

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

**Barbados**

**Preparation Grant for the Barbados Education  
Sector Transformation Program (P181909)**

**Grant under the Grant Facility for Project  
Preparation**

**June 13, 2025**

## **ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN**

1. Barbados (the Recipient) is planning to implement the proposed Barbados Education Sector Transformation (BEST) Program with the involvement of the Ministry of Educational Transformation (MEDT), for which it has requested a grant under the Grant Facility for Project Preparation (GFPP), as set out in the Letter Agreement. The International Bank for Reconstruction and Development (hereinafter the Bank), acting as the trustee of the GFPP, has agreed to provide the GFPP grant to finance activities (the Activities) related to the preparation of the Program, as set out in the referred agreement.
2. The Recipient shall ensure that the Activities are 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 Letter 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 Recipient 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 for the Activities, consistent with the ESSs, in form and substance acceptable to the Bank. Said E&S documents may be revised from time to time with prior written agreement by the Bank. As provided for under the referred Letter Agreement, the Recipient shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Bank and the Recipient, this ESCP will be revised from time to time if necessary, during the implementation of the Activities, to reflect adaptive management of changes and unforeseen circumstances related to the Activities or in response to assessment of performance of the Activities. In such circumstances, the Bank and the Recipient agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Recipient's Representative specified in the Letter Agreement or the Minister of Educational Transformation. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>IMPLEMENTATION ARRANGEMENTS</b>			
A.	<b>ORGANIZATIONAL STRUCTURE</b> Appoint and maintain a qualified professional at the Ministry of Educational Transformation to support the management of environmental, social, health and safety (ESHS) risks and impacts of the activities financed by the GFPP.	Appoint the professional no later than 60 days after grant effective date and thereafter maintain it throughout the implementation of the Activities.	MEDT

<b>MONITORING AND REPORTING</b>			
MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
A	<b>REGULAR REPORTING</b> Prepare and submit to the Bank monitoring reports on the environmental and social (E&S) performance of the Activities, including but not limited to the implementation of the ESCP, stakeholder engagement activities, log and status of any complaints received.	Submit each report to Bank no later than 45 days after the end of each reporting period and covering the period requested by the Bank.	MEDT
B	<b>INCIDENTS AND ACCIDENTS</b> Notify the Bank of any incident or accident relating to the Activities 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; dam failure; 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. Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes.	Notify the Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request.  Provide review report and 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.	MEDT

	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.		
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ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.2	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that the consultancies, studies, capacity building, and training under the Activities are carried out in accordance with the terms of reference as agreed with the Bank, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	Throughout implementation of the Activities.	MEDT
ESS 2: LABOR AND WORKING CONDITIONS			
2	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Ensure that workers are engaged in the implementation of the Activities consistent with ESS2.</p> <p>To this end, ensure that the following measures are carried out:</p> <ul style="list-style-type: none"> <li>a) Provide workers with information and documentation that is clear and understandable regarding their terms and conditions of employment through written contracts setting out their rights, including, inter alia, rights related to hours of work, wages, overtime, compensation and benefits, as well as written notice of termination of employment, and details of severance payments, as applicable;</li> <li>b) Implement occupational health and safety (including personal protective equipment, and emergency preparedness and response) measures, taking into account the General Environmental, Health and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP) and, as appropriate, the industry-specific EHSGs and other Good International Industry Practice (GIIP);</li> <li>c) Implement measures, as applicable, to, inter alia: (i) prevent the use of all forms of forced labor and child labor; and (ii) enable workers to benefit from, inter alia, access to grievance and redress mechanisms without fear of retaliation; and effective freedom to form and join workers organizations or alternative mechanisms for expressing their concerns and protect their rights related to labor and working conditions;</li> </ul>	Carry out the measures throughout the implementation of the Activities.	MEDT

	<p>d) Develop a code of conduct for workers, which shall include measures to prevent and respond to SEA and SH cases;</p> <p>e) Incorporate the relevant requirements above in the E&amp;S specifications of the procurement documents and contracts with third parties that engage workers in the implementation of the Activities;</p>		
<b>ESS 3 to ESS9</b>			
3	Relevant aspects of these standards shall be considered in the technical assistance activities under action 1.2. above, as relevant.	Throughout implementation of the Activities.	MEDT
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b></p> <p>Incorporate stakeholder engagement and information disclosure measures in the implementation of the Activities, in a manner consistent with ESS10.</p> <p>To this end, ensure that the following measures are implemented:</p> <ul style="list-style-type: none"> <li>a) Provide stakeholders with information about the environmental and social risks and impacts of the Activities in a timely, understandable, accessible and appropriate manner and format;</li> <li>b) Consult stakeholders in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation;</li> <li>c) Document the stakeholder engagement activities, including: (i) stakeholder mapping; (ii) description of consultations and participation mechanisms utilized, and records of meetings held; (ii) feedback received and responses to said feedback; and, (iv) measures to engage stakeholders who, because of their particular circumstances, may be disadvantaged or vulnerable.</li> </ul>	Implement the stakeholder engagement activities throughout the implementation of the Activities.	MEDT
10.2	<p><b>GRIEVANCE MANAGEMENT</b></p> <p>Receive and facilitate resolution of concerns and grievances in relation to the Activities, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all parties affected by the Activities, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p>	Throughout implementation of the Activities.	MEDT

