MINISTRY OF EDUCATION AND RESEARCH MOLDOVA

ENVIROMENTAL AND SOCIAL MANAGEMENT FRAMEWORK (ESMF)

FOR

EDUCATION QUALITY IMPROVEMENT PROJECT (P179363)

March 2023

Content

Abbreviations and Acronyms

ACM	Asbestos Containing Materials
CERC	Contingent Emergency Response Component
ECEC	Early Childhood Education and Care
E&S	Environmental and Social
EIA	Environmental Impact Assessment
EMIS	Education Management Information System
ESF	Environmental and Social Framework
ESMF	Environmental and Social Management Framework
ESMP	Environmental and social management plan
ESMP-CL	Environmental and social management plan - Checklist
ESS	Environmental and Social standards
EU	European Union
GD	Governmental Decision
GEIs	General Educational Institutions
GRC	Grievances Redress Committee
GRM	Grievance Redress Mechanism
IDA	International Development Association
ILO	International Labor Organization
IPF	Investment Project Financing
LMP	Labor Management Procedures
LPA	Local Public Authorities
MAC	Maximum Allowable Concentration
MHLSP	Ministry of Health, Labour and Social Protection

MoER	Ministry of Education and Research
NORLD	National Office for Regional and Local Development
VAC	Violence Against Children
WB	World Bank
WBG	World Bank Group
WWTP	Wastewater Treatment Plants

Executive Summary

In order to address the potential impact of Education Quality Improvement Project, an Environmental and Social Management Framework (ESMF) has been developed, which contains the national and the World Bank's (WB) requirements on Environmental and Social Impact Assessment for the activities and sub-projects to be financed. The project involves civil works for rehabilitation and construction of new high school buildings, procurement of equipment and supplies, programmatic inputs to improve teacher effectiveness and learning enhancement for vulnerable students, and materials, training support and other programmatic inputs to early childhood development centers. Project locations are yet to be selected.

This ESMF describes the proposed project and presents major findings ofthe preliminary assessment of environmental and social risks associated with the proposed Education Quality Improvement Project.

The document provides a summary of environmental and socioeconomic conditions and the how the proposed sub-projects could affect the environment and people. The ESMF describes the procedural requirements for further screening, assessment and mitigation of environmental and social risks and impacts for program and subproject activities whose details are still to be determined. The Framework provides the relevant standards, procedures, and guidelines to be followed throughout project implementation to ensure alignment with WB's Environmental and Social Framework (ESF) and the Environmental and Social Laws and Regulations of the Republic of Moldova for adequate mitigation of any residual and/orunavoidable impacts. All programmatic inputs and sub-project activities to be supported under the Project will be subject to environmental and social screening as per criteria laid down in the project ESMF document. The screening will determine whether activities require a further Environmental and Social Impact Assessment (ESIA) and/or Environmental and Social Management Plan. The Framework serves as guidance in identifying and assessing the potential environmental and social impacts of subprojects, in preparing plans and documents that will summarize necessary mitigation measures to minimize or prevent them, and to provide guidance on environmental and social monitoring and reporting. In addition, the ESMF describes institutional responsibilities, capacity requirements and budget estimation for carrying out this work .

This ESMF aims to ensure that the implementation of individual sub-projects will be carried out in anenvironmentally and socially sustainable manner.

Overall, risks and impacts for activities selected under the project are expected to be site-specific and mostly temporary and can be easily mitigated through good project design and implementation practices. Construction activities involve some occupational and community health and safety risks and some activities involving the participation of vulnerable groups may also require preventative measures to ensure the absense of abuse, neglected or other forms of harm. It is also expected that many activities will have negligible environmental and social impact and require only environmental and social due diligence screening procedure.

The ESMF is to be implemented in conjunction with the project Stakeholder Engagement Plan (SEP) which also describes a project-level Grievance Mechanism (GM) designed to facilitate receipt and response to feedback and concerns associated with the project. The ESMF is also to be implemented in conjunction with the project Labor Management Procedures (LMP), which are developed in accordance with the requirements of ESS2. The ESMF may be updated during project implementation in accordance with the project Environmental and Social Commitment Plan (ESCP).

1. Introduction

1.1. Purpose of this ESMF

Built upon the WB methodology, the present document entitled Environmental and Social Management Framework (ESMF) was specifically designed for Education Quality Improvement Project.

The ESMF is the methodological document, its content is critical for ensuring that potentially adverse environmental and social consequences are identified, minimized, and properly mitigated within further interventions scheduled within the project components/subcomponents, described further in the documents. Besides that, the ESMF sets out the procedures and mechanisms as well as the practical approaches to be used to ensure the compliance of the project activities with the laws of the Republic of Moldova and the requirements of the World Bank.

The present project **aims to (i) improve teaching practices of participating teachers and physical learning environments of selected educational institutions; (ii) strengthen the capacity of the Ministry of Education and Research for sector management and refugee response; and (iii) in case of an Eligible Crisis or Emergency, respond promptly and effectively to it.**

The **key stakeholders** pay an important role within the proposed methodology, the spectrum of those is comprised of various state institutions, local public authorities (LPA) of level I and II, authorities at central level. More closely the stakeholders are listed under Chapter 9 of the present document.

The Ministry of Education and Research of the Republic of Moldova (MoER) is the key central authority that establishes priorities of the education system as a whole, as well as the objectives of education by levels and profiles of education.

1.2. Main objectives of ESMF

The Project's ESMF includes the analyses of data collected, information and materials on environmental and social issues relevant to the components of the project, mentioned below.

Along with screening instructions, ESMF carries detailed guidance (and template) for developing site-specific ESMPs

In the process of elaboration of the Project's ESMF it was taken into consideration what it has been done and the lessons learned under previous Bank's financed projects (i.e. Moldova Education Reform Project, Moldova Higher Education Reform Project) in order to formulate a solid foundationto the current ESMF. Relevant potential environmental risks and social concerns that may arise as a result of the implementation of proposed project and activities were identified and analyzed. The identified risksand social concerns were evaluated in accordance with all 10 environmental and social standards (ESS), approved by World Bank. During assessment, there were identified the main stakeholders and specified the appropriate roles and responsibilities of involved actors and parties according to the proposed project and activities.

For assessing the potential impacts of activities, the screening and assessment methodology was developed that shall further allow an environmental / social risk classification and the identification of appropriate Environmental and Social Framework instruments.

Based on the initial assessment, the outline of the required procedures for managing and monitoring environmental risks and social concerns related to the project were elaborated and proposed for application during the project implementation.

Another main objective of the assessment was to determine the training needs, capacity building and technical assistance required to successfully and effectively develop and implement the proposed project actions.

It is expected that according with the present framework the MoER and its Project Management Team (PMT) as well as the National Office for Regional and Local Development (NORLD) will be knowledgeable on the key due diligence issues to be expected within the project activities under the project and would have the capabilities and capacity to manage them in line with best available international codes of practice.

1.3. Project Description and Proposed Arrangements

The following PDO level indicators would be used to measure the outcomes specified in the PDO statement:

- Improved teaching practices of participating teachers (percentage)
- Students benefiting from improved learning environment under the project (girls/boys, urban/rural, refugee students, vulnerability status, education level) (number)
- Annual statistics reports produced using data generated by the integrated EMIS (text)

Component 1: Improve teaching practices (US$8.6 million IBRD; US$2.7 million ELP; US$4.7 million GPE)

The objective of this component is to improve teaching practices in the classroom as a major element driving student learning. The Project will help equip teachers with the skills required to succeed in the classroom including raising the awareness and knowledge of teacher professional standards, and improving teacher's digital skills and classroom management skills. This component will finance: (a) nationwide implementation of national teachers' and managers' professional standards; (b) nationwide rollout of teacher quality assessment; (c) development and implementation of in-service teacher training for ECE teachers and educators; (d) periodic assessment of quality of ECEC service delivery; (e) provision of indoor and outdoor teaching and learning and play materials; (f) development, piloting and implementation of the rapid student assessments to identify students who are falling behind; and (g) development and implementation of tutoring or other learning recovery program; (h) decentralized approach to teacher professional development and innovative instructional practices. Activities under this component will support Pillar 4 of the GCRF through strengthening the education sector in Moldova to be more resilient to future crises. This will be achieved through training of teachers and managers on the revised professional standards, which will include standards related to digital skills in schools to help students continue to learn uninterrupted. The component will provide capacity building to staff across prioritized educational institutions to implement the new professional standards, support energy efficiency in schools, focus on equitable access to quality education, and enhance digital skills and the use of digital technology in schools. Teachers and managers from schools with the larger share of disadvantaged students will be prioritized for the in-service training on the revised teacher professional standards, and effective classroom management strategies. This targeting strategy will ensure convergence among project activities envisaged under components 1 and 2.

Subcomponent 1.1. Improve teaching practices of participating teachers. This subcomponent (part A) will support the delivery of modern in-service training programs that foster an increased awareness and understanding of the revised teacher professional standards, as well as more effective classroom management strategies among school practitioners at primary and secondary education levels. It will finance TA to support the development and implementation of in-service teacher training on the revised professional standards which are to include digital pedagogy. This subcomponent will also finance the scale-up of the assessment of the quality of teaching in classrooms by the National Agency for Quality Assurance in Education and Research (ANACEC), to better understand to what extent teachers in Moldova: (a) create a culture that is conducive to learning, (b) instruct in a way that deepens student understanding and encourages critical thinking, (c) foster socioemotional skills that encourage students to succeed both inside and outside the classroom, and (d) use inclusive teaching practices that help all students to learn. A communications campaign will be conducted by the ANACEC to inform and consult with teachers and managers about the rollout of the assessment of the quality of teaching in classrooms.

This subcomponent (part B: US$2.7 million ELP) will also finance the development and implementation of in-service teacher training in the pedagogical capacity for early childhood education (ECE) teachers and educators in line with the Early Learning and Development Standards for Children (0-7), with the focus on new teachers, educators, and teaching assistants to expand ECEC provision. The training will focus on the

ECE curriculum and support play-based teaching and learning. This subcomponent will support an in-depth periodic quality assessment in a nationally representative sample of ECEC service providers to better understand the quality of ECEC service delivery in the country. The standard package of support for ECEC will include the provision of indoor and outdoor teaching and learning and play materials. The quality assessment survey will also collect information about the resilience of ECEC facilities against climate change and related disaster risks, particularly extreme heat, droughts, and floods. The data collected through the project will provide the MoER with valuable information that can be used to plan and enhance the climate resilience of the ECEC infrastructure through rehabilitation and expansion efforts under Component 2.

Subcomponent 1.2. Develop, pilot, implement and evaluate a learning recovery program for disadvantaged students. This subcomponent will finance the development, implementation, and evaluation of a new rapid formative learning assessments in key subject areas (e.g., reading and math) for at least one selected grade. TA will support this work under the National Agency for Curriculum and Evaluation of the MoER. Following the identification of students and learning challenges, a consulting firm will be hired to work closely with the MoER to develop feasible tutoring program options. The program design/prototypes will be developed based on international evidence and will cover targeting of students for the pilot, subject areas, selection of tutors (identification and selection criteria for the tutors who will deliver the program), mode of delivery (online/blend, duration, timing, frequency etc.), cost implications, and materials and/or equipment needed. High-dosage tutoring, with small groups of students who meet around three times a week for tutoring sessions lasting up to an hour over a 10-week period typically show the greatest impact (Education Endowment Foundation, 2018). TA under the project will also support the development and implementation of an impact evaluation of the tutoring program to measure its implementation fidelity and impacts. The tutoring program will first be piloted in the randomly selected schools (with proper selection of treatment and control groups). After an initial cohort of students participates in an impact evaluation and program design is fine-tuned in line with its finding and recommendations, disadvantaged students performing in the bottom 20 percent will be provided with a supplemental tutoring program (remedial/accelerated learning program) developed under the project. The identification and targeting of disadvantaged students will be made by the MoER and will be facilitated by student-level EMIS and other sources of data on vulnerability, socioeconomic status, and academic performance of students in full adherence to the national personal data protection legislation.

Subcomponent 1.3. Decentralized approach to teacher professional development and innovative instructional practices (US$4.7 million GPE). This subcomponent will finance: (i) the setup of a professional learning network and exchanges between Moldovan teachers, and potential collaboration with teachers from Romania, Estonia and other countries facing similar challenges; (ii) small grant-supported projects, developed by schools that are aligned with the NDS (eligible categories for small grant applications will be detailed in the Project Operations Manual (POM) ; (iii) two school grants officers hired by the Project Management Team (PMT) to work closely with the MoER to develop a school grants operations manual, together with the program guidelines and application package featuring call-for-proposals documentation (application template) and assessment grid for evaluation of submitted proposals. The development of the school grants operations manual will serve as a disbursement condition for relevant expenditures category under the project, and (iv) the development and implementation of a wide communication campaign and capacity building program to ensure that schools with large numbers of disadvantaged students, but low capacity, could successfully participate in the school grants program. The grants will be channeled to schools through the national budget system by inclusion of the relevant allocations by the MoER and the Ministry of Finance (MoF) to the annual budget law and the implementation will be checked as part of regular annual financial audits.

Component 2: Improve the quality and resilience of learning environment in selected educational institutions (US$24.7 million IBRD; US$2.3 million ELP)

The objective of this component is to improve the quality and resilience of (physical and digital) learning

environments in targeted schools (grades 1-12) and preschools aligned to the quality standards for infrastructure and equipment. This component will finance: (i) the physical and digital modernization of learning environments in around 200 selected schools including equipping them with the necessary laboratory and IT equipment; (ii) rehabilitation in about 15 schools and 15 preschools to improve access for children in Moldova and refugee children from Ukraine, and (iii) construction of three new high schools as part of the upper secondary education reform. The proposed Project aims to comprehensively address development challenges related to safety, resilience, inclusion, and sustainability of infrastructure.

Improving resilience in the short term

Subcomponent 2.1. Equipping selected schools. The objective of this subcomponent is to improve the learning environment in selected schools and preschools. School selection will rely on a predefined criteria that considers the sustainability of investments in light of declining student population. The subcomponent will support: (a) an identification study, including the definition of criteria to determine which educational institutions will be selected to receive support; (b) a needs assessment in each educational institution to determine the availability of basic infrastructure (water supply and sanitation); (c) provision of furniture, IT equipment, and STEM equipment for schools, and teaching and learning materials for students with disabilities; and (d) training of teachers and managers, along with provision of user guides and demonstration videos on operating and maintaining IT and STEM equipment, as well as the use of such equipment with modern teaching methodologies and digital learning materials in the classrooms. The subcomponent will prioritize energy-efficient equipment to reduce energy consumption and GHG emissions.

Teachers would receive training focused on effective use of the equipment in the educational process to support students in acquiring the modern skills essential in the 21st century (building on the experience and achievements of MERP). Equipment will provide teachers with: (a) a practical component for teaching and (b) resources for a project-based learning approach in the delivery of STEM curriculum, which aims to better integrate climate change, environmental science, and disaster risk reduction into mainstream education. These activities will also ensure that the equipment, furniture, and materials address the needs of students with disability, as well as of the refugee students from Ukraine. This activity will support strengthening the resilience capacities of educational institutions and continuity of learning by ensuring connection to internet in targeted educational institutions, as well as mobile applications, also available offline. Increased digitalization of classrooms will improve continuity of learning in adverse weather conditions, which are expected to intensify with climate change. Teachers will receive training on how to adapt lessons for remote instruction and in the use of online teaching tools.

Subcomponent 2.2. Rehabilitation of selected schools and preschools. This subcomponent (part A) will finance design, civil works, and supervision of civil works. It will target school buildings that have the highest risk of collapse or serious damage in an event of an earthquake which could jeopardize the health and safety of students, teachers, and other building users. Larger schools with the most disadvantaged students will be targeted. The selection criteria will prioritize schools in areas with a higher deprivation index, with sufficient school capacity utilization but failing to meet basic WASH and other infrastructure requirements. Field verification will be conducted and schools on the priority list will be cross-checked to ensure that they are not prioritized under current or future funding by local authorities or other development partners, and that they have not undergone recent comprehensive renovations. This subcomponent (part B: US$2.3 million ELP) would target ECEC facilities that could expand access (with quality) to vulnerable children from Moldovan families and refugee children from Ukraine. Minor rehabilitations including WASH facilities in centers that do not have access to water will be supported. Rehabilitation will follow similar prioritization as for schools but will focus only on those ECEC facilities that commit to expanding access to vulnerable children from Moldovan families and refugee children from Ukraine, not yet covered by ECEC services.

Longer-term approach

Subcomponent 2.3. Building new and more resilient high schools

This subcomponent will support the upper secondary education reform that requires establishing separate high schools to standardize access to high-quality upper secondary education across the country. Specifically, this subcomponent will finance: (a) construction of the first three schools in this reform learning from relevant experience; (b) provision of furniture and equipment for classrooms, canteens, and sports facilities, and (c) training modules and adoption of manuals on school maintenance (including operation and maintenance of clean technologies), contributing to the long-term climate resilience, climate mitigation, and sustainability of investments in infrastructure. Procedures and protocols for the new schools will integrate consideration of safe egress for vulnerable students and others who may require additional assistance. Civil works that might cause land acquisition or involuntary resettlement will not be eligible for financing under the project.

Infrastructure development will focus on safe, inclusive, sustainable and resilient facilities design, aligned with the learning process and developed from applicable best practices, with a focus on greater energy and water efficiency, use of renewable energy, water recycling and harvesting, waste minimization, durability, and resilience to climate-induced hazards and adhering to the national and regional circumstances and climate objectives communicated through Moldova's NDC. Activities under this component will support Pillar 3 of the GCRF through – Strengthening Resilience – through incorporating climate-smart and resilient physical and digital infrastructure, and providing support to strengthening sector resilience to withstand pandemic-like shocks. It will also finance activities aligned with Pillar 4 focusing on strengthening policies, institutions and investments for rebuilding better.

Component 3: Strengthen education sector management, project management, and M&E (US$6.7 million IBRD)

Subcomponent 3.1: Support nationwide education sector management and refugee response

This subcomponent will support improved planning, management, and evaluation of education reforms in the following areas: (i) improvement of the existing EMIS and making better use of data to support management decisions at all levels; (ii) national and international student assessments; (iii) revision of the teacher and managers professional standards; (iv) improved nationwide education infrastructure investments planning for modern and resilient school infrastructure and climate change adaptation of the education system; and (v) national and subnational capacity to lead ECEC and upper secondary education reforms. The project will support critical sectoral studies, capacity building, and evidence-based policy planning, implementation and monitoring and evaluation of reforms, refugee response, and project interventions. Under activity (iii), professional standards for teachers and managers—which define the pedagogical and other professional knowledge and skills required of all educators—will be revised to include digital pedagogy.

For strengthening data management and analytics for evidence-based decision-making, this subcomponent will support the following activities: (i) technical improvements to the EMIS to enable integrated use of NBS and MoF data; (ii) strengthening a system for the generation of aggregate data and reports based on primary data and integrate data on refugee children from Ukraine; (iii) training to EMIS experts on data collection and management, (iv) strengthening MoER's analytical capacity in using data; and (v) strengthening EMIS data protection systems as well as data quality assurance. More specifically, it will finance: (i) the development and integration of the E-Catalog/E-Register and other modules to EMIS that would allow a switch from paper-based to a greener, more efficient electronic format of data reporting to various stakeholders, and interoperability of the NBS system and EMIS; (ii) creation of the dedicated module and interface in the EMIS that would allow the MoER to identify students that require support with adherence to

the personal data protection legislation; and (iii) the development and integration to EMIS of a module for the ANACEC on external assessment of education institutions.

On student assessments, this subcomponent will support: (i) analysis of PISA 2022 results in student learning and Moldova's participation in PISA 2025 and 2028 ; (ii) preparation activities conducted by the ANACEC, including the development, translation, and editing of test materials; education, training and preparatory workshops; and piloting of assessments; (iii) test implementation, including printing, distribution, and supervision of assessments; data processing and analysis; and dissemination of results; and (v) strengthening the capacity of the national implementing agency responsible for carrying out national and international student assessments, including for refugee children from Ukraine.

