

**Guyana Strengthening Human Capital through Education Project (P177741) Environmental and Social
Comittment Plan (ESCP)**

**The Co-operative Republic of Guyana
Ministry of Education**

GUYANA STRENGTHENING HUMAN CAPITAL THROUGH EDUCATION (P177741)

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

[March 23]

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Co-operative Republic of Guyana (hereafter, the “Recipient”) will implement the Guyana Strengthening Human Capital through Education Project (the Project), with the involvement of the Ministry of Education (MoE), as set out in the Financing Agreement. The International Development Association, IDA (hereinafter, the “Association”) has agreed to provide financing for the Project.
2. The Recipient 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 Financing Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement(s).
3. Without limitation to the foregoing, this Environmental and Social Commitment Plan (ESCP) sets out material measures and actions that the Recipient 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. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association
4. As agreed by the Association and the Recipient, 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 Recipient, through the MoE , and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Permanent Secretary of MoE. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBILITY ENTITY
Monitoring and Reporting			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) and Covid-19 related health issues, 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, functioning of the grievance mechanism(s) and the relevant social issues stemming from the proposed activities where there is presence of vulnerable, disadvantaged and indigenous students and peoples. In addition, any case of sexual harassment or gender-based violence will be documented and addressed.</p>	<p>Quarterly reports shall be submitted to the Association on the implementation of the ESCP. First report to be prepared within six months following the Effective Date.</p> <p>Reports shall be submitted within the first 30 days after the end of each reporting period.</p> <p>Mid-term and completion reports shall also be submitted, as required by the Association, during Project implementation.</p>	MoE/Project Implementation Unit (PIU)
B	<p>INCIDENTS AND ACCIDENTS NOTIFICATION</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 impact 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, including during construction activities. 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, as per the Association's request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Bank no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to Association within a timeframe acceptable to the Association.</p>	MoE/PIU

C	<p>CONTRACTORS' MONTHLY REPORTS</p> <p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Association.</p>	<p>Submit to the Association the monthly reports received from Contractors.</p>	<p>PIU</p>
<p>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</p>			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain a Project Implementation Unit (PIU) within the MoE, with qualified staff and resources to support management of ESHS risks and impacts of the Project, including, <i>inter alia</i>, one (1) Environmental Officer, and one (1) Social Development Officer. Additionally, the MoE shall designate and maintain an official as the E&S Focal Point for the project and ensure enough resources are allocated for the positions described in this section.</p>	<p>The Environmental Officer and Social Development Officer shall be designated no later than 30 days after the Effective Date and the positions shall be maintained throughout Project implementation.</p>	<p>MoE</p>
1.2	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <p>Prepare, disclose, update, adapt, adopt, and implement the following environmental and social instruments to manage environmental and social risks associated with the Project implementation:</p> <ol style="list-style-type: none"> 1. Environmental and Social Management Framework (ESMF), including, <i>inter alia</i>, E-Waste Management Guidelines and provisions for the specific ESIA's and ESMPs 2. ESAs and ESMPs for the construction and operation of new schools, in accordance with the ESMF. 	<ol style="list-style-type: none"> 1. Draft ESMF to be prepared, consulted, updated and disclosed prior to Board Approval and finalized and re-disclosed no later than 60 days after the Effective Date of the project. The ESMF shall be implemented throughout Project implementation. 2. ESAs and ESMPs shall be prepared, consulted, updated, and disclosed prior to procurement of the construction of new schools. The site-specific ESMPs shall be included as part of the EHS requirements in the procurement documents and contracts with contractors and implemented throughout the execution of the respective works. 	<p>MoE/PIU</p>

