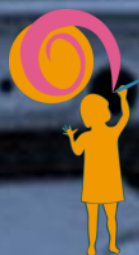


COMMUNITY- BASED CHILDCARE CENTER PROJECT

Construction Guidelines

January 2020



PLANETE
ENFANTS &
DEVELOPPEMENT

Acronyms

CBCC	Community-Based Childcare Center
CCWC	Commune Committee for Women and Children
E&S	Environmental and Social
ESCP	Environmental and Social Commitment Plan
ESIA	Environmental and Social Impact Assessment
ESA	Environmental and Social Assessment
ESHS	Environmental, Social, Health and Safety
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Standard
GBV	Gender-Based Violence
SEA	Sexual Exploitation and Abuse
IA	Implementing Agency
IS	Infrastructure Specialist
LMP	Labor Management Procedures
MoEYS	Ministry of Education, Youth and Sport
MoLVT	Ministry of Labour and Vocational Training
MoU	Memorandum of Understanding
OHS	Occupational Health and Safety
PE&D	Planète Enfants & Développement
RAP	Resettlement Plan
RGC	Royal Government of Cambodia
SEP	Stakeholder Engagement Plan
WB	World Bank

Table of Contents

Acronyms	2
Table of Contents.....	3
1. Executive Summary.....	5
2. Introduction.....	8
Purpose of These Guidelines	8
Introduction to the Community-Based Childcare for Garment Factory Workers (CBCC) Project	8
CBCC Objectives.....	9
Definitions.....	10
3. Design of the Childcare Centers	11
Layout of CBCC areas	13
Spatial Planning	14
Hygiene & Safety	16
Water, Sanitation and Electricity Connections.....	17
Equipment.....	19
4. Environmental and Social Risks	24
ESS #1 - Assessment and Management of Environmental and Social Risks and Impacts.....	25
ESS #2 - Labor and Working Conditions.....	26
ESS #3 - Resource Efficiency and Pollution Prevention and Management	26
ESS #4 - Community Health and Safety	26
ESS #5 - Land Acquisition, Restrictions on Land Use and Involuntary Resettlement	26
ESS #6 - Biodiversity Conservation and Sustainable Management of Living Natural Resources	27
ESS #7 - Indigenous Peoples	27
ESS #8 - Cultural Heritage	27
ESS #10 - Stakeholder Engagement and Information Disclosure.....	27
5. Site screening and selection.....	29
Site Screening Process and Criteria	29
Land and/or Building Use Protocol	31
6. Construction Steps	32
Selection of Construction Companies.....	32
Environmental and Social Risks Mitigation During Construction	32
Stakeholder Engagement and Feedback Response Mechanism	35

Environmental and Social Management Plan and Mitigation Measures	35
7. <i>CBCC Opening</i>	36
8. <i>Resources and Responsibilities</i>	37
9. <i>Forms and Templates</i>	38
Annex 1: Land Use Agreement.....	39
Annex 2: Environmental and Social Management Plan and Mitigation Measures	41
Annex 33: Site Environmental & Social Screening Form	48
Annex 44: Stakeholders Consultation Summary Template	51
Annex 55: Bill of Quantities for CBCC Building.....	52
Annex 66: Bill of Quantities for CBCC Equipment & Materials.....	54

1. Executive Summary

The Community-Based Childcare for Garment Factory Workers Project

The Community-Based Childcare (CBCC) for Garment Factory Workers Project is a 4-year project that will run from 2020 to 2024. Funded by Japan Social Development Fund (JSDF) and managed by the World Bank, the CBCC Project will be implemented by Planète Enfants & Développement (PE&D), a French NGO specializing in early childhood areas.

The project intends to test a new model for providing sustainable, affordable, safe and quality childcare services for young children of garment factory workers. The aim is for employers to co-finance the services once the facilities are constructed and operational in accordance with the Cambodian Labor Law. The project will help the garment factory workers strike a better balance between their private and professional lives, while improving child development. It will also allow family members who traditionally take care of young children to use their time for other personal or income-earning activities.

To this effect, **22 childcare centers will be built in communities where garment factory workers and their families live.** These Community-Based Childcare Centers will provide a safe, healthy and stimulating environment to host young children (6-36 months old) and promote their physical, psychological and cognitive development. The centers will be managed by trained professional staff under the supervision of PE&D Project Team. The centers will be economically sustainable through garment factory and parent user fee co-funding.

Though the childcare services will be accessible only to employees of garment factories partnering with the Project, community members broadly will benefit from the centers in their communes, as parenting education training programs will be delivered in the CBCCs and accessible to parents in the communes whether or not they are enrolled in the CBCCs.

Why are we implementing the CBCC project?

The CBCC project aims to fill the gap for affordable and quality childcare services in Cambodia, especially in rural areas and for low-income workers.

Cambodia lacks public daycare services and has very few functional factory daycare centers. Although private daycare services are available and growing in urban areas, they are typically not affordable for garment factory workers. Garment factory workers frequently quit their jobs for lack of childcare support, electing to stay home with their children instead.

The Cambodian Labor Law (1997), Article 186, requires enterprises employing more than 100 women to either establish a daycare center for children 18-36 months of age on premises, or to pay for employee's childcare costs elsewhere. However, there are almost no operating on-site factory daycares and factories that pay a childcare stipend provide far too low a supplement to meet reasonable childcare costs.

CBCC design and construction: What are the implications for the project communities and their surroundings?

Each CBCC will be built following the construction design and equipment prescriptions established by PE&D specialists and international consultants in compliance with the standards set in the World Bank Environmental and

Social Risk Framework. The framework sets out the World Bank's commitment to sustainable development through maintaining a set of approved environmental and social standards and risk management protocols.

The *Construction Guidelines* provide instructions for the complete construction process, from scoping potential CBCC locations to opening the doors. The *Guidelines* requirements apply to both the broader implementing agency and to specific construction companies retained during the project. The *Construction Guidelines* will be complemented by the *CBCC Operational Guidelines*, which will define the day-to-day operations within CBCC and how potential daily environmental, social, safety and health risks will be managed and mitigated.

The CBCC design will ensure a safe, healthy, stimulating and warming environment to welcome young children. Security provisions will include security fences, smoke detectors, safe storage of hazardous materials, and door locks. Health and hygiene assurance standards will include providing fans in all rooms, unlimited drinking water, first aid kits, and adult- and child-accessible toilets, sinks, and soap for handwashing. The CBCC design will also provide dedicated areas for child activities, such as activity rooms, nap rooms, and outdoor playgrounds.

The centers will be located on public land, with full agreement of the Commune Councils and village chiefs. Lands will be selected after a systematic Social & Environmental Assessment, to ensure that the location will be safe from any environmental risks or hazards (e.g. flooding, pollution, dangerous flora and fauna, neighboring construction, and unguarded water bodies). Cultural heritage or structures found in the areas will be preserved, and the land will be systematically checked for prior land claimants or users and unexploded ordnances (UXOs). CBCC locations will also be chosen to reduce potential noise nuisance from the children's activities.

During the construction, all project stakeholders will strictly follow an Contractor-Environmental & Social Management Plan (C-ESMP) that will be developed to ensure that all risks (e.g. workers and population safety, protection of the environment and cultural heritage) or nuisance (e.g. noise, dust) for the local environment and communities will be addressed and satisfactory mitigation measures will be undertaken.

Due to the limited scale of each center, impacts on the environment and communities is expected to be limited.

Community Consultation: How to share your feedback?

Community engagement is key to the success of the project. The project team has already conducted several rounds of consultation with national and local authorities and garment factory workers and their families.

Prior to any site selection, the project team will organize a consultation process in the communities to present the project and design of the CBCC and to welcome feedback. This process will help ensure that the CBCC design is adapted to the specific needs of each community.

Throughout construction, the Executive Summary, the Construction Guidelines and a register will be available at the Commune Hall for anyone who would like to share comments about any aspect of the project. The Executive Summary will be available in Khmer and English. Follow-up consultation sessions and, pending assurance of worksite safety, on-site visits will be organized for the community members.

Community oversight will continue through publicly posting the project standards and supporting ongoing dialogue with the community throughout the project. The project documentation will be posted in each CBCC. A CBCC Advisory Committee (AC) will also be established for each CBCC, and PE&D will support capacity training and meeting organization for the ACs. Each AC is anticipated to include the village chief, the preschool teacher, elected or volunteer parents, the CBCC Manager, representatives of the Commune Committee for Women and Children (CCWC), district education and health officers, and representatives from factory management. Community meetings will also be organized annually to assess the quality of CBCC services.

The project documentation, including PE&D's Environmental & Social Commitment Plan, will be disclosed on PE&D's website: www.planete-eed.org/en.

About PE&D and The World Bank Group

Planète Enfants & Développement (PE&D) is a French NGO with expertise in early childhood care and development. PE&D was established in 1984 as “SOS Children of Cambodia” in order to help the child victims of the war. Since then, our team has been providing Cambodian families with support in early childhood development (0-6 years), parenting, and maternal and infant health.

The World Bank is an international financial institution, established in 1944, to provide loans, grants, policy advice and technical support to developing countries. The World Bank is part of The World Bank Group and shares its goals of ending extreme poverty and promoting shared prosperity globally.

The World Bank administers with Japan Social Development Fund (JSDF) on behalf of the Government of Japan.

2. Introduction

Purpose of These Guidelines

These Construction Guidelines are intended to serve as a guide for establishing a Community-Based Childcare Center (CBCC) for any interested Cambodian commune. The guidelines will provide instructions for the complete construction process, from scoping potential CBCC locations to opening the doors. It will also provide a list of necessary licenses, forms, and recommended equipment.

The guidelines will also set the framework to ensure that the CBCC constructions will apply the highest environmental, health, safety and social standards. This will include the identification and mitigation of the potential environmental and social negative impacts that the construction process and the facilities might have on communities. The guidelines will also specify the health and safety safeguards necessary for workers, staff and children during CBCC construction and operations.

Those considering establishing a CBCC or looking for guidance on how to build a suitable childcare venue for children aged 3 months to 5 years may consult this document.

These guidelines have been drafted after two rounds of community consultations: first in December 2018-February 2019, and second in July and August 2019. The guidelines incorporate findings from the community consultations so as to ensure participant safety and project acceptability within the communities.

Introduction to the Community-Based Childcare for Garment Factory Workers (CBCC) Project

The Cambodian Labor Law (1997), Article 186, requires enterprises employing more than 100 women to either establish a daycare center on-premises for children 18-36 months of age, or to pay for employee's childcare costs elsewhere. However, a 2017-2018 ILO assessment of factory compliance found that 72% (283) of their factories-members are non-compliant. There are almost no operating on-site daycares. Rather, garment employers have a strong preference for paying childcare allowances to workers. This allowance is typically less than \$10/month.

In Cambodia, there are no public daycare services and very few functional factory daycare centers. Private daycare services are available and growing in urban areas but are not financially accessible for most garment factory workers. The average cost of private daycare in Cambodia is \$150/month for 1 child, while a garment factory worker monthly base wage is approximately \$180. Garment factory workers frequently quit their jobs for lack of childcare support, electing to stay home with their children instead. Workers who maintain their jobs often do so at the cost of income-earning work opportunities for other household members, such as spouses or grandparents, who provide informal childcare instead of assuming paid work in the labor market.

