



Community and Family Services International (CFSI)

Bangsamoro Camps Transformation Project (BCTP)
Project ID: P180320

**Environmental and Social
Management Framework (ESMF)**

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ABBREVIATIONS AND ACRONYMS

BARMM	Bangsamoro Autonomous Region in Muslim Mindanao
BCTP	Bangsamoro Camps Transformation Project
BDA	Bangsamoro Development Agency, Inc.
CDD	Community-Driven Development
CFSI	Community and Family Services International
CO	Community Organizer
Coop	Cooperative
DENR	Department of Environment and Natural Resources
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESSC	Environmental and Social Screening Checklist
FPIC	Free, Prior and Informed Consent
GPH	Government of the Philippines
IP	Indigenous People
IO	Implementing Organization
IR	Involuntary Resettlement
JTFCT	Joint Task Forces on Camps Transformation
LGU	Local Government Units
LMP	Labor Management Procedures
LP	Lead Partner
MILF	Moro Islamic Liberation Front
M&E	Monitoring and Evaluation
PMT	Project Management Team
PPA	Program Partnership Agreement
RIE	Rural Infrastructure Engineer
SP	Subproject
TPSP	Third Party Service Provider
WB	World Bank

Preface

This Environmental and Social Management Framework (ESMF) has been prepared to guide the development of sub-projects and other project-related activities that will be identified by the selected communities during project implementation and will be funded under the Bangsamoro Camps Transformation Project (BCTP). This ESMF will ensure that impacts of specific sub-projects and/or activities prepared and will be implemented under BCTP are assessed and mitigating measures will be implemented following the relevant Philippine environmental and social laws and the World Bank's Environmental and Social Standards (ESS) identified for BCTP under the World Bank's Environmental and Social Framework (ESF).

This ESMF lays down the general parameters and guidelines on ESF for the BCTP. It is designed to guide sub-project implementers, and the community-proponents to comply with the project's ESF requirements.

The importance of ESF and where these are applicable in the project preparation steps are presented in this document. The roles and responsibilities of the various stakeholders in the development, implementation and monitoring of the environmental and social management plans (ESMP) and the Environmental Code of Practice (ECOP) are also discussed.

With the enhancement of the World Bank's Environmental and Social Framework (ESF) requirements, ESF instruments' provisions for the BCTP will be embedded in the Project Partnership Agreements and Work Contracts with Third Party Service Providers (TPSP), including construction firms, to ensure compliance and to minimize any adverse effects of the project.

This document is divided into three parts:

- a. **Introduction to the Project.** This part details the context of the BCTP, its objectives and the different components/structures that comprise the project. This section also discusses the scope of the program and the areas covered.
- b. **ESF Environment and Social Standards (ESS) and Procedures.** This section enumerates the major policies of the Philippines and the World Bank on the ESF environmental and social standards. It provides the operational guidelines for ensuring compliance to the ESF throughout the project implementation. This incorporates the lessons learned from Environmental and Social Safeguards Policies implementation during previous interventions conducted in the camps, i.e., the Mindanao Trust Fund- Reconstruction and Development Project (MTF-RDP) and Camps of Learning Project (CLP).
- c. **Annexes and Forms.** This section presents the templates for the Environmental and Social Screening Checklist (ESSC), the Environmental and Social Management Plan (ESMP) and other forms that will be used during preparation, appraisal, implementation and monitoring of the various sub-projects in relation to ESS.

Part A

INTRODUCTION

Bangsamoro Camps Transformation Project (BCTP) Environmental and Social Management Framework

I. Introduction

The Bangsamoro Camps Transformation Project (BCTP) will be implemented from 1 July 2023 through 31 March 2025 with funding support from the Bangsamoro Normalization Trust Fund (BNTF). The BNTF was established to channel international funding and coordinate key stakeholders in support of Normalization.

The overall framework for the Bangsamoro Normalization Trust Fund (BNTF) is the peace process between the Government of the Philippines (GPH) and the Moro Islamic Liberation Front (MILF), begun in 1996 and revived in 2001 after the “All Out War” of 2000. Specifically, the Annex on Normalization, signed by the GPH and the MILF on 25 January 2014 as an integral part of the Framework Agreement on the Bangsamoro (FAB) of 15 October 2012. Other important considerations include the Comprehensive Agreement on the Bangsamoro (CAB), signed by the two parties on 27 March 2014, bringing to an end 17 years of negotiations between the GPH and the MILF. In addition, Republic Act No. 11054, the Bangsamoro Organic Law (BOL), signed by the President of the Philippines in July 2018, and ratified in January 2019 via a plebiscite in the conflict-affected area of Mindanao. A second plebiscite, carried out in February 2019, expanded the territory of the newly established Bangsamoro Autonomous Region in Muslim Mindanao (BARMM), which will be led by the appointed Bangsamoro Transition Authority (BTA) until elections are held in May 2025. The BNTF was established by the World Bank in 2021, at the request of the GPH, as a multi-donor funding facility to consolidate international development assistance for the socio-economic recovery of conflict-affected communities in Mindanao. It is designed to build on the lessons learned and experience derived from the implementation of the Mindanao Trust Fund (MTF), particularly the three phases of the MTF-Reconstruction and Development Program (RDP), implemented from 2005 through 2021.

The BCTP is expected to improve access to community-based, socio-economic services and infrastructure, foster social cohesion as well as confidence in the peace process, and draw on recently established links with government counterparts, including select ministries, thereby better ensuring the sustainability of project outcomes. The BCTP will pursue a highly participatory, modified inclusive Community-Driven Development (CDD) approach, include attention to disaster risk reduction and climate change adaptation, promote the empowerment of women, and enable the active participation of Indigenous Peoples (IP). It will be carried out by partners who have a long track record of learning and working well together in the conflict-affected areas of Mindanao, including in the six “previously acknowledged camps” of the Moro Islamic Liberation Front (MILF), to deliver impactful reconstruction and development projects using the modified CDD approach.

The modified CDD approach utilized by the MTF-RDPs will be adopted for the BCTP since the approach was proven to be highly participatory, inclusive, and had been contextualized to address the unique conditions in the camp communities. The modified CDD also ensures that project interventions address local priorities; strengthens community ownership and cohesion; and enables communities to meaningfully participate in the decision-making processes of the project. It also considers that vulnerable, minority, and/or marginalized groups such as women, youth, and/or IPs can meaningfully participate in project discussions and activities.

The operational context for BCTP is the Annex on Normalization of the Comprehensive Agreement on the Bangsamoro (CAB) signed on 27 March 2014, that signaled the culmination of the peace process and the opening of an opportunity for transformation of embattled Bangsamoro communities and other actors who have been embroiled in war. The Annex on Normalization of the CAB defines normalization as the “process whereby conflict affected communities can return to conditions where they can achieve their desired quality of life, which includes the pursuit of sustainable livelihoods and political participation within a peaceful deliberative society.” The Annex also mentions “ensuring human security” as an aim of normalization, moving towards a society that is “committed to basic human rights where individuals are free from fear of violence or crime and where long-held traditions and values continue to be honored.” The signing of Republic Act No. 11054 also known as the Bangsamoro Organic Law (BOL) on 27 July 2018, and its ratification via plebiscite on 21 January 2019 and 06 February 2019 across former ARMM provinces and communities in North Cotabato, ushered a new political entity, the Bangsamoro Autonomous Region in Muslim Mindanao (BARMM), led by the appointed Bangsamoro Transition Authority (BTA) until elections

are held in 2025. The finalization of the Camps Transformation Plan (CTP) 2022-2026 that sets out the integrated program of social and physical infrastructure development and the generation of economic opportunities for decommissioned MILF combatants and communities that will be required to transform the six previously acknowledged MILF camps. The 2nd Bangsamoro Regional Development Plan 2023 – 2028, which identified inclusion, equity, and justice as cross-cutting themes, and informed by the Philippine Development Plan 2023 to 2028, Chapter 13: Ensure Peace and Security and Enhance Administration of Justice that envisions, *"a secure and peaceful community where guns are silenced, where food and basic services are sufficient and community life had normalized and shown signs of progress... in geographically isolated conflict-affected communities.*

In pursuing economic transformation, the manifestation of peace and security is a necessary condition in allowing the implementation of development activities that could bring in more and better opportunities for the people. This is attainable if conflict-vulnerable areas are protected and developed, the quality of life is safeguarded from criminality, and communities are safe from natural hazards and other security threats."

The BCTP is most closely aligned with three of the eight development strategies outlined in the BDP, specifically those related to: 5. enhancing and strengthening peace, human rights, and sustainable development; 6. ensuring inclusive and equitable access to services for social justice and human capital development, and 8. developing and scaling up climate-resilient infrastructure to support sustainable socioeconomic development in the Bangsamoro. Sectoral strategies related to agri-fishery productivity and food security are also key considerations in the BCTP.

The activities of the BCTP are directly drawn on the needs identified by the CTP and the projects, programs and activities, incorporating disaster risk reduction and climate change adaptation (DRR/CCA) across all project activities to help ensure that camp communities are safe from natural hazards and other security threats.

BCTP is designed in compliance with the ESF and related national and local laws, rules and regulations, and will be carried out in accordance with public health guidelines issued by national/regional and local authorities, i.e COVID-19 pandemic, as well as best practices in the prevention and management of infectious diseases.

II. Project Description

A. Project Development Objective

The Project Development Objective (PDO) of the BCTP is to improve access to socio-economic services and infrastructure. This PDO is fully aligned with the main objective of the BNTPF, which is to assist in the development of the MILF camps, leading to transforming these areas into peaceful and productive communities.

B. Project Components

The activities designed to achieve the Project Development Objective of the BCTP are organized into three components. These are (1) Community Development Assistance, (2) Capacity and Institutional Strengthening, and (3) Project Administration and Quality Assurance.

Component 1: Community Development Assistance:

The purpose of community development assistance is to ensure a stable income source (stabilize income) by improving agricultural and non-agricultural income sources leading to food security and increased quality of life, promote local empowerment and social cohesion in the selected camp communities, and reduce the risks associated with natural hazards, leading to enhanced resiliency against future shocks. The decision as to what type of assistance will be provided will be determined in large part by the communities themselves, through participatory processes carried out by the JTFCTs, with support from BDA and guided by CFSI Project Team. Options may include but are not limited to: ***Income Stabilization Sub-Project (ISSP) and Community Infrastructure Sub-Projects (CISP)*** expected to yield tangible socio-economic benefits.

Disaster risk reduction (DRR) and climate change adaptation (CCA) are crosscutting elements, which will be mainstreamed in the implementation of this component.

Income Stabilization Sub-Project (ISSP) are expected to include steady income sources, local food security, and diversified income-generating skills of community groups and individuals. This sub-project targets two broad economic activities: agriculture-based and home-based. *The agriculture-based income stabilization sub-project* will involve comprehensive support primarily to agri-fishery cooperatives that are operational in the service sites of the BCTP in the six camps. Intended outputs will include enhanced capacity of cooperatives to increase yields (e.g., crops, poultry, and fishery) in terms of volume, type, and quality, as well as to foster organizational sustainability that is expected to provide long-term benefits to the members of the cooperatives. Inputs will likely include organizational diagnosis which informs organizational capacity strengthening; skills training on climate-resilient agricultural production, product development, marketing, and negotiation with suppliers and buyers; financial literacy; market linkage; and provision of agricultural inputs, including – but not limited to – farm machineries, tools, livestock, seeds, and possible top-up financial capital. Any tangible input will have a corresponding training for cooperative members, to ensure proper operations and maintenance.

The home-based income stabilization sub-project will involve support to women and youth who are engaged and/or interested in, as well as have the potential to sustain, homebased livelihoods. Intended outputs will include enhanced individual and collective skills of women and youth to create and/or diversify income sources that are not necessarily related to agriculture, more food on the table, and strengthened community support groups for women and youth. Inputs will include skills training on chosen livelihood activities, financial literacy, including access to legitimate financial institutions; and provision of start-up kits for those who are starting a new livelihood or complementary livelihood kits for those who intend to diversify and/or grow their existing homebased income source. This may include sewing kits, weaving tools, food vending materials, mobile phone charging stations, coin-operated internet machines, automotive repair tools, etc. Training on DRR and CCA will be carried out as part of the capacity strengthening activities. It is likely that one of the criteria for selection of direct beneficiaries for this sub-project is their commitment to cultivate or improve individual backyard gardens, leading to better household food security while stabilizing homebased income.

Community Infrastructure Sub-Project (CISP) are expected to improve stabilized agricultural income, better quality of produce, and enhanced social cohesion. This sub-project includes three categories of infrastructures to be supported by the BCTP. These are socio-economic infrastructure, community infrastructure/social cohesion infrastructure, and, in the case of two of the six camps with IPs, Indigenous People infrastructure. The location and design of all infrastructures that will be built under BCTP will be informed by risk assessments conducted by BDA, CFSI, the World Bank, and/or other partners vis-à-vis topography and natural hazards. The aim is to ensure infrastructures are disaster-resilient and are able to complement climate change adaptation measures that BDA, with technical assistance from CFSI, will advocate in camp communities.

- a. Socio-economic infrastructure (SEI) pertains to agri-fishery facilities that would directly support income stabilization activities of the cooperatives engaged in the ISSP, e.g., post-harvest warehouses, solar dryers, processing facilities, fish-landing stations, and storage areas for farm machineries and tools, combined with relevant equipment, furnishing, and training that are necessary to ensure maximum utility of SEIs.
- b. Social cohesion infrastructure (SCI) refers to community facilities that support other priorities of camp communities in addition to socio-economic opportunities, e.g., women's center, youth center, multi-purpose halls, learning centers, health centers, *puroks* (hut-style stations where community members usually socialize or discuss concerns), among others.
- c. Indigenous People infrastructure (IPI) provided additional support, a special allocation for IPs residing in selected camp community, i.e., Camp Badre and Camp Omar, on top of the camp allocation for SEIs and SCIs. IP sub-projects are intended to promote inclusion of greater number of IPs in socio-economic opportunities. Key input will include construction of infrastructures selected by IP groups that can support advancement of their culture and tradition, and/or socio-economic activities. These may include tribal halls, multi-purpose halls, and smaller type of SEIs mentioned above.

Disaster risk reduction (DRR) and climate change adaptation (CCA) measures will be integrated in all project activities i.e., Income Stabilization Sub-Project (ISSP) and Community Infrastructure Sub-Project (CISP), described above. Capacity strengthening activities on DRR/CCA will also be provided to project partners namely BDA, camp-level JTFCTs, cooperatives/POs, and the community to equip them in utilizing DRR and CCA principles in sub-project identification, site selection, and implementation.

In coordination with the Ministry of Interior and Local Government (MILG) and municipal as well as barangay, implementation of local DRRM plans will also be strengthened through provision of trainings to select BCTP beneficiaries to be part of the local/barangay DRR teams, and by enhancing local early warning systems (EWS) through material support and simulation exercises. EWS messages and, when applicable, equipment (e.g., public announcement system) will be installed in the community infrastructure sub-projects.

BCTP activities will be carried out in close collaboration with relevant BARMM ministries will include, but not limited to Cooperative and Social Enterprise Authority (CSEA) under the Office of the Chief Minister of BARMM, Ministry of Agriculture, Fisheries, and Agrarian Reform (MAFAR), and Ministry of Trade, Industry, and Tourism (MTIT), Ministry of Basic, Higher, and Technical Education (MBHTE), Ministry of Social Services and Development (MSSD), Ministry of Science and Technology (MOST), Ministry of Health (MOH), MIPA, Bangsamoro Women's Commission (BWC), Bangsamoro Youth Commission (BYC). Trainings may be provided by BARMM line agencies and to supplement the initiative, BDA and CFSI will jointly engage consultants, resource persons, and/or extension services of nearby universities to provide organizational and agricultural capacity strengthening activities.

For all sub-projects, selection criteria will include: feasibility, responsiveness to the basic needs of the community, disaster resiliency including attention to COVID-19 prevention, the participation of women, the participation of Indigenous People, where appropriate, engagement with the Government, and prospects for sustainability.

Specific sites and sub-projects will be determined through the BCTP consultation processes. Communities will decide on their sub-projects based on an open menu with a negative list that prohibits projects that would damage the environment (e.g., chainsaws, pesticides), support illegal activity (e.g., weapons) or will involuntarily resettle/displace households.

Component 2: Capacity and Institutional Strengthening

Capacity and institutional strengthening activities financed through the BCTP is to ensure efficient and timely implementation of community development assistance described earlier, as well as fortify the foundations for sustainability. As the Lead Partner for the BCTP, BDA will spearhead the community development work in the six MILF camps. BDA will be provided with the technical and practical assistance required to effectively carry out, in the context of the modified CDD approach, its project implementation and reporting responsibilities, further develop its institutional capacity, and build meaningful partnerships with select ministries of the BARMM Government, LGUs, and various development partners.

BDA will be the party with primary responsibility for strengthening, in a systematic and well-documented manner, the capacities of the camp-level JTFCTs, cooperatives, and POs involved in the BCTP. It will ensure camp-level JTFCTs have the necessary mobilization support and technical assistance to carry out their roles in the context of the BCTP.

This component also supports the activities of the Project Board and the conduct of project implementation missions, project coordination activities with BARMM Ministries, project assessments and lessons learned, and other activities that will strengthen the capacities of BDA as the lead partner for BCTP.

BDA will receive institutional strengthening services from CFSI and, through CFSI, from other specialized professionals and firms. A variety of institutional support will include, but certainly not limited to: enhancing financial management and procurement, including improvement of related policies and procedures; increased knowledge and access to World Bank systems, including the Systematic Tracking of Exchanges in Procurement (STEP); capacity-building on World Bank Environmental and Social Framework, including Environmental and Social Standards (ESS) process and instruments, participation in NGO certification

processes; membership in professional NGO networks; etc. In consultation with BDA leadership, BDA may also be supported in external audits mandated by the government, with the aim of setting BDA up for future opportunities.

Component 3: Project Administration and Quality Assurance

The Project Administration and Quality Assurance component will include oversight, coordination, and overall management of the BCTP. This will include procurement, implementation of the ESMF and monitoring of compliance to the applicable environmental and social standards, financing of incremental operating costs for the grant recipient and implementing organization to execute and monitor the project, and communication and dissemination of information on the project objectives, strategies and lessons learned. The component will also support a strengthened monitoring and evaluation system, including an enhanced Feedback and Grievance Redress Mechanism (GRM) where communities and individuals who believe that they are adversely affected by the BCTP may submit complaints. The enhanced mechanism includes, in addition to calls, texting, email, and messaging through social media platforms, and the installation of Feedback and Complaint boxes established in strategic locations.

This component will also finance external audits, another facet of quality assurance, that will include, conditions allowing, visits to field sites by the audit team.

C. Project Location and Salient Physical Characteristics

The BCTP will be carried out in the “six previously acknowledged” camps of the MILF, in accordance with the Annex on Normalization of the Framework Agreement on the Bangsamoro (FAB), signed by the GPH and the MILF in 2012. Spanning at least five provinces – Maguindanao del Norte, Maguindanao del Sur, Lanao del Sur, Lanao del Norte, and North Cotabato, the Special Geographic Area (SGA) of BARMM that used to be part of North Cotabato – the six camps are: (Figure 1 reflected the location of the six camps.)

- a) Camp Abubakar as-Siddique in Maguindanao - Camp Abubakar was the first camp of late MILF Chair Ustadz Hashim Salamat that served as the main training camp of the MILF. Camp Abubakar includes the easternmost municipalities of Maguindanao and western most municipalities of Lanao del Sur;
- b) Camp Bilal in Lanao del Norte and Lanao del Sur - Camp Bilal is the base of the North Western Mindanao Front (NWMF) of the MILF. Camp Bilal served as the tactical camp of the MILF and is the first frontline defense command of the MILF during the armed conflict in 2000, 2003, and 2008. Camp Bilal covers agricultural land with highlands in the western interior part of Lanao del Sur, up to the coastal areas of Lanao del Norte;
- c) Camp Omar ibn al-Khattab in Maguindanao - Camp Omar was established in the early 70’s covering areas of Talayan Municipality up to the mountains of Daguma Range, Isulan in Sultan Kudarat. It has more than 20,000 forces composed of Teduray, Manubo, Lambangian, Dulang’n, Ranaon and Maguindanaon. Most of the commanders of this Camp are “Ulama”(Islamic Scholars), for which they named the Camp after the most powerful and influential Muslim Caliph, Omar ibn Al-Khattab;
- d) Camp Rajamuda in North Cotabato and Maguindanao - Camp Rajamuda is the birthplace of the late Ustadz Hashim Salamat. Camp Rajamuda includes valleys across regions of BARMM particularly in Maguindanao province and North Cotabato in the municipalities of Pikit, Aleosan and Datu Montawal. These communities are predominantly Maguindanaon with some population of settlers and indigenous peoples.
- e) Camp Badre in Maguindanao - Camp Badre was named after the battle ‘Gazhuatul’ Bad’r of the Prophet Mohammad (s.a.w). Camp Badre is surrounded by the municipalities of Talayan up to the mountainous areas of Upi in Maguindanao. These communities are predominantly Maguindanao with some population of settlers and indigenous peoples; and
- f) Camp Busrah Somiorang in Lanao del Sur - Camp Bushra is the base of the Eastern Mindanao Front (EMF) of the MILF and of the late MILF Vice Chair Aleem Azis Mimbantas. Camp Bushra also served

as a sanctuary of the late MILF Chair Ustadz Hashim Salamat during the all-out-war in 2000. Camp Bushra geographically covers part of the highlands of Bukidnon, and the agricultural areas and some uplands of Lanao del Sur.

Camp communities are comprised of diverse groups, representing different ethnicities, religions, and socio-political perspectives. Most of these communities are situated in geographically isolated and disadvantaged areas, have direct experience of recurrent armed conflict and displacement, and rely heavily on agriculture and/or fishing for their daily sustenance as well as livelihood. They include children, youth, women, and men who have little to no access to basic services like potable water, electricity, education, health services, employment, and commercial markets. Many have long been involved in the armed struggle, either formally or informally. A large number are transitioning combatants and more than 1,000 are children formally disengaged from the MILF. Indigenous Peoples reside in just two of the six camps (Camps Bad'r and Omar). Clan conflict (i.e., *rido*) and/or violent extremism are concerns in several, if not all, of the camps. It is also noted that some of the residents of these communities have played, or are playing, leadership roles in the MILF, serve in the Parliament of the BTA, and/or occupy important posts in the BARMM Government.

The camps vary in size and scale from a few thousand to hundreds of thousands of people, in some cases cutting across multiple villages, municipalities, and provinces. With guidance from the GPH and MILF Peace Panels, and the Joint Task Forces on Camps Transformation (JTFCT) at both the coordinators and camp levels, the BCTP will support selected communities, known as *barangays*, in each of the six camps. It is likely many of the sites selected for BCTP implementation will be in, or adjacent to, barangays covered by MTF-RDPs, increasingly referred to as the “heart” or “core” of the respective camp. Refer to Table 1 for the Camp Core Areas or the Heart of the Camp.

Of the 6 major acknowledged camps of the MILF, 5 of these share hilly and mountainous terrains, except for Camp Rajamuda located in the plains and around the peripheries of the Liguasan Marshland. None of the camps are located inside national protected areas or within critical natural habitats. Transportation networks to and from these camps traverse the main national, provincial and municipal roads that are mostly paved, however going to the innermost center of the camps would entail using non-conventional road networks that are categorized as dirt-rough roads apart from Camp Abubakar that has concrete roads from the main highway to the camp’s center. Approximate distance of the 6 camps to its nearest economic and government town centers are between 15-20 kilometers, with the distance from the main highway to the camps’ centers from 9-15 kms. The camps do not have specific zones for residential/ human settlements core; commercial for livelihood/business centers; institutional for educational and government institutions; road networks are not properly delineated, etc. Residential areas in the camps are scattered around the camps’ area of jurisdiction.

Figure 1. Map of the six (6) Previously Acknowledged MILF Camps
Map of the Six Previously Acknowledged Camps of the MILF



Table 1: Camp Core Areas or the Heart of the Camp

CAMP	CORE AREA	COVERED AREAS / INFLUENCE AREAS (Inner Core and Outer Core)
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Camp Abubakar	Sitio, Bembaran, Brgy. Tugaig, Barira, Maguindanao	Barira, Buldon, Matanog, Parang (Maguindanao) Balabagan, Kapatagan, Marogong (Lanao del Sur) Alamada (North Cotabato)
Camp Badr	Brgy. Ahan, Municipality of Guindulungan	Guindulungan, Datu Saudi, Datu Salibo, Mother Kabuntalan (Areas of Sheik Bashir) Talayan, Datu Anggal Midtimbang, Talitay, Datu Odin Sinsuat, North Upi, South Upi, Datu Blah Sinsuat, Lebak, Kalamansig, Palimbang, Maitum, Kiamba, Ninoy Aquino, Cotabato City (104 th BC, Castro Emran)
Camp Bilal	Sitio Kura-kura, Brgy. Tampanan, Munai, LDN	Munai, Tangkal, Kauswagan, Bacolod, Piagapo, Madalum, Poona Piagapo, Balo-I, Pantar, Taguluan, Part of Marawi City, Matanggaw, Pantao a Ragat, Sapad, Salvador, SND, Picong, Nunungan, Bacolod, Maigo, Kulambugan, Linamon
Camp Bushra	Brgy. Sandab, Butig, LDS	Butig, Lumbayanague, Lumbatan, Sultan dumalondong, Masiu, Poona Bayabao, Tampanan, Lumba Bayabao, Maguing, Buadi Puso, Rmain, Kapai, Taguluan 2, Bayang, Binidayang, Lumbak Unayan, Bubong, Balindong, Wao, Amai Manabilang and some portion of Marawi City
Camp Omar	Brgy. Limpongo, Datu Hoffer, Maguindanao	Datu Hoffer, Datu Abdullah Sangki - Ampatuan, Shariff Aguak, Datu Unsay, Datu Saudi, Guindulungan, Mamasapano, Rajah Buayan, Sultan sa Barongis, Datu Salibo, Datu Piang, Shariff Saydona Mustapha (Maguindanao) Esperanza, Isulan (Sultan Kudarat) Lambayong, Tacurong, Tantangan, Mangilala, Norala, Surallah, Tupi, Marbel, Midsayap, Aleosan, Pigkawayan, President Quirino
Camp Rajamuda	Brgy. Rajahmudrah, Pikit, North Cotabato	Banisilan, Pikit, Aleosan, Carmen, Kabacan, Roxas, Arakan, Magpet, Makilala, Kidapawan, Mlang, Tulunan, Matalam (North Cotabato) Pagalungan, Datu Montawal, Paglas, Buluan, Paglat, Pandag, Gen. Salipada K. Pendatun, Manguda Datu (Maguindanao) Culombio (Sultan Kudarat)

III. Select Demographic, Socioeconomic, and Environmental Trends Mentioned in the 1st BARMM Bangsamoro Development Plan 2020-2022

The Bangsamoro region has the fastest growing population in Mindanao with an average annual growth rate of 2.9% from 2010 – 2015. BARMM’s economic performance increased by 7.5% in 2021 (at constant 2018 prices), the second fastest growth among all regions of the country. Highest growth were: Human Health and Social Work Activities (22.2%), Mining and Quarrying (20.2%), Accommodation and Food Service Activities (17.9%), Construction (12.2%), and Financial and insurance activities (10.6%). All other industries also registered positive growths. BARMM’s GRDP is predominantly Services-based with 38.9% share, followed by Agriculture, Forestry, and Fishing at 36.4% share, and Industry with 24.7% share. The top industries that registered the vast agricultural lands are utilized for the production of food and commercial crops such as palay/rice, cassava, corn/white corn, banana, coffee, tree crops – rubber, cacao, and oil palm. (Source: 2021 Report on the Economic Performance of Bangsamoro Autonomous Region in Muslim Mindanao, 29 April 2022)

The poverty incidence among families in the Bangsamoro stood at 29.8% in 2021 (Source: Preliminary 2021 Full Year Official Poverty Statistics of the Philippines), significantly lower than the 54.2% in 2018. Top two

poorest provinces in 2021 are found in the Bangsamoro region: Sulu at 51.0%, and Basilan at 42.5%. The significant drop in poverty incidence has been attributed to BARMM government’s poverty reductions efforts.

The delivery of social services in far-flung areas remain inadequate. A number of barangays still do not have access to social facilities like day care centers, school buildings, and health stations. Other barangays lack the personnel to cater to the health and education needs of the communities.

Infrastructure support facilities such as roads, bridges, ports, and sea ports remain inadequate or in poor condition and are among the development challenges of the BARMM government. The lack of or limited access to potable water systems and the absence of facilities to support agri-fishery production poses a major challenge to the growth and development socioeconomic opportunities in the region. Irrigation facilities are limited, serving only 25% of the total potential irrigable land in the region.

