

KINGDOM OF CAMBODIA

# Skills for Better Jobs Project (P179159)

## Draft for Negotiations ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN (ESCP)

**December 2023** (to be dated the day of negotiations)

## 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 (the “MLVT”) and the Skills Development Fund (“SDF” or “Project Implementing Entity” or “PIE”), as set out in the Financing Agreement and the Project Agreement. The International Development Association (the “Association”) has agreed to provide financing for the Project, as set out in the referred agreements.
2. The Recipient and SDF 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 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 and SDF 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, the Recipient, and SDF, 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 MLVT Minister or designate, and/or SDF, and the Association agree to update the ESCP to reflect these changes through exchanges of letters signed between the Association and the Recipient. 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>As a part of its regular Project reporting, prepare and submit to the Association regular monitoring reports, in form and substance satisfactory to the Association, 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&amp;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> <p>Submit each report to the Association no later than one week after the end of each reporting period.</p>	PMU of MLVT and SDF-PIU
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Prepare and operationalize the Incident Reporting Mechanism</p> <p>Promptly notify the Association of any incident or accident related to or having an impact on 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 training institution (TI) 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 and the SDF-PIU, with the support from the Environment and Social Officer (ESO), as appropriate.</p> <p>Subsequently, as per the Association’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 (and prior to the start of any construction works).</p> <p>Notify the Task Team Leader appointed by the Association or his/her alternate 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>	PMU of MLVT and SDF-PIU
C	<p><b>CONTRACTORS’ MONTHLY REPORTS</b></p> <p>Submit monthly monitoring reports summarizing the implementation of environmental and social (ES) mitigation measures, to the PMU of the MLVT and to SDF-PIU.</p>	<p>Monthly (and upon request by the Association).</p>	

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	Submit such monthly reports to the Association by the PMU of MLVT and by SDF-PIU.		Contractors /supplier or any other consultant employed by the Project (and by the PMU of MLVT and SDF-PIU to the Association)
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain the Project Management Unit (PMU) at the MLVT and SDF-PIU. The PMU will comprise qualified staff from respective departments of MLVT and the SDF-PIU should also be comprised with qualified staff and resources to ensure proper management of the E&amp;S risks and impacts of the Project.</p> <p>The PMU and the SDF-PIU shall each 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>The PMU and the SDF-PIU shall each procure one consultant with expertise in environmental and social standards, respectively, to provide intermittent inputs including monitoring, reporting and training.</p> <p>The E&amp;S management team will serve as an integral part of the organizational structure of the Project.</p>	<p>PMU to be established within three (3) months after Project effectiveness and maintained throughout Project implementation. SDF-PIU to be established within three (3) months /days after Project effectiveness and maintained throughout Project implementation.</p> <p>Appointed within 30 days after Project effectiveness.</p> <p>Recruited within 90 days after Project effectiveness.</p> <p>Thereafter, maintain these two positions throughout Project implementation.</p>	PMU of MLVT and SDF-PIU

