



Concept Environmental and Social Review Summary

Concept Stage

(ESRS Concept Stage)

Date Prepared/Updated: 03/01/2023 | Report No: ESRSC03333



BASIC INFORMATION

A. Basic Project Data

Country	Region	Project ID	Parent Project ID (if any)
Cambodia	EAST ASIA AND PACIFIC	P179159	
Project Name	Cambodia Skills for Better Jobs Project		
Practice Area (Lead)	Financing Instrument	Estimated Appraisal Date	Estimated Board Date
Social Protection & Jobs	Investment Project Financing	6/27/2023	11/16/2023
Borrower(s)	Implementing Agency(ies)		
Ministry of Economy and Finance	Ministry of Labor and Vocational Training		

Proposed Development Objective

To enhance quality and relevance of skills among Cambodia's upcoming and existing workforce, and in case of an Eligible Crisis or Emergency, respond promptly and effectively to it.

Financing (in USD Million)	Amount
Total Project Cost	40.00

B. Is the project being prepared in a Situation of Urgent Need of Assistance or Capacity Constraints, as per Bank IPF Policy, para. 12?

No

C. Summary Description of Proposed Project [including overview of Country, Sectoral & Institutional Contexts and Relationship to CPF]

The proposed project will focus on delivering quality skills that are in demand by industry to respond to the challenges faced in developing skills among the workforce. It will comprise four components: (a) skilling-up to respond to industry needs; and (b) information and orientation for better jobs; (c) project management; and (d) Contingent Emergency Response Component (CERC).

Component 1: Skilling-Up to Respond to Industry Needs will improve the quality and demand-responsiveness of TVET by strengthening and incentivizing industry’s engagement in the design and delivery of TVET. It will support sector-wide activities to promote effective collaboration between industry and training institutions; strengthening select



sector skills councils; capacity building among both employers and the management and teachers of training institutions on the benefits of employer engagement in skills development (EESD), and updating curricula to meet current skill demand. It will also improve industry engagement and quality of training delivery in select training institutions, through establishment of industry-school committees (ISC), financial incentives for EESD activities, capacity building of training institutions, and upgrading of equipment and facilities.

Component 2 - Information and Orientation for Better Jobs will support labor market information and expand services on job search and orientation. It will support a Labor market information system (LMIS) with the functions of labor market intelligence, job matching, and career guidance. It will also support services of job search and career orientation, and rehabilitation and equipment of select job centers.

Component 3 – Project Management will support the establishment and maintenance of the project implementation arrangements, the operation of an effective project management unit, stakeholder engagement activities and the operations of a grievance redress mechanism (GRM).

Component 4 – CERC will provide swift response in the event of an Eligible Crisis or Emergency.

D. Environmental and Social Overview

D.1. Detailed project location(s) and salient physical characteristics relevant to the E&S assessment [geographic, environmental, social]

The project will be implemented nation-wide at selected training institutions and job centres with Ministry of Labour and Vocational Training (MLVT) as the implementation agency. The Royal Kingdom of Cambodia has an estimated population of 16.7 million (2022). Economic growth is strong, with GDP growth rates of about 7.7 percent (2001 to 2011) pre-COVID and 4.8 percent (2022). The economic growth is driven by manufacturing (garment), agricultural, construction and tourism sectors. Cambodia's impressive economic performance could be challenged by the country's high vulnerability to the negative impacts of climate change: It is one of the world's most flood exposed nations and faces high temperatures, droughts, and sea level rise. Despite economic growth, Cambodia's population is still mostly rural based (76 percent in 2019) and it remains one of the poorest countries in the Southeast Asia region. Cambodia lies mostly in the basin of the Mekong River with the large lake Tonle Sap in its western part.

Cambodia is also mainly homogenous nation with more than 95 percent of its population of Khmer ethnic group. The Khmers are indigenous to the lowland Mekong sub region. The country's minority groups are Chams (1.2 percent), Vietnamese (0.1 percent) and Chinese (0.1 percent). Also, about 1.25 percent (184,000 people) of the population constitutes twenty-two indigenous ethnic minority groups who are ethnically non-Khmer. Indigenous peoples are found in 15 of Cambodia's 25 provinces, in particular in Ratanakiri, Mondulkiri and Stung Treng provinces, as well as in Kratie province. There are 37 TVET institutions in Cambodia, including in all these locations.