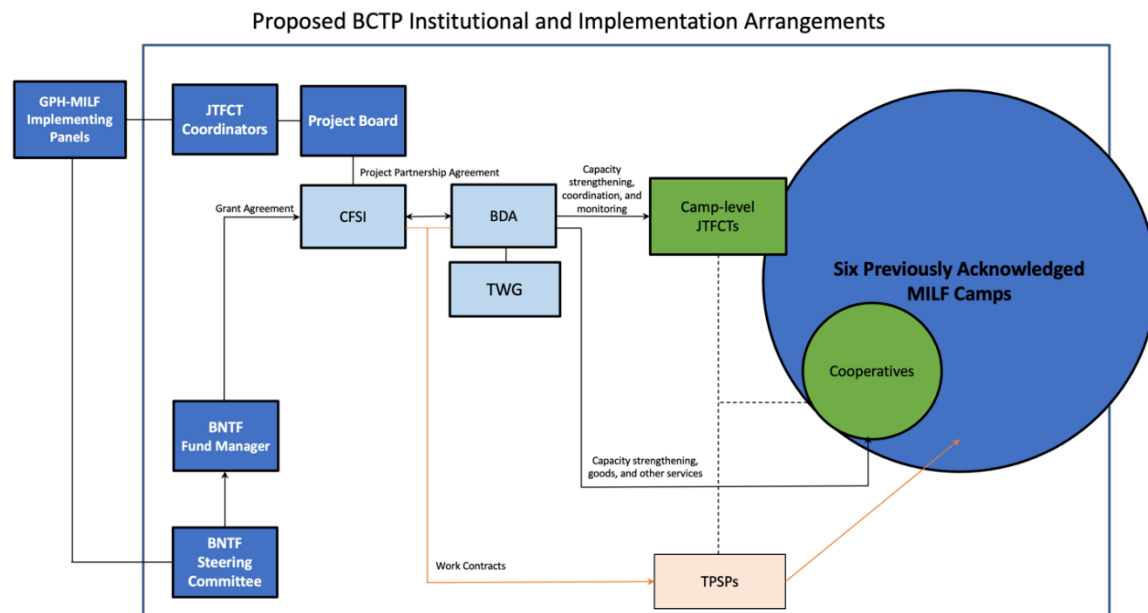
Continuing peace and security issues and concerns: The region is affected by recurring peace and security problems brought about by local terrorist groups and private armed groups (PAGs). Incidents of family feud or *rido* also result in the displacement of people due to fear of being caught between warring families.

While the situation does not reflect the entirety of the region, the challenge of the fragile peace and security situation, if not addressed, will affect the progress and development not only of the Bangsamoro and Mindanao but also of the whole country.

Vulnerability to disaster and climate change: In recent years, the Bangsamoro region has become vulnerable to the harsh effects of climate change. Natural calamities become recurring and more intense such as flooding in low-lying areas which displaces thousands of families and also incurring damages to properties.

Environmental degradation also poses threat to the entire region losing the natural barriers and the natural cover of the protected forests. Forest deterioration, river siltation, illegal fishing, pollution, and settlements in hazard-prone area contribute to the deteriorating condition of the environment.

D. Proposed BCTP Institutional and Implementation Arrangements



The BNTF Steering Committee is the highest body for the programmes and projects funded by the BNTF. It is composed of two representatives each from the MILF and GPH, two representatives from among the contributors to the Fund, and a representative from the World Bank as the Fund Manager.

The World Bank, as Administrator of the BNTF, will sign a Grant Agreement with CFSI, which will serve as Grant Recipient and Implementing Organization for the BCTP. Established in 1981, CFSI is a Philippines-based, international nongovernmental organization working in both the humanitarian and development arenas, domestically as well as internationally. Its vision is diverse people living together in dignity, peace, and harmony and its mission is to vigorously protect and promote human security—specifically, the lives, well-being, and dignity of uprooted persons and others in exceptionally difficult circumstances. CFSI has worked in the conflict-affected area of Mindanao continuously since the “All Out War” of the Philippine Government against the MILF in 2000. It has five offices in Mindanao, specifically Cotabato City, Iligan City, Marawi City, Zamboanga City, and Surigao City and works with a wide range of partners, including, but not limited to, several UN agencies, governments, and the private sector.

CFSI has worked in partnership with the World Bank in the Philippines since 2001 and served as a Trust Fund Recipient for the Mindanao Trust Fund (MTF) from 2005 through MTF’s closure in 2021. Strategic directions, policy development, programme support, quality assurance, fiduciary oversight, and ultimate accountability for the BCTP will be the responsibility of CFSI Headquarters in Metro Manila. A BCTP Project Team will be established by CFSI for project operations in Mindanao, with a variety of responsibilities, including but not limited to field-level leadership, procurement, capacity-building, provision of technical assistance, monitoring and evaluation, communications, accounting, and reporting. Most of the members of the Project Team will be based at the CFSI Operations Center in Cotabato City (COC), with the remainder at the CFSI Sub-Office in Iligan City (SOI). The CFSI Field Office in Marawi City (FOM) will be available as a way station for travel emergencies.

BDA will be engaged by CFSI as the Lead Partner for the BCTP, through a Project Partnership Agreement (PPA) signed by both parties. As the development arm of the MILF, the BDA is mandated to determine, lead, and manage relief and rehabilitation in the conflict-affected area in Mindanao. The BDA has benefitted from extensive capacity building support from various actors over a significant period of time, including those engaged by the World Bank through the MTF since 2005. CFSI and the BDA have collaborated on a wide range of initiatives continuously since 2004 and through projects funded by the MTF since 2005. In late November 2019, it registered as a non-stock, non-profit corporation with the Securities and Exchange Commission (SEC) of the Philippines as “BDA Inc.”, with the aim of playing a greater role in the future of the Bangsamoro.

The Project Board, co-chaired by the representatives of the MILF and GPH, will be governing body for the implementation of the BCTP. Members will be composed of a representative each from the World Bank, Office of the Presidential Adviser on Peace, Reconciliation, and Unity (OPAPRU), Bangsamoro Planning and Development Agency (BPDA), BDA, and CFSI. The Terms of Reference (TOR) is informed, broadly, by the Annex on Normalization and the TOR for the BNTF as well as the Guidelines for the Operationalization of the BNTF signed by the same parties in May 2016 and December 2017, respectively. The responsibilities of the Project Board include: setting policies relevant to implementation; approving the proposed project sites and sub-projects; helping manage strategic risks to the project; providing guidance to the JTFCTs in each of the six camps; and providing guidance to, and where appropriate, problem-solving support for BDA and CFSI. CFSI will act as the secretariat for the Project Board.

A Technical Working Group (TWG), co-chaired by the highest project leads of BDA and CFSI, will be the technical oversight of the BCTP. Members will be composed of representatives from relevant BARMM ministries and agencies, LGUs, and camp-level JTFCTs. Select Third Party Service Providers may be invited as/when the need arises. The TWG will help ensure achievement and sustainability of intended outputs and outcomes, establish complementarity of resources, support monitoring and evaluation as well as quality assurance, and help address bottlenecks and develop catch-up plans, if necessary. BDA will act as the secretariat for the TWG.

Third Party Service Providers (TPSPs) will be engaged primarily by CFSI and, to some extent, BDA to deliver goods and services, leading to the achievement of BCTP results. TPSTs include, but are not limited to, construction firms that will build socio-economic infrastructures in camp communities and extension service offices of universities and technical vocational institutions that will carry out capacity strengthening activities for cooperatives and select community members such as women.

In terms of implementation arrangements for the BCTP, the Project Team established by CFSI and led by the Project Coordinator, will work closely with the team established by BDA, likewise led by a Project Coordinator. Both parties will work closely with the Coordinators of the JTFCTs, the JTFCTs in each of the six camps, cooperatives. However, their roles and responsibilities will differ. In this context, CFSI will sign a performance based PPA with the BDA that details the implementation roles and responsibilities, deliverables, conditions for fund transfers, and Work and Financial Plans for defined periods.

CFSI has primary responsibility for the effective and efficient implementation of the BCTP. It is tasked with procurement, managing the finances, supporting program management, and providing capacity-building services that enable the BDA, JTFCTs, and cooperatives to manage and implement the various sub-projects. In addition, CFSI serves as financial intermediary, with direct responsibility for receiving grants, procuring the services of TPSPs in accordance with World Bank standards, managing disbursements, and accounting for the use of funds, goods, and assets. This includes, but is not limited to, monitoring disbursements and fund utilization, evaluating financial and procurement transactions, and providing recommendations for more effective and efficient implementation of the BCTP. CFSI, working in close collaboration with BDA and JTFCTs, will take all reasonable measures to ensure the sustainability of project results; identify and mitigate risks; and comply with World Bank standards related to finance, procurement, ESF, visibility, and feedback as well as grievance redress mechanisms.

BDA has primary responsibility for field-level implementation, specifically within each of the six camps. Its Project Coordinator will lead implementation of project activities in the six MILF Camps, supported by the management of BDA. In each camp, BDA will be responsible for providing technical assistance, promoting the participation of women and, where relevant, Indigenous Peoples, and supporting the JTFCT in working with the cooperatives, and the community throughout the sub-project cycle, from social preparation to needs assessment to construction to training to sub-project turn-over. BDA will help monitor the construction activities of TPSPs, facilitate the delivery of the capacity strengthening of cooperatives, and generally ensure all activities in the camps are carried out.

Once sub-projects ideas have been proposed by the JTFCTs and validated by communities, sub-project proposals will be developed by BDA for rigorous review and approval by CFSI. For those sub-projects involving the construction of infrastructure, be it socio-economic or social-cohesion-related, TPSPs (i.e., contractors) will be procured by CFSI, in accordance with World Bank Procurement Guidelines. They will be required to prioritize the hiring of labor from the local community, whenever possible, and comply with guidelines, including ESS on labor management. Cooperatives and community volunteers will be trained by BDA to help monitor and maintain sub-project investments, which will be turned over to the cooperatives that are registered with the appropriate government entities. TPSPs may also be engaged by CFSI for training and technical assistance elements of sub-projects.

Part B

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK, POLICIES AND PROCEDURES

SECTION I: Environmental and Social Management Framework (ESMF) for BCTP

I. World Bank Environmental and Social Standards (ESS) Applicable to the BCTP

Nine out of the Bank’s ten environmental and social standards are applicable to the BCTP. Table 2 below shows the relevant standards, the corresponding Philippine legislations, and their applicability to the project.

CFSI will ensure that BCTP implementation will abide by the various legislations and policies of the Philippine government in ensuring that the nine (9) ESS are properly observed throughout project implementation. A brief overview of these laws is attached as **Annex 1**.

Table 2: Screening of World Bank Environmental and Social Standards

World Bank Environmental and Social Standard	Applicable to BCTP	
	Yes	No
ESS1 – Assessment and Management of Environmental and Social Risks and Impacts	√	
ESS2 – Labor and Working Conditions	√	
ESS3 – Resource Efficiency and Pollution Prevention and Management	√	
ESS4 – Community Health and Safety	√	
ESS5 – Land Acquisition, Restrictions on Land Use, and Involuntary Resettlement	√	
ESS6 – Biodiversity Conservation and Sustainable Management of Living Natural Resources	√	
ESS7 – Indigenous Peoples/ Sub-Saharan African Historically Underserved Traditional Communities	√	
ESS8 – Cultural Heritage	√	
ESS9 – Financial Intermediaries		√
ESS10 – Stakeholder Engagement and Information Disclosure	√	

II. Environmental and Social Management Framework (ESMF) for BCTP

A. Environmental and Social Risks Assessment

The main risks identified are both environment and social including political and governance, security and safety disasters and the possible resurgence of epidemics and pandemics, i.e., COVID-19, polio, and other communicable diseases.

Social. The context of the BCTP being in conflict-affected areas specifically within the communities of the six (6) previously acknowledged MILF camps and its influence areas (inner core and outer core), by itself presents considerable social risks. At the same time, the intrinsic intent of the project is also expected to have significant social impact as it aims to contribute to the transformation of the camps into peaceful and productive communities by improving agricultural productivity and access to basic services, socio-economic infrastructures and community facilities, in support of the commitments stated in the Annex on Normalization. Yet the project is cognizant of the emerging threats from extremist groups and some historical issues of social injustice/social exclusion that could affect the social dynamics of the peace process, in general, and the project.

The camps are home to three groups of people: (i) Moros or Muslims, (ii) Lumads or indigenous peoples, and (iii) “settlers” who are mostly Christians, whose families or ancestors were resettled people from Luzon and the Visayas. The conflict in the Bangsamoro is characterized by vertical conflict (state versus revolutionary groups) and horizontal conflicts abound such as political elites competing for key electoral positions in the government or control over scarce resource in the area, inter-ethnic competition, or intercommunal conflict (known locally as “rido”, i.e., vendetta). The project will put in place strong inclusion and participatory mechanisms to address any social tensions that may arise. It will follow and diligently

observe social inclusion and participatory approaches across all levels of decision-making process, especially at the community level project identification.

In camp communities, MILF Commanders exercise significant influence over decision-making in these communities. While it was not a major issue in the previous interventions, it will be important to ensure that benefits are not solely captured by core MILF members and supporters to the exclusion of minority groups. To promote inclusive development in the Camps, participatory approaches will continue to be employed to identifying development needs and community priorities. Community members will also be encouraged to meaningfully participate in project consultations, implementation, monitoring, operationalization and maintenance, and in other project-related activities. This is intended not only to ensure project quality, but also as an ongoing step in improving social cohesion in the camp communities and promoting ownership of the project by actively involving every community member in deciding on projects that are responsive to their needs. Community involvement and meaningful participation in decision-making is a gradual process of "civilianizing" or "democratizing" decision-making processes in the Camps. The leadership of the MILF are committed to such a process as part of the aspirations to transform camps into peaceful and productive communities and the transition of the MILF from a revolutionary group to a political and social movement.

The proposed project draws from long years of experiences under MTF-RDP and adopts the following features that are designed to mitigate the social risks: (i) modified CDD approach as a key strategy that would entail direct and meaningful participation of communities in key decision making; (ii) provision of assistance (tools, equipment, trainings) that the communities could use for sub-projects that respond to their identified priority basic needs; (iii) timely capacity building for community leaders/volunteers, including local champions, that would enable them to engage local service providers and sustain project initiatives; (iv) community mobilization that would serve as a platform for enhancing social cohesion; and (v) strengthening partnerships with line agencies of BARMM ministries and the LGUs.

Security. BCTP implementation in camp communities will also be subject to security concerns: some related to the uncertainties inherent in the ongoing peace process and/or transition in governance at the sub-national level, and some related to widely reported recruitment efforts by violent extremists, including those allegedly sympathetic to, or aligned with, international terror groups like ISIS. Further, some of the communities within the six camps are affected by clan conflict ("rido"). Moreover, the presence in some communities of other armed, non-State actors who are not parties to the peace process and/or who wish to upend the process must be seen as potential risks.

While the contextual risks are significant, the social risks directly attributable to the BCP is moderate as the project has put in place a strong mitigation measures owing to the efforts as well as reputation of CFSI and BDA, strong ties with the affected communities, and the links with the JTFCT, the MILF, the BARMM Government, and the GPH. These measures will ensure that local community dynamics are fully understood before project implementation commences. Additional measures to be taken will include regular dialogues with security experts, including UNDSS officers; careful review of security risk assessments; mandatory training on staff security for both BDA and CFSI colleagues; specialized training for designated focal points for Staff Security; and the designation as well as training of medics for field missions.

CFSI has many years of good track record in community work in conflict-affected areas with seasoned community facilitators who are deeply aware of the social dynamics and cultural sensitivities as well as have the skill/expertise to manage the community processes. CFSI has been constantly aware of the dynamic and complex social and environmental risks that allowed them to adopt timely mitigating measures. CFSI has been working with BDA for more than 16 years, mostly under the Mindanao Trust Fund – Reconstruction and Development Project, where a modified CDD approach was utilized in tailored to suit situations in the conflict affected areas and in the MILF camps.

Lastly, there are other support services such as the crisis monitoring system and the enhanced Grievance Redress Mechanism (GRM) that provide useful feedback for detection of emerging social issues/threats so that the project can adopt timely mitigating measures and course corrections. The GRM will be rolled out in all project sites to provide communities with alternate means of giving feedback or raising any concerns about project.

Environment. The project will also finance community-based and small-scale infrastructure sub-projects based on an open menu with a negative list that prohibits projects that would damage the environment (e.g., chainsaws, pesticides), support illegal activity (e.g., weapons) or will involuntarily resettle/displace households. Refer to **Annex 2** for the existing negative list menu. Environmental issues in BCTP would relate primarily to impacts caused by community-based small works such as solar drying pavements, food stalls, post-harvest facilities, dry and cold storage areas. Anticipated risks and impacts for the small works and crops are land disturbance due to site clearing, temporary diggings, construction debris, road obstructions, increase in surface runoff, increased use of chemical-based weedicides and pesticides. The potential impacts for poultry and similarly for fisheries include clogged drainage canals, uncollected chicken manure and likewise heavily silted fishponds and overuse of feeds and antibiotics. Due to the small-scale scope of works and agricultural activities, temporary and localized, short-term and minimal environmental impacts such as water pollution, water ponding, uncollected agricultural wastes leading to vermin infestation, eutrophication, dust, noise, and vibration, generation of construction debris and solid wastes, erosion and siltation due to loose soil and unstable slopes as well as occupational health and safety will be managed in the ESMP and ECOP during the construction period. The mitigation measures will include among others the collection and treatment of liquid and solid wastes, soil compaction, slope stabilization and good farm management. The project is using an environmental and social screening mechanism that identifies prohibited sub-projects (e.g. community roads into protected areas or procurement of pesticides) and those with adverse environmental impacts. Mitigation of the negative impacts of sub-projects that are not in the negative lists will be addressed in the design and implementation of the ESMP and ECOP. In general, most sub-projects under the BCTP are categorized as non-environmentally critical projects and not located in environmentally critical areas, thus, are exempted in securing environmental compliance certificates (ECC). The subprojects will also generate positive environmental benefits towards the preservation and protection of the environment as part of the ESMP and ECOP while the communities will ensure that their sources of livelihoods are protected for sustainability especially those that are resource-based.

Coops/POs and JTFCTs will be properly trained by BDA on using ESSC and ESMF at the outset of community level activities to ensure that they know the parameters of sub-project selection. To ensure compliance with the environmental and social standards, all sub-project proposals Proposed will each prepare an Environmental and Social Screening Checklist (ESSC) to assess potential environmental and social impacts of the proposed sub-project, and an Environmental and Social Management Plan (ESMP) or for minor environmental impacts an Environmental Code of Practice (ECOP) stating impacts and mitigating measures to be in place to minimize possible temporary adverse impacts of the sub-project to the environment and to the community. Specific ESMPs are developed for different types of infrastructure works (Refer to **Annex 3** for ESSC; and ESMP/ ECOP Templates). ESMPs and ECOPs are regularly monitored by the project team and updates or improvements to the ESMP are also possible based on current site conditions/ situations. While the exact magnitude of environmental impacts will only be known once specific sub-projects are selected and designed, it is anticipated that with the application of the above tools, residual environmental impacts will mostly be temporary and short-term. The environmental risks may be considered moderate as the community structures and facilities are small-scale and will not generate significant adverse environmental impacts and are not located in environmentally critical areas.

Disasters. The possibility of disasters due to natural hazards and armed conflict in the area is a reality that cannot be ignored or downplayed. Typhoons, flooding, landslides, and earthquakes are not unusual experiences, with some of these occurring with almost regular frequency. A recent example of this was the flooding in many parts of Mindanao, including BARMM, due to Severe Tropical Storm Nalgae which affected 243,793 families. In 2009, the Philippines experienced the first sign of climate change and weather disturbance that became frequent in the following years. The country experienced increased frequency of extreme weather events, extreme rainfall, and extreme changes in temperature. Affecting people, including indigenous peoples, whose livelihoods depend on the natural environment (forests, agricultural land, water bodies) and are also among the vulnerable sectors of society and living in poverty. The accumulated impact of recurring disasters on household livelihoods has long term effects, reinforcing intergenerational poverty and pushing households into greater vulnerability. To help minimize the extreme effects of climate change to livelihoods, those involved in BCTP implementation, CFSI, BDA, JTFCTs, community, and government partners, will mainstream disaster risk reduction (DRR) and climate change adaptation (CCA) activities into the different project components. These would include, but not limited to, community and camp level DRR and CCA capacity strengthening activities, sub-project designs to be responsive to the changing conditions

of the environment; adopt new technologies and introduction of resilient livelihood practices and inputs, and strengthening local DRR teams and early warning systems at the community level.

The engagement with the Ministry of Interior and Local Government (MILG), Local Government Units, BARMM READI, and other BARMM Ministries implementing DRR and CCA activities will be actively engaged with the BCTP for technical assistance and joint efforts on the implementation of community-level DRR and CCA activities. If/when disasters do occur, CFSI, a member of the Philippine Humanitarian Country Team (HCT), will draw on its long and extensive experience in humanitarian action, some of which is ongoing in the conflict-affected area. BCTP could be helpful to the recovery in the event of a disaster.

The existing environmental baseline conditions will be conducted by BDA, with guidance from CFSI Project Team. Project sites shall be assessed and evaluated fully during the social preparation and community planning to ensure that design and location of the proposed subproject is *environmentally sound* and *harmonizes with its environment*. Areas needing reforestation within the community can also be delineated and programmed for BCTP reforestation activities. End line environmental conditions will also be gathered by BDA and CFSI Project Team, to document impact of BCTP interventions to the natural environment. These data will be part of a thematic project map.

Compliance with Philippine Environmental Policies such as the Philippine Environment Impact System Act; Philippine Environment Code; and other legislations, standards and regulations aimed to protect and improve the quality of the Philippine environment will be strictly observed. Government permits and clearances, as required by laws, will also be secured.

Land tenure. Disputes over land and resources are prevalent in the BARMM due its complex land tenure regimes in the region composed of alienable and disposable lands (including residential, agricultural, commercial, and industrial), timberland, protected parks, and mineral and those applied for as ancestral domains by the IPs. Land property rights and ownership in the region also vary, including ownership through privately titled lands and or tax declarations from transfer through sale, inheritance, or awarded from the government. Majority of land ownership, however, are undocumented. The BARMM government reported that based on the 2015 cadastral survey and report, a total of 208,583 hectares of cadastral lands were contested in the region. Noting these multiple land issues, the project will categorize as part of the negative list of those activities that will entail the involuntary land acquisition and resettlement (displacement). As no involuntary and resettlement/displacement will be foreseen, the foreseen risk to the project is low.

Possible resurgence of epidemics and pandemics. Throughout project implementation period, efforts to prevent the spread of infection (including sexually transmitted diseases such as HIV-AIDS), control outbreaks, mitigate the incidence of morbidity and mortality, foster socio-economic recovery, and strengthen the health system will require a great deal of effort from everyone, especially the national and BARMM governments. With possible resurgence or epidemics and pandemics, e.g., COVID-19, polio, etc., government may issue policies that restrict or limit movements and gatherings and thus will require very different ways of working. For example, large community assemblies may be restricted to prevent spread of diseases. As such, the project team will develop new ways of working that foster community participation without increasing the risk of spreading the disease and death. In operational terms, this will likely include, for example, a series of meetings with small groups of people practicing social distancing in open air venues and wearing PPE, rather than the typical large gatherings of people, tightly packed into an enclosed venue, such as a school classroom. The BCTP Operations Manual, as well as the ESMF, will include an annex with detailed measures for mitigating the risks of COVID-19 guided by the regional and national COVID-19 protocols such as social distancing, wearing of PPEs, contact tracing and case referral and management. Health protocols adopted in the COVID-19 guidelines may also be applied in case other disease emerged during the course of project implementation.

As mentioned above, several contingency measures can be put in place should the project encounter such risks. CFSI will stay in close contact with the World Bank Task Team throughout implementation to be able to quickly address challenges and agree on changes if needed. While the project design includes several measures to mitigate these challenges, the risk posed remains and will require constant work and close supervision.

B. CFSI Policies Relevant to the ESMF

CFSI is a humanitarian organization guided by the **principles of humanity**, neutrality, impartiality and independence. Its overall mission is to vigorously protect and promote human security – specifically the lives, well-being and dignity of people uprooted by persecution, armed conflict, disasters, and other exceptionally difficult circumstances. To prevent children, women and men from becoming uprooted, CFSI promotes peace, respect for human rights, and the equitable distribution of resources. CFSI strictly abides to the **Do No Harm approach** that helps CFSI handle and understand the complexities in the conflict environment where they work. This helps CFSI develop different programming options/approaches, which will have better outcomes for the beneficiaries.

BCTP was designed specifically for the “six previously acknowledged” camps, the largest within the span of influence of the MILF. CFSI, in partnership with BDA, will ensure the inclusive development in the Camps through participatory approaches and in compliance with environment and social standards for the project, consistent with the Philippines’ national and local laws, rules and regulations and World Bank policies. To ensure BCTP compliance with ESS, ES provisions will be embedded in all project documents and processes, contracts, and will be explained to all project partners and stakeholders, guided by the humanitarian principles and Do No Harm approach practices of CFSI.

TPSPs who will be involved in BCTP, will be provided with orientation specific to Prevention of Sexual Exploitation, Abuse and Harassment (PSEAH) and child protection policy, that is inclusive of CFSI’s reporting and response procedures. The two policies are explicitly stated and form part of the contract where consultants and TPSPs must acknowledge and sign a Statement of Commitment as part of the terms of the project contract. Further, all CFSI’s activities—as well as those of its sub-contractors – will be continually assessed to identify and minimize risks to persons of concern, especially children, women, PWDs and other vulnerable groups.

Reporting of SEAH and Child Protection Violations. A separate confidential report exclusively for concerns and actions taken related to SEAH and Child Protection violations, should a case arise, will be shared with the World Bank by the CFSI Executive Director within 24 hours upon learning about the incident.

On Staff Security. One of the lessons learned by CFSI in implementing projects in the six previously acknowledged camps of the MILF, as well as the broader conflict-affected areas of Mindanao is that security is best managed through proper and timely coordination with local stakeholders and by following the coordination protocols set by the parties of the GPH-MILF peace process. For the implementation of the BCTP, CFSI will continue managing security risks through regular coordination with the camp JTFCTs, MILF and government counterparts, UN agencies, Civil Society Organizations, and community members that understand the local dynamics in the area. CFSI will revisit its security policy, orient project workers, and monitor compliance. Note that CFSI does not usually engage either private or Government security actors. If Bank staff require private security personnel for field missions, CFSI will work with the Bank to formulate a site-specific and context-specific Security Personnel Management Plan.

All CFSI staff are also oriented on the UN Security Awareness Policy upon joining the organization and a staff security orientation is regularly provided to all. Security updates are also provided to all staff to ensure staff’s awareness on the latest security status in their respective areas of operations.

Each office of CFSI has designated security focal point to monitor, receive and report the security incidents to respective Operations Management Team (OMT) then to the overall focal point up to the CFSI Senior Management Team (SMT). The reported security incident was disseminated to staff for reference and action. For those staff on travel/on field mission, they send regular messages to the assigned security focal point upon arrival to the area. The security officer is monitoring the whereabouts of the staff on field. A staff locator chart is also updated and maintained in the office for reference.

C. Labor Management Procedures (LMP) for BCTP

The labor management procedures (LMP) enables identification of main labor requirements in consonance with the labor laws and policies of the Philippines, and risks associated with the project and help CFSI to

determine the resources necessary to address labor issues. The LMP, as detailed in the Operations Manual of the Project, is a living document, which is initiated early in project preparation, and is reviewed and updated throughout development and implementation of the project. Accordingly, the LMP details out the type of workers likely to be deployed by the project and the management thereof. The LMP provides an assessment of key potential labor risks, an overview of labor legislation, including those related to occupational health and safety (OSH), and the corresponding policies and procedures on worker management. The LMP also includes a Grievance Redress Mechanism (GRM) that specifically addresses the concerns of project workers. LMP will also reflect the current COVID-19 protocols and guidelines (Please refer to Annex for the LMP).

D. Resource Efficiency and Pollution Prevention and Management

A component of the project involves construction of small community-based infrastructure sub-projects located in select camp communities; some specific design criteria will be adopted to ensure environmentally friendly/enhancing elements are considered to minimize any adverse environmental impact of the sub-project. During the sub-project site appraisal and validation activity, potential hazards, natural and man-made, will be assessed. Design adjustments will help address some site-specific concerns. Proper building orientation (orientation based on wind direction) will also be advocated to maximize cross ventilation within the structure. Other design criteria that the project will promote include the use of high interior ceilings with louvers to reduce heat inside the structure; use of wide windows for better ventilation and natural lighting, skylight designs may be used as appropriate for natural lighting, vertical structures gutters designed to drain into rain water harvesting tank for water recycling; architectural design must also blend in with the environment; and promoting the use of environmentally friendly materials to contractors as embedded in their work contracts. Since BCTP also promotes home-based gardening activities and tree-planting activities, the same will be adopted in areas surrounding the community infrastructures for aesthetic purposes, and heat and glare reduction.

As mentioned earlier, it is anticipated that small community-based infrastructure sub-projects under BCTP, will cause temporary air, water, soil and noise pollution during construction period. Proposed mitigating measures to minimize the effects of land development, resource use, construction and operation-related pollution are stated in the ESMP templates in **Annex 4**. Project activities are also expected to use limited resources such as sand, soil, quarry material, wood and generate construction debris and other solid wastes. To ensure that construction wastes will be properly disposed in compliance with the Ecological Solid Waste Management Act and the Environmental Code of the Philippines. CFSI requires all TPSP (contractors) to prepare an Environmental and Social Management Plan and an Ecological Waste Management Plan (EWMP) as part of the bid submission documents. EWMPs will form part of the work contract with the contractors and will be closely monitored by BDA. Completed facilities will also practice waste management strategies such as waste segregation and composting.

