

Environmental and Social Management Plan (ESMP)
Early Childhood Development Project to Build Tajikistan’s Human Capital”

CONSTRUCTION OF KINDERGARTEN FOR 150 SEATS

Khatlon region, Mir Said Alii Hamadoni district,
urban-type settlement “Moscowskiy”

«APPROVED BY»
Coordinator of “Early Childhood Development
Project to Build Tajikistan’s Human Capital”
under Ministry of Finance of the RT
_____ **D. Gulov**
« » September 2022

CONTENTS

Abbreviation	3
Introduction.....	4
1. Summary of the Project and preventive measures on environmental and social risks	6
2. Objectives of ESMP	6
3. Description of design works	7
4. Legal and organizational structure.....	10
5. Natural and climatic characteristics of the district.....	13
6. Environmental and social impacts and potential risks.....	14
7. Recommended Preventive Actions and Mitigation Measures for Potential Environmental and Social Impacts of the Project.....	20
8. Environmental and social monitoring and reporting.....	33
9. Roles and responsibilities for implementation of the ESMP.....	39
10. Grievance Redress Mechanism and suggestion.....	41
11. Opening access to the ESMP, its consultations.....	42
12. Stakeholder Engagement	42
Annexes (1-7).....	43-54

Abbreviation

ESMP Environmental and social management plan

MOFRT Ministry of Finance of the Republic of Tajikistan

SCoLTR State Committee on Land Tenure Regulations

SEE State ecological expertise

CfEP Committee for Environmental Protection

EIA Environmental Impact Assessment

EAP Environmental Action Plan

PIG MF RT – Project Implementation Group under Ministry of Finance of the Republic of Tajikistan

WB World Bank

Introduction

This document presents necessary information regarding the environmental and social (E&S) baseline, adverse E&S impacts and risks, effective measures for risk mitigations and institutional arrangements for E&S risk management. The ESMP includes appropriate mitigation measures to be applied during the construction and operation stages. It also presents measures on project closure of subprojects under the "Early Childhood Development Project to Build Tajikistan's Human Capital".

The purpose of this report is to identify environmental and social risks and impacts associated with the subproject and to propose appropriate measures to manage negative impacts throughout the life of the subproject. The document describes the World Bank Environmental and Social Standards (ESS) and the national legislation of the Republic of Tajikistan, defines institutional arrangements and capacity for project implementation, identifies stakeholders and methods of interaction, describes grievance and feedback mechanisms, covers requirements for monitoring and reporting on environmental and social performance of the subproject.

The ESMP identifies the potential environmental and social impacts of the works, as well as appropriate preventive mitigation measures, including an appropriate monitoring system to prevent, eliminate or minimize any expected adverse environmental and social impacts. In addition, safety measures have been developed for hand and mechanized work.

Objectives of the ECDP Project. The Project Development Objectives (PDO) is to increase the use of the basic package (BP) of health and pre-school education services for children 0-6 years of age. The project supports policy development at the national level, implementation of the BP at the national level, and piloting of the improved BP in the target districts. The project will also benefit a number of intermediate beneficiaries, including parents and caregivers, nurses and medical practitioners, newly hired and existing preschool teachers in preschools, communities, district and sub-district level officials. The Ministry of Finance of the Republic of Tajikistan is the implementing agency of the project and, as such, is responsible for the overall implementation of the Project, coordinating, monitoring results and liaising with the Bank for the implementation of all activities related to the project. The Ministry of Finance of the Republic of Tajikistan is supported in the implementation of the technical (industry) side by the Ministry of Education and Science of the Republic of Tajikistan and the Ministry of Health and Social Protection of the Republic of Tajikistan.

The Ministry of Finance of the Republic of Tajikistan has established a Project Implementation Group (PIG) to support the Ministry of Finance of the Republic of Tajikistan in the management and implementation of the project. The PIG is composed of managerial, technical, fiduciary and administrative staff and includes, among others, a chief engineer, environmental and social development/gender specialists.

As noted above, the objective of the Project is to expand the use of the Basic Package of Health Services and Pre-School Education for children 0-6 years of age. The main concept of the package is aimed at:

- The growth and development of each child is systematically monitored throughout the country; as well as
- Children in target districts benefit from quality services which improve the Early Childhood Development (ECD) at a basic level.

The project includes activities at the national and local levels and includes four components:

- Component 1 - Capacity building for the delivery of the Basic package;
- Component 2 - Country-wide implementation of the Basic Package;
- Component 3 - Improving access to the Basic Package in target areas;
- Component 4 - Project management and coordination.

The project is being developed within the framework of the World Bank's new Environmental and Social Framework (ESF), which came into effect on October 1, 2018, replacing the Bank's

Environmental and Social Safeguards Policy. According to the results of the assessment, the indicators of environmental and social risks are significant and cover the environmental and social standards of the World Bank: ESS 1, ESS 2, ESS 3, ESS 4, ESS5 and ESS 10.

Subproject Description

The project will support the design and construction of 3 preschool facilities prototype in the following selected districts: Gissar, Kushoniyon and Hamadoni. The preschool facilities in Tajikistan provide services for children 1,5-6 years of age, and the design of facilities should take into account the latest approach to preschool education, such as "open space" and "environment as a third teacher", as well as the development and existing building codes and rules in Tajikistan. The project will include the following aspects: efficient use of space (approximately for 150-200 children), use of energy efficient structures (lighting, heating, window and insulation materials, appropriate fixtures); creating accessible and inclusive spaces for children with special needs; and the quality and safety of climate and physical resilient infrastructure. In connection with the above, additions will be made to the building codes and rules to adapt the designs to the conditions of Tajikistan.

Brief description of the object

Location and purpose of the building	Address: KG for 150 seats in settlement «Moskovskiy», Hamadoni district, Khatlon region
Year built	
Building configuration in plan	
Technical and economic indicators	
Number of floors and their height	
Spatial rigidity of the building	
Foundation	
External and internal main walls	
Partitions	
Window assembly	
Door assembly	
Floor	
Roof	
Roofing	
Porch	

1. Summary of environmental and social risks and impacts with environmental and social risks management

The assessment of environmental and social risks of the project is based on the scope of the subproject, covering the Hamadoni district. The main environmental risks associated with the construction of the KG facility are generation of noise, from machinery and piling works, generation of dust, removal of surface soil, erosion, risk to surface water quality, solid waste production and generation of debris

from the site, and risk related to handling asbestos material. The civil works can also lead to a number of social risks associated with the rehabilitation activities. The risk related to OHS (Occupational Health and Safety) are also foreseeable. Construction works can also lead to a number of social risks associated with rehabilitation works. Occupational health and safety risk can also be foreseen. Other risks associated with the construction of the KG in Hamadoni district shall be related to exposure COVID-19 which is significant due to potential labor-intensive works and the uncontrolled situation and its mutated strains. The project will regularly integrate the latest guidance and best practices to fight against COVID-19.

The key potential social risks and impacts are labor and working conditions risks (such as inadequate facilities for workers at labor camp/worksites, weak grievance mechanism for workers to raise workplace issues), child and forced labor issues, incident (e.g., injuries/fatality). The subproject activities can also cause Sexual Exploitation and Abuse, Sexual Harassment (SEA/SH) risk. The labor influx risks are expected to be low risk, as the sub-project activities are not expected to involve a large workforce from outside the project's area of influence. The Project activities will cause no land acquisition impacts.

The ESMP include measures for labor influx risk mitigation and adequate measure for prevention of SEA/SH risk- (see Annex 6 contractor's code of conduct). For labor and working conditions risks mitigation, the ESMP and contract documents include labor management obligation with effective non-compliance remedies which will be applied where there is a breach. Additionally, the bidding document will also include requirements for E&S guarantee which can be applied against contractor. This ESMP is prepared to outline the types of control measures that must be implemented to reduce environmental and social risks during the Construction of the subproject.

The Project has a three-tiers grievance mechanism (GM) structure with Grievance Redress Committees (GRCs) at each level. The GRCs at the various level are responsible to address grievances against sub-project. The contractor with support from MoES and MOH-PIG will be responsible to establish a separate GRC for workers, employees, sub-contractors, and suppliers.

2. OBJECTIVES of ESMP

The objective of the ESMP is to ensure that all steps are taken to address the potential impacts and risks of the sub- project. The ESMP:

- Draws together the measures proposed to mitigate negative, and to maximize positive environmental and social impacts
- Define a proposed institutional structure to govern the implementation of the ESMP
- Defines the specific actions required, roles and responsibilities for these actions, timetables for implementation, and associated costs; and
- Describes capacity building and training requirements for the implementation of the ESMP

This Environmental and Social Management Plan (ESMP) is an implementation guiding tool for the environmental and social impacts management. It will guide the E&S compliance of the proposed KG in Hamadoni district. The ESMP is considered a mandatory document that must be observed during the construction implementation of this facility. The ESMP consists of a set of mitigation, monitoring and institutional responsibility measures that will be taken during implementation and operation to eliminate negative environmental and social impacts, their compensation, or reduce them to an acceptable level. The ESMP describes measures to mitigate specific impacts on health and safety issues for workers and disposal of construction waste.

The specific objectives of ESMP are: (i) to establish clear procedures and methodologies for the environmental and social screening, planning, review, approval and implementation of the project's components; (ii) to specify appropriate roles and responsibilities, and outline the necessary reporting procedures, for managing and monitoring environmental and social concerns related to the project; (iii) to determine the training, capacity building and to successfully implement the provisions of the ESMP; (iv); and, (v) to provide practical information reporting for compliances of the ESMP.

"Early Child Development Project to Build Tajikistan's human capital" under the Ministry of Finance of the Republic of Tajikistan (PIG of the MOF of RoT), the design company and contractor, are responsible for monitoring the compliance of all funded activities with environmental and social protection policies, as well as with the requirements of the national legislation of the Republic of Tajikistan Monitoring of work on safety measures will be carried out in accordance with the ESMP described in the document "Environmental and social management framework".

Environmental and social monitoring is expecting the regular inspection of the site for all physical activities and tracking the implementation of the ESMP.

The contractor is required to comply with the ESMP. The contractor shall have dedicated staff responsible for the implementation of the ESMP during the construction phase. A specialist of design company will monitor the implementation of mitigation measures and adherence to good practice prescribed by this document in the field, and in case of detection of deficiencies, will notify the contractors of the identified problems and require corrective actions to be taken. The ESMP will be included in the tender documents for the execution of the works, and thus contractors will be required to comply with the requirements of the ESMP.

3. DESCRIPTION OF DESIGN WORKS

The designed building consists of 2 floors, has a rectangular shape with protruding elements, with the main dimensions along the axes 36m x 22,3m. The height of the floors, from floor to floor is 3,6 m.

The foundations - monolithic reinforced concrete.

Walls - baked bricks.

Partitions - brick, 120 mm thick.

Covering - monolithic, reinforced concrete with a thickness - 160 mm.

Roof - soft (flat, with an organized drain).

Floors - plank in all working rooms. The floors in the bathrooms and in the kitchen - ceramic tiles.

4. LEGAL AND ORGANIZATIONAL STRUCTURE

Legislation of the Republic of Tajikistan on social and environmental protection.

Constitution of the Republic of Tajikistan:

1) proclaims freedom of economic and entrepreneurial activity and legal protection of all types of activity, including private (Article 12);

2) guarantees the exclusive state ownership of land, subsoil, water, air space, flora and fauna, and other natural resources and their efficient use in the interests of all people (Article 13);

3) ensures the protection of the health of all citizens and the adoption of measures to improve the environment (Article 38);

4) makes every citizen and legal entity responsible for the protection of the environment, historical and cultural monuments (Article 44).

