



Concept Environmental and Social Review Summary

Concept Stage

(ESRS Concept Stage)

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BASIC INFORMATION

A. Basic Project Data

Country	Region	Project ID	Parent Project ID (if any)
Cambodia	EAST ASIA AND PACIFIC	P171063	
Project Name	Community-based Childcare for Garment Factory Workers Project		
Practice Area (Lead)	Financing Instrument	Estimated Appraisal Date	Estimated Board Date
Urban, Resilience and Land	Investment Project Financing		11/29/2019
Borrower(s)	Implementing Agency(ies)		
Planète Enfants & Développement	Planète Enfants & Développement		

Proposed Development Objective(s)

To establish sustainable community-based childcare services for garment factory workers that improve employment and labor outcomes, increase household consumption and improve child development.

Financing (in USD Million)	Amount
Total Project Cost	2.70

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 project would be the first to establish community-based childcare centers (CBCCs) specifically designed for garment factory workers. CBCCs would train daycare caregivers in cutting-edge child development knowledge and skills, and employ only skilled, trained caregivers, a first of its kind for Cambodian low-income earners. The CBCCs will additionally train parents in early childhood nutrition and care so that the children can benefit from a continuum of high-quality care and education. Mobilizing parents and employers to jointly fund the services is another key innovation of the project, positioning CBCCs for sustainability, affordability, and replication elsewhere in Cambodia.



D. Environmental and Social Overview

D.1. Project location(s) and salient characteristics relevant to the ES assessment [geographic, environmental, social] Twenty five Community-based Childcare Centers (CBCCs) are expected to be established. Childcare centers will be established in selected communes in Kampong Speu Province and Phnom Penh Municipality, Cambodia, which have a high concentration of factory workers from factories that are participating in the project. Specific locations are to be determined through a consultation process as part of project preparation. Centers will be on donated land or renovated from existing facilities. Each center will support around 30 children, with the centers dispersed across a wide geographical area. Some centers may be on the same footprint of existing facilities that would be renovated.

The project will target 700 children of garment workers during project implementation: 125 children aged 3-17 months, 500 children aged 18-36 months, and 75 children aged 37-60 months.

Garment factories in Cambodia provide jobs to nearly 700,000 people, approximately 90% of whom are women. Many garment workers travel long distances back-and-forth to work each day and some are migrant workers, moving from their villages to often urban areas near factories, including factory dormitories. Providing childcare options will have overall benefits to the households in terms of increased incomes, due to family members (mothers, fathers, grandparents, aunts/uncles) being able to stay employed and enjoy the benefits of career progression and development. Fathers and grandparents will no longer have to give up income earning activities to care for young children, as is often the case in Cambodia. There will be a reduced burden on grandparent/family caregivers and their time use can be redirected from unpaid care to paid work. While there will be benefits for families and for early childhood development, in particular, the quality of the care in the facilities is an important risk factor. CBCC facility design, operational standards, caregiver certification and operational monitoring and quality assurance arrangements will need to be designed so as to ensure child safety and the application of good practices in childhood development.

As urbanization is rapidly increasing in Cambodia, fueling the development of industrial centers and Special Economic Zones (SEZs) across the country, Phnom Penh Municipality and Kampong Speu Province the economic activity along the National Road 4 corridor which connects to the two locations appear to be merging together. Agricultural lands (i.e. rice fields), along NR4, are being converted into residential, commercial, and production areas as the presence of industrial parks is expanding in Kampong Speu. Kampong Speu has the advantage of sitting between the capital and rapidly growing coastal city of Sihanoukville which is the largest logistic hub in the country. Proposed project activities would involve the rehabilitation of existing buildings and construction of new buildings which are primarily on existing land which be donated by local government authorities. Although some parts of Kampong Speu province consist of natural water streams, mountains, forest covers, etc. the activities located within or near the sensitive natural critical habitats will not be financed by the project. The proposed project locations would be clearly separate from such natural settings. The national park and protected area (Kirirom-Bokor) is approximately 90km from Phnom Penh, or around 50km from Kampong Speu center. Some minor environmental impacts would be expected from the project, largely during and after construction of the centers.

