

**Republic of El Salvador**  
**Improving Health Care in El Salvador**  
**(P506486)**

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

**Appraisal Version**  
**December 10, 2024**

## ENVIRONMENTAL AND SOCIAL COMMITMENT PLAN

1. The Republic of El Salvador (the Borrower) will implement the Improving Health Care in El Salvador Project (the Project), with the involvement of the Ministry of Health (MINSAL), as set out in the Loan Agreement (the Agreement). The International Bank for Reconstruction and Development (the Bank), has agreed to provide financing for the Project, as set out in the Agreement.
2. The Borrower 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 Bank. The ESCP is a part of the Agreement. Unless otherwise defined in this ESCP, capitalized terms used in this ESCP have the meanings ascribed to them in the Agreement.
3. Without limitation to the foregoing, this ESCP sets out material measures and actions that the Borrower shall carry out or cause to be carried out, including, as applicable, their respective timeframes; institutional, staffing, training, monitoring and reporting arrangements; and grievance management. The ESCP also sets out the environmental and social (E&S) documents that shall be prepared or updated, consulted, disclosed and implemented under the Project, consistent with the ESSs, in form and substance acceptable to the Bank. Said E&S documents may be revised from time to time with prior written agreement by the Bank. As provided for under the referred Agreement, the Borrower shall ensure that there are sufficient funds available to cover the costs of implementing the ESCP.
4. As agreed by the Bank and the Borrower, this ESCP will be revised from time to time, if necessary, to reflect adaptive management of Project changes or unforeseen circumstances or in response to Project performance. In such circumstances, the Bank and the Borrower agree to update the ESCP to reflect these changes through an exchange of letters signed between the Bank and the Minister of MINSAL on behalf of the Borrower. The Borrower shall promptly disclose the updated ESCP.
5. The subsection on “Indicators for Implementation Readiness” below identifies the actions and measures to be monitored to assess Project readiness to begin implementation in accordance with this ESCP. Nevertheless, all actions and measures in this ESCP shall be implemented as set out in the “Timeframe” column below irrespective of whether they are listed in the referred subsection.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>IMPLEMENTATION ARRANGEMENTS AND CAPACITY SUPPORT</b>			
A	<p><b>ORGANIZATIONAL STRUCTURE</b></p> <ol style="list-style-type: none"> <li>1. Maintain a Project Implementation Unit (PIU) with qualified staff and resources to support management of environmental, social, health and safety (E&amp;S) risks and impacts of the Project.</li> <li>2. The PIU shall appoint (at least) one environmental specialist and one social specialist to be part of the PIU.</li> <li>3. Engage an international third party with expertise in nuclear medicine to support the PIU's appointed E&amp;S specialists to, among others, verify and complement occupational health and safety (OHS) risks management and monitoring measures.</li> </ol>	<ol style="list-style-type: none"> <li>1. Maintain the PIU throughout Project implementation.</li> <li>2. Appoint one environmental specialist and one social specialist no later than 60 days after the Project Effective Date and thereafter maintain throughout Project implementation.</li> <li>3. Engage a third party specialized in nuclear medicine prior to starting the bidding process of the activity that requires such expertise; and thereafter maintain during the implementation of nuclear medicine activities.</li> </ol>	<b>MINSAL</b>
B	<p><b>CAPACITY BUILDING PLAN/MEASURES</b></p> <p>Prepare and implement the following capacity building measures:</p> <ol style="list-style-type: none"> <li>4. continued training for PIU staff, stakeholders, communities and Project workers on the E&amp;S risk management of the project, among others, stakeholder mapping and engagement, specific aspects of environmental and social assessment, emergency preparedness and response, SEA/SH risk management measures, and community health and safety, hazardous materials and waste management, including radioactive material and waste, among others.</li> <li>5. occupational health and safety training for personnel working with potentially radioactive elements. Training and instruction in the correct use and maintenance of personal protective equipment.</li> </ol>	<ol style="list-style-type: none"> <li>1. Throughout project implementation</li> <li>2. Prepare and deliver the specialized training prior to the carrying out of the activity that requires such training. Continue its implementation throughout project implementation.</li> </ol>	<b>MINSAL</b>
<b>MONITORING AND REPORTING</b>			

