

KINGDOM OF CAMBODIA  
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MINISTRY OF AGRICULTURE, FORESTRY AND FISHERIES



CAMBODIA INCLUSIVE LIVESTOCK VALUE CHAINS AND ONE HEALTH  
PROJECT

(P180535)

**ENVIRONMENTAL AND SOCIAL  
MANAGEMENT FRAMEWORK  
(ESMF)**

October 2023



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## Abbreviations and Acronyms

CFP	Chance Finds Procedure
COC	Code of Conduct
EA	Environmental Assessment
EIA	Environmental Impact Assessment
ESCOP	Environmental and Social Code of Practice
ESF	Environmental and Social Framework
ESIA	Environment and Social Impact Assessment
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESO	Environmental and Social Offices
ESS	Environmental and Social Standard
ESSAF	Environmental and Social Screening and Assessment Framework
FPIC	Free, Prior and Informed Consent
GBV	Gender Based Violence
GDAHP	General Department of Animal Health and Production
GRM	Grievance Redress Mechanism
IEIA	Initial Environmental Impact Assessment
IP	Indigenous Peoples
IPP	Indigenous Peoples Plan
IPPF	Indigenous Peoples Planning Framework
LMP	Labor Management Procedures
MAFF	Ministry of Agriculture, Forestry and Fishery
MoE	Ministry of Environment
NGO	Non-Government Organization
PDO	Project Development Objective
PMU	Project Management Unit
RGC	Royal Government of Cambodia
RPF	Resettlement Policy Framework
SEA	Sexual Exploitation and Abuse
SH	Sexual Harassment
SSEO	Safety, Social and Environment officer
UXO	Unexploded Ordinances
VAC	Violence Against Children
WB	World Bank

## Executive Summary

### Overview

The World Bank will be supporting the Ministry of Agriculture, Forestry and Fisheries (MAFF) in implementing the Cambodia Inclusive Livestock Value Chains and One Health Project (CILVCOHP). The objective of the project is to improve livestock-based livelihoods and food security of targeted communities, and to reduce priority animal disease risks and zoonoses in target project locations. The project will support the following activities: Component 1: Inclusive Livestock Value Chains; Component 2: Strengthening Animal Health Services; Component 3: Building One Health (OH) system; And component 4: Project Management, Monitoring, Evaluation, and Learning Project Benefits. The project activities will take place in three provinces of Battambang, Tbong Khmum and Kampong Speu. Specific locations of subproject activities are not known at this stage.

### Purpose and Scope of the Environmental and Social Management Framework (ESMF)

This Environmental and Social Management Framework (ESMF) has been prepared to identify the potential environmental and social risks and impacts of proposed Project activities and propose suitable mitigation measures to manage these risks and impacts. It maps out the Kingdom of Cambodia's laws and regulations and the World Bank policies applicable to the Project, and describes the principles, approaches, implementation arrangements, and environmental and social mitigation measures to be followed.

### Potential Environmental and Social Risks and Impacts

Potential environmental risks and impacts include (i) risks and impacts of spreading zoonotic diseases and infections to people from inappropriate waste disposal and management, and worker and waste picker injuries from sharps (syringes, needles, blades etc.) disposed by animal vaccination programs; (ii) OHS issues related to testing and operation works; (iii) waste, noise, dust, vibration, OHS for workers, community health and safety associated with civil works; (iv) resource efficiency, waste management, use and handling of chemicals in laboratory facilities, (v) resource efficiency and pollution (waste water discharge, solid waste) in slaughterhouses and markets during construction/renovation of infrastructure and their operation; and (vi) community health and safety issues related to the handling, transportation and disposal of carcass and other biological materials, and in markets.

Social risks and impacts anticipated for this project are: (1) risks of excluding vulnerable groups from project benefits; (2) low risk of use of child labor as part of construction and the project's engagement in the livestock sector, and risk related to OHS of workers and their working conditions during construction and operation; (3) risks related to temporary and minor community safety as caused by interaction between workers and communities, including SEA/SH risks from workers and their proximity to vulnerable groups, as well as other risks associated with community safety as a result of project construction and operations; (4) risks associated with engaging with indigenous communities (by construction workers/project technical service providers) present in project areas, in a culturally appropriate manner; and (5) community safety/health risks associated with impacts caused by waste/smells from labs/ livestock infrastructure and facilities. There is no risk related to land taking, as construction works, including value chain facilities, will take place on public land owned by MAFF, without resorting to any resettlement impacts.

### Standard and Instruments for Managing the Risks and Impacts

In accordance with the World Bank's Environmental and Social Framework (ESF) and Environmental and Social Standards (ESS), the project has developed relevant ES instruments to address potential

environmental and social impacts including ESMF, SEP and ESCP. Environmental and Social Code of Practices (ESCOP) will be prepared for rehabilitation/renovation works once the location is confirmed and design is in place; while Environmental and Social Management Plan (ESMP) will be prepared for new construction works, which serve as comprehensive tools to identify, assess, and manage environmental and social risks.

### **Institutional Arrangement**

The General Department of Animal Health and Production (GDAHP) of the Ministry of Agriculture, Forestry and Fisheries (MAFF) will be the Executive Agency of the project and tasked to implement activities related to inclusive livestock and value chains. The Forest Administration (FA) and the Department of Center of Disease Control of the Ministry of Health (MoH) and the Department of Environment of the Ministry of Environment (MoE) will be implementing agencies tasked to carry out One Health related activities.

### **Monitoring and Reporting**

Monitoring is the method of ensuring mitigation measures are being implemented and are effective. Monthly, quarterly- and semi-annual monitoring reports will need to be undertaken in order to:

- Improve environmental and social risk management practices;
- Improve environmental and social health safety, incident/accident, SEA/SH;
- Ensure the efficiency and quality of the environmental and social assessment processes;
- Establish evidence- and results-based environmental and social impact assessment; and
- Provide an opportunity to report the results of the implementation of mitigation measures in future ESMPs and other project related documents.

During the implementation, the Environmental & Social focal persons of the PMU within MAFF will conduct monthly internal monitoring of implementation of ESMPs to determine how mitigation measures are being implemented and the extent of their effectiveness. The monitoring report will be reviewed by the project PMU and submitted to the World Bank for their review. The E&S focal persons will be assisted by the E&S consultants to be recruited by the PMU in this process.

The E&S focal persons and E&S consultants will monitor the required mitigation measures of the ESCOP/ESMP and other applicable documents by ensuring that they are considered and implemented by the contractors in charge of construction.

The E&S focal persons and E&S consultants will also monitor grievance redress, ensuring indigenous peoples and other vulnerable groups are able to access benefit benefits, and the implementation of the SEP consultation and disclosures activities. Meanwhile, monitoring of environmental impacts should focus on ensuring that all environmental mitigation measures are implemented as per the ESCOP/ESMP.

### **Public Consultation and Disclosure**

A separate Stakeholder Engagement Plan (SEP) has been prepared for the Project, based the World Bank's Environmental and Social Standard 10 on Stakeholder Engagement. The SEP can be found here: [\[provide disclosure link for the SEP\]](#).

## **I. Introduction**

This Environmental and Social Management Framework (ESMF) is developed to guide environmental and social risk management of activities financed by the World Bank in the Cambodia Inclusive Livestock Value Chains and One Health Project. General Department of Animal Health and Production (GDAHP) of the Ministry of Agriculture, Forestry and Fisheries (MAFF) will be implementing the Project activities.

This ESMF follows the World Bank Environmental and Social Framework (ESF) as well as the national laws and regulations of Cambodia. The objective of the ESMF is to assess and mitigate potential negative environmental and social risks and impacts of the Project consistent with the Environmental and Social Standards (ESSs) of the World Bank ESF and national requirements. More specifically, the ESMF aims to (a) assess the potential environmental and social risks and impacts of the proposed Project and propose mitigation measures; (b) establish procedures for the environmental and social screening, review, approval, and implementation of activities; (c) specify appropriate roles and responsibilities, and outline the necessary reporting procedures, for managing and monitoring environmental and social issues related to the activities; (d) identify the staffing requirements, as well as the training and capacity building needed to successfully implement the provisions of the ESMF; (e) address mechanisms for public consultation and disclosure of project documents as well as redress of possible grievances; and (f) establish the budget requirements for implementation of the ESMF.

This ESMF should be read together with other plans prepared for the project, including the Stakeholder Engagement Plan (SEP), the Environmental and Social Commitment Plan (ESCP).

## **II. Project Description**

Cambodia sustainably produces meat about 82 percent of its overall local market demand. Animal husbandry at the household level is common nationwide. Nutrition of livestock in traditional systems is in most cases poor and animals suffer from frequent disease outbreaks. The livestock market system is largely informal and characterized by local buying and selling between farmers and middlemen traders, and transport to slaughterhouses. There are currently 225 public and private slaughterhouses nationwide, but only half of the public slaughterhouses meet the minimum requirements set by the national regulations. Current slaughterhouses do not conform to the requirements of local or regional livestock trade partners, and do not operate at an export standard. Animal slaughter practices do not comply with animal welfare guidelines, and carcass treatment after slaughter does not conform to the required national standards.

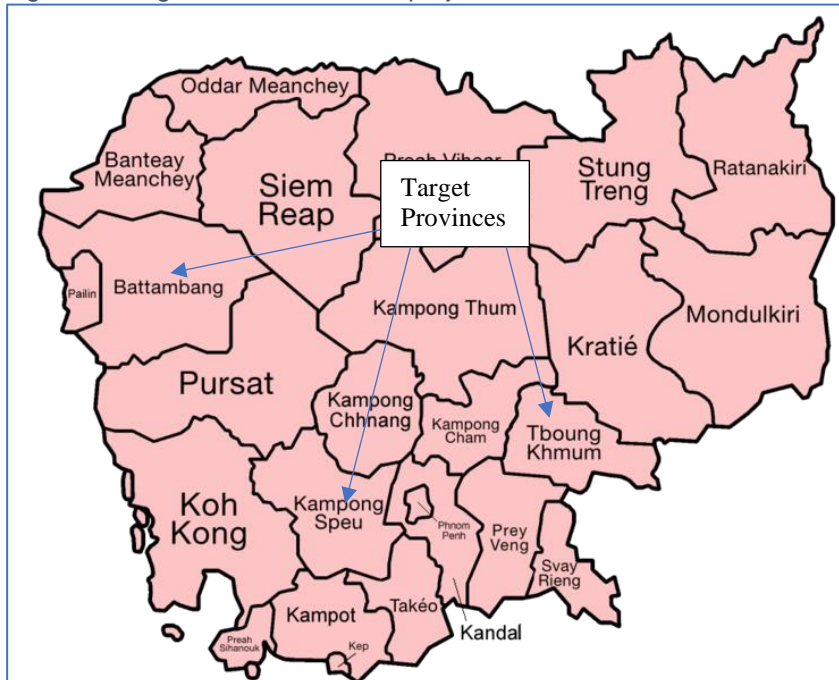
Cambodia has great growth potential in animal production; however, the country needs to address major constraints that include high costs and inefficiencies of local production, lack of access to quality breeding stock and endemic diseases, among others. Major disease outbreaks and high levels of parasitism are not effectively controlled, impairing the ability of producers to provide high quality and competitive products to markets. Cambodia is a source country for many wildlife species that may be consumed domestically or trafficked across nearby international borders. Illegal wildlife trade exposes human beings to transmission of new viruses and other pathogens through contacts in trade, slaughterhouses, and marketplaces.

The Cambodia Inclusive Livestock Value Chains and One Health Project (CILVCOHP) with a grant of \$20 million from the Global Agriculture and Food Security Program (GAFSP) is granted to the Ministry of Agriculture, Forestry and Fisheries (MAFF), the Ministry of Environment (MoE), and the Ministry of Health (MOH). The World Bank is supporting the ministries to prepare and implement this project.



The project's locations cover the three provinces of Battambang, Tbong Khmum, and Kampong Speu. These cross-border provinces provide early warning signs to the rest of the country against major disease outbreaks. Kampong Speu, with large livestock populations and major animal trade activities, is also a high-risk area for diseases. The project's expected beneficiaries total about 432,000 households (females-52 percent and males-48 percent).

Figure 1: Target Provinces for the project



The Project Development Objective is to improve livestock-based livelihoods and food security of targeted communities, and to reduce priority animal disease risks and zoonoses in target project locations. The proposed project would (i) promote productivity enhancement measures, and market-driven commercialization approaches in selected livestock value chains, and (ii) strengthen the animal health system and promote One Health (OH) approaches to reduce the risks from transboundary animal diseases and zoonoses. The project has four components.

**Component 1:** Inclusive Livestock Value Chains - Priority value chains to be supported under this component would include poultry, piggery, and beef, but activities would focus on up to two value chains per province.

Sub-component 1.1 would focus on improving livestock productivity through enhanced extension services on animal-raising, and on support to the production of high-quality fodder and other animal feeds. With the introduction of simple, cost-effective biogas technologies, animal wastes would be more sustainably managed. The sub-component would also provide in-kind support for the implementation of a breeding program to improve the quality of the animal stock.

Sub-component 1.2 which focuses on promoting smallholder involvement in the modernization of livestock value chains would support implementation of three activities. First, the institutional strengthening of existing producer groups or agriculture cooperatives (ACs) or the support for the establishment of new ones; second, the development of inclusive value chains including through promotion of contract farming arrangements and productive partnerships between ACs and SMEs; and, third, the piloting of a modernization process for selected value chains through upgrading of key infrastructure such as slaughterhouses and market facilities.

**Component 2:** Strengthening Animal Health Services - This component aims to improve the quality of, and access to strengthened national veterinary services in line with international standards.

Sub-component 2.1 focuses on capacity building of veterinary services, strengthening of risk assessment, and communication. Key activities under this subcomponent involve the strengthening of the institutional capabilities of the General Directorate of Animal Health and Production (GDAHP) and of the Provincial Office of Animal Health and Productions (POAHPs). This includes capacity building programs for veterinary personnel, paraprofessionals, other technical staff such as scientists and laboratory technicians, and the large cadre of Village Animal Health Workers (VAHW) from both the public and private sectors.

This is expected to enable the GDAHP to improve its ability to effectively detect emerging issues nationally such as pathogen spillovers, to control animal diseases (both major transboundary and endemic animal diseases), and to provide improved public veterinary services. This sub-component would also support risk assessment of diseases, using improved surveillance data and risk mapping. The GDAHP will take the lead in monitoring emerging threats nationally and in the region. At community levels, the VAHWs will lead the identification of risks, and how best to mitigate them.

Sub-component 2.2 will support the implementation of surveillance and control programs for transboundary animal diseases and zoonoses. The capacities of veterinary laboratories will be strengthened by the establishment of one new laboratory in the Battambang province. “High health and safe” production compartments, in line with OIE guidelines, will be piloted in the project provinces to identify best practices for mitigating disease risks.

**Component 3:** Building One Health (OH) system - A OH Situation Analysis was conducted in 2020 in Cambodia, and found that many zoonotic diseases were prevalent in the country and the impacts on human health were significant.

Main issues included the limited interagency cooperation and inadequate core funding. The project will support the “Zoonotic Technical Working Group (Z-TWG)”, co-chaired by the Ministry of Agriculture, Forestry and Fisheries (MAFF) and Ministry of Health (MoH), through implementation of consultations/workshops, and studies to develop cross-sectoral plans against zoonoses. Joint trainings will be provided to increase staff capabilities in the formulation of relevant policies. In addition, close collaboration will be held between the GDAHP and the wildlife authorities for a pilot mapping of the risks posed by direct exposure to wildlife or by the wildlife trade. This exercise will inform the implementation of a program of awareness raising and enforcement of the ban on illicit wildlife hunting and trade.

**Component 4:** Project Management, Monitoring, Evaluation, and Learning Project Benefits. The expected project benefits would be accrued from (a) enhanced livestock productivity; (b) increased value addition along the livestock value chains; (c) losses to be avoided from reduction of disease incidence in the project areas; and, (e) global benefits, such as reduced Greenhouse Gases (GHGs) emission including through mitigation of pastureland degradation. Other indirect benefits outside the project’s target areas would be generated through the replication of the production technologies introduced, and policies implemented.

The GDAHP of the MAFF , is the Executive Agency (EA) tasked to manage and coordinate the implementation of the project. The implementation agencies (IAs) are composed of Forest Administration (FA), the Center of Disease Control (CDC) under the MoH, and the Department of Environment (DoE) under the Ministry of Environment (MoE). They will be involved in the implementation of OH related activities.

The General Department of Animal Health and Production (GDAHP) and the Forest Administration (FA) of the Ministry of Agriculture, Forestry and Fisheries (MAFF) will be the Executive Agency of the project and tasked to implement activities related to inclusive livestock and value chains. The Department of Center of Disease Control of the Ministry of Health (MoH) and the Department of Environment of the Ministry of Environment (MoE) will be implementing agencies tasked to carry out One Health related activities.

### III. Environmental and Social Policies, Regulations, and Laws

#### 3.1 Legal Framework

In this chapter, the national legal framework that is applicable to the Project are briefly described. This national legal framework includes laws and regulations, such as Sub-Decrees, Prakas, Guidelines, Standards, and international conventions and treaties that are currently effective and are most relevant to the Project. These laws and regulations are presented in two sections – one for environmental issues and the other for social issues. The applicable Environmental and Social Standards of the WB ESF are also noted. The relevant legal frameworks are summarized in Table 1.