D. 2. Borrower's Institutional Capacity

Planète Enfants & Développement (PE&D) is a French non-governmental organisation (NGO), created in 1984 to support child victims of the civil war in Cambodia. Today, PE&D is working in 4 countries: Cambodia, Vietnam, Burkina Faso and Nepal. PE&D has a mission to work comprehensively and holistically for vulnerable children by creating conditions conducive to their well-being and development by means of health, education, and family support services.



PE&D is currently implementing a 3-year Enterprise Based Social Service (EBSS) project with an objective to contribute to the improvement of the legal framework for enterprise-based health and early childhood services in Cambodia. The EBSS project approach is to target the specific needs of female garment workers in piloting reproductive and maternal health and childcare services. As part of its work on early childhood development in Cambodia, is currently constructing community pre-schools, and therefore have experience not only with service delivery areas highly relevant for the proposed project, but also the civil works that are a part of the design and which would raise some of the more significant social and environmental risks.

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

A. Environmental and Social Risk Classification (ESRC)

Moderate

Environmental Risk Rating

Moderate

A - type, location, sensitivity and scale of the Project including the physical considerations of the Project: The project will be covering Kampong Speu province, which is around 40km from Phnom Penh Capital, and Phnom Penh capital itself, which have a high concentration of factory workers in and around SEZs and along NR4. Twenty five Community-based Childcare Centers (CBCCs) are expected to be established in/around garment factory zones. Specific locations for the centers are to be determined through a consultation process as part of project preparation. The facilities will not be located in sensitive natural critical habitats or protected areas. All of them will be located in either existing buildings or new locations which are in residential or commercial areas near to the homes of the targeted factory workers.

B - nature and magnitude of the potential environmental risks and impacts, the nature of the potential risks and impacts (e.g. whether they are irreversible, unprecedented or complex): Component 1, activity B will invest in small scale, low intensity civil works including rehabilitation of existing buildings, construction of new childcare centers, provision of clean water and latrines, etc. Some temporary, localized, adverse environmental impacts of minor to moderate scale would be anticipated partly during the construction period including dust, noise, management of debris and other construction waste, etc. However, these concerns are site specific, temporary, and reversible by applying good construction practices. CBCC Construction Guidelines would be developed to provide standard requirements for building new or significantly rehabilitating existing buildings to be CBCCs, covering relevant Environmental and Social Standards (ESSs), environmental screening, chance finds procedure, OHS, and developing Environmental and Social Management Plans (ESMPs) for individual contractors to manage the civil works. The CBCC Construction Guidelines would be accompanied by CBCC Operational Guidelines which would provide guidance on activities to take place during CBCC operation including the disposal of waste, health and safety for childcare workers and children, and other areas of CBCC operations.

C - capacity and commitment of the Borrower to manage risks and impacts in a manner consistent with the ESSs: Planète Enfants & Développement (PE&D) is involved in early childhood development in Cambodia, and is currently constructing community pre-schools in Cambodia. However, considering the fact that World Bank's Environment and Social Framework (ESF) is new to the country as well as a vast majority of implementers, the capacity of this NGO will be assessed and where gaps are identified, a capacity development plan will be prepared, and training delivered. A brief orientation about ESSs and instruments will also be provided to contractors, site engineers, and construction

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supervision consultants ahead of the civil works. The training will also draw upon lessons learned from Bank-financed school construction projects including basic good construction practices developed by the Ministry of Education, Youth and Sports (MoEYS), monitoring system (construction quality check including ESMP implementation), and reporting.

D - other areas of risk that may be relevant: No other risks are relevant.

