

Public Disclosure Authorized

# **Republic of Guinea/Ministry of Health and Public Hygiene**

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

**For Negotiation**

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

**August 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 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	<b>REGULAR REPORTING</b>  Prepare and submit to the Association regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism(s) [specify other aspects that the reporting would need to consider, as relevant].	Submit quarterly reports to Association throughout Project implementation, commencing after the Effective Date.  Submit each report to the Association no later than 15 days after the end of each reporting period.	Project Coordination Unit (PCU)
B	<b>INCIDENTS AND ACCIDENTS</b>  Promptly notify the Association of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury, contamination by medical waste. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.  Subsequently, at the Association's request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.	Notify the Association no later than 48 hours after learning of the incident or accident. Notify the Association no later than 24 hours for SEA/SH incidents.  Provide subsequent report to the Association within a timeframe acceptable to the Association	PCU
C	<b>CONTRACTORS' MONTHLY REPORTS</b>  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 the monthly reports to the Association as annexes to the reports to be submitted under action A above.	PCU contractors
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<b>ORGANIZATIONAL STRUCTURE</b> - Maintain a Project Coordination Unit (PCU) with qualified staff and provide resources to support management of ESHS risks and impacts of the Project including an environment and a social development specialist, a GBV specialist (full-time), a waste management specialist (full-time).	- The PCU shall be maintained throughout Project implementation. maintain regional specialists throughout the project implementation.	MoH

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> <li>- Maintain the E&amp;S team hired under the Health Security Program in Western and Central Africa MPA (P179078) with four E&amp;S specialists (two environment and two social specialists) based in 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 the necessary measures, including hiring new qualified specialists.</li> </ul>	<ul style="list-style-type: none"> <li>- Hire a GBV Specialist (full-time) and a Medical waste management specialist (full-time) within three months of Project Effective Date and maintain these positions throughout Project implementation.</li> <li>- Assess the performance of the E&amp;S team on a semi-annual basis throughout the project's life.</li> <li>-</li> </ul>	
1.2	<b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b> <ol style="list-style-type: none"> <li>1. Adopt and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</li> <li>2. subcontractors for construction / rehabilitation activities to adopt and implement the site-specific Environmental and Social Impact Assessment (ESIA) and Environmental and Social Management Plan (ESMP) as set out in the ESMF. The subprojects described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project.</li> </ol>	<ol style="list-style-type: none"> <li>1. Adopt the ESMF prior to the negotiation, and thereafter implement the ESMF throughout Project implementation.</li> <li>2. Adopt the site specific ESMP prior to carrying out of any construction/rehabilitation activity that requires the adoption of such ESMP. Once adopted, implement the respective ESMP throughout Project implementation.</li> </ol>	PCU
1.3	<b>MANAGEMENT OF CONTRACTORS</b> <p>Incorporate the relevant aspects of the ESCP, including, inter alia, the relevant E&amp;S instruments, the Labor Management Procedures, and code of conduct, into the ESHS specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and cause subcontractors to comply with the ESHS specifications of their respective contracts.</p>	<p>Incorporate the measures as part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation.</p>	PCU
1.4	<b>TECHNICAL ASSISTANCE</b> <p>Ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project including, inter alia, ESMF, ESIs/ESMPs, assessment of ICWMP, regional Waste Management Plans and ant Technical Assistance activities are carried out in accordance</p>	<p>Throughout Project implementation</p>	PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	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.		
1.5	<p><b>CONTINGENT EMERGENCY RESPONSE FINANCING</b></p> <p>a) Ensure that the CERC Manual as specified the Financial Agreement includes a description of the ESHS assessment and management arrangements [including, if applicable, CERC-ESMF/ESMF Addendum that will be included or referred to in the CERC Manual for the implementation of CERC component, 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 CERC component of the Project, in accordance with the CERC Manual and, if applicable, CERC-ESMF or CERC-ESMF Addendum 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 and, if applicable, other instruments, as relevant in 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.</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>	CERC component designated Authority
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Adapt, Adopt and implement the Labor Management Procedures (LMP) of the Project MPA, including, inter alia, provisions on working conditions, management of workers relationships, occupational health and safety (including personal protective equipment, and emergency preparedness and response), code of conduct (including relating to SEA and SH), forced labor, child labor, grievance arrangements for Project workers, and applicable requirements for contractors, subcontractors, and supervising firms. If the Project activities include community workers, the LMP shall be updated prior to engaging community workers in accordance with the relevant requirements of ESS2 and in a manner acceptable to the Association.</p>	<p>The LMP has been adopted and disclosed in the country on July 19, 2024 and on the bank website on August 08, 2024, and thereafter implement the LMP throughout Project implementation. If needed, the LMP will be updated during the implementation.</p>	PCU
2.2	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish and operate a grievance mechanism for Project workers including communities' workers, as described in the LMP and consistent with ESS2.</p>	<p>Establish grievance mechanism prior engaging Project workers and thereafter maintain and operate it throughout Project implementation</p>	PCU Contractors/sub-contractors
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
3.1	<b>WASTE MANAGEMENT PLAN</b> - Prepare Medical Waste Management Plan (MWMP) for Boke, Mamou, Faranah, Nzerekore, Labe regions.  - Review and assess the Infection Control and Waste Management Plan (ICWMP) and fill any gaps with specific measures.	- Adopt the MWMP no later than six (6) months after the effective date of the project and thereafter implement the MWMP throughout Project implementation.  - Assess the ICWMP three (3) months after the effective date of the project	PCU
3.2	<b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be 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 in the ESMP to be 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, those related to the construction activities, the handling, transport and use of medical products and waste, behavior of Project workers, risks of labor influx, response to emergency situations, and include mitigation measures in the ESMPs to be 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 a SEA/SH Action Plan to assess and manage the risks of SEA and SH, that is proportional to the risk level (i.e. Substantial).	Adopt the SEA/SH Action Plan before prior to 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 the risks of engaging security personnel to safeguard project workers, sites, assets, and activities, as set out in the ESMP, guided by the principles of proportionality and GIIP, and by applicable law, in relation to hiring, rules of conduct, training, equipping, and monitoring of such 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>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
Not relevant			
<b>ESS 8: CULTURAL HERITAGE</b>			
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> <p>Adapt, Adopt and implement a Stakeholder Engagement Plan (SEP) the MPA 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> <p>The Stakeholder Engagement Plan (SEP) will be updated to include more detailed information on information sharing methodologies, more robust stakeholder mapping and identification of existing community platforms that can be used to facilitate effective and participatory community engagement, monitoring and evaluation. Recruit a specialist local NGO to support the implementation and monitoring of the SEP (if needed)</p>	<p>The SEP has been adopted and disclosed in the country on July 19, 2024 and on the bank website on August 08, 2024, and thereafter implement the SEP throughout Project implementation.</p> <p>The SEP will be updated no later than 3 months after the project effectiveness date.</p>	
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>1. Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p> <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 through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>	<p>Establish the grievance mechanism no later than 3 months after the project effectiveness date, and thereafter maintain and operate the mechanism throughout Project implementation. In the meantime, the project will use the GM set through the previous project's (the Guinea covid-19 preparedness and response project (P174032) and the Health Services and Capacity Strengthening Project P163140 )</p>	PCU