For agriculture-based intervention stated under Component 1, the use and purchase of pesticides that contain active ingredients that are restricted under applicable international conventions; or pesticide products that meet the criteria of carcinogenicity, mutagenicity, or reproductive toxicity as set forth by relevant international agencies, will be prohibited or is in the negative lists. Should the need arise, pesticides with negligible adverse human effects, and are shown to be effective against the target species, with minimal effect on non-target species and the natural environment, may be considered upon securing a no objection letter (NOL) from the World Bank, supported by a letter from the Fertilizer and Pesticide Authority (FPA) that the product is registered, meaning it has gone through the evaluation process of FPA and the FPA can ensure safety, public health and environmental protection in the use of the pesticides.

Disposal of medical related wastes (e.g., face masks, PPEs), will also be strictly observed as stated in issuances released by DOH, also stated under ESS4.

E. Community Health and Safety

Community health and safety concerns will all follow the Ministry of Health, and the Department of Health, protocols/guidelines in response to possible outbreaks of pandemics, epidemics and other infectious diseases in the community. Coordination with the Ministry of Labor and Employment is also necessary to ensure that a responsive Occupational Health and Safety program is in place for the project workers, and to the community in general.

Implementation of BCTP will strictly follow the health and safety protocols issued by the national, regional and local authorities and will continue to observe proper hand washing/sanitation practices in all project activities.

The Expanded Program on Immunization (EPI) of the Ministry of Health, as well as other community health programs will also be tapped as part of the health risk mitigation measures for the project.

Construction safety practices as stated in the SEI Field Guide, prepared for MTF-RDP/2, and in the Occupational Safety and Health Standards (RA11058) will be observed in construction sites, including the use of proper safety signages and use of appropriate PPEs.

To address some of the temporary impacts of construction, BDA and CFSI Project Team, may adopt the following measures, such as but not limited to: 1) dusts and particles from construction being blown away to surrounding structures causing nuisances to surrounding families, especially to children and elders. In this case, contractors will be advised to spray water to reduce the dust and other particles in the air. 2) Daily construction debris generated – contractors may be asked to periodically clean the debris. 3) Generated construction noise – Advise contractor to use environment-friendly construction materials and equipment and limit construction hours to minimize possible disturbance to local livelihood. Contractor will fence off construction site to reduce any possible annoyance to neighbors. And 4) Road Safety and Construction related traffic – BDA and CFSI will adopt and implement measures and actions to assess and manage traffic and road safety risks as required in the ESMPs i.e construction safety line and road signages,

F. Voluntary Land Donation Protocols and Involuntary Resettlement

Land acquisition based on eminent domain will **not** be undertaken in the post-conflict context of the conflict-affected areas to obtain land for a community sub-project. Thus, sub-projects involving involuntary land acquisition and resettlement (displacement) are on the negative list and **not** eligible for funding. A Land Acquisition Framework (LAF) and Resettlement Action Plans are not needed to implement BCTP sub-projects.

While the project will only support small infrastructure works, it also triggers ESS5 (Land Acquisition, Restrictions on Land Use and Involuntary Resettlement) since community infrastructure sub-projects involve acquisition of a small parcel of land which are voluntarily donated. Thus, BCTP would continue to ensure that any acquired small parcels of land are voluntarily donated, and no compensation is charged under project funds (Negative List).

Land required for sub-projects may be acquired through voluntary private land donations, voluntary private long-term leases at a nominal cost, transactions between willing-seller-willing-buyer, or access to use vacant community or government land. Private, community or government donations, long-term leases, and community purchases must be properly documented. The documents will be part of the sub-project appraisal. Payment, if any, should be made by project partners such as the LGU or the PO as their local counterpart contribution, and cannot be funded out of project funds. A **Voluntary Land Donation Protocol** for BCTP is attached (**Annex 4**) which outlines the processes that must be observed for BCTP sub-project land donations.

Any activity that would involve voluntary land acquisition requires an early special approval from the project implementing unit (Central Management Office of BDA). In case agreement is reached with families regarding the transfer of land, (i) land acquisition assessment documentation (**Annex Table A2-2: Land Acquisition Assessment**), (ii) a recording of the confirmation by the donor that he/she has willingly donated the land/asset (**Annex Table A2-3: Documentation for Transfer of Assets**), and (iii) release of funds for sub-project implementation once land donation documents had been properly complied and submitted. The LP team should assist the PO regarding the two first steps, and the BDA-LP would need to provide verification through sample field visits.

Land required for a community small-scale infrastructure sub-project under BCTP, will most likely consist of government lands free of claims or encroachments, or of voluntary donations from community members. Arrangements and proper documentations must be made to ensure that the land donation is indeed voluntary,

given that the donor is the legitimate owner of the land and is fully informed of the nature of the sub-project and the implications of donating the property. Implications refer to current and future implications.

If the donor decides to donate the property on a conditional basis, the terms and conditions of the temporary use (usufruct) of the property must be clearly stated in the Conditional Deed of Donation Document.

ES standards to be applied for voluntary land donations:

- a) An assessment that no person had been adversely affected as a result of the donation including the owner and heirs;
- b) That the infrastructure to be constructed in the said land can also be constructed in other areas;
- c) Certification from the LGUs and the proponents that the land is free of claimants or encroachments, such land to be used/donated for the project are unoccupied and is not being used for any economic activities nor does it have productive assets;
- d) Deed of Donation to the Cooperative or LGU concerned, notarized by a registered lawyer, with copies of donation papers furnished to the office of the Municipal Assessor and the Provincial Register of Deeds;
- e) Declaration of Ownership with Waiver of Claims for Affected Assets/Land;
- f) Joint Affidavit of Two adjoining landowners or Barangay Officials (for unregistered lands);
- g) Waiver of Rights/Quit Claim (for plants, trees houses, structures inside the property, etc., if applicable);
- h) Compliance with the provisions of the Civil Code on Private Land Donations and Usufruct Agreements.

The CFSI and BDA will ensure that required documentation for land donation and waivers/quit claims have been submitted by the sub-project proponent, or the compensation has been paid to the land owner, not from project funds, before any sub-project construction commences.

G. Biodiversity Conservation and Sustainability Management of Living Natural Resources (Biodiversity Risks and Impacts)

Implementation of BCTP will be in compliance with the provisions of RA7586 or the National Integrated Protected Areas System Act of 1992, and with the Expanded NIPAS Act of 2018 (RA 11038), since no infrastructure sub-project will be located in any NIPAS and other Environmentally Critical Areas. BCTP recognizes the importance of maintaining ecological functions of habitats within or surrounding selected project sites. Thus as a capacity building intervention of the project to communities, including in IP communities, is to equip the beneficiaries with the knowledge and awareness on the natural environment. How certain livelihoods may have a negative impact to the natural environment and thus must be stopped and a new livelihood intervention may be introduced. Sustainable management practices will be introduced.

BCTP tree planting activities that will only use Philippine native tree species that are endemic and indigenous in the project sites (no planting of exotic species like gmelina and mahogany) will help restore environmental cover in select communities. Tree planting activities will be coordinated with MAFAR for the seedlings, and MENRE and LGU for possible tree-planting locations that are not on the path of a planned road network or community infrastructure project. BCTP also promotes the use of new and innovative technologies in agriculture that do not post harmful effects to the environment. BCTP, through the DRR/CCA trainings will also educate beneficiaries on the importance of environmental protection and conservation.

Land involved in community-based infrastructures are too small and generally does not involve tree cutting. In evaluating a proposed site for a community infrastructure, the team ensures that the area is not planted/agriculturally productive, and no trees need to be cut down. Should there be a need to cut down a tree, a request, from the team and the LGU must, be submitted and approved by MENRE prior to proceeding with procurement activities.

H. Indigenous Peoples Participation Framework

BCTP will ensure that Indigenous Peoples (IP) groups are part of the beneficiaries in the overall project and that they are active participants in the social assessment, community planning and sub-project identification and project management processes. The baseline survey of the project community collects ethnic affiliation information which helps the community decide and design its sub-projects. The principles of the Data Privacy Act will be strictly observed, personal data will be secured and protected.

While the BCTP does not anticipate negative impacts on IPs, an IP Planning Framework will be prepared as a safeguard for IPs and to provide further guidance to project staff when working on project development aspects with IPs. Being demand-driven in character, the exact location and nature of the community sub-projects are still undetermined. BCTP will be implemented using a community-driven development (CDD) approach with a highly participatory character where communities are fully involved in decision-making, management and implementation of their own sub-projects.

Framework Objectives. The IP Planning Framework seek to ensure that Indigenous Peoples are informed, meaningfully consulted and mobilized to participate in the identification, planning, implementation, monitoring and evaluation of sub-projects to be supported by BCTP. Their participation can provide them benefits with more certainty and/or protect them from any potential adverse impacts of sub-projects that will be funded.

Definitions

For purposes of this policy, the term “Indigenous Peoples” is used in a generic sense to refer to a distinct, vulnerable, social and cultural group possessing the following characteristics in varying degrees:

- a) self-identification as members of a distinct indigenous cultural group and recognition of this identity by others;
- b) collective attachment to geographically distinct habitats or ancestral territories in the project area and to the natural resources in these habitats and territories;
- c) customary cultural, economic, social, or political institutions that are separate from those of the dominant society and culture; and
- d) an indigenous language, often different from the official language of the country or region.

IP groups present in the camps are mostly Tedurays, although other IP groups such as Lambangian, Manobo, Hiligaynon, and B’laan, are also present in some other areas.

Legal Framework

The IP Planning Framework supports the priority given to Indigenous Peoples by the Government of the Philippines, embodied foremost in the 1987 Constitution, which recognizes the rights of the IPs to their ancestral domains and their power of dominion over their lands and resources. Among its pertinent provisions are:

Section 17, Art. XIV: *“customary laws governing property rights or relations shall be applied in determining the ownership and extent of ancestral domains; and*

Section 22, Art. II, Section 5, Art. XII: *“...the rights of indigenous peoples to natural resources pertaining to their lands shall be specially safeguarded...”* These rights include the right of the IPs to participate in the use, management and conservation of natural resources. The right to stay in their territory and not be removed therefrom except when relocation is necessary as an exceptional measure, as in the case of an ecological disaster or armed conflict. IPs have a right to return to their territories once the grounds for relocation ceases.

Another nationally legislated instrument protecting the rights of IP is the Indigenous Peoples Rights Act (IPRA or RA 8371), which state certain requirements in activities and programs affecting Indigenous Peoples. Some relevant provisions include:

Chapter III, Section 7b: *“...IPs have the right to an informed and intelligent participation in the formation and implementation of any project, government or private, that will impact on their ancestral domain...”*;

Chapter IV, Section 16: “...IPs have the right to participate in decision-making, in all matters which may affect their rights, lives and destinies, through procedures determined by them as well as to maintain and develop their own indigenous political structures...”

The Bangsamoro Organic Law, R.A 11054, provides through:

Section 3 (Indigenous People’s Rights), Article IX (Basic Rights) that “*the Bangsamoro Government recognizes the rights of the indigenous peoples and shall adopt measures for the promotion and protection of the following rights: a. Native titles or fusaka inged; b) Indigenous customs and traditions; c) Justice systems and indigenous political structures; d) Equitable share in revenues from the utilization of resources in their ancestral lands; e) Free, Prior and Informed consent; f) Political participation in the Bangsamoro Government including reserved seats for the non-Moro indigenous peoples in the Parliament; g) Basic services; and h) Freedom of choice as to their identity ...*”

The BOL also provides for the establishment of a ministry for the indigenous peoples with the primary responsibility of formulating and implementing policies, plans, and programs to promote the well-being of all indigenous peoples in the BARMM. This law, as well as pertinent provisions in the 1987 Constitution and in the IPRA, attempt to correct centuries of oppression and marginalization of the indigenous populations in Mindanao.

Additionally, the Bangsamoro Government and the national government supported various international agreements and conventions to protect the rights and culture of IPs, among them: United Nations Declaration of the Rights of Indigenous Peoples and the United Nations Declaration on Human Rights, and other laws pertaining to indigenous peoples in the Bangsamoro Region.

The IPs in Mindanao are also governed and protected by the Muslim Mindanao Autonomy Act (MMAA) No. 241 otherwise known as the Tribal Peoples’ Rights Act of 2008. (Refer to **Annex 1** for details)

The Project’s approach to achieve the objectives of ensuring (a) IP participation in project activities, so that IPs are in a position to receive culturally compatible social and economic benefits, (b) that IPs are not adversely affected by the project by ensuring their inclusive and meaningful participation in the decision-making processes of the project, and (c) determine their own development priorities, through their indigenous political structures, for projects intended/located in IP communities, where applicable.

Guiding Principles:

- a) BCTP shall ensure that communities of IPs are given priority in the consultation and decision-making processes, especially when sub-projects are to be located in their area or pose potential adverse impacts to the IP community. BCTP must ensure that IPs do not suffer any adverse effects during and after sub-project implementation, as well as receive culturally compatible social and economic benefits;
- b) BCTP, LGUs, and other partners must ensure that development processes implemented by the project will foster full respect for the IPs’ dignity, human rights, and cultural uniqueness;
- c) Consensus of all IP members affected must be determined in full accordance with their respective laws and practices, free from any external manipulation, interference, and coercion, and obtained after fully disclosing the intent and scope of the sub-project activity, in a language and process understandable to the IP community;
- d) The process of obtaining the Free, Prior, and Informed Consent (FPIC) shall take into consideration the primary and customary practices of consensus-building, and shall conform to Section 14 (Mandatory Activities for Free and Prior Informed Consent) of NCIP Administrative Order No.3, series of 2002.
- e) BCTP will ensure that none of its community-based infrastructures will damage non-replicable cultural property. In cases where infrastructure sub-project will pass through sites considered as cultural properties/heritage of the IPs, the BCTP must request to relocate or redesign the sub-projects, so that the sites can be preserved and remain intact. Encroachment on cultural properties or heritage sites is in the negative lists.
- f) On IP sub-projects:
 - a. If the IP community wishes to have an eligible small infrastructure project in the community located on its ancestral domain and an FPIC is obtained from the group, then the subproject will be considered for funding. (note: land title is already with the IPs.)

- b. For IP communities that are in the process of securing an ancestral domain title, the community will be advised to begin with a soft skills/capacity building activities (non-infrastructure) with corresponding livelihood/agricultural assistance (community farm/agricultural equipment and agricultural support community kits) with the aim of improving their income and build community cohesion and resilience to shocks.
- c. For rehabilitation of community infrastructure, an approved subproject can be implemented at any time.
- g) Sub-Project designs must, at all times, consider the traditional and cultural practices of the IP group in the area (*cultural acceptability*).
- h) Capacity building of IPs on contextualized DRR/CCA approaches, PSEAH, GBV and Child Protection;

IP Operational Strategies

In barangays or project sites where IPs are present, the Project shall ensure that technical assistance is provided to enable the IPs to participate meaningfully in the project planning process. This may mean deployment of competent and committed project partners/facilitators who can work with IP communities and ensure that IPs understand the project and what the IP community is bringing into the project meetings for consideration -- prioritized IP projects for possible funding. To better coordinate activities with IPs, BDA (and other Project partners) shall strive to forge partnership agreements with the Ministry of Indigenous People's Affairs (MIPA) for BARMM areas and with the National Commission on Indigenous Peoples (NCIP) in non-BARMM areas.

The project design intends to promote equitable inclusion of ethnic/tribal indigenous peoples in decision-making and as project beneficiaries. The designation or selection of community representatives or IP champions (at least 2, preferably a male and a female representative) are expected to ensure that indigenous peoples are represented in project activities and decision-making activities. The monitoring arrangements provide data that enables the project MIS to assess the inclusion of ethnic/indigenous peoples in multi-ethnic/tribal communities. The data from the Barangay Profile (from Base Map and Thematic Maps) should be cross-checked with the information on the composition of the PO and also on the sub-project proposal information on the inclusion of ethnic/indigenous peoples as beneficiaries in the multi-ethnic/tribal communities. These three sets of data will be entered into the MIS to document the extent to which ethnic/indigenous peoples are involved in decision-making and benefits IPs derived from specific sub-projects and other project activities. Project monitoring and evaluation will verify whether IP representatives participate in project activities, and whether their planned inclusion of different indigenous people's as beneficiaries is realized during sub-project implementation.

Consensus of all IP members affected must be determined in accordance with their respective laws and practices, free from any external manipulation, interference and coercion, and obtained after fully disclosing the intent and scope of the subproject activity, in a language and process understandable to the community. The conduct of field-based investigation and the process of obtaining IP participation shall take into consideration the primary and customary practices of consensus-building, and shall conform to Section 14 (Mandatory Activities for Free, Prior and Informed Consent) of NCIP Administrative Order No.3, series of 2012, The Revised Guidelines on Free and Prior Informed Consent (FPIC) and Other Related Processes of 2012.

Meetings must be conducted in the local or native language. In addition, facilitators must use simple and uncomplicated process flows during these sessions. Project implementers must adhere to the requirements for documentation of meetings conducted with IP communities. BDA and implementing partners shall not proceed with subproject endorsements or appraisal processes, unless the corresponding documentation of meetings with the IP communities are attached to the subproject proposals submitted for review/approval.

Where subprojects pose potential adverse impacts on the environment and the socio-economic-cultural-political lives of the IP communities, IPs must be informed of such impacts and their right to compensation. Should IPs give their approval for such subprojects, affected IP communities must be part and parcel of development of mitigating measures. The BDA, with close guidance and coordination from CFSI and MIPA/NCIP, must ensure that action plans are drawn to be able to monitor and evaluate the implementation

of such mitigating measures and compensation agreements, with the active involvement of the affected communities of IPs. The BDA, through their community organizers, should not allow any work to commence on any subproject, until a compensation package and/or the required rituals have been completed to the satisfaction of the Indigenous tribes affected.

Table 3. Project Steps and IP Participation

BCTP Steps	Main Activities	Responsible Party
		Tools
Step 1: Institutional Preparation	<ul style="list-style-type: none"> - Coordination with the MIPA/NCIP on BCTP IP project - Identification of the IP community - Coordination with the IP elders on the processes that BCTP will undertake - Consent of Leaders and Elders for the conduct of the Baseline data gathering activity 	BDA with guidance from CFSI Project Team Tools: Baseline Data Collection Tool
Step 2: Social Preparations and Community Validations	<ul style="list-style-type: none"> - IP Community Orientation on BCTP, with focus on IP sub-project - Orientation and Conduct of the FPIC - Identification of the IP small infrastructure to help improve socio-economic conditions in the IP community - Identification of possible positive and negative Impacts of the SP -Acceptance and Consent for the selected IP small sub-project 	BDA with guidance from CFSI Project Team Tools: IP Consent Form
Step 3: Sub-project Proposal Preparation and Approval	<ul style="list-style-type: none"> - Training and Guided Preparation of the IP Sub-project Proposal, - Preparation of the ESSC/ECOP and ESMP for the selected IP infrastructure - Technical assessment of the proposed IP SP site with representatives of the IP community - Securing Land documentation for the proposed IP sub-project site - Consent of IP Leaders and Elders for the submission of the IP Sub-Project 	BDA with guidance from CFSI Project Team Tools: ESSC and ESMP, Sub-Project Proposal Template Site validation tool Deed of Donation/Usufruct Agreement IP Consent Form
Step 4: Procurement	<ul style="list-style-type: none"> -IPs oriented on the different procurement processes of the project, especially those applicable in community level procurement 	BDA and CFSI Project Team
Step 5: Sub-Project Implementation and Turn-Over	<ul style="list-style-type: none"> - IP SP construction, qualified IPs involved in the list of workers for the SP construction - IP practices on construction to also be observed - IPs play a key role in maintaining and operating their IP sub-project. - IPs involved in maintaining and operating the community SP 	BDA and CFSI Project Team Tools: ESMP;

Grievance Mechanism for IP sub-project:

Complaints or grievances from stakeholders are inevitable and must be discussed in the specific IP community or locality where the sub-project is implemented. resolution procedures.

CFSI, and BDA, will prepare, adopt, and implement arrangements for the Grievance Redress Mechanism (GRM) for Indigenous Peoples and/or communities. The IP GRM will include provisions for using indigenous systems and procedures in addressing concerns from IP groups. The team (CFSI and BDA) will work closely with the IP leaders and elders in ensuring that a socially and culturally acceptable resolution

to the concern is reached. IP GRM will also be documented, including challenges and lessons learned, for adoption and improvement in similar future intervention in IP communities.

Complaints or grievances from stakeholders must be discussed in the specific IP community or locality where the sub-project is implemented. Tribal leaders of the area will be asked to facilitate negotiations to resolve or provide redress to complaints received. Should the formal GRM be required, meaning the issue had not been resolved and is elevated to another level, the project team will discuss with the IP leaders/elders how to implement the project's GRM with respect to the IPs cultural traditions.

A project staff of BDA will observe and document all the proceedings of the discussions or negotiations. If negotiations are stalled, or if the IP communities disagree with the resolutions and all the possible options presented to them, they should be allowed to elevate such complaints to another appeal process (3rd level), the final appeal process to the MIPA/NCIP, with copies furnished to the Project team. (Note: This should be consulted with the IP group, if acceptable to them.)

I. Cultural Property

Cultural property includes historical sites and structure (monuments, works of art, ritual and grave sites) having historical, architectural, archaeological, or paleontological significance, and natural sites with cultural values. The small-scale community infrastructure sub-projects undertaken under the program are unlikely to pose much risk of damaging cultural property. IP are also involved in subproject site identification. However the subprojects may lead to chance finds, and procedures needed to be followed to assist identification and protection from theft of such finds.

In case of a chance find or movable or immovable historical or cultural artifact, the BDA, with guidance from CFSI Project Team, is responsible for securing the artifact from theft, pilferage and damage until the responsibility has been taken over by the relevant authorities. The procedures must be referred to as standard provisions in work contracts (for construction), when applicable.

Chance find procedure will ensure that the chance find item will not be disturbed until responsible authorities/specialists arrived in the area. The procedure below details the actions to be taken when a previously unidentified or potential heritage site/item is found during construction activities.

Chance Find Procedure:

- Stop all work in the vicinity of the find, until a solution is found for the preservation of these artifacts, or advise from the relevant authorities is obtained;
- Immediately notify the foreman. The foreman will then notify the Construction Manager and the ESF Officer assigned in the area; the Construction Manager and/or the ESF Officer will immediately notify CFSI and BDA. BDA will immediately report and coordinate with the Bangsamoro Commission for the Preservation of Cultural Heritage and the LGU, while CFSI updates the World Bank on the find.
- Record the details in the Incident Report and take photos of the find;
- Delineate the discovered site or area; secure the site to prevent any damage or loss of any removable objects;
- Once representatives of responsible authorities arrive, a proper "site turn-over" should be documented. Decisions on how to handle the finding shall then be taken by the responsible authorities. This could include changes in the layout, conservation, preservation, restoration and salvage.
- Construction works can resume only after permission is granted from the responsible authorities (World Bank, CFSI, and BDA)

Once the chance find site boundaries has been delineated, an attempt to redesign the proposed sub-project may be initiated to avoid the site or opt to move the sub-project to a totally new site/location, following the VLD procedures for the new project site/location, should project implementation time allow.

BCTP must ensure that none of its community sub-projects or project activities will damage non-replicable cultural property. In cases where infrastructure sub-projects (i.e., farm to market roads, water supply systems,

bridge, etc.) will pass through sites considered as cultural properties of the IPs, the project must exert its best effort to relocate or redesign the project so that these sites can be preserved and remain intact.

J. Stakeholder Engagement Plan

A Stakeholder Engagement Plan (SEP) is prepared for BCTP to ensure open and transparent engagement between/among project stakeholders by keeping them involve in project processes and voicing their opinion on decisions for the project. The SEP lays down the engagement schedule for the various stakeholders, to ensure proper stakeholder representation and to slowly build into the stakeholders the sense of project ownership.

Involvement of various stakeholders are also supported by various Philippine legislations, such as, but not limited to the IPRA, Magna Carta of Women, Magna Carta for Disabled Persons, and the Accessibility Law, and the Magna Carta of Small Farmers.

SECTION II: ESMF Implementation and Monitoring Procedures

I. Procedures for ESF Environmental and Social Standards (ESS) Compliance

To ensure compliance, ESS procedures and requirements are embedded in the operational guidelines of BCTP.

All subproject proposals are required to have an assessment of impacts, using an environmental and social screening checklist (ESSC) that describes the potential negative impacts. The Cooperative (Coop), with assistance from the BDA, will do the identification and prioritization of sub-projects in accordance with specific community needs, may be selected from a menu of options identified/proposed by the JTFCTs, and validated by communities. Sub-project proposals, utilizing the guidelines and tools provided for in the ESMF, will be developed by BDA for rigorous review and approval by CFSI. The sub-projects will be subjected to an Environment and Social Screening Checklist (ESSC) where proposed community sub-projects are evaluated based on the type of impact it will have to the environment (natural and social). Based on the environmental assessment of possible impacts of the selected sub-project, an Environmental and Social Management Plan (ESMP) will be prepared identifying proposed mitigating measures to address temporary, short-term and minimal environmental/social impact of the sub-project. (Refer to Annex 3 for the ESSC template; and Annex 4 for the ESMP Template.) There may be sub-projects per camp, or across communities such as tire-paths/roads or foot/pedestrian bridges, and level II water systems. However, there is still a need to ensure that there will be no destruction of natural habitats or over-harvesting of natural resources in the camps. Any activity that involves tree-cutting or quarrying will not be allowed inside forests or protected areas. Outside these areas, the communities will have to seek the approval from the BARMM Ministry of Environment, Natural Resources and Energy (BARMM-MENRE), the primary agency responsible for the exploration, utilization, management, conservation, protection and sustainable development of the region's environment, natural resources and potential energy sources. Necessary government permits will have to be secured from MENRE prior to tree cutting or quarrying activities, should there be a need.

The ESMPs are shown in **Annex 4**. Review and approval of the ESMPs will be conducted by the BDA and CFSI prior to starting project procurement processes.

Table 4 presents the detailed operational guidelines for environmental and social standards with respect to the project development steps of BCTP.

Table 4. Operational Guidelines for ESF Environmental and Social Standards

BCTP Steps	ES Standards–Related Activities	ESF ESS Document Output	Responsible Persons*
Pre-Condition Phase: Grant Signing; Project Staff Hiring; Project Partnership Agreement (PPA) Signing	Designation of ESS Focal Persons for the Joint ESF Team (JST) CFSI Project Team and BDA		CFSI Executive Director BDA Executive Director
	ESF Orientation / Training for ESF Focal Person and the entire Project Team (CFSI Project Team and BDA including Senior Management)		World Bank ESF Specialists
	Incorporation of ESS provisions into the PPA		CFSI Project Team and BDA
Step 1:	ESF Orientation for the Camp JTFCTs		Joint ESF Team (CFSI and BDA), with World

Institutional Preparation	Designate focal person at the Camps level – JTFCT as ESF focal	<p>Negative list</p> <p>Brief Project Description emphasizing environmental conditions and baseline environmental characteristics (ecosystems) on the proposed sub-project site</p> <p>MENRE to issue a Certificate of Non-Coverage for the small community infrastructures</p> <p>List of Required attachments for Land Donations</p>	Bank ESF Specialists (if available)
Step 2: Social Preparation & Community Needs Validation	Community Orientation on the Project and on ESF provisions of the project		Joint ESF Team (BDA)
	Environmental scanning and Mapping Exercise - Coops and JTFCT, with assistance of BDA, to include environmental and social baseline conditions in the base map and prepare various thematic maps	<p>Base Map</p> <p>Thematic Maps (showing hazard areas; flood-prone areas; areas susceptible to landslide/ erosion, protected zones/environment ally critical areas; conflict mapping, cultural heritage sites mapping, IP communities, etc.)</p> <p>Map of biodiversity sites and inventory of affected species of flora and fauna;</p> <p>Landforms and water bodies (Elevation Map)</p> <p>Land Use Map</p>	Cooperatives and JTFCTs with the assistance of BDA, with Guidance from the CFSI Project Team

	Filling up of ESSC for each of the top 3 priority SP; Ensure proposed project is not in the negative list	ESSC (Table A2-1) for the priority proposed SPs	
Step 3: Sub-project Proposal Preparation and Approval	Finalize the ESSC of the SP selected	Final ESSC for selected SP	Coops with the assistance of Camp JTFCT and BDA; LGUs and relevant BARMM Ministry (as signatory to the SP Proposal)
	Complete the environmental and social management plan (ESMP) for the selected SP	ESMP (Table A3)	
	Secure all necessary ESF documents that will be attached to the SP Proposal (Land donation documentations; IP process documentations; listing of possible environmental permits)	Documentary attachments to the Sub-project proposals	
	Review and appraise the ESMP as part of the Subproject Proposal Package; Conduct quality review & recommend approval	Complete Sub-Project Package with all the necessary safeguard documents attached.	Joint ESF Team & Camp JTFCT, BDA, CFSI Project Team
Step 4: Sub-project Procurement	Preparation of Bid Documents and draft Work contracts incorporating the ESF provisions	List of Bid Documents and Draft Work Contracts for Bank's NOL	CFSI Project Team with assistance from BDA
	Contractor Orientations on the ESF adopted by the BCTP	Contractor signed work contract including provisions on ESF.	CFSI- Project Team, working with BDA Procurement Team
Step 5: Sub-project Implementation and Turn-Over	Monthly ESF Monitoring Report from Contractors	Monthly ESF Monitoring Report	Joint ESF Team (BDA) to secure reports from Contractors; JTFCT ESF Focal Monitored by: BDA guided by CFSI Project Team
	Implement and monitor commitments in the ESMPs and conduct compliance monitoring	Same Approved ESMP submitted in Step 3 Compliance Monitoring of ESMP: pre- during - post construction	Joint ESF Team; JTFCT Safeguards focal, Coop
	Monitor compliance of all subprojects to ESF requirements		Joint ESF Team; JTFCT ESF Focal, Coop
	ESF Compliance Completion Report from Contractors	Safeguard Compliance Completion Report	Joint Safe Guards Team (BDA) to secure reports from Contractors, JTFCT ESF Focal, Coop

			Attested by: the Community and JTFCT and BDA Recommended by: BDA
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*All steps are guided by the CFSI- Project Team with timely capacity strengthening inputs prior to each Project Implementation Step.