Table 1. Relevant Legal Framework for Environment

Law	Description and Relevance to Project Activities
Law on Environmental Protection and Natural Resource Management (1996)	This law is to protect and promote environment quality and public health through prevention, reduction and control of pollution and to assess the environmental impacts of all proposed projects prior to the issuance of a decision by the government.
Law on Protected Area (2008)	The law is to classify all types of the natural protected areas is specially explained with its characters and management.
Law on Forestry Management (2002)	This law defines the framework for management, harvesting, use, development and conservation of the forests in the Kingdom of Cambodia.
Law on Water Resources Management (2007)	The law covers on use and manage of water resources in Cambodia.
Environmental and Natural Resources Code (2023)	The Code sets out the rules to be followed and practiced in strengthening, modernizing, harmonizing and improving the management of environmental protection, conservation and restoration of natural resources, biodiversity, and ecosystem functions for survival and sustainable development in the Kingdom of Cambodia
Sub-Decree on Environmental Impact Assessment Process (1999)	The purpose of this Sub-decree is to make sure that the environmental impact assessment shall be done on every public and private project and activity and reviewed by Ministry of Environment before submission to royal government.
Sub-Decree on the Control of Air Pollution and Noise Disturbance (2000)	The Sub-decree regulates air and noise pollution from mobile and fixed sources through monitoring, curb and mitigation activities to protect the environmental quality and public health.
Sub-Decree on Water Pollution Control #27 (1999)	The Sub-decree regulates activities that cause pollution in public water areas in order to sustain good water quality so that the protection of human health and the conservation of biodiversity are ensured.
Sub-decree on Revision Article 4, 9, 11, 12,17 and Annex 2, 3, 4, 5 of Sub-decree No. 27	The Sub-decree regulates activities that cause pollution in public water areas in order to sustain good water quality so

	that the protection of human health and the conservation of biodiversity are ensured.
Sub-Decree on Solid Waste Management (1999)	The Sub-decree regulates the solid waste management with proper technical manner and safe way in order to ensure the protection of human health and the conservation of bio-diversity.
Royal Decree on the Establishment and Management of Tonle Sap Biosphere Reserve (Royal Decree (2001)	Establishes the Tonle Sap Biosphere Reserve (TSBR) in accordance with the statutory framework of the World Network of Biosphere Reserves. Divides the TSBR into 3 zones: (i) core areas; (ii) buffer zone and (iii) flexible transition zone.
Sub-decree 16 ANKr.BK: Sanitary inspection of animals and animal products	Sub-Decree is to prevent epidemics of animal diseases and to protect animals and public health by determining the examination for diseases or toxins caused by bacteria in animal products originating from animals and by implementing the rules of veterinary medicine on all imports, exports, transits and transports subject to the examination.
Sub-decree on Control of Slaughterhouse and Slaughtering Business and Primary Animal Product Processing Premises(2017)	<p>Article 1: This Sub-decree determines the control of slaughterhouse and slaughtering business, examination of animal hygiene, meat and animal product at slaughterhouses, primary animal product processing premises and sale outlets aiming to prevent the spread of animal diseases, protect animal health, guarantee the product quality and protect public health in the Kingdom of Cambodia.</p> <p>This Sub-decree doesn't allow the slaughtering on any holy day at any slaughterhouse in compliance with what is enshrined in the Constitution of the Kingdom of Cambodia that Buddhism is the state's religion.</p> <p>This sub decree forbids slaughtering or killing of animals outside of slaughterhouses unless specific authorization as defined by Prakas.</p> <p>Article 2: The control of the slaughterhouse and slaughtering business, the examination of the slaughterhouse's hygiene, animal hygiene, meat and animal products at slaughterhouses, the control primary animal product and processed product, processing plant premises and sale outlets shall be under competency of Ministry of Agriculture, Forestry and Fisheries.</p>
Sub-decree 36 ANKr.BK: Contract farming	This Sub-Decree defines the implementation framework of Contract-based Agricultural Production in Cambodia.
Prakas on Environmental Impact Assessment Classification for Development Projects (2020)	The Prakas determines the types and sizes of projects that are required to prepare environmental impact assessments.

In addition to the national legal framework, Cambodia has ratified the following international conventions related to environment:

- International Conventions and Agreements Kyoto Protocol ratified – 2002
- United Nations Framework Convention on Climate Change (UNFCCC) ratified – 1995; Initial National Communication – 2000; Second National Communication (2012)
- Convention on Biological Diversity (CBD) – 1995
- Cartagena Protocol on Biosafety – 2003
- Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) – 1997

- World Heritage Convention – 1991
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- Measures on prevention of climate change, ozone depletion, on freshwater resource protection and on sustainable forest ASEAN – 1999
- Convention on Wetlands of International Importance (RAMSAR) – 1999
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The key laws, sub-decrees and regulations and international agreements related to social issues that are or might be relevant to this project are listed below.

Table 2: Relevant Legal Framework for Social

Law	Description and Relevance to Project Activities
Law on Protection of Cultural and National Heritage (1996)	The law Regulates the protection of national cultural heritage and cultural property in general against illegal destruction, modification, alteration, excavation, alienation, exportation or importation.
Labor Law (1997)	This is the overarching legal instrument that regulates and protects workers in Cambodia. The law governs relations between employers and workers.
Law on the Prevention of Domestic Violence and the Protection of Victims (2005)	The objective of the law is to prevent domestic violence, protect victims, and strengthen the culture of non-violence.
Law on Road Traffic (2015)	This law is intended to ensure road traffic safety and order, and protection of human and animal health and lives, properties and environment.
Law on the Protection and Promotion of the Rights of Persons with Disabilities (2009)	The goal of the law is to protect and promote the rights of persons with disabilities in the country, and prevent, reduce and eliminate discrimination Against persons with disabilities.
The Land Law (2001)	Provides that: (i) unless it is in the public interest, no person may be deprived of ownership of his immovable property; and (ii) ownership deprivation shall be carried out according to legal forms and procedures and after an advanced payment of fair and just compensation. (Article 5)
Expropriation Law (2010)	This is the main legal framework that governs land acquisition and involuntary resettlement.
The Organic Law on Administrative Management of Capital, Provinces, Municipalities, Districts and Khans (2008)	Councils at provincial and district levels (capital, municipal and khan levels in urban areas) are given authority to formulate development plans (including physical plans and socio-economic development plans) that identify the needs of vulnerable groups including indigenous peoples.
Policy on Registration and Right to Use of Indigenous Communities (2009)	This policy takes as its basis the recognition in the Land Law of 2001, of the right of indigenous communities to possess and use land as their collective ownership.
National Policy on the Development of Indigenous Peoples (2009)	The Policy sets out government policies related to indigenous peoples in the fields of culture, education, vocational training, health, environment, land, agriculture, water resources, infrastructure, justice, tourism, industry and mines and energy.
Prakas on the Prohibition of Hazardous Child Labour (2004)	The Prakas prohibits the employment of anyone under the age of 18 in any of the 38 scheduled hazardous works / activities listed in the Prakas.
Prakas on Light Work (2008)	Outlines 15 categories of light work that children between 12-15 years are allowed to do, limited to 12 hours per week outside of school time and 35 hours during periods of school holidays.

Standard Operating Procedures for Externally Financed Projects in Cambodia on Land Acquisition and Involuntary resettlement (2018)	The SOP reflects RGC's laws and regulations relating to the acquisition of land and the involuntary resettlement of affected households and the safeguard policies and procedures of Development Partners (DPs).
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In addition to the national legal framework, Cambodia is a signatory to a number of international instruments concerning social issues that may be relevant to this project:

- The UN Declaration on the Right of Indigenous People (2007)
- The International Convention on the Elimination of all Forms of Racial Discrimination
- The International Covenant on Economic, Social and Cultural Rights
- The UNESCO Convention on the Protection and Promotion of the Diversity of Cultural Expressions (2005)
- The UNESCO Convention for the Safeguarding of the Intangible Cultural Heritage.

### 3.2 National Environmental and Social Assessment and Permitting

#### National legal framework for environmental issues

Overall management of the environment is under the responsibility of the Ministry of Environment (MoE). The MoE is responsible for implementing the Law on Environmental Protection and Natural Resources Management.

The framework law calls for an initial environmental impact assessment (IEIA) or full environmental impact assessment (EIA), depending on type and activity and the site of the project (Sub-Decree on IEIA/EIA process (article 1 and 2 of Sub-Decree of IEIA/EIA process), to be conducted for every private or public project, to be reviewed by the MoE before submission to the Government for a final decision. The MoE is also responsible for monitoring implementation of Environmental Management Plans (EMP) throughout pre-construction, construction and operational phases of the projects.

#### National legal framework related to social issues

No single agency has overarching responsibility for social issues.

### 3.3 World Bank Standards and Key Gaps with the National Framework

The project will follow the World Bank Environmental and Social Standards (ESSs), as well as the World Bank Group Environmental, Health and Safety Guidelines. Based on these policies, the environmental and social risk of the project is categorized as substantial<sup>1</sup>. Environmental risk classification is substantial as the project might bring negative impacts related to spreading zoonotic disease and infections to people from inappropriate waste disposal and management, construction wastes, noise, dust, vibration, occupational health and safety, community health and safety, resource efficiency, waste management, handling chemicals. The social risk classification is moderate as the project might bring negative impacts related to exclusion of vulnerable and disadvantaged groups, labor and working conditions, minor community safety, increasing gender-based violence (GBV).

The World Bank's ESSs applicable to project activities are summarized in Table below.

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<sup>1</sup> Based on the World Bank's Environmental and Social Review Summary report for this project.

Table 2. Relevant World Bank ESS to the project

E&S Standard	Relevance
1. Assessment and Management of Environmental and Social Risks and Impacts	ESS1 is relevant for the project because project activities are expected to pose substantial environmental and moderate social risks. Overall, the environmental and social risks of project is classified as substantial.
2. Labor and Working Conditions	ESS2 is relevant for the project because there are certain labor risks for project workers. Labor-related risks include (i) security risks to project workers, (ii) traffic and road safety issues, (iii) inadequate terms and conditions of employment, and (iv) occupational health and safety risks.
3. Resource Efficiency and Pollution Prevention and Management	ESS3: is relevant for the project because (i) during project implementation, solid waste, wastewater and hazardous waste will be generate from construction sites and campsite; (ii) during project operation, water consumption, animal wastes, wastewater, hazardous waste will be generated more from animal farm, animal lab, slaughterhouse, livestock markets.
4. Community Health and Safety	ESS4: is relevant for the project because modernization of value chain infrastructure and market facilities might lead risks to public health associated with zoonoses, Emerging Infection Diseases (EIDs) and Antimicrobial Resistance (AMR) that originate in slaughterhouses, distribution and logistic and livestock market and water pollution.
6. Biodiversity Conservation and Sustainable Management of Living Natural Resources	ESS6: is relevant for the project because the technical assistance to increase livestock number and production may require intensification of agricultural land use, drive land use change from forests to agricultural lands, and pose consequent impacts on habitats and biodiversity.
7. Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Community.	ESS7: is relevant for the project because the project will be implemented in three provinces, are geographically considered as having the presence of indigenous peoples (IP). IP communities in the project areas are also project beneficiaries.
8. Cultural Heritage	ESS8: is relevant for the project as the project will involve civil works. There is the potential of discovering unknown cultural heritage during excavation activities for civil works.
10. Stakeholder Engagement and Information Disclosure	ESS10 is relevant for the projects because the project recognizes the need for effective and inclusive engagement with all the relevant stakeholders. It aims at involving a wide range of agencies (including the private sector, Small and Medium Enterprises (SMEs), and government organizations working in the field of animal health, veterinary services, livestock development, and meat production process, as well as livestock farmers).

The gap between World Bank's ESF and legislation/regulations of Royal Government of Cambodia is summarized in Annex 1.

#### **IV. Potential Environmental and Social Risk Impacts and Standard Mitigation Measures**

The project will mainly support technical assistance activities to promote livestock production, improve the value chain and strengthen animal health services, and not invest in large scale infrastructure. The project will also support activities that may have moderate physical footprints resulting from (i) support on animal vaccination to complement the government's vaccination program, (ii) construction of a new laboratory, and (iii) modernization of value chain infrastructure and market facilities that involve construction/renovation of slaughterhouses and market facilities, and a package of interventions including improving food hygiene, and food safety in livestock processing, product handling, and marketing.



#### 4.1. ESS1: Assessment and Management of Environmental and Social Risks and Impacts

The project will finance some small-scale construction/renovation works for livestock-related infrastructure that will result in minor community safety/disturbance caused by interaction between workers and communities and environmental pollution. There is no any risks linked to associated facilities because there is no Royal Government of Cambodia/ADB or other development partners is financing the same things and at the same target provinces.

Potential environmental risks and impacts include (i) risks and impacts of spreading zoonotic diseases and infections to people from inappropriate waste disposal and management, and workers and waste pickers' injuries from sharps (syringes, needles, blades etc.) disposed by animal vaccination programs; (ii) OHS issues related to testing and operation works; (iii) waste, noise, dust, vibration, OHS for workers, community health and safety associated with civil works; (iv) resource efficiency, waste management, use and handling of chemicals in laboratory facilities, (v) resource efficiency and pollution (waste water discharge, solid waste) in slaughterhouses and markets during construction/renovation of infrastructure and their operation; and (vi) community health and safety issues related to the handling, transportation and disposal of carcass and other biological materials, and in markets.

Social risks and impacts anticipated for this project are: (1) risks of excluding vulnerable groups from project benefits ; (2) low risk of use of child labor as part of construction and the project's engagement in the livestock sector, and risk related to OHS of workers and their working conditions during construction and operation; (3) risks related to temporary and minor community safety as caused by interaction between workers and communities, including low SEA/SH risks from workers and their proximity to vulnerable groups, as well as other risks associated with community safety as a result of project construction and operations; (4) risks associated with engaging with indigenous communities (by construction workers/project technical service providers) present in project areas, in a culturally appropriate manner; and (5) community safety/health risks associated with impacts caused by waste/smells from labs/ livestock infrastructure and facilities. There is no risk related to land taking, as construction works, including value chain facilities, will take place on public land owned by MAFF, without resorting to any resettlement impacts.

**Table 3: Impacts and Mitigation Measures for ESS1**

<b>Subcomponent Activity</b>	<b>Risks and Impacts</b>	<b>Mitigation Measures</b>
Inadequate environmental or social assessment prior to subproject design	Environmental or social risks and impacts not identified	Environmental and social assessments be conducted for each subproject prior to detailed planning and design
Inadequate staffing or inadequate capacity of assigned E&S	Environmental or social impacts not adequately identified implemented and mitigated, leading to potential harm to people and/or the environment	Competent staffs be assigned as E&S staffs for the project, with additional consultants as needed. Staffs trained in ESF policies, instruments, etc.
Lack of or insufficient emergency response system	Cause injury or death to workers, plant operators, and/or community members	Prepare emergency response system for workers.
UXO contamination at project areas, including those of any Associated Facilities and of the PWOs	Injured workers or members of the publics	Confirm all relevant areas are clear from UXO. - Cambodian Mine Action Centre (CMAC) to clear areas where necessary and provide evidence of clearance to PMUs in advance of



		construction and Certificate of UXO Clearance obtained
Inadequate supervision of compliance with Environmental and Social mitigation measures	Environmental or social impacts not adequately mitigated, leading to potential harm to people and/or the environment	Contractors appoint E&S focal persons in bid/contract documents. E&S consultants train E&S focal persons on supervision of compliance with ESMP/ESCAP, and to key staff of contractors on implementation of ESMP/ESCAP.

## 4.2. ESS2 Labor and Working Conditions

The engagement of construction workers, Village Animal Health workers and civil servants may cause some moderate risks linked to labor and working conditions including (i) labor discrimination, rights/labor disputes; (ii) Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH); (iii) child labor in construction work and livestock sector; (iv) occupational health and safety for all workers from construction works/operations due to a lack of personal protective equipment (PPE) and its proper enforcement and for workers working in slaughterhouses, and animal husbandry; (v) traffic accidents for civil servants/consultants and risk to community residents due to travels to project sites, infection of both communicable diseases and vector-borne diseases during construction works. These labor related risks will need to be managed through the development of labor management procedures (LMP), which will be part of the ESMF.