This subcomponent will support the development of a long-term, nationwide plan for better integrated investments in resilient and modern school infrastructure. It will be based on changing demographic trends (anticipated demand/enrollment projections; integration of disadvantaged children, including refugees from Ukraine) and local network optimization plans. Strategic investments planning will help improve the safety and resilience of schools, addressing the issues of access for students with disabilities and WASH facilities (separate for girls and boys), integrating climate-smart innovations, and undertaking regular maintenance. The subcomponent will also finance the development of new designs for schools so that they are more sustainable, energy efficient, inclusive, and resilient. By being more energy efficient, schools and preschools can help prevent GHG emissions and improve teaching and learning environment in line with the GoM's NDC commitments. Close attention will be paid to optimizing the design of the schools so that they meet identified needs but also are cost-effective, energy efficient, sustainable, and can be easily replicated with state, local, and development partners' financing. Facility planning based on school mapping and facilities survey will precede any infrastructure investments. Research for improving climate change resilience of the education system will be also supported to promote more efficient and resilient school buildings contributing to energy savings, building performance, and incorporating seismic resilience into building designs in line with international best practices, and supporting climate adaptation and mitigation actions.

This subcomponent will provide TA and capacity building for the development of policies to harness the potential of the private sector to close the gap in ECEC service provision in Moldova, in an inclusive manner, while increasing access for disadvantaged children including refugee children from Ukraine to quality ECEC services and their mothers to the labor market, thereby reducing their economic and social vulnerability. Activities will support Pillar 2 of the GCRF (Protecting People and Preserving Jobs) through the current network of state-owned kindergartens and by piloting a model of private sector provision, with an impact evaluation to measure labor market outcomes of the parents.

Subcomponent 3.2: Project management, monitoring, and evaluation

This subcomponent will provide support for project management activities including project supervision, procurement, and financial management (FM), environmental and social (E&S) management, monitoring and evaluation (M&E), verifications, and essential communications strategy. It will support the MoER/PMT and National Office for Regional and Local Development (NORLD) team with staff responsible for fiduciary responsibilities, adherence to environmental and social standards, technical oversight, monitoring and evaluation, annual audits, stakeholder engagement and consultations, and services of the verification agency. Support will also focus on strengthening the institutional capacity of the MoER and NORLD to carry out project implementation.

Component 4: Contingent Emergency Response Component (US$0)

This component is included with the objective to support the country's future response if a natural or manmade disaster or emergency arises, in line with the procedures governed by paragraph 12, Section III of the Bank Policy, Investment Project Financing (IPF) on Projects in Situations of Urgent Need of Assistance or Capacity Constraints.

1.4 Project Locations

The location, scope and scale of activities under the project's components varies. Some are site specific and involve physical construction activities. Others involve distribution of supplies and equipment across multiple institutional locations. Others are systemic inputs to the quality of teaching and learning and will involve activities in classrooms across the country.

The project activities will implemented over a period of 06 years.

Component	Amount	Location, Scope and Scale
Component 1 – Improve teaching practices		
Subcomponent 1.1 – Improve teaching practices of participating teachers.	(US$8.6 million IBRD; US$2.7 million ELP; US$4.7 million GPE and potentially US$3.2 million GFCC concessional financing)	System-wide professional standards, observation tools, techniques, teacher training inputs for teachers and ECD care givers
Subcomponent 1.2 – Develop, pilot, implement and evaluate a learning recovery program for disadvantaged students		Targeted interventions for disadvantaged students including supplemental tutoring and accelerated learning. Participation based on data on vulnerability, socioeconomic status, and academic performance
Subcomponent 1.3 – Decentralized approach to teacher professional development and innovative instructional practices		Targeted small grants for projects involving digital tools, active learning, remedial support for disadvantaged students including Roma children, refugee students from Ukraine and children with special educational needs (SEN) and disabilities, girls' participation in the STEM, exchange and mobility
Component 2 – Improve the quality and resilience of learning environment in selected educational institutions		
Subcomponent 2.1 – Equipping selected schools	US$24.7 million IBRD; US$2.3 million ELP and potentially US$5.4 million GFCC concessional financing	Provision of equipment, supplies and inputs to modernize the learning environment of up to 200 existing schools to be selected on a needs basis.
Subcomponent 2.2 – Rehabilitation of selected schools and preschools		Rehabilitation of 15 schools and 15 preschools
Subcomponent 2.2 – Building new and more resilient high schools		Construction of 3 high schools as part of the upper secondary education reform with locations to be selected on a needs basis
Component 3 – Strengthen education sector management, project management, and M&E		
Subcomponent 3.1: Support nationwide education sector management and refugee response	US$6.7 million IBRD and potentially US$1.3 million GFCC concessional financing	Improvement of the existing EMIS and making better use of data to support management decisions at all levels; national and international student assessments; improved nationwide education investments planning; support national and subnational capacity to lead ECEC and upper secondary education reforms; and
Sub-component 3.2: Project management, monitoring, and evaluation		Supports activities required by MoER and NORLD to undertake their fiduciary responsibilities
Component 4 – Contingent Emergency Response Component		
	US$0	GoM and WB may agree to trigger this component in response to an unforeseen emergency allowing the drawdown of remaining funds from other project components to finance emergency response activities

2. Policy and regulation Framework

2.1. National Legal and regulatory Framework

The ***Association Agreement between the European Union and the European Atomic Energy Community and their Member States and the Republic of Moldova*** was signed on June 27, 2014. The Agreement was ratified by the Parliament of the Republic of Moldova on July 2, 2014 and by the European Parliament on November 13, 2014.

Following the signature of ***the Agreement***, the country committed to implement the relevant environmental legislation of the European Union into its national legal system by adopting or changing national legislation, regulations and procedures aiming at political association and economic integration with the EU.

The Association Agreement includes binding provisions, regulatory norms and broader cooperation arrangements in all sectors of interest. Therefore, the EU directives have become directly relevant to all aspects of green city development and are discussed separately per sector and key issue.

The achievement of commitments started with the adoption of the ***National Implementation Plan of the EU-Moldova Association Agreement for 2014-2016 by Government Decision 808/2014***.

2.1.1. Overview of Key National Environmental Legal Provisions

The Republic of Moldova is characterized by a new legislative base, that most of it was harmonized with EU *aquis communitare* according with Association Agreement. Some of the main laws related to the project proposal and activities that will be implemented are indicated below:

- Constitution of the Republic of Moldova (1994);
- Law on the Environmental Protection no.1515-XII of 16 June 1993;
- Law on Ecological Expertise no. 851-XIII of 29 May 1996;
- Law on Environmental Impact Assessment no.86 of 29 May 2014;
- The Water Law no. 272 of 23 December 2012;
- Land Code (1991) 828-XII of 25 December 1991;
- Law on Drinking Water no.272-XIV of 01 February 1999;
- Law on State Supervision of Public Health, no.10-XVI of 03 February 2009;
- The Law on the Fund of Natural Areas Protected by the State, no. 1538-XIII of 25 February 1998;

Other laws relevant for this project are:

- Law on accreditation and conformity assessment activities no. 235 of 01 December 2011;
- Law on Quality in Construction (no. 721 of 02 February 1996);
- Law on Construction Works authorizations, no.163 of 09 July 2010;
- Law on access to information (982-XIV of 11 May 2000);
- Law on Town-planning and Territorial Development, no. 835, 1996;
  Law on Wastes no. 209 of 29 July 2016;
- Law on chemicals no 277 of 29 November 2018

- Law on Air Protection (1422- XIII of 17 December 97).The Governmental Decisions and Instructions:
- Construction Norms and Regulations (SNiP 2.04.01-04-85) ;
- Governmental Decision on Standard provisions on use of water supply and sewerage systems communal (2002);
- Governmental Decision regarding Concept of sustainable development of cities and towns in Republic of Moldova (2002);
- Sanitary Rules on atmospheric air prevention in localities (1998);
- Governmental Decision on increasing of exploitation safety of buildings and constructions, installations and pipelines which are sources of a heightened risk (1996);

The general evaluation of the legal acts and its relevancy to EQIP are indicate in table below:

Title	***General overview***	***Relevancy with the project***
Law on the Environmental Protection no.1515-XII of 16 June 1993;	establishes the basic legal framework for drafting special normative acts and instructions issues of environmental protection.	basic rules regarding air quality conditions, rights and duties of each actor with activities with potential impact to environment;
Law on Ecological Expertise no. 851-XIII of 29 May 1996;	determines goals, objectives and principles of State Ecological Expertise (SEE), as well as basics of procedure.	the list and procedure for the small economical activities that are subject of ecological expertise;
Law on Environmental Impact Assessment no. 86 of 29 May 2014;	establishes the goal of preparing documentation on the Environmental Impact Assessment (EIA), its procedure, coordination and approval, and includes the List of objects and types of activities for which an EIA is compulsory prior to their design.	relevant, because project will support big infrastructure measures;
Law no.591 on Green Spaces of the Urban and Rural Localities (1999)	regulates relations in the field of development and protection of green spaces in urban and rural localities in order to ensure the right of each individual to a healthy and aesthetic environment.	the identification and delineation of the green areas nearby the educational institutions;
The Water Law no. 272 of 23 December 2012;	partially harmonized with EU directives in the field of water policy, establishes the legal framework necessary for the water management, protection and use.	could be relevant if for the laboratories will be necessary to apply for the water authorizations, in other cases is not relevant;

Land Code (1991) 828-XII of 25 December 1991;	establishes the relations and rights of land ownership and the basic framework of land use.	for establishing the procedures, duties and obligations under administration of the land;
Law on State Supervision of Public Health, no.10-XVI of 03 February 2009;	The Purpose of this law is providing optimum conditions for the maximum realization of potential of health of everyone throughout all life by means of organized efforts of society on the prevention of diseases, protection and promotion of health of the population, improvement of quality of life.	relevant for the indoor air quality and drinking water quality, as well as quality of products used in education institutions;
The Law on the Fund of Natural Areas Protected by the State, no. 1538-XIII of 25 February 1998;	establishes the legal bases for the creation and functioning of the state-protected natural areas fund.	will be relevant if on the territory of educational institution any protected area exists;
Law on accreditation and conformity assessment activities no. 235 of 01 December 2011;	This Law establishes the legal framework for the accreditation activity of conformity assessment bodies, made with mandatory or voluntary title, for product placement on market and for conformity assessment activities, regardless of the fact that this evaluation is mandatory or not for products marketed and /or used in the Republic of Moldova.	will be relevant if the institutions will implement activities for improving technical, methodological and material part of the laboratory activities, the accreditation process should be in place
Law on Quality in Construction (no. 721 of 02 February 1996);	The provisions of this law are applied to construction and related facilities, hereinafter referred to as the building industry, in the design, construction and building, as well as in the stages of exploitation and interventions to existing buildings and post-utilization them, regardless of their form of ownership, destination, category and class or source of funding, in order to protect people's lives their goods, society and the environment.	will be relevant for the civil and construction works

Law on authorization of the executing the construction Works, no.163 of 09 July 2010;	The provisions of the law are mandatory for authorizing the execution of constructions of any kind, category, destination and type of property, except for objects of a military or secret character, which are specifically authorized.	will be relevant for the civil and construction works if will be according with criteria provided by Law;
Law on access to information (no. 982-XIV of 11 May 2000);	This Law shall govern the rights of access to information of public importance held by public authorities, with a view to exercising and protecting the public interest to know and attaining a free democratic order and an open society	relevant for ensuring active and passive way of disseminating information about implementation of the project and civil work executed under the project;
Law on Wastes no. 209 of 29 July 2016;	The Law sees that waste management methods will not endanger the environment, peoples' health and other living organisms. Authorities in charge are authorizing waste collecting, transportation, exploitation and disposal activities, avoiding water, soil, flora, fauna, phonic and air pollution. New methods must not endanger landscapes or protected areas.	relevant for ensuring the waste management at the level of each institution for toxic waste, electric and electronic waste equipment for the solid waste;
Law on Air Protection (no. 1422- XIII of 17 December 1997).	The Law has the objective to maintaining the air quality and improving the air quality - component of the environment, preventing and reducing the adverse effects of physical, chemical, biological, radioactive and other factors on the atmosphere, with adverse consequences for the population and /or the environment, and regulates the activity of individuals and legal entities, irrespective of type of ownership and legal form of organization, when he/she directly or indirectly affects or may affect the air quality.	relevant for ensuring the air quality for the activities connected with civil and construction works and also for ensuring the legal requirements for noise during civil and construction works and exploitation of the equipment from laboratory.

2.1.2. Overview of Key National Social Legal Provisions

In respect of the provisions of Constitution and for stronger implementation Parliament adopted few Laws relevant for the social component, as:

Law on Social Inclusion of Persons with Disabilities, no. 60 of 30 March 2012 - regulates the rights of persons with disabilities for their social inclusion, guaranteeing the possibility of their participation in all areas of life without discrimination, at a level identical to the other members of the society, having as a basis the respect of fundamental human rights and freedoms.

Law regarding the promotion of employment and unemployment insurance, no. 105 from 14 June 2018 - the purpose of this law is to prevent and reduce unemployment and its social effects, reduce the risk of unemployment and ensure a high level of employment and adapting to the demands of the labor market.

Law on Social Services, no. 123 of 18 June 2010 - establishes the general framework for the creation and functioning of the integrated system of social services, with the determination of the tasks and responsibilities of the central and local public administration authorities, of other legal and naturalpersons empowered to provide and provide social services, as well as the protection of the rights of the beneficiaries of social services.

Law on ensuring equal opportunities between women and men no. 5-XVI of 09 February 2006 - the purpose of this law is to ensure the exercise of their equal rights by women and men in the political, economic, social, cultural, other spheres of life, rights guaranteed by the Constitution of the Republic of Moldova, in order to prevent and eliminate all forms of discrimination according to the gender criteria. The law also introduces the notion of affirmative actions.

2.1.3. Permits Required

The table below provides the information about the acts and regulations forming the construction permitting system that might be relevant to the EQIP.

Table: Potential environmental permits and/or licenses to be applied for Project implementation.

Act / Regulation	Permit / License	Implementing agent	Relevance to the project
Law no. 163/2010 on the authorization of the execution of construction works Law no. 160/2011 on regulation by authorization of entrepreneurial activity	**Building permit** Necessary acts: Urban planning certificate for design or finding certificate, in case of application of the principle of tacit approval. extract from the project documentation in volume of: explanatory memorandum, General plan (situation plan, drawing plan), facades, chromatic Solutions, Project for organizing the execution of construction works; project documentation verification notices. contract on author supervision, signed by the applicant (beneficiary) and the designer. extract from the minutes of the meeting of the National Council of Historical Monuments of the Ministry of Education, Culture and Research. certificate of discharge of archaeological load, in the cases provided for in art. 6 para. (2) and (3) of Law No. 218/2010 on the protection of archaeological heritage; environmental agreement, if environmental impact assessment is required.	Public Services Agency (Cadaster services)- the location scheme that includes data on the land and the objects existing on it. Agency for technical supervision of the Ministry of Infrastructure and Regional Development of the degree of damage to buildings. Local bodies of architecture and urbanism within the local public administration - Urban planning certificate for design or finding certificate. The National Archaeological agency submits to the issuer of the urban planning certificate for design the archaeological expertise opinion. Environment Agency, National Agency for Public Health, Agency for technical supervision, and State Inspectorate for emergency situations INCP "Urbanproiect" (for all localities, except Chisinau municipality), IMP " Chisinau proiect " (for Chisinau municipality) – project documentation verification notices Environment Agency – environmental agreement. Mayors of municipalities, cities, communes and villages for construction (construction/dismantling works) of any destination and type of property.	Authorization of the execution of constructions of any kind, category, destination and type of property, with the exception of objects of a military or secret nature, which are specifically authorized.
Law No. 509/1995 on roads	Authorization of objects in the area of the public road and/or its protection areas.	Road manager - Road infrastructure Section of the Ministry of Economy and infrastructure.	In the case of requesting the authorization of objects in the area of the public road and / or its protection areas, the issuer is obliged to obtain the necessary opinion (location authorization) in accordance with the Law No. 509/1995 on

Act / Regulation	Permit / License	Implementing agent	Relevance to the project
			roads, which is issued within 20 working days. The building permit issued in the absence of the notice (location authorization) is null.
Law no. 86/2014 on environmental impact assessment	Environmental Impact Assessment (environmental agreement)	Environment Agency	In terms of article 4 of Law on EIA a development with activities listed under Annex 1 or Annex 2 require an EIA or State Ecological expertise to be undertaken.
Law No.209 /2016 on waste (Art.25); Law No. 160 /2011 on regulation by authorization of entrepreneurial activity. GD no. 682 OF 11.07.2018 on the approval of the concept of the automated Information System "Waste Management".	Environmental Impact Assessment (environmental agreement)	Environment Agency	Contractor may require a license to store and handle transport hazardous waste.
Law no. 1530/1993 on the protection of monuments. Regulation of organization and functioning of the National Council of historical monuments.	Consent/ Opinion on projects of interventions in buildings with protected monument status and projects of interventions in protected built areas.	National Council of Historical Monuments of the Ministry of Education, Culture and Research.	Approval of project documentation on interventions in buildings with protected monument status and projects of interventions in protected built areas.
Water law no. 272 /2011. Law no. 160/2011 on the regulation by authorization of the activity of Entrepreneur. Government decision no. 894 /2013 on the organization and operation of the one-stop shop in the field of environmental authorization for the special use of water; Government Decision No. 977/2016 on the approval of the regulation-type of exploitation of accumulation lakes / ponds. Government decision no. 950/2013 for the approval of the regulation on the requirements for collection, treatment and discharge of wastewater in the sewage system and/or in water emissaries for urban and rural localities.	Environmental authorization for the special use of water	Environmental Agency	It is the document certifying the right to use the waters for the following activity: a) water capture from surface and underground water sources for water supply for human consumption.

2.1.4. Environmental Impact Assessment procedures and relevance for EQIP

In Moldova, the *Environmental Impact Assessment* (EIA) procedure was established by the Law on Environmental Impact Assessment #86/2014 and Law on State Ecological Expertise #851/1996. The EIA procedures are applicable to complex and potentially dangerous (to the environment) projects which could lead to significant impacts and aim to prevent and mitigate impacts even on the projects' design stage. The EIA should be conducted at an early stage of the project activities in case of new construction, upgrading, reconstruction, modernization, production profile changes, conservation or

liquidation of existing enterprises or new development planning is expected to be implemented. A summary of key aspects of the Moldovan legal framework that are relevant to the operation is included in Annex.

Project environmental screening

Following to the national environmental approval practices, all projects may be conventionally divided into three main categories:

First category (A) – projects which may have significant impacts on the environment. They are specified in a special annexes to the Law on EIA (#86/2014) and require a full Environmental Impact Assessment before designing and can be further developed (detailed engineering design) with a positive approval of the EIA findings by the Environmental Agency – this conventional category mainly corresponds to WB project category with *high risk* as well as partly, to category with *substantial risk*, e.g., electrical transmission, nature protection projects, some watershed projects (e.g., protection strips along river and water bodies), some rural water supply projects (for grouped water intakes with 1 thousand m^3/day and more for underground water intake and 10 thousand m^3 per day for surface water intake), etc. As mentioned above such projects are not expected under the Project assistance.

Second category (B) – projects which not listed in the Annex 1 to the Law on EIA, which may have less significant impact on environment. They require ecological substantiation of project activities. This might be presented in a special Environmental Chapter, which has to contain information on potentially affected environment as well as outline main potential environmental impacts and mitigation measures. This Chapter has to be included in the project design documentation and respectively, to be passed through the State Ecological Expertise before project implementation – this conventional category mainly corresponds to WB project categories with substantial or moderate risks. The Environmental Chapter in the documentation for such type of projects, to great extent, corresponds to "some environmental assessment/ environmental analysis" presumed for this project category.

Third category (C) – the rest of projects which are expected to have minor impacts on environment and therefore do not need to be passed through the formal procedures of EIA and SEE. This conventional category mainly corresponds to WB project category with low risk.

Projects that require SEE of design documentation

All projects, which may have negative impact to environment, but not listed in annexes to Law on Environmental Impact Assessment, will require applying of SEE procedures before implementation. The SEE procedures are usually applied after feasibility and engineering design stages. The design documentation for these projects usually linked with construction, reconstruction and enlargement is being developed in conformity with a technical documentation.

Sections "Environment Protection" and "Environment Protection during Construction" in the project documentation should be developed only by specialists in the fields. Technical solutions, reflected in the submitted for SEE technical documentation have to be sufficiently substantiated in relation to mitigation of impact on environment.

Projects that not require EIA and SEE of the detail design documentation

Projects that do not meet criteria for the full EIA study and/or SEE of design documentation normally

relate to activities when no (re)construction takes place, e.g., purchase of small-scale production equipment or farm machinery for crop cultivation, small-scale horticulture and viticulture, beekeeping, agro-mechanization services, woodworking, small-scale manufacturing, infrastructure maintenance projects, etc.

