEDUCYT
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
6.1	<p>BIODIVERSITY RISKS AND IMPACTS: Develop and implement measures and actions to avoid, minimize, or mitigate potential impacts that may have significant negative impact on biodiversity and on the sustainable management of living natural resources. These measures and actions will be part of the ESMPs to be prepared in accordance with the ESMF.</p> <p>Robust project screening processes will be in place to prevent siting of facilities in or near natural or critical habitats, protected and/or internationally recognized areas and to ensure that any residual impacts will be addressed through site-specific mitigation measures for the sub-projects site.</p>	Same timeframe as for the implementation of the ESMPs, under action 1.6 of this document.	MINEDUCYT UNOPS
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			

7.1	INDIGENOUS PEOPLES FRAMEWORK: Update, adopt and implement the Indigenous Peoples Planning Framework (IPPF) consistent with ESS7 and acceptable to the Bank.	The preparation and disclosure of the revised IPPF, acceptable to the Bank, shall be an Additional Condition of Effectiveness. The IPPF will be implemented throughout Project implementation.	MINEDUCYT
7.2	INDIGENOUS PEOPLES PLANS Prepare, adopt and implement Indigenous Peoples Plans (IPP) consistent with Indigenous Peoples Planning Framework requirements (IPPF).	Respective IPP presented for the Bank's approval before the carrying out of activities for which an IPP is required. Once approved, implement the IPP throughout Project implementation.	MINEDUCYT UNOPS
7.3	GRIEVANCE MECHANISM (GM): Adopt and implement arrangements for the grievance mechanism for indigenous peoples, as required under the IPPF and further describe such arrangements in the respective IPPs. This will be an adaptation of the Grievance Mechanism described in the SEP, to address the specificity of indigenous communities.	Integrated in IPPs and prepared according to action 7.1 herein. The grievance mechanism will be operated throughout Project implementation.	MINEDUCYT
ESS 8: CULTURAL HERITAGE			
8.1	CHANCE FINDS: Prepare, adopt, and implement a chance finds procedure as part of the ESMPs to be prepared in accordance with the ESMF.	Same timeframes as for the development and implementation of the ESMPs, according to action 1.6.	MINEDUCYT UNOPS
ESS 9: FINANCIAL INTERMEDIARIES ESS9 is currently not relevant.			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION: Update, adopt and implement a Stakeholder Engagement Plan (SEP).	The preparation and disclosure of a revised SEP, acceptable to the Bank, shall be an Additional Condition of Effectiveness SEP will be implemented throughout the Project.	MINEDUCYT
10.2	PROJECT GRIEVANCE MECHANISM: Establish, adopt, maintain and operate a grievance mechanism (GRM), as described in the SEP.	Same timeframe as for the implementation of the SEP under activity 10.1 herein. The grievance mechanism will operate during the entire Project implementation.	MINEDUCYT

10.3	<p>PROJECT GRIEVANCE MECHANISM: Provide quarterly reports to the Bank on the functioning of the GRM.</p>	Submit to the Bank quarterly monitoring reports throughout Project implementation. The first report must be presented 3 months after the Project's Effective Date.	MINEDUCYT
CAPACITY SUPPORT (TRAINING)			
CS1	<p>Ensure that training of Project Workers (mainly at the level of civil works/construction of schools) is implemented on:</p> <ul style="list-style-type: none"> • Occupational health and safety including emergency prevention and preparedness and response arrangements to emergency situations. • Awareness of environmental, social, health, and community security risks and mitigation of impacts on local communities. • Worker code of conduct 	Training for direct Project workers will be conducted prior to the start of the works for each sub-project. Training will thereafter continue throughout Project implementation.	MINEDUCYT UNOPS
CS2	Ensure training of PIU staff is implemented on the Environmental and Social instruments (ESMF, SEP, LMP, IPPF, RPF), the requirements of the ESCP and on the supervision of project environmental and social standards and requirements.	Training of Project's personnel will be carried out within 90 days of action 1.1 in this document and will continue throughout the Project's implementation.	MINEDUCYT