Social Risk Rating

Moderate

The social risk is considered moderate. The centers will be located near factory worker homes on available donated land or through renovation of existing facilities. The key potential risks and impacts relate to the construction, renovation, and the running of the centers. The risks relate to community health and safety, voluntary land donation and cultural heritage. This suggests the adverse social impacts are site specific with routine safety precautions expected to be sufficient to prevent accidents. The adverse social risks and impacts are predictable and can be effectively mitigated. As mentioned above, guidelines are to be developed as part of project design for the design, construction and operation of the centers and for them to meet defined standards. It is recommended that these guidelines also detail measures to address any social risks such as those related to voluntary land and cultural resources, as well as workers, users and neighbouring communities as a result of the construction, renovation and running of the centers. Routine safety precautions, in line with Good International Industry Practice (GIIP) for child care facilities, and as part of the CBCC Operational Guidelines are expected to be sufficient to address risks identified for when the child centers are operational.

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:

Twenty five CBCCs will be established in total, some of which will require construction. Specific locations are to be determined through a consultation process as part of project preparation. Each center will support around 30 children, with the centers dispersed across a wide geographical area. Some centers may be on the same footprint of existing facilities that would be renovated. The project is being designed through a consultative process, including the determination of where the centers are to be located. As part of the proposed activities the project will build capacity and experience to manage and operate childcare centers at a community level in Cambodia. To support the establishment of the physical premises all the legal and institutional arrangements, training material and guidelines for operating high quality, replicable centers will also be developed. These detailed guidelines will be put in place for design, construction and operation of the centers and for them to meet defined standards including environmental and social measures. Where facilities are donated they will be renovated to meet the standards captured in the guidelines.

Potential key environmental risks:

The likely risks from the activity of component 1-B (identifying locations, negotiating contracts for donated spaces, if available, and when not available, making plans to construct new buildings, or fix up the existing buildings) that will be anticipated are primarily expected during the construction period such as dust, noise, waste from construction

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activities and during operation, disturbance to traffics and daily businesses, etc. These are minor and temporary. During operation, it is expected that solid waste will be generated from the centers. However, as the centers are so dispersed it is unlikely that waste will be accumulated in and around the areas where the buildings are renovated or built, nor will it contribute significantly to the impact of waste management in the communities where they are located due to the very limited volumes of waste that are expected and the fact that they will only be one of many such dwellings in the communities where they located. In urban centers, waste collection service is provided by private firms which are contracted by local governments. The other potential risks would be the safety to children including, but not limit to, electrical and fire hazards, falloff, traffic accidents due to lack of proper preventions, etc. The risk of poor treatment of wastewater from the facilities requires the design to be well considered regarding the treatment system and discharge. These matters will be considered in the standard design specifications to be included in the CBCC Construction Guidelines. These Guidelines will be informed by MoEYS's school building design for community pre-school. The CBCC Construction Guidelines will be drafted before appraisal and disclosed and further developed as part of project implementation and disclosed upon any further major revisions. The financing of CBCC construction or civil works for building renovation will be conditional upon the approval of the Guidelines by the Bank. Where needed, a site specific ESMP would be developed by the contractor(s) hired for civil works, using a template to be included in the CBCC Construction Guidelines. The guidelines for enterprise-based day care centers developed by PE&D, will be drawn upon and reflected in the Construction and Operational Guidelines.

Potential key social risks relate to:

- community and worker health and safety in the construction of centers and renovation of donated facilities and once they are operational;
- poor implementation of protocols for voluntary land donation; and
- impacts to cultural heritage or restriction of access through conversion of land for construction of new centers or renovation of donated facilities.

These risks are addressed through measures to be included in the CBCC Construction and Operational Guidelines for ensuring that the centers meet national requirements and GIIP in all design, construction and operational aspects.

Beyond providing safe and affordable childcare for garment workers, the benefits of the project also include:

- better health and economic outcomes for children and their families;
- improved cognitive development for the children; and
- increased retention (reduced turnover) of female workers.