To address these issues, the Community-Based Childcare for Garment Factory Workers Project is establishing 22 pilot childcare centers to provide employer-supported affordable and quality childcare solutions for garment factory workers.

Workers currently employed by garment factories, whose families live in project communes, and whose employer factories are participating in the pilot program are eligible to enroll in the CBCCs. By providing quality childcare services, the project aims to support women's ability to work outside the home and maintain a stable income and career path, as well as to support overall household income by removing the burden of daytime childcare and freeing all adult household members to pursue income-generating activities. The project further aims to support early child development and improve enrolled children's physical, cognitive, psychological, and nutritional outcomes.

For the purposes of sustainability and scale-up, the project also strives to organize CBCC programming and financing so that, coupled with reduced absenteeism and turnover among enrolled workers and the benefits of improved labor compliance and corporate social responsibility, the program serves as a business benefit for participating factories.

Daily CBCC operations, including recommended menus, pedagogical curricula, and health and hygiene practices, are described in the **CBCC Operations Guidelines** that will be developed in six months after effectiveness. Overall project implementation, including recruitment of project staff and description of the monitoring and evaluation system, is outlined in the **CBCC Project Implementation Manual**.

CBCC Objectives

The CBCC project establishes sustainable community-based childcare services for garment factory workers that improve employment and labor outcomes, decrease unpaid household childcare and improve child development.

The establishment of the community-based childcare centers will rely on the following objectives:

- ▶ A sustainable employer-supported service,
- ▶ An affordable childcare solution, with fees for families adapted to their low income,
- ▶ A safe, healthy and appropriate environment for children, to stimulate their physical, psychological and cognitive development,
- ▶ A quality early childhood service, implementing the Cambodian national standards for employer-supported childcare centers

These following Construction Guidelines outline how to manage CBCC construction along these guiding principles.

Definitions

Childcare definitions

DAYCARE CENTER / CHILDCARE CENTER	▶ Dedicated facility where multiple infants and toddlers are cared for by trained caregivers – versus home-based daycare / caretakers. In this document, “childcare center” has the same meaning as “daycare center.”
COMMUNITY-BASED CHILDCARE CENTERS	▶ Childcare centers located in local communities and established to serve public community needs – versus private / employers / NGO on-site childcare centers. ▶ Their funding might be public and/or private (employers / NGO-supported, or from family fees).
CARETAKER / CAREGIVER	▶ Professional who has received training on child development, children’s rights, and parental skills, specifically adapted to address early childhood needs.
CHILD	▶ In this document, the use of the term “child” refers to child aged from 6 to 60 months (5 years old).
INFANT	▶ Child aged 0-17 months.
TODDLER	▶ Child aged 18-36 months (3 years old).
CHILD/CAREGIVER RATIO	▶ The number of children cared for by a single caregiver. The ratio represents daycare enrollment and staffing numbers. In this document, the child/caregiver ratio is used to indicate the maximum number of children per caregiver within project CBCCs.

Project implementation definitions

IMPLEMENTING AGENCY (IA)	▶ Organization to establish and monitor the CBCCs under the pilot Community-Based Childcare for Garment Factory Workers Project. The IA is Planète Enfants & Développement (PE&D), an international NGO operating in Cambodia since 1984 and serving the needs of vulnerable children and their families.
INFRASTRUCTURE SPECIALIST (IS)	▶ CBCC Design and Construction Supervision Consultant. Advises IA on design, layout, and construction of project-wide CBCCs, oversees site engineers managing site-specific construction. Oversees social and environmental risk mitigation during CBCC construction.

3. Design of the Childcare Centers

Twenty-two CBCCs will be established in total. Of the 22 planned facilities, 5 facilities will include an additional room for children aged 3 to 5 years old, as consulted factory workers expressed strong interest for a service that might bridge the gap between the daycare solution and the half-day preschool.

The CBCC will be designed to fit the children's needs and the families' work schedules. SAFETY of the children will be a key aspect of the facilities, including personal hygiene and cleanliness of the space. The CBCC will also provide sufficient space to allow children to learn, play, sleep and eat. The facilities will be designed in view of the objective to provide a peaceful and well-decorated atmosphere to stimulate the children's creativity and support their holistic growth.

As currently (Nov 2019) there are no national standards in Cambodia for daycare facilities and services, the initial project design of the CBCCs relies on two sources:

- ▶ The National Guidelines for Public Preschool construction, enacted by the ministry of Education, Youth and Sports,
- ▶ The General Framework for Factory Daycare Centers, which is currently being finalized by PE&D and the ministries of Education, Labor and Health. This document is expected to be published by the ministry of Education by the end of 2019 or early 2020.

The initial design will be reviewed during the preparation phase of the project, in coordination with the CBCC Design and Construction Supervision Consultant, and submitted to the ministry of Education, Youth and Sports for advice and comments.

The project will test two different models of CBCCs:

- ▶ In the first two years of the project, the standard model will be tested:

17 CBCCs for infants and toddlers (25 children per CBCC)

- ▶ Building size: 150 m², in order to welcome 5 infants and 20 toddlers,
- ▶ Outdoor areas size: at least 100 m² of secured and landscaped playground

- ▶ In the second phase of the project, an expanded model will be implemented:

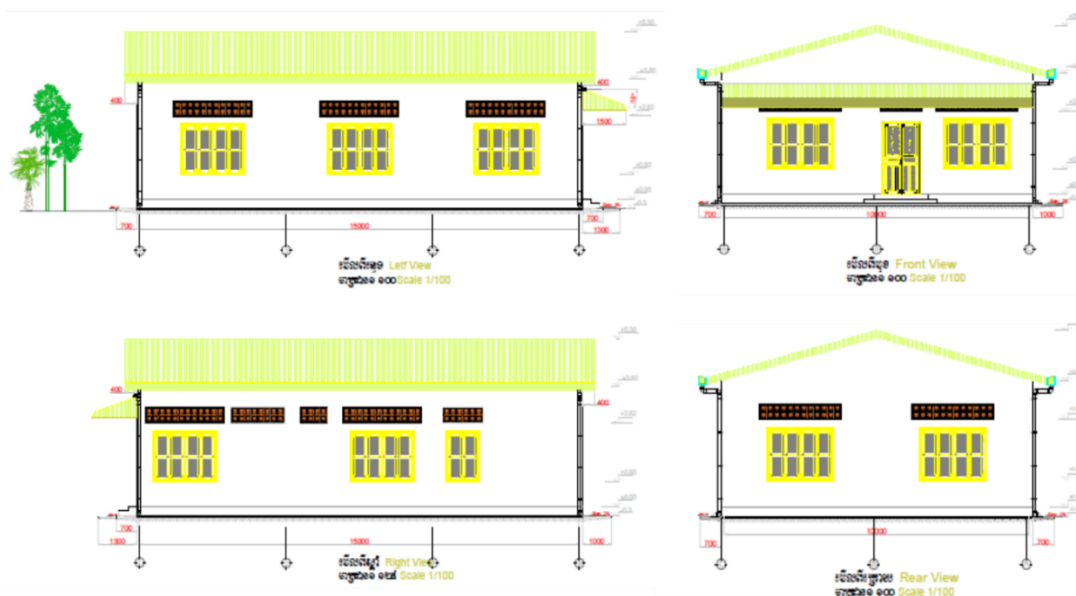
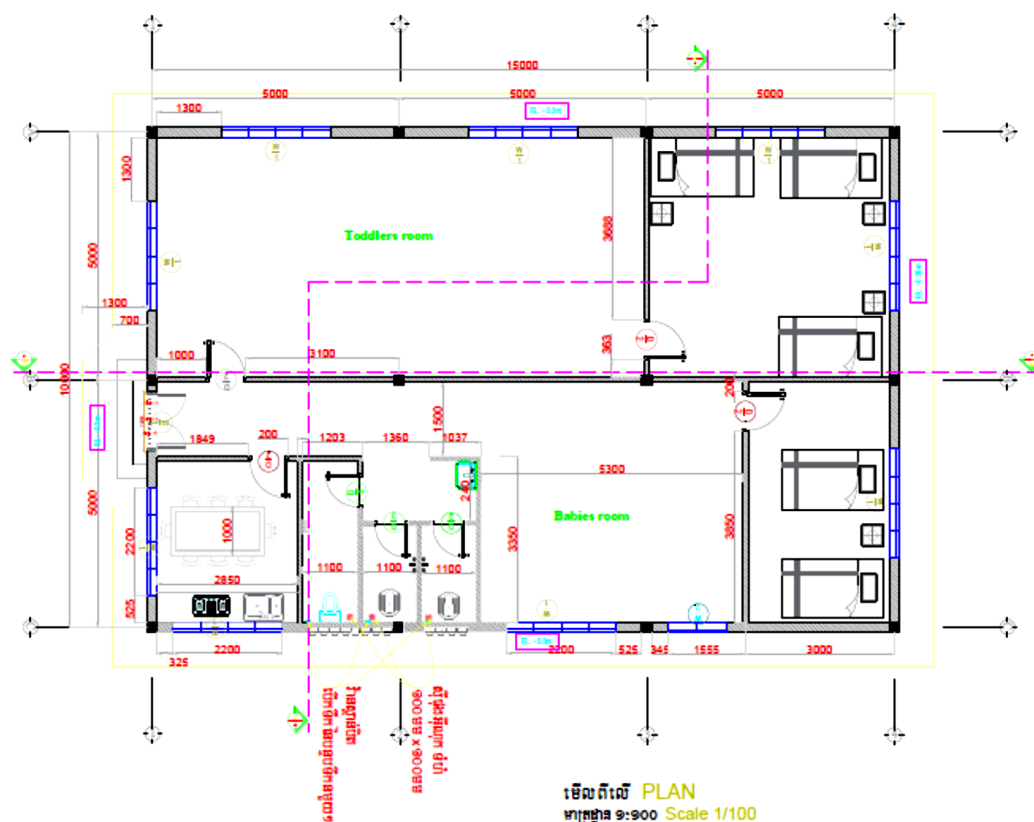
5 CBCCs expanded to host preschool children (40 children per CBCC)

- ▶ Building size: 200 m², in order to welcome 5 infants, 20 toddlers and 15 preschool children after school,
- ▶ Outdoor areas size: at least 200 m² of secured and landscaped playground

The specific design of the expanded model will be prepared during project implementation, based on lessons learned from the standard model. It will follow the exact same safety, health, environmental and social standards, and will differ only by the facility size and the number of children hosted.

Standard design of the CBCC for Infants and Toddlers

(Note: The design will be reviewed and finalized during the preparation phase of the project.)



Layout of CBCC areas

Layout of the CBCC Premises

(Note: These figures will be reviewed during the preparation phase of the project.)