EIA requirements under national regulatory framework applicable for EQIP potential project activities

According to provisions of Art. 22 of the Law on Environmental Impact Assessment #86/2014, all activities that plan the construction of new objectives and/or installations, the extension or modification/modernization of the existing ones with potential impact on the environment, including the decommissioning projects, are classified according to the degree of impact on the environment, as follows:

1. *Activities with low impact,* which no need *Certificate of Urbanism* (CU) for *Detail Design (DD)* and *Construction Authorization* (CA) in conformity with Law #163/2010 for authorization of construction works;
2. *Activities with moderate impact* – are considered activities described in the Annex #1 of Law #851/1996 on ecological expertise, which involves the use of natural resources, modification of landscape, generation of wastes, emission and discharge of pollutants and which can cause the change of the environment and the components of the nature and according to applicable laws it is necessary Ecological Expertise of the DD and CA;
3. *Activities with significant impact at national level* – the activities indicated in the Annex 2 to the Law #86/2014 for which the Environmental Impact Assessment is necessary to determine, as well as those mentioned in sbp. (2) that, after carrying out the preliminary assessment stage, the necessity of carrying out the EIA procedure is established, and the *Environmental Agreement* is issued or refused;
4. *Activities with significant impact* at national level and on cross border context – the activities indicated in the Annex 1 to the Law #86/2014 for which the Environmental Impact Assessment is mandatory, as well as those mentioned in sbp. (2) that, after carrying out the preliminary assessment stage, the necessity of carrying out the EIA procedure is established, and the *Environmental Agreement* is issued or refused. The documentation submitted for obtaining the *Environmental Agreement* will be the basis for issuing the permissive act for the realization and development of the project activity, before beginning the construction works and putting into operation the objective.

Considering specified provisions, the proposed project investments under EQIP Project component three ***are the subject*** of the State Ecological Expertise and of Construction Authorization.

2.2. The World Bank Environmental and Social requirements

2.2.1. The World Bank Environmental and Social Framework

WB's Environmental and Social Framework1 became effective in October 2018. The Framework sets out the Bank's commitment to sustainable development, through a Bank Policy and a set of Environmental and Social Standards (ESS) that are designed to support Borrowers' projects, with the aim of ending extreme poverty and promoting shared prosperity. The Bank's Framework consists of three parts as shown in diagram 10 below:

Figure 1: World Bank Framework

The World Bank Environmental and Social Framework sets out the World Bank's commitment to sustainable development, through a Bank Policy and a set of Environmental and Social Standards that are designed to support Borrowers' projects, with the aim of ending extreme poverty and promoting shared prosperity.

Ten Environmental and Social Standards[2] (ESS) set out the requirements for Borrowers relating to the identification and assessment of environmental and social risks and impacts associated with projects supported by the Bank through Investment Project Financing. The Bank believes that the application of these standards, by focusing on the identification and management of environmental and social risks, will support Borrowers in their goal to reduce poverty and increase prosperity in a sustainable manner for the benefit of the environment and their citizens.

The standards will:

(a) support Borrowers/Clients in achieving good international practice relating to environmental and social sustainability;

[1] Available in English at: http://pubdocs.worldbank.org/en/837721522762050108/Environmental-and-Social-Framework.pdf

(b) assist Borrowers/Clients in fulfilling their national and international environmental and social obligations;

(c) enhance nondiscrimination, transparency, participation, accountability and governance;

(d) enhance the sustainable development outcomes of projects through ongoing stakeholder engagement

Out of ten ESS, the following five apply to the Education Quality Improvement Project and establish the standards that the Borrower and the project will meet through the project life cycle, as follows:

2.2.2. World Bank Group (WBG) Environmental, Health and Safety Guidelines

The World Bank Group's EHS Guidelines represent good international practice for managing environmental, social, and community/occupational health and safety risks in project design and implementation. EHS Guidelines also outline performance levels and measures for facility development, construction and decommissioning and use of latest technologies at reasonable cost.

A. General EHS Guidelines

1. Environmental

The General Environmental EHS Guideline provides methods and approaches for the management of wastewater, noise and dust during construction, water conservation and solid waste management.

2.0 Occupational Health and Safety

The fundamental premise for OHS under the EHS Guidelines is that "*Employers and supervisors are obliged to implement all reasonable precautions to protect the health and safety of workers*" and that "*Companies should hire contractors that have the technical capability to manage the occupational health and safety issues of their employee".*

The EHS Guidelines also require that prevention and control measures to minimize occupational hazards should be based on comprehensive job safety analyses (JSA). Annex 2 contains a Health and Safety Management Plan Guideline which incorporates a basic JSA methodology. The CIU Safeguards Advisor will assist the contractor in undertaking the JSA and preparing its Health and Safety Management Plan. The principles are:

- Eliminating the hazard by removing the activity from the work process. Examples include substitution with less hazardous chemicals, using different manufacturing processes, etc.;
- Controlling the hazard at its source through use of engineering controls. Examples include local exhaust ventilation, isolation rooms, machine guarding, acoustic insulating, etc.;
- Minimizing the hazard through design of safe work systems and administrative or institutional control measures. Examples include job rotation, training safe work procedures, lock-out and tag-out, workplace monitoring, limiting exposure or work duration, etc.; and
- Providing appropriate personal protective equipment (PPE) in conjunction with training, use, and maintenance of the PPE.

3.0 Community Health and Safety

This guideline provides approaches and methods for drinking water quality, life and fire safety for building design and structural design of buildings. Some guidance may be useful for new building construction and renovation, relating to traffic safety (transport of materials) and communicable disease control from imported labor.

4.0 Construction and Decommissioning

The Construction and Decommissioning EHS Guideline provides guidance for specific community and occupational health and safety and environmental issues relating to new buildings or building renovation.

B. Environmental, Health and Safety Guidelines for Water and Sanitation

This guideline provides guidance for new and upgraded water supply and sanitation at various scales and is relevant for school building upgrades and new school buildings.

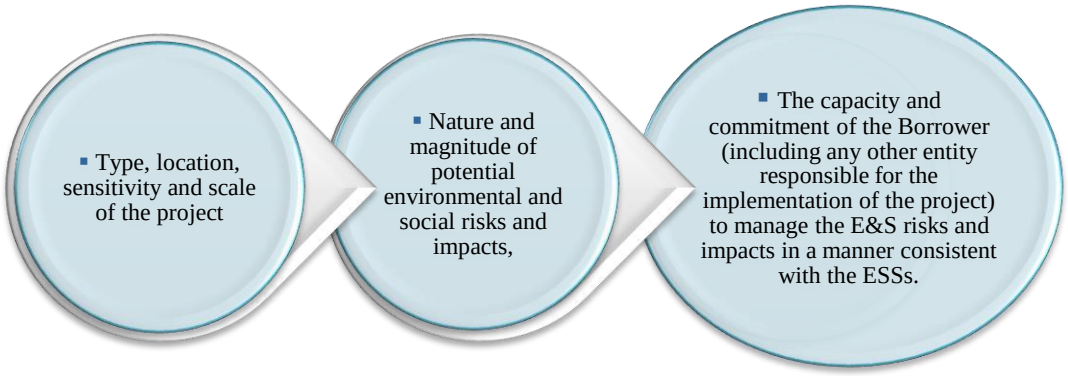
2.2.3. WB ESS Risk Classification

The Bank classifies all projects into one of four classifications; the risk rating of operation on environment is described in the table 11.

Table 1: Risk rating of operation on environmental components

Risk rating	Risk description
High Risk	Risks have a large geographic footprint; have strong synergistic or cumulative effects with other initiatives and involve mitigation or management measures which are complex or unproven; they are beyond the direct control of the operation. The operation is likely to have adverse environmental impacts that are sensitive, diverse, and/or unprecedented.
Substantial Risk	These risks will be less diverse or complex and, while they may be more predictable, many such risks are still beyond the direct control of the operation. The operation may have potential adverse environmental impacts, but these are less severe. Such impacts could be on environmentally or socially sensitive areas, but the operation is less likely to have a large footprint and impacts will be site-specific, less divers and complex and will have less potential for strong synergistic or cumulative impacts.
Moderate Risk	These risks are well understood and expected to be limited in impact. The operation may have some adverse environmental and social impacts. Such impacts would tend to be away from environmentally or socially sensitive areas. The operation may also have some adverse effects on gender, vulnerable groups, poverty, equity.
Low Risk	There are few or no risks of adverse impacts, the project footprint is small, and activities present little or no direct impacts.

In determining appropriate risk classification, the Bank takes into account relevant issues such as:



Other areas of risk may also be relevant to the delivery of E&S mitigation measures and outcomes, depending on the specific project and the context in which it is being developed. These could include legal and institutional considerations; the nature of the mitigation and technology being proposed; governance structures and legislation; and considerations relating to stability, conflict, or security.

Projects involving multiple small subprojects

For projects involving multiple small subprojects, that are identified, prepared, and implemented during the course of the project, the Bank will review the adequacy of national E&S requirements relevant to the subprojects, and assess the capacity of Borrower to manage the E&S risks and impacts of subprojects. When necessary, the project will include measures to strengthen the capacity of the Borrower.

The Borrower is required to carry out appropriate E&S assessment of subprojects, and prepare and implement such subprojects, as follows:

- ⇒ High risk subprojects, in accordance with ESSs.
- ⇒ Substantial, moderate, and low risk subprojects, in accordance with national law and any requirement of the ESSs that the Bank deems relevant for such subprojects.

Where subprojects are likely to have minimal or no adverse environmental or social risks and impacts, such subprojects do not require further environmental and social assessment following the initial screening Environmental and Social Standards (ESS)

Ten ESS set out the requirements for Borrowers relating to the identification and assessment of environmental and social risks and impacts associated with projects supported by the Bank through Investment Project Financing. The Bank believes that the application of these standards, by focusing on the identification and management of environmental and social risks, will support Borrowers in their goal to reduce poverty and increase prosperity in a sustainable manner for the benefit of the environment and their citizens.

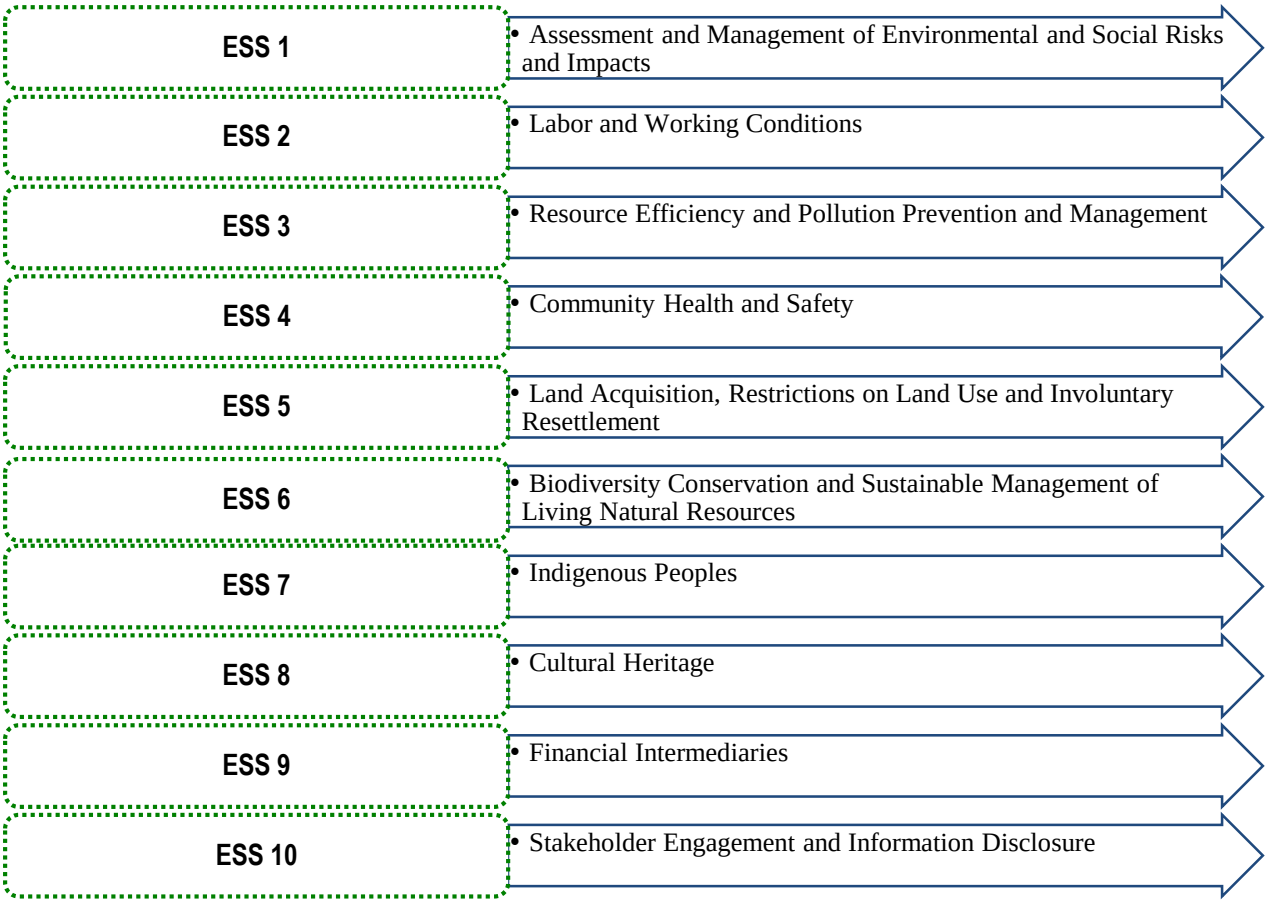
The standards will:

- ⇒ support Borrowers/Clients in achieving good international practice relating to environmental and social sustainability.

⇒ assist Borrowers/Clients in fulfilling their national and international environmental and social obligations.

⇒ enhance nondiscrimination, transparency, participation, accountability, and governance.

⇒ enhance the sustainable development outcomes of projects through ongoing stakeholder engagement.



Out of ten ESS, only five apply to the EQIP (ESS1, ESS2, ESS3, ESS4 and ESS10) as currently relevant and establish the conditions that the Borrower and the project will meet throughout the project life cycle (see the chapter below).

2.2.4. Relevant World Bank Environmental and Social Standards (ESS)

Table 2 :Relevant of World Bank's Environmental and Social Standards fro EQIP

ESS	ESS Objectives	RELEVANT
ESS 1 Assessment and Management of Environmental and Social	- To identify, evaluate and manage the environment and social risks and impacts of the project in a manner consistent with the ESSs. - To adopt a mitigation hierarchy approach to: - Anticipate and avoid risks and impacts;	The EQIP PMT is responsible for assessing, managing and monitoring the social and environmental risks and impacts associated with each stage of a Bank- supported project, by

ESS	ESS Objectives	RELEVANT
Risks and Impacts	- Where avoidance is not possible, minimize or reduce risks and impacts to acceptable levels; - Once risks and impacts have been minimized or reduced, mitigate; - Where significant residual impacts remain, compensate for or offset them, where technically and financially feasible. - To adopt differentiated measures so that adverse impacts do not fall disproportionately on the disadvantaged or vulnerable, and they are not disadvantaged in sharing development benefits and opportunities resulting from the project. - To utilize national environmental and social institutions, systems, laws, regulations and procedures in the assessment, development and implementation of projects, whenever appropriate - To promote improved environmental and social performance, in ways which recognize and enhance Borrower capacity	investment projects financing, in order to bring the environmental and social outcomes in compliance with the environmental and social standards. According to ESS1 the Client will manage environmental and social risks and impacts of the project throughout the project life cycle in a systematic manner, proportionate to the nature and scale of the project and the potential risks and impacts by applying the procedure for screening, assessment and management of subproject activities set out in this ESMF and adopting relevant ESIA/ESMP (please refer to Annex 2 and Annex 7 for the environmental and social risks assessment)
ESS 2: Labour and Working Conditions	- To promote safety and health at work - To promote the fair treatment, non-discrimination and equal opportunity of project workers - To protect project workers, including vulnerable workers such as women, persons with disabilities, children (of working age, in accordance with this ESS) and migrant workers, contracted workers, community workers and primary supply workers, as appropriate. - To prevent the use of all forms of forced labor and child labor. - To support the principles of freedom of association and collective bargaining of project workers in a manner consistent with national law - To provide project workers with accessible means to raise workplace concerns.	**RELEVANT** The MoER has prepared, at the project level, the Labor Management Procedures (LMPs) applicable to the project. These identify the main requirements and risks related to the project-associated workforce and will help the ministry to determine the resources needed to solve project's work issues. LMPs describe (i) relevant procedures for each category of workers involved; (ii) provide a clear general overview on the potential key risks related to work (if any); (iii) revise Moldova's labor legislation; (iv)provide a description of the grievance mechanisms or mechanisms available to all direct workers and contracted workers (if applicable, for their organizations).

ESS	ESS Objectives	RELEVANT
		PMLs can be modified at any time during the project cycle,depending on the needs and evolution in the project preparation and/or implementation
ESS 3: Resource Efficiency & Pollution Prevention and Management	- To promote the sustainable use of resources, including energy, water and raw materials - To avoid or minimize adverse impacts on human health and the environment by avoiding or minimizing pollution from project activities - To avoid or minimize project-related emissions - of short and long-lived climate pollutants - To avoid or minimize generation of hazardous and non-hazardous waste - To minimize and manage the risks and impacts associated with pesticide use	**RELEVANT** The ESMF included sections on resource efficiency and pollution prevention and management. Assessment of risks and impacts and proposed mitigation measures related to relevant requirements of ESS3, including raw materials, water use, air pollution, hazardous materials, and hazardous waste are included within scope of the ESMF, and ESMPs as relevant. Refer to ESS risks and mitigation measures section. It should be a contractual obligation for thecontractor to properly manage construction waste at any buildings. Waste must not be dumped in surroundings or hazardous waste (old equipment) deposit in such way to createopportunities to be reusedby local people. Disposal of waste should be in adesignated location as advised by a local environmental regulation.

ESS	ESS Objectives	RELEVANT
ESS 4: Community Health and Safety	- To anticipate and avoid adverse impacts on the health and safety of project-affected com- munities during the project life cycle from both routine and nonroutine circumstances - To promote quality and safety, and considerations relating to climate change, in the design and construction of infrastructure, including dams - To avoid or minimize community exposure to project-related traffic and road safety risks, dis- eases and hazardous materials - To have in place effective measures to address emergency events - To ensure that the safety of personnel and property is carried out in a manner that avoids or minimizes risks to the project-affected communities - To ensure that potential GBV risks to communities and within the occupants of the labor camps itself are mitigated	**RELEVANT** Community Health and Safety risks are considered in this ESMF. CHS risks analysis is done and guidance on measures for ESMPs, CoCs etc are provided in ESS risks and mitigation measures section that include but are not limited to: risks of community interaction with project vehicles, equipment and machinery, lack of safe separation of worksites, universal access principles in physical design, equal opportunity for children with disabilities and other vulnerable children to participate in learning, potential for abuse or neglect in education settings and other child protection risks.
ESS 5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement	- To avoid involuntary resettlement or, when unavoidable, minimize involuntary resettlement by exploring project design alternatives. - To avoid forced eviction - To mitigate unavoidable adverse social and economic impacts from land acquisition or restrictions on land use by: (a) providing timely compensation for loss of assets at replacement cost6 and (b) assisting displaced persons in their efforts to improve, or at least restore, their livelihoods and living standards, in real terms, to pre-displacement levels or to levels prevailing prior to the beginning of project implementation, whichever is higher . - To improve living conditions of poor or vulnerable persons who are physically displaced, through provision of adequate housing, access to services and facilities, and security of tenure - To conceive and execute resettlement activities as sustainable development programs, providing sufficient investment resources to enable dis- placed persons to benefit directly from the project, as the nature of the project may warrant	**NOT RELEVANT** ESMF has a social checklist that, among otherthings, will ensure that the project does not finance any activity that would lead to the acquisition of land, physical or economic displacement or would restrict access to land. As no ESS5 impact will result from the project, preparation of the resettlement policy framework (or site-specific action plans) is not required within the project. If the social screening checklist in the ESMF establishes that ESS5 impact might occur during the project implementation, ESS5should be applied.