II. Institutional Arrangement for ESF Compliance

CFSI is the institution in-charge of and accountable for implementing the ESF of BCTP. To help ensure that these ESF instruments are properly observed across project activities throughout the BCTP processes, BDA, as Lead Partner (LP), will help monitor that these are strictly adhered too in the project sites. To ensure that ESF requirements are implemented, a Joint ESF Team will be established with BDA, CFSI Project Team Focals providing guidance, to ensure compliance with BCTP ESF provisions. For the Camp level, JTFCT safeguard focals will also be designated after the conduct of ESS trainings.

The sub-project compliance with ESF is the primary responsibility of the Coop and Camp JTFCT in their camp communities. Adequate orientation and coaching will be provided by the BDA (a member of the JST) to the Coops and Camp JTFCT on the significance of ESF to subproject implementation and sustainability as part of their capacity-strengthening activities.

The BDA (member of the JST) must conduct quality review of ESMPs. Once the community nominates a possible subproject, the Cooperative, Camp JTFCT, and BDA will use the ESSC to flag potential ESF issues. Where applicable, appropriate mitigation measures will be proposed and written in the ESMP. The documentation will form part of the subproject proposal package submitted to the BDA for review and to CFSI for approval.

Table 5 defines the roles and responsibility of the various stakeholders in ensuring that subprojects comply with all the environmental and social requirements.

Table 5. ESF Responsibility

Stakeholders	Responsibilities	Duration
Cooperatives and Camp JTFCT	<ul style="list-style-type: none"> ● Fill out ESSC ● Develop the ESMP 	1 day (Half-day for ESSC; Half-day for ESMP)
BDA	<ul style="list-style-type: none"> ● Assist the Coop and Camp JTFCT to fill out ESSC ● Assist the Coop and Camp JTFCT to develop the ESMP 	
BDA Rural Infrastructure Engineer (RIE)	<ul style="list-style-type: none"> ● Quality Review Appraisal of ESMP 	Half-day review and appraisal, including transmittal to BDA
BDA (JST)	<ul style="list-style-type: none"> ● Recommending Approval of ESMP ● Monitor Safeguard Compliance ● Supervision and coaching/training ESF focal persons and community 	Monitoring: at least 3 times during construction; and 1 visit after project completion (but prior to project acceptance)
BDA (JST), JTFCT ESF Focal, BDA -	<ul style="list-style-type: none"> ● ESMP compliance monitoring during construction and after project completion, 	Minimum Requirements: For BDA and Camp

RIE, CFSI Project Team	and recommend/suggest possible enhancements to the ESMP based on actual monitoring results.	JTFCT): monthly until project completion and acceptance For CFSI: 2 visits during construction (start and middle); and 1 after completion
Joint ESF Team; CFSI Project Team	<ul style="list-style-type: none"> • Ensure that mitigating measures stated in the ESMPs are sufficient to address the potential risks or negative impacts that the sub-project may bring • Approval of ESMP 	Reviewing – 1 day Monitoring and Ensuring that safety measures are in place: Throughout the project implementation.
Monitoring, Supervision, and Reporting	<ul style="list-style-type: none"> • Monitoring and supervision of ESMP implementation • Adjustments to the ESMP, as and when necessary • Submission of consolidated ES compliance monitoring report to CFSI Headquarters 	Monitoring – 1 day Report Consolidation – 1 days Joint ESF Team Focal, upon consultation with the BDA Engineer and CFSI Engineer

Note: Tasks mentioned above will be headed/guided by members of the Joint ESF Team.

III. Grievance Redress Mechanism

The Grievance Redress Mechanism (GRM) applied and enhance during the implementation of the MTF-RDPs, will be considered for BCTP, including alternative means of reaching out to people when access (in person) is restricted. It will provide communities with various means for providing feedback and/or raising concerns about any facet of project implementation. Communities and individuals who believe that they are adversely affected by the BCTP may submit complaints through the enhanced project-level GRM without fear of reprisal. The enhanced mechanism includes, in addition to calls, texting, email, and messaging through social media platforms, the installation of Feedback and Complaint boxes established in strategic locations. The illustration below (Figure 3) shows the GRM flowchart.

Type A: Inquiries, comments, suggestions on the project;

Type B: Complaints about non-performance of obligations of parties vis-à-vis Operations Manual, Sub-Manuals, agreements, and contracts;

Type C: Misconduct of CFSI staff and/or BDA staff, as well as other partners; and

Type D: Allegations about corruption, misuse of funds, and falsification of public documents.

Type A grievances/feedbacks may be resolved at the level of camp-level JTFCTs, in collaboration with BDA Types B, C, D will be addressed by BDA Inc. and CFSI, with an option to create a fact-finding committee and, if not resolve at the level of CFSI and BDA, elevate to the BCTP Project Board for resolution.

The GRM flow charts, translated into the local dialect, with graphics, and printed on tarpaulins, will be placed in conspicuous areas in the project site/community. An orientation on the GRM will be conducted for the communities and other stakeholders at the start of the project, with due attention, to COVID-19 prevention guidelines, and will be highlighted continuously throughout the project implementation period.

The GRM is not an alternative/substitution to legal/judicial system for receiving and handling grievances. However, this is formed to mediate and seek appropriate solutions to disputes or any other types of complaints, without escalating to higher stages.

Grievances that do not have large scale impact, are non-heinous, and can be solved/corrected easily, shall be dealt with quick turn-around time action. CFSI, in collaboration with BDA, will respond and ideally, resolve issues, within one week upon receipt of the feedback. Complicated grievances, such as allegations of misuse

of funds, abuse of power, procurement irregularities, and criminal liabilities will be handled within appropriate timeframe considering the time required for formal investigation. The grievance handling process, regardless of degree and nature of the feedback/complaint, will be monitored until final resolution.

Grievance resolution shall subscribe to the rules of fair, impartial, and evidence-based investigation process. More importantly, it shall ensure that the interest of the direct beneficiaries and the applicable ESF ESSs are primarily considered in the investigation and resolution process. The GRM shall ensure confidentiality and privacy of the parties involved.

The CFSI GRM Focal Person shall closely monitor progress of actions taken vis-à-vis grievances and provide regular feedback to the complainant until its final resolution. A visit to barangay or municipality concerned in order to closely monitor compliance with the sanction or resolution is encouraged.

GRM complaints will be compiled and tracked until a resolution or an acceptable settlement/closure has been reached. All complaints and grievances received and their resolution or status, as of the end of the reporting period, will form part of the quarterly progress report and summaries of lessons learned through BCTP. It should be noted that should a GBV, SEAH, and child protection violation or complaint arise, during project implementation, a separate confidential report will be shared to the World Bank by the CFSI Executive Director within 24 hours upon learning about the incident. Initial psychosocial intervention, provided by CFSI Social Workers trained on MHPSS, will be provided.

As mentioned earlier in the IP Framework, CFSI will prepare, adopt, and implement arrangements for the Grievance Redress Mechanism (GRM) for Indigenous Peoples and/or communities. The IP GRM will include provisions for using indigenous systems and procedures in addressing concerns from IP groups. The team will work closely with the IP leaders and elders in ensuring that a socially and culturally acceptable resolution to the concern is reached. IP GRM will also be documented, including challenges and lessons learned, for adoption and improvement in similar future intervention in IP communities.

Basic Info for GRM Reporting:

CFSI:

CFSI Headquarters

Address: : 8/F Gam Building, 210 EDSA Extension, Pasay City, Metro Manila, Philippines

Contact Number: 0917-534-CFSI (0917-534-2374)

Email address: headquarters@cfsi.ph

Website: www.cfsi.ph

BDA:

Bangsamoro Development Agency (BDA)

Address: Diversion Road, Purok Islam, Barangay Datu Balabaran (MB Tamontaka), Cotabato City, Mindanao, Philippines

Contact Number: (064) 552-0131/0917-315-4438

Email address: bmdc11@gmail.com or bda.grs@gmail.com,

Website: www.bangsamorodevelopment.org

The Table 6 shows the possible types of grievances that the Project foresees.

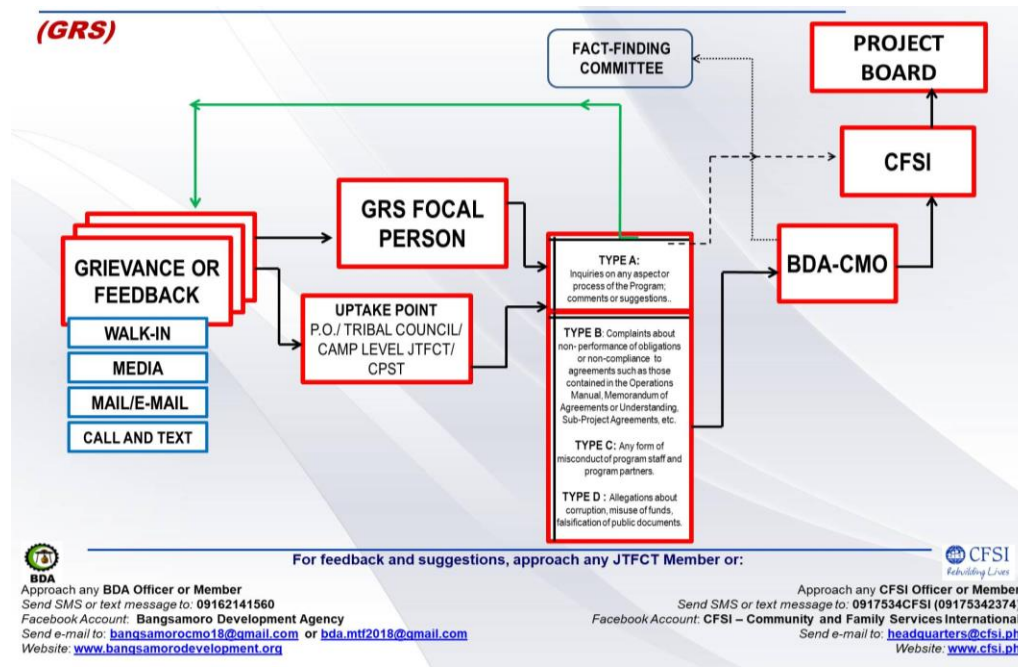
Table 6 : Projected Types of Grievances

Types of Grievance	Description	Resolved at Level of	Possible Range of Actions	Responsible
Type A: Queries, Comments, Suggestions	Inquiries on any aspect or process of the Program; comments or suggestions, solicited or not.	Uptake (Local Bodies such as POs, JTFCT, and BDA)	Immediate feedback to provide clarification, provision of IEC materials, referral to	Local bodies, BDA, GRM Focal Person

			appropriate individuals or bodies	
Type B: Performance of Obligation	Complaints about non-performance of obligations or non-compliance to agreements such as those contained in the operations manuals, memorandum of agreements/ understanding (MOA/U), sub-project agreements, etc. Examples: exclusion of some sectors like IPs or IDPs in program activities, failure to provide counterpart funding, delayed release of fund, etc.	Local Bodies/BDA/ Executive Director	Emphasize strict compliance with project policies and standards <ul style="list-style-type: none"> ● Persuasive dialogue ● Issue warning ● Suspend until correct procedures are followed; ● Cancellation/ Termination of Assistance 	Local bodies, Executive Director; BDA
Type C: Misconduct of Program Staff and Program Partners	Any form of misconduct of program staff and program partners outside of Type D, including SEAH and child rights violations.	CFSI/BDA Executive Director; BOD if subject of complaint is Executive Director	Emphasize strict compliance with CFSI/BDA Policies and Core Values <ul style="list-style-type: none"> ● Warning ● Reprimand ● Suspension ● Disqualification for the entire Project Implementation 	CFSI/BDA Executive Director
Type D: Violation of Law	Allegations about corruption, misuse of funds, falsification of public documents	CFSI/BDA Board of Directors	Create Fact-Finding Committee to validate the complaint, Restitution of funds, Filing of appropriate charges if there is falsification of public documents, Recommend for conduct of Special Audit	CFSI/BDA Board of Directors

Possible ESF related types of grievances may include issues such as: (a) exclusion based on ethnicity or gender from decision making regarding project activities or as beneficiaries, (b) involuntary land acquisition without adequate consultation and compensation measures, where appropriate, (c) non-implementation of agreed mitigating measures during constructions, and other similar complaints.

Figure 3 : Grievance Redress Mechanism



IV. ESF Implementation and Compliance Monitoring

BDA and CFSI shall ensure proper monitoring and evaluation of compliance with the ESMPs. This shall include capture of the ESF data integrated into the M&E systems at BDA level, including monitoring arrangements to track compliance with ESF policies, preparation of ESF instruments, and implementation of ESF activities in all stages of the subproject development.

The BDA shall likewise conduct supervision and in-house monitoring of implementation of ESF instruments.

The ESMP templates contain the portion for the monitoring of ESF compliance consistent with the mitigating measures committed prior to project implementation. At the minimum, there will be three monitoring periods, pre-, during sub-project construction and after completion, which will coincide with the submission of SP implementation reports to the BDA.

ESF technical assistance and/or training will be provided to CFSI and BDA by the World Bank, who will in turn train the LP and Camp JTFCTs to help them familiarize and guide the POs, community workers and/or service providers in the planning, design and construction and post-construction activities of the small-scale socio-econ infrastructure projects.

V. Public Consultations and Information Disclosure of ESS Documents

CFSI conducted the following consultations with key stakeholders during the project identification stage of the BCTP. The information shared in the process was based on the information initially discussed and developed with the assigned officials and staff members of the World Bank. These consultations were done through Focus Group Discussions (FGD) and face-to-face consultation with potential development partners. Other online communication platforms, such as Zoom and WebEx, were also utilized. The discussions were guided by the following: a) When is the possible implementation of BNTF; b) Who will implement the BNTF; c) What are the features of BNTF, is it the same with MTF-RDP? and d) Are they still one of the beneficiary communities? The communities were informed on the implementation of BNTF/BCTP are ongoing at the level of the Steering committee and Implementing agencies, the series of meetings and consultations facilitated by the World Bank Panels and the schedule of the project implementation. It was

also explained that DRR is one of the special features of BNTF/BCTP and elaborated further on the post-rehabilitation/restoration efforts of the recent calamities in Mindanao. The communities committed to cooperate in the implementation of BNTF/BCTP and requested that the community participation processes be continued as these provided them the opportunity to be asked and communicate their needs and concerns.

The following are the series of consultations and community meetings held in the project site:

- The World Bank, the Ministry of Basic, Higher and Technical Education (MBHTE), the Ministry of Health (MOH), the JTFCT Coordinators and camp-level JTFCTs, Office of the Presidential Adviser on Peace, Reconciliation and Unity (OPAPRU), CFSI, and BDA conducted a mission to barangay Datalpandan, Guindulungan, Maguindanao del Sur in Camp Badre on 15 March 2022. They had group consultations with women, youth, farmers, transitioning combatants, IPs, and People's Organizations.
- The World Bank, CFSI, and BDA conducted an Identification Mission on 21-23 November 2022 to Cotabato City and Maguindanao to explore and assess opportunities for the design of the Bangsamoro Camps Transformation Project (BCTP). Consultations were further conducted last 30 November 2022 at Tamparan, Munai, Camp Bilal and in December 2, 2022 at Butig, Camp Bushra. The Team, composed of World Bank, CFSI and BDA representatives, carried out consultations with camp communities, and met partners in BARMM, i.e., Ministry of Agriculture, Fisheries and Agrarian Reform (MAFAR), MBHTE, and United Nations (UN) agencies (i.e., UNDP, FAO, WFP).

Consultation with stakeholders, including the camp-level JTFCTs and community members were also conducted during the Identification Mission. Communities visited included barangay Kinebeka, Datu Odin Sinsuat, Maguindanao del Norte in Camp Badre and barangay Palao sa Buto, Datu Paglas, Maguindanao del Sur in Camp Rajamuda. Focus Group Discussions (FGDs) in small groups with JTFCTs, barangay officials, farmers and PO members, women, youth, and IPs were held to identify socio-economic issues in the camps.

- The World Bank also organized an online consultation with UNDP for their PROACTIVE initiative, a project that is also operating in the camps. Held on 10 January 2023, it was also participated by CFSI and BDA.
- The World Bank convened two hybrid preliminary meetings with CFSI and BDA representatives. The first meeting was on 07 December 2022 and the second meeting was on 19 January 2023.
- The World Bank carried out another mission on 15 February 2023 in barangay Kinebeka, Datu Odin Sinsuat, Maguindanao del Norte in Camp Badre for another round of consultations focusing on the impact of previous interventions in the camps, gaps, and future plans of the community. It was participated by the World Bank's Director for Fragility, Conflict, and Violence (FCV), Manager for FCV, and Country Director.
- In collaboration with BDA, CFSI continued its consultations with the JTFCTs, BPDA, MAFAR and BNTF from November 2022 through January 2023, specifically on 5 January 2023 at Tabuan, Kapatagan, Camp Abubakar, 6 January 2023 at Inug-ug, Pikit, Camp Rajamuda and 9 January 2023 at Datalpandan, Guidulungan, Camp Bader.

CFSI disclosed the ESF documents, such as the Environmental and Social Commitment Plan (ESCP), Stakeholder Engagement Plan (SEP), and the Environmental and Social Management Framework (ESMF), immediately upon the approval of the World Bank. Final versions of the ESF were posted on the CFSI website last June 19, 2023, the SEP last June 1, 2023 and the ESMF last June 22, 2023 respectively. Revised versions of these ESF documents will be posted after another set of consultations with project stakeholders and other interested parties have been conducted. Consultations will focus on improving the project design and on mitigating measures for potential risks.

Aside from disclosing on CFSI website, CFSI – in collaboration with BDA – will conduct Multi-Stakeholder Consultations (MSCs) in order to present the ESF documents and solicit feedback from the stakeholders. Prior to the conduct of the MSCs, CFSI will share the online links to the ESF, SEP, and ESMF to enable

pre-MSCs review by the stakeholders. CFSI will also solicit their feedback, in advance, through online survey form via Google Forms or Survey Monkey. CFSI will process the responses during the MSCs.

Two MSCs to be conducted by CFSI, in collaboration with BDA, are the (1) Community-Wide Assemblies in each of the six previously acknowledged camps of the MILF and (2) the First Technical Working Group Meeting, involving primarily the select Ministries of the BARMM who are also partners for the BCTP. The timelines of the MSCs are within the first 2 weeks of project implementation. These MSCs will be conducted in accordance with public health standards associated with the COVID-19 pandemic.

For clarifications pertaining to this document and/or for additional information, kindly contact CFSI at headquarters@cfsi.ph or at +632-8551-2374.

Part C

ANNEXES AND FORMS

ANNEX 1 World Bank Environmental and Social Standards and Relevant Philippine Laws and Regulations
ESF Applicability and Related Philippine Laws

World Bank Environmental and Social Standard	Applicability to BCTP	Relevant Philippine Laws and Regulations
ESS1 – Assessment and Management of Environmental and Social Risks and Impacts	Due to the project’s type and nature, the project is required to conduct environmental and social (ES) assessments and manage ES risks and impacts in a systematic manner throughout the project cycle.	<ul style="list-style-type: none"> - Presidential Decree (PD) 7160: Local Government Code of 1991 - Presidential Decree (PD) 1586 (1978): The Philippine Environmental Impact Statement (EIS) System - Presidential Proclamation (PP) No. 2146 (1981): Proclaiming Certain Areas and Types of Projects as Environmentally Critical and within the scope of the Environmental Impact Statement System established under PD 1586. <ul style="list-style-type: none"> o DENR Administrative Order 2003-30: Implementing Rules and Regulations of the Philippine EIS System

<p>ESS2 – Labor and Working Conditions</p>	<p>In line with the ES assessment conducted under ESS1, the project is required to protect its workers, promote safety and health, fair treatment, nondiscrimination and equal opportunity of project workers. It will also provide accessible means to raise workplace concerns</p>	<ul style="list-style-type: none"> - Philippine Constitution, Section 3 - PD 442: The Labor Code of the Philippines - Republic Act (RA) No. 9710 (2009) or the Magna Carta of Women - RA 7610: Special Protection of Children Against Abuse, Exploitation and Discrimination - RA No. 7277 (1992) and amended by RA 9442 (2008), or The Magna Carta for Disabled Persons - RA 8371 or the Indigenous Peoples’ Rights Act - RA 10911 or the Anti-Age Discrimination in Employment Act - RA 7877 or the Anti-Sexual Harassment Act - RA 10364 or the Expanded Anti-Trafficking in Persons Act of 2012 - RA 9231 or the Anti-Child Labor Law - R.A 10524 or An Act Expanding the Positions Reserved for Persons with Disability, Amending for the purpose RA 7277, as amended, otherwise known as the Magna Carta for Persons with Disability - RA11058: Occupational Safety and Health Standards - OSH protocols related to COVID-19 to date include: <p style="text-align: center;"><i>Interim Guidelines of the Department of Trade and Industry (DTI) and Department of Labor and Employment (DOLE) dated 30 April 2020</i></p> <p style="text-align: center;"><i>Advisory No. 21-01, Series of 2021 on the Continued Vigilance Against New COVID-19 Variants Through Reinforcement of Existing Minimum Public Health and Safety Standards and Protocols dated 09 March 2022 of the DTI and DOLE</i></p> <p style="text-align: center;"><i>DPWH Department Order 35 (2020): Guidelines on the Implementation of Community Quarantine in the Philippines</i></p> <p style="text-align: center;"><i>Labor Advisory No. 18, Series of 2020 dated 16 May 2020 from the DOLE</i></p> <p style="text-align: center;"><i>Labor Advisory No. 18, Series of 2022 on COVID-19 Prevention, Control and Reporting in the Workplace dated 06 September 2022 from the DOLE</i></p> <p style="text-align: center;"><i>Labor Advisory No. 22, Series of 2022 on Guidelines</i></p>
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<p>ESS3 – Resource Efficiency and Pollution Prevention and Management</p>	<p>This ESS sets out the requirements to address resource efficiency, pollution prevention and management throughout the project life cycle</p>	<ul style="list-style-type: none"> - PD 1067: The Water Code of the Philippines - PD1152: Philippine Environmental Code - RA8749: Philippine Clean Air Act fo 1999 - RA9275: Philippine Clean Water Act of 2004 - RA 9003: Ecological Solid Waste Management Act of 2000 - RA 6969: Toxic Substances, Hazardous and Nuclear Waste Control Act of 1990 - Presidential Decree 1144: Creating the Fertilizer and Pesticide Authority)
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<p>ESS4 – Community Health and Road Safety</p>	<p>ESS4 addresses the health, safety, security risks and impacts on project-affected communities to avoid or minimize such risks and impacts especially to vulnerable groups</p>	<ul style="list-style-type: none"> - PD No. 856 (1975): Code of Sanitation of the Philippines - E.O No. 489 s. 1991 - The Interagency Committee on Environmental Health - DOH AO 2010-0021 Sustainable Sanitation as a National Policy and a National Priority Program of DOH - DOH AO 2014-0027 – National Policy on Water Safety Plan (WSP) for all Drinking Water Service Providers - DOH AO 2017-0006 Guidelines on the Review and Approval of the Water Safety Plans of Drinking Water Service Providers - DOH AO 2017-0010 – Philippine National Standards for Drinking Water of 2017 - Republic Act No. 11469 – <i>Bayanihan</i> to Heal as One Act <p>Related Issuances to RA 11469:</p> <ul style="list-style-type: none"> - DOH AO 2020-0013 – Revised AO 2020-0012 (Guidelines for the Inclusion of Coronavirus Disease 2019 (COVID-19) in the List of Notifiable Diseases for Mandatory Reporting to the Department of Health” dated March 17, 2020. - DOH AO-2020-0015 – Guidelines on the Risk-Based Public Health Standards for COVID-19 Mitigation - DOH AO 2020-0016 (4 May 2020) Minimum Health System Capacity Standards for COVID-19 Preparedness and Response Strategies - IATF Memorandum Circular No.4 (2020): Interim Protocols for Humanitarian Assistance During Community Quarantine - DOH Memorandum 2020-0208 – Interim Guidelines on Enhancing the Infection Prevention and Control Measures through Engineering and Environmental Controls in all Health Facilities and Temporary Treatment and Monitoring Facilities during the COVID-19 Pandemic. - DOH Memorandum 2020-0157 – Guidelines on Cleaning and Disinfection in Various Settings as an Infection Prevention and Control Measure Against COVID-19 - DOH and DILG Joint Administrative Order 2020-001 – Guidelines on Local Isolation and General Treatment Areas for COVID-19 cases (LIGTAS COVID) and the Community-Based Management of Mild COVID-19 Cases - DOH Memorandum 2020-0167 Interim Guidelines on the Proper Handling and Disinfection of Non-critical Items Used in the Management of COVID-19 Patients in All Health Facilities and Temporary Treatment and Monitoring Facilities - DOH Memorandum 2022-0433 Updated Guidelines on the Minimum Public Health Standards for the Continued Safe Reopening of Institutions
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<p>ESS5 – Land Acquisition, Restrictions on Land Use, and Involuntary Resettlement</p>	<p>ESS5 applies to permanent or temporary physical displacement resulting from ESF-identified types of land acquisition or restrictions on land use undertaken or imposed in connection with project implementation</p>	<ul style="list-style-type: none"> - Article III, Section 9 of the Philippine Constitution: Constitutional provisions that private property shall not be taken without just compensation - RA 10752: The Right-of-Way Act - RA 386 The Civil Code of the Philippines - PD 1529 Property Registration Decree
<p>ESS6 – Biodiversity Conservation and Sustainable Management of Living Natural Resources</p>	<p>ESS6 addresses the sustainable management of core ecological functions of natural habitats and the conservation and protection of biodiversity</p>	<ul style="list-style-type: none"> - PD 705 Revised Forestry Reform Code - PD 1144: Regulating Fertilizer and Pesticide Industry in the Philippines - RA3571 An act to prohibit the cutting, destroying, or injuring of planted or growing trees, flowering plants, shrubs or plants of scenic value along public roads - RA4190 Lanao del Sur National Parks - RA7586 National Integrated Protected Areas System (NIPAS) - RA 11038 Expanded NIPAS (2018) - RA 9175 Chain Saw Act of 2002 - RA 9147 Wildlife Resources Conservation and Protection Act (2001) - RA8550 The Philippine Fisheries Code of 1998
<p>ESS7 – Indigenous Peoples/ Sub-Saharan African Historically Underserved Traditional Communities</p>	<p>ESS7 requires opportunities for IPs to participate in and benefit from the project are enhanced, without threatening their unique cultural identities and well-being</p>	<ul style="list-style-type: none"> - RA 8371 Indigenous People’s Rights Act - Muslim Mindanao Autonomy Act (MMAA) No. 241 or the Tribal People’s Rights Act of 2008 - RA 11054 Organic Law for BARMM Article IV Section 9 and Article IX Sections 3 & 4. -
<p>ESS8 – Cultural Heritage</p>	<p>ESS8 sets out requirements to address risks and impacts to cultural heritage from project activities and supports its preservation and sharing of benefits from the use of cultural heritage</p>	<ul style="list-style-type: none"> - RA 10066 Philippine Cultural Heritage Act <i>Section 8. Cultural Property Considered Important Cultural Property. - For purposes of protecting a cultural property against exportation, modification or demolition, the following works shall be considered Important Cultural Property:</i> - RA 11054 Organic Law for BARMM Article IV Section 9 and Article IX Sections 3 & 4.

ESS9 – Financial Intermediaries	Not applicable	
ESS10 – Stakeholder Engagement and Information Disclosure	ESS10 requires stakeholder engagement as an inclusive process, integral to the assessment, decision-making, management and monitoring of the ES risks and impacts throughout the project life cycle	<ul style="list-style-type: none"> - Participatory Provisions in various legislations: - BP 344 (1983) Accessibility Law - RA 8371 IPRA, Chapter IV – Right to Self-Governance and Empowerment - RA 9710 Magna Carta of Women; - RA 7277 – Magna Carta for Disabled Persons - R.A 7607 (1992) Magna Carta of Small Farmers - R.A 10173 Data Privacy Act of 2021

ESS 1 Related Laws

- **Presidential Decree (PD) 7160 : Local Government Code of 1991:** Provides that the local government should share with the national government the responsibility in the management and maintenance of ecological balance within their territorial jurisdiction subject to national policies and other pertinent provisions of the code.