Room	Total Area	Area per unit
INFANTS (03-17 months) – 5 children/CBCC		
Activity room	20 m ²	4 m ² /child
Nap room (including the changing area)	12 m ²	1 m ² /bed + 7 m ²
TODDLERS (18-36 months) – 20 children/CBCC		
Activity room	50 m ²	2.5 m ² /child
Nap room	25 m ²	1 m ² /bed + 5 m ²
Outdoor playground	100 m ²	5 m ² /child
PRESCHOOL CHILDREN (37-50 months) – 15 children/CBCC		
Additional activity room	50 m ²	3.3 m ² /child
Additional outdoor playground	100 m ²	6.5 m ² /child
COLLECTIVE AREAS		
Reception Hall	7,5 m ²	
Bathroom	3 standard toilets + 2 child-sized toilets for preschool children	1 toilet for 7 children
Kitchen & Lunch Room	7 m ²	1 table for 8 children
TOTAL SURFACE AREAS		
17 CBCCs for infants and toddlers	Indoor: 150 m ² Outdoor Playground: 100 m ²	Infants: 6.25 m ² / child Toddlers: 8.75 m ² / child
5 CBCCs expanded to include preschool children	Indoor: 300 m ² Outdoor Playground: 200 m ²	Infants: 6.25 m ² / child Toddlers: 8.75 m ² / child Preschool children: 8.5 m ² / child

Spatial Planning

Spatial planning and dividing the facilities into different functional areas are important for children. Areas delimited by furniture, carpet, tables, and small walls create a quiet atmosphere for children and support cooperative play. Conversely, open spaces (furniture close to wall and toys laid on the ground) promote to movement and active games and can lead to more conflicts among children. Decoration plays also an important role. Pastel colors (i.e. light colors) and decorations can be used to differentiate the functional areas of the space, to create a different atmosphere in each area, and to provide a wide range of stimuli to children.

The CBCCs will be divided into several main areas, designed according to the ages of the children:

Toddler / Preschool Child Activity Room

DESIGN AND ORGANIZATION OF SPACES

The Activity Rooms will be the open-space main rooms, designed to enable free movement for the children and ease caregiver supervision

Rooms will be divided into delimited spaces, which might be repurposed by the caregivers depending on the children's needs and activities. The Rooms will include:

- ▶ A main opened area, for free play and group activities (e.g. singing / indoor ball games / role plays),
- ▶ A calm area, for reading or silent games (e.g. puzzles) with books, a tepee, pillows, and cushions,
- ▶ A drawing, writing, and painting area, with tables and chairs.

The Activity Rooms might also be used during nap and lunch times, if needed.

PREDOMINANT COLORS AND ATMOSPHERE

Soothing light colors and greens are good color choices for hands-on learning centers; and whites and very light colors are good for areas where children need a lot of concentration and light.

Decoration, posters and child-friendly drawings on the walls can be used to stimulate children's creativity.

Infant Activity Room

DESIGN AND ORGANIZATION OF SPACES

The Infant Activity Room will enable free movement in a safe environment.

The room must be outfitted with child-friendly furniture, including protective floor mats, to ensure child safety. Furniture should have safeguards to ensure child safety (e.g. covers for sharp corners).

PREDOMINANT COLORS AND ATMOSPHERE

Whites and smooth light colors are good choices for walls, to contrast with the vibrant and stimulating colors of the mats and child-friendly drawings on the walls.

Nap Room

DESIGN AND ORGANIZATION OF SPACES

Quiet areas, dedicated to nap time, will be separated from Activity Rooms and noisy spaces.

This space will be organized with foam floors, pillows, and blankets (or towels).

The room should have windows with curtains to draw during nap time and must have ventilation. The room must have heating and cooling capacity to manage the room temperature year-round.

PREDOMINANT COLORS AND ATMOSPHERE

This specific space should be decorated to create a cocooning and secure atmosphere to help children relax and be calm.

Bathroom

The Bathroom will be used both for adult and child toileting. It will include 2 toilets for children and 1 toilet for adults, each separated by a wall.

Privies built for child use should be sized appropriately so that children can reach doorknobs/latches and sinks. The space will contain sinks with running water for handwashing purposes. Soap and water must always be available at the restroom and restroom sinks.

The restroom and sink area must remain in a constant high state of hygiene. Floor materials will be chosen to ease the water evacuation and cleaning, while preventing children from skidding.

Kitchen and Lunchroom

Area for cooking and warming snacks and meals for children.

The space must contain sinks with running water for handwashing purposes, and water and soap must always be available.

The space should also contain devices for heating food and water, such as a hot water heater and gas or electric stove. The space will contain ample storage for clean and tidy storage of cooking and eating tools, and will have ample space for cleaning and drying cooking and eating tools.

Floors and furniture should be easy to clean.

Outdoor Playground

The outdoor space should allow children to run, move, and spend their energies. The space will contain outdoor furniture for children, such as see-saws, swings, and slides. The area must be clear of hazards, such as pits, loose wire, and poisonous plants. The area will be enclosed by security fences.

Hygiene & Safety

One key aspect of the daycare is to be a 100% safe for the children their parents and the workers. Each CBCC will follow these rules.

Electricity

Socket outlets, switches and similar equipment must be between 1.20m and 1.30m from the ground in all rooms.

Portable lamps are not allowed.

Ventilation

The Kitchen, water rooms and nap rooms will have a mechanical or natural ventilation system.

Walls, floors, doors and windows

The walls, floor, and roof must be sturdy with no major cracks or gaps. The building must have windows, particularly in rooms used by children. Doors, windows, and appliances must be in working condition.

The bathrooms will be equipped with non-slip floors.

Furniture

The room must be outfitted with child-friendly furniture, including protective floor mats, to ensure child safety. Furniture should be sized appropriately for children (e.g. child-sized chairs and tables) and have safeguards to ensure child safety (e.g. covers for sharp corners).

Heavy furniture such as bookcases should be bolted to the wall to prevent toppling in case children climb on them.

Curtains

Only the nap room should have curtains to draw during naptime. Cords and chains must be located to avoid any risk of strangulation.

Height of guardrails and bar spacing

Given the size of the children, the following dimensions should be respected to avoid any injuries:

- ▶ Height of railings: 1.50 m - Horizontal bars that children can climb will be proscribed.
- ▶ Maximum spacing of bars for infant cribs: 6.5 cm.

Fences

CBCCs must have a security fence surrounding the property. The purpose of this fence is to (i) prevent unapproved people from entering the CBCC building or land and potentially threatening children and (ii) prevent children from wandering off CBCC premises and away from supervision. The fence must be high enough to prevent adults from entering or scaling the fence. The gateway must have a door that children cannot open on their own.

Entrance

The gateway must have a door that children cannot open on their own, to prevent children escaping when parents enter or exist. The gateway must be equipped with a bell.

Entrance doors should have a handle at 1.30m above floor-level.

Accessibility to kitchen and outdoor areas

Kitchen and outdoor areas will be closed by locked doors.

Smoke and carbon monoxide detectors

The CBCCs must have smoke and carbon monoxide detectors. The number and placement of the detectors must meet local building regulations and safety standards. There must be at least 1 smoke detector and carbon monoxide detector inside each room used for child play, sleep, or feeding, including the Main Rooms.

All CBCC staff will be trained on emergency procedures in case of fire alarm. Each year, the PE&D CBCC supervisor will test the alarm and will proceed with a fire test.

Fire extinguishers

Each CBCC will be equipped with two fire extinguishers, in two different areas easily accessible for the staff.

All CBCC staff will be trained on how to use the fire extinguishers.

First Aid Kit

Each CBCC will be equipped with a First Aid Kit, located in the kitchen in a closed area accessible to only the CBCC staff. The First Aid Kit will contain pediatric medicines for common ailments like fever, vomiting, cough and cold, dehydration, common stomach ailments, and minor injuries. It will also contain ointments, antiseptic cream, band-aids, bandages, cotton swabs, and disinfectants. This includes a thermometer, scissors, and paracetamol.

All CBCC staff will be trained to the usage of the First Aid Kit, of the medicines which will compose it and the procedures to follow depending on the different health issues.

Storage of cleaning materials

All cleaning materials will be stored in locked areas and placed at a height not accessible to children.

Water, Sanitation and Electricity Connections

Water connection

Water must be available at all times in unlimited quantities. Water will be delivered from the nearby sources of water such as primary school tanks or wells.

Each CBCC will be equipped with a water filter distributor. Only potable water will be used in the kitchen (for cooking, washing ingredients, and cleaning dishes) or offered to the children for drinking. The condition of the filters will be checked each month by the PE&D CBCC supervisor during the monthly CBCC monitoring. Each CBCC staff will be trained on hygiene and water use rules.

Each CBCC will also have running water for toilets, handwashing and cleaning purposes only. Handwashing and cleaning water must be delivered by pipe directly to the sinks. Sinks should be available at adult and child height. If sinks cannot be installed at child height, secure footstools must be available for children to reach sinks after using the toilet.

Bottled water should be stored for use in case of temporary water service disconnection. The bottles will be placed in cupboards to avoid exposure to light. Each CBCC should have enough water stored on premises to cover 2 days of use.

Sanitation

The Bathroom will be used for both for adults and children. It will include two toilets for children and 1 toilet for adults. All toilets will be separated by walls.

Toilets must have plumbing connections so that waste is safely removed from the site and not deposited in or near water sources or surface water bodies. Toilets must provide privacy for users and must have water and soap available for handwashing within 3 meters.

The facilities must be sized appropriately for children. Doorknobs must be low enough for children to reach. Children must be able to access water for flushing the toilets.

Electricity Connections

CBCCs must be outfitted with electricity.

CBCCs must have adequate lighting for all spaces, including kitchens and toilets. Outdoor lighting should be installed, as well, to aid early morning and evening child pick-ups and drops-offs.

Fans will be installed to cool rooms where children sleep, play, learn, or eat.

Outlets should be installed for additional electricity use. Sockets, switches and related equipment must be between 1.20m and 1.30m from the ground in all rooms.

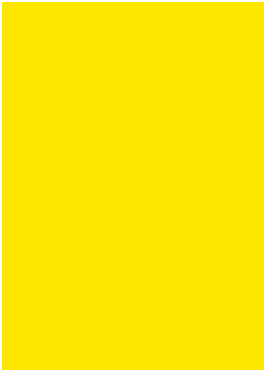
The safety of sockets and appliances will be checked each month by the PE&D CBCC supervisor during the monthly CBCC monitoring.

Equipment

Each CBCC will be equipped with furniture adapted to the age and size of the children, and to ease the caregivers' work, especially for cleaning.

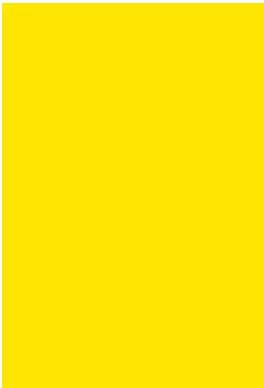
Reception Hall

The Reception Hall is the first area that the children and parents will see in the morning. This is an important space, facilitating the transition between the outside/home world and childcare center activities. This is the area where children will be welcomed and store their personal belongings before entering into their dedicated activity areas. This is also a special space for caregivers to consult with the parents on issues relating to the children and childcare center information.

		QUANTITIES
	EQUIPMENT	
	▶ Whiteboard for caregivers to organize their tasks or to share information with parents or visitors	1 board
	▶ Shelves to store children's games and storage for children's personal effects (e.g. clothes, snack boxes)	1 for 10 children
	▶ Shoe rack for children's shoes/slippers	1 for 12 children
	▶ Wall clock	1 wall clock
	▶ Garbage bin	1 garbage bin
	▶ Fire extinguisher	1

Toddler Room

The Toddler Room will be the main room to welcome the toddlers (18-36 months) and will allow them to have both free play and guided group activities, painting and drawing, as well as reading in a more comfortable and quiet area of the room. Toys should be diverse and adapted to develop the full skill range of the children.