Table 4: Impacts and Mitigation Measures for ESS2 Labor and Working Conditions

Subcomponent Activity	Risks and Impacts	Mitigation Measures
<b>Construction</b>		
Occupational Health and Safety	Workers exposed to risks due to physical hazards, trip and fall hazards, exposure to chemicals, dust and noise, falling objects, and ergonomic injuries	<ul style="list-style-type: none"> <li>- Conduct training of workers in the identification and management of occupational hazards;</li> <li>- Require workers to adhere to guidelines relating to minimum distances for excavations, tools, and vehicles,</li> <li>- Implement fall protection systems for construction and renovating the laboratory building that include provision of hoisting equipment, safety belts, and secondary (backup) safety straps for workers.</li> <li>- Provide first-aid facilities readily accessible to workers.</li> <li>- Post safety signs, reminders, or warning notices at visible areas onsite.</li> <li>- Strictly implement a “No-Alcohol, No-Gambling and No-Dangerous Drug Policy” at the construction site.</li> <li>- Provide PPEs and make wearing of PPEs mandatory.</li> <li>- Develop and implement incident reporting system</li> <li>- Detail mitigation measures should be adopted from the IFC’s Environmental, Health, and Safety Guidelines (Occupational Health and Safety)</li> </ul>
Inadequate safety measures and sanitation at workers’ campsites,  Inadequate facilities provided	<p>Increased risks of injuries and illness of workers (and any camp followers).</p> <p>Increased risk of contamination of water and soil from waste disposal.</p>	<ul style="list-style-type: none"> <li>- If a workers’ camp is required, the contractor will set out a camp management plan in the C-ESMP/C-ESCAP, with a location map and a site layout map indicating facilities and infrastructure.</li> <li>- Adequate and separate accommodation and sanitation facilities will be provided for male and female workers, meeting good standards of health, hygiene and comfort.</li> </ul>

in the workers' camps  Conflicts between workers and local community	Conflicts between workers and local community due to misunderstanding, inappropriate behavior, etc.	<ul style="list-style-type: none"> <li>- There will be adequate supply of clean and safe water, adequate waste and wastewater disposal systems, appropriate protection against heat, cold, noise, damp, fire and disease-carrying or poisonous animals (e.g. insects, rats, snakes)</li> <li>- All solid waste will be regularly collected and removed from the work camps and disposed to areas approved by local authorities.</li> <li>- Relevant training on camp management will be provided to all staff.</li> <li>- All workers at the camp will be required to sign and follow a Code of Conduct (CoC) as part of their contract, on how to interact with the local residents.</li> <li>- Training on gender based violence shall be provided to contractor's workers and contractor's staffs.</li> </ul>
Risk of communicable diseases, including STDs	<p>Transmission of communicable diseases among workers and into the community, illness and possible deaths</p> <p>Transmission of STDs among workers and into the community</p>	<ul style="list-style-type: none"> <li>- Plan and execute work in compliance with country-specific Covid-19 regulations and directives, including directions of the Department of Labour.</li> <li>- Conduct training and education of workers on infection prevention and control practices.</li> <li>- Conduct training and education of workers on prevention of STDs</li> <li>- Train all workers on contents of a Code of Conduct (CoC), and have them sign the CoC in acknowledgement</li> </ul>
Child labor and forced labor	<p>Engage workers under age 18</p> <p>Compel people to work to repay debts</p> <p>Possible child labor or forced labor in supply chain</p>	<ul style="list-style-type: none"> <li>- Conduct age checks and other verification</li> <li>- Ensure all workers have contracts and are paid at least minimum wage</li> <li>- Conduct due diligence in the supply chain</li> </ul>
Lack of or insufficient emergency response system	Cause injury or death to workers due to fire and any risks during constructing works	<ul style="list-style-type: none"> <li>-Emergency response plan/system shall be prepared.</li> <li>-Provide training to workers on the emergency response system</li> </ul>
GRM for Workers	Dissemination	<ul style="list-style-type: none"> <li>- Contractor to nominate 'Contractor focal point' for GRM and develop complaints register and complaints form.</li> <li>- Erect sign boards with project details and GRM procedures/contact details at the entrance to each construction site/camp.</li> <li>- PMUs to provide contractor with GRM contact details which the contractor will use to print 'GRM contact cards' for its staff to hand to complainants and will keep cards with all vehicles, machinery and site managers/foremen.</li> <li>- Contractor to raise awareness of all workers on how to respond when an affected person or member of the public has a complaint i.e. direct the person to the most senior site manager present at the time and provide a 'GRM contact card'.</li> </ul>
<b>Operation Phase</b>		
Disease transmission and	Lack of hygiene and safety for personnel at animal	-PPE and safety uniforms shall be provided to workers, staff and visitors.

infection between human and animals	farms, slaughterhouse, livestock market leads to disease transmission between human and animals	-Emergency responses for any outbreak disease. -Training in procedures for hygiene and safety shall be provided to personnel at animal farms, slaughterhouse, and livestock market.
Gender-related issues, children abuse,	Facing with discrimination, limited access to resources (credit, training, veterinary care). Children involving in feed and water animals, collect manure and transport animal with exposing hazardous substances and working long hours in dangerous condition in cow and pig production.	-Agricultural Cooperative (AC), slaughterhouse, livestock market facilities, and lab shall not allow any child labor which against with the regulation. - Agricultural Cooperative (AC), slaughterhouse, livestock market facilities, and lab shall not allow to have gender discrimination, unfair paid between women and men workers at working place. - Ensure all workers have contracts and are paid at least minimum wage

### 4.3. ESS3 Resource Efficiency and Pollution Prevention and Management

The runoff from animal waste can flow into water bodies causing severe ecological harm, and decomposing waste can cause harm to the environment and threat to human health. In addition, large volumes of process water need to be sourced, and discharge of wastewater from slaughterhouses may pollute rivers or streams in the community and degrade the environment, including fish. This is further complicated if the law regulating these slaughterhouses is weak and poorly enforced, or that there is no pre-treatment standard applied. As a result of project activities promoting animal farming and production, there is a potential increased use of chemicals in livestock and poultry farms to manage pests and disease. Specifically, processing facilities, commercial livestock-raising as well as feed storage areas may need to control pest populations by utilizing pesticides, insecticides or rodenticides. Since the project does not involve a direct investment in the livestock production, significant GHG emission is not expected directly from the project. The estimation of reduced GHG production is not yet under the scope of project, but the project will further explore the opportunity with experts during the project implementation.

Table 5 ESS3 Resource Efficiency and Pollution Prevention and Management

Subcomponent Activity	Risks and Impacts	Mitigation Measures
<b>Construction phase</b>		
Generation of dust, noise, vibration and gas emissions due to the operation and movement of construction vehicles and machinery	Excessive dust, noise and vibrations, affecting local residents and workers, including potential long-term illness. Release of gas emissions polluting environment and affecting local residents and workers, including potential long-term illness.	- Cover and moisten soil and aggregate stockpiles. - Water sprinkling in areas prone to airborne dust. - Regularly clean and sweep dust and accumulated soil at roadsides - Regularly maintain vehicles and equipment to ensure emissions comply with standards. - Prohibit burning of waste materials. - Cover materials with tarpaulin or other suitable materials during hauling.  - No construction allowed from 22:00 to 06:00. - Position stationary equipment that produce high noise levels (i.e., diesel generators) as far as practical from sensitive receptors, and install noise suppression devices - Erect temporary noise barriers around construction sites.
Improper disposal of construction waste and	Pollute the terrestrial and aquatic	- Undertake waste reuse and recycling, where possible, and dispose only in approved sites.

asbestos (if present) especially near the natural water sources (canals, streams, ponds, etc.), or minor operational or accidental spills of fuel and lubricants from the construction machinery	environments and harm the flora and fauna in those areas, including potential harm to local residents	<ul style="list-style-type: none"> <li>- Undertake segregation of hazardous and non-hazardous wastes, including properly labeled waste disposal bins.</li> <li>- Instruct workers not to indiscriminately dispose wastes particularly at surrounding areas, canals, rivers, agricultural field, and other public areas</li> <li>- Avoid the disposal of wash water with excessive chlorine residue into rivers or water bodies</li> </ul>
Improper restoration of construction sites, including cleaning and closing of old unhygienic outdoor pits at the end of the civil works, and restoration of the workers' camp sites and related facilities	Harm the local environment.	<ul style="list-style-type: none"> <li>- All construction sites and work areas will be rehabilitated to be close as possible to their previous condition and able to be used as before.</li> <li>- No waste will remain at the sites after work is completed.</li> <li>- At the workers' camps, all facilities, structures, installations and pavements (above ground and below ground, fixed and moveable) will be dismantled or demolished and removed (reused, sold/recycled, disposed of as waste) from the site.</li> <li>- All chemicals, waste and pollution will be removed and safely disposed of.</li> <li>- Septic tanks and other sanitary/waste disposal systems will be emptied, and the content disposed of in accordance with local regulations. The installations will be excavated and removed.</li> <li>- The construction sites and workers' camps will be recontoured, depressions backfilled, topsoil will be applied, and the sites will be revegetated</li> </ul>
Greenhouse gas emissions from electricity use	Increased electricity use for plan operations leads to increased greenhouse gas emissions	<ul style="list-style-type: none"> <li>- Use resource efficient equipment</li> </ul>
<b>Operation Phase</b>		
Animal farming and animal production	Increasing animal wastes and wastes from animal feeding process	<p>Waste management to comply with IFC's Environment, Health and Safety<sup>2</sup> and GIIP, including but not limited to:</p> <ul style="list-style-type: none"> <li>- Ensure production and manure storage facilities are constructed to prevent urine and manure contamination of surface water and groundwater</li> <li>- Introducing biogas technology to manage manure and organic wastes from animal farms in order to minimize impacts on polluting surface water odor, emitting GHG into atmosphere</li> <li>-</li> </ul>
Slaughterhouses and livestock markets	Increasing wastewater discharge due to increasing water consumption	<ul style="list-style-type: none"> <li>-Improvement in food hygiene, water and sanitation utilities in slaughterhouses and in livestock markets</li> <li>-Waste management procedures consistent with GIIP, including but not limited to: <ul style="list-style-type: none"> <li>- Encourage the collection and processing of blood, to remove it from waste systems.</li> <li>- Improve collection facilities for animal wastes, in particular for blood and stomach contents.</li> <li>- Improve storage areas for solid wastes.</li> </ul> </li> </ul>

<sup>2</sup> <https://www.ifc.org/content/dam/ifc/doc/2023/ifc-general-ehs-guidelines.pdf>

		<ul style="list-style-type: none"> <li>- Formalize and regulate the slaughter waste re-use and recycling sector to improve occupational health and safety, public health, and minimize waste quantities for disposal.</li> <li>- Encourage the use of composting techniques for livestock and slaughter wastes.</li> <li>-Wastewater shall be treated properly onsite before discharging into public sewer or water body by complying with Sub-decree No. 27 on Water Pollution Control.</li> <li>- Improve drainage and provide catch-pits or interceptors for collecting solid material.</li> <li>Provide simple education and awareness training for all related industries with respect to waste, disease, and disease risks</li> <li>-Infected dead animals and waste from the slaughterhouses and markets should be disposed properly to avoid spread of disease and risks to public health.</li> <li>-For livestock market: Improve facilities for the collection of animal waste (dung) and reducing pollution of local watercourses through the provision of appropriate hard-standing areas and drainage.</li> <li>-For livestock market: Encourage waste collection and re-use, e.g. dung cakes for fuel, composting, and fertilizer.</li> </ul>
Animal feed processing	Increasing of utilizing pesticides, insecticides or rodenticides for pest control lead to increasing chemical substances in surface water and soil quality	In practice, there is rare to use pesticide for managing pest for animal feed crops. The project advises that pesticide shall not be used in animal feed crops.

#### 4.4. ESS4 Mitigation Measures Relevant to ESS4 Community Health and Safety

The project is expected to bring positive environmental and social impacts in terms of more sustainable livestock breeding and better animal welfare practices, efficient water conservation, reduced burden on pastures, increased food safety, and livelihood improvement. There are no significant risks or impacts to community health and safety associated with construction as civil works will be minor and no labor influx is expected. However, there will be concerns and potential risks due to modernization of value chain infrastructure and market facilities. Public health risks are associated with zoonoses, Emerging Infectious Diseases (EIDs) and Antimicrobial Resistance (AMR) that originate in slaughterhouses, distribution and logistics and livestock markets, and water pollution due to poor sanitation utilities in slaughterhouses. Law on animal health and production and Sub-decree 108 on management of slaughterhouse and inspection of animal and animal products shall be complied for managing slaughterhouses and livestock market effectively.

Table 6: Impacts and Mitigation Measures for ESS4

Subcomponent Activity	Risks and Impacts	Mitigation Measures
Lack/Insufficient assessment of environmental services	Potential impacts would be unique to and need to be determined for each subproject. Examples might be:	<ul style="list-style-type: none"> <li>▪ Conduct an assessment of environmental services that might be affected by the project, both</li> </ul>

that might be affected by the project	Wastes could affect natural water sources used by other household for domestic use, or by others for agriculture.	<p>potentially beneficial and potentially damaging.</p> <ul style="list-style-type: none"> <li>Adjust subproject design to avoid damaging impacts</li> </ul>
Traffic safety and accidents	Increased risk of traffic accidents from transporting construction vehicles and equipment, trucks bringing supplies, etc.	<ul style="list-style-type: none"> <li>Sign posting, warning signs, and barriers and flagman for control the traffic at between public road and entrance of construction site.</li> </ul>
Dust, noise, vibrations, and gas emanations from construction activities	Harm to local residents	Refer to mitigation measures for same risk under ESS3 above
Safety at construction sites	Risk of accidents in or near construction sites	<ul style="list-style-type: none"> <li>Fencing and barriers, clearly posted warning signs</li> <li>Guards to prevent access to construction sites by outsiders (third parties)</li> <li>Install explicit signs forbidding children to play in or near the construction sites</li> </ul>
Risk of communicable diseases, including STDs, from workers	Spread of STDs or other communicable diseases from contact with infected workers	<ul style="list-style-type: none"> <li>Provide information to local community in easily accessible manners on how to prevent and treat various communicable diseases</li> <li>Provide information to local residents on the workers' camps and their regulations.</li> </ul>
Gender based violence (GBV), Sexual Exploitation and Abuse (SEA), Sexual Harassment (SH), and Violence against Children (VAC)	Construction staff, workers can increase risks of SEA/SH, GBV, and VAC	<ul style="list-style-type: none"> <li>Provide information (including workers signing code of conduct) / training prior to construction to contractors and stakeholders and local community on the risks of Gender-Based Violence, Sexual Exploitation and Abuse, Sexual Harassment and Violence Against Children with influx of outside labor</li> <li>Establish mechanisms to report GBV, VAC, SEA, and assure all are made aware of those mechanisms during training and in posters and other media.</li> </ul>
Lack of or insufficient emergency response system	Cause injury or death to workers, plant operators, and/or community members	<ul style="list-style-type: none"> <li>Emergency response plan/system shall be prepared</li> <li>Inform community of emergency response system</li> <li>Provide training to selected members of community on how to respond to emergency</li> </ul>
<b>Operation Phase</b>		<ul style="list-style-type: none"> <li></li> </ul>
Slaughterhouses and livestock market facilities	Water pollution due to poor sanitation utilities in slaughterhouses	<ul style="list-style-type: none"> <li>Refer to ESS3</li> <li>Operating slaughterhouse and livestock market shall comply with Sub-decree on Control of</li> </ul>

		Slaughterhouse and Slaughtering Business and Primary Animal Product Processing Premises; Sub-decree on water pollution control; Good International Industry Practices (GIIP) animal welfare including International Finance Corporation (IFC).
Community health and safety	Animal disease/zoonotic disease surveillance at farming, slaughterhouses, distribution and logistics and livestock market	<ul style="list-style-type: none"> <li>▪ a mobile application system for disease surveillance; disease mapping and emergency disease alert in target province will be set up.</li> <li>▪ Strengthen capacity on animal health, disease detection and disease control to Village Animal Health Workers (VAHW), Provincial Office of Animal Health and Productions (POAHP)</li> <li>▪ capacity building programs for veterinary personnel, paraprofessionals, a cadre of Village Animal Health Workers (VAHW) from both the public and private sectors.</li> <li>▪ Developing appropriate legislation governing animal health, animal production, and veterinary services.</li> <li>▪ Vulnerability and risk assessment tool to identify animal health risks and prioritize veterinary services delivery in local areas.</li> <li>▪ Developing an IEC-based communications strategy, including a system of key messaging and alerts to stakeholders by using websites and social media.</li> <li>▪ The implementation of surveillance and control programs for transboundary animal diseases early warning and zoonoses.</li> <li>▪ Strengthening capacities of veterinary laboratories by the establishment of one new laboratory in Battambang province</li> <li>▪ Production compartments in line with OIE guidelines will be piloted in the project provinces to identify best practices for mitigating disease risks.</li> <li>▪ Setting up an integrated animal health and production information system (AHPIS) to capture and integrate data from a range of sources</li> </ul>

#### 4.5. Mitigation Measures Relevant to ESS6 Biodiversity Conservation and Sustainable Management of Living Natural Resources

Although the project will not involve direct physical investments in livestock production, it will support technical assistance activities that include promoting productivity enhancement measures and techniques for animal breeding, genetics and animal nutrition. The project interventions will be consistent with Good International Industry Practices (GIIP) animal welfare including International Finance Corporation (IFC) Good Practice Note: Improving Animal Welfare in Livestock Operations, and GIIP in animal husbandry techniques with due consideration for religious and cultural principles.

**Table 7: Impacts and Mitigation Measures for ESS6**

<b>Subcomponent Activity</b>	<b>Risks and Impacts</b>	<b>Mitigation Measures</b>
Improper disposal of construction waste, especially near the natural water sources (canals, streams, ponds, etc.), or minor operational or accidental spills of fuel and lubricants from the construction machinery  [NOTE: in mitigation measures for ESS3]	Pollute the terrestrial and aquatic environments and harm the flora and fauna in those areas, including potential harm to local residents	<ul style="list-style-type: none"> <li>- Undertake waste reuse and recycling, where possible, and dispose only in approved sites.</li> <li>- Undertake segregation of hazardous and non-hazardous wastes, including properly labeled waste disposal bins.</li> <li>- Instruct workers not to indiscriminately dispose wastes particularly at surrounding areas, canals, rivers, agricultural field, and other public areas</li> <li>- Good International Industry Practices (GIIP) animal welfare including International Finance Corporation (IFC) Good Practice will be complied with.</li> </ul>
Technical assistance (policies, capacity building, promotion activities) to increase livestock number and production may increase demand and production of feed crops.	Increasing intensification of agricultural land use, drive land use change from forests to agricultural lands, and pose consequent impacts on habitats and biodiversity.	The ToRs for such technical assistance will require due consideration of potential downstream ESS6 implications. This provision will be clearly mentioned in the ESCP.

#### **4.6. Mitigation Measures Relevant to ESS 7 Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities**

The project will be implemented in three provinces, where are geographically considered as having the presence of indigenous peoples (IP).

**Table 8: Impacts and Mitigation Measures for ESS7**

<b>Subcomponent Activity</b>	<b>Risks and Impacts</b>	<b>Mitigation Measures</b>
Presence of Indigenous Communities in or near a sub-project	IP communities in the project areas are also project beneficiaries	<ul style="list-style-type: none"> <li>▪ The project needs to ensure that indigenous peoples are consulted in a culturally appropriate manner including using the languages appropriate to them.</li> <li>▪ The preparation for an IPPF will not be required since the project is designed in a way that will benefit vulnerable and disadvantaged groups including ethnic minorities, and will not have any adverse impacts on IP communities' cultures, land, or their access to natural resources. However, given the presence of the IP communities in all project areas, the details of how the project will communicate and engage with</li> </ul>



		<p>affected IP communities will need to be provided as part of the SEP.</p> <ul style="list-style-type: none"> <li>▪ Consult with IP communities at all stages, including preparation of the IPP, if needed to assure their needs are met and communicate with the IP community in a language and manner they understand about the project.</li> </ul>
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#### 4.7. ESS8 Mitigation Measures Relevant to ESS8 Cultural Heritage

There is the potential of discovering unknown cultural heritage during excavation activities for civil works. A guidance for chance finds procedure is attached in Annex VI.

