

Kingdom of Cambodia
National Religion King

Ministry of Health



**Cambodia Pre-Service Training for Health
Workers Project - P169629**

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

15 February 2020

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Royal Government of Cambodia (RGC) will implement the Cambodia Pre-Service Training for Health Workers Project (the **Project**), with the involvement of the Ministry of Health (MoH). The International Development Association (hereinafter the Association) has agreed to provide financing for the Project.
2. RGC will implement material measures and actions within the country context so that the Project is implemented in accordance with the World Bank's Environmental and Social Standards (**ESSs**). This Environmental and Social Commitment Plan (**ESCP**) sets out material measures and actions, any specific documents or plans, as well as the timing for each of these.
3. RGC will also comply with the provisions of any other E&S documents required under the ESF and referred to in this ESCP, such as the project's Stakeholder Engagement Plan (SEP) and the Human Resource Development Readiness Assessment and Plan for Inclusive Service Delivery (HRDRAP), and the timelines specified in those E&S documents.
4. RGC is responsible for compliance with all requirements of the ESCP even when implementation of specific measures and actions is conducted by the Ministry referenced in 1 above.
5. Implementation of the material measures and actions set out in this ESCP will be monitored and reported to the Association by RGC as required by the ESCP and the conditions of the legal agreement, and the Association will monitor and assess progress and completion of the material measures and actions throughout implementation of the Project.
6. As agreed by the Association and RGC, this ESCP may be revised from time to time during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to assessment of Project performance conducted under the ESCP itself. In such circumstances, RGC / or delegate(s) will agree to the changes with the Association and will update the ESCP to reflect such changes. Agreement on changes to the ESCP will be documented through the exchange of letters signed between the Association and the RGC / or delegate(s). The RGC or delegate(s) will promptly disclose the updated ESCP.
7. Where Project changes, unforeseen circumstances, or Project performance result in changes to the risks and impacts during Project implementation, the RGC shall provide additional funds, if needed, to implement actions and measures to address such risks and impacts.

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/AUTHORITY |
|---|---|---|--|
| MONITORING AND REPORTING | | | |
| A | <p>REGULAR REPORTING</p> <p>Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S documents required under the ESCP, stakeholder engagement activities, labor management procedures, Contractor’s ESHS implementation (when required for the improvement of physical facilities/equipping the existing facilities), ESHS incidents, functioning of the grievance mechanism(s).</p> | <p>Six-monthly, throughout Project implementation.</p> | <p>Project Implementation Unit at the Ministry of Health</p> |
| B | <p>INCIDENTS AND ACCIDENTS</p> <p>Promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers. Provide sufficient detail regarding the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and supervising entity, as appropriate. Subsequently, as per the Association’s request, prepare a report on the incident or accident and propose any measures to prevent its recurrence. These activities are outlined in the Project Grievance Mechanism.</p> | <p>Minor incidents are reflected in the six-monthly reports to the Association, major issues are flagged to the World Bank immediately.</p> <p>A report would be provided to the Association, as requested.</p> | <p>Project Implementation Unit at the Ministry of Health</p> |
| ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS | | | |
| 1.1 | <p>ORGANIZATIONAL STRUCTURE</p> <p>Establish and maintain an organizational structure with qualified staff and resources to support management of E&S risks including assign an ESF Focal Point in the Project Implementation Unit to provide ongoing support, advice and monitoring to all the institutional stakeholders. Recruitment of part time/full time consultants as required to support the stakeholder engagement processes, technical advisory work and (in case it is required) supervise the improvement of physical facilities/equipping the existing facilities.</p> | <p>The ESF Focal Point as part of his/her role will be available to support the Project throughout project implementation.</p> <p>Part time consultants may be hired and retained on an as-required basis.</p> | <p>Project Implementation Unit at the Ministry of Health</p> |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/AUTHORITY |
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| 1.2 | <p>ENVIRONMENTAL AND SOCIAL ASSESSMENT</p> <p>Adopt, implement and update the Human Resource Development Readiness Assessment and Plan for Inclusive Service Delivery (HRDRAP) in a manner acceptable to the Association. Specific environmental and social risks and impacts are expected to be low. However, there are some risks linked to the renovation of physical facilities/equipping the existing facilities. Specific opportunities relating to institutional strengthening include promoting equitable access to project benefits to Ethnic Groups and other socially vulnerable groups.</p> | Adopt and implement the Human Resource Development Readiness Assessment and Plan for Inclusive Service Delivery (HRDRAP) throughout Project Implementation. | Project Implementation Unit at the Ministry of Health |
| 1.3 | <p>MANAGEMENT OF CONTRACTORS</p> <p>Incorporate the relevant aspects of the ESCP, including the relevant aspects of the Human Resource Development Readiness Assessment and Plan for Inclusive Service Delivery (HRDRAP), Stakeholder Engagement Plan (SEP), Environmental Codes of Practices (ECOP) and the Labor Management Procedures (LMP), into the ESHS specifications of the procurement documents. Thereafter ensure that the contractors comply with the ESHS specifications of their respective contracts.</p> | Prior to the preparation of procurement documents. Supervise contractors throughout Project implementation. | Project Implementation Unit at the Ministry of Health |
| ESS 2: LABOR AND WORKING CONDITIONS | | | |
| 2.1 | <p>LABOR MANAGEMENT PROCEDURES</p> <p>Adopt, implement and update the Labor Management Procedures (LMP) in a manner acceptable to the Association.</p> | Adopt, implement and update the Labor Management Procedures (LMP) throughout Project Implementation. | Project Implementation Unit at the Ministry of Health |
| 2.2 | <p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Establish, maintain, and operate a grievance mechanism for Project workers, as described in the Labor Management Procedures (LMP) and consistent with ESS2.</p> | Adopt, implement and update the Grievance Mechanism throughout Project Implementation. | Project Implementation Unit at the Ministry of Health |
| 2.3 | <p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <p>Adopt, implement and update the occupational, health and safety (OHS) measures specified in the Labor Management Procedure (LMP) and the Human Resource Development Readiness Assessment and Plan for Inclusive Service Delivery (HRDRAP) in a manner acceptable to the Association. Specific issues relate to the improvement of physical facilities/equipping the existing facilities.</p> | Adopt and implement the Labor Management Procedure (LMP) and the Human Resource Development Readiness Assessment and Plan for Inclusive Service Delivery (HRDRAP) throughout Project Implementation. | Project Implementation Unit at the Ministry of Health |
| 2.4 | <p>WORKER CODE OF CONDUCT</p> <p>Prepare and implement code of conduct for workers as specified in the LMP.</p> | Prior to the commencement of works. | Project Implementation Unit at the Ministry of Health |

