

**ROYAL KINGDOM OF BHUTAN**

**MINISTRY OF HEALTH**

**ACCELERATING MATERNAL AND CHILD HEALTH  
OUTCOMES PROJECT**

**P180904**

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

**2 February 2024**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Kingdom of Bhutan (Recipient) will implement the Accelerating Maternal and Child Health Outcomes (the Project), with the involvement of the Ministry of Health, as set out in the Grant Agreement. The International Development Association (IDA or the World Bank), acting as the administrator of the Japan Social Development Fund (JSDF), has agreed to provide financing for the Project, as set out in the referred agreement.
2. The Recipient shall ensure that the Project is carried out in accordance with the Environmental and Social Standards (ESSs) and this Environmental and Social Commitment Plan (ESCP), in a manner acceptable to the World Bank. The ESCP is a part of the Grant Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the referred agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Recipient shall carry out or cause to be carried out, including, as applicable, the timeframes of the actions and measures, institutional, staffing, training, monitoring and reporting arrangements, and grievance management. The ESCP also sets out the environmental and social (E&S) instruments that shall be adopted and implemented under the Project, all of which shall be subject to prior consultation and disclosure, consistent with the ESS, and in form and substance, and in a manner acceptable to the World Bank. Once adopted, said E&S instruments may be revised from time to time with prior written agreement by the World Bank.
4. As agreed by the World Bank and the Recipient, this ESCP will be revised from time to time if necessary, during Project implementation, to reflect adaptive management of Project changes and unforeseen circumstances or in response to Project performance. In such circumstances, the Recipient through the Ministry of Health and the World Bank agree to update the ESCP to reflect these changes through an exchange of letters signed between the World Bank and the Recipient represented by the Minister of Health. The Recipient shall promptly disclose the updated ESCP.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>MONITORING AND REPORTING</b>			
A	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the World Bank regular monitoring reports on the environmental, social, health and safety (ESHS) performance of the Project, including but not limited to the implementation of the ESCP, status of preparation and implementation of E&amp;S instruments required under the ESCP, stakeholder engagement activities, and functioning of the grievance mechanism.</p>	Submit quarterly reports to the World Bank throughout Project implementation, beginning from the Effective Date. Submit each report to the World Bank no later than 30 days after the end of each reporting period.	Department of Public Health of the Ministry of Health
B	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Promptly notify the World Bank of any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury. Provide sufficient detail regarding the scope, severity, and possible causes of the incident or accident, indicating immediate measures taken or that are planned to be taken to address it, and any information provided by any contractor and/or supervising firm, as appropriate.</p> <p>Subsequently, at the World Bank’s request, prepare a report on the incident or accident and propose any measures to address it and prevent its recurrence.</p>	<p>Notify the Bank no later than 48 hours after learning of the incident or accident.</p> <p>Provide subsequent report within 30 days of the occurrence of the incident or accident to the World Bank</p>	Department of Public Health of the Ministry of Health
<b>ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS</b>			
1.1	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <p>Establish and maintain a PMU with qualified staff and resources to support management of ESHS risks and impacts of the Project including an E&amp;S specialist.</p>	Appoint an E&S Specialist within 60 days of the Effective Date and thereafter maintain this position throughout Project implementation. Assign staff from Department of Public Health to administer E&S related issues in the interim period	Department of Public Health of the Ministry of Health
1.2	<p><b>ENVIRONMENTAL AND SOCIAL INSTRUMENTS</b></p> <p>A screening of the activities under the Project has been carried out. PMU would follow the provisions of this ESCP for all relevant standards which integrates the Stakeholder Engagement Plan and Labor Management Procedures.</p>	Throughout implementation of the Project	Department of Public Health of the Ministry of Health
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Ensure that workers are engaged in the implementation of the project activities consistent with ESS2. To this end, ensure that the following measures are carried out:</p>	Throughout project implementation	Department of Public Health of the Ministry of Health