Table 9: Impacts and Mitigation Measures for ESS8

Subcomponent Activity	Risks and Impacts	Mitigation Measures
Sites of important cultural heritage, whether national or for local communities, are affected by the project; or cultural artifacts or sites are discovered during project construction	Sites of important cultural heritage could be damaged or destroyed; cultural artifacts could be damaged, destroyed or lost.	As the construction works occur in the existing reserved land by the Provincial Department of Agriculture, Fishery and Forestry, it is not expected to yield any important landmark, monument, grave or any other conservation findings of any significance. However, guidance for a chance finds procedure is included in Annex VI.

#### 4.8. Mitigation Measures Relevant to ESS10 Stakeholder Engagement and Information Disclosure

Relevant stakeholders will be engaged throughout the project as described in Table below.

Table 10: Impacts and Mitigation Measures for ESS10

Subcomponent Activity	Risks and Impacts	Mitigation Measures
Community Stakeholder Engagement	<p>Insufficient information to local residents</p> <p>Insufficient knowledge of GRM process</p> <p>All can lead to potential conflicts between local community and project</p>	<ul style="list-style-type: none"> <li>▪ Regular consultation with direct stakeholders at all stages of the project, according to Stakeholder Engagement Plan (SEP)</li> <li>▪ Consultation with indirect stakeholders as needed, according to Stakeholder Engagement Plan (SEP)</li> <li>▪ Update SEP regularly to reflect new or different stakeholders and new or different conditions</li> <li>▪ Assure all stakeholders are aware of Project's GRM to report any issues, complains, suggestions.</li> <li>▪ Make available posters and other social media that explain the GRM process and their rights of any complainants.</li> </ul>
Lack of access to a grievance redress process	Potential for increased discontent of local residents and conflict with project.	<ul style="list-style-type: none"> <li>• Establish a Grievance Redress Mechanism.</li> </ul>

#### 4.9. Risks and Mitigation Measures Specific to Disadvantaged and Vulnerable Groups

Many smallholder farmers did not have suitable land size, making it difficult to invest in their livestock businesses and improve their productivity. Additionally, many smallholder farmers were poor, limiting their ability to purchase inputs such as vet drugs and feeds, veterinary care, and transportation. This also makes them more vulnerable to shocks such as droughts and floods that create weather-borne diseases.

The social assessment study found that poor, disabled, and women household heads were more involved with household chicken production than pig and cow production. This was due to the following factors:

- Chicken production requires a small investment amount, especially for household production.
- Chicken production is short-term, only 3.5 months, compared to pigs for 5 months and cows for 18 months.
- Finally, the risks of production loss due to unstable prices and diseases are low compared to pigs and cows.

These factors made chicken production a more attractive option for smallholder farmers with limited resources and looking for a way to reduce their risks.

Additionally, there were also concerns about gender-based violence (GBV) and sexual exploitation and abuse (SEA) against women. A 2018 report by the Cambodian Center for Human Rights found that transgender women in public spaces experience high rates of abuse, with 43% of respondents reporting physical violence, 31% reporting sexual assault, and 25% reporting rape<sup>3</sup>.

Finally, children may be used to feed and water animals, collect manure, and transport animals. They may also be exposed to hazardous substances and work long hours in dangerous conditions, especially in cow and pig production.

Table 11: Risks and Mitigation Measures related to Disadvantages and Vulnerable Group

Risk	Mitigation Measures
The inclusion of VGs (IP, poor, disabled, and women's household heads) in livestock production	<p>The project should ensure that all people, regardless of their social group, are included in the project's activities. This will be done by:</p> <p>Recruiting a social development specialist who will work throughout the life cycle of the project.</p> <p>Ensuring meaningful consultation and quality of engagement with vulnerable and marginalized groups at all levels during project preparation and other project activities.</p> <p>Improving physical barriers for VGs by designing market construction facilities and the laboratory with inclusive accessibility.</p> <p>Conducting proper and regular screening to refer VGs to project services based on the screening results. If they are VG farmers, the</p>

<sup>3</sup> [https://www.cchrcambodia.org/admin/media/factsheet/factsheet/english/CCHR%20Fact sheet\\_Violence%20Against%20Women\\_ENG.pdf](https://www.cchrcambodia.org/admin/media/factsheet/factsheet/english/CCHR%20Fact%20sheet_Violence%20Against%20Women_ENG.pdf)

	project should integrate them with the livestock value chain through criteria-based in-kind support.
Gender issues and child abuses	<p>Raise awareness among VMs, farmers, VAHWs, village/commune chiefs, and communities about gender-based issues and child abuse.</p> <p>Display the numbers of local authorities and police in accessible locations to report any gender issues and child abuse cases.</p> <p>Ensure that Project work, staff, and beneficiaries are trained and sign Codes of Conduct (CoCs) regarding Gender-Based Violence (GBV), Sexual Exploitation and Abuse (SEA), and Violence Against Children (VAC).</p>

## 5. Procedures and Implementation Arrangements

### 5.1 Environmental and Social Risk Management Procedures

The environmental and social risk management procedures will be implemented through the Project's subproject selection process. In summary, the procedures aim to do the following:

Table 12: Project Cycle and E&S Management Procedures

Project Stage	E&S Stage	E&S Management Procedures
<b>a. Assessment and Analysis:</b> Subproject identification	Screening	<ul style="list-style-type: none"> <li>- During subproject identification, ensure subproject eligibility by referring to the <i>Exclusion List in table 5</i> below.</li> <li>- For all activities, use the <i>Screening Form in Annex 2</i> to identify and assess potential environmental and social risks and impacts, and identify the appropriate mitigation measures for the subproject.</li> </ul>
<b>b. Formulation and Planning:</b> Planning for subproject activities, including human and budgetary resources and monitoring measures	Planning	<ul style="list-style-type: none"> <li>- Based on <i>Screening Form</i> adopt and/or prepare relevant environmental and social procedures and plans (ESMP/ESCOP).</li> <li>- Ensure that the contents of the ESMP/ESCOP are shared with relevant stakeholders in an accessible manner and consultations are held with the affected communities in accordance with the SEP.</li> <li>- ESMP/ESCOP approved by PMU and reviewed by the World Bank</li> <li>- Incorporate relevant environmental and social procedures and plans (ESMP/ESCOP) into contractor bidding documents; train contractors on implementation of ESMP/ESCOP.</li> </ul>
<b>c. Implementation and Monitoring:</b> Implementation support and continuous monitoring for projects	Implementation	<ul style="list-style-type: none"> <li>- Ensure implementation of ESMP/ESCOP through site visits, regular reporting from the field, and other planned monitoring.</li> <li>- Track grievances, beneficiary feedback, and incidents.</li> <li>- Continue awareness raising and/or training for relevant staff, volunteers, contractors, communities.</li> </ul>
<b>d. Review and Evaluation:</b> Qualitative, quantitative, and/or participatory data collection on a sample basis]	Completion	<ul style="list-style-type: none"> <li>- Assess whether ESMP/ESCOP have been effectively implemented.</li> <li>- Ensure that physical sites are properly restored.</li> </ul>

### a. Subproject Assessment and Analysis – E&S Screening

As a first step, all proposed activities should be screened to ensure that they are within the boundaries of the Project’s eligible activities, and they are not considered as activities listed on the E&S Exclusion List in the table below.

Table 13: Exclusion List

<ul style="list-style-type: none"><li>• The project with impacts on IP access to natural resources, land or cultural resources should not be financed.</li><li>• Weapons, including but not limited to mines, guns, ammunition, and explosives</li><li>• Support of production of any hazardous good, including alcohol, tobacco, and controlled substances</li><li>• Any construction in protected areas or priority areas for biodiversity conservation, as defined in national law</li><li>• Activities or subproject that requires a full EIA according to national legislation.</li><li>• Activities that have the potential to cause any significant loss or degradation of critical natural habitats, whether directly or indirectly, or which would lead to adverse impacts on natural habitats</li><li>• Activities that involve extensive harvest and sale/trade of forest resources (post, timber, bamboo, charcoal, wildlife, etc.) for large-scale commercial purposes</li><li>• Activities involving changing forestland into agricultural land or logging activities in primary forest</li><li>• Purchase or use of banned/restricted pesticides, insecticides, herbicides, and other dangerous chemicals (banned under national law and World Health Organization (WHO) category 1A and 1B pesticides)</li><li>• Construction of any new dams or rehabilitation of existing dams including structural and or operational changes; or irrigation or water supply subprojects that will depend on the storage and operation of an existing dam, or a dam under construction for the supply of water</li><li>• Activities that involve the use of international waterways</li><li>• Any activity affecting physical cultural heritage such as graves, temples, churches, historical relics, archeological sites, or other cultural structures</li><li>• Activities that may cause or lead to forced labor or child abuse, child labor exploitation or human trafficking, or subprojects that employ or engage children, over the minimum age of 14 and under the age of 18, in connection with the project in a manner that is likely to be hazardous or interfere with the child’s education or be harmful to the child’s health or physical, mental, spiritual, moral, or social development</li><li>• Any activity on land that has disputed ownership or tenure rights</li><li>• Any activity that will cause physical relocation of households or will require the use of eminent domain</li><li>• Any activity with significant environmental and social risks and impacts that require an Environmental and Social Impact Assessment (ESIA)</li><li>• Any activity that will require Free, Prior and Informed Consent (FPIC) as defined in ESS7.]</li></ul>
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As a second step, the GDAHP will use the *E&S Screening Form in Annex 2* to identify and assess relevant environmental and social risks specific to the activities, and identify the appropriate mitigation measures. The *Screening Form* lists the various mitigation measures and plans that may be relevant for the specific activities (such as the Environmental and Social Codes of Practice, the Labor Management Procedures, Chance Find Procedures, etc.).

### b. Subproject Formulation and Planning – E&S Planning

ESMP outline and ESCOP *template* in the Annex will be used and adapted to site specific conditions based on any site specific risks (and associated mitigation measures) identified during the screening process.

If site-specific ESMP/ESCOP are necessary, the GDAHP will prepare these ESMP/ESCOP and other applicable documents as needed. The GDAHP will provide approval and compile ESMP/ESCOP and other applicable forms. The contents of the ESMP/ESCOP will be shared with relevant stakeholders in an accessible manner, and consultations will be held with the affected communities on the environmental and social risks and mitigation measures. If certain subprojects or contracts are being initiated at the same time or within a certain location, an overall ESMP/ESCOP covering multiple subprojects or contracts can be prepared. Some moderate risk subprojects may also benefit from the preparation of a site-specific environmental and social assessment prior to the preparation of an ESMP/ESCOP.

The GDAHP will also complete the documentation, permits and clearances required under the government's Environmental Regulation before any project activities begin.

At this stage, staff who will be working on the various subproject activities should be trained in the environmental and social management plans relevant to the activities they work on. The GDAHP will provide such training to field staff.

The GDAHP will also ensure that all selected contractors, subcontractors, and vendors understand and incorporate environmental and social mitigation measures relevant to them as standard operating procedures for civil works. The GDAHP will provide training to selected contractors to ensure that they understand and incorporate environmental and social mitigation measures; and plan for cascading training to be delivered by contractors to subcontractors and vendors. The GDAHP will further ensure that the entities or communities responsible for ongoing operation and maintenance of the investment have received training on operations stage environmental and social management measures as applicable.

### **c. Implementation and Monitoring – E&S Implementation**

During implementation, the GDAHP of MAFF as an Executive Agency will conduct regular monitoring visits. Describe the mechanisms, responsible parties, and the frequency for project supervision. Consider whether mobile devices can be used for monitoring of projects with numerous subproject locations. If there are contractors implementing subproject activities, the contractors will be responsible for implementing the mitigation measures in the E&S risk management documents, with Project Management Unit (PMU)/ GDAHP oversight.

The PMU/GDAHP working to implement the project will ensure that monitoring practices include the environmental and social risks identified in the ESMF and will monitor the implementation of E&S risk management mitigation plans as part of regular project monitoring.

At a minimum, the reporting will include (i) the overall implementation of E&S risk management instruments and measures, (ii) any environmental or social issues arising as a result of project activities and how these issues will be remedied or mitigated, including timelines, (iii) Occupational Health and Safety performance (including incidents and accidents), (iv) community health and safety, (v) stakeholder engagement updates, in line with the SEP, (vi) public notification and communications, (vii) progress on the implementation and completion of project works, and (viii) summary of grievances/beneficiary feedback received, actions taken, and complaints closed out, in line with the SEP. Reports from the local levels will be submitted to the [responsible party in the implementing agency] at the national level, where they will be aggregated and submitted to the World Bank on a six-month basis.

Throughout the Project implementation stage, the PMU/GDAHP will continue to provide training and awareness raising to relevant stakeholders, such as staff, selected contractors, and communities, to

support the implementation of the environmental and social risk management mitigation measures. An initial list of training needs is proposed below, in Section 5.5.

The PMU/GDAHPP will also track grievances/beneficiary feedback (in line with the SEP) during project implementation to use as a monitoring tool for implementation of project activities and environmental and social mitigation measures.

Last, if the PMU/GDAHPP becomes aware of a serious incident in connection with the project, which may have significant adverse effects on the environment, the affected communities, the public, or workers, it should notify the World Bank within 48 hours of becoming aware of such incident. A fatality is automatically classified as a serious incident, as are incidents of forced or child labor, abuses of community members by project workers (including gender-based violence incidents), violent community protests, or kidnappings.

#### **d. Review and Evaluation – E&S Completion**

Upon completion of Project activities, the GDAHPP will review and evaluate progress and completion of project activities and all required environmental and social mitigation measures. Especially for civil works, the GDAHPP will monitor activities with regard to site restoration and landscaping in the affected areas to ensure that the activities are done to an appropriate and acceptable standard before closing the contracts, in accordance with measures identified in the ESMP/ESCAP and other plans. The sites must be restored to at least the same condition and standard that existed prior to commencement of works. Any pending issues must be resolved before a subproject is considered fully completed. The GDAHPP will prepare the completion report describing the final status of compliance with the E&S risk management measures and submit it to the World Bank.

### **5.2 Technical Assistance Activities**

The project will mainly support technical assistance activities to promote livestock production, improve the value chain and strengthen animal health services, and not invest in large scale infrastructure. The project will also support activities that may have moderate physical footprints resulting from support on animal vaccination to complement the government's vaccination program, improving food hygiene, and food safety in livestock processing, product handling, and marketing.

Downstream impacts occurring from technical assistance activities may not result in any direct environmental risks and impacts. However, promoting the livestock value chain and increased livestock production may have downstream environmental implications (e.g. intensive use of water and land resources for livestock production, change from food crop production to animal feed, pollution of rivers and streams from untreated animal waste if uncontrolled). These downstream impacts will be managed through project's technical assistance activities as well related to promoting effective and efficiency in livestock production by introducing operation and maintenance manual (O&M manual) of slaughterhouse, livestock market facilities and lab, effective resources uses in livestock value chain, wastewater, waste and hazardous waste management to be shared and trained to agricultural cooperative, project's beneficiaries.

The GDAHPP will ensure that the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project are carried out in accordance with Terms of Reference acceptable to the Bank, that are consistent with the ESSs. They will also ensure that the outputs of such activities comply with the Terms of Reference.

### **5.3 Contingency Emergency Response Component**

Contingency Emergency Response Component is not relevant for this project.

## 5.4 Implementation Arrangements

The General Department of Animal Health and Production (GDAHP) of the Ministry of Agriculture, Forestry and Fisheries (MAFF) will be the Executive Agency of the project and tasked to implement activities related to inclusive livestock and value chains. The Forest Administration (FA), the Department of Center of Disease Control of the Ministry of Health (MoH) and the Department of Environment of the Ministry of Environment (MoE) will be implementing agencies tasked to carry out One Health related activities. All these ministries have experience in preparing and managing environmental and social risks under Bank-financed projects. For example, MAFF is currently implementing the Cambodia Agricultural Sector Diversification Project (CASDP-P163264), while MOH is implementing the Health Equity and Quality Improvement Project (HEQIP-2) – Phase 2 (P173368); to date the performance of both environmental and social risk management of these projects is rated satisfactory.

However, the GDAHP of MAFF, as a key institution for the implementation of the project, has not had relevant experience with the Environmental and Social Framework (ESF). This also applies to private sector beneficiaries of the project who have no experience in managing E&S risks nor knowledge of ESF. These include smallholders and other private agents who will receive grant-funding support for livestock production enhancement, commercialization, as well as for the modernization of value chain infrastructure (slaughterhouses, markets). Therefore, the adequate preparation of the project will require the hiring of qualified E&S consultants to assist the client in the preparation of ESF instruments. During implementation, capacity support from E&S consultants will be also required to assist GDAHP staff in managing E&S risks. The private sector will also require significant support during project implementation in preparing E&S documents including screening and management, monitoring and reporting on E&S risks to the Bank.

