

KINGDOM OF CAMBODIA
Nation Religion King
Ministry of Health

Health Equity and Quality Improvement
Project and Additional Financing (AF)
Phase 2 (P173368)
H-EQIP 2 & AF

Draft for Negotiation

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

May 2024

Abbreviation

E&S	Environmental and Social
ES COP	Environmental and Social Code of Practice
ES CP	Environmental and Social Commitment Plan
ES F	Environmental and Social Framework
ES HS	Environmental, Social, Health and Safety
ES MF	Environmental and Social Management Framework
ES MP	Environmental and Social Management Plan
ES S	Environmental and Social Standard
GB V	Gender Based Violence
GR M	Grievance Redress Mechanism
HE QIP2	Health Equity and Quality Improvement Project Phase 2
IP C	Infection, Prevention and Control
LMP	Labor Management Procedure
NPCA	National Payment Certification Agency
MOH	Ministry of Health
OHS	Occupational Health and Safety Plan
OHSP	Occupational Health and Safety Plan
PMD	Preventive Medicine Department
RPF	Resettlement Policy Framework
SEA	Sexual Exploitation and Abuse
SEP	Stakeholder Engagement Plan
VAC	Violence Against Children
WMP	Waste Management Plan

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

1. The Kingdom of Cambodia (the Recipient) will implement the Cambodia Health Equity and Quality Improvement Project Phase 2 (the Project) with the involvement of the Ministry of Health and the National Payment Certification Agency, as set out in the IDA Financing Agreement and the TF Grant Agreements (together the Legal Agreement(s)). The International Development Association (the Association) has agreed to provide the original financing (P173368) and additional financing (P181661) for the Project, as set out in the referred legal agreement. This Environmental and Social Commitment Plan (ESCP) supersedes previous versions of the ESCP for the Project and shall apply both to the original and the additional financings for Project referred to above.
2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this ESCP, in a manner acceptable to the Association. The ESCP is a part of the Financing Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meaning ascribed to them in the referred agreement(s).
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the Environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the Association. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Association.
4. As agreed by the Association and the Recipient, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient through the the Ministry of Health and the National Payment Certification Agency and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Recipient. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
MONITORING AND REPORTING			
A	<p>REGULAR REPORTING</p> <p>Prepare and submit to the 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 instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	<p>First two monitoring reports to be submitted quarterly and subsequent reports to be submitted bi-annual reports to the Association throughout Project implementation, commencing after the Effectiveness Date. Submit each report to the Association no later than 30 days after the end of each reporting period.</p>	<p>Preventive Medicine Department (PMD)</p> <p>National Payment Certification Agency (NPCA)</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, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.</p> <p>Subsequently, at the Association’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Association no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report to the Association within a timeframe acceptable to the Association.</p>	<p>Preventive Medicine Department (PMD).</p> <p>National Payment Certification Agency (NPCA)</p>
C	<p>CONTRACTORS’ MONTHLY REPORTS</p> <p>Require contractors and supervising firms to provide monthly monitoring reports on ESHS performance in accordance with the metrics specified in the respective bidding documents and contracts, and submit such reports to the Association.</p>	<p>Submit the monthly reports to the Association upon request</p>	<p>Preventive Medicine Department (PMD).</p>
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	<p>ORGANIZATIONAL STRUCTURE</p> <p>Maintain the environmental and social safeguards unit (ESSU) established under the parent project, within the Preventive Medicine Department (PMD), with qualified staff and resources to support management of ESHS risks and impacts of the Project including identify social specialist consultant.</p> <p>Identify and assign E&S Focal Point within the National Payment Certification Agency (NPCA)</p>	<p>The organizational structure, including the E&S specialists, shall be maintained throughout Project implementation.</p> <p>An environmental specialist consultant is on board. The social specialist consultant shall be hired by June and thereafter</p>	<p>MOH Project Implementing Agency</p> <p>Preventive Medicine Department (PMD)</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		<p>maintain this position throughout Project implementation.</p> <p>Assign NPCA's E&S focal point within 30 days after AF approval, and thereafter maintain this position throughout Project implementation.</p>	National Payment Certification Agency (NPCA)
1.2	<p>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</p> <p>a. Conduct assessment of effectiveness of the Project social inclusion activities and measures introduced in the PAD, which will include accessibility by vulnerable groups (people with disabilities, the ID-Poor card holders, indigenous peoples and other vulnerable groups) to Health Equity Fund (HEF), Service Delivery Grants (SDGs) and other Project's activities, and implementation recommendations offered in the assessment report.</p> <p>b. A CERC-ESMF Manual has been prepared as part of the Project Operations Manual (POM). If CERC is triggered, and once the activities are known, then a CERC ESMF will need to be prepared based on the POM.</p>	<p>a. Assessment conducted during mid-term review of the project.</p> <p>b. Once CERC activities are known</p>	<p>Preventive Medicine Department (PMD)</p> <p>National Payment Certification Agency (NPCA)</p>
1.3	<p>MANAGEMENT OF CONTRACTORS</p> <p>a. Incorporate the relevant aspects of this ESCP, including, inter alia, the labor management procedures, and any environmental and social management plans or other relevant ESF instruments, ESS requirements, and any other required ESHS measures, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that contractors and supervising firms comply with the ESHS specifications and obligations of their respective contracts.</p> <p>b. Management of suppliers for project procurement: incorporate the relevant aspects of the ESCP and ESMF and relevant E&S documents including LMP and conduct due diligence through a thorough screening procedure to eliminate ineligible expenditures/activities and prevent purchase of any equipment or goods from suppliers linked to child labor or worker exploitation as highlighted in ESS2-LMP.</p>	<p>a. Before launching the procurement process for relevant Project and sub-project activities, and thereafter throughout the implementation of such activities.</p> <p>b. During the contracting process and thereafter throughout the implementation of activities by contractor and before awarding contracts to suppliers and thereafter the throughout the implementation of supply contracts.</p>	Preventive Medicine Department (PMD)
1.4	<p>TECHNICAL ASSISTANCE</p> <p>Ensure that the consultancies, studies, capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with terms of</p>	Throughout Project implementation.	Preventive Medicine Department (PMD).