Presidential Decree 1586 (1978): The Philippine Environmental Impact Statement System (PEISS) was established to facilitate the attainment and maintenance of a rational and orderly balance between socio-economic growth and environmental protection. It introduces the concepts of environmentally critical projects (ECP) and projects within areas environmentally critical areas (ECA) as projects requiring the submission of an Environmental Impact Statement (EIS). ECPs and ECAs are required to obtain an Environmental Compliance Certificate (ECC) before operation.

Presidential Proclamation (PP) No. 2146 (1981): was issued defining Environmentally Critical Projects (ECP) and Environmentally Critical Areas (ECAs) within the scope of the PEISS established under PD 1586.

Environmentally Critical Projects includes heavy industries, resource extractive industries, infrastructure projects, golf course projects, while Environmentally Critical Areas are characterized as:

- Areas declared by law as natural parks, watershed reserves, wildlife reserves, and sanctuaries
- Areas set aside as aesthetic, potential tourist spots
- Areas which constitute the habitat for any endangered or threatened species of indigenous Philippine wildlife (flora and fauna)
- Areas of unique historical, archeological, geological or scientific interests
- Areas which are traditionally occupied by cultural communities or tribes
- Areas frequently visited and/or hard hit by natural calamities (geologic hazards, floods, typhoons, volcanic activity, etc.)
- Areas of critical slope
- Areas classified as prime agricultural lands
- Recharged areas of aquifers
- Waterbodies (tapped for domestic purposes, within protected areas; which support wildlife and fishery activities)
- Mangrove areas (primary and pristine, adjoining mouth of major river systems, natural buffers etc.
- Coral reefs (50% and above, spawning and nursery, act as natural breakwater of coastlines)

ECC is required prior to the implementation of ECPs and those to be located in ECAs, hence the PEISS serves as a planning tool for incorporating environmental management measures in the project design as a mechanism of ensuring compliance with other environmental laws such as the Clean Air Act, Clean Water Act, Solid Waste Management Act and Toxic Substances and Hazardous Waste Management Act.

Environmental Compliance Certificate (ECC) is a document issued by the DENR, through the EMB, certifying that the proposed project or undertaking has complied with all the requirements of the Environmental Impact Statement (EIS) system and the proponent has committed to implement its approved Environmental Management Plan to address any environmental impacts.

ESS 2 Related Laws

Philippine Constitution, Section 3 : The Constitution of the Republic of the Philippines on labour conditions and occupational safety provides everyone the right to full protection. Workers shall be entitled to security of tenure, human conditions of work, and a living wage (Section 3).

Presidential Decree 442 (1974) The Labor Code of the Philippines : Presidential Decree 442 reiterates the State's commitment in the Constitution to safeguard its workers, promote full employment, ensure equal work opportunities regardless of sex, race or creed and regulate the relations between workers and employers. The rights and benefits the Labor Code bestows applies to all workers. Among the rights the Code guarantees are workers' rights to self-organization, collective bargaining and humane work conditions, security of tenure, minimum wage rates, payment of wages, and employment of women. Also, The Code mandates the Secretary of Labor and Employment to set and enforce mandatory occupational safety and health standards in all work places and institute new and update existing programs to ensure safe and healthful working conditions in all places of employment.

Republic Act No. 9710 (2009) or The Magna Carta of Women, is a comprehensive women's humans rights law that seeks to eliminate discrimination through the recognition, protection and fulfillment and promotion of the rights of Filipino women, especially those belonging in the marginalized sectors of society. The law mandates the State in providing support systems to keep women safe from occupational and health hazards, as well as allow them to achieve work-life balance, guarantee union membership; and assure respect in the workplan for indigenous people's customs.

RA 7610: Special Protection of Children Against Abuse, Exploitation and Discrimination - RA No. 7610 defines "children" as "persons below eighteen (18) years of age or those over but are unable to fully take care of themselves from abuse, neglect, cruelty, exploitation or discrimination because of a physical or mental disability or condition." Children under 15 years old may not be employed, except under certain circumstances and subject to acceptable working hours. Also, the following requirements must be complied with at all times: (1) the employer must guarantee the protection, safety, health, normal development, and morals of the child; (2) the employer must establish initiatives to safeguard against the exploitation and discrimination of the child, particularly in terms of system and level of remuneration, and length and arrangement of working hours; (3) the employer shall devise and execute a program, subject to approval and supervision by the relevant authorities, for the child's training and skills acquisition. For any of the above scenarios, the employer must acquire a work permit from DOLE before employing the child. It is also the employer's duty to provide a working child access to the applicable primary or secondary education. The child's remuneration shall be owned by him/her and shall be reserved mainly for his/her support, education, or skills acquisition, and secondly for his/her family's needs. In terms of work, children are not allowed to work as models in any advertisement that explicitly or implicitly promotes alcoholic drinks, tobacco and its byproducts, gambling, or any form of violence or pornography. Additionally, children must not be made to participate in the worst forms of child labor as defined in the law.

Republic Act No. 7277 dated 1992 and amended by RA 9442 in 2008, or The Magna Carta for Disabled Persons, provides that disabled persons must not be refused access to appropriate employment opportunities.

RA 8371 or the Indigenous Peoples' Rights Act likewise considers illegal for anyone to discriminate against Indigenous Cultural Communities and Indigenous Peoples particularly with regards to recruitment and employment conditions.

RA 10911 or the Anti-Age Discrimination in Employment Act considers illegal for employers, among others, to decline any employment application because of the individual's age and discriminate against an individual in terms of compensation on account of age. It is also illegal for labor contractor or subcontractor, to refuse to refer for employment or otherwise discriminate against any individual because of such person's age.

RA 7877 or the Anti-Sexual Harassment Act specifies the responsibility of the employer or head of the work environment to prevent sexual harassment and create a policy by which employees can resolve or prosecute such acts.

RA 10364 or the Expanded Anti-Trafficking in Persons Act of 2012 states that any act that introduce or match for money, profit, or material, economic or other consideration any person for purposes of forced labor, slavery, involuntary servitude or debt bondage is prohibited. Further, trafficking for purposes of exploitation of children shall include all forms of slavery or practices of slavery, involuntary servitude, debt bondage and forced labor, including recruitment of children for use in armed conflict.

RA11058 or the Occupational Safety and Health Standards - The State shall guarantee a safe and healthy working environment for employees by providing protection from all possible dangers in the workplace, thus minimizing the occurrences of worker injury, sickness, or death. They must make certain that employers fully comply with the Labor Code of the Philippines, local laws, and internationally-recognized occupational safety and health (OSH) standards, and punish those who do not. RA 11058, which applies to all organization, projects, sites, or any place where work is being done, including Philippine Economic Zone Authority (PEZA) businesses, but not including the public sector. The law also states that workers have the responsibility to abide by OSH standards. Covered workplaces must also have a safety officer who is tasked with overseeing the overall management of the health and safety program; monitoring and inspecting health and safety features of the work being done; aiding government inspectors during safety and health inspections or accident investigations; and issuing work stoppage orders, if needed. They must also have certified occupational health personnel and the mandatory medical supplies, equipment and facilities. Liability for compliance with RA 11058 shall fall on the employer, project owner, general contractor, contractor, subcontractor, and anyone who is charge of or supervises the work being done.

OSH protocols related to COVID-19:

- Interim Guidelines of the Department of Trade and Industry (DTI) and Department of Labor and Employment (DOLE) dated 30 April 2020
 - Advisory No. 21-01, Series of 2021 on the Continued Vigilance Against New COVID-19 Variants Through Reinforcement of Existing Minimum Public Health and Safety Standards and Protocols dated 09 March 2022 of the DTI and DOLE;
-
- DPWH Department Order 35 (2020): Guidelines on the Implementation of Community Quarantine in the Philippines
- Labor Advisory No. 18, Series of 2020 dated 16 May 2020 from the DOLE
 - Labor Advisory No. 18, Series of 2022 on COVID-19 Prevention, Control and Reporting in the Workplace dated 06 September 2022 from the DOLE; and
 - Labor Advisory No. 22, Series of 2022 on Guidelines on the Voluntary Wearing of Masks in Workplaces dated 02 November 2022 from the DOLE
-

ESS 3 Related Laws

PD1152 : Philippine Environmental Code provided a comprehensive program of environmental protection and management. The Code establishes specific environmental policies and prescribed environmental quality standards.

- Title I – Air Quality Management, revised by the Clean Air Act of 1999 (RA 8749)
- Title II – Water Quality Management, revised by Clean Water Act of 2004 (RA 9275)
- Title III- Land Use Management, includes zoning and other land use standards and regulations, review of Comprehensive Land Use Plans and zoning ordinances of LGUs; land use policies on human settlement, development permits and licenses to sell
- Title IV – Natural Resources Management and Conservation, includes policies on fisheries and aquatic resources; conservation and protection of wildlife (RA 9147); forestry and soil conservation – rational exploitation of forest resources; management policy on soil conservation; use of fertilizers and pesticides; Flood Control and Natural Calamities; Energy Development; Conservation and Utilization of Surface Ground Waters; Mineral Resources (Philippine Mining Act of 1995, RA 7942)
- Title V – Waste Management, amplified by the Ecological Solid Waste Management Act of 2001 (RA 9003); and responsibilities of the local government on solid waste management
- Title VI – Miscellaneous provisions – Population Environment Balance; Environment Education; Environmental Research; Monitoring and Dissemination of Environmental Information of Foreign Origin; Incentives, Financial Assistance/Grant; Participation of LGUs and private individuals; Preservation of Historic and Cultural Resources and Heritage; Government Offices performing environmental protection functions; Public Hearings, Definition of Terms

RA 8749: Philippine Clean Air Act – A comprehensive policy and program for air quality management in the country. The State shall promote and protect the global environment to attain sustainable development while recognizing the primary responsibility of local government units to deal with environmental problems. The State recognizes that the responsibility of cleaning the habitat and environment is primarily area-based. DENR Administrative Order No. 2008-81 is the Implementing Rules and Regulations of this Act.

RA 9275: Philippine Clean Water Act - The law aims to protect the country's water bodies from pollution from land-based sources (industries and commercial establishments, agriculture and community/household activities). It provides for comprehensive and integrated strategy to prevent and minimize pollution through a multi-sectoral and participatory approach involving all the stakeholders. DENR Administrative Order No. 2005-10 is the Implementing Rules and Regulations of this Act.

RA 9003: Ecological Solid Waste Management Act of 2000 – Institute measures to promote a more acceptable system which corresponds to the vision of sustainable development. Generally it aims to merge environmental protection with economic pursuits, recognizing the re-orientation of the community's view on solid waste, thereby providing schemes for waste minimization, volume reduction, resource recovery utilization and disposal. DENR Administrative Order No. 2001-34 sets the Implementing Rules and Regulations of this Act.

RA 6969: Toxic Substances, Hazardous and Nuclear Waste Control Act of 1990 – Authorizes the DENR to establish a program to regulate, restrict or prohibit the importation, manufacture, processing, sale, destruction, use and disposal of chemical substances, and mixture that present unreasonable risks and/or injury to health or environment.

Presidential Decree 1144: Creating the Fertilizer and Pesticide Authority mandated to regulate, control and develop the fertilizer and pesticide industries. It is tasked to assure the agricultural sector adequate supply of fertilizer and pesticide at reasonable prices, rationalize the manufacture and marketing of fertilizer, protect the public from the risk inherent in the use of fertilizer and pesticides, and educate the agricultural sector in the use of these inputs.

ESS 4 Related Laws

PD No. 856 (1975): Code of Sanitation of the Philippines – The Code directs the public health services towards protection and promotion of the health of the Filipinos. It prescribes standards for water supply, sanitation requirements for food establishments, prescribed standards for markets and abattoirs, sanitation requirement for public laundry, standards for school sanitation and health services, Sanitary requirements for industrial establishments; public swimming pool and bathing places, rest areas, bus

terminals, bus stops and service stations, camps and picnic grounds, dancing schools, dance halls and night clubs, tonsorial and beauty establishments, massage clinics and sauna bath establishments, including refuse collections and disposal system of cities and municipalities.

Revisions to the Sanitation Code included the revision of the water quality standard following the 1993 World Health Organization (WHO) Guidelines for Drinking Water Quality. The standard is a product of the collaborative efforts of various government agencies and is designed to guide waterworks officials, operators of water supply systems; both government and private entities, health and sanitation authorities and the general public in establishing the requirements for safe and potable water. Standard parameters and values for drinking-water quality are provided.

Related Issuances to the Drinking Water Standards:

- DOH AO 2010-0021 Sustainable Sanitation as a National Policy and a National Priority Program of DOH
- DOH AO 2014-0027 – National Policy on Water Safety Plan (WSP) for all Drinking Water Service Providers
- DOH AO 2017-0006 Guidelines on the Review and Approval of the Water Safety Plans of Drinking Water Service Providers

DOH AO 2017-0010 – Philippine National Standards for Drinking Water of 2017 - Philippine National Standards for Drinking Water (PNSDW) of 2017 which prescribes the standards and procedures on drinking-water quality aiming to protect the public and consumer's health.

The PNSDW of 2017 is applicable to all drinking-water service providers including government and private developers and operators, bulk water suppliers, water refilling station operators, water vending machine operators, and ice manufacturers. It shall also be applied to all food establishments, residential, commercial, industrial and institutional buildings that use/supply/serve drinking water; water testing laboratories; health and sanitation authorities; the general public and all others who are involved in determining the safety of public's drinking-water.

The general guidelines conform to set standards for drinking-water quality, water sampling and evaluation of results upon examination. Furthermore, these standards are consistent with the improved framework for drinking-water safety promoted by WHO comprised of three key components namely: health-based targets established by the authority; safely managed water systems (application of water safety plan); and, a system of independent surveillance.

To ensure the safety of drinking water, there are seven guidelines that must be followed. These include: measuring the quality; water sampling and examination; other modes of distribution of drinking-water; evaluation of results; classification of quality parameters; quality assurance/quality control for water laboratories; and water safety plan (WSP) and quality surveillance.

Republic Act No. 11469 – *Bayanihan* to Heal as One Act is a law that was enacted in March 2020 granting the President additional authority to combat COVID-19 pandemic in the Philippines.

Related issuances to RA 11469:

- DOH AO 2020-0013 – Revised AO 2020-0012 (Guidelines for the Inclusion of Coronavirus Disease 2019 (COVID-19) in the List of Notifiable Diseases for Mandatory Reporting to the Department of Health” dated March 17, 2020.
- DOH AO-2020-0015 – Guidelines on the Risk-Based Public Health Standards for COVID-19 Mitigation
- DOH AO 2020-0016 (4 May 2020) Minimum Health System Capacity Standards for COVID-19 Preparedness and Response Strategies

- IATF Memorandum Circular No.4 (2020): Interim Protocols for Humanitarian Assistance During Community Quarantine
- DOH Memorandum 2020-0208 – Interim Guidelines on Enhancing the Infection Prevention and Control Measures through Engineering and Environmental Controls in all Health Facilities and Temporary Treatment and Monitoring Facilities during the COVID-19 Pandemic.
- DOH Memorandum 2020-0157 – Guidelines on Cleaning and Disinfection in Various Settings as an Infection Prevention and Control Measure Against COVID-19
- DOH and DILG Joint Administrative Order 2020-001 – Guidelines on Local Isolation and General Treatment Areas for COVID-19 cases (LIGTAS COVID) and the Community-Based Management of Mild COVID-19 Cases
- DOH Memorandum 2020-0167 Interim Guidelines on the Proper Handling and Disinfection of Non-critical Items Used in the Management of COVID-19 Patients in All Health Facilities and Temporary Treatment and Monitoring Facilities
 - DOH Memorandum 2022-0433 Updated Guidelines on the Minimum Public Health Standards for the Continued Safe Reopening of Institutions
-

ESS 5 Related Laws

Article III, Section 9 of the Philippine Constitution states that private property shall not be taken for public use without just compensation.

RA 10752: The Right-of-Way Act aims to facilitate the acquisition of right-of-way (ROW) site for government infrastructure projects.

RA 386 or the Civil Code of the Philippines is the product of the codification of private law in the Philippines. It is the general law that governs family and property relations in the Philippines. Enacted in 1950, and remains in force to date with some significant amendments. Specific sections of the Civil Code of particular importance for the project:

Property Ownership and its Modifications: Focuses on property, which classifies and defines the different kinds of appropriable objects, provides for their acquisitions and loss and treats the nature and consequences of real right. Ownership is independent and general right of the person to control a thing particularly in his possession, enjoyment, disposition, and recovery, subject to no restrictions except those imposed by the state or private persons, without prejudice to the provisions of the law. The section covers classifications of property; ownership, co-ownership, special properties, possession, Usufruct, easement and servitudes, nuisance, and registry of property.

Modes of Acquiring Ownership: Ownership is acquired by occupation and by intellectual creation. Ownership and other real rights over property are acquired and transmitted by law, by donation, by testate and intestate succession, and in consequence of certain contracts by tradition. They may be also acquired by acquisitive prescription. The section also discusses occupation, intellectual creation, donation, succession, and acquisitive prescription.

Obligations and Contracts: Law of obligations is defined as juridical necessity to give, to do or not do. A Contract is a meeting of the minds between two persons whereby one binds himself with respect to the other to give something or to render some service. The section also discusses obligations, contracts, special contracts encompasses several classes of contracts as thrusts, sales, barter, lease, loan, deposit, aleatory contracts, compromises, guaranty, agency, pledges, mortgage, antichresis, and partnership; quasi-contract, and quasi-delict.

PD 1529 or the Property Registration Decree - This Presidential Decree amends and codifies the laws related to registration of land property. It aims to strengthen the Torrens system, adopt ESF to prevent anomalous titling of real property and streamline and simplify registration proceedings and the issuance of certificates of title.

The Decree first establishes Land Registration Commission and prescribes its composition, duties and responsibilities. It then sets out rules on ordinary registration proceedings, in particular, specifying the exclusive and notorious possession and occupation of alienable and disposable lands of the public domain under a bona fide claim of ownership including private lands or abandoned river beds obtained by right of access and any other manner provided for by law. The Decree further lays down application requirements for the registration and certification of land title.

ESS 6 Related Laws

PD 705 Revised Forestry Reform Code – Codifies, updates and raises forestry laws in the country. It emphasizes the sustainable utilization of forest resources.

RA3571 An act to prohibit the cutting, destroying, or injuring of planted or growing trees, flowering plants, shrubs or plants of scenic value along public roads. The Act provides for the protection of flowers, plants and trees from felling and destruction in order to ensure climate preservation, and the appointed authority shall be the Director of Parks and Wildlife.

RA4190 Lanao del Sur National Parks - The Act provides for the conservation, preservation and protection of certain areas as National Parks.

RA7586 or National Integrated Protected Areas System (NIPAS) - The NIPAS encompass "outstandingly remarkable areas and biologically important public lands that are habitats of rare and endangered species of plants and animals, biographic zones and related ecosystems, whether terrestrial, wetland, or marine". All such areas shall be designed as "protected areas" (sect. 2). Section 3 specifies the categories of protected areas: strict nature reserves, natural parks, natural monuments, wildlife sanctuary, protected landscapes and seas.

RA 11038 Expanded NIPAS (2018) strengthens protection and adds more than 100 legislated protected areas in the Philippines, including the Philippine Rise Marine Resource Reserve. it will enhance the conservation efforts undertaken of our unique but vastly threatened biodiversity and ecosystems including our marine habitats. Salient provisions of the Act include the provision for scientific and technical support for biodiversity conservation; delineation and demarcation of boundaries; deputation of support especially on enforcement to the Protected Area Superintendent (PASu); and regular reporting on the status of the Integrated Protected Area Fund (IPAF) and allocating 75% of all revenues raised to the Protected Area Management Board (PAMB). It also prohibits the use and possession of destructive fishing gears within the protected seascape.

RA 9175 Chain Saw Act of 2002 – An act regulating the ownership, possession, sale, importation and use of chain saws, penalizing violation thereof and for other purposes.

RA 9147 Wildlife Resources Conservation and Protection Act (2001) – The Act provides for the conservation, preservation and protection of wildlife species and their habitats, in order to preserve and encourage ecological balance and biological diversity; it provides, furthermore, for the control and supervision of wildlife capture, hunting and trade; finally it provides for supporting and promote scientific research on the protection of biodiversity. The provisions of this Act shall apply to all wildlife species overall, including those living in the protected.

RA8550 The Philippine Fisheries Code of 1998 – Defines the policies of the state in the protection, conservation and effective management of fisheries stock as well as identifying allowable fishing methods in Philippine coastal waters.

ESS 7 Related Laws

RA 8371 Indigenous People's Rights Act - The Act makes provision for the promotion and recognition of the rights of Indigenous Cultural Communities/Indigenous Peoples (ICCs/IPs), with a view to preserve their culture, traditions and institutions and to ensure the equal protection and non-discrimination of members. The Act is divided into the following Chapters: General Provisions (I); Definition of Terms (II); Rights to Ancestral Domains (III); Right to Self-governance and Empowerment (IV); Social Justice and Human Rights (V); Cultural.

Section 15. Justice System, Conflict Resolution Institutions, and Peace Building Processes. — The ICCs/IPs shall have the right to use their own commonly accepted justice systems, conflict resolution institutions, peace building processes or mechanisms and other customary laws and practices within their respective communities and as may be compatible with the national legal system and with internationally recognized human rights.

Muslim Mindanao Autonomy Act (MMAA) No. 241 or the Tribal People's Rights Act of 2008 An Act to recognize, protect and promote the rights, governance and justice systems, and customary laws of the Indigenous People/Tribal Peoples of the Autonomous Region in Muslim Mindanao.

R.A 11054 Organic Law for the Bangsamoro Autonomous Region in Muslim Mindanao Article 9 (Basic Rights), Section 3, " recognizes the rights of the indigenous peoples and shall adopt measures for the promotion and protection of the following rights: a) Native titles of *fusaka inged*; b) indigenous customs and traditions; c) justice systems and indigenous political structures; d) equitable share in revenues from utilization of resources in their ancestral land; e), free, prior, and informed consent; f) political participation in the Bangsamoro Government including reserved seats for the non-Moro indigenous peoples in the Parliament; g) basic services; and h)freedom of choice as to their identity." A ministry for the IPs is also created, Ministry on Indigenous People's Affairs (MIPA), to promote the well-being of all IPs in the BARMM in recognition of their ancestral domain as well as their rights. The BARMM also recognizes the rights and privileges granted to the IPs by virtue of the UN Declaration of the Rights of the Indigenous Peoples and the UN Declaration of Human Rights, and other laws pertaining to IPs.

Both laws, IPRA and Tribal People's Rights Act, provided for the IPs' Right to Free, Prior and Informed Consent or popularly known as the FPIC. Projects, programs, investments, or activities which will be implemented within an ancestral domain are required to follow the FPIC Process or the so-called Other Processes within the scope of the 2012 Revised FPIC Guidelines of the National Commission on Indigenous Peoples or NCIP – a Policy which was duly adopted by the Office for Southern Cultural Communities (OSCC).

ESS 8 Related Laws

RA 10066 Philippine Cultural Heritage Act (2009) – This Act created the Philippine Registry of Cultural Property and took other steps to preserve historic buildings that are over 50 years old. Historical markers are placed on Heritage Houses, National Shrine and National Historical Landmarks to indicate their significance.

The act defines "cultural property" as "all products of human creativity by which a people and a nation reveal their identity, including churches, mosques and other places of religious worship, schools and natural history specimens and sites, whether public or privately-owned, movable or immovable, and tangible or intangible." It deems all heritage structures, which are at least 50 years old, as presumed important cultural properties despite non-declaration by cultural agencies. Nonetheless, the government mandates all local government units to register these presumed important cultural properties to the database of the National Commission for Culture and the Arts for cultural documentation and conservation.

The citizen retains the ownership of the house; the government is only declaring the heritage value of the structure and providing funding for its protection and preservation.

ESS 10 Related Laws

Participatory Provisions in various legislations:

BP 344 (1983) Accessibility Law stated that In order to promote the realization of the rights of disabled persons to participate fully in the social life and the development of the societies in which they live and the enjoyment of the opportunities available to other citizens, educational institutions, airports, sports and recreation centers and complexes, shopping centers or establishments, public parking places, work-places, public utilities, are required to install and incorporate in such building, establishment, institution or public utility, such architectural facilities or structural features as shall reasonably enhance the mobility of disabled persons such as sidewalks, ramps, railings and the like. Parking place of any institutions, buildings, or establishment, or public utilities, shall also reserve sufficient and suitable space for the use of disabled persons.

RA 8371 IPRA, Chapter IV acknowledged the IPs Right to Self-Governance and Empowerment.

RA 9710 Magna Carta of Women - the State affirms women's rights as human rights and shall intensify its efforts to fulfill its duties under international and domestic law to recognize, respect and promote all human rights and fundamental freedoms of women, especially marginalized women, in the economic, social, political, cultural, and other fields without distinction or discrimination on account of class, age, sex, gender, language, ethnicity, religion, and ideology. This include representation and participation in policy-making or decision-making bodies in the regional, national, and international levels.

RA 7277 – Magna Carta for Disabled Persons - Chapter VII -Political and Civil Rights Section 31 states that, “to ensure the active participation of disabled persons in the social and economic development of the country, their organizations shall be encouraged to participate in the planning, organization and management of government programs and projects for disabled persons. Organizations of disabled persons shall participate in the identification and preparation of programs that shall serve to develop employment opportunities for the disabled persons.”

R.A 7607 (1992) Magna Carta of Small Farmers – The law primarily aims in realizing equitable distribution of benefits and opportunities through the empowerment of small farmers. The law recognizes the country's responsibility for the welfare and development of small farmers by giving them support in attaining their socio-economic goals. The law encourages the participation of small farmers, farm workers, farmers cooperatives and organization to enjoin in the planning, organization, management and implementation of agricultural programs and projects.

The law aimed at improving the lives of small farmers by empowering them and harnessing their potentials and abilities. The law encourages greater participation of this marginalized sector in the government planning and program and project implementation to contribute to national development. The provision of incentives/assistance in the form of infrastructure and other physical assets, access to vital agricultural services and capacity building provide an avenue for the small farmers to improve their performance as drivers of development in the countryside.

ANNEX 2: List of Negative Sub-Projects*

The sub-projects negative list – meaning activities that are prohibited from receiving financing.

Negative List of Prohibited Subproject Investments

1. Harvesting of natural resources such as trees for timber and digging of borrow pits for aggregates, gravel and sand as construction materials for the SPs
2. Purchase of Weapons
3. Purchase of Chainsaws and explosives;
4. Financing of sawmills
5. Purchase of pesticides, insecticides, herbicides, asbestos and other potentially and dangerous materials and equipment;
6. Purchase of motorized fishing boats and equipment/materials related to dynamite fishing;
7. Subprojects located in protected areas, forest reserves and national parks including road rehabilitation or construction;
8. Use of funds to purchase or compensation of land;
9. Use of mangrove or coral reefs as building materials;
10. Projects requiring resettlement (displacement of people)
11. Consumption items or events;
12. Financing activities that have an alternative prior source of committed funding;
13. Purchase or repair of vehicles;
14. Financing of recurrent government expenditures (e.g. salaries for government and LGU staff)
15. Construction or repair and buying of equipment for government offices and places of worship;
16. Financing of political activities;
17. Salaried activities that employ children under 16 years;
18. Financing activities that unfairly exploit women or men at any age;
19. Financing international travel

****Reference: MTF-RDP Operational Manual.***

ANNEX 3A: Environmental and Social Screening Checklist

General Instruction:

The PO shall fill out this form with the assistance of the CPST. The filled-out form shall be used as one of the decision-making tools in evaluating the feasibility of a proposed subproject. Please take note of the instructions listed in the last column. This will guide the PO in developing the ESMP.