Table 14: Implementation Arrangements

Level/ Responsible Party	Roles and Responsibilities
The Project Director (PD) and Project Manager (PM) at PMU	<ul style="list-style-type: none"> <li>• Effective communication between all stakeholders;</li> <li>• Recruiting consultants;</li> <li>• Finalizing detailed design, bidding documents, and contract awards;</li> <li>• Monitoring and evaluating project activities and outputs, including periodic reports;</li> <li>• Involving stakeholders in all stages of project design and implementation as per the SEP;</li> <li>• Conducting consultations and disclosure of project documents as per the SEP;</li> <li>• Assuring quality of works, and services of consultants and counterpart staff;</li> <li>• Establishing a strong financial management system and submit timely withdrawal applications to World Bank, conduct timely financial audits as per agreed timeframe and take recommended actions;</li> <li>• Establishing and monitoring project grievance redress mechanism in accordance with the SEP;</li> <li>• Providing monitoring reports to the World Bank on a quarterly basis, and a project evaluation at the end of the project.</li> </ul>
Focal Environmental and Social	<ul style="list-style-type: none"> <li>• Implementing and monitoring performance of environment and social mitigation measures, including health and safety;</li> <li>• Conducting screening and scoping on environment and social impacts;</li> </ul>

Officers (ESO) at PMU	<ul style="list-style-type: none"> <li>• Conducting trainings on health, safety, gender, SEA/SH, VAC, labor rights, HIV/AIDS, STDs and the grievance redress mechanism to project communities, and monitoring contractor's training for their workers on Workers' Code of Conduct which covers SEA/SH/VAC, HIV/AIDS, STDs, and the workers' grievance redress mechanism;</li> <li>• Monitoring environmental and social activities of the project, in particular the implementation of the ESMPs/ESCOPs for construction works and renovating works subprojects, and any other relevant project documents;</li> <li>• Monitor, including ensuring effective functioning of project's Grievance Redress Mechanism and solve grievances submitted to the PMU level;</li> <li>• Leading all stakeholder engagement activities, including information disclosure, consultations, reporting back to stakeholders, according to the provisions in the SEP;</li> <li>• Working closely with relevant government agencies and local authorities;</li> <li>• Prepare monthly reports on E&amp;S implementation and submit to the PM and PD.</li> </ul>
Focal Environmental and Social Officers of Provincial Department of Agriculture, Forestry and Fisheries	<ul style="list-style-type: none"> <li>• Monitoring the civil works in the respective provinces;</li> <li>• Coordinating effectively with all project stakeholders, including Focal Environmental and Social Officers (ESO) at PMU, consultants, contractors, local authorities, provincial departments and project communities;</li> <li>• Supporting district-level project officers in monitoring and evaluating progress and performance of consultants and contractors;</li> <li>• Supporting PMU's ESO to conduct trainings on labor, gender, SEA, SH, VAC, HIV/AIDS, and safety;</li> <li>• Supporting PMU's ESO to disseminate project information and conduct consultation activities, as well as ensuring effective grievance redress resolution within their province;</li> <li>• Supporting PMU's ESO to conduct screening and scoping of the project, and identifying environment, social, land acquisition impacts and screening for presence of IPs in the subproject area;</li> <li>• Liaising with village authorities in subproject area to encourage vulnerable group to apply for jobs that may be offered by project's contractors;</li> <li>• Collaborating with relevant departments involved in land acquisition and/or other environment or social mitigation measures.</li> </ul>
Environmental & Social Consultants	<ul style="list-style-type: none"> <li>• Develop screening checklist to assess risks and potential environmental and social impacts for each subproject;</li> <li>• Take lead in building capacity for the project (based on list of potential training topics, including periodic provision of on-the-job training to contractors, ESO and PMUs on the implementation and management of E&amp;S risks and impact at subproject level);</li> <li>• Review C-ESMP/C-ESCOP and ensure C-ESMP/C-ESCOP is consistent and cover all risks and potential impacts identified in site-specific ESCOP, particularly risks related to OHS, CHS, SEA/SH/VAC taking into account local knowledge and experience in prevention and management of these risks.</li> </ul>



	<ul style="list-style-type: none"> <li>• Ensure C-ESMP/C-ESCOP have actionable plan to address identified risks and potential impacts, including allocation of resources to implement fully such actions.</li> <li>• Make recommendation for improvement before PMU's and PMU's DISS Consultant's approval of C-ESMP/C-ESCOP;</li> <li>• Conduct site visit to construction sites and worker camp and make above assessment as part of monitoring and reporting responsibility;</li> <li>• Develop E&amp;S monitoring checklist and reporting template;</li> <li>• Participate and support ESO in monthly safeguard monitoring and reporting</li> </ul>
Contractor	<ul style="list-style-type: none"> <li>• Prepare and submit a contractor's site-specific Environmental and Social Management Plan (C-ESMP) and a contractor's site-specific Environmental and Social Code of Practice (C-ESCOP) for each contract package and submit to the PMUs and consulting firm for review and clearance, as well as to the Bank for review to ensure the C-ESMP/C-ESCOP is consistent with the requirements set out in the ESMF and in line with the scope and nature of the contract package, including environmental and social risks and potential impacts;</li> <li>• C-ESMP/C-ESCOP will detail how the contractor will mitigate construction impacts and documents the contractor's response to inspecting, monitoring, verifying, internal auditing and rectifying or improving environmental and social performance. The C-ESMP/C-ESCOP must be site-specific and include details on risks and impact management measures that will be adopted by the contractor at the assigned construction site to avoid/minimize potential environmental and social risks and impacts arising from the works and activities to be carried by the contractors, including the subcontract of the main contractors, if any.</li> <li>• If the proposed works and activities described in the C-ESMP/C-ESCOP are changed during the contract liability period, the C-ESMP/C-ESCOP shall be updated by the contractor to reflect such changes.</li> <li>• Prepare and submit a contractor's LMP to consulting firm for review and to the GDAH for approval;</li> <li>• Ensure sufficient funding and human resources including Environmental and Social Staff are timely in place for effective implementation of the C-ESMP/C-ESCOP including Contractor's LMP;</li> <li>• Ensure appropriate and timely implementation of required pre-construction and construction mitigation measures as described in the C-ESMP/C-ESCOP;</li> <li>• Implement additional environmental and social mitigation measures as necessary.</li> </ul>

### Incident Reporting

The contractors are required to inform consulting firm and PMU any incidents listed below within agreed timeframe:

- Any violations to national laws, regulations or international agreements;
- Any serious accidents or fatalities;

- Significant impacts that cause losses to personal property such as traffic accidents, and other incidents;
- Serious surface/ground water pollution;
- Failures of embankments at disposal sites that cause serious pollutions to the surroundings;
- Fire related to worker's behavior;
- Any claims related to SEA/SH/VAC, or any other incidents related to women or children;
- Receive a complaint about pollution or damages.

GDAH must notify the Bank within 48 hours of learning about the incident, including the complete investigation form, complete Root Cause Analysis (proportionate to the severity of the incident), and undertake immediate mitigation measures as well as medium- and longer-term corrective actions to prevent the incident from reoccurring.

### Reporting Arrangements

The ESOs and E&S consultants of the PMU are responsible for conducting E&S monitoring of E&S implementation by construction contractors, including consultations and feedback from relevant stakeholders involved as per principles and requirement prescribed in project's ESMF (including IPPF, LMP), and SEP.

E&S monitoring will be carried at interval mentioned in the Table below. An end-of-project review of E&S implementation process will be conducted by PMU to confirm whether the objectives set forth in the ESCOP/ESMP (including IPPF), LMP and SEP have been achieved.

Table 15: Environmental and Social Monitoring and Reporting Requirements of The Project

No.	Report Prepared by	Submitted to	Frequency of Reporting
1	Contractors to PMU	GDAH's PMU	Once before construction commences and monthly thereafter
2	Consulting Firm	GDAH's PMU	Monthly, as soon as possible, as required
3	ESO	GDAH's PMU	Monthly, as soon as possible, as required
4	PMU	WB	Quarterly reports for providing brief updates on implementation progress. Bi-annually for safeguards monitoring report

### 5.5 Proposed Training and Capacity Building

GDAH is strongly committed to ensuring environment and social risks and potential impacts under the Project are identified and mitigated effectively. It will be important to have a series of trainings on safeguards from World Bank to PMU and PMU to Contractor to ensure the Focal Environmental and Social Officers can strengthen their skills and knowledge to be able to support effective implementation and management of environment and social management measures. The topics for the training are described in table below.

Table 16: Proposed Training and Capacity Building Approach

Level	Responsible Party	Audience	Topics/Themes that May Be Covered
National level	Environmental and Social Consultants	Focal Environmental and Social Officers	ESMF and approach: -Conducting environmental and social screen -Identification and assessment of E&S risks

			<ul style="list-style-type: none"> <li>- Selection and application of relevant E&amp;S risk management measures/instruments</li> <li>- E&amp;S monitoring and reporting</li> <li>- Incident and accident reporting</li> <li>- Application of LMP, including Code of Conduct, incident reporting, SEA/SH</li> <li>- Application of SEP and the grievance/beneficiary feedback mechanism</li> </ul>
Project level	Environmental and Social Consultants	Focal Environmental and Social Officers  Contractors	ESMF and approach: <ul style="list-style-type: none"> <li>- Conducting environmental and social screening</li> <li>- Identification and assessment of E&amp;S risks</li> <li>- Selection and application of relevant E&amp;S risk management measures</li> <li>- E&amp;S monitoring and reporting</li> <li>- Incident and accident reporting</li> <li>- Application of LMP, including Code of Conduct, incident reporting, SEA/SH</li> <li>- Application of SEP and the grievance/beneficiary feedback mechanism</li> </ul>
Local/site level	Contractor	Community members  Workers	<ul style="list-style-type: none"> <li>- Basic OHS measures and Personal Protective Equipment</li> <li>- Community health and safety issues</li> <li>- Worker Code of Conduct</li> <li>- SEA/SH issues, prevention, measures]</li> <li>- Grievance redress</li> <li>- Workers' grievance redress</li> </ul>

## 5.6 Estimated Budget

The following table lists estimated cost items for the implementation for the ESMF, which have been included in the overall project budget:

**Table 8. ESMF Implementation Budget**

Activity/Cost Item	Potential Cost (USD)
Trainings for staff (venue, travel, refreshments etc.)	10,000
Trainings for contractors (venue, travel, refreshments, etc.)	5,000
Printing of awareness raising materials / grievance redress materials	1000
Implementation of site-specific ESMP/ESCOP and other site-specific plans	40,000
Environmental and social consultants (for different levels)	100,000
Travel and accommodation budget for site visits	10000
Contingency (10%)	16,600
<b>TOTAL</b>	<b>182,600</b>

## 6. Stakeholder Engagement, Disclosure, and Consultations

A separate Stakeholder Engagement Plan (SEP) has been prepared for the Project, based on the World Bank's Environmental and Social Standard 10 on Stakeholder Engagement. The SEP can be found here: [\[provide disclosure link for the SEP\]](#).

This ESMF, as well as the SEP and the Environmental and Social Commitment Plan (ESCP) that have been prepared for this project, have been disclosed in draft for stakeholder consultations on the following website [\[provide website address\]](#) on [\[date\]](#).

The SEP outlines how the project team will communicate with stakeholders and includes a mechanism by which people can raise concerns, provide feedback, or complain about project activities or any activities related to the Project. Different engagement methods are proposed and cover different stakeholder needs as (i) site visits, (ii) one-on-one interviews, (iii) focus group meetings/discussions, (iv) consultations, and (v) Information and communication technologies (ICTs).

In order to meet best practice approaches, the Project will apply the following principles for stakeholder engagement:

- *Openness and lifecycle approach:* Public consultations for the Project will be arranged during the whole life cycle, carried out in an open manner, free of external manipulation, interference, coercion, or intimidation.
- *Informed participation and feedback:* Information will be provided to and widely distributed among all stakeholders in an appropriate format; opportunities are provided for communicating stakeholder feedback, and for analyzing and addressing comments and concerns.
- *Inclusiveness and sensitivity:* Stakeholder identification is undertaken to support better communications and build effective relationships. The participation process for the projects is inclusive. All stakeholders at all times are encouraged to be involved in the consultation process. Equal access to information is provided to all stakeholders. Sensitivity to stakeholders' needs is the key principle underlying the selection of engagement methods. Special attention is given to vulnerable groups that may be at risk of being left out of project benefits, particularly women, the elderly, persons with disabilities, displaced persons, and migrant workers and communities, and the cultural sensitivities of diverse ethnic groups.
- *Flexibility:* If social distancing, cultural context (for example, particular gender dynamics), or governance factors (for example, high risk of retaliation) inhibits traditional forms of face-to-face engagement, the methodology should adapt to other forms of engagement, including various forms of internet- or phone-based communication.

The environmental and social reports and plans were disclosed through the project website on October 27, 2023.

During project preparation, the national level public consultation meeting was conducted at GDAHP to inform the purposes, nature and scale of the Project and its components, including potential risks and impacts to local communities from an environmental and social perspective. Representatives of affected, interested, and vulnerable parties were invited to discuss and provide feedback in the meeting. Feedback received during consultations was to

validate the key issues and mitigation measures in project design and was taken into account by GDAHP.

## Annex I: Gap Analysis between RGC Environmental and Social Legislation and the WB Environmental and Social Framework

No.	Areas of Difference	RGC 's Relevant Regulations	WB's ESF	Key Gaps	Measures/Clarifications to Address Differences
1	<b>Assessment of project impacts</b>	RGC legislation focuses on project impacts from an environmental point of view and does not consider social, gender and labor impacts, among others, as well as cumulative and transboundary impacts. It does not consider the specific needs of vulnerable people (the poor, elderly, female-headed households, people living with a disability, etc.)	ESS1 is comprehensive and considers the full scope of project impacts from an environmental and social perspective, integrating all these aspects. In addition, the ESF has particular standards that deal with labor, gender and community health and safety, among others, as well as ensuring disadvantaged and vulnerable people/ groups are not disproportionately affected by projects' adverse impacts or disadvantaged in sharing development benefits.	Lack of requirement to assess potential impact on people in such environment, particularly vulnerable groups.	This ESMF covers both direct, indirect and cumulative environment and social risks/impacts and proportionate mitigation measures, taking a holistic approach to the project and looking at impacts in an integrated way, including considering the needs of disadvantaged and vulnerable persons or groups. Future ESMP/ESCOP will also detail how to conduct detailed impact and risk assessment and the definition of proportionate mitigation of measures
2	<b>Mitigation hierarchy</b>	There is no mitigation hierarchy in RGC legislation.	WB ESF, in particular ESS1 (and also ESS 5, 6 and 7), discusses the need to have a mitigation hierarchy when planning projects, in order to avoid, minimize or, if not possible, mitigate project impacts. Having a mitigation hierarchy allows project planners to plan their projects with potential for environment and social impacts in mind.	Lack of a framework that sets out pathway for limiting as far as possible risks and potential adverse impacts.	This ESMF discusses a mitigation hierarchy to be followed by project planners when choosing sites for construction and renovation of slaughterhouse and laboratory and other facilities and conducting detailed engineering designs.
3	<b>Minimum working age</b>	Minimum working age in Cambodia is 15 albeit children between 12-15 years can perform light work that does not conflict with schooling no hazardous work is permitted for children under 18.	ESS 2 (para 17, 19, and footnote 13) specifies that the minimum working age is 14 unless national law specifies a higher age. However, a child over the minimum age and under 18 may	Lack of legislative requirements to ensure screening, assessment, and monitoring are in place to ensure a child under 18 can participate in work	This ESMF will propose a minimum working age of 18 years due to the potential for hazardous work related in construction and renovation of slaughterhouse and laboratory. The ESMF will provide monitoring guidelines and requirements of the Borrower and contractors (see LMP in Appendix 6).

			be employed or engaged in connection with the project if the work is not hazardous or interfere with the child's education or be harmful to the child's health, and that appropriate risk assessment is conducted prior to engaging the labor and that Borrower conducts regular monitoring of health, working conditions, hours of work and the other requirements of ESS2.	that is not hazardous to their health and affect their schooling.	
4	<b>Traffic safety</b>	No regulations in infrastructure projects to consider traffic safety.	Ensuring safety of the community, including minimizing risks related to traffic accidents in development projects is specified in ESS4.	Lack of requirements to ensure traffic safety measures are in place to ensure safety for community in vicinity of infrastructure projects	The ESMF will suggest measures to ensure safety for pedestrian/community, as well as all project workers and civil servants, and road traffic during construction and project operations.
5	<b>Livelihood Restoration and Assistance</b>	SOP-LAR details specific measures to restore livelihoods which are land-based, employment-based and business-based.	Provision of livelihood restoration and assistance to achieve WB's ESS5 objectives in cases of significant loss of livelihood to assist displaced persons in their efforts to improve, or at least restore, their livelihoods and living standards.	Lack of clear benchmark to assist monitoring and evaluation to confirm if affected households restore their livelihood to the level prevailing prior to the beginning of project implementation	Based on the RGC SOP-LAR, an Income Restoration Program would be provided in order to re-establish sources of livelihoods for those APs who have permanently lost their sources of livelihood. If applicable in WASAC, the implementing agencies will include provisions to ensure livelihood restoration programs are robust and can accurately meet the livelihood restoration objectives in line with WB ESS5.