Law on freedom, information. State bodies, public associations and officials are obliged to provide each person with the opportunity to receive and familiarize themselves with documents that affect his or his rights and interests, except as otherwise provided by law. (Article 25).;

The Law of the Republic of Tajikistan on Appeals of Individuals and Legal Entities (2016) contains legal provisions on established information channels through which citizens can submit complaints and requests. Article 14 of the Law establishes the terms for consideration of complaints: 15 days from the date of receipt, which do not require additional study and survey and 30 days for applications that require additional study. These legal provisions will be taken into account within the project grievance mechanism.

The Labor Code prohibits forced labor (Article 8). The Labor Code also identifies the minimum age at which a child may be employed, as well as the conditions under which he may work (Articles 113, 67 and 174). The minimum age for admission to employment is 15 years, however, in some cases of vocational training, light work may be allowed for 14-year-olds (Article 174 of the Labor Code).

The Law on Environmental Protection is the main law regulating the protection of the environment. The Parliament adopted the Law on June 22, 2011 (No. 485), replacing the Law on Nature Protection of the Republic of Tajikistan (No. 905 of December 27, 1993), which was in force until that time, as amended (No. 30, 10/2002; No. 75 2/12/ 2002; No. 58 15/4/2004):

1) defines the main goals, principles and instruments of environmental protection in Tajikistan and gives priority to environmental values in the process of sustainable development of Tajikistan;

2) proclaims the right to a healthy environment and provides tools for the realization of this right. They also include the right to information about the environment (Article 12) and the right of the public to participate in decision-making on environmental matters (Article 13).

Detailed steps to implement the provisions of the law are set out in the following legislative acts.

This facility belongs to the environmental category "B" and all social and environmental protection measures will be observed within the framework of this developed ESMP. The Law on Environmental Monitoring defines the organizational, economic and social framework for environmental monitoring in the country. Defines goals, objectives, responsible parties and principles of environmental monitoring in Tajikistan. Implements a unified environmental monitoring system in the country and a framework for the use of information resources. Identifies responsible authorities and framework for public participation.

The Air Protection Act was adopted by Parliament in December 2012 and replaced the old version of the Act of 1 February 1996. This law:

1) provides a legislative basis for the protection of atmospheric air in Tajikistan;

2) determines the goals, objectives and basic principles of atmospheric air protection;

3) determines the objects and subjects of atmospheric air protection and the general principles for classifying sources of air pollution and pollutants;

4) determines the responsibility for the regulation and management of atmospheric air protection at various levels of government, etc.

The law establishes that all individuals and legal entities are obliged to take the necessary measures to prevent negative impacts, noise, vibration, electromagnetic radiation and other sources of potential environmental impact. An emission permit is not required for this project.

The Law on Industrial and Domestic Waste Management was adopted by the Parliament of the Republic of Tajikistan No. 44, No. 109 dated June 28, 2005, 2011 No. 736.

The law identifies responsibility for the proper management of construction waste and requires careful control of production and storage or disposal activities. During designing, construction and operating enterprises, structures or other facilities, individuals and legal entities are responsible for compliance with established norms and rules.

The Land Code of the Republic of Tajikistan is the most systematized set of rules governing the complex of legal relations that arise in the process of exercising the right to use land. Issues of suspension of land use rights in the event of their acquisition and compensation for losses to land users and losses associated with the withdrawal of land from circulation are considered in two chapters and nine articles of the Land Code. These articles contain the main provisions on the acquisition of land for public and state needs. The Code allows the government to withdraw land from land users for the needs of projects implemented in the interests of the government and on a national scale, and also describes the methods, system and procedure for protecting the rights and interests of persons whose land is subject to withdrawal for the purposes of the project, and provides for a set of compensatory measures to cover the losses of land users. The regulation on the procedure for compensation for losses of land users and losses of agricultural production, approved by the Decree of the Government of the Republic of Tajikistan No. 641 dated December 30, 2011, identifies a specific and detailed procedure for compensation for losses of land users.

The list of legal documents regulating social and environmental aspects is given in Table No. 3:

Legal documents

Constitution of the Republic of Tajikistan adopted on November 6, 1994, amended by referendum on September 26, 1999, June 22, 2003 and May 22, 2016
Civil Code of the Republic of Tajikistan Part I: Adopted June 1999 Last amended 2006
Rules for the use of public water supply and sewerage systems in the Republic of Tajikistan, April 30, 2011, No. 234
Convention on the Elimination of All Forms of Discrimination against Women
Convention on minimum age for employment (1993)
Worst Forms of Child Labor Convention (2005)
Convention on the Abolition of Forced Labor (1999)
Occupational Safety and Health Convention (2009)
Convention on Conservation of Biological Diversity, 1997
United Nations Framework Convention on Climate Change, 1998
Ramsar Convention (joined in 2000)
Convention on the Conservation of Migratory Species of Wild Animals (joined in 2001)
Stockholm Convention on Persistent Organic Pollutants (ratified 2007)
Aarhus Convention (joined in 2001)

The International agreements have priority over the national legislation. Thus, the aforementioned Conventions also form the legislative basis for the relevant aspects of environmental protection in the country.

5. BRIEF NATURAL-CLIMATE AND SOCIO-DEMOGRAPHIC CHARACTERISTICS OF HAMADONI DISTRICT



Picture 1. Regional map of Tajikistan with location of Hamadoni district of Khatlon region

The Mir Said Alii Hamadoni district is an administrative district in the Khatlon region of the Republic of Tajikistan. The district center is the settlement Moscovskiy.

Area: 509 km². The Hamadoni district is located to the south of the Kulob city and stretches along the part of the Pyanj River on the border with Afghanistan.

Population: 148,800 (2020). The Hamadoni district is considered one of the youngest districts of the Khatlon region. The district is located on the banks of the Pyanj River, which borders on the Islamic Republic of Afghanistan from the south (170 km), from the southwest with the Farkhor district (9 km), from the northwest with the Vose district (42 km) and from the east with the Shuraabad district (150 km).

The Mir Said Alii Hamadoni district includes 8 jamoats, including 1 settlement Moscow and 7 rural jamoats: Kakhramon, Mekhnatobod, Dashtigulo, Kalinin, Turdiev, Panjob and Chubek.

The population of the district as of January 1, 2015 is 134.7 thousand people, of which 65.8 thousand are men and 68.9 thousand are women. The population density per 1 km² is 261 people. The district includes 8 jamoats. Jamoats, number of households, number of populations, village: Moscow - 3254 22123, Kakhramon - 2163 18294, Mehnatobod - 2519 21816, Dashtigulo - 2142 18887, Panjrud - 1919 13368, Turdiev - 1227 10435, Panjob - 1274 10418, Chubek - 2537 19179. Total: 17035 134700. The population of the region mainly consists from Tajiks – 116,5 thousand people (86,5%), Uzbeks - 17.5 thousand people (13%), Russians - 0.01% and other nationalities - 0.04%. The annual population growth - 2.47%.

Along with other sectors of the district's economy, the development of industry occupies a prominent place. In 2014, the industrial enterprises of the district produced products worth 56.2 million somoni, which is more by 1.4 million somoni or 2.5% compared to 2013. Currently, 20 industrial enterprises operate in the district, which is more than (1 enterprise) compared to 2013. However, in previous years, 3 industrial enterprises stopped their activities ("Oriyon Ltd" on the production of vegetable oil, Tochiri Acham LLC for the production of flour (the enterprise stopped its activities in Hamadoni district and resumed in another area) and juice production enterprise. This led to a reduction in tax revenues in the revenue part of the local budget. The production of industrial enterprises of the district is focused on the processing of local raw materials, including the production of inert building materials (sand, crushed

stone, gravel), cotton fiber, raw brick, cotton seeds, vegetable oil, non-alcoholic drinks and salt. 577 people work at the industrial enterprises of the district, 71 of them are women.

The level of education of the district's population: higher education - 1252 people (including 372 women), secondary vocational education - 321 people (including 177 women) and general secondary education - 39470 people (including 17651 women).

Climatic conditions of project area in Hamadoni district

The station of Kulob was opened on May 15, 1930 (observation materials are available from the time of opening up to 1993). The station is located in the south Tajik lowlands, in the valley of Yakhsu River. Station height - 600 m.

The climate of the region is dry, with very warm summers and mild winters.

The average annual air temperature is 16.5 0C.

The average temperature of the coldest month (January) - 2.30C. The average minimum air temperature -1.600C, but with the intrusion of large cold air masses it can drop to 15-200C. The absolute minimum - 23 0C of frost. At the same time, during the day, the air in the winter months in some days can get warm - up to 15 0C.

The average temperature of the warmest month (July) - 30.1 0C. In the hottest months, during the daytime, it is warm - up to 400C, and the absolute maximum is 460C. At the same time, if the average minimum temperature in the summer months is 15-22 0C, then in the coldest years in some days at night it can drop to 90C (June).

In 40% of winters, it is possible that the soil freezing get - 1-10 cm.

The annual precipitation - 563 mm. Kulob is characterized by an annual course of precipitation with a maximum in March-April and their almost whole absence in July-September. Their main amount - 49% of the annual amount falls on the spring period, in winter months -39%, 11% - in autumn and 1% - in summer. In the most humid years, the amount of precipitation is 700-800 mm, and in dry years - 300-350 mm. The average annual humidity is 53%, and the average monthly ranges from 28 to 55%.

Snow cover is unstable and averages 24 days during the winter period. The average decade depth of snow is 1-4 cm, the highest is 36 cm.

Winds of east and southwest directions prevail in the region (24 and 19% of the total number of cases). The average monthly wind speed ranges from 1.2 to 1.8 m/s. It is observed up to 13 days with strong wind (15 m/s and more). The maximum wind speed is 15-20 m/s, and gusts reach 25-34 m/s.

Up to 5 days in a year there are icy – up phenomena.

The site location. According to the plan, the construction of the facility will be within the boundaries of the territory of secondary school No. 1 in the district center of the Moskovskiy urban-type settlement, Khatlon region.

The photos of various fragments of the Land plot for the construction of a Kindergarten for 150 seats in the urban-type settlement Moskovskiy of Hamadoni district, Khatlon region of the Republic of Tajikistan provided below.



Photo 1. The photos of various fragments of the Land plot for the construction of a Kindergarten for 150 seats in the urban-type settlement Moskovskiy of Hamadoni district

The construction area - zone of insufficiently humid climate with very warm summers and mild winters - the fifth (V) road-climatic zone I and type according to moisture conditions.

6. ENVIRONMENTAL AND SOCIAL IMPACTS AND RISKS

6.1. Environmental and social impacts and risks

Mainly during the rehabilitation works there will be used vehicles to provide the necessary building materials in the form of paint, wood, metal tiles and other types of building materials. The project will create a number of environmental impacts and risks.

Waste generation will occur at the stage of construction and repair works at the KG and other types of project activities. Waste Generation - It is expected that during the implementation of works under the project there will be generated two types of waste: non-hazardous and hazardous. Non-hazardous waste will be generated from construction waste during construction/renovation works. Storage of such waste in areas located near populated areas, and untimely or improper disposal can affect air quality, dust generation. In addition, used welding electrodes, packaging materials and wood will also be generated. Construction waste, as well as other waste (paint, paper, glass, plastic, etc.) should be sorted into separate containers. Waste disposal sites at the construction site should be selected carefully, and waste sorting and recycling rules should be provided in environmental management plans.