ESS	ESS Objectives	RELEVANT
	- To ensure that resettlement activities are planned and implemented with appropriate dis- closure of information, meaningful consultation, and the informed participation of those affected	
ESS 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources	- To protect and conserve biodiversity and habitats - To apply the mitigation hierarchy and the pre- cautionary approach in the design and implementation of projects that could have an impact on biodiversity - To promote the sustainable management of living natural resource - To support livelihoods of local communities, including Indigenous Peoples, and inclusive economic development, through the adoption of practices that integrate conservation needs and development priorities.	**NOT RELEVANT** No negative impacts and risks are expected underESS6.
ESS 7: Indigenous People/ Sub Saharan African Historically Underserved Traditional Local Communities	- To ensure that the development process fosters full respect for the human rights, dignity, aspirations, identity, culture, and natural resource- based livelihoods of Indigenous Peoples/ Sub-Saharan African Historically Underserved Traditional Local Communities - To avoid adverse impacts of projects on Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities, or when avoidance is not possible, to minimize, mitigate and/or compensate for such impacts - To promote sustainable development benefits and opportunities for Indigenous Peoples/Sub- Saharan African Historically Underserved Traditional Local Communities in a manner that is accessible, culturally appropriate and inclusive - To improve project design and promote local support by establishing and maintaining an ongoing relationship based on meaningful consultation with the Indigenous Peoples/Sub- Saharan African Historically Underserved Traditional Local Communities affected by a project throughout the project's life cycle - To obtain the Free, Prior, and Informed Con- sent (FPIC) of affected Indigenous	**NOT RELEVANT** No negative impacts or risks are expected under ESS7.

ESS	ESS Objectives	RELEVANT
	Peoples/ Sub-Saharan African Historically Underserved Traditional Local Communities in the three circumstances described in this ESS - To recognize, respect and preserve the culture, knowledge, and practices of Indigenous Peoples/Sub-Saharan African Historically Under- served Traditional Local Communities, and to provide them with an opportunity to adapt to changing conditions in a manner and in a time- frame acceptable to them	
ESS 8: Cultural Heritage	- To protect cultural heritage from the adverse impacts of project activities and support its preservation - To address cultural heritage as an integral aspect of sustainable develop - To promote meaningful consultation with stake- holders regarding cultural heritage - To promote the equitable sharing of benefits from the use of cultural heritage	**NOT RELEVANT** However, activities under the project will be screened for potential impacts including access restrictions on known heritage buildings and sites and practices and relevant national requirements for protection of these sites will be applied including chance find procedures.
ESS 9: Financial Intermediaries	- To set out how the FI will assess and manage environmental and social risks and impacts associated with the subprojects it finances - To promote good environmental and social management practices in the subprojects the FI finances - To promote good environmental and sound human resources management within the FI	**NOT RELEVANT** No negative impacts or risks are expected under ESS8.
ESS 10: Stakeholders Engagement and Information Disclosure	- To establish a systematic approach to stake- holder engagement that will help Borrowers identify stakeholders and build and maintain a constructive relationship with them, in particular project-affected parties - To assess the level of stakeholder interest and support for the project and to enable stake- holders' views to be taken into account in project design and environmental and social performance - To promote and provide means for effective and inclusive engagement with	**RELEVANT** The client will engage with stakeholders throughout the project life cycle, commencing such engagement as early as possible in the project development process and in a timeframe that enables meaningful consultations with stakeholders on project design. The nature, scope and frequency of stakeholder engagement will be

ESS	ESS Objectives	RELEVANT
	project-affected par- ties throughout the project life cycle on issues that could potentially affect them - To ensure that appropriate project information on environmental and social risks and impacts is disclosed to stakeholders in a timely, understandable, accessible and appropriate manner and format - To provide project-affected parties with accessible and inclusive means to raise issues and grievances and allow Borrowers to respond to and manage such grievances.	proportionate to the nature and scale of the project and its potential risks and impacts. Stakeholder engagement is an inclusive process conducted throughout the project life cycle. EQIP developed a Stakeholder Engagement Plan (SEP) that will be implemented throughout the project cycle0

2.3. Gap analysis between the World Bank's requirements and the Moldovan legislation on EIA

Theme	Law Nr. 86 on EIA, Moldova	WORLD BANK Standards Requirements	Gap	Applicable Law/Standard/ Requirement
Necessity of ESIA / Categorization	Activities with significant impact at national level and on cross border context – the activities indicated in the Annex 1 to the Law #86/2014 for which the Environmental Impact Assessment is mandatory, as well as those mentioned in sbp. (2) *First category* (A) – projects which may have significant impacts on the environment. They are specified in a special annexes to the Law on EIA (#86/2014) and require a full Environmental Impact Assessment before designing and can be further developed (detailed engineering design) with a positive approval of the EIA findings by the Environmental Agency –	High = complex scale and design, sensitive and significant risks, significant capacity concerns, factors outside project control impacting on performance	World Bank requirements are stricter than national requirements (category A project). This conventional category mainly corresponds to WB project category with *high risk* as well as partly, to category with *substantial risk,* . Such projects are not expected under the EQIP	Not eligible for finance, apply exclusion list
	Second category (B) – projects which not listed in the Annex 1 to the Law on EIA, which may have less significant impact on environment. They require ecological substantiation of project activities. This might be presented in a special Environmental Chapter, which has to contain information on potentially affected environment as well as outline main potential environmental impacts and mitigation measures. This Chapter has to be included in the project design documentation and respectively, to be passed through the State Ecological Expertise before project implementation a) Activities with significant impact at national level – the activities indicated in the Annex 2 to the Law #86/2014 for which the Environmental Impact Assessment is necessary to determine, as well as those mentioned in sbp. (2) that, after carrying out the	a) Substantial = less complex scale and design, less sensitive locations, some significant risks, some significant capacity concerns; b) Moderate = not complex, no sensitive areas, no significant risks with high potential for harm, no capacity concerns, site specific, predictable	This conventional category mainly corresponds to WB project categories with substantial or moderate risks. The Environmental Chapter in the documentation for such type of projects, to great extent, corresponds to "some environmental assessment/ environmental analysis"	Substantial impact per ESF risk classification not eligible for finance. The project being classified moderate, at project level, the following ESS instruments need to be prepared: ○ ESCP ○ ESMF ○ LMP ○ SEP At subproject level, screen to determine low/moderate risk, apply relevant risk

Theme	Law Nr. 86 on EIA, Moldova	WORLD BANK Standards Requirements	Gap	Applicable Law/Standard/ Requirement
	preliminary assessment stage, the necessity of carrying out the EIA procedure is established, and the Environmental Agreement is issued or refused; b) Activities with moderate impact – are considered activities described in the Annex #1 of Law #851/1996 on ecological expertise, which involves the use of natural resources, modification of landscape, generation of wastes, emission and discharge of pollutants and which can cause the change of the environment and the components of the nature and according to applicable laws it is necessary Ecological Expertise of the DD and CA;		presumed for this project category	assessment and management instruments: ESMP and Contractor ESMP.
	Activities with low impact, which no need Certificate of Urbanism (CU) for Detail Design (DD) and Construction Authorization (CA) in conformity with Law #163/2010 for authorization of construction works. Third category (C) – the rest of projects which are expected to have minor impacts on environment and therefore do not need to be passed through the formal procedures of EIA and SEE. This conventional category mainly corresponds to WB project category with low risk.	Low = minimal, negligible risk to people or environment, some further assessment may be required	No gap	Screen to determine low/moderate risk, apply relevant risk assessment and management instrument (checklist ESMP)
Environmental and Social Management Plan (ESMP) / Environmental and Social Commitment Plan (ESCP)	Development of an ESMP /ESCP is not explicitly required.	Environmental and Social Action Commitment (ESCP): The client will develop and implement a programme of mitigation and performance improvement measures and actions that address the identified social and environmental issues, impacts and opportunities. The ESCP will document key environmental and social issues, the actions to be taken to address them adequately, as well as any actions to maximise environmental or social benefits, the schedule and person/unit responsible for implementation and monitoring, and an estimate of the associated costs.	National legislation requires for all projects with potential environmental impacts to have relevant mitigation measures in place. However, it does not require a special and expansive ESMP /ESCP.	World Bank ESF requirements apply
Monitoring (as part of the ESMP / ESCP)	Not explicitly mentioned	The client will establish procedures to monitor and measure compliance with the environmental and social provisions of the legal agreements including effective implementation of the ESCP and the ESSs. Monitoring is carried out by both the client and the Bank.	National legislation does not require monitoring	World Bank ESF requirements apply

Theme	Law Nr. 86 on EIA, Moldova	WORLD BANK Standards Requirements	Gap	Applicable Law/Standard/ Requirement
		For each project, the Bank will define with the client a monitoring programme in accordance with ESS , specifying the appropriate monitoring tools.		
Public Consultation / Stakeholder Engagement (as part of the ESMP / ESCP)	Preliminary Assessment: Result of preliminary assessment is posted on official web-page of authority developer shall have published in at least one national and one local newspaper (incl. deadline for comments) + official web-page and/or another address with EIA Program: Submission of Draft EIA program to authority + copy of publication, announcement. Review of Draft EIA mentioned	ESS 10 sets out requirements for information disclosure and stakeholder engagement. The requirements of national law and international commitments related to public consultation must always be met.The nature and frequency of stakeholder engagement will vary from project to project. Engagement during project preparation: The client will: Identify the affected and interested parties and individuals which may be disproportionately affected; Identify how stakeholders will be affected and the extent of the procedures to monitor and measure compliance with the environmental and social provisions of the legal agreements including effective implementation of the ESCP and the ESSs. Monitoring is carried out by both the client and the Bank.	Similar requirements for Public Consultation / Stakeholder Engagement. However, national requirements and the EU Directive focus on Public Consultation during the preparation of the ESIA and don't require monitoring (such as review the effectiveness of previous public consultation processes, reply ongoing feedback, etc.). legislation does not require monitoring	o National and WB ESS requirements apply o Stakeholder Engagement Plan (SEP) to be prepared o Stakeholder Engagement Plan to be presented as part of the ESIA
Grievance Mechanism	The national legislation does not have provisions for the development of a specific Stakeholder Engagement Plan for public consultations, however the requirement for public consultation and the procedure is clearly described in Law 239 on Transparency in Decision-Making and in Government Order #967 of August 8, 2016 on the mechanism for public consultation with civil society in the decision-making process.	Consultations with stakeholders and public involvement are an integral part in the development and implementation of the SEP.	The national legislation does not have provisions for the development of a specific Stakeholder Engagement Plan for public consultations, however the requirement for public consultation and the procedure is clearly described in Law 239 on Transparency in Decision-Making and in Government Order #967 of August 8, 2016 on the mechanism for public consultation with civil society in the decision-making process.	Although SEP requirements are not provided under the national legislation, the project has developed a SEP and will carry out a comprehensive consultative process with project - affected persons, local and state authorities, other stakeholders as required through public disclosure meetings, individual consultations and public consultations.
	The national legislation has provisions that allow citizens to make complaints and grievances, but these provisions do not allow anonymity. The anonymous or submitted petitions without indicating the petitioner's postal or email address are not examined.	The World Bank ESS10 allows the option of anonymous provision of grievances.	The national legislation has provisions that allow citizens to make complaints and grievances, but these provisions do not allow anonymity. The anonymous or submitted petitions without indicating the petitioner's postal or	The project will apply the WB standard and allow anonymous submission of grievances and complaints.

Theme	Law Nr. 86 on EIA, Moldova	WORLD BANK Standards Requirements	Gap	Applicable Law/Standard/ Requirement
			email address are not examined.	
	The national legislation does not have special provisions to address the concerns of the vulnerable groups during the consultation process.	The ESS10 specifically provides for the identification and engagement with the vulnerable groups that might be affected by the project to ensure that these groups also benefit from the project activities.	The national legislation does not have special provisions to address the concerns of the vulnerable groups during the consultation process.	The SEP will identify affected vulnerable persons and engagement mechanisms to ensure that their voice is heard and their concerns are addressed to the extent possible by the project.
	The national legislation does not have provisions to establish a Project specific GM.	According to the ESS 10 and ESS 2 the Project specific GM should be established and be easily acceptable for all stakeholders at each stage of Project, including specific GM for project workers	The national legislation does not have provisions to establish a Project specific GM.	The Project specific GM will be established for all stakeholders at each stage of the Project, including GM for all project workers[3].

3 Directly engaged people (PMT staff and consultants) and contracted workers (people employed or engaged through contractors/ subcontractors that will perform work for specific project activities).

3. Preliminary environmental and social risks and impact

3.1. Positive impacts

The proposed Education Quality Improvement Project will aim to improve the quality of education service delivery in Moldova, with an emphasis on disadvantaged students. By focusing on enhancing teacher effectiveness, the project will improve student learning, including innovations in teaching, learning loss recovery, and accelerated learning for disadvantaged students. EQIP will also improve the attractiveness of teaching as a profession. Likewise, the project will improve access of disadvantaged children including refugees from Ukraine to quality early childhood development (ECD) services within the current network of state-owned kindergartens and also by piloting a model of private sector provision.

The project will also address critical school inequities in learning environments (urban and rural areas) by improving the quality and resilience of physical and digital learning environments in targeted schools, The project supports estimated up to 15 schools (modernization of learning environment) and construction of 3 high schools will provide an improved Infrastructure for Learning. Education infrastructures (buildings, classrooms, libraries, and equipment-) are crucial elements of learning environments in schools. There is strong evidence that high-quality infrastructure facilitates better instruction, improves student outcomes, and reduces dropout rates, reduces school absenteeism particularly for girls among other benefits. The quality of educational facilities is linked to education outcomes for students and teachers. Infrastructure helps deliver positive outcomes for both students and teachers.

Furthermore, the project will support infrastructure investments that are climate friendly ensuring that all investments in civil works broadly support global climate initiatives and the EU green deal considering Moldova's EU membership aspirations. In addition, the project will also include measures to avoid, minimize, or mitigate risks with regards to climate change, particularly when program activities are located within areas prone to climate change and related natural hazards. Adaptation and mitigation measures to reduce emissions and move towards greener technologies will be covered through a number of design elements including: (i) modules on climate change impacts; (ii) support of more energy-efficient designs and climate-resilient infrastructure using appropriate materials and technologies; (iii) wider use of energy efficient IT and school labs equipment; and (iv) employment of digital technologies in the education process, thereby lowering the use of consumables for training purposes and making training more sustainable and less expensive, without losses in the acquisition of knowledge and skills.

The project will create temporary and some permanent job opportunities for the local population (both men and women), as they could be employed during rehabilitation and maintenance.

3.2. Negative environmental and social Risks and Impacts and mitigations measures

3.2.1. Component 1 - Adverse environmental and social Risks and Impacts and mitigation measures

Component 1: Improve teaching practices

Component description/activities	Preliminary E&S impact assessment	Mitigation measures
The objective of this component is to enhance teacher effectiveness with a focus on student learning. **Activities:** implementation of national standards for essential digital skills for teachers. rollout of teaching quality assessment using TEACH classroom observation tool to support learning for all students. innovations in teaching through Innovation Grants; development and implementation of the rapid student assessments to identify students lagging behind and inform instructional planning; and development and implementation of tutoring or other accelerated learning programs.	**Universal access principles in physical design:** There is risk that poor design quality will result in the exclusion of persons with disabilities from being able to attend school and participate in learning opportunities. Restrictive physical design of facilities may prevent persons with disabilities from attending. In the event of emergency, physical designs and emergency response plans also need to factor in the safety and ease of egress for persons with disabilities. **Universal access/equal opportunity in pedagogy:** Disabled and other vulnerable students may also be restricted from accessing learning activities inside the classroom if customized teaching methods and tolerance of error are not applied. **Lack of a selection criteria** for the selection of schools et students can lead to complaints of unfairness and favoritism. The project plans to select from among the least performing students for piloting special tutoring and remedial education as well as new programming to support students with disabilities. **Poor consideration of vulnerable groups views and needs.** **Reputational risk in failing to better managed and promote equal opportunity and rights** to education and involve teacher training that promotes inclusion through non-discrimination against ethnicity, anti-bullying and emotional skills. **Risk of neglect or abuse associated with the treatment of vulnerable**	- Use of the reference ESS tools, mainly: o Stakeholder Engagement Plan (SEP) o ESMF o Grievance Redress Mechanisms (GRM) o Labor Management Procedures (LMP) o Sexual Exploitation and Abuse/Sexual Harassment Action Plan (SEASHAP) - The bidding document for the constructor will include criteria for the consideration of the principles of universal access both in design and construction of new high school as well as in the infrastructure to be rehabilitated. - Universal access will be considered in the physical design of facilities to minimize the need for physical exertion and also to ensure safety of students with disabilities in the event of emergency and in the regular use of facilities. Procedures and protocols for the new school hubs shall integrate consideration of safe egress for vulnerable students and others who may require additional assistance. - Curricula development and training of teachers for universal access/equal opportunity in Education - include CoC to prevent and manage incidents of SEA/SH and risk of violence against children. - The LMP will review and describe any measures required to enhance the existing dispute resolution mechanism specific to

	stakeholders including refugee children, Roma and LBGT children, children with disabilities, and children who are separated from families will require preventive and mitigation measures integrated into the operation of the new high schools and legal obligations of companies providing early education and day care. **Social protection risks**: Special measures would need to be taken to ensure the privacy, security and safety of children with disabilities. **Labor relations:** promote and pilot alternative teacher motivation mechanism to attract younger teachers, may also come with risk of industrial dispute with older teachers who currently dominate multiple roles and consider younger teachers as challengers. A well-functioning grievance mechanism and engagement with teacher associations.	education worker (teachers. School administrator…) - - - CoCs to prevent violence, mistreatment or discrimination being caused or exacerbated by the range of stakeholders working on the project activities. - Use a Stakeholder Engagement Plan (SEP) as a reference tool to engage the key project stakeholders including but not limited to the teachers and parents in a consultative and participative process. - Establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project.
	Incidence of Gender Based Violence/Sexual Exploitation Abuse and Harassment Direct project workers and employees of contractors and subcontractors may be involved in sexual harassment and rape. Other forms of gender-based violence and discriminatory practices that may occur during project implementation include employers and supervisors requesting for sexual favors as a pre-requisite for employment opportunities at the workplace. Workers may also be engaged in issuing threats, insults, assault and other forms of abuse on girls, women, children and other vulnerable groups. Acts of Gender Base Violence have long term physical health and psychological effects on survivors. Although the project does not target children as beneficiaries, the surge in economic activities by the project may create opportunities for children to engage in age-inappropriate or hazardous work.	• Contractual Clauses on mandatory and regular training for workers on required lawful conduct and legal consequences for failure to comply with laws on non-discrimination and GBV will be inserted in Contract Documents. • Contractual Clauses with a commitment to cooperate with law enforcement agencies investigating cases of gender-based violence shall be inserted into the Contract documents of the contractor and Supervising Consultant • The Contractor shall be required to consider alternative work schedules or shifts to accommodate the hiring of more female workers. • Contractual clauses against rape, defilement and other Gender based Violence as well as child and forced Labor shall be inserted into the contract of the Contractor and Supervising Consultant • Workers on site will sign Code of Conduct with sanctions on rape

		defilement, abuse and other gender-based violence • Sensitization workshops shall be undertaken for employees of the Contractor/Supervising Consultant and Sub-Contractors as well as persons working or living in the immediate project environs • The Contractor shall provide contact numbers of the nearest law enforcement Agency Office, the Grievance Redress Committee Members and GBV Service Providers to offices, schools and clinics within the project zone. • Prohibition posters on sexual exploitation and harassment will be posted in and around the site. • Sensitize parents on the prohibition of child labor • Use Project Labor Management Plan

3.2.2. Component 2 - Adverse environmental and social Risks and Impacts and mitigation measures

Potential adverse environmental effects of the Project might be generated by Component **2 – Improve the quality and resilience of learning environment in selected educational institutions** and are likely to be related to the generation and management of (a) constructions works and laboratory equipment, whichwould have impacts on population health and on the environment.

Negative impacts mainly relate to environmental and social aspects and are linked to resource efficiency and pollution prevention (water, air and soil pollution, soil erosion, loss of biodiversity and habitats, energy and water consumption), labor and working conditions (health and occupational hazards), GBV focusing on Sexual Harassment/ Sexual Exploitation and Abuse (SH/SEA).

No adverse impacts due to involuntary resettlement, land acquisition, or permanent restrictions to access are anticipated, as all civil works are expected to be carried out within their existing footprints. Any reconstruction activities that might cause land acquisition or involuntary resettlement will not be eligible for financing.

These potential adverse impacts are site specific, relatively minor and can be efficiently managed during project implementation.