Table A3-1. Environmental and Social Screening Checklist							
Type of Impact	Subproject 1		Subproject 2		Subproject 3		Specific Instructions for the Selected Subproject
	Yes	No	Yes	No	Yes	No	
1.0 Environmental Assessment							
1.1 Is there potential significant environmental impact (i.e., topsoil removal, erosion, siltation, vegetation loss, or reclamation, etc.)?							If yes, then identify the potential impact and provide specific mitigating measures in the ESMP.
1.2 Will the project have impact on the water quality of the nearby water body or water source?							
1.3 Will the project's implementation generate air pollution and other hazardous waste?							
1.4 Will the project be situated in critically protected area/watersheds?							If yes, exclude from the project
1.5 Is the project located in high-risk/geo-hazard area? Are there signs or indications that the area is susceptible to landslides, flooding or erosion?							Validate the risk or hazard associated based on the data from Base Map/Thematic Maps & LGU and also from interviews with the local communities.
1.6 Will the project's implementation involve or promote the use or increase the use of pesticides/herbicides?							If yes, then coordinate with the Muni. Agri. Office & advocate integrated pest management to PO
1.7 Will there be cultural property/archaeological site affected by the project?							If yes, consult tribal leaders, elders, or appropriate agencies.
Comments (Indicate other potential environmental impacts or issues), if any:							
2.0 Involuntary Resettlement							
2.1 Will the subproject require land?							
If yes, indicate how much land in sq.m.?	m ²		m ²		m ²		
2.2 How will the land be acquired?							

a. Donation?							If yes, please fill up Annex Table A2-2 and Table A2-3 for the selected subproject.
b. Long-term lease?							
c. Willing seller / willing buyer?							
d. Available government land?							
e. Involuntary acquisition?							
2.3 Will there be losses of shelter?							If yes, please provide mitigating measures in the ESMP.
If yes, how many households will be affected?	HH		HH		HH		
2.4 Will there be losses of income sources and /or other assets?							
2.5 Will the losses of income sources and/or assets cause resettlement?							
Comments (Indicate other potential Involuntary Resettlement issues), if any:							
3.0 Indigenous People							
3.1 Are there indigenous peoples in the <i>Barangay</i> ?							Countercheck with TM on ethnicity. Countercheck with OSCC/NCIP data
If yes, how many are they in relation to total barangay population (proportion)?							
If yes, are they among the project beneficiaries?							
3.2 Was the principle of Free, Prior and Informed Consent (FPIC) observed?							Ensure consultation with IP community is conducted during the Social Preparation Stage in coordination with OSCC/NCIP Check Activity Report on Barangay-wide Orientation.
3.3 Will they be negatively impacted?							If yes, please provide mitigating measures in the ESMP.
Comments (Indicate other potential IP issues), if any:							
4. Community Health and Safety							
4.1 Are the endemic/common diseases in the community? (Existing prior to project implementation)							
What are these diseases (currently being experienced)?							
Are there confirmed/suspected COVID-19 cases in the community?							
5. Conflict and Social Cohesion							

5.1 Are there existing violent conflicts in the community?							How?
5.2 Will the proposed sub-project contribute to resolving the conflict?							
5.3 Are there social-cohesion issues present in the community? e.g discrimination of IP groups, women, etc.							
5.4 Will the proposed sub-project contribute to social cohesion?							

Prepared by (PO Chairperson):

—

Date: _____

Reviewed by (LP Rep.):

Date: _____

Noted by: (Camp JTFCT Rep): _____

Date: _____

ANNEX 3B: Environmental Assessment and Management Procedures: Environmental Guidelines: Environmental Code of Practice and Environmental Management Plan and

Environmental Guidelines for Subproject Activities

A. Nature and Scale of Subprojects

The Bangsamoro Camps Transformation Project (BCTP) will be undertaking a range of small community infrastructure, income stabilization livelihood subprojects and small IP projects. This Environmental Guidelines apply to works that are small to micro-scale, with expected moderate to low or negligible impacts and are not required to undergo a formal environmental assessment based on the Philippine EIA system.

B. Purpose of Guidelines

Given the nature and scale of the proposed civil works and livelihood activities under the project, a full-blown environmental assessment report may not be considered necessary. However, as in most cases the construction activities are going to be undertaken in the camp communities, there are likely to be some concerns relating to inconveniences or nuisances to surrounding areas during construction that will require careful construction planning and management.

The Environmental Guidelines aim to establish some simple rules, procedures and institutional arrangements to be utilized under the project with regard to identification, monitoring and mitigation of possible adverse environmental impacts with respect to small works and livelihood activities undertaken in this project. The responsible parties are expected to follow these procedures and keep the records and documentation for later supervision.

This set of guidelines is drawn from and aligned with the overarching guidelines on ESF with regards to activities that involve the construction and operation of small works and livelihood activities and are consistent with the ESS requirements.

C. Three-Step Procedural Process

These three steps involve conducting a site environmental impacts analysis, performing a checklist of some environment friendly construction design criteria, and establishing a standardized tool such as the Environmental Code of Practice or the Environmental and Social Management plan (ESMP).

Step 1: Preparation of ‘Construction Site Checklist’ to identify Key Environmental Issues

As a first step prior to construction, the Lead Partner (LP) Engineers, must develop and complete a simple *Construction Site Checklist* to determine possible environmental impacts/nuisances for every civil work proposal. The Construction Site Checklist aims to identify and prepare for any environmental issues incurred by the construction. The checklist will screen out and ensure the site for the civil works has appropriate conditions and characteristics of environmental, architectural, and cultural value and physical land use. In case any potential adverse environmental impacts are identified, then it will be an input into the ESMP (step 3 below).

A sample of the Construction Site Checklist is provided below. This should be completed by the **designated engineer in the LP**, guided by the Implementing Organization (IO) Engineer, in charge of managing civil works in the concerned camp.

Checklist-1: Sample of Format for Construction Site Checklist

General Information	
Name of Project	<i>Name of site for SP construction</i>
Name of engineer/ technical officer	<i>Person(s) who conducted the studies</i>
Date of Site Study Completed	<i>The date on which the onsite studies were completed.</i>

Information Source	<i>Name and contact of person(s) interviewed/met</i>			
Proposed Output	<i>SP construction</i>			
Environmental Issues	Yes	No	Unknown	Remark/Recommended Action
Adequacy of space for construction				
Adequacy of access to the construction				
Adequacy of space to build/expand the building space in the future				
Freeness from squatters or titling conflict with local residents				
Potential environmental impact of land clearing activities (i.e. topsoil removal, erosion, siltation, cut and fill, vegetation loss, removal of trees, bushes and boulders, etc.)				
Potential interruption or limitation of access to dwelling, agri or aqua culture or business on the site				
Potential impact to high architectural or cultural value on the site or within the immediate vicinity				
Potential deterioration of urban quality and/ property value in the immediate vicinity. (<i>For urban setting</i>)				
Interruption or limitation of access to sidewalks, power and telephone lines, water and sewerage, sanitation system, and other environmental services.				
Encroachment/reduction of gardens or green areas.				
Land used is Public/Government Owned* or voluntarily donated for the project (Land donations documentations are complete and filed.)				
Resettlement of families or businesses due to land use for construction**				
Land is located in high-risk/geo-hazard area? Are there signs or indications that the area is susceptible to landslides, flooding or erosion?				
Land is located in an environmentally critical area?				
Flood on the site in the wet season (<i>write down how deep and how long it usually floods on the site</i>)				
Potential impact on the indigenous peoples in the area?				
Others (describe)				
Summary of Overall Assessment: <i>Prepare a short summary of an overall assessment basing on the site screening results above. Prepare recommendation for the SP to ensure that the final site to be selected will not be subjected to any environmental issues as listed above..</i>				

*Note that **no buildings or construction can be undertaken on land that is privately owned or on which there is any form of land dispute**. If the Construction Site Checklist reveals this then an alternative site will have to be considered by the concerned IA.

** Included in the project’s negative list.

Following the completion of this Construction Site Checklist, and after approval concerned LP Engineer, guided by IO Engineer, the process for preparing the detailed engineering design will proceed.

Step 2: Preparation of Checklist on Environmentally Friendly Construction Design Criteria

The second step in the ESF procedures for the civil works would involve completion of a checklist of some specific design criteria to be adopted in the process of construction by the chosen contractors. These design criteria involve certain environmentally friendly/enhancing elements that would avoid or minimizes incurrence of adverse environmental impacts. These design criteria include ensuring of appropriate ventilation, lighting and sanitation facilities, as well as recommendations on use of environmentally friendly materials. It is not expected that all these design criteria would be adopted in each case, but the effort should be to adapt as many as possible in the engineering and architectural design of the proposed civil works.

This checklist should be completed by the LP engineers, guided by IO engineers, who prepared the designs to confirm the use of the environment enhancing design criteria during construction of the proposed sub-projects. A sample of the Checklist on Environmentally Friendly Design Criteria is provided below.

Checklist 2: Sample Format for Checklist on Environmentally Friendly Design Criteria

General Information	
Name of Sub-Project	<i>Name of sub-project (SP) for construction</i>
Name of engineer/ technical officer	<i>Person(s) who prepared the designs and ensured the use of environment enhancing design criteria</i>
Date of Site Study Completed	<i>The date on which the onsite studies were completed.</i>
Information Source	<i>Name and contact of person(s) contacted</i>
Proposed Output	<i>SP construction</i>

Design Criteria	Yes	No	Unknown	Remark
Maximizing the blending of architectural design to the natural terrain and important cultural site next or nearby to the site.				
Maximizing natural light in order to minimize artificial light needs.				
Maximizing natural ventilation systems, minimizing the necessities of air conditioning				
Maximizing rainwater storage for irrigation (where applicable)				
Promoting the usage of environment-friendly materials (avoid asbestos and other hazardous or toxic materials)				
Planting of native species in gardens and green areas in the offices (where applicable)				
Stabilization of slopes using vegetative measures (where required)				
Others (describe)				

Summary of Overall Assessment: *Prepare a short summary of an overall assessment basing on the design criteria screening results above. Prepare recommendation that the project incorporates in the detailed engineering design the above design criteria and check conformity of the final design*

The above checklist should be provided to the LP in the concerned camp for review and subsequently to the BDA-LP and endorsement to CFSI-LIT as part of the Sub-Project Proposal (SPP) for approval.

Step 3: Preparation of a Standardized Tool: Environmental and Social Management Plan (ESMP) and Environmental Code of Practice (ECOP)

After completing the construction site and environment-friendly design criteria screening using the above checklist formats, the last step in the ESF procedures would be the development of a simple tool such as the ESMP or ECOP (for low- to negligible impact activities) that should be treated as environmental specifications for the subproject activities. Draft ESMPs or ECOP will also form part of the SPP package that will be submitted.

As the small-scale construction activities envisaged might cause impacts and nuisance to nearby surroundings, they need to be avoided or mitigated through application of good engineering practices and strict environmental measures including use of environment-friendly construction materials and equipment, waste management techniques especially for construction dust and debris, noise control, site management, safety controls, provision of clean water and sanitation facilities etc.

Issues and measures that should be covered in the ESMP or ECOP covering potential adverse environmental problems and corresponding mitigation measures are provided below. It is expected that all Contractors working on small works will adhere to this as part of the bidding specifications and the Contractor's Work Plan.

- 1) **Environmental and Social Management Plan (ESMP)** Below are the different phases of small works and general sections of an ESMP that should include the identification of environmental issues that may occur during construction and solutions or what the contractor must do to solve these problems and should draw on the two checklists developed under Steps 1 and 2. Whenever a subproject may be required to comply with specific ESSs, additional ESF instruments may need to be prepared and included in the subproject-specific ESMP for implementation such as the following: Traffic Management Plan, Biodiversity Management Plan, Community Health and Safety Plan, Cultural Heritage Plan and Integrated Pest Management Plan. Likewise, this ESMP will be updated to include the required plans.

Table 1: A sample abbreviated Environmental and Social Management Plan for Small Works

Phase	Issue	Mitigation Measures
Site Screening	<u>Adequate space and access</u> - possible interruption within its vicinity; other issues captured in Construction Site Checklist.	The selection should avoid sensitive environment and land issues which may be caused by the construction and/or renovation; other measures recommended in the Construction Site Checklist should be adopted.
Design	<u>Drawing and planning</u> the construction of towers by adapting to adjoining physical landscape and minimizing possible environmental issues; other environmentally friendly design features identified in Step-2.	Adversely Environmental Minimization Measures should be introduced in the construction design; other environment enhancing design criteria identified in Step-2 as feasible to be incorporated

Construction	<u>Air/Dust:</u> Dust, debris, and particulate materials from the construction will blow to surrounding structures and/ causing nuisances to surrounding families and businesses, specially to vulnerable people (children, elders).	The contractor will spray water to reduce the dust when the weather is dry and periodically clean stagnant debris. Reduce vehicle speed or implement speed limits near construction site. Minimize areas that will be disturbed during construction. Conduct meetings with all workers to ensure that they be vigilant in minimizing dust spread.
	<u>Noise:</u> Noise from the construction machinery and equipment will disturb to others especially in areas with hospitals, homes for the elderly, and schools.	Contractor will use environment-friendly construction materials and equipment and limit construction hours to minimize possible disturbance to local livelihood. Contractor will fence off Construction site to reduce any possible annoyance to neighbors.
	<u>Construction wastes:</u> the adequate disposal of Waste materials and hazardous materials (fibro-cement, fuel, oil, cement etc.). <u>Garbage collected and dredged spoils:</u> see section on Special considerations on waste management below for complete treatment.	Contractor will reduce waste generation whenever feasible. Contractor should separate hazardous wastes from other wastes and handle them according to established environmental guidelines. Contractor should separate recyclable wastes from non-recyclable ones. All wastes should be properly handled. Any illegal waste dumping or burning will be prohibited.
	<u>Disturbance:</u> Nearby offices and residents will be disturbed by prolonged construction.	The contractor will perform construction activities within appropriate time frame which does not disturb work of officers or living of local residents.
	<u>Sanitation:</u> Sanitation for the workers at the construction site is inadequate leading to unclean working environment.	The contractor will provide temporary sanitation for the workers.
	<u>Contamination:</u> Contamination of water supply or source within the vicinity of the site is caused by the construction activities.	The contractor will implement necessary measures to prevent possible contamination to water supply or source in the surrounding area.
	<u>Pedestrian security and traffic congestion</u> – Construction site may cause safety concern for pedestrians, especially for school children, during construction. Similarly, traffic congestion during construction may be caused due to the increase of heavy traffic (of the construction itself and from traffic detours) in high traffic avenues and exit ramps.	The contractor will fence of the site for general safety measures; traffic re-routing (if required) should be appropriately managed and planned for.
	<u>Interruption of services</u> - water, electricity, telephone, bus routes during construction.	The contractor will implement necessary measures to prevent any interruption to access to public services.
	<u>Informing the public</u> about construction and work schedules, interruption of services, or traffic.	The contractor will put signboard summarizing the construction activities and schedule for completion of tasks.
Post-Construction	<u>Site Clearing:</u> Cleaning the site after construction- disposing wastes properly so that they are not dangerous to the environment.	The contractor will clean the site carefully and remove all waste materials as spelled out in the construction bidding.

		The contractor to identify appropriate, approved, disposal site for debris.
Others	<u>Other identified environmental safeguard issues.</u>	

All these measures **should be included in bidding document and contractor’s workplan** as part of the specifications for construction that will be followed to address any potential environmental safeguard concerns (please refer to Annex 4 for templates of subproject specific ESMP).

- 2) **Environmental Code of Practice (ECOP)** Subprojects with low to negligible impacts are only required to follow an Environmental Code of Practice to ensure that no environmental impacts or residuals are generated during the start-up and implementation activities. Compliance to the special considerations listed below applicable to the subproject activities will be included in the progress report in narrative form and will be monitored from time to time during its implementation.

Special Considerations

I. Ecological Waste Management Plan. The sub-borrower, contractor and operator of the sub-project should ensure that a waste management system is in place to address issues linked to waste minimization, generation, transport, disposal, and monitoring. Proposed waste management system is included in the bid documents that the bidders need to submit. Operation of the proposed waste management plan, and adjustments thereof, will be monitored by the JTFCTs and the BDA.

1. Waste Management Planning

Facilities that generate waste should characterize their waste according to composition, source, types of wastes produced, generation rates, or according to local regulatory requirements. Effective planning and implementation of waste management strategies should include:

- Review of new waste sources during planning, siting, and design activities, including during equipment modifications and process alterations, to identify expected waste generation, pollution prevention opportunities, and necessary treatment, storage, and disposal infrastructure
- Collection of data and information about the process and waste streams in existing facilities, including characterization of waste streams by type, quantities, and potential use/disposition
- Establishment of priorities based on a risk analysis that takes into account the potential EHS risks during the waste cycle and the availability of infrastructure to manage the waste in an environmentally sound manner
- Definition of opportunities for source reduction, as well as reuse and recycling
- Definition of procedures and operational controls for onsite storage
- Definition of options / procedures / operational controls for treatment (if applicable) and final disposal

2. Waste Prevention

Processes should be designed and operated to prevent, or minimize, the quantities of wastes generated and hazards associated with the wastes generated in accordance with the following strategy:

- Substitute raw materials or inputs with less hazardous or toxic materials, or with those where processing generates lower waste volumes
- Institute good housekeeping and operating practices, including inventory control to reduce the amount of waste resulting from materials that are out-of-date, off- specification, contaminated, damaged, or excess to plant needs
- Institute procurement measures that recognize opportunities to return usable materials such as containers and which prevent the over ordering of materials
- Minimize hazardous waste generation by implementing stringent waste segregation to prevent the commingling of non-hazardous and hazardous waste to be managed

3. Recycling and Reuse

In addition to the implementation of waste prevention strategies, the total amount of waste may be significantly reduced through the implementation of recycling plans, which should consider the following elements:

- Evaluation of waste production processes and identification of potentially recyclable materials
- Identification and recycling of products that can be reintroduced into the manufacturing process or industry activity at the site
- Investigation of external markets for recycling by other industrial processing operations located in the neighborhood or region of the facility (e.g., waste exchange)
- Establish recycling objectives and formal tracking of waste generation and recycling rates
- Provide training and incentives to employees in order to meet objectives

4. Treatment and Disposal

If waste materials are still generated after the implementation of feasible waste prevention, reduction, reuse, recovery and recycling measures, waste materials should be treated and disposed of and all measures should be taken to avoid potential impacts to human health and the environment.

Selected management approaches should be consistent with the characteristics of the waste and local regulations, and may include one or more of the following:

- On-site or off-site biological, chemical, or physical treatment of the waste material to render it nonhazardous prior to final disposal
- Treatment or disposal at permitted facilities specially designed to receive the waste. Examples include: composting operations for organic non-hazardous wastes; Materials Recovery Facilities in the locality near the site; in properly designed, permitted and operated landfills designed for the respective type of waste; or other methods known to be effective in the safe, final disposal of waste materials such as bioremediation.

5. Hazardous Waste Management

Hazardous wastes should always be segregated from nonhazardous wastes. If generation of hazardous waste cannot be prevented through the implementation of the above general waste management practices, its management should focus on the prevention of harm to health, safety, and the environment, according to the following additional principles:

- Understanding potential impacts and risks associated with the management of any generated hazardous waste during its complete life cycle
- Ensuring that contractors handling, treating, and disposing of hazardous waste are reputable and legitimate enterprises, licensed by the relevant regulatory agencies and following good international industry practice for the waste being handled
 - • Ensuring compliance with applicable local and national laws such as Republic Act 9003 or the Ecological Solid Waste Management Act; and Republic Act 6969: Toxic Substances, Hazardous and Nuclear Waste Control Act of 1990.

6. Waste Storage

Hazardous waste should be stored so as to prevent or control accidental releases to air, soil, and water resources in area location where:

- Waste is stored in a manner that prevents the contact between incompatible wastes. Examples include sufficient space between incompatibles or physical separation such as walls or separate containment curb/ areas.

- Store in closed containers away from direct sunlight, wind and rain
- Secondary containment systems should be constructed with materials appropriate for the wastes being contained and adequate to prevent loss to the environment
- Provide adequate ventilation where volatile wastes are stored.

Hazardous waste storage activities should also be subject to special management actions, conducted by employees/workers who have received specific training in handling and storage of hazardous wastes:

- Provision of readily available information on chemical compatibility to employees/workers, including labeling each container to identify its contents
- Limit access to hazardous waste storage areas to employees/workers who have received proper training
- Clearly identify (label) and demarcating the area, including documentation of its location on a facility map or site plan
- Conduct periodic inspections of waste storage areas and documenting the findings
- Prepare and implement spill response and emergency plans to address their accidental release

7. Transportation

On-site and Off-site transportation of waste should be conducted so as to prevent or minimize spills, releases, and exposures to employees/workers and the public/community. All waste containers designated for off-site transport should be secured and labeled with the contents and associated hazards, be properly loaded on the transport vehicles before leaving the site, and be accompanied by a transport paper (i.e., manifest) that describes the load and its associated hazards, consistent with RA 6969 and its Implementing Rules and Regulations.

8. Treatment and Disposal of Hazardous Wastes

In addition to the recommendations for treatment and disposal applicable to general wastes, the following issues specific to hazardous wastes should be considered:

8.1. Commercial or Government Waste Contractors

In the absence of qualified commercial or government-owned waste vendors (taking into consideration proximity and transportation requirements), facilities generating waste should consider using:

- Have the technical capability to manage the waste in a manner that reduces immediate and future impact to the environment
- Have all required permits, certifications, and approvals, of applicable government authorities
- Have been secured through the use of formal procurement agreements

In the absence of qualified commercial or government-owned waste disposal operators (taking into consideration proximity and transportation requirements), sub-project proponents or sub-borrowers should consider:

- Installing on-site waste recycling processes
- As a final option, constructing facilities that will provide for an environmental sound long-term storage of wastes on-site or at an alternative appropriate location up until external commercial options become available

8.2. Small Quantities of Hazardous Waste

Hazardous waste materials are frequently generated in small quantities by many projects through a variety of activities such as equipment and building maintenance activities. Examples of these types of wastes include: spent solvents and oily rags, empty paint cans, chemical containers; used lubricating oil; used

batteries (such as nickel-cadmium or lead acid); and lighting equipment, such as lamps or lamp ballasts. These wastes should be managed following the guidance provided in the above sections.

8.3. Monitoring

Monitoring activities associated with the management of hazardous and non-hazardous waste should include:

- Regular visual inspection of all waste storage collection and storage areas for evidence of accidental releases and to verify that wastes are properly labeled and stored. When significant quantities of hazardous wastes are generated and stored on site, monitoring activities should include:
 - Inspection of vessels for leaks, drips or other indications of loss
 - Identification of cracks, corrosion, or damage to tanks, protective equipment, or floors
 - Checking the operability of emergency systems
 - Documentation of the results of testing for integrity, emissions, or monitoring stations (air, soil vapor, or groundwater)
 - Documentation of any changes to the storage facility, and any significant changes in the quantity of materials in storage
- Regular audits of waste segregation and collection practices
- Tracking of waste generation trends by type and amount of waste generated
- Characterization of waste at the beginning of generation of a new waste stream, and periodically document the characteristics and proper management of the waste, especially hazardous wastes
- Keeping manifests or other records that document the amount of waste generated and its destination
- Periodic monitoring of third party treatment and disposal services including re-use and recycle facilities when significant quantities of hazardous wastes are managed by third parties. Whenever possible, audits should include site visits to the treatment storage and disposal location
- Regular monitoring of groundwater quality in cases of hazardous waste on site storage and/or pretreatment and disposal
- Monitoring records for hazardous waste collected, or stored, should include:
 - Name and identification number of the material(s) composing the hazardous waste
 - Physical state (i.e., solid, liquid, gaseous or a combination of one, or more, of these)
 - Quantity (e.g., kilograms or liters, number of containers)

D. Institutional Arrangements

As noted above, each concerned camp should designate LP Engineer, with guidance from IO Engineer, who will manage the proposed civil works under their respective components. Separately a designated ESF Officer should be appointed in each camp who will be responsible for scrutinizing the ESF issues involved in each civil works project. The ultimate responsibility for approvals and ensuring adherence to these ESF Guidelines lies with the Project Manager of the LP, with guidance from CFSI-IO, with the latter the primary responsible party to ensure safeguards compliance for the whole of BCTP.

A summary of the institutional arrangements for following the above procedures is given below:

1. Construction Site Checklist: The LP engineers, with guidance from IO Engineers, in the camps are responsible for completing and sending results of the ESF issues screening done in the Construction Site Checklist with an explanation of his or her recommendation to the BDA-LP and CFSI-IO, for review and endorsement. The final review and clearance should be performed by the CFSI-IO in consultation with the designated ESF Officer(s).

2. Checklist for Environmentally Friendly Design Criteria: The designated ESF Officer(s) from the LP, in partnership with the IO Engineer, should complete the Environmentally Friendly Design Criteria checklist for each piece of civil works. These design criteria should be reviewed and cleared with the BDA-LP

Project Manager, with guidance from CFSI-IO and approved by CFSI and should form part of the bidding documents and Contractor Work Plan.

3. ESMP Development and Clearance: The designated ESF officer(s) and LP are jointly responsible for ensuring which elements of the sample ESMP provided above are to apply in specific civil works projects. They should analyze and make a summary of the findings from the Construction Site and Design Criteria checklists above and provide their recommendation on any of a few simple bases:

- The construction will not have any unacceptable impact on the environment;
- The construction design should be changed to avoid unacceptable impact on the environment;
- The construction should not be implemented, because the impact on the environment will be bigger than the benefit from the project.

Oversight and final clearance for the ESMP will be provided to the LP and IO Project Manager. The ESMP will then become part of the Contractor Work Plan and shall be referred to in their contracts for each piece of civil works.

E. Monitoring, Supervision and Reporting

The selected contractor(s) must submit their completed work plans to the LP prior to initiating their contract for each piece of civil works. The Contractor's Workplan should have incorporated the agreed Environmentally Friend Design Criteria being used as well as the agreed EMP described above, clearly listing:

- (a) environmental problems that may occur during construction;
- (b) solutions or what the contractor must do to solve these problems

The IO and LP concerned engineers and ESF Focal(s) will help the Contractor to make the workplan. The IO, upon endorsement of the LP, must approve the work plan before signing the contract.

The LP Engineer and ESF Focal(s) are responsible for supervising the adherence to the agreed ESMP by the selected contractors in each civil works project through periodic audits. The LP Engineer and ESF Focal(s) should update/improve the site and construction design criteria checklists and ESMP table above on annual basis (or even semester period) basing on experience and findings from the project implementation and supervision. ESF specialist in the Bank will separately review adherence to the ESF guidelines in the civil works projects during their Implementation Support Mission. All records of the above Environmental ESF procedures, including the relevant checklists and ESMPs, shall be kept by the IO and LP for review during these supervision missions.

Table A3-2: Land Acquisition Assessment
(To be used to record information on all land to be acquired)

Name of Owner/ Occupant	Type of Land	Land Area (ha)	Other Assets	Estimated Value (PhP)	How Acquired?		Date of Planned Acquisition
					Whether Donation	Whether Purchased	

Is the land or house site used by someone else other than the owner?

Name	Tenant	Informal Settler

Is the land the source of main income from the donor? ____ Yes. ____ No.

How will land/structures/other assets be acquired (check one):

- **Donation:** _____
- **Purchase** (willing seller-willing buyer): _____
- **Community / LGU Acquisition** (willing seller-willing buyer and/or accepting compensation to replace or repair asset): _____

Transfer of title:

- Ensure these lands/structures/other assets are free from claims or encumbrances.
- Written proof must be obtained (notarized or witnessed statements) of the voluntary donation, or acceptance of the prices paid, from those affected, together with proof of title being vested in the community, or guarantee of public access, by the title-holder.

Inform those donating or selling land/assets about the grievance mechanisms available.

Prepared by (PO Chairperson):

Reviewed by (LP Rep)

Name and Signature/Date

Name and Signature/Date

Noted by (Camp JTFCT Rep):

Name and Signature/Date

Table A3-3: Documentation of Transfer of Assets

The following agreement has been made on (date) _____ between the parties below:

1. That the Owner holds the transferable right of the asset described in the table below.
2. That the Owner testifies that the asset described in the table below is free of informal settlers or encroachers and not subject to other claims.
3. That the Owner agrees to transfer to the PO this asset for the construction and development of (name of sub-project) _____ for the benefit of the community and the public at large.

Type of Asset Transferred to the Community	Description of Asset	Agreed Compensation in Case of Sale (not charged to the project)
Residential or Agricultural land	Area in hectares (ha):	
House/structure to be demolished	Type and Area in square meters (m ²)	
Trees or crops affected		
Other asset		

(Either, in case of donation)

4. That the Owner will not claim any compensation against the community development assistance fund of this asset.

(Or, in case of compensation)

5. That the Owner has received compensation against the transfer of this asset as per the table above.
6. That the Recipient shall construct and develop the.....and take all possible precautions to avoid damage to adjacent land/structure/other assets.
7. That both the parties agree that the.....so constructed/developed shall be public premises.
8. That the provisions of this agreement will come into force from the date of signing of this deed.