There is no robust data on Indigenous peoples in the Census or official government statistics such as educational attainment rates and labor force participation. Nevertheless, the available data suggests that Indigenous peoples in Cambodia have lower primary and secondary school enrolment rates and higher rates of late school enrolment and school dropouts. Approximately about one-third of Indigenous peoples can read and write Khmer, with men generally having a higher literacy rate than women. Nearly 50 percent of Indigenous children have never been enrolled in



school and less than 50 percent are currently attending school. Among Indigenous peoples aged 15 and over, 87.1 percent were economically active, largely the same for men and women. However, the majority are working without pay (57.3 percent), in particular women (78.4 percent) who may be doing more domestic and unpaid duties. In terms of the economic sectors, the vast majority of Indigenous peoples aged 15 and over are employed in agriculture (93.3 percent of the population), followed by the services sector (5.1 percent).

D. 2. Borrower’s Institutional Capacity

The project is expected to be implemented by the Ministry of Labour and Vocational Training (MLVT) acting through the Department General of Vocational Education and Training (DG TVET) and the National Employment Agency (NEA). The proposed project will support the establishment and the operation of a Project Management Unit (PMU) to handle all matters relating to project implementation, including day-to-day operations, procurement, financial management, disbursement, environmental and social management, monitoring and evaluation. The detailed project implementation arrangements will be finalized during the project preparation.

MLVT has no experience with implementing the Environmental and Social Framework (ESF) and lack strong understanding of the World Bank’s operational procedures, including fiduciary and ESF. Therefore, the MLVT will be supported by local and international consultants, who will provide guidance during project preparation and implementation. Also, E&S Safeguards focal person will be appointed to coordinate efforts and ensure overall ES compliance/performance especially for potential social issues including GRM, stakeholder engagement, gender/inclusion, SEA/SH and IPs. Additionally, relevant training programs will be provided to the project team for the World Bank’s ESF implementation.

II. SCREENING OF POTENTIAL ENVIRONMENTAL AND SOCIAL (ES) RISKS AND IMPACTS

A. Environmental and Social Risk Classification (ESRC)

Moderate

Environmental Risk Rating

Low

The Environmental Risk Rating is designated as Low at this stage, as only negligible or minimal environmental risks and impacts are anticipated from the project activities. The environmental risks and impacts are mainly related to (i) disposal/recycling of package and electronic wastes from ICT upgrades of some learning facilities and LMIS; (ii) generation of noise, dust, minor hydrocarbon spills, waste and sedimentation during minor civil works from rehabilitation of selected training facilities and job centers. The identified risks and impacts can be easily mitigated with implementation of package/electronic waste management plan and Environmental Code of Practice (ECOP) which are part of the Environmental and Social Management Framework (ESMF) to be prepared and disclosed prior to project Appraisal. In addition, the project will include description of technically and financially feasible measures to improve energy efficiency (e.g., use of energy-efficient equipment) as part of the ESMF. The operation implementation manual (OIM) will also include provisions of description of technically and financially feasible measures to improve energy efficiency (EE) as per the World Bank Group (WBG) Environmental, Health, and Safety (EHS) Guidelines and relevant Good International Industry Practices (GIIPs. References to the General Environmental Health and Safety Guidelines (EHSGs) and GIIPs will be duly incorporated in the design and scope of the training programs and advisory services to be supported by the project.

Social Risk Rating

Moderate

Public Disclosure



The Social risk under the project is considered Moderate due to the lack of experience of the implementing agency with the ESF, risks of exclusion of indigenous groups and site-specific risks from rehabilitation activities. While the project is expected to benefit Cambodia's youth population, including women, there is a risk that project benefits will not reach indigenous groups if project activities take place in areas where these groups are present. There are also risks that activities that may have nation-wide impacts, do not consider the needs of Indigenous groups. Similarly, there are risks of not considering the needs of people with disabilities who mainly have jobs in the informal work sector, as well as risks of not considering accessibility needs when rehabilitating TVET facilities. Proposed project works are limited to upgrading (expanding, renovate and refurbishing) learning facilities within the existing TVET colleges and premises, and thus land acquisition will not be required. However, there will be site-specific Occupational Health and Safety (OHS) risks to workers and potentially to the community living close to the TVET locations. The project will also need to be mindful of Gender Based Violence (GBV) Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) risks, both during rehabilitation and the operation of the project supported TVET facilities (dormitories, training, career guidance, etc.), though this risk is assessed as low.