Component description/activities	Preliminary E&S impact assessment	Mitigation measures and ESS tools
The objective of this component is to improve physical and digital learning environments in targeted schools of Moldova in line with the approved minimum quality assurance standards for school infrastructure and equipment and taking into consideration sustainability of investments. - modernization of learning environments by equipping the targeted schools with the necessary laboratory and IT equipment, and teaching and learning materials for students with disabilities - support up to 15 schools (modernization of learning environment) and construction of 3 high schools as part of the upper secondary education reform.	**IN THE PRE-CONSTRUCTION PHASE** a) Poorly designed of the school (construction/rehabilitation) mostly inherent to the Universal access principles in physical design: Indeed, there is risk that poor design quality will result in the exclusion of persons with disabilities from being able to attend school and participate in learning opportunities. Restrictive physical design of facilities may prevent persons with disabilities from attending. In the event of emergency, physical designs and emergency response plans also need to factor in the safety and ease of egress for persons with disabilities. b) During the preparation of bidding documents, the main risks would be the neglect of environmental and social aspects and their low consideration premised on the assertion that there would be minor renovation works for the project that could easily be mitigated. Selection of contractors with poor environmental and social records will have adverse consequences on the E&S performance of the works. It is important therefore that the project selects good contractors with good environmental and social performance records demonstrated by their ESHS Policies, competence of staff, accident rate, etc. Wrong timing of renovation works may disrupt school programmes and also increase the potential impacts of the project on students and teachers. c) Poorly consideration of the energy sustainability into the design of the schools and other facilities as well during construction and operation will cause an inefficient use of energy which will result in GHG (Green House Gas) emission and increased cost of energy. d) The selection of firms/constructors with poor environmental and social performance records can lead to poor ESS consideration e) The siting of rehabilitation, if not carefully planned and agreed upon with stakeholders will lead to underutilization of the infrastructure and high rehabilitation cost when completed.	- Use of the reference ESS tools applied to all relevant project phases, mainly: o ESMF o ESMP o C-ESMP o Grievance Redress Mechanisms (GRM) o Stakeholder Engagement Plan (SEP) o Labor Management Procedures (LMP) o Sexual Exploitation and Abuse/Sexual Harassment Action Plan (SEASHAP) o ESCP - Systematically apply ESS screening, review, management and implementation process (Screening against exclusion/eligibility, avoiding of high and substantial E&S risk subproject, preparation of ESMP and Contractor's ESMP if needed for moderate subproject) - In the new and rehabilitated school design consider: a nearly zero-emission building (nZEB) standards, using solar panels (to be sourced from regional markets and screened for supply chain concerns) for producing electricity and high standard insulation materials in order to reduce the operational cost of the buildings and protect the environment. - Activities under the project will be screened for potential impacts including access restrictions on known heritage buildings and sites and practices and relevant national requirements for protection of these sites will be applied including chance find procedures. - If the case will be, the resource efficiency provisions under the present project shall comply

		with the approach on Resource Efficiency for Public buildings, promoted in the Republic of Moldova starting with beginning of 2000. Buildings are responsible for over 45% of total energy consumption and are important sources of greenhouse gas / GHG pollutants. For the Republic of Moldova, the energy efficiency can be achieved through the adoption and application of the concrete programs of thermal energy rehabilitation of buildings and modernization of their installations.
	IN THE CONSTRUCTION PHASE: f) **Occupational Health and safety risks:** Safety hazards can occur due to violation of proper health and safety practices and may lead to injuries and accidents. Workers are exposed to accident or injury or illness due to repetitive exposure to a mechanical action or work activity. Single exposure to physical hazards may result in a wide range of injuries, from minor and medical aid only, to disabling, catastrophic, and/or fatal. Multiple exposures over prolonged periods can result in disabling injuries of comparable significance and consequence. g) **Community Health and Safety Risks:** During the renovation or construction process, (excavation of trenches on site ectc) the general public will be at risk of accidental falls, being hit by falling objects or cuts. These accidents can cause injuries and fatalities. Trucks supplying materials to the site may also be involved in accidents. If the COVID-19 pandemic still pertains, there could be potential transmissions from construction workers to community members and vice versa including teachers and students. Such incidents can further heighten tensions between contractors and community members. Noise, vibration, and emissions will be generated in the course of the transportation of construction materials and truck traffic. Emission of inorganic dust from digging loading works and emission of harmful substances and dust from combustion of diesel used by transportation means and machinery occur during the construction works. Additional hazards can occur if renovation works are implemented during teaching process or at a time when youth can access the building and premises	- Managing safety hazards. In case renovation activities have to be undertaken in parallel with teaching process, an option of temporary moving the teaching process to a nearby GEIs will be considered. If the latter is impossible, the renovation activities will be limited to a part of the GEIs building that is made inaccessible to GEIs children (e.g. renovation in carried out on one floor of the building while teaching is carried out on another only). Personal protective equipment will be applied during implementation of works. In case the works include removal of roof tiles made of asbestos-containing material, the works will be implemented by trained personal using specialized personal protective equipment - Managing household waste and wastewater. Waste container will be placed near the GEIs area to collect the household waste generated during GEIs renovation / construction. Agreement / contract will be signed with appropriate authority / entity to ensure timely transportation and disposal of waste. Wastewater will be discharged into the centralized sewerage system. If centralized sewerage system is not available in the

	h) **Gender Based Violence:** GBV risks including sexual harassment, underage sex, rape, defilement, etc., which may arise from interaction between construction workers and school children. Search for jobs and procurement opportunities from the Project could provide grounds for sexual harassment and exploitation of girls and women. i) **Labour Influx:** It is likely that ongoing rehabilitation and construction works will attract food vendors and petty traders to the construction area. Waste from such commodities might pollute the area if appropriate dump bins are not provided for collection and onward disposal at approved dumping sites. No work camp will be constructed and therefore, the project does not envisage accommodation of workers at the construction sites. j) **Temporary severance of access to certain areas on building and disruption of school program during civil work activities.** k) **Risk on Cultural heritage: Damages to known and unknown archaeological sites, buildings and objects:** The risk on culture heritage is maintained and mentioned for preventives measures. The Project will not impact upon any sites of known archaeological importance and has developed a Chance Find Procedure to enable it to work with the National Archaeological Agency (NAA) of the Republic of Moldova should it encounter previously unknown remains.	community, wastewater will be collected in a tank and then periodically removed, transported by specialized organization to a nearby area with centralized sewerage system and discharged into that system. - Sub-projects will be screened for potential impacts on known heritage sites and practices and those having impacts on cultural heritage will not be eligible for the Project support. Also, the Chance Find Procedures outlined in this ESMF should be included in site-specific ESMPs for all earth-moving sub-projects. Ensure that provisions are put in place so that artifacts or other possible "chance finds" encountered in excavation or construction are noted, officials contacted, and works activities delayed or modified to account for such finds. If the building is a designated historic structure, very close to such a structure, or located in a designated historic district, notify and obtain approval/permits from local authorities and address all construction activities in line with local and national legislation. Project Contractors are also required to retain the services of appropriately registered archaeologists to oversee and assess works in the event of an unexpected discovery.
	IN THE OPERATIONAL PHASE: l) **Generation of household waste and wastewater.** Operation of the GEIs will result in generation of waste and wastewater. Improper and non-timely collection, removal and disposal of waste can lead of odor and aesthetics impacts in the GEIs building and nearby area. Other adverse consequences may constitute worsening of sanitary-hygienic conditions in GEIs area due to accumulation of waste and clogging of sewerage system.	- Managing noise, vibration, and emissions. Dust-depressing measures aimed at prevention of air pollution through watering of access roads and construction sites will be implemented. Water sprinkling during construction will alleviate dust impacts. Dust and noise from the construction site will be minimized by using closed/covered trucks for transportation of construction materials and debris. To minimize impacts on nearby residents

	m) **Operation of heating systems.** Malfunction of heating system can result on interruption of provision of teaching services during the cold season of the year. Improper operation of heating systems may impact the air quality and lead to pollution of atmospheric air.	the vehicles will be equipped with exhaust mufflers and regularly inspected to ensure their proper technical condition. In addition, implementation of renovation works will be carried out only during daytime hours. - Waste management. If the vegetated area is used for establishment of construction site, the topsoil will be scraped and stored in piles not exceeding one meter and will be used afterwards for site restoration. Construction concrete rubbles, debris and spoils will be transported and disposed in approved disposal sites. Permits from the local regional authorities or contracts with specialized entities will be signed to carry out transportation and disposal of excavated materials and construction waste. Restoration to quasi- original conditions of landscape will be carried out after completion of renovation works and after use of quarries.
	Incidence of Gender Based Violence/Sexual Exploitation Abuse and Harassment Direct project workers and employees of contractors and subcontractors may be involved in sexual harassment and rape. Other forms of gender-based violence and discriminatory practices that may occur during project implementation include employers and supervisors requesting for sexual favors as a pre-requisite for employment opportunities at the workplace. Workers may also be engaged in issuing threats, insults, assault and other forms of abuse on girls, women, children and other vulnerable groups. Acts of Gender Base Violence have long term physical health and psychological effects on survivors. Although the project does not target children as beneficiaries, the surge in economic activities by the project may create opportunities for children to engage in age-inappropriate or hazardous work.	- Contractual Clauses on mandatory and regular training for workers on required lawful conduct and legal consequences for failure to comply with laws on non-discrimination and GBV will be inserted in Contract Documents. - Contractual Clauses with a commitment to cooperate with law enforcement agencies investigating cases of gender-based violence shall be inserted into the Contract documents of the contractor and Supervising Consultant - The Contractor shall be required to consider alternative work schedules or shifts to accommodate the hiring of more female workers. - Contractual clauses against rape, defilement and other Gender based Violence as well as child and

		forced Labor shall be inserted into the contract of the Contractor and Supervising Consultant - Workers on site will sign Code of Conduct with sanctions on rape defilement, abuse and other gender-based violence - Sensitization workshops shall be undertaken for employees of the Contractor/Supervising Consultant and Sub-Contractors as well as persons working or living in the immediate project environs - The Contractor shall provide contact numbers of the nearest law enforcement Agency Office, the Grievance Redress Committee Members and GBV Service Providers to offices, schools and clinics within the project zone. - Prohibition posters on sexual exploitation and harassment will be posted in and around the site. - Sensitize parents on the prohibition of child labor

3.2.3. Component 3 - Adverse environmental and social Risks and Impacts and mitigation measures

Component description/activities	Preliminary E&S impact assessment	- Mitigation measures and EES tools
This component will provide support for Improvement of the existing EMIS and making better use of data to support management decisions at all levels; national and international student assessments; improved nationwide education investments planning; support national and subnational capacity to lead ECEC and upper secondary education reforms; and project management activities including project supervision, procurement and financial management (FM), social and environmental management, monitoring and evaluation, verifications, and essential communications strategy. - consulting services, non- consulting services, goods, and training to finance the overall Project management - technical assistance and capacity building,	- Discrimination and marginalization of certain groups during selection of capacity building activities - Potential risks of sexual exploitation, abuse and harassment - Students with disabilities can be excluded from attending and participating if adherence or implementation to/of principles of universal access is limited. - Absence of inappropriate security measures for the protection of personal data can gears to a risk of personal data protection. - The insufficiency capacity of the ESS organization structure under the PMT can generate a risk of non-compliance with performance standards - **Incidence of Gender Based Violence/Sexual Exploitation Abuse and Harassment:** ○ Direct project workers and employees of contractors and subcontractors may be involved in sexual harassment and rape. Other forms of gender-based violence and discriminatory practices that may occur during project implementation include employers and supervisors requesting for sexual favors as a pre-requisite for employment opportunities at the workplace. ○ Workers may also be engaged in issuing threats, insults, assault and other forms of abuse on girls, women, children and other vulnerable groups. Acts of Gender Base Violence have long term physical health and psychological effects on survivors. ○ Although the project does not target children as beneficiaries, the surge in economic activities	- Use of the reference ESS tools, mainly: ○ ESMF ○ ESMP ○ C-ESMP ○ Grievance Redress Mechanisms (GRM) ○ Stakeholder Engagement Plan (SEP) ○ Sexual Exploitation, Abuse, and Sexual Harassment (SEA/SH) Action Plan ○ Labor Management Procedures (LMP) ○ ESCP • Contractual Clauses on mandatory and regular training for workers on required lawful conduct and legal consequences for failure to comply with laws on non-discrimination and GBV will be inserted in Contract Documents. • Contractual Clauses with a commitment to cooperate with law enforcement agencies investigating cases of gender-based violence shall be inserted into the Contract documents of the contractor and Supervising Consultant • The Contractor shall be required to consider alternative work schedules or shifts to accommodate the hiring of more female workers. • Contractual clauses against rape, defilement and other Gender based Violence as well as child and forced Labor shall be inserted into the contract of the Contractor and Supervising Consultant • Workers on site will sign Code of Conduct with sanctions on rape defilement, abuse and other gender-based violence • Sensitization workshops shall be undertaken for employees of the Contractor/Supervising Consultant and Sub-Contractors as well as persons working or living in the immediate project environs • The Contractor shall provide contact numbers of the nearest law enforcement Agency Office, the Grievance Redress Committee Members and GBV Service Providers to offices, schools and clinics within the project zone.

knowledge exchange, research.	by the project may create opportunities for children to engage in age-inappropriate or hazardous work.	• Prohibition posters on sexual exploitation and harassment will be posted in and around the site. • Sensitize parents on the prohibition of child labor • Use Project Labor Management Plan • Confer to Excluded activity inherent to child labor

3.2.4. Component 4 - Adverse environmental and social Risks and Impacts and mitigation measures

Component description/activities	Preliminary E&S impact assessment	Mitigation measures and EES tools
This component is included with the objective to support the country's future response if a natural or manmade disaster or emergency arises, in line with the procedures governed by paragraph 12, Section III of the Bank Policy, Investment Project Financing (IPF) on Projects in Situations of Urgent Need of Assistance or Capacity Constraints. - CERC positive list of goods, services and works if CERC is activated. Conditions are included into Annex 10 to this document. - Preparation of CERC ESMF related documents	Specific activities and sites under CERC are unknown at this stage Therefore, CERC environmental and social impacts will be assessed prior activation. Nevertheless, previous CERC activation shown the proposed works and other activities are mostly small-scale works. The potential negative impacts are expected to be minimal, localized, and temporary that can be mitigated through the implementation of the existing safeguards instruments of the Project and close supervision by the Project Engineer or Supervision Consultant.	CERC ESMF or addendum to existing ESMF

4. Environmental and Social Risk Management

As part of the environmental and social procedures, The Bank classifies all projects into one of four classifications: High Risk, Substantial Risk, Moderate Risk or Low Risk. In determining the appropriate risk classification, the Bank takes into account relevant issues, such as the type, location, sensitivity, and scale of the project; the nature and magnitude of the potential environmental and social risks and impacts; and the capacity and commitment of the Client to manage the environmental and social risks and impacts in a manner consistent with the Environmental and Social Standards.

EQIP Environmental Risk Rating is "***Moderate***" as the physical works envisaged under the project Component 2 will generate some adverse environmental impacts, and are expected to be temporary and reversible, low in magnitude, and site specific, without likelihood of impacts beyond the actual footprint of the project. Moreover, they are not expected to be located in environmentally sensitive areas. Nor are they expected to generate serious adverse effects to human health and the environment.

No adverse impacts such as involuntary land acquisition, impacts on indigenous peoples, on biodiversity and habitats are expected. Although the Client has some experience with the previous projects on the Bank's safeguards, there is no experience and limited capacity in applying the ESF, and therefore, significant efforts will be required to build the capacity of in the application of the new ESS.

Social risks directly inherent in project activities are deemed as **"Moderate".** To address needs in this sector, the project will aim to support public institutions, and ultimately benefit any students seeking education there. Issues of social inclusion, especially vulnerable and disadvantaged groups, and inclusive public outreach would be considered in the project design to ensure that stakeholders have equalaccess to project benefits.

5. ESMF Implementation

5.1. Overall Implementation Responsibilities

The Ministry of Education and Research along with NORLD will be in charge for the implementing the EQIP. Project implementation primarily relies on the existing structures of the MoER. A group of local consultants will be hired for the implementation of the Project and constitute the Project Management Team (PMT). The Bank, through its regular implementation visits, will also periodically review selected education institutions' environmental documentation as well as carry out site visits to ensure compliance. Specific tasks could be delegated to other government agencies, with the prior approvalof the Bank.

The MoER will monitor compliance with the project documents and Financing Agreement regarding the Environment Assessment (EA) process, including conducting periodic monitoring of the screening process of applications for EA requirements.

5.2. Major responsibilities of the Ministry of Education and Research

The MoER will ensure that project activities are being assessed from an environmental point of view and that Environmental Management Plan is adequately implemented. Specifically:

a) coordination of environmental and environmental assessment related issues;
b) evaluation of the sub-project's eligibility from the environmental point of view and sub-projects environmental screening;
c) provision of necessary information on the environmental issues to sub-project applicants (especially inform them about the environmental criteria to be used, explain all obligations regarding the environmental assessment procedure etc.);
d) monitoring environmental impacts within the overall monitoring of the sub- project's implementation; and
e) communicating with environmental assessment competent authorities (Ministry of Environment).

5.3. Environmental and Social Specialists within the PMT

For the purpose of implementing environmental safeguards and monitoring social safeguards, an Environmental Specialist and a Social Specialist (ES) will be hired to support the MoER environmental and social requirements. The ES's main responsibility will be to coordinate all Environmental and Social assessment activities and ensure adequate implementation of ESMF requirements. The role of the environmental and social specialists is to: (i) provide assistance to the project's beneficiaries to determine the exact impacts that can be generated by proposed activities supported under the project as well as prescribe the required mitigation actions to be taken; (ii) conduct screening and ensure that due environmental work (ESIAs/ESMPs) are prepared for the proposed investments; and, (iii) monitor and report on a regular basis the effects on the environment that financed activities may provoke and ensure that mitigation is carried out. The Environmental and Social Specialists also must regularly and

selectively visit sub- projects and ensure proper environmental and social monitoring for sub-projects. The ES is also responsible for monitoring of procurement conditions to ensure that they are "green" and the quality of laboratory equipment under the "green" conditions (energy efficiency, emission level).

6. Environmental and Social (E&S) Screening, Monitoring, Supervision and Reporting

Overall, the long term social and environmental impacts are expected to be positive, while main negative impacts include but not limited to the re-construction phase. Based on the nature and scope of the proposed activities, the Project's environmental end social risks are anticipated to be moderate.

During Project implementation, the identified activities/subprojects will be screened for their E&S issues, risk classification, applicable ESSs, and the necessary E&S instruments will be prepared following the requirements in the ESMF, proportionate to the nature and scale and the potential risks and impacts of the project, and consistent with the requirements of the Bank Environmental and Social Framework (ESF).

All the possible negative impacts may be effectively mitigated through application of standard good environmental practices. Site-specific recommendations will be prepared for all building rehabilitation activities included in the Project. All environmental risks associated with rehabilitation works to be carried out at the respective project sites will be identified by the implementer and recommend respective mitigation measures and provide monitoring schemes for tracking adherence to the mitigation plans. Adherence to field in the course of civil works will be enough for keeping environmental impacts of the project at the acceptable minimum level.

6.1. E&S Screening of sub projects

The main purpose of the screening process is to determine the potential adverse E&S impacts of the proposed sub-projects and based on these to determine the appropriate risk category (according to ESF). Based on the assigned risk category (Hight, substantial, moderate or low) – it will be determined the subproject to be excluded (High and substantial risks) and level of Environmental and Social Impact Assessment (ESIA) and the type of E&S management tool to be implemented: site- specific ESMP or site-specific EMP Checklists , respectively for moderate and low risks.

6.1.1. Exclusion criteria

Purpose of the exclusion/eligibility screening is to avoid adverse E&S impacts that cannot be adequately mitigated by project or that are prohibited by the World Bank Group environmental and social standards and policy (including IFC), or the international conventions. The Project will not finance any of the activities listed in the World Bank Group -IFC Exclusion List is given below.
The principle of avoidance usually applies for subprojects that (a) can create significant loss or damage to nationally important physical cultural resources, critical natural habitats, and critical natural forests; (b) require amount of land acquisition, resettlement, and/or loss of assets; and/or (c) classification as substantial or high risks according to WB's ESF risk classification. Such subprojects would not likely be eligible for financing under the Project.

