

# Republic of Guinea/Ministry of Health and Public Hygiene

Guinea Enhancing Health System  
Transformation (GUEST) Project (P506072)

**Negotiated**

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

**August 19<sup>th</sup>, 2024**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of Guinea (the Recipient) will implement the Guinea Enhancing Health System Transformation (GUEST) Project (the Project), with the involvement of the Ministry of Health and Public Hygiene, as set out in the Financing Agreement. The International Development Association (Association) has agreed to provide financing for the Project, as set out in the referred agreement.
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 Association. The ESCP is a part of the Financing Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, 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 upon 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 Ministry of Health and Public Hygiene and the Association agree to update the ESCP to reflect these changes through an exchange of letters signed between the Association and the Minister of Finances. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit regular monitoring reports to the Association on the environmental, social, health, and safety (ESHS) performance of the Project. These reports should include, but are not limited to, updates on the implementation of the ESCP, the status of preparation and implementation of E&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s)</p>	<ul style="list-style-type: none"> <li>- Submit quarterly reports to the Association throughout Project implementation, commencing after the effective Date.</li> <li>- Submit each report to the Association no later than 15 days after the end of each reporting period.</li> </ul>	Project Coordination Unit (PCU)
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the Association of any incident or accident related to the Project that has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers. This includes, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injuries, or contamination by medical waste. Provide sufficient details regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or planned to address it. Include any information from contractors and/or supervising firm, as appropriate.</p> <p>Subsequently, at the Association’s request, prepare a report on the incident or accident and propose measures to address it and prevent its recurrence.</p>	<ul style="list-style-type: none"> <li>- Notify the Association no later than 48 hours after learning of the incident or accident. Notify the Association no later than 24 hours of SEA/SH incidents.</li> <li>- Provide subsequent report to the Association within an acceptable timeframe.</li> </ul>	PCU
C	<p><b>CONTRACTORS’ MONTHLY REPORTS</b></p>		PCU contractors

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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.	Submit monthly reports to the Association as annexes to the reports to be submitted under action A above.	
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <ul style="list-style-type: none"> <li>- Maintain a Project Coordination Unit (PCU) with qualified staff and sufficient resources to manage the ESHS risks and impacts of the Project. This includes an environmental and a social development specialist, a GBV specialist (full-time), and a waste management specialist (full-time).</li> <li>- Retain the E&amp;S team hired under the Health Security Program in Western and Central Africa MPA (P179078), consisting of four E&amp;S specialists (two environmental and two social specialists) based in the Regional Health Directorates who will oversee the environmental and social aspects of the subprojects on the ground.</li> <li>- Assess the performance of the E&amp;S team and take necessary measures, including hiring new qualified specialists.</li> </ul>	<ul style="list-style-type: none"> <li>- The PCU and the regional specialists shall be maintained throughout Project implementation.</li> <li>- Hire a GBV Specialist (full-time) and a medical waste management specialist (full-time) within three months of the Project's effective date and maintain these positions throughout Project implementation.</li> <li>- Assess the performance of the E&amp;S team no later than three (3) months after Project effectiveness, and annually throughout the Project's life.</li> </ul>	MoH
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <ul style="list-style-type: none"> <li>- Adopt and implement an Environmental and Social Management Framework (ESMF), consistent with the relevant ESSs, for the Project.</li> </ul>	<ul style="list-style-type: none"> <li>- The ESMF was adopted and disclosed in the country on August 19, 2024, and on the World bank's website on August 20, 2024.</li> </ul>	PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> <li>- Subcontractors for construction or rehabilitation activities must adopt and implement the site-specific Environmental and Social Impact Assessment (ESIA) and Environmental and Social Management Plan (ESMP) as outlined in the ESMF. Subprojects in the exclusion list of the ESMF shall be ineligible for financing under the Project.</li> </ul>	<ul style="list-style-type: none"> <li>- Implement the ESMF throughout Project implementation.</li> <li>- Adopt the site-specific ESMP before any construction or rehabilitation activity that requires it. Once adopted, implement the ESMP throughout Project implementation.</li> </ul>	
1.3	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate relevant aspects of the ESCP, including, inter alia, relevant E&amp;S instruments, Labor Management Procedures, and the code of conduct, into the ESHS specifications of procurement documents and contracts with contractors and supervising firms. Thereafter, ensure that contractors and supervising firms comply with the ESHS specifications.</p>	<p>Incorporate these measures in the preparation of procurement documents and contracts. Supervise contractors throughout Project implementation.</p>	PCU
1.4	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Ensure that all consultancies, studies (including feasibility studies, if applicable), capacity building, training, and other technical assistance activities under the Project including, inter alia, the ESMF, ESIA/ESMPs, assessment of ICWMP, regional Waste Management Plans, and any other technical assistance, are carried out in accordance with terms of reference acceptable to the Association, and consistent with the ESSs. Thereafter, ensure that the outputs of these activities comply with the terms of reference.</p>	Throughout Project implementation	PCU
1.5	<p><b>CONTINGENT EMERGENCY RESPONSE FINANCING</b></p> <p>a) Ensure that the CERC Manual, as specified in the Financial Agreement, includes a description of the ESHS assessment and management arrangements. This may include, if applicable, a CERC-ESMF/ESMF Addendum, which should be incorporated or referenced in the CERC Manual for the implementation of the CERC component, in accordance with the ESSs.</p>	a) The Adoption of the CERC manual and, if applicable, other relevant instruments in a form and substance acceptable to the Association, is a withdrawal condition under Section III.B(c) of Schedule 2 of the Financing Agreement for the Project.	CERC component designated Authority