Air pollution, air quality impacts will be short term mainly in certain locations as the proposed construction and renovation works under the project are only temporary. This site is mostly located in an area where they can have the least impact on human and environmental receptors. The conditions at this site should be such that the dust will not spread for long distances and that it settles quickly, thereby affecting only localized areas. In addition, dust generation mainly will occur during the construction/rehabilitation works associated with earthworks, traffic, building renovations, etc. In particular, the risk of dust pollution will increase in windy weather. The magnitude of the impact will increase when construction / rehabilitation works are carried out in the immediate vicinity of settlements. Significant impacts will only occur if stationary point sources such as stockpiles of materials, crushing and concrete mixing plants will be located near the sensitive areas as well as during the transportation during of large volumes of construction materials or continuously operation of equipment in close proximity to sensitive areas. Also, during the repair works, trucks and machinery can disturb the topsoil, which can contribute to dust problems for workers and residents of the nearest communities. Particular care must be taken when coming into contact with toxic asbestos dust, which may occur when dismantling thermal insulation or roofs containing asbestos gaskets. Personnel must wear protective masks. Adverse impacts can be prevented by applying best construction practices and

appropriate mitigation measures. Dust suppression during pneumatic drilling/wall demolition is necessary by continuous watering and/or installation of dust collecting circuits.

Noise pollution can occur mainly during the operation of equipment and the movement of trucks. There is not expected the noise level will exceed the set limits during the project activities. The Noise can be mitigated by using of recommended measures. Given the nature of the project, vibration is not expected to affect human health or structural integrity as there will be no activity that generates significant vibration.

There are applied the Sanitary Rules and Norms No. 2.2.4.016-14, 2017 to ensure acceptable noise levels in residential areas in Tajikistan. In accordance with the World Bank Group's Environment, Health and Safety Guidelines, sensitive receptors such as residential, institutional and educational areas should have a noise level of 55 dB(A) from 7 a.m. to 10 p.m. and no more than 45 dB(A) from 10 p.m. to 7 a.m. The using of construction machinery and vehicles should be limited to a reasonable time when they have the least adverse impact. The speed of construction vehicles near and inside villages will be limited to <20 km/h (Appendix 1).

Pollution of surface waters. Earthworks, oil storage, storage of hazardous materials will become sources of pollution of river water if the watercourse is nearby. Oil spills, hazardous materials, garbage and household waste can lead to chemical contamination. All fuel and chemical storage facilities (if any) should be located on impervious foundations inside the embankment and protected by a fence. The storage area should be located away from any watercourse or wetlands. The base and walls of the bund must be impermeable and have sufficient capacity to hold 110% of the tank volume. Do not dump lubricating oil or other potentially hazardous liquids onto the ground or into bodies of water.

In the event of an accidental spill, immediate cleanup will take place. All cleaning materials must be stored in a secure location on site where hazardous waste can be disposed of. The surface water treatment plan must be carefully planned during the feasibility study to meet the waste water quality standard. The settling pool, neutralization tank and reserve tank must be prepared for flooding.

Soil pollution. Leakage of fuel, lubricants, waste and cesspools can cause soil contamination. A source of soil contamination should not be located near a natural source. Surface runoff from the construction site must be removed. All ground tanks with fuels and lubricants will be equipped above the ground, and the integrity of their walls will be constantly monitored. Rules for the registration, handling and storage of hazardous materials, a soil pollution prevention plan and a fire safety plan should be prepared in environmental management plans.

Asbestos dust pollution - Asbestos dust which generated during the removing of rehabilitated/renovated buildings' old roofs can cause serious health hazards for people who are living near the construction sites. In such cases, the contractor shall develop a specific Asbestos Management Plan prior to construction works. The Asbestos-Containing Materials Management Plan (ACMP) describes and assesses the risk that contractors (and others) will encounter asbestos-containing material (ACM) at Project construction sites during the project implementation phase and the Contractor provides a procedure for the quick and safe handling of any ACM that can be found in accordance with the Law of the Republic of Tajikistan "On production and household waste" dated May 10, 2002 No. 44.

However, the procedure provides a clear description of the processing of the ACM, so the ACMP follows the World Bank Guidelines. The core principles of the ACMP are (i) prompt and effective actions to contain and properly handle ACM (including safe management and disposal); and (ii) maintaining the safety of worker and the general public at all times.

6.2. Ensuring the health and safety of workers and the community

For Workers - The main health and safety risk is related to construction-rehabilitation works and COVID-19. Failure to comply with health and safety requirements can create a risk for builders. Contractors must comply with Health and Safety regulations, including strict adherence to established health and safety regulations and procedures, which depend on the type of work performed, the use of PPE, training activities and monitoring. In addition, all workers should be familiar with the handling of hazardous materials (such as asbestos materials, etc.). Contractors must provide workers with adequate living conditions: safe water supply, laundry facilities, rest rooms, and etc.

The main negative health and safety impacts are related to (i) construction risks (noise, risk of injury), (ii) transmission of infectious diseases; (iii) contamination of local water supplies; and (iv) road safety issues. The Contractor will comply with the requirements of the laws of the Republic of Tajikistan on health and safety or / and the contract must include specifications and conditions based on international standards. The Contractor shall be liable for any safety risk to the public and will be required to compensate for any damage caused as a result of his negligence towards the health and safety of any member of the public. The Contractor shall ensure and be responsible for the proper training of all employees in the safe use of equipment and machinery.

A health and safety action plan will be prepared by the Contractor to ensure the safety of workers (Appendix 2).

Construction site health risks are significant due to the uncontrolled situation of COVID-19 and its mutated strains. Each hired contractor will develop an “Action Plan for the Prevention of the Spread of COVID-19 at Construction Sites” and takes prompt action if it occurs. The PIG MOF RT will assist contractors in the development of an Action Plan at construction sites and the development of urgent measures when it occurs. The Contractor will appoint a person responsible for COVID-19 issues at the level of foreman/deputy, in case of illness, an internal order will be issued “On the approval of the Management Team in the event of an accident at construction sites, on compliance with the requirements and precautions, and the development of necessary measures in case of an accident”.

The Contractor organizes the prompt procurement of preventive equipment: non-contact temperature meters, personal respiratory protection equipment, soap, disposable paper towels, gloves, hand sanitizers, disinfectants for surfaces and premises in a number sufficient to provide all employed workers and carry out these activities.

The action plan, in addition to the procurement and provision of workers with personal protective equipment (PPE) and other preventive means, should include the following activities:

- a) arrangements for organizing the delivery of workers;
- b) arrangements for organizing access to the construction site and organizing the workflow;
- c) measures to control the health of workers;
- d) measures to ensure the personal hygiene of workers;
- e) disinfection of premises, transport and construction equipment; and
- f) arrangements for catering for employees (Appendix 5).

6.3. Assessment of key social impacts and risks

The project activities "Construction of Kindergarten in Hamadoni district" could cause potential adverse social impacts and risks. The main social risks assessed are related to labor, and working conditions (such as inadequate accommodation for workers, lack of access to potable water, sanitation facilities, lack of functional GM for workers to raise workplace concerns, sexual exploitation, abuse,

and sexual harassment (SEA/SH), and child and forced labor issues. The Project can also cause health and personal injuries and fatalities risks at the worksite. The labor influx risks are expected to be low risk, as the sub-project activities are not expected to involve a large workforce from outside the project's area of influence.

Risk of labor and working conditions.

Labor risks for workers include: violations of labor safety standards, leading to work-related injuries; workers' health. As well as the lack of a functional place of housing and recreation, access to clean water for food, personal hygiene and sanitary facilities, and a rest room. It is important to prevent work without personal self-protection equipment: helmets, safety belts, gloves and overalls for personnel. Not being able to communicate concerns, risks and inconveniences in the workplace.

The ESMP includes requirements for accommodation for workers, and workers' access to potable water and sanitation facilities. There will also be requirements and contractual obligations included regarding social insecurity in employment and adequate measures relating to the remuneration of temporary workers and women. The risks associated with employment issues and remuneration are expected to be insignificant since subprojects will be implemented mainly by local contractors and most of the contracted workers will be residents. Under the World Bank's Procurement Rules, all contractors will be required to enter into written contracts with their employees which meet the SES-2 requirements. There will be Grievance Mechanism (GM) for project workers in line with ESS2. The worker's GM will be established prior to the start of construction works.

Risks of SEA/SH. The civil work activities can cause a risk of SEA/SH, as the contractors are likely to engage local women workers for temporary employment, such as site cleaning, food service workers, who will form about 5-10 percent of the workers.

The ESMP include measures for SEA/SH risk mitigation. Additionally, the project will adhere to the measures proposed in the stakeholder engagement plan (SEP). The mitigation measures include: i) sensitization of project workers and the PIG MOF RT staff and beneficiaries; ii) instituting GR committee and focal points to handle project grievances; iii) sensitize communities on the SEA/SH and the referral pathways, iv) all project personnel will be trained against SEA awareness programs as well as the beneficiary community; and v) the CoC will contain provisions SEA/SH which shall be followed. The bidding documents will also include requirements for a contractor's code of conduct (CoC) to address SEA/SH. The contractor will be obliged by the contract not to use any violence, and the Code of Conduct (CC) must clearly stipulate that the contractor and his staff must respect and observe local customs and traditions, respect local women, women involved in the construction activities of the project and their privacy.

The PIG MOF RT will monitor and report any identified facts or absence of violations.

Risk associated with child and forced labor. The risks associated with child and forced labor will be moderate, given the implementing agency gained good experience and expertise in implementation of the E&S instruments. The PIG MOF RT will ensure effective control over the prevention of the use of forced and child labor. The relevant provisions from the LMP, including the application of age verification procedures have been included in the site-specific ESMP for civil works. The ESMP also includes requirements for the application of age verification procedures by contractors for all its prospective employees. This will be done by using the legally recognized documents such as National Identification Card, and Birth Certificate. The contractor's Code of conduct also contain provisions on no use of child and forced labor in the project activities. The PIG MOF RT will develop public outreach materials which will be disseminated in the project areas to sensitize the prohibition of child and forced labor. The PIG MOF RT will establish a rigorous monitoring to ensure the application of the site-

specific and fulfillment of child and forced labor requirements. The quarterly progress report (QPR) by the PIG MOF RT will include details about child and forced labor implementation compliance.

Risk associated with social and environmental incidents. The project activities can cause incidents such as injuries and fatality cases or social cases, such as SEA/SH cases. The E&S incidents will be notify the MoF and Bank promptly after learning of an incident or accident using such reporting formats as the Bank may require.

A detailed report of the incident or accident shall be provided within thirty (30) days of making the initial report of the incident or accident. Report allegations of SEA/SH shall be reported to the Bank within 48 hours of having opened an investigation into a SEA case. Report cases of SH to the Bank, when there is evidence of direct impact to the project, within 48 hours of having opened.

The following are some additional measures and examples of E&S incidents.

Mitigation Measures in relation to incidents and accidents

The contractor will be responsible to take measures to improve the safety at the site and at other Project sites throughout the Project area. The contractor will identify effective preventive measures to be implemented to reduce OHS risks.