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
C	<p><b>REGULAR REPORTING</b></p> <p>Prepare and submit to the Bank regular monitoring reports on the environmental, social, health and safety (E&amp;S) performance of the Project. The reports shall include:</p> <ul style="list-style-type: none"> <li>• Status of preparation and implementation of E&amp;S documents required under the ESCP.</li> <li>• Summary of stakeholder engagement activities carried out as per the requirements of ESS10 included below.</li> <li>• Complaints submitted to the grievance mechanism(s), the grievance log, and progress made in resolving them.</li> <li>• E&amp;S performance of contractors and subcontractors as reported through monthly contractors' and supervision firms' reports.</li> <li>• Number and status of resolution of incidents and accidents reported under action E below.</li> </ul>	<p>Submit semestral reports to the Bank throughout Project implementation, commencing after the Effective Date. Submit each report to the Bank no later than 45 days after the end of each reporting period.</p>	<b>MINSAL</b>
D	<p><b>CONTRACTORS' MONTHLY REPORTS</b></p> <p>Require contractors and supervising firms to provide monthly monitoring reports on E&amp;S performance in accordance with the metrics specified in the respective bidding documents and contracts and submit such reports to the Bank.</p>	<p>Submit the monthly reports to the Bank upon request.</p>	<b>MINSAL</b>
E	<p><b>INCIDENTS AND ACCIDENTS</b></p> <p>Notify the Bank of any incident or accident relating 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 those resulting in death or significant injury to workers or the public; acts of violence, discrimination or protest; unforeseen impacts to cultural heritage or biodiversity resources; pollution of the environment; dam failure; forced or child labor; displacement without due process (forced eviction); allegations of sexual exploitation or abuse (SEA), or sexual harassment (SH); or disease outbreaks. Provide available details of the incident or accident to the Bank upon request.</p> <p>Arrange for an appropriate review of the incident or accident to establish its immediate, underlying and root causes. Prepare, agree with the Bank, and implement a Corrective Action Plan that sets out the measures and actions to be taken to address the incident or accident and prevent its recurrence.</p>	<p>Notify the Bank no later than 48 hours after learning of the incident or accident. Provide available details upon request.</p> <p>Provide review report and Corrective Action Plan to the Bank no later than 10 days following the submission of the initial notice, unless a different timeframe is agreed to in writing by the Bank.</p>	<b>MINSAL</b>