B. Environment and Social Standards (ESSs) that Apply to the Activities Being Considered

B.1. General Assessment

ESS1 Assessment and Management of Environmental and Social Risks and Impacts

Overview of the relevance of the Standard for the Project:

Overall environmental risk is rated low because the proposed project activities are not expected to have significant adverse environmental impacts. The potential environmental risks are mainly related to: (a) generation of package wastes/e-wastes and OHS risks associated with ICT upgrades for selected learning facilities and the LMIS; and (b) generation of noise, dust, minor hydrocarbon spills, waste and sedimentation as well as OHS risks during minor civil works from renovation and rehabilitation of selected training facilities and job centers. Construction waste streams may include hazardous materials such as asbestos containing materials or lead containing paints.

There will not be any land acquisition and associated minor civil works (renovation and rehabilitation) will be limited within the existing premises of beneficiary institutions. Therefore, no key environmental and social risks related to physical and geographical issues, biodiversity, land access, and cultural heritage, have been identified. Other possible impact during the minor civil work is use of finite resources (construction materials, power, water, etc.). Overall, the environmental risks and impacts are anticipated to be limited, localized, site specific, and temporary, which would be easily mitigated during project implementation. In addition, the project will include description of technically and financially feasible measures to improve energy efficiency (EE) in the ESMF and operation implementation manual (OIM) as per the World Bank Group (WBG) Environmental, Health, and Safety (EHS) Guidelines and relevant GIIPs.

Social risks from the project during rehabilitation include the influx of labour force, which can be minimized by hiring local labour. The project will need to ensure there is equitable opportunities for unskilled labour (i.e. unskilled jobs made available to women at the same pay as men, that jobs are inclusive of indigenous peoples, the poor and vulnerable groups), that there is no child labour, that suitable worker's camps are set up (if needed), that appropriate precautions to prevent COVID are taken for both workers and the nearby community and that risks of GBV/SEA in the workforce and the community, including TVET students, are well managed during civil works and operations of the



institutions. There may also be OHS risks for the workforce and potential for additional Community Health and Safety risks, such as due to traffic in/out of the TVET center. These risks can be managed as part of the ESMF.

While the project is expected to bring benefits to project stakeholders, there are also social risks concerning social inclusion, particularly of disadvantaged groups such as Indigenous peoples. Considerations of people living with disabilities should also be taken into account. The assessment of these risks, through a Social Assessment that will be part of the ESMF, and suggested steps to maximize project benefits should feed into the preparation of the ESMF and the Stakeholder Engagement Plan (SEP). Applying the principle of proportionality, considerations relating to Indigenous Peoples should be mainstreamed into project design and addressed in the ESMF (including Social Assessment) and SEP. These documents should include considerations on meaningful consultations with Indigenous Peoples as well as opportunities for them to benefit from the project activities. Project design includes engagement with Indigenous group organizations as well as organizations working with people with disabilities, as well as other vulnerable groups, to better understand their needs and how the project could potentially benefit them.

To mitigate the project Environmental and social risks and impacts, the Borrower will prepare and disclose prior to appraisal, the Environmental and Social Management Framework (ESMF) because the emplacement and nature of the minor civil works for renovation and rehabilitation will be identified during project implementation. The ESMF would describe the overall project objectives, its baseline conditions, applicable policies and legislation, overall key environmental and social risks/impacts considerations (including Indigenous Peoples), and procedures for the management of E&S risks during implementation. The ESMF will include the Social Assessment as well as (a) Labour Management Procedures (LMP) including Workers' Grievance Procedure, (b) package and e-waste management plan, (c) ECOP; (d) OHS procedures; (e) Chance Finds procedures; (f) ESMP template with ineligibility list; (g) CERC addendum, and (h) Capacity Assessment, Budget and Staffing, describing the type of support (staff, training) the Borrower is likely to need during implementation to meet E&S commitments. The ESMF will be prepared with active participation from stakeholders through public consultations and findings incorporated. Additionally, due to low institutional knowledge of ESF, external consultants will be hired to support the client and E&S Safeguards focal person in MLVT will be appointed to coordinate efforts and ensure overall ES compliance/performance. Operation implementation manual (OIM) will also incorporate description of technically and financially feasible measures to improve energy efficiency (EE) as per the World Bank Group (WBG) Environmental, Health, and Safety (EHS) Guidelines and relevant GIIPs.

