

**Cambodia Skills for Better Jobs Project
(P179159)**

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

June 2023

ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Kingdom of Cambodia (the “Recipient”) will implement the Cambodia Skills for Better Jobs Project (the “Project”), with the involvement of the Ministry of Labor and Vocational Training (MLVT), as set out in the Loan Agreement and the Project Agreement. The Bank has agreed to provide the original financing (P179159) for the Project, as set out in the referred agreements.
2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the Bank. The ESCP is a part of the Loan Agreement and the Project Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreements.
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 Bank. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the Bank.
4. As agreed by the Bank and the 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 Ministry of Labor and Vocational Training (MLVT) and the Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank 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>As a part of its regular project reporting, Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s).</p>	<p>Every six months, throughout Project implementation</p> <p>Semi-annual progress report, throughout the project implementation</p>	<i>PMU of MLVT</i>
B	<p>INCIDENTS AND ACCIDENTS</p> <p>Prepare and operationalize the Incident Reporting Mechanism</p> <p>Promptly notify the Bank of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers including related accidents on the project vocational technical training institution (TTI) or job center rehabilitation and construction and other incidents occurred in the project construction sites or related to project financed civil works.</p> <p>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 the PMU of the MLVT, with the support from the Environment and Social Officer (ESO), as appropriate. Subsequently, as per the World Bank’s request, prepare a report on the incident or accident and propose any measures to prevent its recurrence</p>	<p>Within three months after the project effectiveness (prior to the start of construction works)</p> <p>Notify the Task Team Leader appointed by the Bank or his/her alternate no later than 48 hours after taking notice of the incident or accident throughout the project implementation;</p> <p>Provide subsequent report to the Bank within a timeframe acceptable to the Bank</p>	<i>PMU of MLVT</i>
C	<p>CONTRACTORS’ MONTHLY REPORTS</p> <p>Submit monthly monitoring report summarizing the implementation of environmental and social (ES) mitigation measures, to the PMU of the MLVT.</p> <p>Submit such monthly reports to the Bank by the PMU of the MLVT upon request.</p>	<i>Monthly (and upon request by the Bank)</i>	Contractors (and by MLVT to the Bank upon request)
ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS			
1.1	ORGANIZATIONAL STRUCTURE		