	EQUIPMENT	
	▶ Child-appropriate toys and book shelves	3 shelves
	▶ Tables and chairs appropriate for children's ages and heights	1 set for 6 children
	▶ Mats for activities	5 mats
	▶ Teepee	1 teepee
	▶ Pillows and cushions for the calm/reading area	5 pillows / cushions
	▶ Fans	2 fans
	▶ Wall clock	1 wall clock

	▶ Garbage bin	1 garbage bin
	TOYS AND PEDAGOGICAL MATERIALS	
	▶ Cognitive skills and sensory development ○ <i>Shape/sorting toys, stacking or house building toys, puzzles with less than six pieces, washable board books, washable blocks, and snapping and take-apart toys</i>	1 set of each toy and pedagogical material for use by 5 children simultaneously
	▶ Small muscles development ○ <i>Large-sized washable crayons and markers, large paintbrushes, large-sized washable toy cars, toy animals, and toy people</i>	
	▶ Language development ○ <i>Washable soft animals or puppets, simple picture books, and pictures of familiar items and places</i>	
	▶ Social/emotional development ○ <i>Dress-up clothes and accessories, housekeeping equipment, washable dolls with accessories</i>	
	▶ Books	20 books
	▶ Educational posters and decorations	5 posters
	SUPPLIES	
	▶ Stationaries ○ Paper, child-friendly watercolor paints, pens, sharpeners, erasers, rulers, rubber bands, child-sized scissors	1 set for use by 6 children simultaneously
	SAFETY EQUIPMENT	
	▶ Smoke Detector	1

Toddler Nap Room

Dedicated to nap time, the room should provide a comfortable, cozy and quiet environment.

	EQUIPMENT	
	▶ Mats / Mattresses	1 for each child
	▶ Pillows	1 for each child
	▶ Fans	2 fans
	▶ Curtains	As needed
	TOYS AND PEDAGOGICAL MATERIALS	
	▶ Stuffed animals	1 for each child

Infant Room

The Infant Room will be the main room to welcome the infants (under 18 months old) with age-appropriate equipment to stimulate their development. At this age, safety is also key.

	EQUIPMENT	
	▶ Child-appropriate toys and book shelves	1 shelf
	▶ Highchairs	2 chairs
	▶ Changing table	1 table
	▶ Foam mattresses	Enough to cover the room's floor space
	▶ Fans	2 fans
	▶ Wall clock	1 wall clock
	▶ Garbage bin	1 garbage bin
	TOYS AND PEDAGOGICAL MATERIALS	
	▶ Development toys for babies ◦ <i>Shape/sorting toys, soft blocks, baby cloths, small balls, activity tables, stuffed animals</i>	1 set of each toy and pedagogical materials for use by 5 children simultaneously
	▶ Decorations	
	SUPPLY	
	▶ Bibs	1 bib for each infant
	SAFETY EQUIPMENT	
	▶ Smoke Detector	1

Infant Nap Room

Dedicated to nap time, the room should provide comfortable, cozy and quiet environment.

	▶ Baby beds	1 for each child
	▶ Fans	2 fans
	▶ Curtains	As needed

Outdoor playground

	▶ Slide	1 set of each
	▶ Swing	
	▶ See-saw	

Kitchen & Lunchroom

EQUIPMENT

▶ Fridge	1 equipment
▶ Rice cooker	1 equipment
▶ Furniture with plastic tray	2 furniture
▶ Storage containers to store snacks	5
▶ 14L water purifier machine	1 equipment
▶ Tables and chairs appropriate for children's ages and heights	2 set for 10 children
▶ Wall clock	1 wall clock
▶ Garbage bin	1 garbage bin

KITCHEN & LUNCH MATERIALS

▶ Knives, chopping board, electric kettle	1 set
▶ Child-adapted iron/plastic plates, spoons, glasses, bowls	30

SAFETY EQUIPMENT

▶ Smoke Detector	1
▶ Fire extinguisher	1
▶ Cleaning Equipment (stored in locked areas)	
• Broom	2
• Floor mop and bucket	1
• Wet wipes	2
• Cleaning products	As needed

FIRST AID AND HEALTH-RELATED MATERIALS

CBCCs must have a stocked First Aid kit on-hand at all times.

The kit should contain pediatric medicines for common ailments like fever, vomiting, cough and cold, dehydration, common stomach ailments, and minor injuries. It should also contain ointments, antiseptic cream, band-aids, bandages, cotton swabs, and disinfectants. This includes a thermometer, scissors, and paracetamol.

▶ First Aid Box	1
▶ Thermometers	2
▶ Weighing scale and infantometers	1
▶ Stadiometres, for measuring height	1
▶ Facial Tissue/Kleenex	1 set

Bathroom

Good hygiene at the daycare is necessary, as children are very susceptible to disease. For this reason; a childcare center should provide at least:

	EQUIPMENT	
	▶ Paper towel dispenser	1 for each sink
	▶ Child-appropriate soap dispenser	1 for each sink
	▶ Plastic potties	2 potties
	▶ Plastic/Iron basins	3 basins
	▶ Laundry machine	1 equipment
	SUPPLY	
	▶ Towels and soap	As needed

Daycare Staff Materials

	OFFICE MATERIALS	
	▶ File cabinet	1
	▶ Registers	2
	▶ Flashlight	1
	▶ Stationaries	As needed

Linens

	▶ Storage for hygiene and changing materials (diaper, wipes, cleaning products)	1
	▶ Towels	25
	▶ Large and small tunics for emergencies	5
	▶ Bed sheets for baby beds	5

4. Environmental and Social Risks

During the preparation stage of the project, PE&D conducted several environmental and social assessments in the target areas of the CBCC. The risk assessment was performed through:

- ▶ An exploratory study in January 2019, during which focus group interviews with workers and their families, in their hometown, was conducted,
- ▶ Meetings in April 2019 and August 2019 with local authorities, Communes leaders and Village Chiefs,
- ▶ Field visits to potential CBCC lands in August 2019 with a Construction Engineer who has been involved in the first design of the CBCCs.

The World Bank Environmental and Social Framework (ESF) has guided the understanding of risks and the measures to be put in place to manage those risks.

Under the ESF the following Environmental and Social Standards (ESSs) are considered relevant for this project:

ESS1: Assessment and Management of Environmental and Social Risks and Impacts;
ESS2: Labor and Working Conditions;
ESS3: Resource Efficiency and Pollution Prevention and Management;
ESS4: Community Health and Safety;
ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement;
ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources;
ESS8: Cultural Heritage; and
ESS10: Stakeholder Engagement and Information Disclosure.

ESS7 on Indigenous Peoples is not considered relevant as the CBCCs will not be located in indigenous peoples' areas and the primary beneficiaries will be children of garment workers.

The risks and potential impacts relate mainly to site identification, construction and safe operations of the centers.

The likely environmental risks from the CBCC building that will be anticipated are primarily expected **during the construction period** such as dust, noise, waste from construction activities and during operation, disturbance to traffics and daily businesses, etc. These are minor and temporary.

During operation, it is expected that solid waste will be generated from the centers. However, as the centers are so dispersed it is unlikely that waste will be accumulated in and around the areas where the buildings are. The risk of poor treatment of wastewater from the facilities requires the design to be well considered regarding the treatment system and discharge.

The other potential risks would be the safety to children including, but not limit to, electrical and fire hazards, falloff, traffic accidents due to lack of proper preventions, etc.

The social risk is considered moderate. The centers will be located near factory worker homes on available donated land or through renovation of existing facilities. The key potential risks and impacts relate to the construction, renovation, and the running of the centers. The social risks relate to labour, community health and safety, land and building donation and from potential impacts to any cultural heritage sites located in proximity to the centers. This suggests the adverse social impacts are site specific. The adverse social risks and impacts are predictable and can be effectively mitigated.

The project activities focus on establishing the CBCCs through a capacity building and consultative process. Activities will include identifying suitable sites for construction and facilities for renovation. To support the establishment of the physical premises all the legal and institutional arrangements, training material and guidelines for operating high quality, replicable centers are being put in place. The construction and operational guidelines cover design, construction and operation of the centers including for them to meet defined standards including environmental and social measures, both under the ESF as well as Government of Cambodia requirements. An Environmental and Social Commitment Plan (ESCP) has also been developed and which covers actions still to be undertaken, including resources and training, for ensuring assessment, monitoring and management of environmental and social risks and impacts.

ESS #1 - Assessment and Management of Environmental and Social Risks and Impacts

Potential key environmental risks

These matters are considered in the standard design specifications to be included in the CBCC Construction Guidelines. These Guidelines are informed by MoEYS's school building design for community preschool. The CBCC Construction Guidelines has been drafted before appraisal and disclosed and further developed as part of project implementation and disclosed upon any further major revisions. A specific Environmental & Social Management Plan will be developed by the contractor(s) hired for civil works, using a template included in this CBCC Construction Guidelines. The guidelines for enterprise-based day care centers developed by PE&D, will be drawn upon and reflected in the Construction and Operational Guidelines.

Potential key social risks

The potential key social risks are related to:

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

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

ESS #2 - Labor and Working Conditions

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

ESS #3 - Resource Efficiency and Pollution Prevention and Management

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

ESS #4 - Community Health and Safety

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

ESS #5 - Land Acquisition, Restrictions on Land Use and Involuntary Resettlement

Any centers to be constructed are expected to be on land which is publicly owned and donated by local government, particularly Commune Councils. District and Commune officials expressed a willingness to donate public land during stakeholders consultation meetings, and this is seen as an important strategy for

reducing project cost and offering more affordable services to target beneficiaries. Where land is donated, procedures will need to be in place to ensure that the donator is fully informed and the donation of land does not result in any displacement. Any facilities that are donated will have to be screened for any legacy issues with respect to prior land acquisition.

ESS #6 - Biodiversity Conservation and Sustainable Management of Living Natural Resources

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

ESS #7 - Indigenous Peoples

Indigenous peoples are not expected to be adversely impacted, and they do not reside in the targeted project area. Most garment workers are women, some of whom are migrant workers. All workers, and their children, who have access to the centers, will benefit regardless of their ethnicity. The design of project is such that it takes into consideration the needs of various stakeholders (government, employers, garment workers and their families) through consultations. Furthermore, CBCC Advisory Committees will be established for each CBCC which will include representation from the parents as well as other stakeholders as deemed necessary. Any specific requirements for ensuring access and inclusion, to ensure benefits for all, and that the project takes into consideration the needs of all groups, including ethnic communities and indigenous people, will be mainstreamed into project design and Operational Guidelines for running the centers.

ESS #8 - Cultural Heritage

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

ESS #10 - Stakeholder Engagement and Information Disclosure

The project is being designed through a consultative process, including the determination of where the centers are to be located and the services to be offered. The design, construction and running of the centers also requires engagement of stakeholder groups including representation of the users on multi-

stakeholder advisory committees (i.e. parents, village leaders and local government officials) which will be established for each CBCC.

5. Site screening and selection

The project will be implemented in the provinces of high concentration of garment factories, in priority in Kampong Speu Province (rural areas), due to demand identified during the consultation conducted prior to this project. Kandal Province (rural/urban areas) and Phnom Penh Capital Province (urban areas) will also be explored, as they host a significant number of the garment factories in Cambodia.

The Community-Based Childcare Centers (CBCCs) will be located in villages where garment workers, whose employer factories are participating in the project, currently live. As the earlier consultation process found, the lack of available and suitable spaces is likely to require that most CBCCs be constructed using land donated by local public authorities and administrations.

