

Republic of the Philippines

**Philippines Civil Service Modernization Project
P180649**

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

28 November 2024

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of the Philippines (the Borrower) will implement the Philippines Civil Service Modernization Project, with the involvement of the Civil Service Commission (CSC), as set out in the Loan Agreement. The International Bank for Reconstruction and Development (the World Bank or Bank), has agreed to provide a financing of EUR 61.964 million for the Project, as set out in the referred agreement.
2. The Borrower 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 World 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 referred 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 CSC, and the World Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the World Bank and the Chairperson of the CSC. The Borrower shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</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, status of preparation and implementation of E&S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	<p>Submit semestral reports to the World Bank throughout Project implementation, commencing after the Effective Date. Submit each report to the World Bank no later than 60 days after the end of each reporting period.</p>	<p>CSC & Project Management Unit (PMU)</p>
B	<p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the World 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, 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>	<p>Notify the World Bank within 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the World Bank within a timeframe acceptable to the World Bank.</p>	<p>CSC & PMU</p>
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain a PMU with qualified staff and resources to support management of ESHS risks and impacts, and the implementation of the E&S instruments of the Project including an environmental specialist and a social specialist.</p>	<p>Establish and maintain a PMU as set out in the Loan Agreement. Hire or appoint the required environmental and social specialists no later than two months after the Effective Date, and thereafter maintain these positions throughout Project Implementation.</p>	<p>CSC & PMU</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
1.2	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <p>1. Adopt and implement an Environmental Code of Practice (ECOP) on Electronic Waste (E-waste) and Stakeholder Engagement Plan for the Project, consistent with the relevant ESSs.</p> <p>2. Adopt and implement a Project Operations Manual (POM), including the provisions on ECOP on E-Waste to be integrated into the POM and the standard procurement documents of relevant Project activities before Implementation, consistent with the relevant ESSs.</p>	Adopt the POM before the Effective Date, and thereafter implement the POM throughout Project implementation.	CSC & PMU
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Comply with the Philippine Labor Code as applicable for the types of Project workers under the Project</p>	Apply the Labor Code of the Philippines immediately after Effective Date and throughout Project implementation.	CSC & PMU
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish and operate a grievance redress mechanism (GRM) for Project workers consistent with ESS2.</p>	Established GRM for workers under the CSC immediately after Effective Date and thereafter maintain and utilize it throughout Project implementation.	CSC & PMU
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>Adopt and implement an Environmental Code of Practice on Electronic Waste Management (ECOP on E-waste), to manage hazardous and non-hazardous wastes (e.g., packing waste), consistent with ESS3.</p>	Adopt the ECOP on E-Waste and incorporate into the POM to be adopted before Effective Date, and thereafter maintain and implement it throughout Project implementation.	CSC & PMU
ESS 4: COMMUNITY HEALTH AND SAFETY – Not Currently Relevant			
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT– Not Currently Relevant			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES – Not Currently Relevant			
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES – Not Currently Relevant			
ESS 8: CULTURAL HERITAGE – Not Currently Relevant			
ESS 9: FINANCIAL INTERMEDIARIES – Not Currently Relevant			
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.</p>	Adopt the SEP immediately after Effective Date and thereafter maintain and implement the SEP throughout Project implementation.	CSC & PMU
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 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>	Adopt the CSC grievance mechanism as the Project’s GRM immediately after Effective Date and thereafter maintain and utilize it throughout Project implementation.	CSC & PMU
CAPACITY SUPPORT			
CS1	<p>Training to be provided to Project staff within the PMU on key measures in the ESCP and ESF instruments, such as:</p> <ul style="list-style-type: none"> • ESF orientation • stakeholder mapping and engagement • data protection and data privacy • green procurement • management of e-waste • GBV/SEA/SH case management and referral pathways 	Throughout Project implementation	CSC & PMU