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	This grievance redressing Mechanism will be supported by a communication plan to ensure that project stakeholders are aware of the existence of this mechanism and are aware of the procedures for submitting and handling complaints as well as other avenues of redress.	Within three months of Project Effective Date and implement throughout the project life cycle.	
<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</li> <li>- Environmental and social incident investigation</li> </ul>	Training to start 6 months after the effective date of the project and continue throughout the project duration	Regional E&S specialists PCU
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>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 regional directions</li> <li>• NGOs working in the environmental and social fields in the Project areas.</li> <li>• Technical structures</li> <li>• National Environment Agency (AGE)</li> <li>• Relevant territorial authorities Monitoring and Evaluation Plan;</li> </ul>	Six (6) months after the Effective Date of the project	PCU



MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<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</li> <li>Complaint management.</li> </ul> <p>Contractors must also ensure that the workers of their subcontractors 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</li> <li>PCU</li> </ul> <p>Information, Education and Communication (IEC)</p> <p>Raise awareness among contractors' workers, including subcontractors' workers, and Supervising entity mobilized on the sites of environmental and social standards.</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>
<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;</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</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> </ul>		

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<ul style="list-style-type: none"> <li>- Complaint's Resolution Procedure;</li> <li>- Documentation and handling of complaints;</li> <li>- Use of the procedure by various stakeholders;</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, procurement specialist)</li> <li>- Local or regional monitoring committees or grievance management committees</li> <li>- Local community representatives</li> <li>- Relevant technical structures</li> <li>- Relevant local governments</li> <li>- NGOs working in the social field in the Project area.</li> </ul>	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.	
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> <li>- The training shall target the following actors:</li> <li>- PCU (social specialist, environmental specialist, gender/SEA/SH specialist, procurement specialist);</li> <li>- Relevant central and local technical structures;</li> <li>- AGE ;</li> <li>- Authorities and local communities concerned;</li> <li>- NGOs working in the social field in the Project area</li> </ul>	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	PCU
CS7	<p>Information / awareness on potential environmental and social risks targeting local populations / communities:</p> <p>Information / awareness on potential environmental and social risks, including the Project SEA / SH, to elicit 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.</p>	Before the start of the works (studies and consultations, etc.) and throughout Project implementation.	PCU