The Project will not finance:

(i) Sub-project activities in the case they may cause significant impacts for which it would be necessary a full ESIA, according to national Law #86/2014 (Category A with high-risk subprojects);
(ii) Any activities which would have an irreversible and substantial environmental and social impact and correspond to a World Bank Categories – High Risk or Substantial Risk Projects. Consequently, only Moderate Risk and low Risk projects are eligible for financing under EQIP Project. This means that the Project will not finance activities for which a Full Environmental Impact Assessment is required as per WB ESS 1.
(iii) Sub-project activities located in protected areas, critical habitats or culturally or socially sensitive areas recognized under national regulations (i.e., on natural areas protected by state, core areas of ecological network, national register of monuments etc.) (Ref.: ESS6 and ESS8 of ESF);
(iv) any activities that may cause permanent or temporary physical or economic displacement of owners or users of any plot of land resulting in loss of or damage to assets including standing crops, structures or other improvements to the land (Ref.: ESS 5);
(v) any activities involving forced or child labor, reported or significant concern for sexual exploitation and abuse or sexual harassment (Ref.: ESS2 of ESF)
(vi) Any of the activities listed in the World Bank Group -IFC Exclusion List given below.

IFC EXCLUSION LIST:

The IFC Exclusion List defines the types of projects that IFC does not finance. IFC does not finance the following projects:

- Production or trade in any product or activity deemed illegal under host country laws or regulations or international conventions and agreements, or subject to international bans, such as pharmaceuticals, pesticides/herbicides, ozone depleting substances, PCB's, wildlife or products regulated under CITES.
- Production or trade in weapons and munitions.
- Production or trade in alcoholic beverages (excluding beer and wine)
- Production or trade in tobacco.
- Gambling, casinos and equivalent enterprises.
- Production or trade in radioactive materials. This does not apply to the purchase of medical equipment, quality control (measurement) equipment and any equipment where IFC considers the radioactive source to be trivial and/or adequately shielded.
- Production or trade in unbonded asbestos fibers. This does not apply to purchase and use of bonded asbestos cement sheeting where the asbestos content is less than 20%.
- Drift net fishing in the marine environment using nets in excess of 2.5 km. in length.

6.1.2. Risk categorization and eligibility

Classification of Subprojects for Social and Environmental Assessment As per the World Bank ESF, projects are categorized based on four environmental and social risk classifications. High Risk or Substantial Risk subprojects are excluded for funding under EQIP. Consequently, only Moderate Risk and low Risk projects are eligible for financing under EQIP Project.

Risk categorization	Description	Eligibility under EQIP
High Risk	A proposed subproject project is likely to have significant adverse environmental and social impacts that are sensitive, diverse, or unprecedented large scale.	Such project is ineligible for funding under EQIP
Substantial Risk	A proposed subproject is likely to have considerable adverse environmental and social risks on a broad scale, but alterations caused disappears with the time and are reversible. Impact may be assimilated by natural processes over the medium terms or can be mitigated with specifically designed measures.	Such project is ineligible for funding under EQIP.
Moderate Risk	A proposed project is likely to have moderate potential adverse impacts on environment, human population or nature protected areas. These impacts however are site-specific; and in most cases mitigation measures can readily be designed.	Eligible for funding under EQIP.
Low Risk	A proposed subproject is likely to have minimal or no adverse environmental impacts. Beyond screening, no further EIA action is required.	Eligible for funding under EQIP.

In determining the appropriate risk associated with subproject activities, PMU will take into account relevant issues, such as the type, location, sensitivity, and scale of the project; the nature and magnitude of the potential environmental and social risks and impacts; and the capacity and commitment of any other entity responsible for the implementation of the project to manage the environmental and social risks and impacts in a manner consistent with the ESSs. Other areas of risk may also be relevant to the delivery of environmental and social mitigation measures and outcomes, depending on the specific project and the context in which it is being developed.

6.2. Development of Site-Specific ESMP Checklist and/or ESMP

Based on review of available project documents and discussions with M MoER and NORLD representatives, works associated with rehabilitation of buildings are not expected to have significant and irreversible negative environmental and social impact.

There will be two types of EA under this project: ESMP Checklists and site specific ESMPs. ESMP Checklist is usually prepared for activities that include small civil works as in rehabilitation of buildings, simple upgrades, installations, etc. for which protection measures are readily made.

1. Rehabilitation works are expected to have minor to moderate environmental and social impacts, thus development of site-specific ESMP Checklists (Annex 2) should be enough (no need for the full-scale EIA and permitting).
2. Thus, in case of financing of large scale works under the project, then site specific ESMPs need to be prepared and implemented.

For **low-risk** topologies, such as “public building” rehabilitation activities, have been developed a checklist (Annex 2) that will provide an opportunity for a more streamlined approach to rehabilitation or building

construction. The intent is that this checklist would be directly used as an integral part of bidding documents for contractors carrying out civil works under Bank-financed projects. The checklist-type format has been developed to provide examples of "good practices" for mitigation and designed to be user-friendly and compatible with Bank safeguard requirements.

The checklist has three sections:

- Part 1 includes describes the project specifics in terms of the physical location, institutional arrangements. This section could be up to two pages long. Attachments for additional information are requested if needed.

- Part 2 includes the environmental and social screening of potential issues and impacts (Annex 7 can serve as orientation), in a simple Yes/No format followed by mitigation measures for any given activity. Currently, the list provides examples of potential issues and impacts. This list can be expanded to specific site issues and /or impacts; and good practices and mitigation measures.

- Part 3 will include the monitoring plan for activities during project construction and implementation. It is the intent of this checklist that Part 2 and Part 3 be included as bidding documents for contractors.

The practical application of the checklist would include the filling in of Part 1 to obtain and document all relevant site characteristics. In Part 2 the type of foreseen works, would be checked, and the completed tabular EMP is additionally attached as integral part to the works contract and, analogous to all technical and commercial terms, that is signed by the contract parties. Part 3 of the checklist, the monitoring plan, is designated to construction inspector, for the Contractor's safeguards due diligence compliance. This plan should be developed site specifically and in necessary detail, defining clear criteria and parameters which can be included in the works contracts, which reflect the status of environmental practice on the construction site and which can be observed/measured/ quantified/verified by the supervisor during the construction works. The environmental guidelines for civil works contracts are included in Annex 4. ThusPart 3 would thus be filled in during the design process to fix key monitoring criteria which can be checked during and after works for compliance assurance. During the works implementation phase environmental compliance is checked on site alongside other quality criteria by the PMT's site certified inspector(s)/supervisors. The template of the environmental and social monitoring plan is indicated in Annex 3.

In case of – "**moderate**" environmental and social risk category and larger scope, an ESMP should be developed according to the specificities of the project. Should be highlighted the fact, that **no sub-project with environmental and social risk high of substantial will be eligible for financing under EQIP, only low and moderate risks are considered eligible**. The annex 3 shows an example of detailed ESMP.

6.3. Review, Approval, and Disclosure of E&S Documents

The PMT will arrange for internal review of the findings of the Environmental and Social Impact Assessment and proposed mitigation measures.

All E&S documents will be posted in the official website of MoER, and the NORLD and hard copies will be available at MOER PMT and the subproject sites (if available). A notification will be published about

the disclosure and comments will be sought within one month of the disclosure date. The English version of the ESMP Checklist and ESIA/ESMP will be disclosed on the WB websites
Before approval and commencement of subproject works, all E&S documents of the subproject will be submitted to the WB for review, clearance, and public consultation and disclosure. For the Project, WB will conduct prior review the ESMP Checklist and the ESMP of each project province and may conduct post review as needed. However, this approval process will be reviewed from time to time and once the E&S capacity of the implementation partners has been built with the support of the E&S capacity building consultants, the WB will randomly review some ESMP Checklist /ESMPs.

6.4. E&S Monitoring, Supervision and Reporting Monitoring and Evaluation

Monitoring is the systematic measurement of how a sub project is performing and is part of the overall supervision of the sub project. In this document environmental monitoring is only referred to review of the environmental impact of a subproject and whether and how well mitigation measures are being implemented during reconstruction or other types of works.

Monitoring will usually involve site visits. For the purpose of environmental objectives, it is important to determine that mitigation measures are properly implemented, that environmental contractual measures are being respected, that re-construction works are proceeded in accordance with agreed standards, and that no unforeseen negative impacts are occurring as a results of subproject execution.

Environmental mitigation measures and specific monitoring requirements should be determined or at least outlined during project formulation and finalized during project evaluation. For monitoring purposes, it is important to have some environmental and social capacity available within PMT, preferably at the project implementation level.

Monitoring work may also be contracted out to specialists. Government ministries or departments may, in some cases, play a role in monitoring activities.

As defined here, subproject evaluation refers to the *ex post* review of a subproject to determine if it has met its stated objectives. From an environmental perspective, evaluation looks at the final negative environmental impact (which is a result of how well expected impacts were minimized and how unexpected impacts were handled) and at the positive environmental benefit. Were the expected benefits fully realized? Two types of evaluation are of interest: evaluations of individual subprojects, and evaluation of the entire portfolio.

Most subprojects include periodic site visits by PMT staff as part of the evaluation process. Upon completion of each subproject, a final report is submitted. Follow-up is directed at two key elements: the physical state of the subproject, and the extent of beneficiary use and satisfaction with the subproject.

From a social and environmental perspective, the evaluation process must also look at the success or failure of subprojects in terms of how known environmental or social impacts were minimized and evaluate the significance of unsuspected or unexpected impacts. If problems are identified, the Evaluationreport should assist beneficiaries in resolving the problem. The evaluation process should also be designed to promote changes in the targeting and promotion stages, and possibly to suggest changes in other institutional areas.

In addition to the traditional monitoring and evaluation of subprojects that is required, PMT management will provide periodic reports to the Bank for review and approval based upon their own environmental and social review of the entire portfolio. These reviews will be performed by an in-house environmental and social specialist. Where agreed with the Bank, an independent evaluation or supervision mission will be performed by World Bank or third-party environmental and social specialists on at least an annual basis and whenever required.

Supervision

The PMT staff will supervise the project supported activities on a routine basis. This will be complemented by Bank supervision of the project. The process will include the participation of Bank environmental and social staff in implementation review missions, as appropriate, to review progress in the implementation of the ESMP.

Contracts will include clauses for appropriate disposal of construction material and disposal of construction waste. Procurement documents will specify that no environmentally unacceptable materials will be used.

Reporting

The Bank together with PMT will agree upon reporting requirements for Environmental and Social Monitoring Reports. Project progress will be reported through annual, semiannual and quarterly Project progress reports, which will also address compliance with the environmental and social standards requirements.

Budget

Indicative budget for the ESMF implementation						
No.	**Activity**	**Type**	**Unit**	**Quantities**	**Unit cost (USD)**	**Total**
1	Environment and social specialists	Individual consultants	man-months	144	1,875	270,000
2	Communication dedicated to ESF	Company	lump-sum	6	24,000	144,000
3	Trainings on ESF for the environmental and social specialists		lump-sum	1	12,000	12,000
4	Logistic support for ESF related trainings organization (rent, materials, etc.)	Company	lump-sum	6	7,896	47,376
5	Assistance to the Design and Implementation of the Project-Specific Grievance Redress Mechanism	Individual consultants	man-days	195	188	36,660
6	Surveys on citizen engagement and with beneficiaries for feedback	Company	lump-sum	4	24,000	96,000
Total						606,036

7. Stakeholder Engagement

The SEP has been developed as a stand-alone document[4]. The Grievance Mechanism set out below in this ESMF is adopted in the SEP. A summary of the SEP is provided in this section.

The main objective of the SEP is to define a program for stakeholder engagement, including public information disclosure and consultation, throughout the entire project cycle. It also outlines a communication strategy with the project stakeholders and offers mechanisms for stakeholders to raise concerns, provide feedback, or make complaints about project. Relevant subproject environmental and social assessments and management plans should be disclosed and consulted on in accordance with the program for stakeholder engagement prior to implementation to ensure that views of affected stakeholders inform design and management of the relevant subprojects.

Stakeholder engagement is critical in the development of the project to understand the opportunities and risks relating to the proposed components.

Stakeholder engagement has been undertaken as part of the preparation of this ESMF, and will continue throughout the life of the project, particularly in the early stages when project details are finalized.

As set out in the SEP, broader consultations relating to the project development and implementation will be undertaken in culturally appropriate formats; and where appropriate, consultations may be gender focused to identify specific education issues relating to gender and SEAH.

7.1. Key stakeholders

Affected Parties	Other Interested Parties	Vulnerable People
Government - The Government of Moldova	Ministries and national agencies - Ministry of Infrastructure and Regional Development, - Government authorities,	- Biological and social orphans; - Children with severe physical and sensory disabilities. - Children whose parents have physical and sensory disabilities; - Children whose parents participated in the Moldovan war for territorial integrity and independence as well as those who participated in the liquidation of
Ministers: - Ministry of Education and Research (MoER) - Ministry of Finance (MoF)		
National Agencies and institutions - Center for Information and Communication Technologies in Education (CTICE), - National Agency for Curriculum and Evaluation, (NACE) - National Agency for Quality Assurance in Education and Research (ANACEC)	National Agencies and institutions - National social and environmental public-sector agencies,	

[4] Certain information from the SEP is included in this ESMF for context. In the event of any discrepancies in wording between the SEP and the ESMF, the wording of the SEP will prevail.

- National Centre for Education and Leadership (NCEL) - National Office for Regional and Local Development (NORLD) - Rayon Education Directorates (REDs). - Republican Commission for Emergency Situations (RCE)	Local institutions • Nearby communities. • local organizations, • Others schools.	Chernobyl nuclear disaster; - Households with more than four children; - Graduates of high schools and technical colleges from Transnistria who completed their education according to the educational programs approved by the Moldovan authorities; - Roma communities; - Ukrainean refugee children. - Poor children from rural communities, - Women that have limited access to education services - Teacher with disabilities - Parent and children from ethnic minorities - Illiterate parents - Low-income families/extreme poor and especially female headed households; - Internally displaced people (IDPs), - Returnees. - War victims.
Local institutions - Schools award of small grant-supported projects - State-owned kindergartens - Targeted centers - Local education directorates (LED - ECD service providers		
Individuals - Parents (including refugees) - Refugee children from Ukraine - Mothers of refugee children from Ukraine - School leaders - Others Students - Students with disabilities - Teachers/caregivers - Direct project's workers - Contractors' workers - Primary supplier workers - Trainers - Vulnerable students from Moldovan families and refugee families from Ukraine - Young Students/Children - Individual Recipients/beneficiaries of the project.	Individuals - Residents and labors, and individual in the area of the project; - Primary Supplier Workers - Local population,	
Civil society - Parent Teacher Associations (PTAs)	Civil society and Media - Local, regional and national level civil societies and non-governmental organizations (NGOs) with an interest in areas of education. - Media and other interest groups, including social media	
Private sectors - Contractors for Construction Works - Private sector providers of ECD services. - Primary suppliers	International Development Partners - UNICEF/GPE - UNDP - EU - Other UN agencies active in the area of intervention. - Other IFIs involved in the Education sector in Moldova	

7.2. Engagement during project and ESS instruments preparation

Consultations took place on February 02, 2023 focusing on the Education Quality Improvement Project presentation and consultation on the ES instruments with the following attendance:

Table: Concerns and suggestions about the project

Stakeholders	Responses/Concerns about the project	Recommendations/Suggestions
The Ministry of Education and Research	The major challenges at the quality level: lack of attractiveness; Massive number of teachers retiring/exiting the system; Deficit of teachers in theoretical profile/sciences (math, science, IT) and rural area	The implementation of the Project will increase the quality of the system: 4 components: (1) Improve teaching practices; (2) Improve the quality and resilience of learning environment in selected educational institutions; (3) Strengthen education sector management, project management, and M&E; (4) Emergency response component. The basic objectives of the project are: ▪ Improving the quality of the provision of educational services in the Republic of Moldova; ▪ Increasing the effectiveness of teaching staff in the students' learning process; ▪ Revising professional standards for teaching and management staff in order to include minimum digital skills and providing relevant continuing education programs for teaching staff; ▪ Providing innovative remedial programs for students with academic delays, including Roma children, refugee students from Ukraine, and children with special educational needs and disabilities; ▪ Improving physical and digital learning environments in schools in the Republic of Moldova, in accordance with the minimum quality assurance standards approved for school infrastructure and equipment and through the lens of investment sustainability.
Hincesti Education Directorate	The problems with the performance of teaching staff.	The 4 components of the Project address the educational system in general education in a multidimensional way, especially the increase in the performance of teaching staff.
NGO Parintii Solidari	The management of the project and financial resources within the Project should be transparent.	15 schools (with eligible indicators) will receive assistance for the modernization of the learning environment and the construction of 3 theoretical high schools. The selection of schools will be transparent; the mapping of general education institutions will be done.
Youth and Sport Department of the Falesti Raional Council	The mapping of general education institutions throughout the country is a very necessary activity for the Republic of Moldova.	Within this Project, many mini-projects will be submitted, where small schools will also have the opportunity to participate.
Theoretical Lyceum „Liviu Deleanu", Chișinău	The remediation of students with poor academic results. A concrete mechanism is needed for this activity (it cannot be free).	For this activity, students, other than the teacher in the classroom, will be involved.

8. Project level GRM

It should be expected that the implementation of the Project will causes grievances to individuals and communities such that a system needs to be in place to effectively attend to, and resolve, these complaints, hence the need of a GRM, the details of which are proposed in this section.

Transparency and accountability are core elements of the Education Quality Improvement Project (EQIP). For this purpose, the project will include a Grievance Redress Mechanism (GRM) that is already used in a different project funded by the World Bank. The goal of the GRM is to strengthen accountability to beneficiaries and to provide channels for project stakeholders to provide feedback and/orexpress grievances related to project supported activities. The GRM is a mechanism that allows for the identification and resolution of issues affecting the project. By increasing transparency and accountability,the GRM aims to reduce the risk of the project inadvertently affecting citizens/beneficiaries and serves as important feedback and learning mechanism that can help improve project impact.

The mechanism focuses not only on receiving and recording complaints but also on resolving them. While feedback should be handled at the level closest to the complaint, all complaints should be registered and follow the basic procedures set out in this chapter.
SEP applicable to the Project contains more detailed information about GRM.

8.1. Definition of GRM

For the purposes of SEP, a Grievance Redress Mechanism is a process for receiving, evaluating, and addressing project-related complaints from citizens and affected communities at the level of the project.

The terms ‘grievance ‘and ‘complaint’ are used interchangeably.

8.2. GRM Principles

- The project-level GRM would be designed in a culturally appropriate way so as to effectively respond to the needs and concerns of all affected parties.
- The GRM would be well-publicized and known to all affected population. The implementing agency will ensure that the GRM is widely publicized and will also conduct awareness campaigns in this regard among the affected communities. Implementing agencies will brief target stakeholders about the scope of the mechanisms, the safety of the complainant, time of response, the referral and appeal processes.
- Accessibility - The GRM will be clear, accessible to all segments of affected communities, living within the vicinity of the project and subprojects sites or location.
- The Mechanism would allow for multiple avenues of uptake of grievances.
- The system would be sensitive to women, men, boys and girls, as well as vulnerable populations such as persons with disabilities, elderly, displaced persons and other marginalized groups.
- Confidentiality and prevention against retaliation.
- The GRM would be designed to protect beneficiaries and stakeholder's rights to comment and complain, and even raise their complaints to higher management if they are not satisfied with services or receive insufficient solutions. The mechanism would facilitate their sharing of concerns freely with understanding that no retribution will be exacted for their participation. To create a safe space, anonymous complaints will also be allowed.
- The GRM shall provide for relaying regular information and feedback regarding the redressal of the grievance to the aggrieved.

- The Mechanism shall be responsive in redressal of grievances by facilitating resolution with the concerned actor in the implementing chain.
- The GRM would be based on transparency and accountability. All complainants will be heard, taken seriously, and treated fairly. The community and stakeholders will be aware of the expectation from the project; the GRM procedures; understand its purpose, have sufficient information on how to access it.
- The GRM will have provisions to appeal if the grievances are not resolved satisfactorily
- The GRM would not prevent access to judicial and administrative remedies.

The mechanism would provide for prompt time-bound redressal of grievances.

8.3. GRM scope and use

SCOPE: EQIP's Grievance Redress Mechanism will be available for project stakeholders and other interested parties to submit questions, comments, suggestions and/or complaints, or provide any form of feedback on all project-funded activities.

GRM's users: Project beneficiaries, project workers, project affected people (i.e. those who will be and/or are likely to be directly or indirectly affected, positively or negatively, by the project), as well as the broader interested citizens can use the GRM for the above purposes (see Scope).

GRM's management: The GRM for Education Quality Improvement Project is managed by the EQIP's PMT, under the direct responsibility of EQIP's Executive Director.