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>1.2</p>	<p><b>ENVIRONMENTAL AND SOCIAL ASSESSMENT</b></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"> <li>- Rapid Social Assessment</li> <li>- E-waste Management Plan</li> <li>- Environmental and Social Code of Practices (ESCOP) for office renovation work</li> <li>- Environmental, social, health and safety Code of Practices for Project staff and people involved in the Project implementation</li> <li>- Labour Management Procedures (LMP) including Workers’ Grievance Procedure</li> <li>- Chance Finds procedures</li> <li>- Environmental and Social Management Plan (ESMP) outline</li> <li>- Occupational Health and Safety (OHS) Procedures</li> <li>- Contingent Emergency Response Component (CERC) Manual</li> </ul> <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>ESMF adopted (including (i) LMP including Workers’ Grievance Procedure and Codes of Conduct; (ii) package and e-waste management plan; (iii) ESCOP, including OHS considerations and Chance Find Procedures; (iv) Rapid Social Assessment; (v) ESMP Outline; (vi) Screening forms; (vii) Ineligibility list, and (viii) CERC manual) and disclosed on June 27, 2023.</p> <p>Thereafter implement the ESMF throughout Project implementation.</p> <p>Prepare and adopt the site-specific ESMP and any additional plans needed (such as LMP or ESCOP) 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>1.3</p>	<p><b>MANAGEMENT TOOLS AND INSTRUMENTS</b></p> <p>Screen and assess E&amp;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&amp;S management plans (ESMPs) when required (see under respective ESSs), in accordance with the ESMF and SEP and in a manner acceptable to the Association.</p>	<p>Throughout Project implementation.</p> <p>Prior to sub-project implementation after due consultation and disclosure in local language(s).</p>
<p>1.4</p>	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>Incorporate the relevant aspects of the ESCP and E&amp;S documents required under this ESCP into the procurement documents with contractors and sub-contractors.</p>	<p>Prior to launching bidding processes and as part of the preparation of procurement documents.</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		Supervise contractors throughout Project implementation.	
1.5	<p><b>TECHNICAL ASSISTANCE</b></p> <p>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 Association, that are consistent with the ESSs. Thereafter ensure that the outputs of such activities comply with the terms of reference.</p>	Throughout Project implementation.	PMU of MLVT, SDF-PIU and Contractors of TA
1.6	<p><b>CONTINGENT EMERGENCY RESPONSE FINANCING</b></p> <p>a) Ensure that the CERC Manual includes a description of the ESHS assessment and management arrangements for the implementation of the Contingent Emergency Response Part under Part 4 of the Project, in accordance with the ESSs.</p> <p>b) Adopt any environmental and social (E&amp;S) instruments which may be required for activities under the Contingent Emergency Response Part of the Project, in accordance with the CERC Manual and the ESSs, and thereafter implement the measures and actions required under said E&amp;S instruments, within the timeframes specified in said E&amp;S instruments.</p>	<p>a) The adoption of the CERC Manual in form and substance acceptable to the Association is a withdrawal condition under Section I.G of Schedule 2 of the Financing Agreement for the Project.</p> <p>b) Adopt any required E&amp;S instrument and include it as part of the respective bidding process, if applicable, and in any case, before the carrying out of the relevant Project activities for which the E&amp;S instrument is required. Implement the E&amp;S instruments in accordance with their terms, throughout Project implementation.</p>	PMU of MLVT
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Adopt, consult, disclose and implement the Labor Management Procedures (LMP) that have been developed for the Project in accordance with ESS2.</p>	LMP was consulted upon, adopted and disclosed on June 27, 2023. Thereafter implement the LMP	PMU of MLVT and SDF-PIU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		throughout Project Implementation and update for site-specific subprojects if required.	Selected Technical Training Institutions and Job Centers Contractors
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish, maintain, and operate a grievance mechanism for Project workers, as described in the LMP and consistent with ESS2.</p>	Grievance Mechanism for Project Workers to be established and operational 30 days after Project effectiveness and prior to engaging any Project workers and thereafter, implemented throughout Project Implementation.	PMU of MLVT and SDF-PIU Contractors
2.3	<p><b>OCCUPATIONAL HEALTH AND SAFETY (OHS) MEASURES</b></p> <p>Adopt, and implement occupational, health and safety (OHS) measure described in the ESMF.</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>Establish and implement regular monitoring on the workplace OHS hazards accordingly, 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.</p>	<p>Before the start of civil works.</p> <p>Ensure compliance with OHS measures throughout Project implementation.</p>	PMU of MLVT and SDF-PIU Contractors
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>WASTE MANAGEMENT PLAN</b></p> <p>Adopted and implement E-Waste Management Plan, to manage hazardous and non-hazardous wastes, in accordance with and consistent with ESS 3, as part of the ESMF.</p>	Adopted the E-Waste Management Plan and disclosed it on June 27, 2023 as part of ESMF, and thereafter implement the E-Waste Management Plan throughout Project implementation.	PMU of MLVT and SDF-PIU assisted by ES Officers and ES Consultants