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<ul style="list-style-type: none"> <li>a) Provide workers with information and documentation that is clear and understandable regarding their terms and conditions of employment through written contracts setting out their rights, including, inter alia, rights related to hours of work, wages, overtime, compensation, and benefits, as well as written notice of termination of employment, and details of severance payments, as applicable;</li> <li>b) Implement occupational health and safety measures, considering the General Environmental, Health and Safety Guidelines (EHSGs), and other relevant Good International Industry Practice (GIIP) and, as appropriate, the industry specific EHSGs and other Good International Industry Practice (GIIP);</li> <li>c) Implement measures, as applicable, to, inter alia: (i) prevent the use of all forms of forced labor and child labor; (ii) enable workers to benefit from, inter alia, access to grievance and redress mechanisms without fear of retaliation; and effective freedom to form and join workers organizations or alternative mechanisms for expressing their concerns and protect their rights related to labor and working conditions;</li> <li>d) Implement a code of conduct for workers, which shall include measures to prevent and respond to Sexual Exploitation and Abuse and Sexual Harassment cases; safeguard against workplace harassment, that promotes non-discrimination and equal opportunity for all and</li> <li>e) Civil servants in this project will fall under the government employment rules. However, some part of ESS2 (such as the provisions of paragraphs 17 to 20 (Protecting the Work Force) and paragraphs 24 to 30 (Occupational Health and Safety) would still be applicable to them.</li> <li>f) Provide social mobilizers (Government staffs and primary health care workers) with assistance to reach out to the beneficiaries including transport as well as mitigation measures against SEA/SH they may potentially be victim of.</li> </ul>		
<p>2.2 <b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b>            Establish a GRM for the project workers, in a manner consistent with ESS2 that includes:</p>	Establish grievance mechanism prior to engaging workers and thereafter maintain and operate it throughout Project implementation.	Department of Public Health of the Ministry of Health

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>A. A channel for workers to raise grievances including SEA/SH without fear of retaliation</p> <p>B. A mechanism to uptake, solve, manage, and implement redressal measures</p> <p>C. A mechanism to disseminate information of the existence of such mechanism to all project personnel.</p>		
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>WASTE MANAGEMENT Procedures</b>                      Make an agreement with the relevant government agencies at Dzonkhas (District levels) to ensure that medical waste which might be enhanced due to cash support to the beneficiaries and e-waste to be produced after the end of life of the equipment related to information technology are collected and disposed properly as per national systems/procedures in place.</p>	Agreement to be done within three months of effectiveness. Monitoring report on the waste management implementation to be furnished half yearly thereafter..	Department of Public Health of the Ministry of Health
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	Assess and manage specific risks and impacts to the community arising from activities, especially the spread of COVID and implement the mitigation measures that includes use of mask, washing of hands, monitoring of temperature etc. Raise awareness on SEA/SH risks and services available for support.	Ensure COVID mitigation measures from the beginning of project activities and maintain throughout implementation	Department of Public Health of the Ministry of Health
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT</b>			
5.1	Not Relevant		
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	Not Relevant		
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	Adopt measures to ensure ethnic minorities are continuously consulted and informed about Project status and address risk and impacts if they materialize during implementation.	Apply the mitigation measures throughout project implementation	Department of Public Health of the Ministry of Health
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	Not Relevant		
<b>ESS 9: FINANCIAL INTERMEDIARIES</b>			
9.1	Not Relevant		
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.1	<p><b>STAKEHOLDER ENGAGEMENT PLAN PREPARATION AND IMPLEMENTATION</b></p> <p>Carryout continuous stakeholder engagement and consultation, consistent with ESS 10, , and consult with them in a culturally appropriate manner, which is free from manipulation, interference, coercion, discrimination, and intimidation.</p> <p>A. Identification of stakeholders, including the affected and interested parties (government and NGO, think tanks, beneficiaries, academics), the vulnerable and the disadvantaged.</p> <p>B. Continuously engage and consult with the stakeholder at appropriate time and place to provide project related information including ES risks and impacts.</p> <p>C. Design project activities as per the stakeholder inputs and report back to them to complete the feedback loop in a culturally appropriate and timely manner</p> <p>D. Remove obstacles to participation and ensure views of differently affected groups are captured.</p>	Begin stakeholder consultation and engagement from project preparation and continue throughout project implementation	Department of Public Health of the Ministry of Health
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Utilize the Ministry of Health’s Tracking Information System (TIS) to address issues and concerns raised against the Project. The TIS shall also be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, in a safe, confidential, and survivor-centered manner.</p>	Develop the TIS to address grievances within 3 months of effectiveness and thereafter maintain and operate it throughout Project implementation. In the meantime, maintain and operate the <b>EKaasel</b> to address grievances for the Project.	Department of Public Health of the Ministry of Health
<b>CAPACITY SUPPORT</b>			
CS1	<p>Following types of training will be provided to the relevant target groups, such as Project staff, stakeholder community, workers, consultants:</p> <ol style="list-style-type: none"> <li>1. Introduction to World Bank ESF</li> <li>2. Stakeholder Engagement</li> <li>3. Emergency procedure and response</li> <li>4. Training on GBV/SEA/SH and violence against children</li> </ol>	Training of staff to be completed within 6 months of the Effective Date and thereafter yearly once.	Department of Public Health of the Ministry of Health