Submission of complaints: Complaints can be expressed at any time throughout project implementation.

8.4. Procedures

8.4.1. Uptake/ Channels to make complaints

Project stakeholders will be able to provide feedback and report complaints through several channels such as filling up grievance forms, reporting grievances to implementing agencies, submitting grievance via email address made available by the implementing units and via the implementing institutions' websites collection boxes stipulated for the grievance uptake.

EQIP establishes the following channels through which citizens/beneficiaries/Project Affected Persons (PAPs) can make complaints regarding project-funded activities:

a) By Email	• MoER/EQIP: eqip@edu.md,
b) Internet:	• MoER's website: EQIP's section, GRM rubric
c) In writing:	MoER/EQIP: Letter addressed EEQIP's Executive Director at 180 Stefan cel Mare boulevard, 13th floor, office 1305, 1307, Chisinau city
d) By phone:	• MoER/EQIP: [022-23-25-02]
e) By fax:	• MoER/EQIP: 022-23-25-02
f) Other:	• Written complaints or phone calls to project staff at MoER/EQIP.

The project shall ensure flexibility in the channels available for complaints, as well as ensure accessibility to the contact information for individuals who make complaints. EQIP's Executive Director must be informed of all complaints received.

Confidentiality and conflict of interest

Complaints may be made anonymously, and confidentiality will be ensured in all instances, including when the person making the complaint is known. For this reason, multiple channels to submit complaints have been established and conflicts of interest will be avoided.

8.4.2. Receipt and recording of complaints

The person receiving the complaint will complete a grievance form (see Annex A) and will record the complaint in the Register of Complaints, kept under EQIP. Then, the complaint is to be submitted immediately to EQIP's Project Director.

Within one week of receiving the complaint, EQIP's Project Director must have forwarded to the department/individual expected to address it. In consultation with the Project Coordinator, EQIP's Project Director is responsible for determining who to direct the complaint to, whether a complaint requires an investigation (or not), and the timeframe to respond to it.

When determining who will be the investigating officer, the Project Director should ensure that there is no conflict of interest, i.e. all persons involved in the investigation process should not have any material, personal, or professional interest in the outcome and no personal or professional connection with complainants or witnesses.

8.4.3. Acknowledgement and follow-up.

Once the investigation process has been established, the person responsible for managing the GRM recordsenters this data into the Register of Complaints and informs the complainant that his/her grievance was received and the timeframe expected for the response. The information provided to complainant would also include, if required, the likely procedure if complaints had to be escalated outside the unit and the estimated timeline for each stage

The number and type of suggestions and questions should also be recorded and reported so that they can be analyzed to improve project communications. Once a month, the Project Coordinator should submit to EQIP's Executive Director a list of all complaints received, the follow-up required, and the status of complaints from the previous month ("on-going" or "addressed").

8.4.4. Verification, Investigation and action

This step involves gathering information about the grievance to determine the facts surrounding the issue and verifying the complaint's validity, and then developing a proposed resolution. It is expected that many or most grievances would be resolved at this stage. All activities taken during this and the other steps will be fully documented, and any resolution logged in the register.

According to the National Law on complaints no. 190 dated July 19, 1994, with further amendments, the complaints shall be examined within 30 working days of the receipt of the grievance. The personresponsible for investigating the complaint will gather facts in order to generate a clear picture of the circumstances surrounding the grievance. The investigation/follow-up can include site visits, review of documents and a meeting with those who could resolve the issue.

The results of investigation and the proposed response to the complainant will be presented for consideration to EQIP's Project Coordinator who will decide on the course of action. Once a decision has been made and, on the complainant, informed, the investigating specialist describes the actions to be taken in the grievance form (see Annex A), along with the details of the investigation and the findings, and submits the response to the corresponding Executive Director for signing.

8.4.5. Monitoring and evaluation.

Monitoring refers to the process of tracking grievances and assessing the progression toward resolution. The implementing agency would develop and maintaining a grievance register and maintain records of all steps taken to resolve grievances or otherwise respond to feedback and questions

8.4.6. Providing Feedback.

This step involves informing those who have raised complaints, concerns or grievances the resolutions to the issues they have raised. Whenever possible, complainants should be informed of the proposed resolution in person, which gives them the opportunity ask follow-up questions. If the complainant is not satisfied with the resolution, he or she will be informed of further options

The complainant will be informed about the results of verification via letter, email or by post, as received. The response shall be based on the materials of the investigation and, if appropriate, shall contain references to the national legislation.

The deadline for investigating the complaint may be extended by 30 working days by the corresponding Executive Director, and the complainant is to be informed about this fact, whether:

a) additional consultations are needed to provide response to the complaint;
b) the complaint refers to a complex volume of information and it is necessary to study additional materials for the response.

8.5. Recommended Grievance Redress Time Frame

As much as possible, the EQIP uses electronic data collection and recording tools to reduce the costs of reporting, expand the capacity to monitor, and improve communication flows from the community level to the national level. The PMU thus allows data to be captured electronically and for smooth compilation of reports. The table below generally presents the recommended time frames for addressing grievances or disputes received related to EQIP.

Table : Proposed GRM Time Frame

Step	Process	Time frame
1	Receive and register grievance	within 24 hours
2	Acknowledge	within 24 hours
3	Assess grievance	Within 2 Days
4	Assign responsibility	Within 2 Days
5	Development of response (investigation, consultation)	within 21 Days
6	Implementation of response if agreement is reached	within 21 Days
7	Close grievance	within 30 Days

8	Initiate grievance review process if no agreement is reached at the first instance	within 30 Days
9	Implement review recommendation and close grievance	within 30 Days
10	Grievance taken to court by complainant	As applicable

8.6. World Bank Grievance Redress System

Communities and individuals who believe that they are adversely affected by a World Bank (WB) supported project may submit complaints to existing project-level grievance redress mechanisms or the WB's Grievance Redress Service (GRS). The GRS ensures that complaints received are promptly reviewed in order to address project-related concerns. Project affected communities and individuals may submit their complaint to the WB's independent Inspection Panel which determines whether harm occurred, or could occur, as a result of WB non-compliance with its policies and procedures. Complaints may be submitted at any time after concerns have been brought directly to the World Bank's attention,and Bank Management has been given an opportunity to respond. For information on how to submit complaints to the World Bank's corporate Grievance Redress Service (GRS), please visit *http://www.worldbank.org/en/projects-operations/products-and-services/grievance-redress- service*. Forinformation on how to submit complaints to the World Bank Inspection Panel, please visit www.inspectionpanel.org.

9. Labour GRM

The objective of this procedure is to settle the grievance between an employer and employee or between employees bilaterally before the intervention of a formal court, except in cases where the grievance constitutes a criminal offense that requires notifying law enforcement. Under the provisions of ESS2, the project will provide a grievance mechanism for all direct and contracted workers to raise workplace concerns. Workers will be informed of this grievance mechanism at the time of recruitment and the measures put in place to protect them from any reprisal for its use. The project will put in place measures to make the worker grievance mechanism easily accessible to all project workers.

In COVID 19 context, the nature of complaints may be particularly sensitive in terms of time and confidentiality. Hence, Contractors should consider streamlined procedures to address specific worker grievances, which would allow workers to quickly report labor issues, such as a lack of PPE, lack of proper procedures or unreasonable overtime, and allow the project to respond and take necessary action. The Social Development Specialist and Environmental Specialist in PMT will also provide overall implementation and capacity building support on resolving all workers grievances. They will also include workers grievance status in the progress report.

The full Labour GRM will be detailed in the Labor Management Procedures (LMP)

10. GBV GRM

1.1.1. Making Complaints: GBV and VAC Allegation Procedures

All staff, volunteers, consultants and sub-contractors are encouraged to report suspected or actual GBV or VAC cases. Managers are required to report suspected or actual GBV and/or VAC cases as they have responsibilities to uphold company commitments and they hold their direct reports accountable for

complying with the Individual Code of Conduct.
The project will provide information to employees and the community on how to report cases of GBV and VAC Code of Conduct breaches through the Grievance Redress Mechanism (GRM). The GCCT will follow up on cases of GBV, VAC and Code of Conduct breaches reported through the GRM.

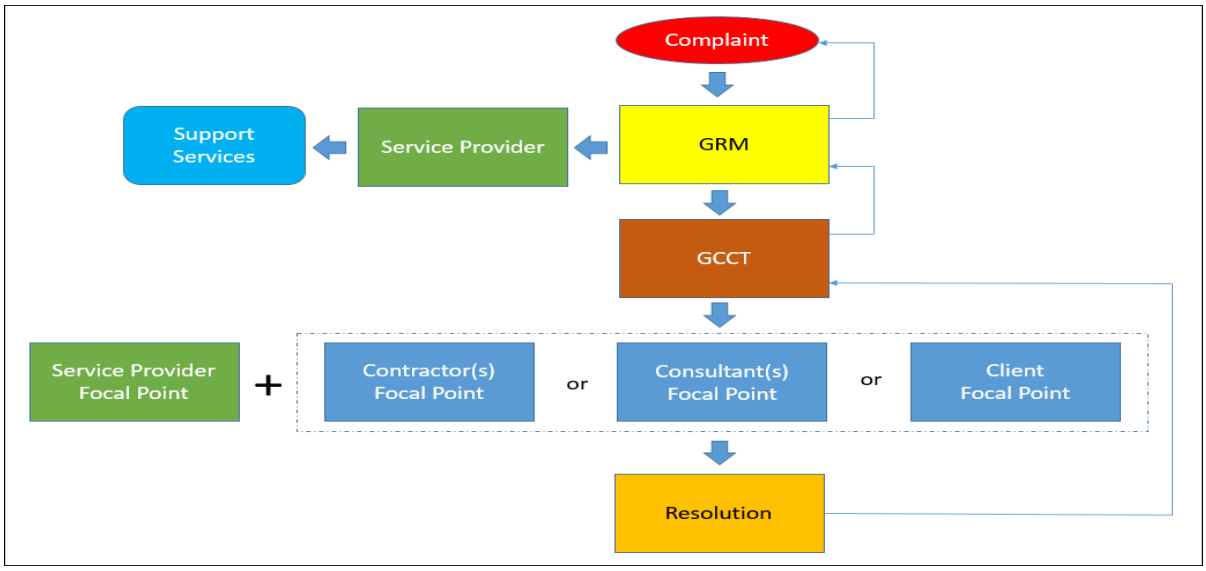
1.1.2. Process for addressing GBV or VAC complaints

The figure below shows the process for addressing complaints.

The project operates a grievance redress mechanism (GRM). Reports of GBV or VAC, other complaints, or other concerns may be submitted online, via telephone or mail, or in person.

The GRM operator will refer complaints related to GBV or VAC to the GCCT to resolve them. In accordance with the Action Plan, the GCCT through the Service Provider and Focal Point(s) will investigate the complaint and ultimately provide the GRM operator with a resolution to the complaint, or the police if necessary. The GRM operator will, upon resolution, advise the complainant of the outcome, unless it was made anonymously. Complaints made to managers, or the Service Provider will be referred by them to the GRM for processing.

If the complaint to the GRM is made by a survivor or on behalf of a survivor, the complainant will be directly referred to the service provider to receive support services while the GCCT investigates the complaint in parallel.



11. GBV - SEA/SH Action Plan

	Activity to Address SEA/SH risk	Steps to be taken	Timelines	Responsible	Monitoring (Who)	Output indicators	Estimated Budgets ($)
1	**Sensitize the CONTRACTORS and PMT on the importance of addressing SEA/SH on the project, and the mechanisms that will be implemented**						
	Training CONTRACTORS and PMT (Management/leadership) on SEA/SH to include a. Accountability and response framework b. Responsibilities and reporting c. Confidentiality and whistle blower protection clauses	• Develop ToR • Secure technical expertise, • Prepare the training module and materials • Conduct training for targeted members of Contractors and members of the PMT • Include SEA/SH as an agenda in quarterly meetings	Quarter 1 following signing of the works contract Quarterly (Throughout Project implementation.)	EQIP Project Staff, External Facilitators and Nominated Service providers (NSPs)	EQIP	Number of trainings conducted Number of CONTRACTORS AND PMT (Management /leadership) members trained	10,000
2	**Conduct GBV/SEA assessment at project sites**						
	Conduct a GBV/SEA risk assessment in project area to inform risk mitigation strategies	• Nominated Service Provider to conduct the assessment • Conduct a desk review of GBV/VAC	First quarter after signing works contract	EQIP Staff and Nominated Service Provider External Facilitators/Consultant	EQIP	GBV/SEA risk report	10,000
3	**Map out GBV/SEA prevention and response service providers**						
a.	Delivery GBV/SEA/SH interventions by a qualified service provider	• Develop TOR for the Nominated Service Provider (NSP) • Procure qualified NSP to conduct the assessment	First quarter after signing works contract	EQIP	EQIP	GBV/SEA Nominated service provider in place	50,000 The budget is for the NSP (NGO services)
b.	Map out and review capacity and quality of GBV/SEA/VAC	• Review World Bank	First quarter after signing works	NSP EQIP project staff,	EQIP	Status	NSP Budget

	Activity to Address SEA/SH risk	Steps to be taken	Timelines	Responsible	Monitoring (Who)	Output indicators	Estimated Budgets ($)
	service Providers in the project area	reports on existing and capacity service providers • Conduct field visits to identify and map out key actors and service providers on GBV/SEA in project area and collect data at the school and community/sub county level.	contract First quarter as part of the baseline data	NSP, Resident Engineer. GBV/SEA Consultant		Report	
c.	Stakeholder consultations	• Develop interview/ facilitation guides • Conduct stakeholder meetings/FGDs • Conduct regular SEA/SH safety audits Prepare field visit reports	Prior to initiating construction. Maintained throughout Project implementation.	EQIP Project Staff NSP Resident Engineer	EQIP	Number of stakeholder consultations done	NSP Budget
d.	Develop and or/update a multi-sectoral GBV/SEA referral pathway(s)	• NSP to undertake a review of a existing guidelines for referral of GBV cases • On the basis of mapped GBV/SEA prevention and response service	First quarter after signing works contract Maintained throughout project implementation.	NSP	EQIP in strong coordination with Districts and national systems.	Referral pathway developed/updated Number/type of GBV/SEA	NSP Budget

	Activity to Address SEA/SH risk	Steps to be taken	Timelines	Responsible	Monitoring (Who)	Output indicators	Estimated Budgets ($)
		providers develop/update a GBV/SEA/VAC referral list for service providers. Disseminate the referral pathway/list to stakeholders including service providers				preventive and response services available. No. of referrals of SEA/SH incidents to the project GRM/NPS by other service providers	
4	**Strengthen Institutional capacity for GBV/SEA risk mitigation and response**						
a.	Engage a GBV/SEA Consultant in EQIP to supervise and provide technical support for the implementation of GBV/SEA Action Plan	• Procure services of a qualified and competent GBV/SEA Consultant to supervise and provide technical support for the implementation of GBV/SEA in projects. EQIP has social development specialists that have been supporting GBV and VAC activities in	In the first Quarter after contract signing	EQIP project Management	EQIP	Qualified GBV/ VAC specialist hired	60,000

	Activity to Address SEA/SH risk	Steps to be taken	Timelines	Responsible	Monitoring (Who)	Output indicators	Estimated Budgets ($)
		education projects and these will support initial phases of the project before the • GBV specialist is hired					
b.	Support capacity of local systems to prevent and respond to GBV/SEA	• Identify key stakeholders to engage • Develop training plan • Develop training material/ content using global/national	Maintained throughout Project implementation.	EQIP project staff and the Nominated Service Provider Specialized NGOs	EQIP in coordination with NORLD, Police, specialized NGOs	Numb er of trainin gs condu cted Number of coordination meetings conducted	50,000
c	i) Strengthen the reporting mechanisms & procedures of local systems ii) Strengthen a survivor centred referral and response. iii) Strengthen coordination for better services with local/national GBV/SEA service providers	standards, human rights and survivor centered approaches • Conduct training and mentoring • Conduct regular coordination meetings with service providers for effective referrals				Level of satisfacti on of GBV/SE A survivors with services received Level of Community awareness about GBV	

	Activity to Address SEA/SH risk	Steps to be taken	Timelines	Responsible	Monitoring (Who)	Output indicators	Estimated Budgets ($)
						and SEA referral pathway	
5	**Integrate GBV/SEA risk management in Contractors' Environment and Social Management Plan (C-ESMP)**						
a)	Incorporate GBV/SEA risk in the Contractor's Environment and Social Management Plan (C-ESMP)	Integrate GBV/VAC considerations in the Contractor's Environment and Social management Plan (C-ESMP)	Quarter 2 after signing of the works contract during project implementation.	Contractor, Supervised by RE NSP to provide support	EQIP	Updated C-ESMP with GBV/VAC	Contractor + NSP Budget
b)	Develop and establish/review SEA/GBV response and accountability framework to include: Allegation Procedures to report SEA/GBV incidents and internally for case accountability procedures which should clearly lay out confidentiality requirements for dealing with cases	• Develop/review SEA/GBV Allegation Procedures to report SEA/SH issues • Inform employees and the community on how to report cases of SEA/SH, CoC breaches to the GRM, and how such cases are handled • Develop mechanisms to hold accountable alleged perpetrators; disciplinary action for violation of the CoC by	Quarter 2 after signing of works contract During project implementation.	EQIP Project Staff; Contractor NSP	EQIP	An established and functional accountability framework	

	Activity to Address SEA/SH risk	Steps to be taken	Timelines	Responsible	Monitoring (Who)	Output indicators	Estimated Budgets ($)
		workers.					
6	**Review the IA's capacity to prevent and respond to GBV/SEA**						
a)	Review for attention to GBV/SEA: a. Human resource manuals and staff capacity. b. Existing GBV/SEA Policies and procedures. c. Project code of conduct.	• Capacity assessment of implementing agency • Review EQIP ESMS and procedures/Guidelines • Review the EQIP Referral Pathways and reporting mechanisms • Review Project Frameworks to identify GBV/SEA policies and • procedures.	During the first Quarter of Contract signing To continue during Project Implementation	EQIP project Management GBV Specialist	EQIP	GBV/SEA prevention and mitigation measures addressed in policy documents Establish how the referral pathway will be strengthened	To be financed as internal EQIP activity
b)	Recruit/train an officer on GBV/SEA specific skills to support supervise issues related	• Recruit/train an officer with GBV/SEA skills	In the first Quarter after contract signing	EQIP Management and project staff	EQIP	A qualified and competent GBV/VAC staff recruited	Covered under 4 (a)
c)	Develop M&E programme	• Develop a comprehensive M&E plan to monitor work plan implementation • Monitor SEA/SH Implementation Plan	In Quarter 2 after contract signing Maintained throughout Project implementation.	GBV/SEA Consultant EQIP and NSP	EQIP	M&E framework in place .	To be financed as internal EQIP activity

	Activity to Address SEA/SH risk	Steps to be taken	Timelines	Responsible	Monitoring (Who)	Output indicators	Estimated Budgets ($)
d)	Conduct GBV/SEA orientation training for project staff	• Develop a training plan • Develop training materials • Conduct training for project staff	Quarter 2 after contract signing Retraining during Project implementation.	EQIP GBV/SEA program Specialist	EQIP	Number of training conducted for project staff Percentage of workers that have attended CoC training.	10,000
7	**Inform project affected communities about GBV/SEA/SH risks**						
a)	Establish partnerships with CBOs/CSO's and local government institution	• Identify and select partners and officially inform them • Engage partners, conducting joint community meetings and awareness raising	Quarter 1 of contract signing Maintained throughout Project implementation.	EQIP project staff and the NSP	EQIP	Number of partnerships formed	NSP Budget
b)	Identify, train and establish community focal point for GBV/SEA/VAC activities	• Establish a trained, dedicated and committed network of community focal persons that includes	Quarter 1 of contract signing Maintained throughout Project implementation.	EQIP project staff and the NSP	EQIP	No. of focal points and persons identified and trained	25,000
c)	Develop Stakeholder Engagement Plan for GBV/SEA related issues	• Develop a comprehensive GBV/SEA Stakeholder Plan	Quarter 1 of contract signing	EQIP NSP	EQIP	Stakeholder Implementation plan developed	NSP Budget