Name & Signature of Owner:
Name & Signature of Punong Barangay:
Name & Signature of Camp JTFCT:

Name & Signature of PO Chairperson:
Name & Signature of PO Treasurer:
Name & Signature of LP Rep.:

Annex 4: Environmental and Social Management Plan Templates

Table 4-1: Environmental and Social Management Plan (ESMP) for Access Path or Tracks

Name of the Subproject/PO/Location: _____

Potential Impacts	Significant Impact Assessment		Proposed Measures	Mitigating Measures	If significant impact is YES, Please indicate site specific mitigating measures in addition to the proposed mitigating measures	Compliance Monitoring (To be filled out only during sub-project implementation)	
	Yes	No				During Construction	After Completion
A. Environmental Assessment							
Will there be trees that need to be cut with the construction of this sub-project?			Avoid or minimize cutting of trees to the extent possible; Secure the Tree cutting permit from MENRE and compensate for any tree that needs to be removed in compliance with the requirements of MENRE; Coordinate with MENRE or the LGU for a Reforestation / tree planting plan		Conduct inventory of trees and other vegetation to be removed. Apply tree-balling as the first recourse. Replace cut rees with 1:100 native tree species seedlings in-situ or in the same bio-region. Implement DENR approved reforestation plan as soon as land clearing begins by identifying land targeted for reforestation, purchase native trees seedlings		
Will the sub-project potentially trigger landslides during and after construction?			Avoid sites that are located on or at the bottom of steep slopes greater than 18 degrees to prevent unstable foundation or instantaneous shifting or movement of land. If slope is less than 18 degrees, install suitable slope protection measures – installation of wire mesh/slope mesh; avoid		Enjoin LGU to support watershed protection and other measures to prevent soil erosion. Ensure that the SP is not in a site that is downstream a waterway or in the path of a runoff coming from a steep slope. Construct drainage canals and silt traps to divert natural flow of water or sediments due to loose soils.		

			any cutting of trees anywhere on the slope; use of geosynthetic textiles and fibers to stabilize the slopes; turfing (grass/shrubs, small trees planting); grouting; shotcrete (application of concrete with force on slopes)			
Will the sub-project contribute to air and noise pollution during construction period?			<p><i>Air Pollution Mitigating Measures (mainly from construction dust):</i> Use water sprays or sprinklers to control dust and stop it from spreading. Enclosing the construction area. Covering up the construction materials during transit to site. Wear appropriate PPEs.</p> <p><i>Noise Pollution Mitigating Measures:</i> Schedule work during sociable hours rather than when residents are likely to be sleeping or praying. Notify residents of working hours and keep them updated on the project. Switch off (noisy) equipment when not in use. Use environment-friendly construction materials and equipment and limit construction hours to minimize possible disturbance to local livelihood. Putting up sound shields or noise barriers; fence-off</p>	Monitor presence of air or noise pollution and ensure mitigating measures are adequate for the workers and for the community.		

			construction site to reduce any possible annoyance to surrounding community. Ensure workers wear the correct PPEs.			
Will there be pollution from associated activities like preparation of asphalt, crushing of aggregate, concrete mixing, etc.?			Apply appropriate air and noise pollution mitigating measures.	Staging area for mixing construction materials should be away from protected areas and residences to ensure compliance to EHS standards		
Will there be increase in soil erosion downstream of channels being crossed by the project?			Soil removed during construction would be stockpiled to reuse where possible; Provide soil erosion control measures such as silt traps and sediment fences, undertake earthmoving activities during the dry season.	Avoid soil erosion at all times. Monitor adequacy of mitigating measures beyond the SP site to ensure protection of SP.		
Will there be disruption of aquatic ecosystem during construction due to excessive sediment, discharge of waste concrete or accidental spillage of oil and grease to nearby water bodies?			<i>Water Pollution Mitigating Measures:</i> Avoid land disturbance; cover up all drains on the construction site; cover construction materials so the risk of being washed away during rain is minimized; Prohibit discharge of concrete residues in drains and waterways to avoid clogging of canals, provide oil pits for oil tanks.	Construct drainage canals and silt traps to divert soil and silt away from the aquatic ecosystems.		
Will there be risks of accidents due to construction activities?			Hoarding or construction barriers/fence to be installed; Safety signages and with proper lighting/reflectors to be	Ensure EHS/ safety officer is assigned among the workers. Conduct safety toolbox meetings at least once a week		

			put-up; Conduct of safety orientation to the workers, as well as to the community; GRM mechanisms to be in place			
Will there be risk of accidents due to increased and faster traffic brought about by the sub-project?			Installation of road safety signages with proper lighting/reflectorized; Coordination with the local authorities especially during delivery of materials/heavy equipment to the site to prevent any accident; contractor to fence of the site for general safety measures; traffic re-routing (if required) should be appropriately managed and planned;	Assign traffic worker at all times to ensure road safety		
Will there be damage to cultural/archaeological sites/properties?			Avoidance through proper design and layout on site to avoid any impact to cultural/archaeological sites/properties. Implementation of chance find procedures in case of accidental discovery of artifacts and orientation of workers on the chance find procedures;	Monitor any disturbance on cultural properties and practices and implement mitigating measures swiftly		
Will there be uncontrolled increase and improper location of micro economic activities?			None. Construction period is short.	Monitor illegal activities and report to local authorities immediately		
Is the design sensitive to gender needs, age and disability?			Accessibility needs of vulnerable groups should have been considered in the design stage. Contractor to submit design variation	Monitor compliance to universal access standards		

			application, for the design adjustment of the SP.			
Will there be negative reaction of general public due to poor information about the sub-project?			Conduct project disclosure and consultation prior to implementation and continue regular community consultations throughout project implementation.	Put up project signages with adequate information. Conduct regular public dissemination activities		
Involuntary Resettlement						
Is there a need to acquire land for the sub-project?			Only a small portions of land is required by the sub-project; land is voluntarily donated or through usufruct agreements by community members. Donation is notarized and supporting land donation documents are filed.	Report on compliance		
Will there be losses of homes, other assets or land due to the sub-project?			None. Negative list.	Not allowed.		
Indigenous People						
Will IPs be impacted? (e.g. effect of the sub-project on food gathering and other domestic work during construction and operation of the sub-project; entry of migrants/lowland settlers in IP areas during construction and operation of the sub-project)			IPs within or near the sub-project sites will be consulted/informed and must be represented in all SP related activities that concerns/impacts them. If the SP is in the IP community, orient the outsiders/contractors on the IPs cultural practices. SP designs should be culturally sensitive to the IPs. Design variations may be submitted by the contractors.	Conduct public consultation with IP groups to ensure social acceptability of the SP		
Others (please specify other impacts on environment, people and IP)						

Community Health and Safety						
Measures to be adopted to ensure community's exposure to diseases and COVID-19 is minimized.			Appropriate training and supervision of workers on safety policies in accordance with regulatory standards – construction and health safety protocols, especially protocols for COVID-19 mitigation.	Implement mitigating measures thoroughly to avoid adverse effect on communities. Connect with community health workers to ensure proper assistance in case of emergency		
Measures to ensure road safety			Installation of visible signages (with light at night); Coordination with the affected community and BLGU on delivery of construction materials; set speed limit near construction areas; use construction fences/hoardings; designate temporary pedestrian routes that are far from the construction site	Create high visibility of works. Assign construction worker to guide traffic and light up construction site during the night		
Measures to ensure safe water supply			Designated temporary waste facility is far from water sources; sedimentation brought about by construction does not affect water sources/water quality; avoid water ponding	Avoid creating water pollution sources. Monitor water quality regularly to detect any change		

Project Preparation Phase:

Prepared by (PO Rep):

Name/Position & Signature

Date Accomplished: _____

Project Implementation Phase:

Prepared by (PO Rep):

Name/Position & Signature

Date Accomplished: _____

Project Completion Phase:

Prepared by (PO Rep):

Name/Position & Signature

Date Accomplished: _____

Noted by (Camp JTFCT):

Name/Position & Signature

Date Accomplished: _____

Noted by (Camp JTFCT):

Name/Position & Signature

Date Accomplished: _____

Noted by (Camp JTFCT):

Name/Position & Signature

Date Accomplished: _____

Table A4-2: Environmental and Social Management Plan (ESMP) for Buildings (School, Market Shed, Solar Drier, Warehouse, etc.)

Name of the Subproject/PO/Location: _____

Potential Impacts	Significant Impact Assessment		Some Proposed Mitigating Measures	If significant impact is YES, Please indicate site specific mitigating measures	Compliance Monitoring (To be filled out only during sub-project implementation)	
	Yes	No			During Construction	After Completion
Environmental Assessment						
Will there be trees that need to be cut with the construction of this sub-project?			Avoid or minimize cutting of trees to the extent possible; Secure the Tree cutting permit from MENRE and compensate for any tree that needs to be removed in compliance with the requirements of MENRE; Coordinate with MENRE or the LGU for a Reforestation / tree planting plan			
Will there be potential landslides during and after construction?			Install suitable slope protection measures – installation of wire mesh/slope mesh; avoid excessive cutting at the toe of the slope; use of geosynthetic textiles and fibers to stabilize the slopes; turfing (grass/shrubs, small trees planting); grouting; shotcrete (application of			

			concrete with force on slopes)			
Will there be pollution during construction activities (i.e., solid wastes, human wastes)?			Contractor will reduce waste generation whenever feasible. Contractor should separate hazardous wastes from other wastes and handle them according to established environmental guidelines. Contractor should separate recyclable wastes from non-recyclable ones. All wastes should be properly handled. Any illegal waste dumping or burning will be prohibited.			
Will there be removal of vegetation or will there be potential loss of flora and fauna?			NONE, Negative list			
Will there be potential risk for spread of water-borne diseases due to improper siting of construction equipment and facilities?			Pre-implementation meeting agreements on siting of storage area bunkhouses;			
Will there be potential increase in dust generation during construction?			<i>Air Pollution Mitigating Measures (mainly from construction dust):</i> Use water sprays or sprinklers to control dust and stop it from spreading. Enclosing the construction area. Covering up the construction materials during transit to site. Wear appropriate PPEs.			
Will there be increase in noise due to construction activities?			<i>Noise Pollution Mitigating Measures:</i>			

			Schedule work during sociable hours rather than when residents are likely to be sleeping or praying. Notify residents of working hours and keep them updated on the project. Switch off (noisy) equipment when not in use. Use environment-friendly construction materials and equipment and limit construction hours to minimize possible disturbance to local livelihood. Putting up sound shields or noise barriers; fence-off construction site to reduce any possible annoyance to surrounding community. Ensure workers wear the correct PPEs.			
Will there be potential public and private property damage due to structural damage caused by substandard materials, nonconformance to sub-project design?			Regular construction quality monitoring; Orientation to contractors in Quality Assurance Plan (QAP)			
Will there be potential damage to sub-project due to wrong siting (prone to landslides, floods, volcanic eruptions etc.)?			Conduct proper site validation and consult with concerned authorities about landslide and flood-prone areas; Encourage the contractors to conduct their own site validation of the selected project site and submit a			

			copy of their report to the IO/LP.			
Will there be risks of accidents involving construction materials, pollution of watercourses and agricultural lands?			Pre-implementation meeting agreements on siting of storage area bunkhouses; Provide materials recovery facility, proper drainage and toilets with septic tank; discharge of wastewater should be away from water courses and agricultural lands.			
Will there be damage to cultural/archaeological sites/properties or alteration or loss of natural resource like caves, water bodies, and landmarks?			Avoidance through proper design and layout on site to avoid any impact to cultural/archaeological sites/properties or alteration and loss of natural resource; Implement chance find procedure in case of accidental discovery of artifact.			
Is the design sensitive to gender needs, age and disability?			Accessibility needs of vulnerable groups should have been considered in the design stage. Contractor to submit design variation application, for the design adjustment of the SP.			
Will there be negative reaction of general public due to poor information about the sub-project?			Conduct project disclosure and consultation prior to construction; Continuous orientation and updating with the community;			

			project information signages be installed;			
Involuntary Resettlement						
Is there a need to acquire land for the sub-project?			Only a small portions of land is required by the sub-project; land is voluntarily donated or through usufruct agreements by community members. Donation is notarized and supporting land donation documents are filed.			
Will there be losses of homes, other assets or land due to the sub-project?			None. Negative list.			
Indigenous People						
Will IPs be impacted? (e.g., effect of the sub-project on food gathering and other domestic work during construction and operation of the sub-project; entry of migrants/lowland settlers in IP areas during construction and operation of the sub-project)			IPs within or near the sub-project sites will be consulted/informed and must be represented in all SP related activities that concerns/impacts them. If the SP is in the IP community, orient the outsiders/contractors on the IPs cultural practices. SP designs should be culturally sensitive to the IPs. Design variations may be submitted by the contractors.			
Others (please specify other impacts on environment, people and IP)						
Community Health and Safety						

Measures to be adopted to ensure community's exposure to diseases and COVID-19 is minimized.			Appropriate training and supervision of workers on safety policies in accordance with regulatory standards – construction and health safety protocols, especially protocols for COVID-19 mitigation.			
Measures to ensure road safety			Installation of visible signages (with light at night); Coordination with the affected community and BLGU on delivery of construction materials; set speed limit near construction areas; use construction fences/hoardings; designate temporary pedestrian routes that are far from the construction site			
Measures to ensure safe water supply			Designated temporary waste facility is far from water sources; sedimentation brought about by construction does not affect water sources/water quality; avoid water ponding			

Project Preparation Phase:

Prepared by (PO Rep):

Name/Position & Signature

Date Accomplished: _____

Project Implementation Phase:

Prepared by (PO Rep):

Name/Position & Signature

Date Accomplished: _____

Project Completion Phase:

Prepared by (PO Rep):

Name/Position & Signature

Date Accomplished: _____

Noted by (Camp JTFCT):

Name/Position & Signature

Date Accomplished: _____

Noted by (Camp JTFCT):

Name/Position & Signature

Date Accomplished: _____

Noted by (Camp JTFCT):

Name/Position & Signature

Date Accomplished: _____

Table A4-3: Environmental and Social Management Plan (ESMP) for Drinking Water Supply (Community ponds, open wells, piped supply or gravity schemes, including Level I, II and III WSP)

Name of the Subproject/PO/Location: _____

Potential Impacts	Significant Impact Assessment		Some Proposed Mitigating Measures	If significant impact is YES, Please indicate site specific mitigating measures	Compliance Monitoring (To be filled out only during sub-project implementation)	
	Yes	No			During Construction	After Completion
Environmental Assessment						
Will there be trees that need to be cut with the construction of this sub-project?			Avoid or minimize cutting of trees to the extent possible; Secure the Tree cutting permit from MENRE and compensate for any tree that needs to be removed in compliance with the requirements of MENRE; Coordinate with MENRE or the LGU for a Reforestation / tree planting plan			
Will there be submergence of areas due to water impoundment?			Must be considered in the design stage to include elevated designs and drainage system; reforestation/ tree-planting activities in designated areas/recharge areas to ensure continuous water supply			
Will there be safety hazards during construction?			Safety signages and barriers for construction areas and proper use of			

			PPEs; Health and safety orientation training for all workers;			
Will there be increase in solid wastes during sub-project construction?			Contractor will reduce waste generation whenever feasible. Contractor should separate hazardous wastes from other wastes and handle them according to established environmental guidelines. Contractor should separate recyclable wastes from non-recyclable ones. All wastes should be properly handled. Any illegal waste dumping or burning will be prohibited.			
Will there be potential for increased breeding of mosquito in case of inadequate drainage near water abstraction point / locations?			Must be considered in the design stage to include elevated designs and drainage system			
Will there be pollution of the impounded water from leaves, dust and other nuisance due to open surface?			Plant vegetation in the surrounding area; Conduct removal/clearing of leaves and other materials at community ponds to prevent pollution of raw water supply;			
Will there be unnoticed contamination of the water source or impoundment by wastes during operation?			Regular potability tests; regular cleaning of the intake box and surrounding areas (near the water source); educate the community and the Barangay LGU			

			on proper care of water facilities; prohibit communities from dumping wastes into the water source;			
Will there be obstruction of natural flow of water when the source of water is developed?			No. Negative List.			
Will there be uncontrolled increase of micro economic activities in the area?			None. Construction period is short.			
Will there be negative impact to household from construction works and inconvenience in the use of river downstream for domestic work?			Agree during the Pre-Implementation meeting, where water for construction or for irrigation purposes can be sourced without disruption/ inconvenience to the community.			
Is the design gender, age and ability sensitive?			Accessibility needs of vulnerable groups should have been considered in the design stage. Contractor to submit design variation application, for the design adjustment of the SP.			
Will the sub-project benefit shared by all community members?			Ensure consultation participation and involvement of most of the community households.			
Will there be damage to cultural/archaeological sites/properties or alteration or loss of natural resource like caves, water bodies, and landmarks?			Avoidance through proper design and layout on site to avoid any impact to cultural/archaeological sites/properties or			

			alteration and loss of natural resource; Implementation of chance find procedures in case of accidental discovery of artifacts and orientation of workers on the chance find procedures;			
Will there be negative reaction of general public due to poor information about the sub-project?			Continuous orientation and updating with the community; project information signages be installed;			
Involuntary Resettlement						
Is there a need to acquire land for the sub-project?			Only a small portions of land is required by the sub-project; land is voluntarily donated or through usufruct agreements by community members. Donation is notarized and supporting land donation documents are filed.			
Will there be losses of homes, other assets or land due to the sub-project?			None. Negative list.			
Indigenous People						
Will IPs be impacted? (e.g., effect of the sub-project on food gathering and other domestic work during construction and operation of the sub-project; entry of migrants/lowland settlers in IP areas during construction and operation of the sub-project; inconvenience in the use of river downstream for domestic work, impact of construction on water sources or to IP sacred sites?			IPs within or near the sub-project sites will be consulted/informed and must be represented in all SP related activities that concerns/impacts them. If the SP is in the IP community, orient the outsiders/contractors on the IPs cultural practices. SP designs should be culturally sensitive to the			

			IPs. Design variations may be submitted by the contractors.			
Others (please specify other impacts on environment, people and IP)						
Community Health and Safety						
Measures to be adopted to ensure community's exposure to diseases and COVID-19 is minimized.			Appropriate training and supervision of workers on safety policies in accordance with regulatory standards – construction and health safety protocols, especially protocols for COVID-19 mitigation.			
Measures to ensure road safety			Installation of visible signages (with light at night); Coordination with the affected community and BLGU on delivery of construction materials; set speed limit near construction areas; use construction fences/hoardings; designate temporary pedestrian routes that are far from the construction site			
Measures to ensure safe water supply			Designated temporary waste facility is far from water sources; sedimentation brought about by construction does not affect water sources/water quality; avoid water ponding			

Project Preparation Phase:

Prepared by (PO Rep):

Name/Position & Signature

Date Accomplished: _____

Noted by (Camp JTFCT):

Name/Position & Signature

Date Accomplished: _____

Project Implementation Phase:

Prepared by (PO Rep):

Name/Position & Signature

Date Accomplished: _____

Noted by (Camp JTFCT):

Name/Position & Signature

Date Accomplished: _____

Project Completion Phase:

Prepared by (PO Rep):

Name/Position & Signature

Date Accomplished: _____

Noted by (Camp JTFCT):

Name/Position & Signature

Date Accomplished: _____

Annex 5: Voluntary Land Donation Protocol for BCTP

This section outlines the process that should be followed once the threshold considerations set out in Section 1 have been considered, and it has been determined that it is appropriate for the land to be provided to the project by voluntary donation.

It is necessary to follow a clear process for the donation, and to prepare and maintain documents that demonstrate such process. Each step set out below should be addressed in the context of the specific project, and fully documented.

1. *Determine and document that Voluntary Land Donation (VLD) is appropriate in the circumstances of the project.*

The team should record the reasons why it thinks that the donation of land is appropriate for the project. In certain cases, only some of the land the project requires will be donated or alternatives to land donation exist. The project team should identify (in as much detail as possible):

- What the land will be used for;
- How much land the project will require on both a permanent and temporary basis;
- How much of the land will be donated;
- What alternatives to donation exist (e.g., right of use, right of way);
- The terms of the donation;
- The identities of the parties who intend to donate;
- The beneficiary of the donation; and
- Any details that are relevant to why donation may be appropriate.

2. *Verify the requirements to transfer, and formalize the transfer of, the land*

It is important to understand the process that should be followed to transfer the land, and appropriate ways to formalize the transfer so as to achieve certainty for both the transferee of the land and the project. In many countries this will require consideration of the legal and administrative requirements but also, particularly in the case of customary land, local and community processes. In some cases these will constitute two different but parallel (and overlapping) systems and a process will have to be established to ensure that the requirements of each system are satisfied. An important consideration will be how transparent the process and the decision making process actually is, and what can be done to enhance the process.

3. *Conduct due diligence on who owns and uses the land*

Given the issues surrounding land ownership and use in the country, it is important that the project team carries out careful due diligence to understand the type of land rights that exist in the project area, and to identify any particular issues relating to land ownership and use. Thereafter, a more specific due diligence must be conducted on each parcel of land proposed for donation to identify:

- The owner or owners of the land;
- The users of the land, or any parties that occupy the land (either physically or through ownership of an asset or conduct of livelihood or business activities on the land);
- Any competing claims of ownership or use;
- Structures and assets on the land;
- Any encumbrances on the land.

It is important to: (a) identify the right that is being transferred (an ownership right, a use right, a right of way, etc.); and (ii) check whether the transferee actually has the right s/he claims to have. In many circumstances where careful due diligence has not been carried out, significant conflict has arisen at a later stage when another party claims that they have the same or a competing right. In some circumstances – but not all – the transferee will have documentary evidence of such right. Where no such evidence exists, the due diligence can establish rights by speaking with local community officials and neighbors.

4. *Disclosure and Consultation*

The decision to donate must be taken on the basis of a full understanding of the project and the consequences of agreeing to donate the land. Accordingly, the parties that will be affected by the donation (the owners and users of the land) must be provided with accurate and accessible information regarding what the land will be used for, for how long, and the impact the donation

will have on them and their families. It is important that prior written notification indicating the location and amount of land that is sought be provided and that its intended use for the project is disclosed.

Where the intention is to deprive the parties affected by the donation of the land permanently, or for a significant length of time, this must be made clear. It should be noted that in many communities the concept of alienation of land is uncommon and difficult to understand, and care needs to be taken to ensure that the implications of this are fully understood. It is also important to decide who else should be consulted about the proposed donation; for example, spouses and older children.

There should be a clear agreement as to which party will pay the costs associated with the donated land. This could include measurement costs, documentation and notarial fees, transfer taxes, registration fees. It should also include the costs of re-measuring/re-titling the transferee's remaining land and any new documentation relating to it.

5. *Establishing Informed Consent*

It is crucial that the project team is confident that the decision to donate was taken in circumstances of *informed consent or power of choice*. As discussed earlier, this means being confident that the owner(s) or user(s) of the land understand:

- What the land is going to be used for, by whom and for how long;
- That they will be deprived of the ownership or right to use the land, and what this really means;
- That they have a right to refuse to donate the land;
- Whether there are alternatives to using this land;
- What they will need to do to donate the land (e.g., execute documents, get spousal consents, pay taxes);
- The effect of the donation on their family, and what they can do if they (or their family or heirs) want the land back.

The right to refuse must be a legitimate right, unconditional, and the potential transferee must be capable of exercising it in the local community and political context. For this reason, it is important to be sure that the decision to donate is undertaken without coercion, manipulation, or any form of pressure on the part of public or traditional authorities. For collective or communal land, donation must be based upon the informed consent of all individuals using or occupying the land.

6. *Documentation*

It is necessary to distinguish between: (a) the agreement to donate the land; and (b) the document that carries out and evidences the legal transfer of the land. While it is important to have evidence of an intention and agreement to donate the land, it is equally important to ensure, where required and appropriate, that the land is legally transferred. While the process relating to the legal transfer of the land is frequently complicated and time consuming, it must be addressed. [In specific circumstances, for example where the land is being transferred to the community, it may not be necessary to legally transfer the land. However, experience indicates that lack of formal transfer can create significant uncertainty in the future, which impacts on the sustainability of the infrastructure and services, and can have a negative effect on community relations.]

The project team should:

- Identify the appropriate documentation, including the agreement to make the transfer and any legal documentation that may be required;
- Ensure that the agreement:
 - Refers to the consultation has taken place;
 - Sets out the terms of the transfer;
 - Confirms that the decision to transfer was freely made, and was not subject to coercion, manipulation, or any form of pressure;
 - Attaches an accurate map of the land being transferred (boundaries, coordinates);
 - Sets out who will bear the costs of the transfer (e.g., notarial fees, taxes, title issues) and documenting the residual land rights;
- Ensure that all necessary parties sign the documents, including obtaining consent from spouses and children over a certain age;

- Ensure that the transfer and title is registered or recorded; and
- Ensure that the land remaining after the donated land is excised is properly titled, registered or recorded.

It is also important to maintain a record of the process that has been followed. Such documents could include the following:

- The notification indicating the location and amount of land that is sought and its intended use for the project, with a record of when and where this was made public;
- Records of the consultations that were held and what was discussed;
- A copy of the due diligence that was conducted;
- Copies of each of the formal statements of donation, establishing informed consent as described above, and signed by each owner or user involved;
- Copies of all documents, registrations or records evidencing the legal transfer of the land;
- A map, showing each parcel of land.

The project implementing agency should maintain a record with documentation for each parcel of land donated. Such documentation must be available for World Bank review, and for review in relation to any grievances that may arise.

7. *Grievance Arrangements*

The project specifies means by which donors (and, potentially, persons whose use or occupancy was not recognized in the transfer of land) may raise grievances, and measures to ensure consideration of, and timely response to, grievances raised. The grievance process includes participation of reviewers not directly affiliated with the project implementing agency. Grievances may be referred to customary conflict mediation arrangements where they are not directly affiliated with traditional leaders who are a party to the donation process. Alternatively, grievances may be referred to grievance mechanisms established for project purposes. The grievance process imposes no cost upon those raising grievances, and participation in the grievance process does not preclude pursuit of legal remedies under the laws of the country.

5.1 VLD PROTOCOL CHECKLIST

1. The checklist should be used by Project Team to check the completeness of the VLD Protocol.
2. A complete VLD Protocol will have the following minimum contents:

Contents of the VLD Protocol	Yes	No	Remarks
✓ Clear justification provided on the appropriateness of VLD in the project context			
✓ Explanation of the requirements of the donation and the formalization of the donation			
✓ Clear and detailed due diligence on the owners and users of land donated			
✓ Clear and detailed consultation and disclosure arrangements			
✓ Steps taken to establish informed consent of the person donating the land explained in detail			
✓ Details on documentation of the legal transfer of land donated provided			
✓ Detailed and appropriate grievance redress mechanism established			

ANNEX 6: LABOR MANAGEMENT PROCEDURES

1. OVERVIEW OF LABOR USE

ESS 2 categorizes the workers into: direct workers, contracted workers, primary supply workers and community workers. The BCTP envisaged that the project would include direct workers (project staff of CFSI and BDA Inc.) as well as contracted workers (employees of civil works contractors) and community workers (community members). This section describes the following, based on available information:

1.1. Types and Characteristics of Project Workers

Direct Workers

CFSI as the Grant Recipient and Implementing Organization (IO), will carry out such key functions as coordination, fiduciary, monitoring, supervision and evaluation, and reporting. The IO will be led by a Project Coordinator. The direct workers with the IO include office-based staff assigned in its offices in Cotabato City, Iligan City and Marawi City.

BDA Inc., as the Lead Partner (LP), will implement specific measures and actions at the field level, and includes office-based staff from its Central office in Cotabato City and those based in the BDA Regional offices.

The direct workers of the IO and the LP will be preferably from Mindanao or residing within the conflict-affected areas of Mindanao. They will have previous involvement in Official Development Assistance (ODA) projects involving community-driven development approaches, preferably working with multi-cultural groups of various faiths, and in the conflict-affected areas in Mindanao.

The direct workers will be hired for the implementation of this project as ‘Consultancy Services’ and they are not civil servants.

CFSI will also hire Technical Consultants to support institutions or departments involved in project components implementation.

Contracted Workers

For Community Infrastructures Sub-Projects (CISP), under Component 1, contracted workers are expected under civil work contracts.

The contracted workers, who are skilled construction labor, will be drawn from the labor force market in BARMM, Philippines and will be engaged by the contractors. It is likely the workforce, will be predominantly male.

Community Workers

For Community Infrastructures Sub-Projects (CISP), under Component 1, community workers are expected under civil work contracts.

The community workers, who are skilled and/or semi-skilled construction labor, will be drawn from the six MILF camps. The likely workforce will be predominantly male. The community will recommend the community workers through community assemblies/meetings and will then be engaged by the contractors.

1.2 Number of Project Workers

Direct Workers. Total number of IO and LP staff is estimated at 40 but will be clarified when project implementation begins.

Contract Workers. The number of project-contracted workers who will be employed are not known as of now. This will become known as and when implementation begins. The number of workers depends on the cost and extent of work for specific CISPs.

Community Workers. The number of project-contracted workers who will be employed are not known as of now. This will become known as and when implementation begins. The number of workers depends on the cost and extent of work for specific CISPs.

1.3 Timing of Labor Requirements

The direct workers of CFSI and BDA will generally be required full time and for the project duration. Other experts/consultants will be hired on demand basis throughout the project period. Timing for involvement of contracted workers will be known at later stages. However, it is clear that they will be engaged depending on implementation of various components on specific time slots.

Contracted workers for civil works will be required for the Component 1. Contracted workers from the community, if available in the camp community, will also be required. Construction is planned from February 2024 through April 2024. The work hours should not exceed eight (8) hours a day, with the provision of at least one (1) hour for the rest.

2. ASSESSMENT OF KEY POTENTIAL LABOR RISKS

The geographical coverage of the BCTP is the “six previously acknowledged” camps of the MILF. These are: (1) Camp Bad’r and (2) Camp Omar in Maguindanao del Sur; (3) Camp Rajamuda in Maguindanao del Sur and North Cotabato; (4) Camp Abubakar in Maguindanao del Norte and Lanao del Sur; (5) Camp Bushra in Lanao del Sur; and (6) Camp Bilal in Lanao del Sur and Lanao del Norte.

This section describes the following key potential labor risks, based on available information:

Labor risks associated with contracted workers at subproject level. Construction of CISPs included under the proposed project components and no major risks are envisaged. All contractors will be required to have a written contract with their workers materially consistent with the objective of ESS2, in particular child and forced labor, following procedures as specified in the World Bank’s Procurement Regulations.