| MATERIAL MEASURES AND ACTIONS | | TIMEFRAME | RESPONSIBLE ENTITY/AUTHORITY |
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| ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT | | | |
| 3.1 | HAZARDOUS AND HEALTH CARE WASTE MANAGEMENT PLAN: Adopt, implement and update the hazardous and health care waste management measures specified in the Human Resource Development Readiness Assessment and Plan for Inclusive Service Delivery (HRDRAP) in a manner acceptable to the Association. Specific issues relate to the improvement of physical facilities/equipping the existing facilities. | Adopt and implement the Human Resource Development Readiness Assessment and Plan for Inclusive Service Delivery (HRDRAP) throughout Project Implementation. | Project Implementation Unit at the Ministry of Health |
| ESS 4: COMMUNITY HEALTH AND SAFETY | | | |
| 4.1 | COMMUNITY HEALTH AND SAFETY: Adopt, implement and update community health and safety prevention measures specified in the Labor Management Procedure (LMP) and the Human Resource Development Readiness Assessment and Plan for Inclusive Service Delivery (HRDRAP) in a manner acceptable to the Association. Specific issues relate to the improvement of physical facilities/equipping the existing facilities. | Adopt and implement the Labor Management Procedure (LMP) and the Human Resource Development Readiness Assessment and Plan for Inclusive Service Delivery (HRDRAP) throughout Project Implementation. | Project Implementation Unit at the Ministry of Health |
| 4.2 | GBV AND SEA RISKS DURING PROJECT IMPLEMENTATION: Adopt, implement and update the GBV and SEA prevention measures specified in the Labor Management Procedure (LMP) and the Human Resource Development Readiness Assessment and Plan for Inclusive Service Delivery (HRDRAP) in a manner acceptable to the Association. Specific issues relate to the improvement of physical facilities/equipping the existing facilities. | Adopt and implement the Labor Management Procedure (LMP) and the Human Resource Development Readiness Assessment and Plan for Inclusive Service Delivery (HRDRAP) throughout Project Implementation. | Project Implementation Unit at the Ministry of Health |
| ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES [See examples of possible actions below, if determined that ESS7 is relevant]. | | | |
| 7.1 | INDIGENOUS PEOPLES: Adopt, implement and update to promote the inclusion on Indigenous Peoples in the Human Resource Development Readiness Assessment and Plan for Inclusive Service Delivery (HRDRAP) in a manner acceptable to the Association. Specific issues relate to the improvement of physical facilities/equipping the existing facilities. | Adopt and implement the Human Resource Development Readiness Assessment and Plan for Inclusive Service Delivery (HRDRAP) throughout Project Implementation | Project Implementation Unit at the Ministry of Health |
| ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE | | | |

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| 10.1 | <p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION Adopt, implement and update the Stakeholder Engagement Plan (SEP) throughout Project implementation. Specific issues relate to engaging fully with project beneficiaries: line public agencies, public sector medical schools, representatives of professors and students, professional and civil society stakeholders or private sector medical schools.</p> | Adopt and implement the Stakeholder Engagement Plan (SEP) throughout Project Implementation. | Project Implementation Unit at the Ministry of Health |
| 10.2 | <p>PROJECT GRIEVANCE MECHANISM: Adopt, implement and update the Grievance Mechanism throughout Project implementation included in the project's Stakeholder Engagement plan.</p> | Adopt and implement the Grievance Mechanism throughout Project Implementation. | Project Implementation Unit at the Ministry of Health |
| CAPACITY SUPPORT (TRAINING) | | | |
| CS1 | Ministry of Health and other relevant implementing support staff responsible for the Project, including the ESF Focal Point, to receive training from on the project's ESF instruments, the relevant requirements of the Labor Management Procedure (LMP) and the Human Resource Development Readiness Assessment and Plan for Inclusive Service Delivery (HRDRAP), and the roles and responsibilities of different key agencies in the ESF implementation. | Within three months of Project effectiveness and as new project team members join the Project throughout implementation. | Project Implementation Unit at the Ministry of Health. |
| CS2 | Contractors to receive training on the relevant aspects of the Project ESF instruments and relevant ESHS requirements. | Prior to work commencing, throughout project implementation. | Project Implementation Unit at the Ministry of Health. |