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>Include waste management requirements for civil works activities for renovation and new construction in the ESMP and ESCOP as well as monitor implementation of measures during implementation of the activities.</p>	<p>Prepare and adopt the site-specific ESMP prior to sub-project implementation and thereafter implement such ESMP throughout Project implementation.</p> <p>Adopted the ESCOP and disclosed it on June 27, 2023 as part of the ESMF, and thereafter implement the ESCOP throughout Project implementation.</p> <p>Include the ESCOP and site-specific ESMP in bidding and contract documents for civil works.</p> <p>Monitor the implementation of the ESCOP for renovation and maintenance works and site-specific ESMP for new constructions.</p>	
3.2	<p><b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>                      Include resource efficiency (use of energy-efficient equipment) and pollution prevention and management measures in the Project Operations Manual (POM).</p> <p>Apply the resource efficiency and pollution prevention and management measures covered in in the Project Operations Manual (POM).</p> <p>Monitor implementation of measures during implementation of small renovation works and operation and maintenance of the TIs and Job Centers.</p>	<p>Adopt resource efficiency (use of energy-efficient equipment) and pollution prevention and management considerations in the Project Operations Manual (POM), prior to purchase of any ICT equipment.</p> <p>Include resource efficiency (use of energy-efficient equipment) considerations and pollution prevention and management measures in bidding and contract documents for ICT equipment purchases.</p> <p>Monitor the implementation all through the Project.</p>	<p>PMU of MLVT and SDF-PIU assisted by ES Officers and ES Consultants</p>
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
4.1	<p><b>TRAFFIC AND ROAD SAFETY</b></p> <p>Incorporate measures to manage traffic and road safety risks as required in the ESMP and ESCOP.</p>	<p>Prepare and adopt the site-specific ESMP prior to sub-project implementation and thereafter implement such ESMP throughout Project implementation.</p> <p>Adopted the ESCOP and disclosed it on June 27, 2023, as part of the ESMF, and thereafter implement the ESCOP throughout Project implementation.</p> <p>Include the ESCOP and site-specific ESMP in bidding and contract documents for civil works.</p> <p>Monitor the implementation of the ESCOP for renovation and maintenance works and the site-specific ESMP for new constructions.</p>	<p>PMU of MLVT assisted by ES Officers and ES Consultants</p>
4.2	<p><b>COMMUNITY HEALTH AND SAFETY</b></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 Association.</p>	<p>Prepare and adopt the site-specific ESMP prior to sub-project implementation and thereafter implement such ESMP throughout Project implementation.</p> <p>Adopted the ESCOP and disclosed it on June 27, 2023, as part of the ESMF, and thereafter implement the ESCOP throughout Project implementation.</p> <p>Include the ESCOP and site-specific ESMP in bidding and contract documents for civil works.</p>	<p>PMU of MLVT and SDF-PIU assisted by ES Officers and ES Consultants</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		Monitor the implementation of the ESCOP for renovation and maintenance works and site-specific ESMP for new constructions.	
4.3	<p><b>SEA AND SH AND GBV RISKS</b></p> <p>Prepare, adopt, and implement the ESMF which includes guidance on avoiding Gender-Based Violence ("GBV"), Sexual Harassment ("HS"), and Sexual Exploitation and Abuse ("SEA") risks during Project implementation. The ESMF includes a code of conduct that should be adopted by all Project workers.</p> <p>As part of site-specific ESMP, construction personnel and other identified stakeholders to have induction training on gender-based violence and discrimination.</p> <p>Ensure students and staff in supported institutions have access to reporting mechanisms and support services relating to gender-based violence and discrimination.</p>	<p>The ESMF, including guidance on SEA/SH/GBV risks, was adopted and disclosed it on June 27, 2023. Thereafter implement the ESMF throughout Project implementation.</p> <p>Site-specific ESMP included in bidding and contract documents for civil works.</p> <p>Monitor the implementation of the site-specific ESMP for new construction.</p> <p>During Project implementation, outline referral mechanisms and support services available.</p>	<p>PMU of MLVT and SDF-PIU assisted by ES Officers and ES Consultants</p> <p>Selected Technical Training Institutions and Job Centers</p>
<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>			
7.2	<p><b>INDIGENOUS PEOPLES PLAN</b></p> <p>Disclose, consult upon, adopt, and implement measures for social inclusion of ethnic groups for the Project as outlined in the ESMF and the Stakeholder Engagement Plan (SEP) and/or site-specific ESMP(s), in accordance with ESS7.</p> <p>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</p>	<p>Prepare, and adopt measures outlined in the ESMF and SEP before the commencement of any Project activities affecting ethnic trainees and job seekers or being undertaken in areas with a high presence of Indigenous groups as described in the ESMF.</p>	<p>PMU of MLVT and SDF-PIU</p> <p>Selected Technical Training Institutions and Job Centers</p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
7.3	<p><b>GRIEVANCE MECHANISM</b></p> <p>Prepare, adopt and implement a grievance redress mechanism (GRM) for indigenous people, that is culturally sensitive, accessible, and inclusive tailored to the needs of ethnic minorities</p>	The GRM to redress complaints submitted by indigenous people shall be prepared and adopted before the commencement of any Project activities that affected indigenous people – as identified through the ESMF - and implement throughout the Project period.	PMU of MLVT assisted by ES Officers and ES Consultants
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<p><b>CHANCE FINDS PROCEDURES</b></p> <p>Prepare, adopt and implement the chance find procedures, as part of the ESMF of the Project (and generic ESCOP/ESMP).</p>	Chance finds procedures adopted as part of the ESMF. Implement the procedures throughout Project implementation.	PMU of MLVT assisted by ES Officers and ES Consultants
<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> <p>Adopt and implement a standalone 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.</p>	SEP prepared, consulted upon, adopted and disclosed in-country on June 8, 2023 and on June 26, 2023 at World Bank website, and thereafter implement the SEP throughout Project implementation.	PMU of MLVT and SDF-PIU assisted by ES Officer and ES Consultants
10.2	<p><b>GRIEVANCE MECHANISM</b></p> <p>Establish, publicize, maintain, and operate an accessible grievance mechanism for all subcomponents requiring construction and specific institutions supported, 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.</p>	GRM to be operational and disseminated to stakeholders before the start of any subproject activities and operational throughout Project implementation.	PMU of MLVT assisted by ES Officers and ES Consultants