Labor risks including labor influx and associated Gender-Based Violence (GBV), and child labor are considered low given the CFSI’s adherence to the rules and regulations adopted by the United Nations General Assembly on 20 November 1989 on the Convention on the Rights of the Child ratified by the Government of the Republic of the Philippines on 21 August 1990 that is also observed by CFSI as embodied in its Child Protection Policy. CFSI also abides by the policy expressed under the United Nations General Assembly Resolution 59/300 of 22 June 2005 on the protection from sexual exploitation and abuse against its personnel, employees, and laborers, and embodied in its Policy on Preventing Sexual Exploitation, Abuse, and Harassment.

Since civil works to be supported under component 1 will be prioritized by CFSI and will involve contracted workers from the community, the risk of forced labor, gender-based violence and sexual exploitation, abuse, and harassment (SEAH) is expected to be small. Nonetheless, the contractors will be required in the contract to commit against the use of forced labor and to enforce measures to prevent GBV and SEAH. CFSI and BDA Inc. staff in charge of contractor supervision will monitor and report the absence of forced labor and the enforcement of measures to prevent GBV and SEAH.

Occupational Health and Safety (OHS) risks are low to moderate and will depend on the type of sub-components works to be implemented. All contractors hired for civil works under component 1 and other third-party service providers (TPSP) will be required to comply with the labor management procedures, including procedures to establish and maintain a safe working environment as per requirements of ESS2. All TPSPs will be required to ensure workers will use basic safety gears, receive basic safety training and other preventive actions as provided in the Project’s Environmental

and Social Management Framework (ESMF). This includes identification of a trained first aid person either in the community (Barangay Health Worker) or amongst the contracted workers (Safety Officer or designated trained staff) to act as first aid officer with basic first aid supplies to respond to on-site medical needs.

In light of the current health emergency, COVID-19 pandemic, OHS will be considered with the project implementation to be in strict compliance with the minimum public health standards issued by the national/regional government and by the local government units to mitigate and stop the spread of COVID-19, among other emergencies or disasters that may occur.

Employment Risks. Direct workers will be hired by CFSI directly as project staff. Contracted workers from the community will be hired by contractors. Contractors will be required to comply strictly with the obligation to pay promptly the wages and salaries of employees and laborers within three days after the end of every pay period, as provided by law. Salary disbursements will be accompanied by signed acknowledgement receipts and the computation of the salary disbursed will reflect, amongst others, the gross salary for the covered salary duration, deductions and other emoluments when appropriate.

Security Risks. As the BCTP will be carried out in the conflict-affected area, project workers will be subject to security concerns. Some of the communities within the six camps are affected by clan conflict (*rido*), and by the presence of other armed, non-state actors who are not parties to the ongoing peace process.

CFSI's lessons learned in implementing projects in the six previously acknowledged camps of the MILF and the broader conflict-affected areas of Mindanao proves that security is best managed through proper and timely coordination with local stakeholders and by following the coordination protocols set by the parties of the peace process. For the implementation of the BCTP, CFSI will continue managing security risks through regular coordination with the camp JTFCTs, MILF and government counterparts, UN agencies, Civil Society Organizations, and community members that understand the local dynamics in the area. CFSI will revisit its security policy, orient project workers, and monitor compliance.

The Staff Security protocol of CFSI is informed by that of the UN System but guided by trusted counterparts in the conflict-affected area of Mindanao, including communities. There is no need for a Security Personnel Management Plan involving private security or the security services of government. If World Bank staff requires private security personnel for field missions, CFSI will work with the World Bank to formulate a site-specific and context-specific Security Personnel Management Plan.

All CFSI staff are also oriented on the UN Security Awareness Policy upon joining the organization and a staff security orientation is regularly provided to all. Security updates are also provided to all staff to ensure staff's awareness on the latest security status in their respective areas of operations.

Each office of CFSI has designated security focal point to monitor, receive and report the security incidents to the Operations Management Team (OMT) then to the overall focal point up to the CFSI Senior Management Team (SMT). The reported security incident is disseminated to staff for reference and action. For those staff on travel/on field mission, they send regular messages to the assigned security focal point upon arrival to the area. The security focal monitors the whereabouts of the staff on field. A staff locator chart is also updated and maintained in the office for internal reference.

CFSI will continue to implement measures for BCTP and collaborate with BDA Inc. in enhancing processes in mitigating security risks for BDA Inc. staff, including working with the JTFCT, Coops/PO's and government counterparts, and in improving mitigating measures, including mandatory training on staff security for CFSI and BDA Inc. staff. Contractors will be required to install its own measures to train contract workers and community workers and work with the LP and the JTFCT in developing its own security measures.

3. BRIEF OVERVIEW OF LABOR LEGISLATION

3.1 National Labor Legislation: Terms and Conditions

The legislation of the Republic of the Philippines on labor protection is based on the Constitution of the Republic of the Philippines and consists of the Labor Code, the Law on labor protection and other regulatory legal acts of the Philippines. National labor legislation (Labor Code of the Philippines PD 442) would apply to Contracted Workers and Community Workers.

The Constitution of the Republic of the Philippines on labor conditions and occupational safety provides everyone the right to full protection. Workers shall be entitled to security of tenure, human conditions of work, and a living wage (Section 3).

The Labor Code of the Philippines (Presidential Decree No. 442, s. 1974) stands as the law governing employment practices and labor relations in the Philippines. It prescribes the rules for hiring and termination of private employees; the conditions of work including maximum work hours and overtime; employee benefits such as holiday pay, thirteenth month pay, and retirement pay; and the guidelines in the organization and membership of labor unions as well as in collective bargaining. The Labor Code includes, among others, the following provisions:

- Hours of Work (Book III, Title 1, Chapter 1)
- Weekly Rest Periods (Book III, Title I, Chapter 2)
- Holidays, Service Incentive Leaves and Service Charges (Book III, Title I, Chapter 3)
- Minimum Wage Rates (Book III, Title II, Chapter 2)
- Payment of Wages (Book III, Title II, Chapter 3)
- Employment of Women (Book III, Title III, Chapter 1)

The Magna Carta of Women (Republic Act No. 9710), dated August 14, 2009, is a comprehensive women's human rights law that seeks to eliminate discrimination through the recognition, protection and fulfillment and promotion of the rights of Filipino women, especially those belonging in the marginalized sectors of society. The law mandates the State in providing support systems to keep women safe from occupational and health hazards, as well as allow them to achieve work-life balance, guarantee union membership; and assure respect in the workplace for indigenous people's customs.

Special Protection of Children Against Child Abuse, Exploitation and Discrimination Act (Republic Act No. 7658), dated January 21, 1994, prohibits the employment of children below 15 years of age in public and private undertakings, amending its purpose Section 12, Article VIII of Republic Act No. 7610. Further, Republic Act 9231 passed in 2003 strengthens the prohibitions against engagement of children in the worst forms of child labor including engagement of children in hazardous work.

The Magna Carta for Disabled Persons (Republic Act No. 7277 dated 1992 and amended by RA 9442 in 2008) provides that disabled persons must not be refused access to appropriate employment opportunities. The Indigenous Peoples' Rights Act (RA 8371) likewise considers illegal for anyone to discriminate against Indigenous Cultural Communities and Indigenous Peoples particularly with regards to recruitment and employment conditions.

The Anti-Age Discrimination in Employment Act (RA 10911) considers illegal for employers, among others, to decline any employment application because of the individual's age and discriminate against an individual in terms of compensation on account of age. It is also illegal for labor contractor or subcontractor, to refuse to refer for employment or otherwise discriminate against any individual because of such person's age.

The Anti-Sexual Harassment Act (Republic Act No. 7877) specifies the responsibility of the employer or head of the work environment to prevent sexual harassment and create a policy by which employees can resolve or prosecute such acts.

The Expanded Anti-Trafficking in Persons Act of 2012 (Republic Act No. 10364) states that any act that introduce or match for money, profit, or material, economic or other consideration any person for purposes of forced labor, slavery, involuntary servitude or debt bondage is prohibited. Further, trafficking for purposes of exploitation of children shall include all forms of slavery or practices of

slavery, involuntary servitude, debt bondage and forced labor, including recruitment of children for use in armed conflict.

3.2 National Labor Legislation: Occupational Health and Safety

The Labor Code of the Philippines (Presidential Decree No. 442, s. 1974) includes a provision on Occupational Health and Safety (Book IV, Title 1, Chapter 2).

Occupational Safety and Health (OSH) Standards was formulated in 1978 in compliance with the constitutional mandate to safeguard worker's social and economic well-being as well as his physical safety and health. In August 1989, the OSH Standards were revised, including provisions for a better tool for promoting and maintaining a safe and conducive working environment.

With Republic Act No. 11058, dated August 17, 2018, employees are now required to comply with occupational safety and health standards including informing workers on all types of hazards in the workplace and having the right to refuse unsafe work, as well as providing facilities and personal protective equipment for the workers, among others. Department Order 198-18 of DOLE outlines the implementing rules and regulations of RA 11058, further stating the designation of at least one trained first aid employee for each 10-15 persons.

As the Philippines remains under a public health emergency due to COVID-19, OHS protocols that are related to COVID-19 will need to conform with Guidelines provided by the national government, regional government and local government, whenever applicable. These Guidelines include, but are not limited to, the following:

- Interim Guidelines of the Department of Trade and Industry (DTI) and Department of Labor and Employment (DOLE) dated 30 April 2020;
- Advisory No. 21-01, Series of 2021 on the Continued Vigilance Against New COVID-19 Variants Through Reinforcement of Existing Minimum Public Health and Safety Standards and Protocols dated 09 March 2022 of the DTI and DOLE;
- Department Order No. 35, Series of 2020 dated 04 May 2020, and Department Order No. 251, Series of 2022, from the Department of Public Works and Highways (DPWH);
- Labor Advisory No. 18, Series of 2020 on Guidelines on the Cost of COVID-19 Prevention and Control Measures dated 16 May 2020 from the DOLE;
- Labor Advisory No. 18, Series of 2022 on COVID-19 Prevention, Control and Reporting in the Workplace dated 06 September 2022 from the DOLE; and
- Labor Advisory No. 22, Series of 2022 on Guidelines on the Voluntary Wearing of Masks in Workplaces dated 02 November 2022 from the DOLE

The Republic Act No. 11469 (*Bayanihan to Heal as One Act*) also provides guidelines related to COVID-19, including, but not limited to, the following related issuances:

- DOH AO 2020-0013 – Revised AO 2020-0012 (Guidelines for the Inclusion of Coronavirus Disease 2019 (COVID-19) in the List of Notifiable Diseases for Mandatory Reporting to the Department of Health” dated March 17, 2020.
- DOH AO-2020-0015 – Guidelines on the Risk-Based Public Health Standards for COVID-19 Mitigation
- DOH AO 2020-0016 (4 May 2020) Minimum Health System Capacity Standards for COVID-19 Preparedness and Response Strategies
- IATF Memorandum Circular No.4 (2020): Interim Protocols for Humanitarian Assistance During Community Quarantine
- DOH Memorandum 2020-0208 – Interim Guidelines on Enhancing the Infection Prevention and Control Measures through Engineering and Environmental Controls in all Health Facilities and Temporary Treatment and Monitoring Facilities during the COVID-19 Pandemic.
- DOH Memorandum 2020-0157 – Guidelines on Cleaning and Disinfection in Various Settings as an Infection Prevention and Control Measure Against COVID-19
- DOH and DILG Joint Administrative Order 2020-001 – Guidelines on Local Isolation and General Treatment Areas for COVID-19 cases (LIGTAS COVID) and the Community-Based Management of Mild COVID-19 Cases

- DOH Memorandum 2020-0167 Interim Guidelines on the Proper Handling and Disinfection of Non-critical Items Used in the Management of COVID-19 Patients in All Health Facilities and Temporary Treatment and Monitoring Facilities
- DOH Memorandum 2022-0433 Updated Guidelines on the Minimum Public Health Standards for the Continued Safe Reopening of Institutions

4. THE WORLD BANK ENVIRONMENTAL AND SOCIAL STANDARDS (ESS) STANDARD 2: LABOR AND WORKING CONDITIONS

The World Bank's stipulations related to labor are outlined in its ESS2 of the ESF. CFSI promotes sound worker-management relationships and provides safe and healthy working conditions. Key objectives of the ESS2 are to:

- Promote safety and health at work;
- Promote the fair treatment, nondiscrimination and equal opportunity of project workers;
- Secure protection of project workers, including vulnerable workers such as women, persons with disabilities, children (of working age, in accordance with this ESS) and migrant workers, contracted workers, community workers and primary supply workers, as appropriate;
- Prevent the use of all forms of forced labor and child labor;
- Support the principles of freedom of association and collective bargaining of project workers in a manner consistent with national law; and
- Provide project workers with accessible means to raise workplace concerns.

ESS2 applies to project workers including fulltime, part-time, temporary, seasonal and migrant workers. Where government civil servants are working in connection with the project, whether full-time or part-time, they will remain subject to the terms and conditions of their existing public sector employment agreement or arrangement, unless there has been an effective legal transfer of their employment or engagement to the project. ESS2 will not apply to government civil servants.

Working conditions and management of worker relationships. CFSI has developed the labor management procedures applicable to the project. These procedures will set out the way in which project workers will be managed, in accordance with the requirements of national law and this ESS. The procedures will address the way in which this ESS will apply to different categories of project workers including direct workers, and contract workers.

Project workers will be provided with information and documentation that is clear and understandable regarding their terms and conditions of employment. The information and documentation will set out their rights under national labor law and ESS requirements (which will include collective agreements), including their rights related to hours of work, wages, overtime, compensation and benefits. This information will be provided at the beginning of the working relationship and when material changes occur.

5. RESPONSIBLE STAFF

The CFSI Project Coordinator will be directly supervised by the CFSI Executive Director. The Project Coordinator will coordinate the project activities including relations with direct workers of the IO.

The CFSI Project Coordinator will be responsible for the following:

- Ensure the implementation of the Environmental and Social Commitment Plan (ESCP) and Labor Management Procedures (LMP);
- Ensure that civil works contractors comply with the LMP, and also prepare occupational health and safety plans before mobilizing to the field;
- Ensure the contracts with the contractors and third-party service providers are developed in line with the provisions of this LMP and the project's ESMF, as detailed in the Project Operations Manual (POM);

- Monitor to verify that contractors are meeting labor and OHS obligations toward contracted and subcontracted workers as required by Philippine law and respective contracts between CFSI and the contractors;
- Monitor contractors and subcontractors' implementation of labor management procedures;
- Monitor compliance with occupational health and safety standards at all workplaces in line with occupational health and safety legislation of the Philippines;
- Monitor and implement training on LMP and OHS for project workers;
- Ensure that the grievance redress mechanism for project workers is established and implemented and that workers are informed of its purpose and how to use it;
- Have a system for regular monitoring and reporting on labor and occupational safety and health performance; and
- Monitor implementation of the Code of Conduct.

In light of the COVID-19 situation, the CFSI Project Coordinator is also expected to:

- Ensure that all activities should be accompanied with COVID19 related awareness raising information;
- Consider other channels of communication when conducting stakeholder consultations and engagement activities, including but not limited to: avoiding public gathering taking into account national/local restrictions; keeping small group meetings and should be held outdoors, with appropriate distancing between attendees; wearing of face masks and making alcohol-based sanitizers available; if small gatherings are not permitted, hold meetings and other means of communication via social media or online channels.
- Ensure that Contractors:
 - Provide details in writing of the measures being taken by the Contractors to address the risks of COVID-19. The construction contract should include health and safety requirements, and these can be used as the basis for identification of, and requirements to implement, COVID-19 specific measures. The measures may be presented as a contingency plan, as an extension of the existing project emergency and preparedness plan or as standalone procedures. The measures may be reflected in revisions to the project's health and safety manual.
 - Convene regular meetings with the project health and safety specialists and medical staff (and where appropriate the local health authorities), and to take their advice in designing and implementing the agreed measures.
 - Where possible, identify a senior person as a focal point to deal with COVID-19 issues. This can be a work supervisor or a health and safety specialist. This person can be responsible for coordinating preparation of the site and making sure that the measures taken are communicated to the workers, those entering the site and the local community. It is also advisable to designate at least one back-up person, in case the focal point becomes ill; that person should be aware of the arrangements that are in place.
 - Ensure that workers are encouraged to use the existing grievance redress mechanism to report concerns relating to COVID-19, preparations being made by the project to address COVID-19 related issues, how procedures are being implemented, and concerns about the health of their co-workers, other staff and the community.

CFSI Project Coordinator will include standard templates of contracts which include LMP, OHS, sub-project specific ECoP or ESMP aspects, and that the contractors and third-party service providers (NGOs and civil works) commit to them. LMP, OHS and ECoP or ESMP responsibilities of the Contractors are the following:

- Follow the labor management procedures and occupational health and safety requirements in line with the ESMF provisions and stated in the contracts signed with CFSI. If the number of workers (direct+ contracted) is above 50, then Contractors will develop their own LMPs, OHS plans and ECoPs or ESMPs;
- Supervise the subcontractors' implementation of labor management procedures and occupational health and safety requirements;
- Maintain records of recruitment and employment of contracted workers as provided in their contracts;
- Clearly communicate job descriptions and employment conditions to all workers;

- Make sure every project worker hired by contractor/subcontractor is aware of the CFSI dedicated phone number, email address, and web portal through which anyone can submit grievances;
- Provide induction (including social induction) and regular training to employees in labor protection requirements, including training on their rights on safe labor under Philippine law, on the risks of their jobs, and on measures to reduce risks to acceptable levels;
- In collaboration with a focal person on safeguards, conduct training on labor management procedures and occupational safety to manage subcontractor performance; and
- Ensure that all contractor and subcontractor workers understand and sign the Code of Conduct prior to the commencement of works and supervise compliance with the Code.

6. POLICIES AND PROCEDURES

As specified in the Labor Code, employment of project workers will be based on the principles of non-discrimination and equal opportunity. There will be no discrimination with respect to any aspects of the employment relationship, including recruitment, compensation, working conditions and terms of employment, access to training, promotion or termination of employment. The following standards and policies will be followed by contractors and third-party service providers and monitored by the CFSI Project Coordinator, to ensure fair treatment of all employees:

Recruitment and Contracting

- Recruitment procedures will be transparent, public and non-discriminatory, and open with respect to ethnicity, religion, sexuality, disability or gender.
- Applications for employment will only be considered if submitted via the official application procedures established by the contractors.
- Clear job descriptions will be provided in advance of recruitment and will explain the skills required for each post.
- The contracted workers will not be required to pay any hiring fees. If any hiring fees are to be incurred, these will be paid by the Employer.
- All workers will have written contracts describing terms and conditions of work and will have the contents explained to them. Workers will sign the contract.
- Depending on the origin of the employer and employee, employment terms and conditions will be communicated in two languages, in the state language and the language that is understandable to both parties.
- In addition to written documentation, an oral explanation of conditions and terms of employment will be provided to workers who may have difficulty understanding the documentation.
- All workers will be 18 years old or above for civil works. This will be a requirement in contracts with civil works contractors.
- Unskilled labor will be preferentially recruited from the surrounding communities.
- All workers should be fully vaccinated from COVID-19 before they are engaged.

Working Conditions

- Normal working time should not exceed 40 hours per week. With a five-day working week, the duration of daily work is determined by the internal work regulations approved by the employer after prior consultation with the representatives of the workers, in compliance with the established working week duration.
- It is noted that language-related problems are not expected, but if they are, interpretation will be provided for workers as necessary.
- Health and safety measures to prevent the spread of COVID-19 are in place, including but not limited to: provision of appropriate space between project workers as per government/local guidelines; ensuring COVID PPEs are used, strictly for face masks, with other PPEs as needs are identified by the PMU and/or PIU.
- Provision of health and sanitary facilities (toilets) in the workplace especially for community-level construction.

Termination

- Workers will be informed at least one month before their expected release date of the coming termination.

The CFSI Project Coordinator will ensure that guidelines related to any health emergency, i.e. COVID-19, as provided by national government, regional government, and local governments, are adapted with regards to the OHS for project workers. The project's guidelines would include, but not limited to:

- Prior to deployment.
- During deployment, including how project workers conduct public consultations and activities with members of the community, and other stakeholders.
- Information dissemination and public consultations.

The BDA Executive Director will ensure that guidelines are adapted for and by its staff:

- Guidelines as provided by national government, regional government, and local governments, are adapted with regards to the OHS for its staff, including those related to any health emergency, i.e. COVID-19; and
- Simplified Construction Field Guide for SEIs (Appendix A).

The Contractors will be responsible for the following:

- Obey requirements of the national legislation and this labor management procedure;
- Ensure that guidelines related to COVID-19 by national government, regional government and local governments, are adapted for its workers;
- Comply with the requirements of the DPWH on COVID-19 protocols for construction workers, including but not limited to, social distancing and provision of quarantine and isolation areas in case of suspected and/or confirmed cases;
- Monitor COVID-19 symptoms among the contracted skilled laborers and provide immediate assistance and support to respond to any suspected case in coordination with the LP and LGU, as when required;
- Provide health and emergency/first aid services to its workers;
- Include clear provisions in its employment contracts with construction workers on the acceptance of salaries during the quarantine/isolation period related to COVID-19;
- Conform to the Simplified Construction Field Guide for SEIs (Appendix A);
- Meet its responsibilities, including its public interaction with the community;
- Maintain records of recruitment and employment process of contracted workers;
- Clearly communicate job description and employment conditions to contracted workers; and
- Have a system for monthly review and reporting on labor, and occupational safety and health performance.

In light of the COVID-19 situation, the Contractors should ensure the following, to cover the contracted workers and the community workers:

1. Prepare a detailed profile of the project work force, key work activities, schedule for carrying out such activities, different durations of contract and rotations (e.g. 4 weeks on, 4 weeks off). This should include a breakdown of workers who reside at home (i.e. workers from the community), workers who lodge within the local community and workers in on-site accommodation. Where possible, it should also identify workers that may be more at risk from COVID-19, those with underlying health issues or who may be otherwise at risk.
2. Consideration should be given to ways in which to minimize movement in and out of site. This could include lengthening the term of existing contracts, to avoid workers returning home to affected areas, or returning to site from affected areas.
3. Workers accommodated on site should be required to minimize contact with people near the site, and in certain cases be prohibited from leaving the site for the duration of their contract, so that contact with local communities is avoided.
4. Consideration should be given to requiring workers lodging in the local community to move to site accommodation (subject to availability) where they would be subject to the same restrictions.
5. Workers from local communities, who return home daily, weekly or monthly, will be more difficult to manage. They should be subject to health checks at entry to the site and at some point, circumstances may make it necessary to require them to either use accommodation on site or not to come to work.

6. Entry/exit to the work site should be controlled and documented for both workers and other parties, including support staff and suppliers. Possible measures may include:
 - Establishing a system for controlling entry/exit to the site, securing the boundaries of the site, and establishing designating entry/exit points (if they do not already exist). Entry/exit to the site should be documented.
 - Training security staff on the (enhanced) system that has been put in place for securing the site and controlling entry and exit, the behaviors required of them in enforcing such system and any COVID -19 specific considerations.
 - Training staff who will be monitoring entry to the site, providing them with the resources they need to document entry of workers, conducting temperature checks and recording details of any worker that is denied entry.
 - Confirming that workers are fit for work before they enter the site or start work. While procedures should already be in place for this, special attention should be paid to workers with underlying health issues or who may be otherwise at risk. Consideration should be given to demobilization of staff with underlying health issues.
 - Checking and recording temperatures of workers and other people entering the site or requiring self-reporting prior to or on entering the site.
 - Covering the cost of testing of workers on COVID-19 should the workers manifest symptoms.
 - Providing daily briefings to workers prior to commencing work, focusing on COVID-19 specific considerations including cough etiquette, hand hygiene and distancing measures, using demonstrations and participatory methods.
 - During the daily briefings, reminding workers to self-monitor for possible symptoms (fever, cough) and to report to their supervisor or the COVID-19 focal point if they have symptoms or are feeling unwell.
 - Preventing a worker from an affected area or who has been in contact with an infected person from returning to the site for 7 days or (if that is not possible) isolating such worker for 7 days.
 - Preventing a sick worker from entering the site, referring them to local health facilities if necessary or requiring them to isolate at home for 7 days.
7. Requirements on general hygiene should be communicated and monitored, to include:
 - Training workers and staff on site on the signs and symptoms of COVID-19, how it is spread, how to protect themselves (including regular handwashing and social distancing) and what to do if they or other people have symptoms.
 - Placing posters and signs around the site, with images and text in local languages.
 - Ensuring handwashing facilities supplied with soap, disposable paper towels and closed waste bins exist at key places throughout site, including at entrances/exits to work areas; where there is a toilet, canteen or food distribution, or provision of drinking water; in worker accommodation; at waste stations; at stores; and in common spaces. Where handwashing facilities do not exist or are not adequate, arrangements should be made to set them up. Alcohol based sanitizer (at least 70% ethyl) can also be used.
 - Setting aside part of worker accommodation for precautionary self-quarantine as well as more formal isolation of staff who may be infected.
 - Conducting regular and thorough cleaning of all site facilities, including offices, accommodation, canteens, common spaces. Review cleaning protocols for key construction equipment (particularly if it is being operated by different workers).
 - Providing cleaning staff with adequate cleaning equipment, materials and disinfectant.
 - Reviewing general cleaning systems, training cleaning staff on appropriate cleaning procedures and appropriate frequency in high use or high-risk areas.
 - Where it is anticipated that cleaners will be required to clean areas that have been or are suspected to have been contaminated with COVID-19, providing them with appropriate PPE: gowns or aprons, gloves, eye protection (masks, goggles or face screens) and boots or closed work shoes. If appropriate PPE is not available, cleaners should be provided with best available alternatives.
 - Training cleaners in proper hygiene (including handwashing) prior to, during and after conducting cleaning activities; how to safely use PPE (where required); in waste control (including for used PPE and cleaning materials).

- Any medical waste produced during the care of ill workers should be collected safely in designated containers or bags and treated and disposed of following relevant requirements (e.g., national, WHO). Under RA8749, open burning and incineration of medical wastes is not allowed. Section 20 provides that treatment options for infectious wastes are limited to non-burn technologies. The allowed non-burn technologies in the destruction of healthcare wastes must comply with the criteria and emission standards as provided in Rule 28 of DENR Administrative Order 2000-81.
8. Consider changes to work processes and timings to reduce or minimize contact between workers, recognizing that this is likely to impact the project schedule. Such measures could include:
- Decreasing the size of work teams.
 - Limiting the number of workers on site at any one time.
 - Changing to a 24-hour work rotation, with the number of shifts per day, to be determined.
 - Adapting or redesigning work processes for specific work activities and tasks to enable social distancing, and training workers on these processes.
 - Continuing with the usual safety trainings, adding COVID-19 specific considerations. Training should include proper use of normal PPE. While as of the date of this note, general advice is that construction workers do not require COVID-19 specific PPE, this should be kept under review.
 - Reviewing work methods to reduce use of construction PPE, in case supplies become scarce or the PPE is needed for medical workers or cleaners. This could include, e.g. trying to reduce the need for dust masks by checking that water sprinkling systems are in good working order and are maintained or reducing the speed limit for haul trucks.
 - Arranging (where possible) for work breaks to be taken in outdoor areas within the site.
 - Consider changing canteen layouts and phasing meal times to allow for social distancing and phasing access to and/or temporarily restricting access to leisure facilities.
 - At some point, it may be necessary to review the overall project schedule, to assess the extent to which it needs to be adjusted (or work stopped completely) to reflect prudent work practices, potential exposure of both workers and the community and availability of supplies, taking into account government advice and instructions.

7. AGE OF EMPLOYMENT

The minimum age for employment in the Philippines is 18 years old. Persons 15 to 18 years old can be employed subject to the rules and conditions set out in RA 9231, RA 7610 and its corresponding implementing rules and regulations. For this project, as this will expose the child to hazardous working conditions, no contracted worker shall be under the age of 18.

Contractors will be required to verify and identify the age of all workers. This will require workers to provide official documentation, which could include a birth certificate, national identification card, passport, or medical or school record that will ascertain the age of the applicant. If a minor under the minimum labor eligible age is discovered working on the project, measures will be taken to immediately terminate the employment or engagement of the minor in a responsible manner, taking into account the best interest of the minor. In addition, the necessary punitive actions will be taken against the employer/contractor.

8. TERMS AND CONDITIONS

The terms and conditions applying to workers will be set out in this document. These internal labor rules will apply to all workers who are assigned to work on the project (direct workers). Terms and conditions of contracted workers and community workers are determined by their individual contracts.

The precise number of project workers who will be contracted are not known as of now. This will become known as and when implementation begins. A staffing plan for direct workers has been developed and will be updated during implementation.

The contractors' labor management procedure will set out terms and conditions for the contracted and subcontracted workers. These terms and conditions will be in line, at a minimum, with this labor management procedure, the Labor Code of the Philippines and specified in the standard contracts to be

used by CFSI under the project, which will be provided in Project Operations Manual and follow this LMP and the project ESMF.

In addition to these professionals, CFSI shall hire as many individual consultants as needed to help with the implementation of specific project activities over the course of the implementation. All the consultants will be trained on the World Bank policies and procedures and with additional implementation support after project effectiveness.