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	reference acceptable to the World Bank, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.		
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	<p>LABOR MANAGEMENT PROCEDURES</p> <p>Update, adopt, and implement the Labor Management Procedures (LMP) that have been developed for the Project as part of the ESMF.</p> <p>The Project shall be carried out in accordance with in compliance with Cambodia labor law, the Labour Management Procedures (LMP) to ensure that adequate resources and tool kits, safe accommodation and transport, first aid-kits and emergency contact procedures are available at working sites and PPE to prevent COVID-19 infection and compliance to others applicable requirements of ESS2, in a manner acceptable to the Association and through, inter alia, implementation of adequate occupational health and safety measures, setting out grievance arrangements for Project workers, Codes of Conduct, and contracts with contractors and supervising firms. Adopt and implement the Labor Management Procedures (LMP) for the Project, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms.</p>	The LMP was updated, disclosed and adopted prior to the Project appraisal, and thereafter implement throughout Project Implementation	Preventive Medicine Department (PMD) National Payment Certification Agency (NPCA)
2.2	<p>GRIEVANCE MECHANISM FOR PROJECT WORKERS</p> <p>Maintain and operate a grievance mechanism for Project workers and contractors, as described in the Labor Management Procedures (LMP) and consistent with ESS2.</p>	Maintain and operate grievance mechanism prior to engaging Project workers and thereafter throughout Project implementation.	Preventive Medicine Department (PMD) National Payment Certification Agency (NPCA)
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 Procedures (LMP) and ESMF, including the ESF/Safeguard Interim Note: COVID-19 Considerations in Construction/Civil Works Projects.</p>	The OHS measures included in the project’s ESMF, LMP and other relevant ESF instruments to be adopted before the implementation of relevant Project activities.	Preventive Medicine Department (PMD) MOH’s Procurement Unit

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	Ensure all OHS measures are included in all contracts with implementing contractors.		National Payment Certification Agency (NPCA) Subnational safeguard focal points
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>Update, adopt, and implement the hazardous and health care waste management measures in a manner acceptable to the Association as specified in the ESMF and the Project Infection Prevention and Control and Waste Management Plan (IPC&WMP), consistent with national and WHO guidelines for health care waste management.</p>	Prepared before implementation of subprojects.	Preventive Medicine Department (PMD) Hospital Services Department (HSD)
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Develop and implement measures for resource efficiency, as part of respective ESMPs. Resource use efficiency measures will be covered in the ESMP.</p> <p>Resources (water and energy) used in healthcare facilities and laboratories will follow standards and measures in line with the State Sanitary Hygienic Service of MOH and WHO environmental infection control guidelines for medical facilities.</p> <p>Pollution prevention and management Will be covered in the ESMP for each location that included adopt, implement, and update relevant pollution prevention plans.</p> <p>Civil works related impacts may include dust, noise, vibration, air emissions, generation of construction wastes, and potential asbestos containing material (ACM) that may be present at facilities undergoing rehabilitation. These impacts will be managed through the ESMP or application of good engineering designs and practices for construction by incorporating environmental mitigation measures (e.g. dust prevention measures, proper management and disposal of hazardous and nonhazardous construction wastes as well as surplus materials, medical equipment etc.) in the project technical design and tender documents. These risk management measures will be included in ESCOPs as part of the project's ESMF.</p>	<p>Design of new construction and renovation of HCF shall include eco-friendly design concept including specification of equipment to be installed.</p> <p>Prepared before implementation of subprojects</p>	Preventive Medicine Department (PMD). Subnational safeguard focal points
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	TRAFFIC AND ROAD SAFETY	Adopt, implementation and updated throughout the Project implementation	Preventive Medicine Department (PMD) and