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		Monitor the implementation of GRM and address of grievances and appeals throughout Project implementation.	
<b>CAPACITY SUPPORT</b>			
CS1	<ul style="list-style-type: none"> <li>a) Basic training on the ESF/ESSs in the World Bank Environmental and Social Management Framework: Government officials involved in the Project, Project personnel;</li> <li>b) Training on implementation of the Project’s Management tools for Project managers, ES focal persons, and technical personnel;</li> <li>c) Training on screening of Project activities for environmental and social risks or impacts: Project managers and focal points.</li> <li>d) Training on application of Environmental and Social Code of Practice, and Labour Management Procedures: Project managers and focal points;</li> <li>e) Training on gender and ethnic groups sensitivity: Project managers and focal points, key staff;</li> <li>f) Training on Gender Based Violence (GBV) to enable safe disclosure and referral (GRM): Project managers and Focal Points, managers and key staff;</li> <li>g) GRM (safe disclosure and referral): Project managers and Focal Points;</li> <li>h) Environment, Health and Safety training for renovation works and ICT equipment operation and maintenance works; Emergency Action Planning.</li> </ul>	<p>During Project preparation and within 90 days after the Effective Date and annually thereafter</p> <p>Monitor the implementation of capacity support activities throughout Project implementation.</p>	<p>PMU of MLVT and SDF-PIU assisted by ES Officers and ES Consultants</p>