A standalone SEP including a Grievance Redress Mechanism (GRM) will be prepared prior to appraisal to guide the Borrower to identify stakeholders, build and maintain a constructive relationship with them, and to meet communication and disclosure requirements with a particular focus on project-affected parties. The SEP will include inclusion and engagement strategies for Indigenous Peoples. Further details are provided under ESS7 and ESS10.

An Environmental and Social Commitment Plan (ESCP), drawn and agreed between the Bank and the Borrower, will set out the important measures and actions that will be required for the project to meet environmental and social requirements over the project's lifetime. These measures will be implemented within a specified time-frame and the status of implementation will be reviewed as part of project monitoring and reporting.

The documentation reviewed to prepare this ESRS was limited to the Project Concept Note.

Areas where "Use of Borrower Framework" is being considered:



The client's Environmental and Social Framework is not proposed to be used for this project, in whole or in part. This Framework will not likely address the risks and impacts of the project in a manner to achieve objectives materially consistent with the ESSs. However, as relevant and consistent, national legal framework and legislation can be referred to and abided by as much as possible. When national legislation and ESF will contradict or differ substantially, the most stringent requirement will be applied.

ESS10 Stakeholder Engagement and Information Disclosure

The Client will prepare a SEP, including a grievance redress mechanism (GRM), before appraisal and incorporating the findings from the stakeholder engagement and assessment process during project preparation. The SEP will be disclosed and consulted prior to project appraisal. It will be developed early in the project preparation process to inform engagement, to address key risks and develop communication and engagement strategies and materials to effectively reach out to affected and interested stakeholders to ensure accessibility and cultural appropriateness. The SEP will be implemented, updated, and re-disclosed if needed, throughout the different phases of the project life cycle.

The project is expected to involve different groups of stakeholders, including government line agencies and the private sector. The project's stakeholders and the level of their engagement will be identified and analyzed by the client during project preparation, and will likely include: (a) MLVT, SDF and the National Employment Agency, (b) TVET (public) and private institutions such as for the garment sector, (c) private sector, in particular potential sector employers, (d) Indigenous groups and organizations, and (e) representatives of other vulnerable groups such as people living with disabilities, among others.

The SEP will include a Project Grievance Mechanism and measures to ensure disclosure to project-affected peoples and groups and other stakeholders. The ESMF, ESCP, and the SEP will be disclosed publicly on the websites of the Borrower.

B.2. Specific Risks and Impacts

A brief description of the potential environmental and social risks and impacts relevant to the Project.

ESS2 Labor and Working Conditions

Most activities supported by the project will be conducted by MLVT workers, i.e. civil servants employed by the Government of Cambodia, as well as professional consultants working for MLVT and TVET staff working in training institutions. However, some contracted and subcontracted workers are also expected to be hired to conduct upgrading works and there may be some primary supply workers (such as those supplying construction equipment/materials, i.e. brick).

The project activities include risks to workers, both due to OHS and working conditions (salaries, facilities, etc.) during small civil works. There may also be risks relating to labor conditions in the supply chain, in particular due to concerns of forced labor in the brick supply chain and underage labor. Training and capacity building activities may exclude marginalized groups such as Indigenous peoples. There may also be risks as a result of GBV/SEA/SH though these have been assessed as low.



Labour practices in Cambodia are governed by the Labor Law (1997), which includes provisions on health and safety in the workplace and non-discrimination in employment and wages.

The ESMF will include OHS procedures and an LMP, including Worker Grievance Procedure, to identify and address any gaps between the national law and ESS2. The LMP will need to ensure there is equal opportunity for jobs, in particular for unskilled labour, and that women and other vulnerable community members, including Indigenous groups, are encouraged to apply to jobs in civil works. The LMP should ensure jobs provide equal pay regardless of the sex of the worker and that the needs of women workers are taken into account to provide a safe working environment (such as different sex toilets in working sites). The LMP will include Codes of Conduct (CoC) with explicit guidance to address GBC/SEA/SH risks.