6	<b>Grievance Redress Mechanism</b>	Appendix 8 of the SOP-LAR provides the structure and details on operating guidelines and procedures for effective functioning of Grievance Redress Mechanism. It provides a 3-step process, including the registration and recording of complaints and the judicial process for complainant's use if complaints remain unresolved at the administrative level. The detailed procedures for at each step are provided in the SOP-LAR. However, this GRM is only for issues regarding involuntary land acquisition.	Annex 1 of ESS10 includes details of administrative and judicial process on Grievances Redress Mechanisms to handle grievances under all ESS. This includes participation in planning and implementation, including in developing appropriate Grievances Redress Mechanisms that are useful and accessible to local people.	Lack of requirements for grievances to be resolved in a manner that is culturally appropriate.  Lack of GRM for issues other than involuntary land resettlement.	For the GRM concerning involuntary resettlement, the process is provided in the Resettlement Policy Framework, attached as appendix 3.  GRMs are also being established under the project (1) for issues in general, whether complaints or suggestions, (2) for issues concerning labor management, and (3) for matters concerning SEA/SH, GBV, VAC. The procedures for these GRMs are presented in the SEP.
7	<b>Consultations and Stakeholder Engagement</b>	<ul style="list-style-type: none"> <li>• The SOP-LAR details the number of steps to carry out consultations at various stages of the land acquisition and resettlement process and compensation.</li> <li>• Para 126 mentions that the consultation is undertaken throughout the project cycle.</li> <li>• SOP-LAR provides for stakeholder engagement in respect of land acquisition and involuntary resettlement.</li> </ul> <p>The SOP-LAR provides for disclosure of the RPF to the stakeholders and public before the approval of the project. Similarly, the DRPs are also disclosed to stakeholders and</p>	ESS1 requires that stakeholder engagement with affected and interested stakeholders will be conducted throughout the project cycle in line with the project's Stakeholder Engagement Plan (SEP), including ongoing consultations and document disclosure.	RGC requirements only for issues concerning involuntary land acquisition.  Lack of requirements to ensure two-way and meaningful consultation.	The project will conduct meaningful consultations, which will be inclusive of all genders and vulnerable persons, as per WB ESS10. The project will pay particular attention to ensuring that consultation is a two-way process that allows for feedback from APs, and that they are informed how their feedback was incorporated into designs and implementation plan.



		public after approval by the GDR.			
8	<b>Voluntary Donations</b>	RGC's SOP deals with land acquisition and <i>involuntary</i> resettlement and therefore does not provide guidance on voluntary donations.	According to footnote 10 of ESS5, voluntary land donations are acceptable if: (a) the potential donor or donors have been appropriately informed and consulted about the project and the choices available to them; (b) potential land donors are aware that refusal is an option, and have confirmed in writing their willingness to proceed with the donation; (c) the amount of land being donated is minor and will not reduce the donor's remaining land area below that required to maintain the land donor's livelihood at current levels; (d) no land donors are relocated; (e) the land donor is expected to benefit directly from the project; and (f) for community or collective land, donation can only occur with the consent of individuals using or occupying the land.	Lack of GRC regulations on voluntary land donation and cases where land donation is acceptable	The RPF developed provides guidance on when voluntary donations would be appropriate and the process of carrying out the donations, including documentation which will need to be followed by GDAHP.
9	<b>Procedures for implementing Indigenous Peoples Plan</b>	No detailed regulations on how to avoid impacts to Indigenous Peoples or how to include them in project benefits.	Among others, WB ESS7 seeks to ensure that projects respect the rights and culture of IPs, adopt a mitigation hierarchy to impacts, ensure benefits to IPs and conduct meaningful consultation and FPIC when necessary and/or desirable.	Lack of requirement to consult IP(s) in a manner that is culturally appropriate and special disclosure and consultation requirements as described in ESS5, ESS7 and ESS8.	An IPPF has been prepared on the basis of WB ESS7 considering relevant Cambodian policies and regulations. The IPPF details procedures for preparing IPP(s) and how to conduct meaningful and consultation that is culturally appropriate.
10	<b>Protecting intangible cultural heritage</b>	No provisions in the legislation to protect intangible cultural heritage	WB ESS8 also covers intangible cultural heritage, which includes practices, representations, expressions, knowledge, skills—as	Lack of provisions/ requirements for protection of	This ESMF provides a Chance Find Procedure (Annex 6) in case any subproject is found to have impacts on

			well as the instruments, objects, artefacts and cultural spaces, that communities associate as part of their cultural heritage.	intangible cultural heritage.	local or national, tangible or intangible, cultural heritage.
11	Stakeholder Engagement	While there are provisions for stakeholder engagement in various legislation (including EIA and SOP), the processes are often conducted in a top-down manner.	WB ESS 10 stresses the importance of stakeholder engagement at all stages of the project cycle. Stakeholders must be meaningfully consulted and engaged, have opportunities to provide inputs to projects and be informed how their concerns were considered, have avenues to voice their grievances and seek resolution, and receive information disclosed in an appropriate manner, place and language.	Lack of requirements to ensure stakeholder engagement process is maintained throughout project cycle to ensure appropriate information disclosure, meaningful consultations and effective grievance redress mechanism.	A Stakeholder Engagement Plan (SEP) has been developed following the guidelines of ESS10.

## Annex II: Environmental and Social Screening Checklist

The Environmental and Social Screening should be conducted after the area to be covered and the proposed sites for major facilities are known, but before final designs are completed and certainly before any construction activities, even site preparations, are started.

The screening should be conducted by members of the project ESO or other persons adequately trained and familiar with the WB ESF, preferably one environmental specialist and one social specialist.

Each sub-project should be given a “Link No.” which is noted on this and every other document related to that sub-project.

Province:	District:	Location – sketch map attached (circle one)	
		YES	NO
Name of Subproject:		Link No. (to other screenings, documents):	
Date:	Persons Conducting Screening:	Position of Persons Conducting Screening:	
TYPE of works/activities			
Brief description of works/activities and project area: [i.e. type of construction, need/purpose of works, proposed works (list/explain activities), approximate area and number of households (approx. population) to benefit, describe site sensitivity based on ineligible/negative criteria in Annex 2.1]			

Guiding Question	Answer			Level of Risk (High, Substantial, Moderate, Low)	Remarks
	Yes	No	TBD		
<b>ESS1: Assessment and Management of Environmental and Social Risks and Impacts</b>					

Guiding Question	Answer			Level of Risk (High, Substantial, Moderate, Low)	Remarks
	Yes	No	TBD		
<b><i>(Please note all projects financed by the Bank through Investment Project Financing will apply ESS1)</i></b>					
Is the project in a sensitive location considering ecological, social, cultural, spiritual or other important values?					
Have alternative locations for project activities been evaluated that would avoid and/or reduce potential environmental or social risks and impacts?					
Is the project area within or adjacent to land mine or UXO areas?					
Will the project require cuts, fills, quarries or extraction of material (stone, gravel, aggregate, sand)?					
Will the project require rock crushing or use of explosives (blasting)?					
Will the project require the creation of temporary access or haul roads?					
Will the project require the creation of material stockpiles?					
Does the project present risks to and impacts on individuals or groups who, because of their circumstances, may be disadvantaged or vulnerable? (for example due to their age, gender, ethnicity, race, religion, dependence on unique natural resources, climate change, disabilities, land tenure, social or economic status, sexual orientation and identity)					

Guiding Question	Answer			Level of Risk (High, Substantial, Moderate, Low)	Remarks
	Yes	No	TBD		
<b>ESS2: Labor and Working Conditions</b>					
Will skilled workers be available in local areas?					
Will unskilled workers be available in local areas?					
Will there be Primary Supply Workers (providing materials for the construction)? If so, for what supplies (i.e., bricks, timber)					
Are adequate measures in place relating to Occupational Health and Safety (OHS) to protect workers from injuries, illness, risks, or impacts associated with exposure to hazards encountered in the workplace, including risks of communicable diseases?					
Are workers provided with adequate PPE relative to the potential risks and hazards associated with their work?					
Is there risk or potential for the employment of child labor (below age 18) and/or forced labor?					
Is there a risk that forced labor, child labor, or other harmful or exploitative forms of labor are involved in the primary supply chain?					
Is there a risk that women may be underpaid compared to men when working on the project construction?					
Is there potential for hazardous work conditions that may expose workers to unsafe work practices or exposure to hazardous substances or conditions?					
<b>ESS3: Resource Efficiency and Pollution Prevention and Management</b>					
Will the project generate dust or add pollutants to the air during construction?					
Will the project increase noise and/or vibration?					
Will the project increase the possibility of surface water pollution from renovating, constructing works?					

Guiding Question	Answer			Level of Risk (High, Substantial, Moderate, Low)	Remarks
	Yes	No	TBD		
Will the project generate waste during construction?					
During operation, will there be wastewater and waste generating from slaughterhouse, livestock market facilities and lab?					
During operation, will there be hazardous waste generating from lab?					
During operation, will there be more pesticide and chemical fertilizer for animal feed farming?					
Will the project increase soil erosion?					
<b>ESS4: Community Health and Safety</b>					
Is an influx of workers, from outside the community, expected?					
Would outside workers create pressures on existing community services (water, electricity, health, recreation, others?)					
Does the project involve a potential for community exposure to water-borne, water-based, water-related and vector-borne diseases?					
Does the project present risks of Gender-Based Violence (GBV), Sexual Exploitation and Abuse (SEA) and/or Violence against Children (VAC)?					
Is there a risk that HIV/AIDS, other sexually transmitted diseases or other contagious diseases may increase as a result of project works?					
Is there a risk that existing cases of GBV and/or VAC in communities may increase as a result of project works?					
Is there a risk of community transmission as a result of project works?					
Would project activities required setting up of a worker's camp?					

Guiding Question	Answer			Level of Risk (High, Substantial, Moderate, Low)	Remarks
	Yes	No	TBD		
Is there a risk that women, ethnic groups and/or other vulnerable groups may not benefit and/or be more adversely impacted by the project?					
Will the project involve the acquisition of land, or the loss of assets, or the loss of or interference in livelihoods of any persons, either permanently or temporarily?					
Note: Project cannot acquire land, as there is no Resettlement Framework					
<b>ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources</b>					
Is the project area within or adjacent to a protected area?					
Are there any endangered flora or fauna species within or nearby the project area?					
Are there any wetlands within or nearby the project area?					
Will the project increase intensive use of water for livestock production?					
Will the project increase intensive use of land resources for livestock production?					
Will the project contribute in change from food crop production to animal feed?					
Will the project contribute in pollution of rivers and streams from untreated animal waste?					
NOTE: If the answer to any of the questions under ESS6 is "Yes" or "TBD", refer to the Table 13 for Exclusion list, to determine if sub-project can proceed or requires significant revisions					
<b>ESS7: Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities</b>					
Are there ethnic minorities living in the project area in line with ESS7 (see screening form for IP and other vulnerable people)?					

Guiding Question	Answer			Level of Risk (High, Substantial, Moderate, Low)	Remarks
	Yes	No	TBD		
Will any project activities be implemented on lands or territories which are under the customary control or ownership of such ethnic groups, or otherwise affect natural resources (including waters) used by such ethnic groups for their livelihoods?					
Will such ethnic groups be affected (positively or negatively) by project activities?					
Will any project activities affecting these groups meet the ESS 7 criteria for FPIC (i.e., impacts on land, resettlement of ethnic groups, or impacts on cultural heritage?)					
Noted: The project with impacts on IP access to natural resources, land or cultural resources should not be financed as referring to Tabel 13 Exclusion List					
<b>ESS8: Cultural Heritage</b>					
Are the works, located in or near a cultural/heritage area? Or located near graves, temples or other sacred sites?					
Are project activities likely to affect tangible and/or intangible cultural heritage as defined under ESS 8 (i.e., archaeological sites comprising any combination of structural remains, artifacts, human or ecological elements, and may be located entirely beneath, partially above, or entirely above the land or water surface)?					
Will the project activities involve excavations, demolitions, earth movements, flooding or changes to physical environment that could affect cultural heritage values?					
<b>ESS10: Stakeholder Engagement and Information Disclosure</b> <i>(Please note all projects financed by the Bank through Investment Project Financing will apply ESS10)</i>					
Is there a grievance redress mechanism in place for the project?					



Guiding Question	Answer			Level of Risk (High, Substantial, Moderate, Low)	Remarks
	Yes	No	TBD		
Has the consultation process identified all stakeholders including targeted beneficiaries, such as the poorest group, in particular women, ethnic groups and people with disabilities?					
Has there been meaningful public dialogue, engagement, consultation and disclosure in the past about the project and its associated E&S risks and impacts? If so, when?					

## Annex III: Environmental and Social Code of Practices (ESCOP)

Below is a template for ESCOP to be updated with site specific aspects once the sub-projects have been identified and detail design are in place.

### 1. Objectives

This Environmental and Social Codes of Practice (ESCOP) is prepared to manage small environmental impacts during construction. The ESCOP will apply to manage small scale infrastructure investments which to develop and support renovation of slaughterhouse . ESCOP will be a mandatory part of construction contract or bidding documents so that contractor complies with environmental covenants. The PMUs of GDAHP and construction supervisors will be responsible for monitoring of compliance with ESCOP and preparing the required reports.

### 2. Responsibilities

The PMUs of GDAHP and Contractors are the key entities responsible for implementation of this ESCOP. Key responsibilities of the PMUs of GDAHP and the contractors are as follows:

#### (a) The PMUs of GDAHP

- The PMUs of GDAHP are responsible for ensuring that the ESCOP is effectively implemented. The GDAHP will assign a qualified staff to be responsible for checking implementation compliance of Contractors, include the following: (a) monitoring the contractors’ compliance with the environmental plan, (b) taking remedial actions in the event of non-compliance and/or adverse impacts occur, (c) investigating complaints, evaluating and identifying corrective measures; (d) advising to the Contractor on environment improvement, awareness, proactive pollution prevention measures; and (e) monitoring the activities of Contractors on replying to complaints.

#### (b) Contractor

- Contractor is responsible for carrying out civil works and informs PMUs of GDAHP, local authority and community about construction plan and risks associated with civil works. As such, contractor is responsible for implementing agreed measures to mitigate environmental risks associated with its civil works.
- Contractor is required to obey other national relevant legal regulations and laws.

#### Part 1 – Contractor’s Responsibilities

This is an example and is not necessarily a full treatment of all requirements for a specific project. For example, there might be reason to have contractor deal with STDs, pesticides and hazardous waste s (e.g., oil from vehicle or furnace repair and similar, oily rags).

Issue	Environmental and Social Prevention and Mitigation Measures
<b>Contractor Awareness of E&amp;S Risk Management</b>	All contractors will be responsible for conducting their work activities in consideration of these ESCOP. Failure to do so could result in penalties or dismissal.
<b>Pre-Construction</b>	
Initial Checklist	<ul style="list-style-type: none"> <li>• That these ESCOP have been reviewed by management and all workers.</li> <li>• Ensure workers all have appropriate PPE and are trained on potential health and safety risks related to their works.</li> <li>• Workers have signed the worker code of conduct.</li> <li>• Workers fully understand all prohibitions (e.g. illegal dumping of demolition material, use of alcohol by workers, etc.).</li> <li>• Consultation has been completed with nearby community in regard to construction works and duration (working hours) or provide public information and site access.</li> <li>• All emergency procedures are developed and workers are well informed.</li> </ul>

Site Clearing	<ul style="list-style-type: none"> <li>All vegetation must be stripped from the area of construction. This has to be done very carefully. The valuable or reusable materials from the renovating facilities should be kept properly</li> <li>The Contractor shall dispose of all construction materials/rubbish at a properly designated landfill.</li> </ul>
Unexploded Ordnance (UXO)	<ul style="list-style-type: none"> <li>Prior to initiation of construction, UXO risks will be assessed for all sites with the assistance of Cambodia Mines Action Centre / Cambodia Mines Action Authority and appropriate risk mitigation measures adopted.</li> </ul>
Set out of Works	<ul style="list-style-type: none"> <li>The Contractor shall set out the location of the works and clearly mark the location of corners with timber pegs. Offset pegs shall also be located at one-meter offsets so that all corner points can be located again after excavation of soil for the correct construction of footings.</li> </ul>
<b>Construction</b>	
Construction Activities	<ul style="list-style-type: none"> <li>When conducting construction activities, including any destruction, the Contractor shall consider the following measures:</li> <li>Prepare a management plan (C-ESMP/C-ESCOP) as to how to avoid or minimize environmental and social impact during construction activities.</li> <li>Maintain an adequate unoccupied buffer zone around the work areas to allow for construction traffic.</li> <li>Ensure proper signage is in place alerting residents and the public to any construction-related risk.</li> <li>Post warning signs on barricades, construction zones, and other areas limiting access to authorized personnel only.</li> <li>Implement adequate measures during demolition of existing infrastructure to protect workers and the public from falling debris and flying objects.</li> <li>Isolate work areas from occupied areas using physical barriers, negative pressurization of the construction or renovation area relative to occupied areas, and use HEPA or other filtration, where possible, to remove particulates.</li> <li>Bag all construction debris and set aside a designated and restricted waste drop or discharge zones for safe movement of wastes.</li> <li>Conduct sawing, cutting, grinding, sanding, chipping or chiselling with proper guards and anchoring as applicable.</li> <li>Use of temporary fall protection measures in scaffolds and on edges of elevated work surfaces, such as handrails and toe boards to prevent materials from being dislodged.</li> <li>Provide all workers with safety glasses with side shields, face shields, hard hats, and safety shoes.</li> <li>Hearing protection shall be provided where excessive noise levels are present.</li> </ul>
Supervision during construction	<ul style="list-style-type: none"> <li>The Project Engineer and E&amp;S focal person will supervise compliance with these ESCOP specifications.</li> <li>Major non-compliance of these ESCOP by the Contractor will be cause for suspension of works and other penalties until the non-compliance has been resolved to the satisfaction of the Project Engineer. Contractors are also required to comply with national and municipal regulations governing the environment, public health, and safety.</li> </ul>
Dust Generation / Air Quality	<ul style="list-style-type: none"> <li>Use work practices and materials that result in little or no generation of airborne contaminants during construction or renovation activities, such as wet methods to suppress dust generation as well as paint and carpeting with low volatile organic compound emissions.</li> <li>For indoor dust control, the Contractor may use air filters, purifiers, or vacuums.</li> <li>Avoid burning or incineration of construction waste materials outside of the building.</li> <li>Keep outdoor stockpile of aggregate/sand materials covered to avoid suspension or dispersal of fine soil particles during windy days or disturbance from stray animals.</li> </ul>