Even if prospection field visits have been conducted by the project team, actual CBCC locations are not known before the starting of the project, as their selection will be the result of several consultation processes to be implemented during the project.

While the ownership of the land and characteristics of the constructions may vary depending on the type of facility, the selection of the location and land will follow the same process and criteria below, to minimize as much as possible risks and impacts to the environment and livelihoods in the surrounding areas.

Site Screening Process and Criteria

Implementing Agency (IA) staff will identify potential villages of interest for establishing CBCCs, following a two-step process. First, negotiations with factories potentially interested in the project will allow the project team to identify locations near high concentrations of factory workers, including those with young children (and for which the employers provide child allowance). In parallel, discussions with provincial and district authorities (Provincial Department of Labor, District Education Department and District Health Department) will allow the project team to identify villages with high potential for garment worker participation.

Once a potential location is identified, IA staff will consult with prospective commune councils and village authorities:

- ▶ The commune and village chiefs will ascertain willingness and ability to make land available for the CBCC. The ownership of the land will not be transferred but an agreement for long duration use will be signed.
- ▶ The commune and village chiefs, the Commune Committee for Women and Children (CCWC) and public school principals (if any), will agree to open a CBCC in their village, submit their concerns and feedback, and to discuss how the community will benefit from the CBCC and could be engaged in its day-to-day operation (e.g. volunteering for some activities, parent training delivered in the CBCC) and monitoring (e.g. through the CBCC Advisory Committees and Community Scorecard exercises).

Once a commune indicates willingness to dedicate land or a building to the project, IA staff will assess the land for suitability for hosting a CBCC, and will find out approximately how many garment factory workers live in the

village and the name of the factories where these workers are employed. IA staff will then approach the respective factories and inquire into interest to participate in a CBCC program¹.

A location will be confirmed once it is identified as having 1) suitable land or a building available for CBCC usage and 2) enough factories willing to participate whose employees could fill the minimum number of required spots.

Criteria to assess the suitability of a location/land for hosting a CBCC

Criteria	Questions to assess the criteria
NUMBERS OF GARMENT WORKERS & FACTORIES	▶ Is the land located in villages of concentration of garment workers with young children? ▶ Do the villages and communes surrounding the location have a high concentration of garment workers with young children? ▶ Is the location close to factories potentially interested in joining the project?
AVAILABILITY AND SIZE OF THE LAND	▶ Is the land of sufficient size to host a daycare? ▶ Will the land require a significant amount of renovation or construction (including water and electricity supply, earthwork)? ▶ Is the land available for establishing a CBCC within a timeframe compatible with the project? ○ For a standard CBCC, the land plot must have a minimum of 300 m² total available: a minimum of 150 m² for a building, plus a minimum of 100 m² of outdoor space suitable for children to play in, ○ For CBCC welcoming additional children aged 3-5 years old, the land plot must have a minimum of 400 m² total available: a minimum of 200 m² for a building, plus a minimum of 200 m² of outdoor space. ▶ Does the (public or private) owner agree to make the land available according to the conditions required by the project (particularly regarding the duration)? ○ Ideally CBCCs welcoming 3-5-year-old children would be located in the compounds of community preschools or state-owned schools. This location would be beneficial for the students when they commute from school to the CBCC and might have positive impacts on the involvement of the public Department of Education. However, this scenario will require further development after project launch to obtain the agreement of the Ministry of Education, Youth and Sports to use school lands. ▶ Does the owner hold all the property titles to certify his/her land ownership? ▶ Is the land free from any ownership or users' conflicts? Is the land claimed or used by other community members, and particularly by vulnerable groups (poor households, female headed households, and households with disabled members)?
ACCESSIBILITY	▶ Is the location easily accessible from villages and main roads? ▶ Is the location easily accessible for garment workers and children (particularly regarding distance from households, factories or transport truck stops, safety of the road)?

Criteria	Questions to assess the criteria
SOCIAL AND ENVIRONMENTAL SCREENING	▶ Does the location present any environmental risks (e.g. flooding, landslide) or hazards (e.g. noise, pollution, waste dumps)? ▶ Does the location present any safety risks (risky flora and fauna, close proximity to large roads with heavy traffics or too risky private or public activities, neighboring water bodies, forests)? ▶ Does the land present physical cultural resources and/or cultural heritages to be preserved or involved in acquisition? ▶ Does the land is safe from Unexploded Ordnances? ▶ Does building a CBCC on the land present risk of disrupting the neighboring ecology (water bodies, forests, soil erosion, farmland)? ○ These criteria will be assessed through the Environment and Social Screening Form attached in the annexes of this guidelines.

Land and/or Building Use Protocol

After a village has indicated willingness to dedicate land and/or a building for CBCC use, PE&D staff will coordinate with commune and village officials to obtain or produce a map of the land and blueprints of the building, in consultation with the CBCC Design and Construction Supervision Consultant.

PE&D staff and the commune will sign a Land or Building Use Agreement. See Annex A for a Land or Building Use Agreement template. The Agreement shall specify the roles and responsibilities of the IA and the commune council in relation to the planning, implementation, and operation of the CBCC and its related community activities. It will also determine the terms of the land and/or building use or donation. These terms will include:

- ▶ Whether the land and/or building is being donated permanently to the CBCC (gift) or if the CBCC is being granted use of the land and/or building for a limited time (lease),
- ▶ In the case of a lease, start date and duration of the lease, lease holders, and any rental costs must be specified,
- ▶ In the case of a gift, the date of transfer and the recipient(s) must be specified, as well as any terms for subsequent sale, inheritance, or use of the land and/or building.

After signing the PA, PE&D staff will work with a Contracts and Procedures Advisor to prepare a suitable contract for the land and/or building lease or transfer. The commune council and the IA will be signatories on the contract. Duplicates of the contract will be provided to:

- ▶ The commune council
- ▶ PE&D
- ▶ The WB

6. Construction Steps

Selection of Construction Companies

Construction companies will be selected following the CBCC Procurement Plan specially designed for this project, and in accordance with the Royal Kingdom of Cambodia's Updated Procurement Manual for All Externally Financed Projects/Programs, promulgated through the Sub-decree 74 dated May 22, 2012.

Each Request for Proposal will include as attachment the CBCC Project Environmental & Social Management Plan (ESMP) for CBCC Construction.

Each construction company will be requested to include in their bids:

- ▶ Description of their approach and capabilities to take into account all Environmental and Social Risks, and to implement the mitigation measures, as described in the ESMP,
- ▶ Credentials from projects with similar Environmental and Social aspects,
- ▶ CVs and diploma of Engineers' profile and E&S safeguard specialists (if any)

Construction Contracts will include the ESMP signed as attachment.

Environmental and Social Risks Mitigation During Construction

Environmental and Social Management Plan

The engineer shall put the notice of the ESMP (included in the bidding document) at the construction site and it will be visible by all visitors as well as caregivers and ACs. The IA, AC, and all other entities involved in the construction monitoring will be briefed by the engineer on safety rules and regulations at the construction site.

Operational Health and Safety during working hours

Safety rules

The construction site will be labelled with "Safety First" signs. It will be protected by a safety fence to discourage people from entering or congregating around the work area. Visitors will be not allowed to enter the site during construction if permit is not granted.

Worker safety is of utmost importance. All construction workers must be provided with safe, industry-approved construction boots, helmets, gloves, masks, and protective eyewear. Workers engaged in welding must be provided with ISO-certified welding shields to protect their vision. All tools and machinery provided for use in construction must be in good condition. Workers must be covered by workers compensation insurance in the advent of a work-related injury.

Child Labor and Forced Labor

PE&D will not tolerate the exploitation of children (under 18 years old) or forced labor in any of CBCC constructions and operations. CBCC contractors must uphold the same standards. Any violation of them will lead to discontinuing the Construction contract.

Dusts exposure

Exposure to airborne dust has the potential to exacerbate and/or cause several health conditions, including asthma. Should activities begin to generate visible airborne dust, the engineer will cease the activity(s) which generate the dust: (i) until the dust is controlled with means such as water spray or (ii) another technique which prevents and/or reduces generation of airborne dust.

Drinking potable water

During construction, CBCC contractors must provide at the construction site sufficient potable drinking water for each worker every day.

Sanitation Facilities

CBCC contractors must provide a temporary privy facility if there are no existing facilities available at the construction site for the workers. The facility will be dismantled, pit filled, and site cleaned to pass inspection of the project team when permanent privy facilities available for the construction workers are constructed and operational at the site. Temporary construction privies must also be kept more than 30 meters away from water sources and surface water bodies.

Incident Management

If an incident occurs, the CBCC contractors are responsible to protect the workers and transport them to the closest health center. The CBCC contractors will also inform the IA and write an Injury Report.

A grievance mechanism will be organized by PE&D, under the supervision of the CBCC Project Manager and Infrastructure Specialist, to allow construction workers to express any complaint of bad treatment or conflict with their management or colleagues.

Construction nuisance limitation

Construction Waste

Construction activities at CBCC construction sites will generate construction and sanitation waste. The engineer will manage to install waste bins at the construction site to keep the site clean at all times. All wastes from the site including plastic and construction materials (wood and concrete) shall be properly handled and dumped in a licensed area nearby the site as permitted by the local authority, and will be recycled or repurposed where possible.

After construction, waste and waste water management will be managed in line with the ESMP to protect participants, area residents, and natural resources.

Noise

Noise is another concern near residential areas, health centers, and in schools and daycares. The contractor shall limit: (i) hours of work when noise generation activity could take place to regular daytime hours, and (ii) sound levels during work to

the maximum permitted noise level in public and residential areas, defined in Sub-decree on Air Pollution and Noise Disturbance Control, July 2000 (60dBA).

Water Quality

All existing stream courses and drains within, and adjacent to, the site will be kept safe and free from any debris and any excavated materials arising from the CBCC construction. Chemicals, sanitation wastewater, spoil, waste oil and concrete agitator washings will not be permitted to be deposited in any surface water bodies. In the event of any spoil or debris from construction works being deposited on land or any silt washed down to any area, then all such spoil, debris or material and silt shall be immediately removed, and the affected land and areas restored to their natural state by the engineer to the satisfaction of the IS.

Community Health & Safety

Contractors will be responsible to ensure the site management safety, under the control of the Infrastructure Specialist. Construction sites will be

fenced with construction barriers and display visible and clear work area and safety signs.

Practices for Asbestos Cement Roofing Material- for on land ECCD sites

Asbestos, a fiber mined in several countries, has been widely used worldwide as a construction material and insulator because of its strength, durability and heat resistance characteristics. In recent years, evidence on the adverse health effects of exposure to asbestos has been mounting globally leading to urgent calls to cease production of the most-harmful asbestos types, limit the use of less-harmful asbestos (e.g. discontinued spraying of asbestos), and to impose strict exposure standards for workers handling raw asbestos and asbestos- containing products. Occupational exposure to asbestos by inhalation can cause asbestosis (scarring of the lung tissue), lung cancer, and mesothelioma (cancer of the lung's lining). In developed countries, occupational asbestos exposure is thought to have peaked in the 1970's but the effects of exposure continue to manifest themselves today with an estimated 30,000 new asbestos-related cancers being diagnosed every year.