**ESS 1: ASSESSMENT AND MANAGEMENT OF ENVIRONMENTAL AND SOCIAL RISKS AND IMPACTS**

MATERIAL MEASURES AND ACTIONS	TIMEFRAME	RESPONSIBLE ENTITY
<p>1.1 <b>ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK AND PLANS</b></p> <p>1. Prepare and implement an Environmental and Social Management Framework (ESMF) for the Project, consistent with the relevant ESSs.</p> <p>2. Require MINSAL to prepare and implement an Environmental and Social Impact Assessment (ESIA), if applicable, or site-specific Environmental and Social Management Plans (ESMP), as set out in the ESMF. The proposed activities described in the exclusion list set out in the ESMF shall be ineligible to receive financing under the Project.</p> <p>3. Prepare and implement a preliminary risk assessment as part of the ESMF, and corresponding three ESMPs, for the installation, testing, and operation of the nuclear medicine equipment under Part 1(c)(ii) of the Project, according to the Bank Environmental, Health and Safety Guidelines (EHSG) and Good International Industry Practice, and consistent with ESS1.</p> <p>4. Prepare and implement a site-specific ESMP for the decommission of the out-of-service healthcare facility to be rehabilitated for the new national transplant center under Part 1 (c)(iii) of the Project, to assess and manage, among others, potential environmental liabilities of the previous use, as set out in the ESMF.</p>	<p>1. Prepare the ESMF no later than 90 days after the Effective Date, and thereafter implement the ESMF throughout Project implementation.</p> <p>2. Prepare the ESIA or the ESMP and incorporate the ESIA or ESMP as part of the respective bidding documents for the respective project activity prior to the carrying out of project activity that requires the preparation of such ESIA or ESMP. Once finalized, implement the respective ESIA or ESMP throughout Project implementation.</p> <p>3. Prepare the preliminary risk assessment as part of the ESMF and prepare and incorporate the ESMPs as part of the respective bidding documents for the respective project activity prior to the carrying out of project activity that requires the preparation of such ESMPs. Once finalized, implement the preliminary risk assessment and the respective ESMPs throughout Project implementation.</p>	<p><b>MINSAL</b></p>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
		4. Prepare the site-specific ESMP for the decommission, incorporate the site-specific ESMP as part of the respective bidding documents for the respective project activity and once finalized, implement this ESMP throughout the decommission activities and prior to the carrying out of the project activity that requires the implementation of such ESMP.	
1.2	<p><b>MANAGEMENT OF CONTRACTORS</b></p> <p>1. Incorporate the relevant aspects of the ESCP, including, inter alia, ESMPs, the Labor Management Procedures, and code of conduct, into the E&amp;S specifications of the procurement documents and contracts with contractors and supervising firms. Thereafter ensure that the contractors and supervising firms comply and that they require their subcontractors to comply with the E&amp;S specifications of their respective contracts. Provide copies of the relevant contracts with contractors/subcontractors and supervision firms to the Bank.</p> <p>2. Require contractors to prepare and implement a Contractor-ESMP (C-ESMPs) for each relevant project activity or works in accordance with the ESMF.</p>	<p>1. As part of the preparation of procurement documents and respective contracts. Supervise contractors throughout Project implementation. Copies of relevant contracts provided to the Bank upon request.</p> <p>2. The C-ESMPs shall be approved by the PIU prior to the carrying out of project activity that requires the preparation of such C-ESMPs. Once prepared, implement throughout Project implementation.</p>	<b>MINSAL</b>
1.3	<p><b>TECHNICAL ASSISTANCE</b></p> <p>Carry out the consultancies, studies (including feasibility studies, if applicable), capacity building, training, and any other technical assistance activities under the Project in accordance with terms of reference acceptable to the Bank, that are consistent with the ESSs. Thereafter prepare and finalize the outputs of such activities in compliance with the terms of reference.</p>	Throughout Project implementation.	<b>MINSAL</b>
1.4	<p><b>CONTINGENT EMERGENCY RESPONSE FINANCING</b></p> <p>1. Ensure that the CERC Manual includes a description of the E&amp;S assessment and management arrangements for the implementation of Part 3 of the Project in accordance with the ESSs.</p>	1. The adoption of the CERC Manual in form and substance acceptable to the Bank is a withdrawal condition under Section III.A of Schedule 2 of the Agreement.	<b>MEF</b> in coordination with any relevant emergency response ministries or agencies, as determined by the Borrower.

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	2. Implement the environmental and social (E&S) instruments, including ESMPs and any assessment required therein, which may be required for activities under Part 3 of the Project, in accordance with the CERC Manual and the ESSs, and thereafter implement the measures and actions required under said E&S instruments, within the timeframes specified in said E&S instruments.	2. Adopt any required E&S instrument and include it as part of the respective bidding process, if applicable, and in any case, before the carrying out of the relevant Project activities under Part 3 of the Project. Implement the E&S instruments in accordance with the timeframes specified in the CERC Manual.	
1.5	<p><b>ASSOCIATED FACILITIES</b></p> <p>If relevant, ensure that activities that meet the criteria for associated facilities are carried out in accordance with the applicable requirements of this ESCP and the ESSs, including, inter alia, the ESMF, relevant ESMPs, and the POM.</p>	Throughout Project implementation.	<b>MINSAL</b>
<b>ESS 2: LABOR AND WORKING CONDITIONS</b>			
2.1	<p><b>LABOR MANAGEMENT PROCEDURES</b></p> <p>Prepare and implement elements of Labor Management Procedures (LMP) for the Project as part of the ESMF and complementary measures included in the POM and ensure that Project workers are engaged in the implementation of the Project in accordance with ESS2. To this end, implement the following measures:</p> <p>a) Provide direct, indirect and contracted 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.</p> <p>b) Implement occupational health and safety (including personal protective equipment, and emergency preparedness and response) measures, taking into account the General Environmental, Health and Safety Guidelines (EHSGs), the industry-specific EHSGs and other Good International Industry Practice (GIIP), as relevant.</p>	Include LMP measures in the final version of the ESMF and any complementary measures in the final version of the POM, and thereafter implement throughout Project implementation.	<b>MINSAL</b>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	<p>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 mechanisms without fear of retaliation; and (iii) provide 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.</p> <p>d) Develop a code of conduct for workers, which shall include measures to prevent and respond to sexual exploitation and abuse, and sexual harassment (SEA/SH) cases.</p> <p>e) Incorporate the relevant requirements above in the E&amp;S specifications of the procurement documents and contracts with third parties that engage direct workers and contracted workers in the implementation of the Project.</p>		
2.2	<p><b>OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT PLAN</b></p> <p>Require contractors and subcontractors to prepare and implement OHS Management Measures as part of the ESMP in accordance with the ESMF.</p>	Same timeframe as for the preparation and implementation of the respective site-specific ESMP.	<b>MINSAL</b>
2.3	<p><b>GRIEVANCE MECHANISM FOR PROJECT WORKERS</b></p> <p>Establish and operate a grievance mechanism for Project workers, as described in the ESMF and consistent with ESS2.</p>	Establish grievance mechanism prior to engaging Project workers and thereafter maintain and operate it throughout Project implementation.	<b>MINSAL</b>
2.4	<p><b>FORCED LABOR PROVISIONS WITH REGARD TO SOLAR PANEL PROCUREMENT</b></p> <p>The project will ensure that provisions regarding forced labor are followed in the case of solar panel procurement. This includes that the Borrower will require bidders to provide two declarations: a Forced Labor Performance Declaration (which covers past performance), and a Forced Labor Declaration (which covers future commitments to prevent, monitor and report on any forced labor, cascading the requirements to their own sub contractors and suppliers). In addition, the Borrower will include enhanced language on forced labor in the procurement contracts. The Bank will prior review procurements of solar panels and components to ensure that the enhanced forced labor provisions are used by the Borrower in all relevant contracts.</p>	Throughout Project implementation.	<b>MINSAL</b>
<b>ESS 3: RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b>			
3.1	<p><b>WASTE MANAGEMENT PLAN</b></p> <p>1. Prepare and implement waste management measures as part of the ESMPs prepared for the Project according to the ESMF, to manage hazardous and non-hazardous wastes, consistent with ESS3.</p>	Same timeframe as for the preparation and implementation of the relevant ESMP.	<b>MINSAL</b>



MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
	2. Prepare and implement a Radioactive Waste Management Plan (RWMP), as part of the ESMP prepared for the nuclear medicine equipment under Part 1 (c)(ii) of the Project, to manage hazardous waste, consistent with ESS3.		
3.2	<b>RESOURCE EFFICIENCY AND POLLUTION PREVENTION AND MANAGEMENT</b> Incorporate resource efficiency and pollution prevention and management measures in the ESMP to be prepared under action 1.1 above, including sustainable water and materials use, noise and dust control near active health facilities, hazardous materials handling, environmental liabilities, among others.	Same timeframe as for the preparation and implementation of the ESMP.	<b>MINSAL</b>
<b>ESS 4: COMMUNITY HEALTH AND SAFETY</b>			
4.1	<b>TRAFFIC AND ROAD SAFETY</b> Incorporate measures to manage traffic and road safety risks as required in the ESMP to be prepared under action 1.1 above.	Same timeframe as for the preparation and implementation of the relevant ESMP.	<b>MINSAL</b>
4.2	<b>COMMUNITY HEALTH AND SAFETY</b> Assess and manage specific risks and impacts to the community arising from Project activities, including, inter alia, behavior of Project workers, risks of labor influx, response to emergency situations, and include mitigation measures in the ESMPs to be prepared in accordance with the ESMF.	Same timeframe as for the preparation and implementation of the relevant ESMPs.	<b>MINSAL</b>
4.3	<b>SEA AND SH RISKS</b> Prepare and implement a SEA/SH Action Plan as part of the ESMF, to assess and manage the risks of SEA and SH.	Prepare the SEA/SH Action Plan one month after project effectiveness, and thereafter implement the SEA/SH Action Plan throughout Project implementation.	<b>MINSAL</b>
4.4	<b>SECURITY MANAGEMENT</b> Assess and implement measures to manage the security risks of the Project, including the risks of engaging security personnel to safeguard project workers, sites, assets, and activities as set out in the relevant ESMP.	Same timeframe as for the preparation and implementation of the relevant ESMP.	<b>MINSAL</b>
<b>ESS 5: LAND ACQUISITION, RESTRICTIONS ON LAND USE AND INVOLUNTARY RESETTLEMENT: Not relevant</b>			
<b>ESS 6: BIODIVERSITY CONSERVATION AND SUSTAINABLE MANAGEMENT OF LIVING NATURAL RESOURCES</b>			
6.1	<b>BIODIVERSITY RISKS AND IMPACTS</b> Prepare and implement a Biodiversity Management measures as part of the ESMP, in accordance with the guidelines of the ESMF prepared for the Project, and consistent with ESS6.	Same timeframe as for the preparation and implementation of the ESMPs.	<b>MINSAL</b>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
<b>ESS 7: INDIGENOUS PEOPLES/SUB-SAHARAN AFRICAN HISTORICALLY UNDERSERVED TRADITIONAL LOCAL COMMUNITIES</b>			
7.1	<p><b>MEASURES FOR INDIGENOUS PEOPLES</b></p> <p>Ensure that the Project is carried out in accordance with the applicable requirements of ESS7, ensuring that any relevant stakeholder engagement includes meaningful consultations with Indigenous Peoples throughout Project implementation.</p> <p>In addition, the project ESMF will describe, inter alia, measures to: (i) implement procedures, protocols and/or other measures to ensure that, where relevant, Indigenous Peoples have access to Project benefits in a fair, equitable, inclusive and culturally appropriate manner; (ii) describe measures to mitigate any risks and impacts that the project could have for Indigenous Peoples; and (iii) implementing measures to ensure that, where relevant, Indigenous Peoples are able to access the Project's grievance mechanism in a culturally appropriate manner.</p>	Throughout Project implementation	<b>MINSAL</b>
<b>ESS 8: CULTURAL HERITAGE</b>			
8.1	<p><b>CHANCE FINDS</b></p> <p>Describe and implement the chance finds procedures, as part of the ESMPs of the Project.</p>	Implement the procedures throughout Project implementation.	<b>MINSAL</b>
<b>ESS 9: FINANCIAL INTERMEDIARIES: Not relevant</b>			
<b>ESS 10: STAKEHOLDER ENGAGEMENT AND INFORMATION DISCLOSURE</b>			
10.1	<p><b>STAKEHOLDER ENGAGEMENT</b></p> <p>Incorporate stakeholder engagement and information disclosure measures in the POM, in a manner consistent with ESS10. To this end, implement the following measures:</p> <p>a) Identify relevant stakeholders.</p> <p>b) Provide stakeholders with information about the environmental and social risks and impacts of the Project in a timely, understandable, accessible and appropriate manner and format, including Project sites, government offices, websites, etc.</p> <p>c) Consult stakeholders in a culturally appropriate manner, which is free of manipulation, interference, coercion, discrimination and intimidation.</p> <p>d) Document and report the stakeholder engagement activities under the regular reports, as relevant, including: (i) stakeholder identification and/or mapping; (ii) information disclosed; (iii) description of consultations and participation mechanisms utilized, and records of meetings held; (iv) feedback received and responses to said feedback; and (iv) measures to engage stakeholders who, because of their particular circumstances, may be disadvantaged or vulnerable.</p>	Incorporate ESS10 measures in the final version of the ESMF and any complementary measures in the final version of the POM, and thereafter implement the measures throughout Project implementation.	<b>MINSAL</b>