Since the national Labor Law defines 12 years old as the minimum working age, a specific provision on minimum working age in line with the ESF (i.e. 18 years) should be included in the LMP and bidding documents to ensure no persons under 18 years are hired by the project. The LMP will also need to take into account the latest COVID-safe guidelines mandated by the government and/or best practice in the country, in order to maintain a safe working environment for workers and for the community and minimize the risk of COVID transmission. This should include hygiene practices, use of PPE and ensuring sick workers can self-isolate and access pay.

Moreover, the ESMF shall include recommendations on how the project's Technical Assistance activities can help to promote good OHS and labor practices in TVET institutions, subjects, internships, etc. (i.e. safety of workers, labor laws, risk for underage workers, etc.).

ESS3 Resource Efficiency and Pollution Prevention and Management

Relevant - Dismantled electronic equipment and materials/wastes generated during ICT upgrade and minor civil works may cause risks to human health and the environment if not disposed of in an environmentally sound and safe manner. Where obsolete equipment and materials cannot be reused, they should be recycled or disposed of by licensed contractors. The relevant provisions will be included in the package and e-waste management plan as well as ECOP. This plan should address the proper dismantling, storage, handling, and final disposal of e-waste in accordance with internationally recognized practices and should include the monitoring of the types/quantities of waste electrical and electronic equipment disposed of and document evidence of proper management (e.g., recycled, refurbished, discarded, exported). The package/e-waste management plan will be included in the ESMF prepared prior to Appraisal. In addition, measures to mitigate the OHS and e-waste management should be included in the technical specification of the supply bidding documents.

Also, environmental impacts envisaged during the minor civil works of the Project include generation of noise, dust, minor hydrocarbon spills, construction wastes and sedimentation. Possible waste streams may include hazardous materials such as asbestos containing materials or lead containing paints. The minor civil works limited within the existing premises of beneficiary institutions so will not impact terrestrial biodiversity. Other possible impact during the minor civil work is use of finite resources (construction materials, power, water, etc.). Overall, the environmental risks and impacts are anticipated to be limited, localized, site specific, and temporary, which would be easily



mitigated during project implementation. The ECOP with consideration for OHS will be implemented as part of the ESMF to mitigate impact during the minor construction.

The project will also include description of technically and financially feasible measures to improve energy efficiency (EE) in the operation implementation manual (OIM) as per the World Bank Group (WBG) Environmental, Health, and Safety (EHS) Guidelines and relevant GIIPs.

ESS4 Community Health and Safety

ICT equipment will be installed within the existing footprint of facilities. The risk of improper handling and disposal of electronic waste could pose risks to community health and safety; therefore, the client will also include Community Health and Safety (CHS) considerations in the e-waste management plan, which will be part of the ESMF for the project.

The project may have some manageable and localized impacts to community health and safety as a result of some project activities, in particular if there are any upgrading works. Potential risks would be dependent on the type of upgrading necessary, but could include safety, noise, dust and disturbance from upgrading works if there are communities in the vicinity of the TVET institutions and potential risks of GBV or VAC from an outside labour force, though these are likely to be low. There may also be risks related to exposure to COVID-19 and traffic accidents from going in/out of site. The project should also consider health and safety risks of trainees and job seekers that may occur during training activities and in dormitories including potential risk of SEA/SH and GBV, and communicable diseases (waste, water and air borne diseases, ongoing COVID-19 outbreak). The Social Assessment, part of the ESMF, shall assess these risks based on experience in the country. Project supported TVET facilities should also consider accessibility aspects, to ensure they are inclusive of needs of people with disabilities. The ESMF will include measures to ensure careful management of these risks, including through the LMP (mentioned above), as well as through close consultations with communities and local authorities in the SEP.

ESS5 Land Acquisition, Restrictions on Land Use and Involuntary Resettlement

The project will not finance activities and works that require land acquisition or resettlement. The ESMF will include an ineligibility list to rule-out project support for any facilities that would need land acquisition. Works to be financed under Component 1 will be limited to renovation of existing learning facilities and buildings located within the same plots of land and premises belonging to MLVT. The ESMF will detail due diligence measures required to ensure the land is free of encumbrances and does not trigger ineligibility for project support.