Fiber cement roofing material is still present in some of the older school buildings in rural areas in Cambodia. This roofing material typically contains asbestos fibers as reinforcement. The present project will avoid asbestos for new construction. However, the recommendations below, as well as the *Good Practice Note: Asbestos by the World Bank Group May 2009* will be followed closely by the contractors in the cases where asbestos may be encountered at the project sites.

Protection of Historic and Cultural Resources on Land Site

To avoid potential adverse impacts to historical and cultural resources (such as commune Buddhist shelters), the Contractor shall:

- ▶ Protect sites of known antiquities, historic and cultural resources by the placement of suitable fencing and barriers,
- ▶ Adhere to accepted international practice and all applicable historic and cultural preservation requirements of the Royal Government of Cambodia.

In the event of unanticipated discoveries of cultural or historic artifacts (movable or immovable), or human remains in the course of the work, the engineer shall take all necessary measures to protect the findings and shall notify the IS and concerned provincial-level and central government levels representatives of the Department of Construction, Ministry of Education, Youth and Sports [#80 Norodom Blvd, Phnom Penh, 023-210-134].

If continuation of the work would endanger the finding, work shall be suspended until a solution for preservation of the artifacts is agreed upon.

Stakeholder Engagement and Feedback Response Mechanism

All communes under consideration for CBCCs will be engaged at three points related to construction:

- ▶ Before starting construction work, initial consultations will be systematically conducted to refine the project understanding of specific social and environmental issues. The consultations will provide an understanding of actual and perceived risks by all stakeholders, including local awareness of issues and what should be the responsibilities with regards to implementation of environmental mitigation measures,
- ▶ During the construction stage, the project team will continue to actively collaborate with community members, to get their feedback on the construction progress. When the physical building will be built and at a sufficient level of completion to be visited safely, a visit to the site will be organized.
- ▶ At the end of the construction work, before the opening ceremony.

Commune councils, including the CCWC, and community members will be included in the consultations. Other local leaders, including teachers and religious leaders, may also be included. Mothers, fathers, and grandparents of children under 6 years of age will be among the community members engaged in the kick-off and final consultations.

Consultations should be held at times convenient for community participation. This may require weekend and evening meetings, particularly for including factory workers. Feedback from the consultations will be used to inform CBCC design, establishment, and management.

A Stakeholder Consultation Summary Form (see annex) will be used to capture information on the consultation calendar, participation, and main decisions.

Throughout the period of construction, the Construction Guidelines, the Executive Summary, the ESCP (in Khmer and in English) and a register will be available to all in participating Commune Halls. A grievance mechanism will be established by PE&D under the responsibility of the CBCC Project Manager.

Environmental and Social Management Plan and Mitigation Measures

An Environmental and Social Management Plan (ESMP) has been prepared to prescribe management measures to address the Environmental and Social Risks identified for the construction period and throughout CBCC operations. The ESMP includes the mitigation actions to be taken to limit impact of these risks.

The ESMP is available in the annexes of these Construction Guidelines.

The ESMP will be attached to all Terms of Reference for recruiting contractors for the design and construction of the CBCCs. Contractors must commit to implement and abide by the ESMP prior to beginning any contract with the CBCC project, and the ESMP will be annexed to all CBCC design and construction contracts.

7. CBCC Opening

When opening a CBCC, an opening ceremony will be held with key stakeholders in attendance. Members from the following organizations will be invited: MoEYS, MoLVT, provincial and district leadership, commune councils (including CCWC representatives), participating garment factory leadership, Community Preschool staff (if CPS is present in the respective commune), CBCC staff, religious authorities and enrolled families.

Prior to the opening, the District Education Department will be requested to conduct a site inspection to provide a final check and approval for the facility. This final inspection will be based on the national standards for public preschools, as no standards exist in Cambodia for daycare centers.

8. Resources and Responsibilities

The Contractor

The contractor will be the primary implementer of the Construction Guidelines during the construction. Under the supervision of the project team, the contractor will be responsible to respect the E&S Management Plan, ensuring the highest occupational health and safety conditions for the construction workers.

The CBCC Design and Construction Supervision Consultant

Part of the project team, the CBCC Design and Construction Supervision Consultant will supervise and support the Contractor. This person will ensure adherence to the construction timeline and quality standards defined in the construction contracts.

The CBCC Project Manager

Part of the project team, the CBCC Project manager is responsible to coordinate and supervise the different stakeholders involved in the construction process. This person will be responsible for the implementation of the E&S Management Plan and for assessing, mitigating and monitoring environmental and social risks. This person will also engage the community members during site identification and throughout the construction process. This person will supervise the site environmental screening, negotiate with the communities for land donations, and engage factories in the project.

The District Education Department

The District Education Department will be requested to conduct an inspection when the facility is delivered. It will ensure the respect of MoEYS' standards for public preschool construction, and certify that the CBCC can safely welcome children of young age.

9. Forms and Templates

1. Land Use Agreement Template
2. Environmental and Social Management Plan and Mitigation Measures
3. Site Environmental & Social Screening Form
4. Consultation Summary Form
5. Bill of Quantities for CBCC Building
6. Bill of Quantities for CBCC Equipment and Materials

Annex 1: Land Use Agreement

Kingdom of Cambodia Nation Religion King *****

Province.....
District.....
Commune.....

Subject: Letter of Land Use for Building and Operating a Community-Based Childcare Center (CBCC)

To: Planète Enfants & Développement

Refer to: the request on (date/month/year) and discussion with the village chief of (village name) and agreement of the commune council of (commune name) on (date)

Objective: request to use land (location of land) for building and operating a community-based childcare center

Through our understanding that the land is to be used to build and operate a community-based childcare center for children of the citizens in our village and commune, the commune council has consulted with the village chief, and commune council members have agreed to allow for the use this land for building and operating a community-based childcare center for a period of four years from the date of signature on this Agreement. In signing this Agreement, the commune chief attests to the fact that the land is not occupied or used by any individuals, business entities or groups and that no such persons/entities will be required to evacuate the area. This Agreement may be subsequently renewed for additional periods of time upon agreement of the parties.

The land made available for use as a CBCC has..... (total size of land in square meter and specify length and width of land), with land certificate No.....issued by.....date.....

This land has borders with:

- Border at north with.....(i.e. village road)
- Border at south with..... (i.e. house of Mr./Ms.....)
- Border at east with.....(i.e. house of Mr./Ms.....)
- Border at west with..... (i.e. commune office.....)

As per above agreement of land use, you shall use this land for building and operating the community-based childcare center for serving our community purposes.

Date.....month.....year

Cc: Planète Enfants & Développement

Cc: Provincial Department of Labor and Vocational Training
Cc: Provincial Department of Education Youth and Sport

Name, signature of commune chief (with
commune stamp)

Annex 2: Environmental and Social Management Plan and Mitigation Measures

The intent of an ESMP and Mitigation Measures is to recommend feasible and cost-effective measures to prevent or reduce significant adverse impacts to acceptable levels, and to outline relevant monitoring actions.

For purposes of the proposed project for which environmental impacts are expected to be limited, particular attention is given to outlining best management practices and design measures which should be put in place to ensure that environmental impacts are minimized during project activities and that human health and environmental concerns are fully addressed on an ongoing basis during project implementation. Best management practices and mitigation measures are detailed by activity in the following matrix.

Environmental Management Plan for CBCC Construction Stage (A-F) and Operations for CBCC Design-Related Risks (G-J)

ACTIVITY	PARAMETER	MITIGATION MEASURES	RESPONSIBILITY	
			IMPLEMENTATION	MONITORING
CONSTRUCTION STAGE				
A. Occupational Health and Safety of the Construction Workers	Notification and Worker Safety	(a) The local construction and environment inspectors, communes and villages communities have been notified of upcoming activities. (b) The public has been notified of the works through appropriate notification in the media and/or at publicly accessible sites (including the site of the works) (c) All legally required permits have been acquired for CBCC construction. (d) All work will be carried out in a safe and disciplined manner designed to minimize impacts on neighboring residents and environment. (e) Construction workers will comply with international good practice (always hardhats, as needed masks and safety glasses, harnesses and safety boots). (f) Appropriate signposting of the sites will inform workers of key rules and regulations to follow. (g) EMP notice in Khmer shall display near the construction site and should be visible to all. The notice shall be well protected against water - put in a waterproofing transparent plastic bag.	Contractor	Project Manager/ CBCC Design and Construction Supervision Consultant
	Air Quality/ Dust	(a) Suppress dust during pneumatic drilling by ongoing water spraying and/or installing dust screen enclosures at site. (b) Keep surrounding environment (roads, paths) free of debris to minimize dust. (c) There will be no open burning of construction / waste material at the site. (d) There will be no excessive idling of construction vehicles at sites.	Contractor	Project Manager/ CBCC Design and Construction Supervision Consultant
	Noise	(a) Construction noise will be limited to restricted times agreed to in the permit. (b) During operations the engine covers of generators, air compressors and other powered	Contractor	Project Manager/ CBCC Design and Construction Supervision Consultant

		mechanical equipment should be closed, and equipment placed as far away from residential areas as possible.		
	Sanitation facility during construction	(a) The construction site needs to be equipped with latrines/toilets for workers. (b) Location of temporary toilets/latrines shall be at least 30m from the existing well or water drinking source. (c) After handing over of construction, the latrines shall be dismantled, pit filled, site cleaned.	Contractor	Project Manager/ CBCC Design and Construction Supervision Consultant
	Waste management during construction	(a) Mineral construction wastes will be separated from general refuse, organic, liquid and chemical wastes by on-site sorting and stored in appropriate containers. (b) Contractor shall minimize the waste if there is possibility. (c) Construction waste will be collected and disposed properly by licensed collectors. (d) The records of waste disposal will be maintained as proof for proper management as designed. (e) Whenever feasible the contractor will reuse and recycle appropriate and viable materials (except asbestos).	Contractor	Project Manager/ CBCC Design and Construction Supervision Consultant
	Sexual Abuse and Sexual Misconduct during construction	(a) Contractors will adopt and maintain a comprehensive anti-harassment policy and communicate to employees frequently (b) CBCC Design and Construction Supervision Consultant will conduct assessments for the risk factors associated with sexual abuse and sexual misconduct (c) PE&D will organize a sensitization session on construction sites and establish a grievance mechanism, to allow workers to report any sexual abuse and misconduct. (d) Whenever feasible the contractor will reuse and recycle appropriate and viable materials (except asbestos).	Contractor	Project Manager/ CBCC Design and Construction Supervision Consultant
B. Individual Wastewater Treatment System	Water Quality from construction	(a) The approach to handling sanitation waste and wastewater from building sites (installation or	Contractor	Project Manager/ CBCC Design and Construction Supervision Consultant

		reconstruction) must be approved by the local authorities. (b) Before being discharged into receiving waters, effluents from individual wastewater systems must be treated in order to meet the minimal quality criteria set out by national guidelines on effluent quality and wastewater treatment. When mobilizing to the construction site, the contractor will put in place a temporary latrine and septic tank to be used by the workers during construction until the final sanitation is built.		
C. Historic Building(s)	Cultural Heritage	(a) If the building is a designated historic structure, very close to such a structure, or located in a designated historic district, notify and obtain approval/permits from local authorities and relevant Ministries and address all construction activities in line with local and national legislation. (b) Ensure that provisions are put in place so that artifacts or other possible “chance finds” encountered in excavation or construction are noted, officials contacted, and works activities delayed or modified to account for such finds. (c) Based on Environmental Assessment site visits, there is no important landmark, monument, grave or any other conservation that need be avoided or have impacts mitigated.	Contractor/ Commune Councils	Project Manager/ CBCC Design and Construction Supervision Consultant/ Representative from Ministry of Culture and Fine Arts (MCFA)/ Local Religious Authorities
D. Toxic Materials	Asbestos Management	By its nature, the present project is unlikely to directly involve any demolition or rehabilitation and will avoid asbestos for new construction. However, the recommendations below, as well as the Good Practice Note: Asbestos by the World Bank Group May 2009 will be imposed on and closely followed by the contractors in the cases where asbestos may be encountered in the project. (a) If asbestos is located on the project site, mark clearly as hazardous material (b) When possible, the asbestos will be appropriately contained and sealed to minimize exposure	Contractor	Project Manager/ CBCC Design and Construction Supervision Consultant