This ESMP requires that workers should be trained to recognize potential hazards and use safe work practices. There shall be accidents and grievance log books in place in all construction sites. Any severe injury (requiring off-site medical care) or fatality incident shall be reported to the Bank within 48 hours with basic information and a detailed incident report including the following will be submitted as soon as possible, ideally within 10 working days:

- a) root cause analysis and
- b) corrective action plan on:
 - immediate mitigation measures in case of continuing danger (e.g. fencing, signboard, guards)
 - compensation to the affected family based on a clear rationale
 - risk assessment and correct application of ESHS management procedures, and
 - Medium- and long-term mitigation measures including enhancement of safety measures, audits, and additional training.
- c) Progress monitoring and reporting

The following are some examples of the Social and Environmental Incidents

Indicative	Serious	Severe
<ul style="list-style-type: none"> • Relatively minor and small-scale localized incident that negatively impacts a small geographical areas or small number of people • Does not result in significant or irreparable harm • Failure to implement agreed E&S measures with limited immediate impacts 	<ul style="list-style-type: none"> • An incident that caused or may potentially cause significant harm to the environment, workers, communities, or natural or cultural resources • Failure to implement E&S measures with significant impacts or repeated non-compliance with E&S policies incidents • Failure to remedy Indicative non-compliance that may 	<ul style="list-style-type: none"> • Any fatality • Incidents that caused or may cause great harm to the environment, workers, communities, or natural or cultural resources • Failure to remedy serious non-compliance that may potentially cause significant impacts that cannot be reversed • Failure to remedy Serious non-compliance that may potentially cause severe

	<p>potentially cause significant impacts</p> <ul style="list-style-type: none"> • Is complex and/or costly to reverse • May result in some level of lasting damage or injury • Requires an urgent response <p>Could pose a significant reputational risk for the Bank.</p>	<p>impacts is complex and/or costly to reverse</p> <ul style="list-style-type: none"> • May result in high levels of lasting damage or injury • Requires an urgent and immediate response • Poses a significant reputational risk to the Bank.
<ul style="list-style-type: none"> • Small-scale crop damage or livestock deaths • Grievances due to project use of public roads • Vehicle damage to public or private roads caused by Works Contractors • Nuisance-level contact between employees and community • Minor instances of inappropriate behavior of security forces or other Contractor personnel <p>Overloading of local commercial services from use by project personnel</p>	<ul style="list-style-type: none"> • Widespread crop damage or livestock deaths • Cases of mistreatment of communities potentially, including vulnerable groups, by project workers or security forces, including incidents such as sexual harassment • Significant impacts to protected physical cultural resources • Works have commenced without compensation and resettlement being completed. GRM not functioning 	<ul style="list-style-type: none"> • Forced evictions or resettlement of communities without due process or compensation • Abuses of community members (including vulnerable groups e.g., women, children, youth, elderly, disabled/sick, LGBT) by site security forces or other project workers, including but not limited to GBV • Significant damage to nationally protected areas or to UNESCO World Heritage sites <p>Human trafficking and child labor</p>

7. RECOMMENDED PREVENTIVE ACTIONS AND MITIGATION MEASURES OF POTENTIAL PROJECT IMPACTS

The ESMP involves the application of a combination of preventive actions to minimize the potential impacts associated with the restoration of the building and other facilities. Firstly, all contracts will be subject to standard environmental and labor protection agreements required by the legislation of the Republic of Tajikistan and World Bank procedures. This agreement is based on the conditions indicated in the table below with the proposed mitigation measures. Secondly, all contractors are required to comply with the environmental requirements stipulated in the ESMP. Thirdly, a condition for all contracts should be the dissemination of information about the ESMP and training of the PIG MoF RT and contractors.

All recommended actions and measures to reduce the impact on the environment and social environment during the performance of construction works and during their operation are summarized and given in Table No. 6.

**Table #6: Action plan to mitigate negative potential impacts of construction and rehabilitation of the facility
Construction of Kindergarten in Hamadoni district**

Environmental and social elements	Impacts	Suggested Mitigation Measures	Institutional responsibility for implementation measures	Monitoring
The total duration of the project is 1 year				
Pre-construction period and Construction period				
<i>Physical environment</i>				
Soil	Soil pollution with products from oil leaks, oil from the use of construction equipment	<ul style="list-style-type: none"> -Use only a separate area. -Applying basic good building codes and standards applied during construction. -Daily checks of equipment for oil leaks; -Prohibition of washing vehicles at the construction site. - Prohibition on clogging of trenches and the territory of the construction site with household and construction waste. - Refueling of construction machinery/equipment only at specialized sites. 	Criteria/specifications to be included in the tender and contract documentation. Not considered as a separate item of expenditure.	The contractor is responsible for the implementation of measures to reduce the impact on the environment. Monitoring and supervision of the activities will be carried out by the Consultant from the design organization
	Construction Waste	<ul style="list-style-type: none"> - Sorting of all types of waste, reuse and recycling, if possible, - Disposal of waste that cannot be reused or recycled; removal and disposal of waste to separate dumps and in cooperation with a local waste disposal company; prohibition on open burning of garbage. - Mineral waste from construction and demolition activities should be separated from general and organic waste, liquid and chemical waste should be sorted and stored in special containers. - All waste collection and disposal documents must be properly maintained as evidence of proper waste disposal on site. (Appendix 4). - Generated construction and household waste will be disposed of in places specially designated by municipal authorities. That can be reused, will be handed over for recycling (scrap metal, wood waste, etc.); - All timber needed for use during construction will be procured from officially approved locations. All waste (except construction waste) such as wood, paper, glass, plastic, etc., must 	Criteria/specifications to be included in the bidding and contract documentation. Not considered as a separate item of expenditure	The contractor is responsible for the implementation of measures to reduce the impact on the environment. Monitoring and supervision of the activities will be carried out by the Consultant from the design organization

		<p>be collected, sorted, stored and placed in places in agreement with the Committee for Environmental Protection of the area. All construction sites must be kept clean and provided with good sanitary conditions.</p> <ul style="list-style-type: none"> -Installation of containers for the collection of solid waste on the territory of the temporary camp of builders; -Installation of dry closet for workers; -Solid waste and construction waste will not be burned at construction sites 		
Soil	Removing the topsoil	In case of need, removal of the topsoil, transportation and placement in cavaliers for storage in specially designated areas with subsequent use for the restoration of disturbed lands.	Criteria/specifications to be included in the tender and contract documentation.	The contractor is responsible for the implementation of measures to reduce the impact on the environment. Monitoring and supervision of the activities will be carried out by the Consultant from the design organization
	Some construction waste may contain asbestos	The Contractor shall to train his workers in the methods of assessing the presence of asbestos containing materials, determining procedures for the safe disposal of asbestos, using appropriate protective equipment, storing in sealed containers, and managing an authorized company or agency.	Criteria/specifications to be included in the bidding and contract documentation. Not considered as a separate item of expenditure	The contractor is responsible for the implementation of measures to reduce the impact on the environment. Monitoring and supervision of the activities will be carried out by the Consultant from the design organization
	Storage of toxic and hazardous substances, waste	<ul style="list-style-type: none"> - All toxic or hazardous substances, during their temporary storage at the work site, must be stored in reliable containers, properly labeled indicating the composition and properties of this material and the rules for working with it. -These containers containing hazardous substances must be placed in leak-proof containers to prevent spills and leaks of these hazardous substances. - Such waste must be transported by special licensed carriers and placed in a special licensed waste storage facility. <ul style="list-style-type: none"> - Do not use paints containing toxic components or solvents, or lead-based paints. 	Criteria/specifications to be included in the bidding and contract documentation. Not considered as a separate item of expenditure	The contractor is responsible for the implementation of measures to reduce the impact on the environment. Monitoring and supervision of the activities will be carried out by the Consultant from the design organization
Water Resources	Pollution of surface and ground waters with oil products	<ul style="list-style-type: none"> -Use only a separate area. -Applying basic good building codes and standards applied during construction. 	Criteria/specifications to be included in the bidding	The contractor is responsible for the implementation of measures

		<ul style="list-style-type: none"> -Daily checks of equipment for oil leaks; a ban on washing cars at the construction site and near open water bodies. - Prohibition on clogging of trenches with household and construction waste. - Rational use of water resources. 	and contract documentation. Not considered as a separate item of expenditure	to reduce the impact on the environment. Monitoring and supervision of the activities will be carried out by the Consultant from the design organization
	<p>Surface runoff disturbance</p> <p>Groundwater pollution</p> <p>Soil bay</p>	<p>Surface water will not be directly impacted during construction period</p> <p>During the earthworks will not impact on groundwater sources.</p> <p>Work areas with machines, concrete mixers and fuel tanks should be located outside the water protection zones. Appropriate erosion and sediment control measures must be in place at the work site to prevent sediment material from moving off the work site, which could cause water turbidity levels to be exceeded in adjacent streams and rivers.</p>	Criteria/specifications to be included in the bidding and contract documentation. Not considered as a separate item of expenditure	The contractor is responsible for the implementation of measures to reduce the impact on the environment. Monitoring and supervision of the activities will be carried out by the Consultant from the design organization
Atmosphere air	<p>The work of vehicles, construction equipment</p> <p>Emissions of pollutants into the atmosphere are expected:</p> <ul style="list-style-type: none"> - from vehicles - during the planning the subgrade -during the using of electric welding 	<ul style="list-style-type: none"> - Dust suppression measures and related household measures such as spraying with water to prevent dust and using curtains, fencing off the construction site. - Limit vehicle speeds and select suitable transport routes to minimize exposure to dust sensitive receptors. - Equipment for vehicles transporting bulk materials with removable awnings. Delivery of cement to construction sites is carried out only in packaged sealed bags. - It is necessary to monitor the cleanliness of the surrounding area to prevent the ingress of construction debris in order to minimize dust and pollution. - It is not allowed to operate vehicles with a defective fuel system that exceeds the exhaust gas toxicity standards. <p>Household and construction waste must be removed from the construction site and disposed of in a licensed sanitary landfill or equivalent.</p> <p>Emissions are temporary, short-lived.</p> <p>It should be noted that the construction of facilities will not take place in parallel, but in stages and sequentially, from one facility to another.</p> <p>Thus, emissions of pollutants during the construction period will not exceed MPC (Maximum Permissible Concentration).</p>	Criteria/specifications to be included in the bidding and contract documentation. Not considered as a separate item of expenditure	The contractor is responsible for the implementation of measures to reduce the impact on the environment. Monitoring and supervision of the activities will be carried out by the Consultant from the design organization

	Dusting during retrofitting work will be minor and temporary.	It is not allowed to operate vehicles with a defective fuel system that exceeds the exhaust gas toxicity standards. It is prohibited to burn construction and household waste at the work site. Household and construction waste must be removed from the construction site and disposed of in a licensed sanitary landfill, or similar landfill.	Design organization	Design organization
	Welding, insulating, finishing works	Organization of proper storage and transportation of flammable and hazardous materials (gas cylinders, bituminous materials, paints, solvents, glass and slag wool).	Criteria/specifications to be included in the bidding and contract documentation. Not considered as a separate item of expenditure	The contractor is responsible for the implementation of measures to reduce the impact on the environment. Monitoring and supervision of the activities will be carried out by the Consultant from the design organization
	Loading and unloading activities	Dust reduction due to wet dust suppression. Reduced dust levels by reducing loading operations	Criteria/specifications to be included in the bidding and contract documentation. Not considered as a separate item of expenditure	The contractor is responsible for the implementation of measures to reduce the impact on the environment. Monitoring and supervision of the activities will be carried out by the Consultant from the design organization
Noise	Noise from equipment and machinery used during retrofitting activities may generate noise. There may also be a temporary increase in noise levels along material supply routes	To ensure equipment noise control technologies: use equipment equipped with silencers with proper placement Works must be restricted to daytime hours and working hours in the vicinity of pre-schools must be coordinated. The use of vibration- and noise-dampening devices by standards. During work, the engine covers of generators, air compressors, and other drive mechanisms should be closed; equipment should be located as far away from residential structures as possible. Noise during construction works will be limited to the time from 9.00-18.00. Thus, in the construction work area, the sound level during the construction period, with daytime operation only, does not exceed the values recommended by the standard norms for maximum and equivalent sound.	Criteria/specifications to be included in the bidding and contract documentation. Not considered as a separate item of expenditure	The contractor is responsible for the implementation of measures to reduce the impact on the environment. Monitoring and supervision of the activities will be carried out by the Consultant from the design organization
<i>Biological environment</i>				
Flora and fauna	Cutting down branches of trees and shrubs	If necessary, obtain a permit from the local environmental protection authority	Criteria/specifications to be included in the bidding	The contractor is responsible for the implementation of measures