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	b) Adopt all environmental and social (E&S) instruments required for activities under the CERC component of the Project, as specified in the CERC Manual and, if applicable, the CERC-ESMF or CERC-ESMF Addendum, in alignment with the ESSs. Thereafter, implement the measures outlined in these E&S instruments within the specified timeframes.	b) Adopt any required E&S instrument and include it as part of the respective bidding process, if applicable, and in any case, before carrying out the relevant Project activities for which the E&S instrument is required. Implement the E&S instruments according to their terms throughout Project implementation.	
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<b>LABOR MANAGEMENT PROCEDURES</b>  Adapt, adopt and implement the Labor Management Procedures (LMP) for the Project MPA, including, inter alia, provisions on working conditions, management of worker relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including policies relating to SEA and SH), and measures against forced labor and child labor. Include grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms. If Project activities include community workers, update the LMP prior to engaging them in accordance with relevant requirements ESS2 and in a manner acceptable to the Association.	- The LMP was adopted and disclosed in the country on July 19, 2024 and on the World Bank website on August 08, 2024.  - Thereafter implement the LMP throughout Project implementation. If needed, the LMP will be updated during the Project implementation.	PCU
2.2	<b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b>  Establish and operate a grievance mechanism for Project workers including community' workers, as described in the LMP and consistent with ESS2.	Establish a grievance mechanism prior engaging Project workers and thereafter maintain and operate it throughout Project implementation	PCU Contractors/sub-contractors
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<b>WASTE MANAGEMENT PLAN</b>  - Prepare a Medical Waste Management Plan (MWMP) for the Boké, Mamou, Faranah, Nzérékoré, and Labé regions.	- Adopt the MWMP within six (6) months of the Project's effective date of the project and thereafter, implement it throughout Project implementation.	PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	- Review and assess the Infection Control and Waste Management Plan (ICWMP) and fill any gaps with specific measures.	- Assess the ICWMP three (3) months after the Project's effective date.	
3.2	<b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> Incorporate resource efficiency and pollution prevention and management measures into the ESMP prepared under actions 1.2 and 1.5 above.	Same timeframe as for the adoption and implementation of the ESMP.	PCU
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<b>TRAFFIC AND ROAD SAFETY</b> Incorporate measures to manage traffic and road safety risks as required into the ESMP prepared under actions 1.2 and 1.5 above.	Same timeframe as for the adoption and implementation of the ESMP.	
4.2	<b>COMMUNITY HEALTH AND SAFETY</b> Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, risk related to construction activities, the handling, transport and use of medical products and waste, behavior of Project workers, labor influx, and emergency response. Include mitigation measures in the ESMPs prepared in accordance with the ESMF.	Same timeframe as for the adoption and implementation of the ESMPs.	PCU
4.3	<b>SEA AND SH RISKS</b> Adopt and implement an SEA/SH action plan to assess and manage the risks of SEA and SH, proportional to the risk level (i.e. Substantial).	Adopt the SEA/SH action plan before the start of activities and monitor its execution throughout Project implementation	PCU
4.4	<b>SECURITY MANAGEMENT</b> Assess and implement measures to manage the security risks of the Project, including risks associated with engaging security personnel to protect project's workers, sites, assets, and activities, as set out in the ESMP, guided by the principles of proportionality and GIIP, and by applicable law, regarding hiring, conduct, training, equipping, and monitoring of these personnel.	Prior to engaging security personnel and thereafter implemented throughout Project implementation	
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b> Not relevant			
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b> Not relevant			
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b> Not relevant			
<b>ESS 8: CULTURAL HERITAGE</b>			