<p>1.3</p>	<p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant ESIA and site-specific ESMP, the Labor Management Procedures, 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>As part of the preparation of procurement documents and respective contracts for the construction of new schools.</p> <p>Supervise contractors throughout Project implementation.</p>	<p>MoE/PIU</p>
<p>1.4</p>	<p>TECHNICAL ASSISTANCE</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 Association, that are consistent with the ESSs, and which shall consider relevant social risks, inter alia, i) possible resettlement, loss of land, assets, and income, access to assets or housing resulting in adverse impacts to livelihoods, and ii) social exclusion and exacerbating inequalities between indigenous and non-indigenous students and teachers if cultural adaptation and the specific needs of these groups are not considered, which may materialize in cases where there are inadequate trainings and textbooks impeding students and teachers in the secondary level, in particular those in indigenous communities and students with disabilities, to fully access Project benefits. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	<p>Throughout Project implementation.</p>	<p>MoE/PIU</p>
<p>1.5</p>	<p>PERMIT, CONSENTS AND AUTHORIZATIONS</p> <p>Obtain and thereafter comply with all the environmental and social permits, consents, and authorizations, including from the Environmental Protection Agency, that are required for the Project or implementation of any component from relevant national or local authorities throughout Project implementation, especially for the construction of new schools.</p>	<p>Before commencement of related Project activities.</p>	<p>MoE/PIU</p>

1.6	<p>CONTINGENT EMERGENCY RESPONSE COMPONENT</p> <p>a) Ensure that the CERC Manual as specified in the Financing Agreement includes a description of the ESHS assessment and management arrangements, including, if applicable, any CERC-ESMF/ESMF Addendum that will be included or referred to in the CERC Manual for the implementation of the CER component, in accordance with the ESSs.</p> <p>b) Adopt any environmental and social (E&S) instruments which may be required for activities under the CER component of the Project, in accordance with the CERC Manual and, if applicable, CERC-ESMF/ CERC-ESMF Addendum and the ESSs, and thereafter implement the measures and actions required under said E&S instruments, within the timeframes specified in said E&S instruments.</p>	<p>a) The adoption of the CERC Manual in form and substance acceptable to the Association] is a withdrawal condition under Section III, B.1 (b) (iv) of Schedule 2 of the Financing Agreement for the Project.</p> <p>b) Adopt any required E&S instrument and include it as part of the respective bidding process, if applicable, and in any case, 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.</p>	<p>[When indicating the responsible entity, remember that the designated authority for a CERC may be different from the entity responsible for the other Project components]</p>
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Adopt and implement the Labor Management Procedures (LMP) for the Project, including, inter alia, 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 SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p>	<p>A draft LMP shall be prepared, consulted, updated and disclosed prior to Board Approval and finalized and re-disclosed no later than 60 days after the Effective Date of the project.</p>	<p>MoE/PIU</p>
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP, and consistent with ESS2.</p>	<p>Same timeframe than for action 2.1.</p>	<p>MoE/PIU</p>

ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>MANAGEMENT OF WASTE AND HAZARDOUS MATERIALS</p> <p>1. Incorporate Waste Management Plans as part of the site-specific ESMPs for all school construction and operation.</p> <p>2. As part of the ESMF, adopt and implement the E-Waste Management Guidelines to address the e-waste generated during the project implementation, consistent with ESS3 and the World Bank EHS Guidelines for guidance.</p> <p>3. Prepare and implement E-Waste Management Plans consistent to the E-waste Management Guidelines, as required during Project implementation.</p>	<p>1. Develop and implement site-specific ESMPs for the construction and operation of new schools, which shall include Waste Management Plans, including E-Waste Management when applicable.</p> <p>2. Same timeframe than action 1.2.1.</p> <p>3. E-Waste Management Plans to be prepared during Project implementation, as required.</p>	MoE/PIU
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Incorporate resource efficiency and pollution prevention in the designs and ESIA's and ESMPs to be prepared under action 1.2.2. above.</p>	same timeframe than action 1.2.2.	PIU
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC ROAD AND SAFETY</p> <p>Incorporate measures to manage traffic and road safety risks as required in the site-specific ESMPs to be prepared for the construction of schools under action 1.2 above</p>	same timeframe than action 1.2.2.	MoE/PIU
4.2	<p>COMMUNITY HEALTH AND SAFETY</p>	1. Same timeframe than action 1.2.1.	MoE/PIU