		(c) The asbestos prior to removal (if removal is necessary) will be treated with a wetting agent to minimize asbestos dust (d) Asbestos will be handled and disposed by skilled & experienced professionals (e) If asbestos material is be stored temporarily, the wastes should be securely enclosed inside closed containments and marked appropriately (f) The removed asbestos will not be reused		
	Toxic / Hazardous Waste Management	(a) Temporarily storage on site of all hazardous or toxic substances will be in safe containers labeled with details of composition, properties and handling information (b) The containers of hazardous substances should be placed in a leak-proof container to prevent spillage and leaching (c) The wastes are transported by specially licensed carriers and disposed in a licensed facility (d) Paints with toxic ingredients or solvents or lead-based paints will not be used.	Contractor	Project Manager/ CBCC Design and Construction Supervision Consultant
E. Affects Forest and/or Protected Areas	Protection	No protected areas have actually been identified in the immediate vicinity of the project villages. The following measures apply. (a) All recognized natural habitats and protected areas in the immediate vicinity of the activity will not be damaged or exploited, all staff will be strictly prohibited from hunting, foraging, logging or other damaging activities. (b) For large trees in the vicinity of the activity, mark and cordon off with a fence large trees and protect root system and avoid any damage to the trees (c) Adjacent wetlands and streams will be protected from construction site run-off, with appropriate erosion and sediment control feature to include by not limited to hay bales, silt fences. (d) There will be no unlicensed borrow pits, quarries or waste dumps in adjacent areas, especially not in protected areas.	Contractor	Project Manager/ CBCC Design and Construction Supervision Consultant

F. Traffic and Pedestrian Safety	Direct or Indirect Hazards to Public Traffic and Pedestrians by Construction Activities	(e) Secure and regulate traffic by: ▪ Sign posting, warning signs, barriers and traffic diversions: site will be clearly visible, and the public warned of all potential hazards ▪ Traffic management system and staff training, especially for site access and near-site heavy traffic. Provision of safe passages and crossings for pedestrians where construction traffic interferes. ▪ Organize suitable parking, or docking and landing areas around the construction sites and schools to facilitate access during construction. ▪ Adjustment of working hours to local traffic patterns, e.g. avoiding major transport activities during school time and rush hours or times of livestock movement ▪ Active traffic management by trained and visible staff at the site, if required for safe and convenient passage for the student and public.	Contractor	Project Manager/ CBCC Design and Construction Supervision Consultant
OPERATION STAGE (CBCC DESIGN-RELATED RISKS)				
G. Climate Change Adaptation	Flooding Free Level	(a) Make sure that no water is stagnant around the constructed building (b) The floor of CBCC should be raised to a flood-free level	Contractor	Project Manager/ CBCC Design and Construction Supervision Consultant
	Orientation of the Building	(a) The building should be laid in east-west (if appropriate land is available) direction in order to minimize wall exposure to sun light (b) Plant more trees, especially, in west direction to provide more shade to the building	Contractor	Project Manager/ CBCC Design and Construction Supervision Consultant
	Heat	(a) Ceiling fans will be installed in all rooms (b) Potable water will be available via filters	Contractor (for construction) / CBCC Staff (in operations)	Project Manager/ CBCC Design and Construction Supervision Consultant (for construction)/ CBCC Supervisors (for operations)
H. Water Supply During Operations	Health of CBCC Users	(a) Maximize supply (e.g. capture of rain water, use rainwater collection tanks for latrines); (b) Maximize storage (tanks or cisterns),	Contractor (for construction) /	Project Manager/

		(c) Prevent contaminated surface water from contaminating wells in land sites by elevating systems when possible, and identifying well sterilization (chlorination) techniques	CBCC Staff (in operations)	CBCC Design and Construction Supervision Consultant (for construction)/ CBCC Supervisors (for operations)
I. Sanitation During Operation	Environment, Water Quality, Health	(a) Pumping machine and elevated water storage will be installed (b) CBCC will be equipped with water filters (c) Provide enough water for flushing toilets, personal hygiene, and cleaning the facility (d) Conduct Environmental Awareness program	Contractor (for construction) / CBCC Staff (in operations)	Project Manager/ CBCC Design and Construction Supervision Consultant (for construction)/ CBCC Supervisors (for operations)
J. Child Safety	Fire	(a) Smoke detectors will be installed in the kitchen and all main activity rooms and 2 fire extinguishers will equip each CBCC (b) Conduct Emergency Fire Awareness program and run annual drills	Contractor (for construction) / CBCC Staff (in operations)	Project Manager/ CBCC Design and Construction Supervision Consultant (for construction)/ CBCC Supervisors (for operations)
	Risks from Intrusion or Child Escape	(a) Locked exterior gates and security fences for the outdoor playground will be installed	Contractor	Project Manager/ CBCC Design and Construction Supervision Consultant

Annex 3: Site Environmental & Social Screening Form

I. General Information	1. Name of village, commune and province				
	2. Name of proposed project				
	3. Type of project	New construction	☐	Reconstruction	☐
		Rehabilitation	☐	Other (please specify)	☐
	4. Objective of the proposed project and brief description				
II. Land		Please check (√)			
		Yes	No	Don't Know	
	5. Is the proposed project located in a commune where a high number of garment workers with young children live?	☐	☐	☐	
	6. Do the villages and communes surrounding the location have a high concentration of garment workers with young children?	☐	☐	☐	
	7. Is the location near factories potentially interested in joining the project?	☐	☐	☐	
	8. Is the land available for establishing a CBCC within a timeframe compatible with the project?	☐	☐	☐	
	10. Does the owner hold all the property titles to certify his/her land ownership?	☐	☐	☐	

II. Environmental Checklist (please check the box where appropriate)	1. For construction of CBCC buildings, is there any chance of creating problems for water bodies that are used for irrigation or other community purposes?	☐	☐	☐
	2. Does the project's implementation increase the possibility of noise or disturbance for the neighborhood during the CBCC operations?	☐	☐	☐
	3. Does the project's implementation increase the possibility of noise or disturbance for the neighborhood (dust, air pollution) during the CBCC construction?	☐	☐	☐
	4. Is there any chance of trees to be cut down by the implementation of the proposed scheme? (If yes, then please specify the number of trees to be cut down)	☐	☐	☐
	5. Is there any chance of destruction of biodiversity (fish, birds, and animals) habitats by the implementation of the scheme?	☐	☐	☐
	6. Does the project's implementation increase in an unsustainable way the pressure on local waste management systems?	☐	☐	☐
	7. Does the commune have any waste management plan for the project if it generates waste?	☐	☐	☐
	8. Mitigation measures:			
II. Safety Checklist (please check the box where appropriate)	1. Does the project location present any environmental hazards (e.g. flooding, landslide)?	☐	☐	☐
	2. Does the project location present any safety risks for children (e.g. hazardous flora or fauna, close proximity to large roads with heavy traffic or hazardous private or public activities, neighboring water bodies, forests)?	☐	☐	☐
	3. Is the project located in a land mine or UXO area?	☐	☐	☐
	4. Mitigation measures:			

III. Social Checklist (please check the box where appropriate)	1. Is there any cultural heritage area near the proposed project area?	☐	☐	☐
	2. Is there any mortuary site in or near the proposed project area?	☐	☐	☐
	3. Is the land free from any ownership or user conflict? Is the land claimed or used by other community members, and particularly by vulnerable groups (e.g. poor households, female headed households, and households with disabled members)?	☐	☐	☐
	4. Does the (public or private) owner agree to make the land available according to the conditions required by the project (particularly regarding duration)?	☐	☐	☐
	5. Mitigation measures:			
IV. Other Information (if any)				
V. Evaluation by Environmental Safeguards Specialist				
Is the form filled correctly?			Yes ☐	No ☐
Are the proposed mitigation measures satisfactory?			Yes ☐	No ☐
If the mitigation measures are not satisfactory, why? Any recommendations for improvement? (where necessary):				
Name of Environmental Safeguards Specialist			Signature	Date

Annex 4: Stakeholders Consultation Summary Template

Individual Engagement Record

Form of Communication		Reason for Contact/Meeting	
Person Leading Consultation (Name, Title and Institution)		Key Stakeholder/s (Name, Title and Institution) Attach list/photo	
Date of Contact/Interview		Location of Stakeholder/ Place of Meeting/GIS/Photo	
Summary of Key Points	1. Xx 2. xx		
Detailed Record			
Information Sought	Information Provided/ Minutes of Meeting		
Any other notes			
Follow-up required			
Attach or Append any Materials Shared			

Annex 5: Bill of Quantities for CBCC Building

ល.រ	ការ បាវ ធន ឈ្មោះ	កត្តា	បរិមាណ
N	Description	Unit	Quantity
I. អគារ ធំ បង្អែក បង្អែក			
Big Building			
1	ឡាន លេ ឆាវ	ម៉ែត្រគូប	40.30
	Sand (Grade 2)	m³	
2	ឡាន លេ ឆាវ	ម៉ែត្រគូប	13.65
	Sand (Grade 1)	m³	
3	ស៊ីម៉ង់ត៍ (ក)	តោន	22.15
	Cement (Cement)	T	
4	ក្រូមីត ឆាវ (3x2)	ម៉ែត្រគូប	21.439
	Grusht Sine (3x2)	m³	
5	ក្រូមីត ឆាវ (4x6)	ម៉ែត្រគូប	27.448
	Grusht Sine (4x6)	m³	
6	ក្រូមីត ឆាវ	ឆុំ	3331.02
	Solid break	noS	
7	ក្រូមីត ឆាវ	ឆុំ	19303.47
	Hollow break	noS	
8	ឆាវ អ៊ីរ៉ូន ឆាវ ឆាវ ឆាវ	តោន	1.60
	Steel rebar A-II, D:14mm	T	
9	ឆាវ អ៊ីរ៉ូន ឆាវ ឆាវ ឆាវ	តោន	0.31
	Steel rebar A-II, D:10mm	T	
10	ឆាវ អ៊ីរ៉ូន ឆាវ ឆាវ ឆាវ	តោន	0.42
	Round Steel A-I, D:6mm	T	
11	ស៊ីម៉ង់ត៍ ឆាវ ឆាវ	គីឡូ	11.70
	Wire Tier	Kg	
12	ឆាវ ឆាវ ឆាវ ឆាវ ឆាវ	ម៉ែត្រការ៉េ	132
	External Painting	m2	
13	ឆាវ ឆាវ ឆាវ ឆាវ ឆាវ	ម៉ែត្រការ៉េ	331.29
	External Painting	m2	
14	ក្រូមីត ឆាវ (600x600mm)	ម៉ែត្រការ៉េ	350.2
	Floor Tile (600mm X 600mm)	m2	
15	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (300x300x300mm)	ម៉ែត្រការ៉េ	9.85
	Skirting Tile & Chicken Countertop (300mm X 300mm)	m2	
16	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (300x300x300mm)	ម៉ែត្រ	112
	Vaintscot Tile H 0.1m Size: (300mm X 600mm)	m	
17	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (200x300x300mm)	ម៉ែត្រការ៉េ	47.12
	Wall Tile of WC: 2.1m Size: (200mm x 300mm)	m2	
18	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (40x40x80x80x 0.12mm)	ម៉ែត្រ(6m)	43.6
	Side Steel Refter Size(40mm x 800mm x 0.12mm)	Pcs/ 6m	
19	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (30x30x30x30x 0.12mm)	ម៉ែត្រ(6m)	52.75
	Side Steel Purline Size(30mm x 30mm x 0.12mm)	Pcs/ 6m	
20	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (108 ប្រក្រត 1m)	ម៉ែត្រការ៉េ	205.8
	Roof of Zinc sheet standard 0.3mm:Th; (Width Size: 108m)	m2	
21	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (H0.28 ប្រក្រត 1m)	ម៉ែត្រការ៉េ	8.96
	ប្រក្រត ឆាវ ឆាវ ឆាវ ឆាវ (H0.28 ប្រក្រត 1m)	m2	
22	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (H0.28 ប្រក្រត 1m)	ម៉ែត្រការ៉េ	4.563
	ប្រក្រត ឆាវ ឆាវ ឆាវ ឆាវ (H0.28 ប្រក្រត 1m)	m2	
23	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (400mm)	ប្រក្រត/200noS	8.23
	Crew of Zinc longer 400mm	Bag/ 200noS	
24	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (400mm)	ម៉ែត្រ	16
	Zinc Ridge W:0.6m	m	