	<p>Prevention of child labor, and prevention of SEA/SH</p> <p>Resolution of disputes, conflict situations; Not being able to communicate concerns, risks and inconveniences in the workplace</p>	<ul style="list-style-type: none"> - Activities on prevention of measures for COVID-19: provide personnel with PPE, information materials, masks; - Availability of a first aid kit - Ensuring effective control over the prevention of the use of forced and child labor; - Operate within the relevant provisions of the LMP and the legal provisions of the Labor Code, including the application of age verification procedures by contractors to all their potential employees; - Strict controls to prevent the risk of sexual exploitation and abuse/sexual harassment (SEA/SH) within the framework of the national Gender Violence Legislation, gender norms and rural areas where most of the construction works take place - Log for registration of appeals and complaints of citizens, distribution of GRM booklets, availability of an information stand, where there is a box for letters and applications; - Prevention of conflict situations between management and employees, with local residents during the construction (by the contractor's management); - Periodic holding of information meetings among workers on the procedure and mechanism for filing appeals, legislative norms and acts for resolving disputes and on labor; - Familiarization of personnel with the Code of Conduct for Contractors, the rights and obligations of personnel 	<p>Criteria/specifications to be included in the tender and contract documentation. Not considered as a separate item of expenditure.</p> <p>Criteria/specifications to be included in the tender and contract documentation. Not considered as a separate item of expenditure.</p>	<p>The activities will be monitored and supervised by the Consultant. Monitoring and supervision of the activities will be carried out by the Consultant from the design organization</p> <p>The activities will be monitored and supervised by the Consultant. Monitoring and supervision of the activities will be carried out by the Consultant from the design organization</p>
Communities	Community safety and the emergence of disputes with local populations	<p>Fencing and securing the construction site;</p> <p>Ensuring appropriate traffic management on access roads to the site;</p> <p>Installation of information boards and signs for the safety of local residents;</p> <p>The contractor should dispose of unnecessary materials only in designated areas;</p> <p>Workers' code of conduct towards community residents should be established and enforced;</p> <p>Restrict public access to construction sites and other hazardous areas. Installation of appropriate temporary fences and warning signs for work, detours etc. and hazardous areas. Installation of trench crossings;</p>	Criteria/specifications to be included in the bidding and contract documentation. Not considered as a separate item of expenditure	The contractor is responsible for the implementation of measures to reduce the impact on the environment. Monitoring and supervision of the activities will be carried out by the Consultant from the design organization

		All works shall be carried out using safety practices and disciplines to minimise the negative impact of industrial processes on the public; Avoidance of conflict situations between workers and local residents during construction implementation (by contractor management)		
	Workforce attraction and gender quota	The Project Contractor has been advised by the Project for contractors to use local labor. When carrying out rehabilitation works, women will be engaged to carry out light works: cooking, and washing dishes; Contractor shall respect and observe local customs and traditions; the Contractor shall respect local women and their privacy.		
Aesthetics and landscape	Eliminating possible irregularities after construction work has been completed	Site fencing or access to the site with appropriate safety signs. Upon completion, the site will be restored to its previous condition and all waste will be removed in accordance with the provisions of this ESMP. All machinery will also be removed from the site. Carry out planning and reinstatement activities to reinstate disturbed land during construction (backfilling of trenches, levelling)	Criteria/specifications to be included in the bidding and contract documentation. Not considered as a separate item of expenditure	The contractor is responsible for the implementation of measures to reduce the impact on the environment. Monitoring and supervision of the activities will be carried out by the Consultant from the design organization
Communities	Community safety and the emergence of disputes with local populations	Fencing and securing the construction site; Ensuring appropriate traffic management on access roads to the site; Installation of information boards and signs for the safety of local residents; The contractor should dispose of unnecessary materials only in designated areas; Workers' code of conduct towards community residents should be established and enforced; Restrict public access to construction sites and other hazardous areas. Installation of appropriate temporary fences and warning signs for work, detours etc. and hazardous areas. Installation of trench crossings; All works shall be carried out using safety practices and disciplines to minimise the negative impact of industrial processes on the public; Avoidance of conflict situations between workers and local residents during construction implementation (by contractor management)	Criteria/specifications to be included in the bidding and contract documentation. Not considered as a separate item of expenditure	The contractor is responsible for the implementation of measures to reduce the impact on the environment. Monitoring and supervision of the activities will be carried out by the Consultant from the design organization
Worker safety	Information activities	On the contractor side, conduct awareness-raising activities among workers on health and safety regulations and national	Criteria/specifications to be included in the bidding	The contractor is responsible for the implementation of measures

		legislation and enforcement, as well as additional trainings on prevention of sexual harassment and use of forced labor in construction work; Also, conduct mini-training on prevention and prevention of pandemic COVID-19: distribute personal protective equipment (PPE) and antiseptics to all workers in order to prevent infections and colds.	and contract documentation. Not considered as a separate item of expenditure	to reduce the impact on the environment. Monitoring and supervision of the activities will be carried out by the Consultant from the design organization
<i>The final period</i>				
<i>Physical environment</i>				
Soil	Soil pollution from the use of construction equipment and waste	All excavation work must be completed with due regard for all safety requirements, particularly those relating to the emission of construction debris and the disposal of hazardous and toxic substances.	Criteria/specifications to be included in the bidding and contract documentation. Not considered as a separate item of expenditure	The contractor is responsible for the implementation of measures to reduce the impact on the environment. Monitoring and supervision of the activities will be carried out by the Consultant from the design organization
Water resources		Not expected		
Atmospheric air		Not expected		
Noise		Not expected		

8.ENVIRONMENTAL AND SOCIAL MONITORING AND REPORTING

Environmental and social monitoring during project implementation to be carried out by the PIG MoF RT and provide information on the main environmental aspects of the rehabilitation works, in particular their environmental impacts and the effectiveness of the mitigation measures taken.

Such information makes it possible to assess the success of mitigation as part of project supervision and to take corrective action as necessary. In this regard, the ESMP defines the objectives and type of monitoring and their relation to impacts and mitigation measures. The contractor will be responsible for providing monthly progress reports on the implementation of the ESMP. The PIG is also responsible for submitting a quarterly progress report on the implementation of environmental and social requirements.

In particular, the monitoring section of the ESMP provides the following: (a) specific description and technical details of the monitoring measures, including parameters to be measured, methods to be used, sample locations, frequency of measurements and, (b) monitoring and reporting procedures to: (i) ensure early identification of conditions that require specific mitigation measures and (ii) submit an Environmental and social Monitoring Plan.

Table №7. Environmental and social monitoring plan

Which parameter is to be monitored	Where monitoring will take place	How will monitoring be carried out?	When? (Frequency of measurements)	Cost of monitoring	Institutional responsibility for monitoring	Start date	
Noise from vehicles, machinery	At the recovery sites	Portable noise meters	Before starting work, during work and at the end of work	Will be included in Bill of quantity of the contractor	Inspection of construction and restoration sites is carried out by an environmental specialist and design organization. Local environmental authorities will carry out state environmental supervision over the implementation of design decisions in the course of construction and restoration work or in the course of reconstruction of facilities. Have the right to supervision in the prescribed manner after the provision of relevant identification documents in accordance with environmental regulations, standards, environmental protection measures in the project area, local authorities	After transferring of the facility to the Contractor from the PIG MOF RT	
Pollution of soil and water	At the construction and restoration sites	Laboratory analysis	Before starting work, during work and at the end of work				
Atmosphere air	At the construction and restoration sites	Instruments	Monthly	Will be included in Bill of quantity of the contractor			
Transport (parking in designated areas, vehicle washing)	At the construction and restoration sites	Visually	Before starting work, during work and at the end of work				
				Will be included in Bill of quantity of the contractor			
Construction waste (recycling and storage of waste)	At the construction site	According to the plan	As planned, but at least weekly				
Demolition of the construction site	At the construction site	Visually	According to the plan	Will be included in Bill of quantity of the contractor			Contractor

Worker's safety	At the construction site	Visual the worker safety requirement is given in Sections 7 and 8 of this ESMP	Constantly	Will be included in Bill of quantity of the contractor	Manager of Contractor, design organization, PIG MOF RT	Constantly
Availability of PPE and disinfectants at workplaces and workers	At the construction site, in the contractor's office	Design organization, during field visits by consultants of the PIG of the Ministry of Finance of the Republic of Tajikistan	According to the work plan	Will be included in Bill of quantity of the contractor	Manager of Contractor, design organization, PIG MOF RT	Constantly
Checking the availability of a temporary place of housing and rest for workers, the availability of sanitary and hygienic facilities, etc.	At the construction site, in the contractor's office	Design firm At the construction site, in the contractor's office	According to the work plan	Will be included in Bill of quantity of the contractor	Manager of Contractor, design organization, PIG MOF RT	Constantly
Availability of a registration log for instructing workers on compliance with labor safety standards.	At the construction site, in the contractor's office	Design organization at the construction site, in the contractor's office	According to the work plan	Will be included in Bill of quantity of the contractor	Manager of Contractor, design organization, PIG MOF RT	Constantly
Carrying out regular explanatory work among staff on legislative measures for the prevention of violence (SEA/SH) and	At the construction site, in the contractor's office	Design organization, at the construction site, in the contractor's office	According to the work plan	Will be included in Bill of quantity of the contractor	Manager of Contractor, design organization, PIG MOF RT	Constantly

the prohibition of forced labor, in particular child labor						
Availability of an information stand with information posters	At the construction site, in the contractor's office	Design organization, at the construction site, in the contractor's office	According to the work plan	Will be included in Bill of quantity of the contractor	Manager of Contractor, design organization, PIG MOF RT	Constantly
Checking the GRM registration log on received appeals/complaints from the population/workers regarding ongoing construction works	At the construction site, in the contractor's office	Design organization, at the construction site, in the contractor's office	According to the work plan	Will be included in Bill of quantity of the contractor	Manager of Contractor, design organization, PIG MOF RT	Constantly
Conduction of interviews with Project beneficiaries: workers, local residents living near the site	At the construction site, in the contractor's office	During field visits by consultant on social and gender issues and environmental consultant of the PIG MOF RT	According to the work plan		PIG MOF RT	Constantly

9. ROLES AND RESPONSIBILITIES FOR THE IMPLEMENTATION OF ESMP

9.1. Responsibility of Contractors

The contractors are responsible for the following measures to protect the social and environment:

1. As much as possible, to protect the natural landscape during the performance of works, to carry out the works in such way that not to harm the environment. In accordance with the Law of the Republic of Tajikistan "On Environmental Protection" dated June 22, 2011, No. 485, there was adopted an Order of Committee for Environmental Protection of the Republic of Tajikistan dated October 29, 2011 No. 124 on protected areas of natural objects. In the event of unavoidable damage, take appropriate measures for rehabilitation of previous conditions.
2. Washing and places of mechanisms and machines maintenance must be equipped with mud traps and oil-petrol traps. Drain the used oil and technical fluids into special containers with their subsequent disposal; eliminate the leakage of oil products during their transportation, all waste of operational maintenance materials must be collected and stored in specially designated areas with subsequent cleaning in the prescribed manner.
3. The actions of contractors must be carried out in such way as to prevent accidental spills of contaminated substances, construction waste and other pollutants into water bodies or groundwater. The Contractor shall ensure appropriate disposal of waste materials and debris. Those wastes that are subject to burial or incineration should also not adversely affect the air, soil and groundwater inflows.
4. The Contractor shall minimize the spread of contamination by air and water. During transportation or handled with dust-forming substances, the cement contractor shall minimize their spread by sprinkler or other methods.
5. During the operation of machines, noise impacts must be minimized, and the operation of noisy equipment should be organized during working hours established by law.
6. The Contractor shall plan in advance where and how the facilities will be located, such as the work camp, warehouse and equipment storage area, which will be dismantled without damage to the environment after completion of works. These facilities must be located in such a way as to preserve the natural environment (trees and other vegetation) as much as it possible.
7. Potential impacts and standard mitigation measures for civil works related to the rehabilitation of facilities include prevention against accidents during construction: Contractors should take all necessary precautions for the types of work. The dismantling of asbestos sheets (slates) in roofs, which are common in existing facilities, can cause serious health effects for workers and the public, particularly if inhaled.
8. The contractor is obliged to conduct regular (primary and weekly) safety briefings, as well as weekly briefings with employees and keeping a safety journal. Also carry out information activities among workers on the regulations and national legislation on labor protection, to enforce them, as well as additional training on the prevention of sexual harassment, the use of forced labor in construction work.
9. The contractor needs the mandatory signing of contracts for the employment of workers by the management of the contractor with indicating the rights and obligations of both parties. All works must be carried out with using safety methods and disciplines to minimize the negative impact on workers.
10. Also, the contractor must appoint a responsible person from among the engineers to receive complaints / requests from the local population, take specific measures to solve them. To register appeals/complaints, and if necessary, to agree the made decisions or make joint decisions (regarding the implementation of this Project) with responsible representatives of the company which was hired to carry out social and environmental monitoring and PIG MOF RT. The contractor's management

needs to work on prevention of conflict situations between workers and local residents during the construction period.

11. The contractor was recommended by the PIG MOF RT to involve local labor resources during the implementation of rehabilitation works. Also attract women to carry out light types of works: cooking, washing dishes; local customs and traditions.

9.2. Responsibilities for environmental monitoring

The Contractor will be responsible and provide a monthly progress report on the implementation of the ESMP. They should also educate their staff on environmental and social responsibilities, including a code of conduct and grievance redress mechanism. The contractor will be responsible for creating conditions for workers: a place for rest and temporary housing, access to the GRM to express their concerns and complaints. The contractor may not start the works on site unless the supervisor agrees that appropriate measures have been taken to address the E&S risks and impacts.

Permanent inspection and control of the progress of construction works (before and after the completion of repair works) will be carried out by the design company. The Environmental and Social Consultants of PIG MoF RT will conduct site inspections in accordance with the work plan for social and environmental monitoring in order to ensure full compliance with the requirements of the contract and the ESMP. The final payment to the contractor will be made after the final inspection, with particular attention to the requirement to bring the site into a socially and environmentally sound condition after the completion of construction works.

Site environmental monitoring will include surveys to the extent possible of air, soil and water quality within the construction site. Involvement of environmental inspectors in monitoring and evaluation will help develop systematic environmental monitoring at construction sites.

9.3. Supervision of the implementation of mitigating and preventive measures

The Responsible Specialist of the Design Firm will be responsible for monitoring the proper implementation of various preventive and mitigation measures required under the ESMP. This implies making periodic visits (at least once a month) to sites to verify that appropriate preventive or mitigation measures have been taken. The PIG MoF RT will also conduct random assessments of project sites to determine the effectiveness of the measures taken and the impact of project activities on the environment.

If approved, during the working phase of the construction, the PIG MoF RT environmental and social consultants, together with the district Environmental Inspector and other environmental institutions, as necessary, will conduct environmental supervision and monitoring to control compliance with the approved project and measures. mitigation and full compliance with the ESMP. In case of non-compliance, the nature and causes of the non-compliance are identified, and a decision will be made regarding bringing the work performed into compliance or withholding funding.

Submission of reports. In regular reports on the implementation of the project PIG, the Ministry of Finance of the Republic of Tajikistan provide information on the state of compliance with the agreed measures to mitigate the environmental impact. PIG MOF RT will keep a record of the results of monitoring and supervision of the project, and store them throughout the entire period of project implementation. The PIG MoF will report the results of the monitoring program in regular project progress reports submitted to the World Bank.

Instructional roles. The terms of the ESMP will become part of the rehabilitation contracts and the necessary mitigation measures will form an integral part of the implementation of civil works. The terms of the ESMP should be included in the contracts for the selected sites, both in specifications and scope of work. The contractor will need to include these costs in their financial proposals. All contracts

must be in accordance with standard environmental and labor protection agreements required by the legislation of the Republic of Tajikistan and the World Bank procedures for environmental compliance, specified in the ESMP. Moreover, the dissemination of information on the ESMP and the important conditions placed on contractors highlighted the following: the condition of preventing spillage of pollutants and cleaning up the site, controlling dust and noise, managing traffic during construction, cleaning the construction site and rehabilitation; labor protection of workers.

10. GRIEVANCE REDRESS MECHANISM AND SUGGESTIONS

The Project has a three-tiers grievance mechanism (GRM) structure with Grievance Redress Committees (GRCs) established at each level. The GRCs at the various level are responsible to address grievances handling concerning the project. The contractor with support from PIG will be responsible to establish a separate GRC for workers, employees, sub-contractors, and suppliers.

The affected communities, and workers can access the GRM system through various grievance uptake channels, such as telephone, suggestion boxes, and grievance logbooks. The ESMP include GRM procedures which will be followed. This include (i) GRM trainings and capacity strengthening of the GRCs, GM focal points, and contractor; (ii) dissemination of grievance posters in the project areas to inform workers and stakeholders about grievance services; and (iii) establishment of GRC for workers. The PIG MOF RT will have overall responsibility for grievance handling. Information about the GRM will be disseminated to all beneficiaries and persons affected by the Project through regular information channels (leaflets, brochures), including by organizing meetings with district coordinators PIG MOF RT, with Project beneficiaries, where the beneficiaries will be provided with information about the area coverage of the GRM, eligibility criteria for submitting petitions, procedure for submitting petitions.

GRM appeal review process. After the type of appeal is determined, the consultant on social issues, as a person responsible for solving the GRM from the PIG MOF RT, registers the details regarding the appeal from the local community in the journal of incoming correspondence.

The person who sent the appeal will receive a notification, the person responsible for the permission of the GRM from the PIG of the Ministry of Finance of the Republic of Tajikistan will inform by phone or through other channels of the GRM:

Full name of the implementing person (project employee) to whom the appeal was transferred;

Terms of execution (minimum 10 days, maximum 30 days from the date of registration);

The timing and course of actions are determined in accordance with the instructions of the GRM PIG MOF RT for handling appeals.

The notification will be registered in the log of outgoing correspondence. The social consultant responsible for the solving of the GRM from the PIG of the Ministry of Finance of the Republic of Tajikistan will assist the applicant at all stages of consideration of his application and ensure that his application is considered properly. Contact details of the responsible person for GRM permission from PIG MF RT:

Tel.: +992 372 221 06 97

WhatsApp: +992 77 222 05 88

Website: www.piumof.tj

If the citizen/beneficiary is not satisfied with the decision received as a result of consideration of the application, he has the right to appeal. The appeal will consider by the special Committee on the appeals consideration of the PIG MOF RT.

After the appeal (petitions, suggestions, complaints, requests, positive feedback) is considered and solved, the applicant will be officially notified of the prepared response. If desired, the identity of the applicant will be kept confidential. All grievances and related issues will be included in the quarterly and annual reports prepared for the PIG MOF RT.

11. OPEN ACCESS TO THE ESMP, ITS CONSULTATIONS

On May-June 2022, in Hamadoni district were held meeting and consultations with representatives of local authorities and departments, with the representatives of Khukumat of district, community leaders and the local population on issues related to the management of the social and environment during construction-design works in the KG of Hamadoni district, Khatlon region. At this meeting, the actual environmental and social situation in the facility, planned construction works, and conduction of monitoring in order to identify and reduce potential environmental and social impacts were discussed. In order to organize and conduct a discussion and receive comments on the draft ESMP under development, on August 10, 2022, a group of project-affected persons: consultants of the PIG MOF RT, the design firm, representatives of Khukumat, Managers of DHCs, RHC of Tajikabad district held a meeting. During the meeting, social and environmental aspects of this document were discussed.

12. STAKEHOLDER ENGAGEMENT

By its structure, the Project does not foresee negative impacts on any stakeholders such as households or businesses that may be affected by land redistribution, workers who may lose their jobs, etc. However, the project may have a positive or negative impact on the activities of various stakeholders. Thus, the list of key stakeholder groups can be defined as potentially affected parties:

- Khukumat of Hamadoni district, jamoats, committees of mahalla, community leaders;
- District health and preschool facilities;
- District departments of the Ministry of Health and Social Protection of the Population; Ministry of Education and science;

The project will implement stakeholder engagement activities to ensure that these groups are not disproportionately affected and have an equal opportunity to share in project benefits. Such activities will include information and educational campaigns, including those aimed at employees of preschool and medical institutions, women, and the disabled. Hosting community-based meetings that community members of all backgrounds can join, disseminating information materials through multiple channels such as the media, social media and local leaders.

**Recommended actions and measures for occupational health and safety
for mechanical construction and repair works**

If dangerous working conditions occur at the construction site, people are immediately taken out, and the dangerous place is fenced off.

During approaching underground utility lines; earthworks are carried out under the supervision of the foreman, and in the immediate vicinity of live cables, in addition, under the supervision of electrical workers.

During mechanized management of earthworks, it is necessary to check the serviceability of vehicles and mechanisms, the presence of protective fences and safety devices. It is not allowed to work on faulty machines.

To avoid injury, members of mechanized teams must clearly know and strictly follow the safety rules during work and during maintenance and repair.

Workers, who service and operating the machine must be provided with instructions, containing:

- rules for operating the machine and caring for the workplace;

- safety requirements;

- indications of the signal system;

- on limit loads and speeds of machines;

- about the measures to be taken by the worker in the event of an accident or malfunction of the machines;

- availability of firefighting equipment and first aid kit.

**Recommended actions and measures for occupational health and safety
for manual earthworks**

A) General safety requirements:

1. Earthworks should only be carried out in accordance with safety requirements. When approaching the lines of communications, excavation work should be carried out under the supervision of the foreman or foreman, and in the security zone of existing communications, under the supervision of representatives of organizations operating these structures.

2. All organizations that have structures in the work area must be notified in writing about the upcoming work no later than 5 days before the start of earthworks and their representatives are summoned to the work site a day before to clarify the location of their structures and agree on measures to prevent damage. structures.

3. When earthworks are carried out on the carriageway of a road or street, the organization performing these works must draw up and coordinate with the bodies of the State traffic inspectorate a scheme for fencing the place of work and placing road signs.

4. Persons not younger than 18 years of age who have undergone water instruction, trained in safe labor methods, tested knowledge of the rules in accordance with the Regulations on the procedure for training and testing knowledge on labor protection of managers, specialists and workers of enterprises, institutions and communication organizations are allowed to develop the soil.