ESS6 Biodiversity Conservation and Sustainable Management of Living Natural Resources

IT equipment will be installed within the existing footprint of facilities; hence, ESS 6 is not relevant to the proposed project interventions.

ESS7 Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities



The project is nation-wide in scope but specific TVET institutions to be supported have not yet been identified. There are 37 TVET institutions in Cambodia, including at least one in every province associated with high prevalence of ethnic groups (Monduliri, Ratanakiri, Stung Treng and Kratie). While the project is not expected to negatively impact Indigenous peoples, it is important that these groups can benefit from opportunities to enhance their skills. If project activities take place in provinces where Indigenous groups live, special efforts should be made to consult them and ensure they can access project benefits. Moreover, nation-wide activities should consider the needs of Indigenous groups by engaging with Indigenous organizations, to better understand, for example, constraints in accessing TVET, cultural sensitivity in the curriculum (including linguistic barriers), and opportunities for Indigenous teachers, among other things. These are aspects for the Social Assessment to consider, as well as any other barriers faced by Indigenous groups, and ensure inclusion actions can be included in the ESMF.

Project activities in areas where indigenous peoples are present must ensure that they are consulted in a culturally appropriate manner and have opportunities to benefit from the project activities. In addition to this, in order to ensure that Indigenous Peoples are not disadvantaged in accessing project benefits due to language or culture, the SEP will include measures to engage and consult with them.

The ESMF and SEP to be prepared and applied under the project should therefore include measures to enhance inclusion of Indigenous groups consistent with ESS7.

ESS8 Cultural Heritage

All works will be conducted within the existing footprint of facilities. As a result, the project is not expected to pose risks to tangible or intangible cultural sites. However, procedures for chance finds will be incorporated in the ESMF.

ESS9 Financial Intermediaries

There are no specific activities related to Financial intermediaries.

C. Legal Operational Policies that Apply

OP 7.50 Projects on International Waterways No

OP 7.60 Projects in Disputed Areas No

III. WORLD BANK ENVIRONMENTAL AND SOCIAL DUE DILIGENCE

A. Is a common approach being considered? No

Financing Partners

Not applicable.

Public Disclosure



B. Proposed Measures, Actions and Timing (Borrower’s commitments)

Actions to be completed prior to Bank Board Approval:

To be undertaken, prepared, disclosed and consulted upon prior to appraisal:

1. Environmental and Social Management Framework (ESMF) with:
 - the package and electronic waste management plan
 - Environmental Code of Practice (ECOP)
 - Labour Management Procedures (LMP)
 - Capacity needs assessment
 - Operational arrangements for project E&S risk management (budget, staffing, training), roles and responsibilities
 - OHS procedures
 - Chance Find procedures
 - CERC Addendum
2. Standalone Stakeholder Engagement Plan (SEP), including Grievance Redress Mechanism (GRM); and
3. Environmental and Social Commitment Plan (ESCP).

Possible issues to be addressed in the Borrower Environmental and Social Commitment Plan (ESCP):

- Effective implementation of the project’s E&S instruments and management tools
- Provision of energy efficiency (EE) considerations in operation implementation manual (OIM). The equipment supplies technical specifications to address Energy Efficiency requirements.
- Effective operationalisation and effective implementation of GRMs.
- Meaningful stakeholders engagement throughout project implementation.
- Effective operationalisation of Incident Management System.
- Implementation risks management measures and their monitoring.
- ESF capacity building for the implementing agencies.
- Allocation of adequate resources (human, including consultants and financial resources) for the implementation of risk management measures and monitoring.
- Provisions for CERC.

C. Timing

Tentative target date for preparing the Appraisal Stage ESRS

30-Jun-2023

IV. CONTACT POINTS

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Public Disclosure



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Borrower/Client/Recipient

Borrower: Ministry of Economy and Finance

Implementing Agency(ies)

Implementing Agency: Ministry of Labor and Vocational Training

V. FOR MORE INFORMATION CONTACT

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VI. APPROVAL

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Practice Manager (ENR/Social)	Mona Sur Recommended on 28-Feb-2023 at 17:59:20 EST
Safeguards Advisor ESSA	Nina Chee (SAESSA) Cleared on 01-Mar-2023 at 15:44:37 EST