Children will be actively cared for and not left to manage while traditional family caregivers (including siblings) focus on their other required daily activities. A curriculum will be developed to contribute towards enhanced family and child learning that will have benefits to overall child development, including cognitive growth, motor skills, social skills and early learning. The CBCCs will provide healthy meals and monitor health standards, resulting in better nutrition and health outcomes of children. Benefits will be measured by health records maintained in the childcare centers, documenting the child's development that include milestones reached, basic health quality measures and cognitive development.

The project is being designed through a consultative process, including the determination of where the centers are to be located and the services to be offered. The design, construction and running of the centers also requires



engagement of stakeholder groups including representation of the users on multi-stakeholder advisory committees (i.e. parents, village leaders and local government officials) which will be established for each CBCC.

Areas where “Use of Borrower Framework” is being considered:

There are no areas where the Borrower’s E&S Framework will be considered.

ESS10 Stakeholder Engagement and Information Disclosure

Interested and affected stakeholder groups include: government agencies at various levels covering health, education, labour and other relevant departments; factories, brands/buyers, civil society organisations (CSOs), development partners interested in child-care provision, caregivers, garment workers and their families. The children of the garment workers who will receive the child-care, the garment workers and their families will be those most directly affected.

Consultations and advisory committees form key part of the project design to both inform establishing and functioning of the centers. The caregivers and users will be key stakeholders in these consultations and committees. The project will apply mechanisms developed as part of the Bank-supported Cambodia Social Accountability Framework (SAF) which includes community scorecards for community members and CBCC staff themselves to assess the quality of service delivery against service standards and agree on actions to improve the quality of services. As per the SAF approach, the results of community scorecard assessments (including grievances and recommendations for improvement of service quality) are channeled into Action Plans to commit the CBCC and other stakeholders to address the specific feedback that is shared, and to do so on a specific timetable. Implementation of Actions Plans will be monitored by the CBCC Advisory Committees which will be comprised of multiple stakeholder representatives. As the engagement aspects are embedded in project design and the CBCC Operational Guidelines will capture engagement requirements as they relate to the project and for environmental and social risk management a separate engagement plan is not required for the project. The Environmental and Social Commitment Plan (ESCP) in addition to the CBCC Operational Guidelines will capture the elements of a stakeholder engagement plan and grievance procedure.

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

Twenty five CBCCs will be established in total, some of which will require construction. Detailed Construction and Operational Guidelines, including environmental specifications and compliance requirements, will be put in place for establishment and operation of the centers and for them to meet defined standards. Where facilities are donated they will be renovated to meet the standards captured in the guidelines. These guidelines will need to be informed on GIIP with respect to construction, procurement and maintenance as well as on legal, insurance, recruitment, working conditions, including occupational health and safety, and pay and benefits for workers constructing and operating the centers.

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Workers will include direct, contract and community workers. As labour and working conditions are integral to the program design the requirements for labour management procedures including worker grievance procedure, under this standard, should form part of the Guidelines.

ESS3 Resource Efficiency and Pollution Prevention and Management

The project will not invest in the use of scarce resources that would deplete the existing ecosystem in the project areas. However, the activities will generate minor quantities of waste (solid waste and waster water) which requires systematic waste management procedure and resources. The detailed Guidelines that will be developed (and ESMPs, as needed), will address this aspect in a sustainable manner, i.e. during and after construction.

ESS4 Community Health and Safety

There are risks to community health and safety as a result of the construction and renovation of centers. Once constructed and renovated, risks could also arise for the workers and users of the centers. As part of the CBCC Construction and Operational Guidelines for the establishment and running of the centers, procedures for managing health and safety risks will need to be in place.