MATERIAL MEASURES AND ACTIONS		TIMEFRAME	RESPONSIBLE ENTITY
10.2	<p><b>PROJECT GRIEVANCE MECHANISM</b></p> <p>Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, promptly and effectively, in a transparent manner that is culturally appropriate and readily accessible to all Project-affected parties, at no cost and without retribution, including concerns and grievances filed anonymously, in a manner consistent with ESS10.</p> <p>The grievance mechanism shall be equipped to receive, register, and facilitate the resolution of SEA/SH complaints, including through the referral of survivors to relevant gender-based violence service providers, all in a safe, confidential, and survivor-centered manner.</p>	Establish and adapt the grievance mechanism no later than 30 days after the Effective Date, and thereafter maintain and operate the mechanism throughout Project implementation.	<b>MINSAL</b>

INDICATORS FOR IMPLEMENTATION READINESS
<p>The following actions are indicators for implementation readiness:</p> <p>A.1 Appointment of at least one environmental specialist and one social specialist.</p> <p>B.1 Readiness of existing training arrangements adjusted for project’s PIU staff, stakeholders, communities and Project workers.</p> <p>C. Submission of regular monitoring reports on environment, social and OHS aspects related to implementation readiness (such as aspects mentioned in A.1 and B.1).</p> <p>1.1.1 Finalization of the project ESMF.</p> <p>10.2 Establishment of an operational project grievance mechanism and a grievance mechanism for project workers.</p>