5. Workers must be instructed at the workplace. The result of the briefing, the last name, date and signature of the instructed employee are recorded in a special journal.

6. The work is carried out by a team of at least two people.

7. During the development of soil, the following hazardous and harmful production factors may occur:

- Danger of being covered with soil.

- Electric shock.

Unfavorable meteorological conditions (low temperature, high humidity).

8. Each employee must be warned about the need to comply with the internal labor regulations.
9. Workers must be provided with overalls, personal protective equipment at their own expense.
10. Workers must be trained in the method of providing first aid.
11. Safety requirements before starting work:
12. Get a job assignment from a foreman or manager.
13. The contractor conducts a briefing at the workplace, taking into account the specifics of the work performed (the briefing is carried out by the section foreman).

B) Safety requirements during work:

1. When excavating soil, workers must know and remember that excavation in excavations with vertical walls without fastening is allowed to a depth of not more than m:
 - 1 - in bulk sandy and coarse-grained soils;
 - 1.25 - in sandy loam;
 - 1.5 - in loams and clays.
2. The development of soil in the excavations should be carried out in layers, it is not allowed to carry out these works by "undermining", with the formation of "visors".

C) Safety requirement in emergency situations:

1. In the event of situations that may lead to accidents, you should:

Stop work immediately and notify your immediate supervisor.

Promptly take measures to eliminate the causes of the accident or the causes that may lead to accidents.
2. If underground utilities not marked on the drawings are found, excavation work must be stopped until the nature of the discovered communications is clarified and permission is obtained from the relevant organizations to continue work.
3. In case of discovery of ammunition and other explosive materials, it is necessary to immediately inform the local bodies of the Ministry of Internal Affairs of the Republic of Tajikistan.
4. In case of accidental damage to any underground structure, the work foreman is obliged to immediately stop work, take measures to ensure the safety of workers, report the incident to his supervisor and to the emergency service of the relevant organization.
5. If there are signs of shifting or slipping of the soil in the slopes of the excavations, the workers must immediately stop the work and leave the danger zone before taking measures to ensure the stability of the slopes.
6. It is necessary to notify the immediate foreman of the site or the head of the organization about the victims to the first-aid post and take urgent measures to provide the necessary first aid.

D) Safety requirements upon completion of work:

1. Clean and tidy up the workplace.
 2. Tools, equipment and other devices used in the work should be cleaned of soil and delivered to the main place of work.
 3. Upon arrival at the main place of work, take off overalls, special footwear and other personal protective equipment, clean and put them in the place intended for their storage.
 4. Report all shortcomings or malfunctions during the performance of work to the foreman or manager.
- Requirements for earthworks in or near settlements are given in the Mitigation Management Plan Licenses, permissions and approvals. For the implementation of project activities, there are required the licenses and permits from the relevant authorities in accordance with the legislation of the Republic of Tajikistan.

Annex 3.

Recommended actions on potential labor risks in the framework of social security

Occupational health and safety (OHS) risks are moderate and will depend on the type of construction work being carried out. It is estimated that the main labor risks will be related to health and safety risks associated with major building renovations. Construction, according to the Labor Code of the Republic

of Tajikistan, persons aged 14 to 16 years can also be employed with a reduced working day, for employment that is not considered difficult or dangerous, and with the permission of parents, and after hours.

For construction work, child labor is prohibited. PIG MOF RT will monitor the implementation of contracts, and in the contract will require contractors to assume obligations to prevent the use of child/forced labor, and the employees of the PIG of the Ministry of Finance of the Republic of Tajikistan responsible for supervising contractors will monitor and report on the absence of child/forced labor during scheduled monitoring.

The risk of sexual exploitation and abuse/harassment (SEA/HA) is assessed as moderate, mainly due to the status of national gender-based violence (GBV) legislation, gender norms and rural areas where most of the project activities take place.

The labor risks associated with contract workers at the project level will be handled by local contractors and the majority of contracted workers will be local residents, with the exception of a few skilled workers. All contractors will be required to have a written contract with their employees materially consistent with ESS 2 objective, in particular on child and forced labor.

Employment risks. The workers will be hired by the contractor selected according to the announced tender by the PIG of the Ministry of Finance of the Republic of Tajikistan. Civil works subcontractors enter into employment contracts and official payrolls with their employees, as they are required to comply with all legal and regulatory labor and accounting procedures within the framework provided by the Government of the Republic of Tajikistan. There is a risk that the current practice of unaccounted hours and no compensation for overtime will continue. Therefore, the PIG MF RT approves budgets for all types of construction work, and according to the work plan, consultants on social and environmental issues will conduct monitoring. The Contractor is required to keep track of staff hours by completing timesheets and limiting overtime hours.

Annex 4.

Waste management and disposal

Collection and temporary storage of waste.

The generation of asbestos waste should be minimized through the use of the most efficient production techniques.

Asbestos will be handled and disposed of by qualified and experienced professionals using appropriate protection (masks, gloves and overalls). At the waste collection point, it is allowed to store waste in an amount not exceeding the established norms. It is not allowed to clutter up the places of industrial waste collection and approaches to them.

While working with asbestos waste, builders are required to wear special protective overalls, gloves and respirators. Prior to removal (if removal is necessary), the asbestos will be treated with a wetting agent to minimize the generation of asbestos dust. Removed asbestos should not be reused.

It is not allowed to store foreign objects, personal clothing, overalls, personal protective equipment, or eat food in the places of industrial waste collection.

Handling and transportation of hazardous waste

During the production of loading and unloading operations, the requirements for loading and unloading operations, general safety requirements must be met. Work should be carried out mechanized with the help of lifting and transport vehicles of small mechanization.

Transportation of hazardous waste to landfills is carried out by specially equipped own transport of the enterprise or specialized transport companies.

The design and operating conditions of specialized transport should exclude the possibility of accidents, losses and environmental pollution along the route and during the transfer of waste from one type of transport to another. All types of work related to the loading, transportation and unloading of waste in

the main and auxiliary industries must be mechanized and sealed. Steaming of hazardous wastes during their transportation is not allowed.

When transporting solid and dusty waste, an independent device or container with grippers for unloading by truck cranes is required;

It is not allowed to transport unpacked asbestos in open car bodies and on railway platforms.

During loading and unloading operations, the use of hooks and other sharp devices is not allowed.

When transporting hazardous waste, the presence of unauthorized persons is not allowed, except for the driver and the personnel of the industrial enterprise accompanying the cargo. The driver of a vehicle transporting asbestos-containing waste must be instructed on the rules for transporting cargo.

Works related to the loading and transportation, unloading and disposal of waste must be mechanized. Waste transportation should exclude the possibility of losses along the way and environmental pollution.

Collection, storage, transportation and delivery of asbestos-containing waste

The export of materials containing asbestos will be carried out in accordance with the legislation of the Republic of Tajikistan, building standards, labor safety requirements; requirements for the emission of harmful substances into the air and disposal of hazardous waste. The limit for the content of dust particles in the air is 0.1 fiber/cm³; See also the use of Notes from Good Practice. Health issues in workplaces and communities. Asbestos-containing materials are subject to immediate disposal / disposal under special conditions.

According to the Law of the Republic of Tajikistan "On Industrial and Domestic Wastes", the disposal of asbestos-containing materials should be carried out as follows.

Hazardous waste management processes (waste life cycle) include the following stages: generation, accumulation (collection, temporary storage, storage), transportation, neutralization, disposal, use as secondary raw materials, burial.

If asbestos is found at the project site, it must be clearly marked as a hazardous material. Asbestos-containing materials must not be broken or cut. This creates dust. As regards reconstruction work, workers should avoid crushing/demolition of asbestos waste and dispose of it in an organized manner at construction sites with subsequent removal to designated areas or landfill.

If asbestos material is to be stored temporarily, its waste should be securely isolated in closed containers and marked as hazardous material. Security measures must be taken to prevent unauthorized removal from the site.

Burial of asbestos-containing waste

The disposal of asbestos-containing waste should be carried out in accordance with the requirements of the Law of the Republic of Tajikistan "On industrial and domestic waste" dated May 10, 2002, No. 44 and the Decree of the Government of the Republic of Tajikistan dated June 2, 2011 No. 279 "On approval of the Procedure, conditions and methods for collecting, using, disinfection, transportation, storage and disposal of industrial and household waste in the Republic of Tajikistan.

Annex 5.

General recommendations for organizing measures to prevent the spreading of Covid-19

Appointment of a responsible person for personnel health protection;

Development of an alert scheme in case of incidents at the construction site, including the appearance of symptoms of a corona virus infection;

The responsible person will prepare information on the contractor (see Annex 1), as well as identify existing workers with chronic diseases;

Development of measures for the entry and exit of workers to the territory of the construction site;

A designated health worker supervises to limit the contact of workers with people near the facility, if necessary, will impose a ban on the exit of individual workers from the territory of the site during the

term of their contract, in order to avoid contact with local residents. Movement of workers outside the site only in the presence of respiratory masks.

Submission of weekly information on measures to reduce the spread of C-19 to the technical supervisor or the regional engineer of the Project;

Conducting daily briefings to remind employees to self-manage possible symptoms (fever, cough) and to inform the responsible person if they have symptoms or feel unwell;

Provide pre-work briefings to workers focusing on cough etiquette, hand hygiene and social distancing measures;

Preventing a worker from returning from an infected area or after contact with an infected person to a facility within 14 days, or (if this is not possible) isolating such worker for 14 days.

Preventing a sick worker from entering the site, referral to local medical facilities, if necessary, require isolation at home for 14 days.

Extending the duration of an existing contract to avoid returning workers home to affected areas or, conversely, returning workers to the site from affected areas.

Mandatory installation of washbasins, provision of antiseptic agents for workers at the work site;

Confirmation that workers are fit for work (relevant certificates) before they begin to work. Checking and recording the temperature of workers and others are entering to the facility or requiring them to self-report before or after entering the facility.

Provide daily pre-shift briefings to workers focusing on COVID-19 including cough etiquette, hand hygiene and social distancing measures.

Instruct workers and staff on site about the signs and symptoms of COVID-19, how it spreads, how to protect themselves (including regular handwashing and social distancing);

Placement of posters and signs throughout the construction site, with images and text;

Ensuring that handwashing facilities refilled with soap, disposable paper towels, and covered trash cans are available at key locations throughout the facility, including at entry/exit points to work areas; where there is a toilet, a canteen or food is distributed, drinking water is provided; in the work area;

Cleaning (disinfection) and disposal

Carrying out regular and thorough disinfection (cleaning) of all work facilities, including offices, residential premises, canteens, common areas.

Provision of cleaning staff with appropriate cleaning equipment, materials and disinfectant.

Training cleaning staff (cleaners) on proper hygiene (including handwashing) before, during and after cleaning; how to use PPE safely (if necessary);

Any health-care waste generated during use by workers should be collected in designated containers or bags and disposed of;

- Regulation of working methods

- Possible reduction in the size of working groups.

- Limiting the number of workers in the workplace at any time.

- Transition to a 24-hour work shift (rotation).

Reorganization of work processes for specific work activities and tasks to ensure social distancing;

Organization (where possible) of working breaks in open areas at the facility.

Consider changing dining room layouts or phasing meals to ensure social distancing.

Medical services

Obtaining information about the possibilities of local medical institutions. Coordination with medical institutions of the scope of services provided, the procedure for admitting patients and (if necessary) any costs or payments that may arise. Carrying out preliminary discussions with the nearest medical institutions, obtaining a mechanism of action in case of need to send sick workers to medical institutions;

Consider how the sick worker will be brought to the health facility and the method of transportation.