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>Establish and maintain the Project Management Unit (PMU) at the MLVT. The PMU will comprise qualified staff from respective departments of MLVT, to ensure proper management of the E&S risks.</p> <p>Appoint an ES Officer (or focal point) to be responsible for the daily management and supervision of environmental and social activities under the Project.</p> <p>Procure one consultant with expertise in environmental and social standards, respectively, to provide intermittent inputs including monitoring, reporting and training.</p> <p>The E&S management team will serve as an integral part of the organizational structure of the Project.</p>	<p><i>Established within 30 days after project effectiveness</i></p> <p><i>Appointed within 30 days after project effectiveness and maintained throughout project implementation</i></p> <p><i>Recruited within 90 days after project effectiveness</i></p> <p><i>Throughout project implementation</i></p>	<p><i>PMU of MLVT</i></p>
<p>1.2</p> <p>ENVIRONMENTAL AND SOCIAL ASSESSMENT</p> <p>Adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</p> <p>The ESMF includes:</p> <ul style="list-style-type: none"> - Rapid Social Assessment - E-waste Management Plan - Environmental Code of Practices (ECOP) for office renovation work - Environmental, social, health and safety Code of Practices for project staff and people involved in the project implementation - Labour Management Procedures (LMP) including Workers' Grievance Procedure - Chance Finds procedures - Environmental and Social Management Plan (ESMP) outline - Occupational Health and Safety (OHS) Procedures - Contingent Emergency Response Component (CERC) addendum <p>The activities on the exclusion list set out in the annex of ESMF shall be ineligible to receive financing or other forms of support under the Project.</p>	<p>Adopt the ESMF before Project appraisal and thereafter implement the ESMF throughout Project implementation</p> <p>Prepare and adopt the site-specific ESMP prior to the carrying out of subproject that requires the adoption of such ESMP. Once adopted, implement the respective ESMP throughout Project implementation.</p>	<p><i>PMU of MLVT</i></p> <p><i>ES Officer and ES Consultants</i></p>
<p>1.3</p> <p>MANAGEMENT TOOLS AND INSTRUMENTS</p>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Screen and assess E&S risks and impacts for site specific subprojects in accordance with the ESMF and SEP, and thereafter, orientation to beneficiaries (e.g. on their rights and obligations), link beneficiaries to support services, and draft, disclose, consult, adopt, and implement site-specific E&S management plans (ESMPs) when required (see under respective ESSs), in accordance with the ESMF and SEP and in a manner acceptable to the Bank.	Throughout the project implementation Prior to sub-project implementation after due consultation and disclosure in local language(s)	<i>PMU of MLVT</i> ES Officer and ES Consultants
1.4	MANAGEMENT OF CONTRACTORS Incorporate the relevant aspects of the ESCP and E&S documents required under this ESCP into the procurement documents with contractors and sub-contractors.	<i>Prior to launching bidding processes</i> <i>Throughout the project implementation</i>	<i>PMU of MLVT and Contractors</i> ES Officer and ES Consultants
1.5	TECHNICAL ASSISTANCE Ensure that the consultancies, studies (including feasibility studies), capacity building, training, and any other technical assistance activities under the Project, including the environmental and social instruments to be supported under the TA, are carried out in accordance with terms of reference acceptable to the Bank, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.	Throughout the project implementation	<i>PMU of MLVT and Contractors of TA</i> ES Officer and ES Consultants
ESS 2: LABOR AND WORKING CONDITIONS			
2.1	LABOR MANAGEMENT PROCEDURES Update, adopt, and implement the Labor Management Procedures (LMP) that have been developed for the Project.	Throughout the Project Implementation	<i>PMU of MLVT</i> Selected Technical Training Institutions and Job Centers Contractors
2.2	GRIEVANCE MECHANISM FOR PROJECT WORKERS		<i>PMU of MLVT</i>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>Establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p> <p>Establish and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	Grievance Mechanism for Direct Project Workers to be established and operational 30 days after project effectiveness <i>and thereafter, implemented throughout the Project Implementation</i>	Contractors
2.3	<p>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</p> <p><i>Adopt, and implement occupational, health and safety (OHS) measures and the ESF/Safeguard Interim Note: COVID-19 Considerations in Construction/Civil Works Projects as part of ESMF.</i></p> <p>Ensure that contractors’ and supervision consultants’ teams have designated staff responsible for the implementation of OHS measures.</p> <p>Implement training of Project Workers designed to heighten awareness of OHS risks and the requirement included at the LMP (including workers’ Code of Conduct).</p> <p><i>Establish and implement regular monitoring on the workplace OHS hazards according, as part of the monitoring of the generic ESMP for the civil work, to the assessment and provide regular occupational health check-up for workers engaged in relevant positions.</i></p>	<i>Before the start of civil works and throughout the project implementation</i>	PMU of MLVT Contractors
ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT			
3.1	<p>WASTE MANAGEMENT PLAN</p> <p>Adopt and implement E-Waste Management Plan in accordance with and consistent with ESS 3.</p> <p>Include waste management requirements for civil works activities for renovation and new construction in the ESMP and ECOP as well as monitor implementation of measures during implementation of the activities.</p>	<p><i>Adopt the E-Waste Management Plan prior to appraisal and thereafter implement the E-Waste Management Plan throughout Project implementation</i></p> <p><i>Adopt the ESMP prior to sub-project implementation and thereafter implement the ESMP throughout Project</i></p> <p><i>Adopt the ECOP prior to appraisal, and thereafter implement the ECOP throughout Project</i></p>	PMU of MLVT assisted by ES Officer and ES Consultants