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY	
Not relevant			
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
Not relevant			
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <ol style="list-style-type: none"> <li>1. Adapt, adopt and implement a Stakeholder Engagement Plan (SEP) for the MPA Project, consistent with ESS10. The SEP shall include measures to, inter alia, provide stakeholders with timely, relevant, understandable and accessible information, and to consult with them in a culturally appropriate manner, free from manipulation, interference, coercion, discrimination, and intimidation.</li> <li>2. The Stakeholder Engagement Plan (SEP) will be updated to include detailed information on information sharing methodologies, robust stakeholder mapping and identification of existing community platforms to facilitate effective and participatory community engagement, monitoring and evaluation.</li> <li>3. Recruit a local NGO specialist to support the implementation and monitoring of the SEP (if needed).</li> </ol>	<ul style="list-style-type: none"> <li>- The SEP was adopted and disclosed in the country on July 19, 2024, and on the World bank’s website on August 08, 2024.</li> <li>- Implement the SEP throughout Project implementation.</li> <li>- The SEP will be updated no later than three (3) months after the project’s effective date.</li> </ul>	
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <ol style="list-style-type: none"> <li>1. Establish, publicize, maintain, and operate an accessible grievance mechanism to receive and facilitate the resolution of concerns and grievances related to the Project promptly and effectively. The mechanism should be transparent, culturally appropriate, and readily accessible to all Project-affected parties, at no cost and without retribution, including anonymous concerns and grievances, in a manner consistent with ESS10.</li> </ol>		PCU



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>2. Prepare and implement a Grievance Mechanism Implementation Action Plan in coordination with the National Agency for Local Communities Financing (ANAFIC in French).</p> <p>3. The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including referring survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner. This grievance redressing Mechanism will be supported by a communication plan to ensure that project stakeholders are aware of its existence, procedures for submitting and handling complaints, and other avenues of redress.</p>	<p>- Establish the grievance mechanism no later than three (3) months after Project’s effective date, and thereafter, maintain and operate it throughout Project implementation. In the meantime, the project will use the GM establish under the previous project (the Guinea COVID-19 Emergency Response and System Preparedness Strengthening Project (CERSPP) and its two additional financing [P174032, P176706 &amp; P178602], and the Health Services and Capacity Strengthening Project [P163140]).</p>	
<b>CAPACITY SUPPORT</b>			
CS1	<p>E&amp;S capacity strengthening for regional health inspection staff including:</p> <ul style="list-style-type: none"> <li>• Environmental and social basic requirements;</li> <li>• Environmental and social monitoring, evaluation and reporting;</li> <li>• Medical waste management; and</li> <li>• Environmental and social incident investigation</li> </ul>	<p>Training to start six (6) months after the Project effective date and continue throughout the project duration.</p>	<p>Regional E&amp;S specialists PCU</p>
CS2	<p>Environmental and social standards training:</p> <ul style="list-style-type: none"> <li>• ESS 1: Assessment and management of environmental and social risks and impacts</li> <li>• ESS 2: Labor and working conditions and the Labor Management Procedures (LMP)</li> <li>• ESS 3: Resource efficiency and pollution prevention and management</li> <li>• ESS 4: Community Health and Safety, and the SEA/SH prevention and management plan</li> <li>• ESS 10: Stakeholder Engagement and Information Disclosure and the Stakeholder Engagement Plan (SEP)</li> </ul>	<p>Six (6) months after the Project’s effective date.</p>	<p>PCU</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>The training shall target the following actors:</p> <ul style="list-style-type: none"> <li>• Project Steering Committee;</li> <li>• PCU (social specialist, environmental specialist, specialist, procurement specialist);</li> <li>• MoH central and health regional directorates;</li> <li>• NGOs working in the environmental and social fields in the Project areas;</li> <li>• Technical structures;</li> <li>• National Environment Agency (AGE); and</li> <li>• Relevant territorial authority’s Monitoring and Evaluation Plan.</li> </ul>		
<p>CS3 Occupational health and safety training:</p> <ul style="list-style-type: none"> <li>• Contractors and supervising entities shall train all workers involved in Project activities, including security personnel, on occupational health and safety, first aid equipment, prevention of emergencies, preparedness, and response (how to prepare for and react to such situations) ;</li> <li>• Risk management in the workplace;</li> <li>• Management of sanitary waste, D3E and livestock waste; and</li> <li>• Complaint management.</li> </ul> <p>Contractors must also ensure that their subcontractors’ workers are trained on the same subjects.</p> <p>The training shall target the following:</p> <ul style="list-style-type: none"> <li>• Contractors;</li> <li>• Contractors Workers (including subcontractors) ;</li> <li>• Community workers;</li> <li>• Supervising entities; and</li> <li>• PCU</li> </ul> <p>Information, Education and Communication (IEC)</p>	<p>Prior to the start of employment of newly recruited workers and those already working, training would be provided quarterly to ensure that all staff are trained.</p> <p>Throughout the implementation of the Project</p>	<p>PCU</p>