25	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (Quality 5.5)	ម៉ែត្រ	4
	Quater PVC Dia:100mm (5.00Kpa)	Pcs	
26	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (Quality 5.5)	ម៉ែត្រ	12
	ELBOW 90 PVC Dia:100mm	noS	
27	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (Quality 5.5)	ម៉ែត្រ	36
	Saddle Clip- Steel Dia:100mm	noS	
28	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (Quality 5.5)	ម៉ែត្រ	32
	Quater Zinc (H0.26m x B0.266 x h: 0.207m)	m	
29	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (Quality 5.5)	ម៉ែត្រ	9
	Window W-1(W:2.1m xH1.6m)	set	
30	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (Quality 5.5)	ម៉ែត្រ	1
	Window W-2(W:1.1m xH1.6m)	set	
31	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (Quality 5.5)	ម៉ែត្រ	1
	Window W-3(W:1.1m xH1.6m)	set	
32	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (Quality 5.5)	ម៉ែត្រ	4
	Window W-4(W:1.1m xH1.6m)	set	
33	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (Quality 5.5)	ម៉ែត្រ	3
	Window W-5(W:1.1m xH1.6m)	set	
34	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (Quality 5.5)	ម៉ែត្រ	264
	Louver Size (0.2m x 0.2m)	Pcs	
35	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (Quality 5.5)	ម៉ែត្រ	1
	Window W-6(W:1.1m xH1.6m)	set	
36	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (Quality 5.5)	ម៉ែត្រ	350
	Chilling Th:10mm Chipsun SheetConnect with 400mmx600mm	m2	
37	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (Quality 5.5)	ម៉ែត្រ	1
	Main Hold from Sink	set	
38	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (Quality 5.5)	ម៉ែត្រ	35
	Formwork	m2	
II. ធាតុ ធាតុ ធាតុ ធាតុ (Materials in water closet)			
39	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (Quality 5.5)	ម៉ែត្រ	1
	Basin & Laver basin, Size (0.45m x 0.45m) in one Set	set	
40	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (Quality 5.5)	ម៉ែត្រ	1
	Toilet with Spray Clean in Set (China)	set	
41	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (Quality 5.5)	ម៉ែត្រ	2
	Squat Pan/ Mptub(China)	set	
42	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (Quality 5.5)	ម៉ែត្រ	3
	Angle Valve Cuper Siz:21mm	set	
43	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (Quality 5.5)	ម៉ែត្រ	2
	Bibcock in WC:room (china)	noS	
44	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (Quality 5.5)	ម៉ែត្រ	1
	Basin & Laver basin, Size (0.45m x 0.45m) in one Set	set	
45	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (Quality 5.5)	ម៉ែត្រ	3
	Floor drain Size: 100mm x 100mm(China)	noS	
46	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (Quality 5.5)	ម៉ែត្រ	1
	Plastic Septic Tank Stock(Black color) net 3600L	noS	
47	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (Quality 5.5)	ម៉ែត្រ	5
	PVC Tup:D:100 (Quality 8.5)	Pcs	
48	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (Quality 5.5)	ម៉ែត្រ	6
	PVC Tup:D:60 (Quality 8.5)	Pcs	
49	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (Quality 5.5)	ម៉ែត្រ	5
	PVC Tup:D:40 (8.5Kpa)	Pcs	
50	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (Quality 5.5)	ម៉ែត្រ	32
	PVC Tup:D:21 (Quality 8.5)	Pcs	
51	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (Quality 5.5)	ម៉ែត្រ	2
	PVC bin Y Di: 100	noS	
52	ក្រូមីត ឆាវ ឆាវ ឆាវ ឆាវ (Quality 5.5)	ម៉ែត្រ	2
	PVC bin 45Degree Di: 100	noS	

Annex 6: Bill of Quantities for CBCC Equipment & Materials

	Number	Unit	Hypothesis / Sources
MODEL 1 - REGULAR CBCC - TOTAL EQUIPMENT			
TOYS AND PEDAGOGICAL MATERIALS			
Reception Hall - Pedagogical Materials	0	Package	None
Toddlers Room - Pedagogical Materials	1	Package	
Pedagogical games	1	Package	For 20 toddlers
Balls - sensorial and soft	10	Balls	1 for 2 toddlers
Plastic toys (animals, small cars, stacking tow	4	Packages	1 package for 5 toddlers
Construction plastic blocks	1	Sets	1 set for the whole center
Motricity Equipment	1	Sets	1 set for the whole center
Inflatable plastic cows	5	Toys	1 cow for 4 toddlers
Hoops	5	Toys	1 hoop for 4 toddlers
Dolls	5	Dolls	1 doll for 4 toddlers
Kitchen game	1	Packages	Kitchen + materials + plastic foods
Dress-up clothes	10	Sets	1 set for 2 toddlers
Marionnettes/Puppets	5	Toys	5 for the whole center
Books	30	Books	SIPAR Books
Educational posters	5	Posters	SIPAR Posters
Stationnaries	1	Package	
Toddlers Nap Room - Pedagogical Materials	1	Package	
Stuffed animals	20	Toys	1 per child
Infants Room - Pedagogical Materials	1	Package	
Pedagogical games	1	Package	For 5 toddlers
Balls - sensorial	5	Balls	1 for each infant
Mashable books	3	Books	1 for 2 infants
Baby dolls	3	Dolls	1 for 2 infants
Music Toys	1	Sets	1 for the whole center
Activity Playmat	3	Sets	1 for 2 infants
Infants Nap Room - Pedagogical Materials	0	Package	None
Outdoor playground - Pedagogical Materials	0	Package	None
Daycare Staff Materials	1	Package	
Stationnaries	1	Package	
FURNITURES			
Reception Hall - Furnitures	1	Package	
Shelves to store children's personal effects	3	Shelves	1 for 10 children
Shoes rack for children's shoes/slippers	3	Shelves	1 for 8 children
Whiteboard for caregivers	1	Board	CBCC Construction guidelines v3
Miscellaneous	1	Package	
Toddlers Room - Furnitures	1	Package	
Child-adapted book shelves	3	Shelves	CBCC Construction guidelines v3
Child-adapted Tables and Chairs	3	Sets	1 set for 8 toddlers
Mats for activities	5	Mats	CBCC Construction guidelines v3
Pillows and cushions for the calm/reading are	5	Pillows	CBCC Construction guidelines v3
Battan Basket Squares	4	Baskets	CBCC Construction guidelines v3
Interior Teepee	1	Teepee	CBCC Construction guidelines v3
Fans	2	Fans	CBCC Construction guidelines v3
Miscellaneous	1	Package	

Toddlers Nap Room - Furnitures	1	Package	
Mats/Matresses	20	Mats	1 per toddler
Pillows	20	Pillows	1 per toddler
Fans	2	Fans	CBCC Construction guidelines v3
Miscellaneous	1	Package	
Infants Room - Furnitures	1	Package	
Child-adapted book shelves	1	Shelves	CBCC Construction guidelines v3
Highchairs	2	Chairs	CBCC Construction guidelines v3
Changing table	1	Table	CBCC Construction guidelines v3
Foam mattresses	20	m2	Enough to cover the whole area (4m*5m)
Bibs	10	Bibs	2 per infant (starting usage and stock)
Fans	1	Fans	CBCC Construction guidelines v3
Miscellaneous	1	Package	
Infants Nap Room - Furnitures	1	Package	
Baby beds	5	Mats	1 per infant
Fans	1	Fans	CBCC Construction guidelines v3
Miscellaneous	1	Package	
Outdoor playground - Furnitures	1	Package	
1 slide, swings, 1 see-saw (iron)	1	Sets	ECRC experience in Preschools
Water Room - Furnitures	1	Package	
Laundry machine	1	Equipment	CBCC Construction guidelines v3
Plastic/Iron basins	3	Basins	CBCC Construction guidelines v3
Plastic potties	2	Potties	CBCC Construction guidelines v3
Paper towel dispenser	1	Dispensers	1 for each sink
Child-adapted soap dispenser	1	Dispensers	1 for each sink
Miscellaneous	1	Package	
Kitchen & Lunch Room - Furnitures	1	Package	
Lunch Tables and chairs adapted to children's	2	Sets	1 set for 10 toddlers
Fridge	1	Equipment	CBCC Construction guidelines v3
Storage containers to store snacks	5	Equipment	CBCC Construction guidelines v3
Furniture with plastic tray	2	Equipment	CBCC Construction guidelines v3
Rice-cooker	1	Equipment	CBCC Construction guidelines v3
14 L water purifier machine	1	Equipment	CBCC Construction guidelines v3
Child-adapted iron/plastic plates, spoons, glass	30	Sets	1 set per child + 5 in stock
Kitchen & Lunch materials	1	Set	
Miscellaneous	1	Package	
Daycare Staff Furnitures	1	Package	
File cabinet	1	Equipment	CBCC Construction guidelines v3
Fire extinguishers	2	Fire-Extinguishers	CBCC Construction guidelines v3
First Aid Box and Kit	1	Package	CBCC Construction guidelines v3
Miscellaneous	1	Package	
Linens & Cleaning Furnitures	1	Package	
Safe storage for hygiene and changing materials	1	Shelves	CBCC Construction guidelines v3
Towels and Soap Starting Supply	30	Towels	1 per child + 5 in stock
Tunics for emergencies	5	Tunics	CBCC Construction guidelines v3
Bed sheets for baby beds	10	Bed sheets	2 per baby bed
Cleaning equipment and products (starting supply)	1	Package	