Code of Conduct

The contractor will carry out their work, including the risks of sexual exploitation, sexual abuse, and sexual harassment as per this code of conduct.

This Code of Conduct applies to all staff, labourers, and other employees at the worksite or other places where the works are being carried out. It also applies to the contractor's personnel and any other personnel assisting in the execution of the project. All such persons are referred to as "Contractor's Personnel" and or subject to this CoC. This code of conduct identifies the behavior required from all contractor personnel.

The project workplace must be an environment where unsafe, offensive, abusive or violent behavior will not be tolerated and where all persons should feel comfortable raising issues or concerns without fear of retaliation.

Required Conduct

Contractor's personnel shall

1. Carry out his/her duties competently and diligently
2. Comply with this code of conduct and all applicable laws, regulations, and other requirements, including requirements to protect the health, safety, and well-being of other contractor's personnel and any other person
3. Maintain a safe working environment including by:
 - a) Ensuring that workplaces, machinery, equipment, and process under each person's control are safe and without risk to health
 - b) Wearing personal protective Wearing required personal protective equipment
 - c) Using appropriate measures relating to chemical, physical and biological substances and agents; and
 - d) Following applicable emergency operating procedures.
4. Report work situations that he/she believes are not safe or healthy and remove himself/herself from a work situation which he/she reasonably believes presents an imminent and serious danger to his/her life or health
5. Treat other people with respect, and not discriminate against specific groups such as women, people with disabilities, migrant workers, or children
6. Not engage in Sexual Harassment, which means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature with other Contractors or Employers Personnel
7. Not engage in Sexual Exploitation, which means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially, or politically from the sexual exploitation of another. In bank-financed operations/projects, sexual exploitation occurs when access to or benefit from bank-financed goods, works, consulting, or non-consulting services are used to extract sexual gain
8. Not engage in sexual abuse, which means that actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions
9. Not engage in any form of sexual activity with individuals under the age of 18, except in case of pre-existing marriage
10. Complete relevant training courses that will be provided related to the environmental and social aspects of the contract, including on health and safety matters, sexual exploitation and abuse, and sexual harassment.
11. Report violations of this code of conduct; and
12. Not retaliate against any person who reports violations of this code of conduct, whether to the bank or the ministry or who makes use of grievance mechanism for contractor's personnel or the project's Grievance Redress Mechanism.

The contractor will be responsible to provide orientation to employees and labors on the project workplace code of conduct, will make sure that all members of the project are well informed about the project workplace CoC.

Forced Labor: There shall be no use of forced labor, including prison labor, indentured labor, bonded labor, or other forms of forced labor.

Child Labor: No person shall be employed under the age of 15 or the age for completion of compulsory education, whichever is the higher-the minimum age for hazardous work shall be 18.

Freedom of Association and Collective Bargaining: Employers shall recognize and respect the right of employees to freedom of association and collective bargaining.

Hours of Work: Employers shall not require workers to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. The regular workweek shall not exceed 48 hours per week. Employers shall allow workers at least 24 consecutive hours of rest every seven days. All overtime work shall be consensual. Employers shall not request overtime regularly and shall compensate all overtime work at a premium rate. Other than in exceptional circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours?

Gender-Based Violence (GBV): The Contractor shall prohibit gender-based violence (GBV) and discrimination based on gender etc. Contractor/PIG will maintain outreach to law enforcement and legal services for women, children, and teenagers, to facilitate prompt and effective responses when needed. The Grievance Redress Mechanism includes a specific mandate to address any kinds of gender-based violence.

Compensation: Every worker has a right to compensation for a regular work week that is sufficient to meet the worker's basic needs and provide some discretionary income. Employers shall pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any fringe benefits required by law or contract. Where compensation does not meet worker's basic needs and provide some discretionary income, each employer shall work with the PROJECT to take appropriate actions that seek to progressively realize a level of compensation that does.

Impacts on Host Communities from temporary Project Induced Labor Influx: Project do not require a large influx of labour from outside of the project area. Most of the unskilled workers will be recruited locally in the project area- only specialized staff are expected to be recruited from outside. Where possible, the contractor will employ local women to perform the following types of work: prepare meals for staff, wash dishes, clean the housing area, and other chores. The specialized staff from outside will make about less than 20 percent and will be residing in the selected area. The distance of the project should be away from the community settlements. Therefore, there will be no risk associated with the contractor's workforces on the host communities like social conflicts, the influx of additional population, increase in traffic and related accidents. However, the mitigation measures are already given in the ESMP and some additional mitigation measures are recommended for the contractor as part the ESMP and contractor's CESMP;

- The contractor is bound to give preference to the local people for skilled and unskilled labors. The contractor will make efforts to train the local force for the enhancement of their skill level.
- A grievance redress mechanism (GRM) for workers and the host community is an integral part of the ESMP, the contractor and the project management staff will follow the procedural mechanism of GRM during the construction period.

Raising Concerns

If any person observes behaviour that he/she believes may represent a violation of this code of conduct, or that otherwise concerns him/her, he/she raise the issue promptly. This can be done in either way; (a) through phone call via the number provided in the GRM; (b) through email to the Project Coordinator on GRM; (c) or in-person to the contact person of the Contractor.

The person's identity will be kept confidential, unless reporting of allegations is mandated by the country law. Anonymous complaints or allegations may also be submitted and will be given all due and appropriate consideration. All reports of possible misconducts are seriously taken and will investigate and take appropriate action. There will be no retaliation against any person who raises a concern in good faith about any behaviour by this Code of Conduct. Such retaliation would be a violation of this code of conduct.

Consequences of violating the code of conduct

Any violation of this code of conduct by the contractor's personnel may result in serious consequences, up to and including termination and possible referral to legal authorities.

The Contractor shall have a Code of Conduct for the Contractor's Personnel. The Contractor shall ensure that each Contractor's Personnel is provided a copy of this Code of Conduct, written in a language comprehensible to that person, and shall seek to obtain that person's signature.

Acknowledging receipt of the same. The Contractor shall also ensure that the Code of Conduct is visibly displayed in multiple locations on the Site and any other place where the Works will be carried out, as well as in areas outside the Site accessible to the local community and project-affected people. The posted Code of Conduct shall be provided in languages comprehensible to Contractor's Personnel, Employer's Personnel, and the local community.

Annex 7.

Minutes of the Meeting

on ESMP for construction KG for 150 seats in jamoat "Moscowskiy", Hamadoni district

Early Childhood Development Project to Build Tajikistan's Human Capital

August 24, 2022

Hamadoni district

Place of conduction:

Khukumat of Hamadoni district

Attended:

Ms. Iskhoki Husnia – deputy of Chairman of the Hamadoni district, Mr. Muminov K. – head of preschool education sector of the district, Mr. Gadoev I. - District Project Coordinator, Mr. Mirzoev F. – Project district engineer, Mr. Odinaev K - director of the sanitary and epidemiological institution of the district, Mr. Yormatov D-head of the Environmental Protection Department, Mr. Mukimzod Ch. - Director of LLC "Ahmadjon-Khulbuk"

Agenda:

1. Goals and objectives of the Project;
2. Socio-environmental aspects of the Project;
3. Aspects of Environmental and social management plan for construction works.

Discussion

Ms. Rakhmatova D.K. informed the participants about the purpose of the meeting, about the tasks, objectives and components of the Project. The importance of compliance with social and environmental requirements during the implementation of construction work was noted. She also shared with the participants information about domestic and international experience regarding

environmental and social standards and norms, legislative acts related to the activities of construction and installation works and the management of public facilities and property by the contractor. It was also noted the prevention of child labor in the course of works, compliance with labor standards under the Labor Law of the Republic of Tajikistan, prevention of all forms of violence and discrimination against women.

Mr. Salimov M. said about environmental standards\norms in terms of environmental risk management: organization and regulation of traffic, especially in the evening and night time, taking measures to minimize air pollution and reduce dust levels, timely removal of household and construction debris. He provided information on handling asbestos-containing materials, if they are present, observe the safety rules, namely, wearing gloves, overalls, putting such materials in separate sealed packages and when exporting and handing over materials, be sure to register them in special control logs. For ongoing supervision and recording of matters relating to social and environmental aspects, the designer and contractor should appoint a permanent responsible person. Further, Mr. Salimov M. noted that the Environmental and Social Management Plan contains all the necessary measures to reduce and prevent risks to social and environmental risks and is drawn up in accordance with the requirements of the World Bank standards and social and environmental regulatory laws of the Republic of Tajikistan.

Ms. Rakhmatova D. informed about the Grievance and Redress Mechanism (GRM) and Suggestions operating under the Project for feedback and ensuring transparency of program implementation. She explained that this document details the procedure for submitting and considering applications from the local community and builders. There will be installed a special box for letters and appeals at the site, which will be considered in a timely manner. The District Project Coordinator Mr. Gadoev I. was instructed to check the contents of the box and provide to the Project social consultant for review.

Mr. Dadajanov Kh. also noted that the Project has a telephone number through the WhatsApp program, which will also be posted on an information banner (in a prominent place on the construction site). He spoke about the procedure for collecting and monitoring indicators submitted for reporting to the Project, to have separate logs for registration, as well as the mechanism for providing monthly reports with photo in attachment.

Mr. Rakhimov M. noted that all relevant documents required from local executive authorities - a certificate for land use, the decision of the district's Khukumat Chairman are available. The local population are informed about this, and an additional announcement about the new construction of a kindergarten will be posted at the information corner.

Mr. Salimov M. reminded the district project coordinator and the contractor that during the works the building must be fenced off with a special tape for security reasons and the outsiders do not enter the site. Also taking into account the local rural features, prevent the penetration of pets into the construction site.

Mr. Odinaev K. spoke about the observance of technology and safety standards. He emphasized the importance of providing workers with overalls and footwear. It is strictly forbidden to wear light summer flip flops to carry out complex work, without gloves (plastering, priming, carpentry and other works). It is obligatory at the construction site to have a special corner for personal protective

equipment, first aid, a supply of masks and antibacterial agents. To remind workers and hold regular meetings on prevention measures and adherence to “social” norms regarding the Covid-19.

Decision:

- The participants came to a unanimous decision to take into account the presentation of the Project consultants on the goals and objectives of the ESMP, the results of which will help to minimize and prevent negative impacts on the social and environment.
- Consider that the proposed Environmental and Social Management Plan for the implementation of construction works meets the goals and objectives of this facility.
- Based on the foregoing, the participants of the meeting believe that “The Environmental and Social Management Plan for the construction of the KG of Hamadoni district is technically feasible, environmentally and socially acceptable”. The participants noted that they will provide their support for the successful implementation of the plan.
- It was also noted that the construction of this institution contributes to the improvement of medical conditions for serving the local population, especially women and children, persons of a vulnerable segment of the population.
- Participants also noted the importance of the educational nature of the organization of such meetings. In general, builders and population are not aware of the needs of environmental assessment and their rights and role in project implementation. Hence it is necessary to pay more attention to increasing the education of citizens in order to increase the sensitivity of the population about the impacts on the environment and about their responsibilities.
- Review the general and technical principles of environmental procedures and the role of state and private institutions.
- Provide information to the population about the current laws, regulations and procedures of the Republic of Tajikistan to raise awareness.
- Ask the district environmental sector to approve the proposed Plan and promote its implementation.
- PIG MOF RT to ensure the implementation of the Environmental and Social Management Plan for the implementation of construction works in KG of the Hamadoni district and to conduct regular monitoring of their implementation.



Chairman

Rakhmatova D.

Secretary

Salimov M.