	<ul style="list-style-type: none"> <li>• Reduce the operation hours of generators /machines /equipment /vehicles as much as possible.</li> <li>• Undertake regular maintenance of generators, machinery and equipment and vehicles.</li> <li>• Control vehicle speed when driving through community areas so that dust dispersion from vehicle transport is minimized.</li> </ul>
Water Quality and Availability	<ul style="list-style-type: none"> <li>• Activities should not affect the availability of water for drinking and hygienic purposes.</li> <li>• No soiled materials, solid wastes, toxic or hazardous materials should be poured or thrown into water bodies for dilution or disposal.</li> <li>• Provide toilets with a temporary septic tank at the construction site.</li> <li>• The flow of natural waters should not be obstructed or diverted to another direction, which may lead to drying up of riverbeds or flooding of settlements.</li> <li>• Keep concrete mixing separate from any drainages leading to waterways.</li> </ul>
Noise	<ul style="list-style-type: none"> <li>• Plan activities in consultation with people living in the immediate vicinity so that noisiest activities are undertaken during periods that will result in least disturbance.</li> <li>• Use noise-control methods such as fences, barriers, etc.</li> <li>• Maintain a buffer zone (such as open spaces, row of trees or vegetated areas) between the project site and residential areas to lessen the impact of noise to the living quarters.</li> <li>• Avoid doing construction works at night-time.</li> </ul>
Soil Erosion	<ul style="list-style-type: none"> <li>• Disturb as little ground area as possible, stabilize that area as quickly as possible, control drainage through the area, and trap sediment onsite.</li> <li>• Erect erosion control barriers around perimeter of cuts, disposal pits, and roadways. Schedule construction activities during dry season as much as possible.</li> </ul>
Construction Waste	<ul style="list-style-type: none"> <li>• Segregate construction waste as recyclable, hazardous and non-hazardous waste.</li> <li>• Collect, store and transport construction waste to appropriately designated/ controlled dump sites.</li> <li>• Enforce daily site clean-up and housekeeping procedures, including maintenance of adequate disposal facilities for construction debris.</li> <li>• On-site storage of wastes prior to final disposal should be at least 50 meters from rivers, streams, lakes and wetlands.</li> <li>• After each construction site is decommissioned, all debris and waste shall be cleared and recycled or disposed of in an approved location.</li> </ul>
Hazardous Waste	<ul style="list-style-type: none"> <li>• Prior to initiation of renovation activities, a hazardous building assessment should be conducted to assess the presence of asbestos, PCB, lead, mercury, and other potential contaminants that will need to be removed or isolated.</li> <li>• Collect and properly dispose of small amount of maintenance materials such as oily rags, oil filters, used oil, etc.</li> <li>• Never dispose spent oils on the ground and in water courses as it can contaminate soil and groundwater (including drinking water aquifer).</li> </ul>
Storage of Fuels and Chemicals	<ul style="list-style-type: none"> <li>• Store fuels, oils and chemicals safely in areas on an impermeable surface with berms to contain 110% of the maximum volume of the storage tank.</li> <li>• Train workers on correct transfer and handling of fuels and other substances and require the use of gloves, boots, aprons, eyewear, hearing protection, and other protective equipment for protection in handling highly hazardous materials.</li> <li>• Have adequate spill kits readily available and clearly labelled on the work site and train workers in their use, application and spill clean-up procedures.</li> </ul>

Occupational Health and Safety	<ul style="list-style-type: none"> <li>• Contractors shall conduct site specific OHS risk assessments based on outcomes OHS management plans in line with the local legal requirements and WBG EHS guidelines<sup>4</sup>.</li> <li>• Set up the construction site with sufficient supplies of clean drinking water, power, and sanitation facilities.</li> <li>• Mandate the use of personal protective equipment for workers as necessary (gloves, dust masks, hard hats, boots, goggles, eye, and hearing protection).</li> <li>• Follow the below measures for construction involving work at height (e.g. 2 meters above ground). <ul style="list-style-type: none"> <li>○ Do as much work as possible from the ground.</li> <li>○ Only allow people with sufficient skills, knowledge, and experience to perform the construction activity.</li> <li>○ Ensure that proper training and equipment for working at heights is provided. Check that the place where work at height is to be undertaken is safe.</li> <li>○ Where possible provide fall-protection measures e.g., safety harness, simple scaffolding/guard rail for works over 4 meters from ground.</li> </ul> </li> <li>• Take precautions when working on or near fragile surfaces.</li> <li>• Clean up oil, grease, paint, and dirt immediately to prevent slipping and possible injury.</li> <li>• Keep worksite clean and free of debris on daily basis.</li> <li>• Provide an on-site first aid kit with bandages, alcohol or non-alcohol antiseptic wipes, dressings, etc. at the construction site.</li> <li>• Keep corrosive fluids and other toxic materials in properly sealed containers for collection and disposal in properly secured areas.</li> <li>• Ensure structural openings are covered/protected adequately. Secure loose or light material that is stored on roofs or open floors. During heavy rains or emergencies of any kind, suspend all work.</li> <li>• Apply electricity good practices such as use of safe extension cords, voltage regulators and circuit breakers, labels on electrical wiring for safety measures, awareness on identifying burning smell from wires, etc. at construction sites and provision of voltage detectors, multi-meters and receptacle testers as per necessary.</li> <li>• Ensure adequate toilet facilities for workers, at least one toilet compartment for every 25 workers, with separate facilities for males and females.</li> <li>• Make sure workers are aware of GRM and can access it.</li> <li>• As needed, necessary PPE equipment to minimize risks, hand sanitizer, physical distancing, etc. as per current government directives.</li> </ul>
Incident Reporting	<ul style="list-style-type: none"> <li>• All health and safety incidents must be formally investigated and reported to the PMD through an investigation report.</li> <li>• Lessons learnt must be identified and communicated promptly. All findings must have substantive documentation. As a minimum the investigation report must include: <ul style="list-style-type: none"> <li>• Date and location of incident. Summary of events. Immediate cause of incident. Underlying cause of incident. Root cause of incident. Immediate action taken.</li> <li>• Human factors.</li> <li>• Outcome of incident, e.g. severity of harm caused, death, injury, damage.</li> </ul> </li> <li>• Corrective actions with clearly defined timelines and people responsible for implementation.</li> <li>• Recommendations for further improvement.</li> </ul>
Community Health and Safety	<ul style="list-style-type: none"> <li>• Rope off construction area and secure materials stockpiles/ storage areas from the public and display warning signs including at unsafe locations.</li> <li>• Do not allow children to play in and around construction areas.</li> </ul>

<sup>4</sup> <https://www.ifc.org/content/dam/ifc/doc/2023/ifc-general-ehs-guidelines.pdf>

	<ul style="list-style-type: none"> <li>• If school children are in the vicinity, include traffic safety personnel to direct traffic during school hours, if needed.</li> <li>• Control driving speed of vehicles particularly when passing through community or nearby school, health center or other sensitive areas.</li> <li>• Fill in all earth borrow-pits once construction is completed to avoid standing water, water-borne diseases and possible drowning.</li> <li>• Avoid occurring labor influx around construction sites.</li> <li>• Avoid working at night.</li> <li>• Recommend hiring construction labor from nearby communities.</li> <li>• Inform communities on the sexual exploitation and abuse (SEA), sexual harassment (SH), gender-based violence (GBV), and violence against children (VAC) policies.</li> <li>• Make sure that the community is aware of GRM and can access it.</li> </ul>
Labor and Hiring	<ul style="list-style-type: none"> <li>• Wherever possible hire workers from the local community and encourage hiring of women, the poor, people with disabilities, and/or other vulnerable persons.</li> <li>• Ensure equal pay for the same job for both men and women.</li> <li>• Ensure minimum working age of 18 years.</li> <li>• No child (under 18 years) or forced labor to be hired for the project.</li> <li>• Train local workers within a reasonable time frame to meet project requirements. Costs for training will be borne by contractors.</li> <li>• Avoid and when avoidance is not possible, minimize and manage labor influx.</li> <li>• Prepare Code of Conduct (CoC), inform and train workers in the CoC and ensure it is signed by all workers.</li> <li>• Implement sexual exploitation and abuse (SEA), sexual harassment (SH), gender-based violence (GBV), and violence against children (VAC) training.</li> </ul>
Workforce and Camps	<ul style="list-style-type: none"> <li>• Provide adequate lavatory facilities for men and women at the worksite (toilets and washing areas) for the expected number of workers. Toilet facilities should also be provided with adequate supplies of hot and cold running water, soap, and hand drying devices.</li> <li>• Where needed, install, and maintain a temporary septic tank system for collection of sanitary waste without causing pollution of nearby watercourses.</li> <li>• Establish a method and system for storing and disposing of all solid wastes generated at the work site.</li> <li>• Do not allow the use of fuel wood for cooking or heating in any cooking or kitchen facilities and provide alternate fuels.</li> <li>• Ensure that site offices, depots, asphalt plants and workshops are located in appropriate areas as approved by the Project Engineer and not within 500 meters of existing residential settlements.</li> <li>• Ensure that site offices, depots and particularly storage areas for diesel fuel and bitumen and asphalt plants are not located within 500 meters of watercourses, and are operated so that no pollutants enter watercourses, either overland or through groundwater seepage, especially during periods of rain. Require lubricants to be recycled and a ditch to be constructed around the refueling area with an approved settling pond/oil trap at the outlet.</li> <li>• As needed, necessary PPE equipment to prevent disease transmission, hand sanitizer, physical distancing, etc. as per current government directives.</li> </ul>
	<ul style="list-style-type: none"> <li>•</li> </ul>
	<ul style="list-style-type: none"> <li>•</li> </ul>
Cultural Heritage	<ul style="list-style-type: none"> <li>• There shall be no disturbance to cultural or historic sites.</li> <li>• If any archaeological site, historical site, remains, or objects are found during excavation or construction, chance find procedures shall proceed immediately as follows: <ul style="list-style-type: none"> <li>• Stop the construction activities in the area of the chance find.</li> <li>• Delineate the discovered site or area.</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>Secure the site to prevent any damage or loss of removable objects. In cases of removable antiquities or sensitive remains, a night guard shall be arranged until the responsible local authorities or the National Culture Administration take over.</li> <li>Notify the Project Engineer who in turn will notify the responsible local authorities and the National Culture Administration immediately (within 24 hours or less);</li> <li>Responsible local authorities and the National Culture Administration will be in charge of protecting and preserving the site before deciding on subsequent appropriate procedures. This would require a preliminary evaluation of the findings to be performed by the archaeologists of National Culture Administration. The significance and importance of the findings should be assessed according to the various criteria relevant to cultural heritage; those include the aesthetic, historic, scientific or research, social and economic values.</li> <li>Decisions on how to handle the finding shall be taken by the responsible authorities and National Culture Administration. This could include changes in the layout (such as when finding an irremovable remain of cultural or archaeological importance) conservation, preservation, restoration and salvage.</li> <li>Implementation for the authority decision concerning the management of the finding shall be communicated in writing by relevant local authorities; and</li> <li>Construction work could resume only after permission is given from the responsible local authorities or National Culture Administration concerning safeguard of the heritage.</li> </ul>
Prohibitions	<p>The following activities are prohibited on the construction site:</p> <ul style="list-style-type: none"> <li>Cutting of trees for any reason outside the approved construction area.</li> <li>Hunting, fishing, wildlife capture, or plant collection.</li> <li>Use of unapproved toxic materials, including lead-based paints, asbestos, etc.</li> <li>Disturbance to anything with architectural or historical value.</li> <li>Building of fires.</li> <li>Use of firearms (except authorized security guards, if any).</li> <li>Use of alcohol or drugs by workers.</li> </ul>
<b>Post-Construction</b>	
Site Decommissioning	<ul style="list-style-type: none"> <li>The contractor will clean the site carefully and remove all construction waste materials and dump it at a designated dumping site.</li> <li>Open burning of waste should not be encouraged.</li> </ul>
Slaughterhouses and market facilities management	<ul style="list-style-type: none"> <li>Slaughterhouses and market facilities management plan shall be prepared based on the national regulation, guideline and IFC's health and safety guideline</li> </ul>
livestock vaccination programs	<ul style="list-style-type: none"> <li>Wastes generating from livestock vaccination program shall be managed properly to comply with instruction Ministry of Health, MAFF and MoE.</li> <li>Any outbreak of animal disease, operator shall contact GDAHP and take action accordingly.</li> </ul>

### Part 2 – Contractor's Workers Environmental Code of Conducts

This is an example for typical project, but that for a specific project, some other requirements might be relevant. For example, washing hands protocol, agreeing to attend STD workshops.

<b>DO:</b>	<b>DO NOT</b>
<ul style="list-style-type: none"> <li>◆ USE THE TOILET FACILITIES PROVIDED – REPORT DIRTY OR FULL FACILITIES</li> <li>◆ CLEAR YOUR WORK AREAS OF LITTER AND BUILDING RUBBISH AT THE END OF EACH DAY – use the waste bins provided</li> </ul>	<ul style="list-style-type: none"> <li>◆ REMOVE OR DAMAGE VEGETATION WITHOUT DIRECT INSTRUCTION.</li> <li>◆ MAKE ANY FIRES.</li> <li>◆ POACH, INJURE, TRAP, FEED OR HARM ANY ANIMALS – this includes birds, frogs, snakes, etc.</li> <li>◆ ENTER ANY FENCED OFF OR MARKED AREA.</li> </ul>

<p>and ensure that litter will not blow away.</p> <ul style="list-style-type: none"> <li>◆ REPORT ALL FUEL OR OIL SPILLS IMMEDIATELY &amp; STOP THE SPILL FROM CONTINUING.</li> <li>◆ SMOKE IN DESIGNATED AREAS ONLY AND DISPOSE OF CIGARETTES AND MATCHES CAREFULLY. (Littering is an offence.)</li> <li>◆ CONFINE WORK AND STORAGE OF EQUIPMENT TO WITHIN THE IMMEDIATE WORK AREA.</li> <li>◆ USE ALL SAFETY EQUIPMENT AND COMPLY WITH ALL SAFETY PROCEDURES.</li> <li>◆ PREVENT CONTAMINATION OR POLLUTION OF STREAMS AND WATER CHANNELS.</li> <li>◆ ENSURE A WORKING FIRE EXTINGUISHER IS IMMEDIATELY AT HAND IF ANY “HOT WORK” IS UNDERTAKEN e.g. welding, grinding, gas cutting etc.</li> <li>◆ REPORT ANY INJURY OF WORKERS OR ANIMALS.</li> <li>◆ DRIVE ON DESIGNATED ROUTES ONLY.</li> <li>◆ PREVENT EXCESSIVE DUST AND NOISE</li> </ul>	<ul style="list-style-type: none"> <li>◆ DRIVE RECKLESSLY OR ABOVE SPEED LIMIT</li> <li>◆ ALLOW WASTE, LITTER, OILS OR FOREIGN MATERIALS INTO THE STREAM</li> <li>◆ LITTER OR LEAVE FOOD LYING AROUND.</li> <li>◆ CUT TREES FOR ANY REASON OUTSIDE THE APPROVED CONSTRUCTION AREA</li> <li>◆ BUY ANY WILD ANIMALS FOR FOOD;</li> <li>◆ USE UNAPPROVED TOXIC MATERIALS, INCLUDING LEAD-BASED PAINTS, ASBESTOS, ETC.;</li> <li>◆ DISTURB ANYTHING WITH ARCHITECTURAL OR HISTORICAL VALUE</li> <li>◆ USE OF FIREARMS (EXCEPT AUTHORIZED SECURITY GUARDS)</li> <li>◆ USE OF ALCOHOL BY WORKERS DURING WORK HOURS</li> <li>◆ WASH CARS OR MACHINERY IN STREAMS OR CREEK</li> <li>◆ DO ANY MAINTENANCE (CHANGE OF OILS AND FILTERS) OF CARS AND EQUIPMENT OUTSIDE AUTHORIZED AREAS</li> <li>◆ DISPOSE TRASH IN UNAUTHORIZED PLACES</li> <li>◆ HAVE CAGED WILD ANIMALS (ESPECIALLY BIRDS) IN CAMPS</li> <li>◆ WORK WITHOUT SAFETY EQUIPMENT (INCLUDING BOOTS AND HELMETS)</li> <li>◆ CREATE NUISANCES AND DISTURBANCES IN OR NEAR COMMUNITIES</li> <li>◆ USE RIVERS AND STREAMS FOR WASHING CLOTHES</li> <li>◆ DISPOSE INDISCRIMINATELY RUBBISH OR CONSTRUCTION WASTES OR RUBBLE</li> <li>◆ SPILL POTENTIAL POLLUTANTS, SUCH AS PETROLEUM PRODUCTS</li> <li>◆ COLLECT FIREWOOD</li> <li>◆ DO EXPLOSIVE AND CHEMICAL FISHING</li> <li>◆ USE LATRINES OUTSIDE THE DESIGNATED FACILITIES; AND</li> <li>◆ BURN WASTES AND/OR CLEARED VEGETATION.</li> </ul>
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### Sample Monitoring Checklist

Inspection Participants: (insert names and positions)

ESCOMP Items	Applies		Compliance	Issue (R)/(O)	Action Required/Taken	Target/Actual Date
	Yes	No				
<b>Mitigation &amp; Management Measures: Construction Phase</b>						
Mitigation measures from ESCOP						
<b>Mitigation &amp; Management Measures: Operation and Maintenance Phase</b>						

Compliance, Minor Non-compliance, Significant Non-compliance

Status: (R) Resolved Issues, (O) Ongoing Issues



## **Annex IV: Outline of ESMP**

An ESMP consists of a set of mitigation, monitoring, and institutional measures to be taken during implementation and operation of a project to eliminate adverse environmental and social risks and impacts, offset them, or reduce them to acceptable levels. The ESMP also includes the measures and actions needed to implement these measures.

The ESMP will consist of:

- a) Brief Project description;
- b) Overview of the Project location, including socioeconomic and environmental baseline information;
- c) Legislative Framework (RGC laws and regulations, WB ESF and Gap Analysis);
- d) Identifying all anticipated adverse environmental and social impacts, including those involving indigenous people or other vulnerable groups, and any relevant direct, indirect or cumulative impact;
- e) Describing in detail each mitigation measure, including the type of impact to which it relates to, including Labor Management Procedures, Occupational Health and Safety Procedures, Community Health and Safety Plan, Child Labor Prevention Plan, Labor Influx Plan, Road Safety Plan, GBV Prevention Plan and other plans that may be necessary, etc.;
- f) Monitoring objectives and the type of monitoring, with linkages to the impacts assessed, including a description of monitoring measures, including the parameters to be measured, methods to be used, sampling locations, frequency of measurements and monitoring and reporting procedures;
- g) Stakeholder Engagement, aligned with the project's SEP, and summary of consultations conducted on the ESMP;
- h) Description of the Grievance Redress Mechanism, including a specific Labor-GRM for workers;
- i) Description of institutional arrangements, identifying which party is responsible for carrying out the mitigation and monitoring measures (i.e. for operation, supervision, enforcement,

monitoring, staff training, etc.), capacity assessment of the selected TIs and JCs and a training plan for them;

- j) Implementation Schedule and Cost Estimates, showing coordination with overall project implementation plans, costs and sources of funds.