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>Raise awareness among contractors' workers, including subcontractors' workers, and supervising entity mobilized on the sites of environmental and social standards.</p>		
<p>CS4 Training on labor and working conditions:</p> <ul style="list-style-type: none"> <li>• Conditions of employment under national labor laws ;</li> <li>• Code of conduct for suppliers/ service providers and subcontractors;</li> <li>• Workers' organizations ;</li> <li>• Rules on child labor and minimum working age;</li> <li>• Workers' rights ;</li> <li>• Worker complaints and related SEA/SH complaints; and</li> <li>• Discrimination and harassment, SEA/SH incidence in the workplace.</li> </ul> <p>The training shall target the following actors:</p> <ul style="list-style-type: none"> <li>• Workers of service providers and</li> <li>• NGOs working in the social field of the Project area.</li> </ul>	<p>Prior to the start of employment for both newly recruited workers and those already working, training would be provided quarterly to ensure that all staff are trained.</p>	<p>PCU Contractors</p>
<p>CS5 Training on the grievance mechanism</p> <ul style="list-style-type: none"> <li>• The training shall cover the following modules:</li> <li>• Registration and processing procedure ;</li> <li>• Complaint's Resolution Procedure;</li> <li>• Documentation and handling of complaints;</li> <li>• Use of the procedure by various stakeholders; and</li> <li>• SEA/SH complaints.</li> </ul> <p>The training shall target the following stakeholders:</p> <ul style="list-style-type: none"> <li>• PCU (social specialist, environmental specialist, gender/SEA/SH specialist, and procurement specialist) ;</li> <li>• Local or regional monitoring committees or grievance management committees;</li> </ul>	<p>Prior to the start of employment for both newly recruited workers and those already working, training would be provided quarterly to ensure that all staff are trained.</p>	

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> <li>Local community representatives;</li> <li>Relevant technical structures;</li> <li>Relevant local governments; and</li> <li>NGOs working in the social field in the Project area.</li> </ul>		
CS6	<p>SEA/SH Risk Training</p> <ul style="list-style-type: none"> <li>Awareness, prevention, and mitigation of SEA/SH risk;</li> <li>Topics, activities, and target audiences shall be defined in the SEA/SH Action Plan;</li> <li>Dissemination of the SEA/SH Action Plan (activities, target groups);</li> <li>Addressing SEA/SH complaints;</li> </ul> <p>The training shall target the following actors:</p> <ul style="list-style-type: none"> <li>PCU (social specialist, environmental specialist, gender/SEA/SH specialist, procurement specialist);</li> <li>Relevant central and local technical structures;</li> <li>The Guinean Environmental Assessment Agency (Agence Guinéenne d’Evaluation Environnementale, AGEE in French ) ;</li> <li>Authorities and local communities concerned;</li> <li>NGOs working in the social field in the Project area</li> </ul>	<p>Prior to the start of employment for newly recruited workers and those already working, training would be provided quarterly to ensure that all staff, actors, and stakeholders involved are trained</p>	PCU
CS7	<ul style="list-style-type: none"> <li>Information on/awareness of potential environmental and social risks targeting local populations/communities:</li> <li>Information on/awareness of potential environmental and social risks, including the Project SEA/SH, to demonstrate their commitment and participation in the identification of measures aimed at minimizing and mitigating negative environmental and social risks and impacts related to Project implementation.</li> </ul>	<p>Before the start of the works (studies and consultations, etc.) and throughout Project implementation.</p>	PCU