	<p>1. Assess and manage specific risks and impacts to the community arising from Project activities, including inter alia, measures to improve the environmental conditions (hand washing facilities, regular cleaning of classroom and toilets, provision of safe drinking facilities etc.) of the selected schools during the Project lifecycle to avoid or minimize transmission of any communicable disease through students, teachers, and other staff.</p> <p>2. Include mitigation measures in the site-specific ESMP to be prepared in accordance with the ESMF, including provisions for managing labor influx risks, when applicable, and response to emergency situations.</p>	2. Same timeframe than action 1.2.2.	
4.3	<p>SEA AND SH RISKS</p> <p>Based on the assessment of the SEA/SH risks, if necessary, adopt and implement a SEA/SH Action Plan, as part of the ESMF to assess and manage the risks of SEA and SH.</p>	Same timeframe than action 1.2.1.	MoE/PIU
4.4	<p>SECURITY MANAGEMENT</p> <p>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 part of the site-specific ESMPs, as set out in the ESMF, guided by the principles of proportionality and GIIP, and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such personnel.</p>	Prior to engaging security personnel and thereafter implemented throughout Project implementation.	MoE/PIU
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	<p>RESETTLEMENT PLANNING FRAMEWORK</p> <p>Prepare, consult, update, disclose, adopt and implement a Resettlement Planning Framework (RPF), acceptable to the Bank.</p>	<p>A draft RPF shall be prepared, consulted, updated and disclosed prior to Board Approval and finalized and re-disclosed no later than 60 days after the Effective Date of the project.</p> <p>The RPF shall be implemented throughout Project implementation.</p>	MoE/PIU

<p>5.2</p>	<p>RESETTLEMENT PLANS</p> <p>Prepare, disclose, consult, adopt, and implement Resettlement Action Plans (RAPs) in accordance with ESS5 and consistent with the requirements of the RPF that was been prepared for the Project, and thereafter adopt and implement the respective RAPs before carrying out the associated activities. RAPs shall cover land acquisition, resettlement, and/or livelihood impacts, in a manner acceptable to the Bank.</p>	<p>Site-specific RAPs shall be prepared during project implementation prior to procurement of the construction of new schools. Project activities for which a RAP has been required shall not commence until the RAP have been finalized, approved by the Bank and duly implemented prior to the commencement of such activities.</p> <p>Implement the respective RAP to, inter alia, ensure that before taking possession of the land and related assets, full compensation has been provided and if applicable displaced people have been resettled and moving allowances have been provided.</p>	<p>MoE/PIU</p>
<p>5.3</p>	<p>GRIEVANCE MECHANISM</p> <p>Maintain a Grievance Mechanism for all Project affected peoples, as described in the RPF and RAPs.</p>	<p>The RPF shall include the project level Grievance Mechanism. The timeframe shall be the same as for the preparation and operationalization of the project-level GM in the SEP, under action 10.2.</p>	<p>MoE/PIU</p>
<p>5.4</p>	<p>MONITORING AND REPORTING</p> <p>Provide regular monitoring and reporting on land acquisition and resettlement activities as part of the overall Project reporting.</p>	<p>Prepare and submit to the Association as part of the regular Project reporting requirements under action A.</p>	<p>MoE/PIU</p>
<p>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</p>			
	<p>BIODIVERSITY RISKS AND IMPACTS</p> <p>If required, adopt and implement a Biodiversity Management Plan (BMP), as part of the site-specific ESIA and ESMPs for each new school, in accordance with the guidelines for ESIA included in the ESMF prepared for the Project, and consistent with ESS6.</p>	<p>If required, adopt the BMP prior to starting any civil works for new schools, and thereafter implement the BMP throughout Project implementation.</p>	<p>MoE/PIU</p>
<p>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</p>			