Sample Table for ESMP

POTENTIAL NEGATIVE IMPACT	ENVIRONMENTAL AND SOCIAL MITIGATION MEASURES	LOCATION	ESTIMATED MITIGATION COSTS	EXECUTING AGENCY	SUPERVISING / MONITORING AGENCY
<b>DETAILED DESIGN/ PRE-CONSTRUCTION MOBILISATION STAGE</b>					
<b>CONSTRUCTION STAGE</b>					
<b>OPERATION AND MAINTENANCE STAGE</b>					

Sample Monitoring Checklist

<b>SUBPROJECT:</b>		<b>LOCATION:</b>	
<b>DATE:</b>		<b>CONTRACTOR:</b>	
<b>PREPARED BY:</b>		<b>SUPERVISION: CONSULTANT</b>	

Inspection Participants: (insert names and positions)

ESMP Items	Applies		Compliance			Issues	Status (R)/(O)	Action Required/Taken	Target/Actual Date
	Yes	No	Compliant	Minor Non-Compliance	Significant Non-Compliance				
<b>Mitigation &amp; Management Measures: Construction Phase</b>									
Mitigation measure from ESMP									
<b>Mitigation &amp; Management Measures: Operation and Maintenance Phase</b>									

Compliant, Minor Non-Compliance, Significant Non-Compliance

Status: (R) Resolved Issues, (O) Ongoing Issues

## **Annex V: Labor Management Procedures**

In accordance with the requirements of World Bank's Environmental and Social Standard 2 (ESS2) on Labor and Working Conditions, a LMP have been developed for the project CILVCOHP. The LMP sets out the ways in which GDAHP will manage all project workers in relation to the associated risks and impacts. The objectives of the LMP are to: Identify the different types of project workers that are likely to be involved in the project; identify, analyze and evaluate the labor-related risks and impacts for project activities; provide procedures to meet the requirements of ESS 2 on Labor and Working Conditions, ESS 4 on Community Health and Safety, and applicable national legislation.

The Labor Management Procedures apply to all project workers, irrespective of contracts being full-time, part-time, temporary or casual. The types of workers that will be included in the project are listed below:

- **Direct workers** – Civil Servants, CILVCOHP Project workers/staff, national E&S supervision consultants, other consultants as needed.
- **Contracted workers** – To the extent possible, the project CILVCOHP will hire local workers in laboratory construction, both skilled and unskilled workers. These included workers involved in the construction of slaughterhouses, market facilities, and the new laboratory in the Battambang province.
- **Community workers** – Village Animal Health Workers (VAHW) from both the public and private sectors
- **Primary supply workers** – Those working in companies/factories supply materials for construction, in particular raw materials and laboratory machines.

### *Labor Risks*

The following potential labor risks are identified under the project:

- Violation of worker's rights: Terms and conditions of employment of workers may not be consistent with national legislation or World Bank standards
- Violation of worker's rights: Non-discrimination and equal opportunity of workers may not be consistent with national legislation or World Bank standards
- Use of child labor or forced labor
- Unsafe work environment and poor working conditions
- Workplace injuries and accidents, particularly when operating construction equipment, when working at height on building construction, and when handling heavy equipment and materials
- Risks from exposure to hazardous substances (dust, cement, chemicals used in construction etc.)
- Sexual exploitation and abuse/sexual harassment (SEA/SH) risks for workers
- SEA/SH risks for community members, from workers from outside the project areas
- Conflicts between workers and communities
- Transmission of diseases among workers or nearby communities, especially if workers are not hired locally and arrive to civil works locations from elsewhere or if diseases specific precautions are not in place at work sites and worker accommodation sites.

### *Relevant National Labor Legislation*

Cambodia has national legislation that outlines worker's rights. The Labor Law (1997) remains the key document governing the regulatory framework for labor in Cambodia.

The 1997 Labor Law defines non-discrimination in employment and in wages. It establishes a minimum wage level, which may vary among regions. Working hours are limited to 8 hours per day, 6 days a week. There are strong regulatory provisions against discrimination in the work place, enhancing from a legal point of view fair treatment, non-discrimination and equal opportunity, special protection and assistance to vulnerable workers. A whole chapter in the Law is dedicated to health and safety in the workplace. The Law also covers those who work for subcontractors.

Child labor remains a noticeable gap in the legal framework despite many years of participation in related international programs. The Labor Law defines 12 years old as the minimum working age for children, though 12-15 year olds are meant to only engage in certain light jobs, but this is not always closely monitored. The Prakas on the Prohibition of Hazardous Child Labor (2004) allow hazardous work for well-trained children above 16, provided it is not night work. The ESMF details the relevant legislation and a gap analysis with the World Bank ESF. The project will only allow workers over the age of 18.

The Labor Law (1997) includes provisions on Occupational Health and Safety (OHS) mostly consistent with ESS2 and ESS4 of the World Bank's Environmental and Social Framework (ESF). In accordance with the Labor Law, the Ministry of Labor and Vocational Training has issued regulations concerning the OHS as follows:

- Prakas No 052 dated 01 February 2000 concerning the sanitary toilet
- Prakas No 054 dated 01 February 2000 concerning the provision of the safe drink
- Prakas No 124 dated 15 June 2001 concerning the heavy object lifting by hand
- Prakas No 125 dated 15 June 2001 concerning the air ventilation and sanitation
- Prakas No 138 dated 22 April 2003 concerning the Noise at the workplace
- Prakas No 106 dated 28 April 2004 concerning the prohibition of working children from the dangerous work place
- Prakas No 075 dated 30 March 2011 concerning the Sanitation at the Construction Site
- Prakas No 077 dated 30 March 2011 concerning the Information at the Construction Site
- Prakas No 078 dated 30 March 2011 concerning the storage, waste management and cleanliness at the construction site.

### *General Applicable Procedures*

GDAHP and contractors will apply the following guidelines when dealing with workers:

- There will be no discrimination with respect to any aspects of the employment relationship, such as: Recruitment and hiring; compensation (including wages and benefits; working conditions and terms of employment; access to training; job assignment; promotion; termination of employment or retirement; or disciplinary practices.
- Harassment, intimidation and/or exploitation will be prevented or addressed appropriately.
- Special measures of protection and assistance to remedy discrimination or selection for a particular job will not be deemed as discrimination.
- Vulnerable project workers will be provided with special protection.
- GDAHP and contractors will provide job / employment contracts with clear terms and conditions including rights related to hours of work, wages, overtime, compensation and benefits, annual holiday and sick leave, maternity leave and family leave. Code of Conduct included in this LMP will be applicable for all project workers.
- GDAHP will ensure compliance with the Code of Conduct including providing briefings/awareness raising on the Code.
- GDAHP and contractors will ensure compliance with occupational health and safety procedures and specific procedures (see below) including that the workers are properly trained in application of the standards that are relevant to the work.
- GDAHP and retained contractors will ensure no person under the age of 18 shall be employed. Age verification of all workers will be conducted by the contractors.
- GDAHP will recruit contractors and labor locally to the extent that they are available.
- Workers shall be recruited voluntarily, and no worker is forced or coerced into work.
- GDAHP will supervise and monitor to ensure compliance with the above requirements.
- All workers will be made aware of the Worker's Grievance Mechanism (see below) to raise work related grievances, including any sensitive and serious grievances on SEA/SH.

### *Occupational Health and Safety (OHS) Procedures*

The objective of the procedure is to achieve and maintain a healthy and safe work environment for all project workers (contracted workers and community workers) and the host community.

- On procurement for contractors, GDAHP will avail the ESMF to the aspiring contractors so that contractors include the budgetary requirements for OHS measures in their respective bids.
- The contractor will develop and maintain an OHS management system that is consistent with the scope of work, which must include measures and procedures to address all the following topics listed below and in accordance with local legislation and GIIP (as defined by World Bank Group EHSs). The management system must be consistent with the duration of contract and this LMP.
- Contractor will conduct workplace hazards identification and adopt all applicable E&S risk mitigation measures in accordance with local legislation requirements and WBG EHSs.
- Contractor designates a responsible person to oversee OHS related issues at the project site and define OHS roles and responsibilities for task leaders and contract managers.
- Contractor should put in place processes for workers to report work situations that they believe are not safe or healthy, and to remove themselves from a work situation which they have reasonable justification to believe presents an imminent and serious danger to their life or health, without fear of retaliation.

- Contractor provides preventive and protective measures, including modification, substitution, or elimination of hazardous conditions or substances informed by assessment and plan. Whenever PPEs are required for the work, it must be provided at no cost for the workers.
- Contractor should assess workers' exposure to hazardous agents (noise, vibration, heat, cold, vapors, chemicals, airborne contaminants etc.) and adopt adequate control measures in accordance with local regulations and WB EHSs.
- Contractors provides facilities appropriate to the circumstances of the work, including access to canteens, hygiene facilities, and appropriate areas for rest. Where accommodation services are provided to project workers, policies will be put in place and implemented on the management and quality of accommodation to protect and promote the health, safety, and well-being of the project workers, and to provide access to or provision of services that accommodate their physical, social and cultural needs.
- Contractor provides for appropriate training/induction of project workers and maintenance of training records on OHS subjects.
- Contractor documents and reports on occupational incidents, diseases and incidents as per ESMF guidance.
- Contractor provides emergency prevention and preparedness and response arrangements to emergency situations including and not limited to workplace accidents, workplace illnesses, flooding, fire outbreak, disease outbreak, labor unrest and security.
- Contractor provides remedies for adverse impacts such as occupational injuries, deaths, disability and disease in accordance with local regulatory requirements and Good International Industry Practices.
- Contractor shall maintain all such record for activities related to the safety health and environmental management for inspection by GDAHP or the World Bank.
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#### *Contractor Management Procedures*

The objective of this procedure is to ensure that GDAHP has contractual power to administer oversight and action against contractors for non-compliance with the LMP.

- GDAHP will make available relevant documentation to inform the contractor about requirements for effective implementation of the LMP.
- GDAHP will include the provisions of the ESMF, LMP and other relevant documents into the specification section of the bidding documents. The contractors will be required to comply with these specifications.
- Contractor will raise worker awareness on the Code and Conduct.
- Contractor will show evidence of OHS and Emergency Preparedness procedures.
- GDAHP will monitor contract's E&S performance during its regular site visits utilizing contractor reporting or external monitoring/supervision consultants where available. Where appropriate, GDAHP may withhold contractor's payment or apply other contractual remedies as appropriate until corrective action(s) is/are implemented on significant non-compliance with the LMP, such as failure to notify [implementing agency] of incidents and accidents.

#### *Procedures for Primary Suppliers*

The objective of the procedure is to ensure that labor-related risks, especially child and forced labor as well as serious safety issues to the project from primary supply workers are managed. GDAHP and all contractors will undertake the following measures:

- Procure supplies from legally constituted suppliers.
- To the extent feasible, conduct due diligence to ensure that primary suppliers conduct age verifications, employ workers without any force or coercion, and maintain basic OHS systems.

#### *Procedures for Community Workers*

Community workers include Village Animal Health Workers (VAHW) from both the public and private sectors. The objective of this procedure is to ensure the community workers offer their labor voluntarily and that they agree to the terms and conditions of employment. GDAHP and contractors using community workers will apply the following guidelines when dealing with community workers:

- GDAHP will develop standard working times, remuneration systems (depending on the type of work), methods of payment, timing of payment, and community worker Code of Conduct, which will apply to all project activities.
- GDAHP and contractors should consult communities and document their community meetings where members agree to conditions of community worker recruitment. The agreement should include details on nature of work, working times, age restrictions (18 and above), remuneration amount, method of payment, timing of payment, individual signatory or representative signatory of meeting resolution
- Contractors will have the terms and conditions discussed, explained, negotiated and documented through joint community meetings, with each community employee showing consent through signing the attendance register of the meeting which made the employment resolutions.
- GDAHP and contractors train community workers on key LMP issues, including SEA/SH, OHS, safe use of equipment and lifting techniques, and the relevant grievance mechanisms.

#### *Worker Accommodation*

If accommodations are provided for workers, contractors will ensure that they are provided in good hygiene standards, with fresh drinking water, clean beds, restrooms and showers, clean bedrooms, good illumination, lockers, proper ventilation, safe electrical installation, fire and lightning protection, separate cooking and eating areas. There will be separate facilities provided for men and women. The contractors will be liable to comply with "Workers' Accommodation: Processes and Standards: A guidance Note" by IFC and the EBRD.

#### *Institutional Arrangement for Implementation of the LMP*

GDAHP will carry the main responsibility for the implementation and monitoring of the LMP. ESU will identify subproject activities, prepare subproject designs and bidding documents, as well as procure contractors. ESU will be responsible for contractor and site supervision, technical quality assurance, certification, and payment of works. ESU will ensure that labor management procedures are integrated into the specification section of the bidding documents and the procurement contracts.

#### *Grievance Redress Mechanism*

There will be a specific Workers Grievance Redress Mechanism (Worker GRM) for project workers as per the process outlined below. This considers culturally appropriate ways of handling the concerns of direct and contracted workers. Processes for documenting complaints and concerns have been specified, including time commitments to resolve issues. Workers will be informed about the relevant Worker GRM upon their recruitment and their right to redress, confidentiality and protection against any reprisals from the employer will be stated in the contract.

## **Routine Redress Grievances**

The process for the Worker GRM is as follows:

- Any worker may report their grievance in person, by phone, text message, mail or email (including anonymously if required) to the contractor as the initial focal point for information and raising grievances. For complaints that were satisfactorily resolved by the aggrieved worker or contractor within one week of receipt of complaint, the incident and resultant resolution will be logged and reported monthly to the ESU.
- If the grievance is not resolved within one week, the contractor (or the complainant directly) will refer the issue to the GRM focal point. The GRM focal point will work to address and resolve the complaint and inform the worker as promptly as possible, in particular if the complaint is related to something urgent that may cause harm or exposure to the person, such as lack of PPE needed to minimize risks -19. For non-urgent complaints, the GRM focal point will aim to resolve complaints within 2 weeks. For complaints that were satisfactorily resolved by the GRM focal point, the incident and resultant resolution will be logged by GRM focal point and reported monthly to ESU as part of regular reporting. Where the complaint has not been resolved, the GRM focal point will refer to ESU for further action or resolution.

The workers will preserve all rights to refer matters to relevant judicial proceedings as provided under national labor law.

At ESU level, each grievance record should be allocated a unique number reflecting year, sequence and township of received complaint. Complaint records (letter, email, record of conversation) should be stored together, electronically or in hard copy. The GDAHP will appoint a Worker GRM Focal Person, who will be responsible for undertaking a monthly review of all grievances to analyze and respond to any common issues arising. The Focal Person will also be responsible for oversight, monitoring and reporting on the Worker GRM.

## **Serious Grievances**

In case a worker experiences serious mistreatment such as harassment, intimidation, abuse, violence, discrimination or injustice at the workplace, the worker may raise the case, verbally or in writing directly to the contractor or EUS or GDAHP. The contractor will immediately refer the case to GDAHP. The GDAHP will immediately investigate the case respecting confidentiality and anonymity of the worker.

Upon project effectiveness, the GDAHP will designate a Focal Person or Persons for Serious Grievances. These Focal Persons will receive training in investigating serious grievances, relevant laws and regulations, and World Bank standards including the rights of people who file a grievance. GDAHP and the World Bank will jointly develop culturally-sensitive and locally-appropriate roles and responsibilities, and procedures.

In case a direct worker or civil servant has a serious grievance, the staff may directly contact verbally or in writing the Focal Person for Serious Grievances.

All complaints received will be filed and kept confidential. For statistical purposes, cases will be anonymized and bundled to avoid identification of persons involved.

## *Code of Conduct*



- Treat women, children (persons under the age of 18), and men with respect regardless of ethnicity, language, religion, political or other opinion, national, social origin, citizenship status, property, disability, birth or other status.
- Do not use language or behavior towards women, children or men that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
- Do not participate in sexual activity with community members.
- Do not engage in sexual favors or other forms of humiliating, degrading or exploitative behavior.
- Do not engage in any activity that will constitute payment for sex with members of the communities surrounding the workplace.
- Report through the Worker GM suspected or actual gender-based violence against a person of any gender by a fellow worker or any breaches of this Code of Conduct.
- Use any computers, mobile phones, or video and digital cameras appropriately, and never to exploit or harass women, children or a vulnerable person through these mediums.
- Comply with all relevant local legislation.
- Engaging in any of the prohibited activities above can be cause for termination of employment, criminal liability, and/or other sanctions.

## **Annex VI: Chance Find Procedure**

Since Cambodia Inclusive Livestock Value Chains and One Health Project is to improve livestock-based livelihoods and food security of targeted communities, and to reduce priority animal disease risks and zoonoses in target project locations (Battambang, Tbong Khmum, and Kampong Speu provinces). However, there remains a possibility for (as yet undiscovered) sites of local cultural significance (i.e. sacred sites, cemeteries) and archaeological sites to exist with sub-project areas.

GDAHPP will ensure that the bidding and contract documentation for civil works contractors will include a clause on chance find procedures and includes the following measures:

- a) Stop construction activities in the area of the chance find;
- b) Delineate the discovered site or area;
- c) Secure the site to prevent any damage or loss of removable objects;
- d) Notify the supervisory Engineer who, in turn, will notify the responsible local authorities;
- e) Responsible local authorities would conduct a preliminary evaluation of the findings to be performed by archaeologists who will assess the significance and importance of the findings according to various criteria, including aesthetic, historic, scientific or research, social and economic values;
- f) Decisions on how to handle the finding shall be taken by the responsible authorities which could result in changes in layout, conservation, preservation, restoration and salvage;
- g) Implementation for the management of the finding communicated in writing; and
- h) Construction work could resume only after permission is given from the responsible local authority concerning safeguard of the heritage.