ESS5 Land Acquisition, Restrictions on Land Use and Involuntary Resettlement

Any centers to be constructed are expected to be on land which is publicly owned and donated by local government, particularly Commune Councils. District and Commune officials expressed a willingness to donate public land during stakeholders consultation meetings, and this is seen as an important strategy for reducing project cost and offering more affordable services to target beneficiaries. Where land is donated, procedures will need to be in place, as part of the CBCC Construction Guidelines, to ensure that the donator is fully informed and the donation of land does not result in any displacement. Any facilities that are donated will have to be screened for any legacy issues with respect to prior land acquisition.

ESS6 Biodiversity Conservation and Sustainable Management of Living Natural Resources

The project will not finance the improvement or construction or activities that could provide access to or deplete natural critical habitats, wildlife sanctuary, protected areas and/or scared resources. The construction of the centers and renovation of existing buildings will only take place in residential or commercial areas that are already developed. However, it is expected that, because some areas may be prone to flood, some childcare centers/locations may require leveling up (backfilling) with aggregates or construction debris as the primary source of backfilling materials that are available in the market. This is common practice in Phnom Penh and Cambodia as a whole. The measures will be addressed in CBCC Construction Guidelines and contractor-specific ESMP(s), as needed .

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

Indigenous peoples are not expected to be adversely impacted, and they do not reside in the targeted project area. Most garment workers are women some of whom are migrant workers. All workers, and their children, who have



access to the centers, will benefit regardless of their ethnicity. The design of project is such that it takes into consideration the needs of various stakeholders (government, employers, garment workers and their families) through consultations. Furthermore, CBCC Advisory Committees will be established for each CBCC which will include representation from the parents as well as other stakeholders as deemed necessary. Any specific requirements for ensuring access and inclusion, to ensure benefits for all, and that the project takes into consideration the needs of all groups, including ethnic communities and indigenous people, will be mainstreamed into project design and Operational Guidelines for running the centers.

ESS8 Cultural Heritage

Centers will be constructed on donated land or renovated if existing facilities are donated for renovation and use as CBCCs. There is potential for risks to tangible cultural heritage that may be on the land or in close proximity as a result of conversion, construction or renovation. Procedures for screening for cultural heritage and managing chance finds will be need to be in place to identify, assess and manage such risks. These procedures will be incorporated in the Guidelines to be prepared for the project.

ESS9 Financial Intermediaries

The project in not expected to make use of a financial intermediary.

B.3 Other Relevant Project Risks

All risks and impacts have been presented against the standards.

C. Legal Operational Policies that Apply

OP 7.50 Projects on International Waterways

No

OP 7.60 Projects in Disputed Areas

No

The project will not be located in an area under legal or international dispute nor competing territorial claims.

III. WORLD BANK ENVIRONMENTAL AND SOCIAL DUE DILIGENCE

A. Is a common approach being considered?

No

Financing Partners

No other financing partners.

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

Actions to be completed prior to Bank Board Approval:

Environmental and Social Commitment Plan (ESCP).

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ESCP to capture stakeholder engagement plan elements including grievance procedure.

ESCP to capture mitigation measures to be developed or strengthened as part of CBCC Construction and Operational Guidelines for design, construction and operation of the CBCCs.

Draft CBCC Construction Guidelines which will include E&S measures in line with measures typically found in an Environmental and Social Management Framework.

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

- inclusive engagement and representation of beneficiaries on committees including feedback and grievance procedure;
- discussion of relevant environmental and social risks and standards,
- E&S screening,
- labour and working conditions including grievance procedure for workers;
- health and safety of workers and users in the design, construction and operation;
- screening of land legacy issues for facilities that are donated;
- voluntary land donation;
- screening for cultural heritage on any lands donated and in proximity to avoid impacts including restriction to access as well as chance finds procedure;
- generic ESMP or Environmental Codes of Practice (ECoPs) for managing impacts from the proposed civil work activities.

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C. Timing

Tentative target date for preparing the Appraisal Stage ESRS

18-Oct-2019

IV. CONTACT POINTS

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Implementing Agency(ies)

Implementing Agency: Planète Enfants & Développement



V. FOR MORE INFORMATION CONTACT

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VI. APPROVAL

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