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Adopt and implement measures and actions to assess and manage traffic and road safety risks as required in the project and sub-project ESMPs and the subproject ESMPs to be developed under action 1.2 and 1.3 above.		Hospital Service Department (HSD) National Payment Certification (NPCA)
4.2	COMMUNITY HEALTH AND SAFETY Prepare, adopt, and implement measures and actions to assess and manage specific risks and impacts to the community arising from Project construction activities including inter alia dust, noise and construction related impacts, behavior and conduct of Project workers, risks of labor influx, response to emergency situations including COVID-19 transmission, community safety in civil works, health care waste management, disposal and incineration and include these measures in the ESMPs to be prepared in accordance with the ESMF, in a manner acceptable to the Association.	As part of preparation of ESMPs or other required plans, prior to the start of works.	Preventive Medicine Department (PMD) Subnational safeguard focal points
4.3	SEA AND SH RISKS The Project SEA/SH rating is low. Provide training in gender equality and social inclusion (GESI) standards for health management and service delivery to health services providers. Ensure training related to SEA/SH is provided by contractors to Project workers and affected community.	As part of implementation of the Project Gender Action Plan Prior to commencement of civil works	Preventative Medicine Department (PMD) National Payment Certification Agency (NPCA) Subnational safeguard focal points
ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT			
5.1	RESETTLEMENT PLANS Although land acquisition and resettlement are not expected in the Project, they may occur. A screening process shall be conducted following the Resettlement Policy Framework (RPF) in the Project ESMF, and if necessary, resettlement action plans (RAPs) should be prepared, adopted, and implemented in a manner acceptable to the Association, in accordance with ESS 5.	Once a specific subproject site is identified and prior to commencement of relevant sub-project civil works.	Preventive Medicine Department (PMD) Ministry of Economy and Finance's (MEF's) General Department of Resettlement (GDR)
5.2	GRIEVANCE MECHANISM RAPs will include a GRM per guidance provided in the RPF and SEP.	During the development of RAPs in the even these are required	Preventive Medicine Department (PMD) MEF's GDR
ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES			
Not relevant to the Project.			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.1	<p>INDIGENOUS PEOPLES PLANNING FRAMEWORK</p> <p>No specific Indigenous People Plan is prepared for the Project, rather culturally appropriate consultation and engagement procedures with Indigenous Peoples be prepared and implemented as part of the Stakeholder Engagement Plan (SEP) in a manner acceptable to the Association (see also ESS10).</p>	<p>The parent project SEP has been updated to include the AF and will be disclosed by AF appraisal.</p> <p>The SEP shall be applied throughout Project implementation.</p>	<p>Preventive Medicine Department (PMD)</p> <p>National Payment Certification Agency (NPCA)</p> <p>Subnational safeguard focal points</p>
ESS 8: CULTURAL HERITAGE			
8.1	<p>CHANCE FINDS</p> <p>Implement the chance finds procedure described in the Project ESMF.</p>	Throughout Project implementation.	Preventive Medicine Department (PMD)
ESS 9: FINANCIAL INTERMEDIARIES			
Not relevant to the Project.			
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	<p>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</p> <p>Update, disclose, and implement a Stakeholder Engagement Plan (SEP) consistent with ESS10, in a manner acceptable to the Association.</p> <p>Inclusion measures described in the Project design and the SEP, in particular inclusive IEC materials and their dissemination, developed during the course of the project.</p>	<p>The parent project SEP has been updated to include the AF and will be disclosed by AF appraisal.</p> <p>Inclusive IEC materials and dissemination throughout project implementation.</p>	<p>Preventive Medicine Department (PMD)</p> <p>MOH Project Implementing Agency</p> <p>National Payment Certification Agency (NPCA)</p>
10.2	<p>PROJECT GRIEVANCE MECHANISM</p> <p>Continue to ensure the GRM is publicly available to receive and facilitate resolution of concerns and grievances in relation to the Project, consistent with ESS10, in a manner acceptable to the Association.</p>	<p>The parent project SEP has been updated to include the AF and will be disclosed by AF appraisal.</p> <p>Project GRM is operational throughout Project implementation.</p>	<p>Preventive Medicine Department (PMD)</p> <p>National Payment Certification Agency (NPCA)</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
CAPACITY SUPPORT			
CS1	<p>The MOH, through the PMD, will coordinate the preparation of a training plan for relevant implementation support staff responsible for the Project, including the NPCA E&S focal point and ESF Focal Point, to receive training on:</p> <ul style="list-style-type: none"> - The project’s ESF instruments, including the Code of Conduct and provisions to prevent SEA, GBV and/or VAC - The relevant requirements of the ESMF, LMP, SEP, IPC&WMP, RPF <p>And the roles and responsibilities of different key agencies in implementation of the Project ESMF.</p>	Continue to implement training plan, in particular for new project team members joining the Project throughout implementation.	Preventive Medicine Department (PMD). Village Health Support Groups (VHSGs)
CS2	Contractors/VHSGs to receive training on the relevant aspects of the Project ESF instruments and relevant ESHS requirements.	Three months prior to work commencing, throughout project implementation.	Preventive Medicine Department (PMD). Subnational safeguard focal points