7.1	<p>INDIGENOUS PEOPLES PLANNING FRAMEWORK</p> <p>Prepare, disclose, consult, adopt and implement an Indigenous Peoples Planning Framework (IPPF) in accordance with ESS7. The IPPF shall examine the risks of the Project within areas where indigenous peoples are present and describe the process to be followed in addressing the Indigenous peoples’ issues and preparing the IPPs. A Social Assessment shall be developed as an intrinsic part of the preparation of the IPPF.</p>	<p>A draft IPPF shall be prepared, consulted, updated and disclosed prior to Board Approval and finalized and re-disclosed no later than 60 days after the Effective Date of the project.</p> <p>The IPPF shall be implemented throughout Project implementation.</p>	MoE/PIU
7.2	<p>INDIGENOUS PEOPLES PLAN</p> <p>Prepare, consult, disclose, adopt, and implement Indigenous Peoples Plans (IPPs) consistent with the requirements of the IPPF and ESS7, in a manner acceptable to the Association.</p>	<p>IPPs shall be prepared, disclosed, and consulted before the commencement of relevant activities affecting indigenous peoples. They shall be implemented throughout the Project life cycle.</p>	MoE/PIU
7.3	<p>GRIEVANCE MECHANISM</p> <p>The Project level GRM described in the SEP shall cover grievances of indigenous people in accordance with ESS7. The GRM shall have provisions to ensure it is culturally appropriate for indigenous communities.</p>	<p>The IPPF shall include the project level Grievance Redress Mechanism. The timeframe will be the same as for the preparation and operationalization of the project-level GRM in the SEP, under action 10.2.</p>	MoE/PIU
7.4	<p>MONITORING AND REPORTING</p> <p>Ensure that monitoring and reporting on IPPs are conducted as part of the regular reporting for any activities that require the preparation of an IPP.</p>	<p>Prepare and submit to the Association as part of the regular Project reporting requirements under action A.</p>	MoE/PIU
ESS 8: CULTURAL HERITAGE			
8.1	<p>CULTURAL HERITAGE RISKS AND IMPACTS</p> <p>Adopt and Implement a Cultural Heritage Management Plan (CHMP) as required under the ESMF and any site-specific ESMP and consistent with ESS8.</p>	<p>If required, adopt the CHMP prior to starting any civil works for new schools, and thereafter implement the CHMP throughout Project implementation.</p>	MoE/PIU

8.2	<p>CHANCE FINDS Describe and implement the chance finds procedures as part of the site-specific ESMPs for each school of the Project.</p>	Same timeframe as action 1.2.2.	MoE/PIU
ESS 9: FINANCIAL INTERMEDIARIES			
	Not relevant to the Project		
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</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. In the context of Covid-19, consultations shall follow Guyana Country Guidelines as well as the World Bank Guidelines. The SEP shall be implemented throughout Project implementation, in a manner acceptable to the Bank.</p> <p>Update and redisclose the SEP based on the results of the Social Assessment and as needed throughout Project implementation, including without limitation once school locations become known.</p>	<p>A draft SEP shall be prepared and disclosed before appraisal.</p> <p>The SEP shall be consulted, finalized, adopted and disclosed no later 60 days after the Effective Date, and thereafter implemented throughout Project implementation.</p>	MoE/PIU
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>Establish, publicize, maintain, and operate an accessible grievance 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</p>	The project-level GM shall be included in the SEP. The GM shall be operating no later than 60 days of the Effective Date and shall be maintained throughout Project implementation.	MoE/PIU

	<p>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>		
CAPACITY SUPPORT			
CS1	<p>Training may be required for PIU staff and Project workers on:</p> <ul style="list-style-type: none"> • stakeholder mapping and engagement, including with vulnerable groups, such as Indigenous Peoples • specific aspects of environmental and social assessment • emergency preparedness and response • community health and safety • grievance registration and management • SH/SEA risk management • Resettlement 	Describe the capacity support training as part of the ESMF.	MoE/PIU
CS2	Training will be provided for Project workers on occupational health and safety (OHS), including, inter alia, on emergency prevention and preparedness and response arrangements to emergency situations.	Describe training of workers on OHS as part of the site-specific ESMPs.	MoE/PIU