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		<p><i>Include the ESCOP and ESMP in bidding and contract documents for civil works</i></p> <p><i>Monitor the implementation of the ESCOP for renovation and maintenance works and ESMP for new constructions</i></p>	
3.2	<p>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</p> <p>Include resource efficiency (use of energy-efficient equipment) and pollution prevention and management measures in the Operation Implementation Manual (OIM).</p> <p>Apply the resource efficiency and pollution prevention and management measures covered in in the Operation Implementation Manual (OIM).</p> <p>Monitor implementation of measures during implementation of small renovation works and operation and maintenance of the TTIs and Job Centers.</p>	<p><i>Draft and adopt resource efficiency (use of energy-efficient equipment) and pollution prevention and management measures in the Operation Implementation Manual (OIM), prior to purchase of any ICT equipment</i></p> <p><i>Include resource efficiency (use of energy-efficient equipment) considerations and pollution prevention and management measures in bidding and contract documents for ICT equipment purchases</i></p> <p><i>Monitor the implementation all through the project</i></p>	<p><i>PMU of MLVT assisted by ES Officer and ES Consultants</i></p>
ESS 4: COMMUNITY HEALTH AND SAFETY			
4.1	<p>TRAFFIC AND ROAD SAFETY</p> <p>Incorporate measures to manage traffic and road safety risks as required in the ESMP and ESCOP.</p>	<p><i>Adopt the ESMP prior to sub-project implementation and thereafter implement the ESMP throughout Project</i></p> <p><i>Adopt the ESCOP prior to appraisal, and thereafter implement the ESCOP throughout Project</i></p> <p><i>Include the ESCOP and ESMP in bidding and contract documents for civil works</i></p>	<p><i>PMU of MLVT assisted by ES Officer and ES Consultants</i></p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		<i>Monitor the implementation of the ESCOP for renovation and maintenance works and ESMP for new constructions</i>	
4.2	<p>COMMUNITY HEALTH AND SAFETY</p> <p>Adopt and implement measures to manage specific risks to the communities arising from Project activities including risks of the spread of Covid-19 and other transmissible diseases, behavior of contractors’ workers, risks of labor influx, response to emergency situations, and include these measures in site specific ESMP and ESCOP, in a manner acceptable to the Bank.</p>	<p><i>Adopt the ESMP prior to sub-project implementation and thereafter implement the ESMP throughout Project</i></p> <p><i>Adopt the ESCOP prior to appraisal, and thereafter implement the ESCOP throughout Project</i></p> <p><i>Include the ESCOP and ESMP in bidding and contract documents for civil works</i></p> <p><i>Monitor the implementation of the ESCOP for renovation and maintenance works and ESMP for new constructions</i></p>	<p><i>PMU of MLVT assisted by ES Officer and ES Consultants</i></p>
4.3	<p>SEA AND SH AND VAC RISKS</p> <p>Prepare, adopt, and implement Gender-Based Violence and Sexual Exploitation and Abuse risk management guidelines designed to manage the risks of project activities exacerbating gender-based violence, including violence against students, sexual abuse and risk of exclusion of disadvantaged groups (on the basis of gender or ethnicity) both for students and teachers.</p> <p>The guidelines including generic code of conduct will be incorporated in the ESMF based on which specific action plans will be developed tailored to the different situation in the country.</p> <p>A training and dissemination program targeting government officials involved in the Project, and other project personnel.</p>	<p>During the procurement process, and before Project activity implementation and throughout the Project implementation</p> <p>Monitor the implementation of the guidelines throughout the project implementation</p>	<p><i>PMU of MLVT assisted by ES Officer and ES Consultants</i></p> <p>Selected Technical Training Institutions and Job Centers</p>
ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES			
7.2	<p>INDIGENOUS PEOPLES PLAN</p> <p>Prepare, adopt, and implement measures for social inclusion of ethnic groups in ESMF and/or site-specific EMFP(s).</p>		<p><i>PMU of MLVT</i></p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Develop and implement communication and targeted outreach strategy to reach out to vulnerable groups including indigenous peoples, people with disabilities, etc., and encourage their participation in the training programs and industry partnerships	Before the commencement of any Project activities affecting ethnic trainees and job seekers, and implement throughout the Project period	Selected Technical Training Institutions and Job Centers
7.3	GRIEVANCE MECHANISM Develop and implement a grievance redress mechanism (GRM) that is culturally sensitive, accessible, and inclusive tailored to the needs of ethnic minorities	Before the commencement of project activities and implement throughout the Project period	<i>PMU of MLVT</i> assisted by ES Officer and ES Consultants
ESS 8: CULTURAL HERITAGE			
8.1	CHANCE FINDS PROCEDURES Prepare, adopt and implement chance find procedures, as part of the ESMF (and generic ESCOP/ESMP).	Chance finds procedure developed and disclosed prior to the project appraisal and implement it throughout the Project implementation period.	<i>PMU of MLVT</i> assisted by ES Officer and ES Consultants
ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE			
10.1	STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION Adopt and implement a Stakeholder Engagement Plan (SEP) for the Project, consistent with ESS10, which shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable, and accessible information, and consult with them in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation	Adopt the SEP prior to appraisal, and thereafter implement the SEP throughout Project implementation.	<i>PMU of MLVT</i> assisted by ES Officer and ES Consultants
10.2	PROJECT GRIEVANCE MECHANISM Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.	Project GRM to be operational and disseminated to stakeholders before the start of project activities and operational throughout Project implementation	<i>PMU of MLVT</i> assisted by ES Officer and ES Consultants

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner	Monitor the implementation of GRM and address of grievances and appeals throughout the project implementation	
CAPACITY SUPPORT			
CS1	<ul style="list-style-type: none"> a) Basic training on the ESF/ESSs in the World Bank Environmental and Social Management Framework: Government officials involved in the Project, Project personnel; b) Training on implementation of the Project’s Management tools for Project managers, ES focal persons, and technical personnel; c) Training on screening of project activities for environmental and social risks or impacts: Project managers and focal points. d) Training on application of Environmental and Social Code of Practice, and Labour Management Procedures: Project managers and focal points; e) Training on gender and ethnic groups sensitivity: Project managers and Focal Points, Principals; f) Training on Gender Based Violence (GBV) to enable safe disclosure and referral (GRM): Project managers and Focal Points, managers and key staff; g) Grievance Redress Mechanism (safe disclosure and referral): Project managers and Focal Points, h) Environment, Health and Safety training for renovation works and ICT equipment operation and maintenance works; Emergency Action Planning. 	<p>During project preparation and within 90 days after project effectiveness and annually thereafter</p> <p>Monitor the implementation of capacity support activities throughout the project implementation</p>	<p><i>PMU of MLVT</i> assisted by ES Officer and ES Consultants</p>