	Activity to Address SEA/SH risk	Steps to be taken	Timelines	Responsible	Monitoring (Who)	Output indicators	Estimated Budgets ($)
			Maintained throughout Project implementation.				
d)	Develop information dissemination strategy	• Develop a strategy • Identity the methods to disseminate the information • Disclosure of information to stakeholders through multimedia outlets	Quarter 1 of contract signing Maintained throughout Project implementation.	EQIP NSP	EQIP in coordination with NORLD	A GBV/SEA communication strategy in place	Covered under IEC Materials development)
e)	Develop relevant IEC materials for community engagements	• Develop relevant IEC materials translated in local languages of the project location	Quarter 2 of contract signing Maintained throughout Project implementation.	EQIP NSP	EQIP In coordination with NORLD, OPM and WB	No and type of GBV/SEA IEC material developed	10,000
f)	Outreach to schools on the risks of GBV/SEA	• Develop a school outreach Plan in consultation with the School heads • Conduct sensitization targeting teachers, parents and students	Quarter 1 of contract signing Maintained throughout Project implementation.	EQIP NSP	EQIP	Number of school outreaches conducted	Covered under NSP Budget
g)	Conduct community sensitization	• Develop a Community GBV/SEA and VAC	Quarter 1 of contract signing	EQIP and NSP	EQIP	Number of community sensitization	Covered under NSP Budget

	Activity to Address SEA/SH risk	Steps to be taken	Timelines	Responsible	Monitoring (Who)	Output indicators	Estimated Budgets ($)
		sensitization program, material and messages • Conduct community sensitization	Maintained throughout Project implementation.			conducted	
8	**GBV/SEA sensitive channels for reporting in GRM**						
a)	Develop/Review GRM for specific GBV/SEA/SH procedures	• Undertake internal review of GRM for GBV/SEA mitigation • Integrate GBV/SEA entry points within the GRM with clear procedures	Quarter 1 after signing of works contract	EQIP	EQIP GBV /SEA Consultant	GRM with GBV/SEA procedure integrated In the GRM	
b.	Identify and train GBV/SEA/SH focal points within the GMC who will be responsible GBV/SEA cases and referrals to the NSP and or other relevant stakeholders as defined in the referral pathway.	• Identify and select GBV/SEA focal persons within the GRC • Clarify the role of the focal points in GBV/SEA as referral • points • Train the focal points on GBV/SEA basics and the referral pathway	During Quarter 2 following signing of the works contract Retraining during project implementation.	EQIP NSP	EQIP	GBV focal points selected and trained	Covered under 7 (b)
c)	Review GRM reports/logs for GBV/SEA sensitivity	• Review logs for GBV/SEA documentation to ensure it follows	During project implementation.	NSP EQIP	EQIP	Number of GBV/SEA cases documented	NSP Budget

	Activity to Address SEA/SH risk	Steps to be taken	Timelines	Responsible	Monitoring (Who)	Output indicators	Estimated Budgets ($)
		standards for documenting GBV/SEA cases					
9	**Define and reinforce GBV/SEA/SH requirements in procurement processes and contracts**						
a.	Incorporate GBV/SEA/Requirements and expectations in the contractor and consultants' contracts.	• Ensure that GBV/SEA issues are incorporated in all contracts signed by contractors and consultants	During project implementation.	EQIP	EQIP World Bank	GBV/SEA standards in procurement/contract document	
b.	Allocation of funds for GBV/SEA/SH related costs in procurement documents.	• Clearly define SEA/SH requirements and expectations in the bid documents	During preparation of bid and Contract documents	EQIP	EQIP World Bank	Bid documents with clearly defined SEA/SH requirements Contract documents with clearly defined SEA/SH clauses/requirements	
c.	Workers (Contractor/consultant) sensitization on GBV/SEA.	• Develop a training plan for workers, contractors and	Quarter 2 after signing works contract During project implementation.	EQIP, NSP, GBV/SEA Consultant	EQIP	Number of contractors' and consultants staff	20,000 (Includes fees for external Facilitators)

	Activity to Address SEA/SH risk	Steps to be taken	Timelines	Responsible	Monitoring (Who)	Output indicators	Estimated Budgets ($)
		consultants • Conduct training on GBV/SEA risks, responsibilities and legal/policy requirements				trained,	
d.	Codes of Conduct signed and translated in the local language	• Define the requirements to be included in the CoC which addresses GBV/SEA/SH • Review CoC for provisions/clauses that guard against GBV/SEA/SH • Have CoCs signed by all those with a physical presence at the project site. • Train project-related staff on the behavior obligations under the • CoCs.	During Project implementation	Contractor RE NSP GBV/SEA Consultant	EQIP	Percentage of workers that have signed a CoC	Covered under Contractor's Cost and NSP
10	**Separate toilet and shower facilities for men and women and GBV/SEA-free signage**						
a.	Provide separate facilities for men and women and display signs, posters and pamphlets around the project site that signal to workers and the community that the project site is an area where GBV/SEA is prohibited	• Provide separate facilities • Design and print pamphlets and posters. • Distribute the pamphlets and	In quarter of Contract signing During project implementation	Contractor	EQIP	Separate toilet and shower facilities for men and women	Covered under Contractor's Cost and IEC materials

	Activity to Address SEA/SH risk	Steps to be taken	Timelines	Responsible	Monitoring (Who)	Output indicators	Estimated Budgets ($)
		posters to the project site • Install signage on the facilities Visit Project gangs/camps to check on the availability and usability of separate sanitary • facilities.				Display signs/IEC materials	

ANNEXES

Annex 1: Environmental Screening Checklist

1. **Project Name:**

2. **Brief Description of sub-project** to include: nature of the project, project cost, physical size, site area, location, property ownership, existence of on-going operations, plans for expansion or new construction.

3. **Will the project have impacts on the environmental parameters** listed below during the construction or operational phases? Indicate, with a check, during which phase impacts will occur and whether mitigation measures are required.

Environmental Component	Construction Phase	Operational Phase	Mitigation Measures
Terrestrial environment			
Soil Erosion & Degradation: Will the project involve ploughing/ plant cultivation on the slopes?			
Habitats and Biodiversity Loss: Will the project involve use or modification of habitats (pasturing on and ploughing up the steppe areas, cutting or removal of trees or other natural vegetation, etc.)			
Land degradation: Will the project apply pesticides?			
Land, habitats & ecosystems degradation: In case of cattle production, will the project contribute to land, habitats and ecosystems degradation?			
Land & soil degradation: Will the project involve land excavation?			
Generation of solid wastes, including toxic wastes?			
Biodiversity and Habitats Loss: Will the project located in vicinity of protected areas or other sensitive areas supporting important habitats of natural fauna and flora?			
Land Erosion & Degradation: agricultural crop production & plantation crop production - will the project presume appropriate agricultural practices?			
Biodiversity Loss: enlargement of area under the agricultural crop production			
Soil & underground water pollution			
Land degradation, water pollution & aesthetics: Construction			
Other impacts			
Air quality			
Will the project provide pollutant emissions?			
Will the project generate specific air pollution (dioxins, furans, etc)			
Aquatic environment			
Water Quantity: will the project involve water use?			
Water Quality / Pollution: Will the project contribute to surface water pollution			

Environmental Component	Construction Phase	Operational Phase	Mitigation Measures
Underground and Surface Water Pollution: Will the project applies pesticides and inorganic fertilizers contributing to surface water pollution?			
Loss of Biodiversity: Will the project involve introduction of alien species (e.g., in case of aquaculture projects)?			
Loss of Biodiversity: Will the project located in vicinity of protected area or wetlands supporting both local avifauna and birds on passage?			
Degradation of natural aquatic ecosystems			
Weeds, pests, diseases: will the project contribute to spreading of weeds, pests and animal and plant diseases?			
Sedimentation of water bodies			
Other impacts			
Socio-economic environment			
Will the project assure non-deterioration of human health, occupational safety and non-disturbance of residents living near project area?			
Does the project require public consultation to consider local people environmental concerns and inputs?			
Social Component	See Annex H		

4. For the environmental components indicated above, and using the information provided in the *table* below **describe the mitigation measures that will be included during the construction (C) or operational (O) phase of the project or both (B)**

Environmental Component	Phase (C, O or B)	Mitigation Measures

5. **Examples of Mitigation Measures** (for more detailed description of listed below and other potential mitigation measures refer to Annexes E, F & G)

Environmental Component	Mitigation Measures
Terrestrial ecosystems	
Soil Erosion & Degradation: Will the project involve ploughing/ plant cultivation on the slopes stimulating soil erosion and landslides?	1) Ploughing across the slope 2) Contour tillage 3) Avoid creation of new terraces since it is linked with loss of topsoil, etc.
Habitats and Biodiversity Loss: Will the project involve use or modification of habitats (pasturing on and ploughing up the steppe areas, cutting or removal of trees or other natural vegetation, etc.)	1) Avoiding use of remained natural or semi-natural steppe areas for pasturing and crop production 2) Avoid, where possible, cutting of trees and other natural vegetation, etc. 3) Minimize loss of natural vegetation/ Maximal preservation of vegetation during construction

Environmental Component	Mitigation Measures
Land degradation: Will the project applies pesticides?	1) Use of less harmful (non-persistent) pesticides 2) Not to apply more pesticides than needed 3) To ensure appropriate pesticides handling to avoid contaminated surface runoff, etc.
In case of cattle production, will the project contribute to land, habitats and ecosystems degradation?	1) Not to exceed pastures' capacity (on degraded lands this is 0,3-0,5 conv. cap/ ha; on good lands – 1,5 conv. cap/ per ha) and avoid overgrazing 2) Where possible, use of stabling 3) To develop sawn pastures 4) Where possible, to fence grazing areas to use them subsequently, giving to others possibility to restore, etc. 5) Not to graze in natural areas in early spring and late autumn, etc.
Land & soil degradation: Will the project involve land excavation?	1) To dislocate excavated topsoil to adjacent agricultural lands
Generation of solid wastes, including toxic wastes?	1) Wastes reuse and recycling 2) Disposal on authorized landfills including on special toxic wastes disposal sites
Biodiversity and Habitats Loss: Will the project located in vicinity of protected areas or other sensitive areas supporting important habitats of natural fauna and flora?	1) Consideration of alternative locations, where possible 2) Careful timing of works and work seasonally, as appropriate: to avoid construction during breeding season 3) Where possible, to fence the area under construction to lessen occasional disturbance on habitats and biodiversity 5) Use natural meadows and grasslands rather for mowing than grazing 4) Inform personnel about importance of adjacent environmentally important area, if any, etc.
Land Erosion & Degradation: Agricultural Crop Production & Plantation Crop Production - Will the project presume appropriate agricultural practices?	1) Appropriate crop rotation: fallow land – wheat – maize – sunflower – lucerne – lucerne (2 years long) – legumes (pea, haricot, etc.) / wheat maize, etc./ or rye- maize-sunflower-Lucerne-Lucerne-legumes-rye, etc 2) Plowing and tillage: plowing across the slope & contour tillage 3) On lands which are subject to erosion preferable cultivation of plants with require dense sawing (e.g. wheat, rye, etc.) and avoid cultivation of tilled crops (e.g., maize, sunflower), 4) Orchards: creation of grass strips between the rows, deep cultivation between the rows, 5) Where possible, to prefer agricultural land arrangement as follows: areas with cultivated crops alternated with areas used for pasturing and orchards, etc.
Biodiversity Loss: enlargement of area under the agricultural crop production	Where possible, to plant (or maintain) green corridors to ensure movement of terrestrial fauna
Soil & underground water pollution	1) Fuel and lubricants: use of specially arranged sites (with concrete floor) for their handling and storage to avoid their leakages into the soil and runoff into water bodies 2) Pesticides: see above 3) Use of special platforms and tanks with a waterproof bottom for accumulation of manure and preparing of organic fertilizers, etc.

Environmental Component	Mitigation Measures
Land degradation, water pollution & aesthetics: Construction	1) Careful selection of location for and planning of the project 2) To minimize construction site's size and design work to minimize land affected, 3) Where possible, to execute construction works during dry season to avoid excessive contaminated runoff 4) Properly arranged waste disposal sites 5) Cleaning of construction site, replacing the lost trees, re-vegetation of work area, etc.
Other impacts?	Other measures?
Air quality	
Will the project provide pollutant emissions?	1) Use of approved methods and techniques to prevent and control emissions (e.g. absorption) 2) Where possible, enclosure of dust producing equipment, and use of local exhaust ventilation 3) Where possible, arrange barriers for wind protection (if raw material is stored and processed in open areas) 4) Where possible, use of fuels with a low sulfur content, such as natural gas or liquefied petroleum gas and use of low-sulfur raw material 5) Where possible, installation of dedicated filtration systems, etc
Will the project generate specific air pollutants (furans, dioxins)?	1) Selection of materials or processes with no or low demand for VOC-containing products 2) Where possible to substitute the use of solvents and other materials which have a high VOC content 3) Where possible, to install and modify equipment to reduce solvent use in manufacturing process 3) To execute strict primary and secondary control of air emissions, etc.
Aquatic Ecosystems	
Water Quantity: will the project involve water use?	1) To ensure natural flow of water/ minimum disruption of natural streams flows 2) To install water meters to control and minimize water use 3) Avoid or minimize surface water abstraction in case downstream the wetland is situated. etc.
Water Quality / Pollution: Will the project contribute to surface water pollution	1) a. For small rural enterprises: to install local wastewater treatment facilities (e.g., septic tanks) b. For big enterprises: not to exceed established limits of pollutants in effluents 2) To minimize water and mud collection 3) Where possible, to renovate existing sewerage system/ ensure connection to municipal sewerage system 4) To arrange properly waste disposal sites
Underground and Surface Water Pollution: Will the project applies pesticides and inorganic fertilizers contributing to surface water pollution?	1) See above 2) Where possible, to plant at least bush vegetation down slope to reduce pollutants surface runoff into water bodies
Loss of Biodiversity: Will the project involve introduction of alien species (e.g., in case of aquaculture	1) Where possible, to avoid introduction of alien species 2) In case of use of already introduced alien species to ensure their non-coming into natural ecosystems, e.g., during water

Environmental Component	Mitigation Measures
projects)?	discharge from the ponds, etc.
Loss of Biodiversity: Will the project located in vicinity of protected area or wetlands supporting both local avifauna and birds on passage?	1) Not to exceed established limits of pollutants in effluents and emissions 2) To avoid or minimize construction and operational activities during breeding and migration periods, etc.
Degradation of natural aquatic ecosystems	1) Avoid application of pesticides in the strip with width of 300 m along the natural surface water bodies, 2) Avoid cutting of trees and other natural vegetation along the water bodies 3) Avoid coming of alien species into natural water bodies, 4) Properly arranged waste disposals sites, etc.
Weeds, pests, diseases: will the project contribute to spreading of weeds, pests and animal and plant diseases?	1) Avoid cultivation of plant mono-culture on agricultural lands 2) Appropriate pest management 3) Giving the priority to the agro-technical and biological measures for the control of weeds, pests, and diseases, 4) In cattle farms, to adhere established veterinary rules to prevent or minimize animal diseases, etc.
Sedimentation of water bodies	1) To avoid excessive soil erosion: see above 2) Minimize soil processing 3) Provide retention/ sedimentation ponds, as necessary 4) To control reed harvesting (to avoid over-harvesting)
Other impacts?	Other measures?
Socio-economic environment	
Compliance with health and safety legislation, including on preventing child labor, forced labor and preventing GBV, sexual abuse, exploitation and harassment Covid-19 prevention at the workplace	1) Are PPEs provided to workers? (Work Utility & Safety Overalls & Coveralls, masks, work boots/shoes). 2) What arrangements have been put in place in response to occupational safety and health requirements? a. workplace training provided upon work commencement b. water spaying twice a day during construction to avoid dust c. permanent ventilation of internal areas c. signed contracts with all workers and provisions are in accordance with law requirements, including timing of work d. Code of Conduct and awareness sessions conducted on prevention of sexual exploitation and harassment e. Emergency telephone line (0 8008 8008) to report on GBV, sexual harassment on printed simple paper or posters is placed on visible places 3) How often health and safety training is conducted for personnel? 4) Is there an Occupational Health and Safety Plan available for inspection by the PMT representative? 5) Are workers aware where to lodge complaints pertaining to working conditions? 6) Are minors noticed on site? What is their age? 7) Has a health and safety officer been appointed at site? Have Covid-19 prevention responsibilities been assigned to him/her? Are there arrangements put in place for workers to wash their hands with soap? Are sanitizers provided? Do workers wear masks/have they been provided with medical masks?

Environmental Component	Mitigation Measures
	8) Is there an Accident Registry available on the site? 9) Is there a first aid box available and does it contain the first-aid items? How often it is supplemented with additional items? 10. Observe if health and safety measures are in place to prevent accidents caused by improper management of risks related to falls, slips, electrocution, exposure to chemicals, improper management of pesticides, improper operating heavy machinery, etc.
Does the project community have access to information about the project, including information where and how to lodge complaints related to non-compliance with environmental protection practices?	If yes, anticipated public concerns, e.g., project location, waste disposal sites, harmful emissions into environment, aesthetic arrangement of site under construction activities etc.
Are vulnerable groups supported to enhance their access to the project benefits?	Are there outreach measures designed? Are campaigns customized to reach vulnerable groups, including female-run MSMEs?
Social impacts	Appropriate project design: location, methods of construction, use of safe technologies during operation period, work timing, careful decommissioning, etc.

Beneficiary: *Signature:* *Date:*

Annex 2 : Site Specific Environmental & Social Management Plan (ESMP) Checklist for Construction and Rehabilitation Activities

Site Specific ESMP Checklist for Construction and Rehabilitation Activities

PART 1: INSTITUTIONAL AND ADMINISTRATIVE				
Country/City/Region				
Project title				
Scope of project and activity				
Institutional arrangements (Name and Contacts)	WB Project Team leader	Project Management	Local Counterpart and/or Recipient	
Implementation arrangements (Name and Contacts)	Supervision	Local Counterpart Supervision (if any)	Local Inspectorate Supervision (if any)	Contactor
SITE DESCRIPTION				
Name of site				
Description of site location				
Who owns the land?				
Geographic description				
LEGISLATION				
Identify national legislation & permits that apply to project activity				
PUBLIC CONSULTATIONS				
Identify when / where the public consultation process took place				

PART 2: ENVIRONMENTAL AND SOCIAL SCREENING			
Will the site activity include/involve any of the following potential issues and/or impacts:	Activity and examples of potential issues and/or impacts	Status If Yes for any	Additional references
	1. Building rehabilitation 2. Site specific vehicular traffic 3. Increase in dust and noise from demolition and/or construction 4. Construction waste	[ ] Yes [ ] No	See Section **B** below
	Individual wastewater treatment system 1. Effluent and / or discharges into receiving waters	[ ] Yes [ ] No	See Section **C** below
	Historic building(s) and districts 1. Risk of damage to known/unknown historical or archaeological sites	[ ] Yes [ ] No	See Section **D** below

	Hazardous or toxic materials 1. Removal and disposal of toxic and/or hazardous demolition and / or construction waste Storage of machine oils and lubricants	[ ] Yes [ ] No	See Section **F** below
	Traffic and Pedestrian Safety 1. Site specific vehicular traffic 2. Site is in a populated area	[ ] Yes [ ] No	See Section **I** below

PART 3: MITIGATION MEASURES		
ACTIVITY	**PARAMETER**	**GOOD PRACTICES MITIGATION MEASURES CHECKLIST**
A. General conditions	Notification and Worker Safety	a) The local construction and environment inspectorates and communities have been notified of upcoming activities b) The public has been notified of the works through appropriate notification in the media and/or at publicly accessible sites (including the site of the works) c) All legally required permits (to include not limited to land use, resource use, dumping, sanitary inspection permit) have been acquired for construction and/or rehabilitation d) All work will be carried out in a safe and disciplined manner designed to minimize impacts on neighboring residents and environment. e) Workers' will comply with international good practice (always hardhats, as needed masks and safety glasses, harnesses and safety boots) f) Appropriate signposting of the sites will inform workers of key rules and regulations to follow.
B. General Rehabilitation and /or Construction Activities	Air Quality	a) During interior demolition use debris-chutes above the first floor b) Keep demolition debris in controlled area and spray with water mist to reduce debris dust c) Suppress dust during pneumatic drilling/wall destruction by ongoing water spraying and/or installing dust screen enclosures at site d) Keep surrounding environment (sidewalks, roads) free of debris to minimize dust e) There will be no open burning of construction / waste material at the site f) There will be no excessive idling of construction vehicles at sites g) The debris will be transported in a safety manner and in a covered transport
	Noise	a) Construction noise will be limited to restricted times agreed to in the permit b) During operations the engine covers of generators, air compressors and other powered mechanical equipment should be closed, and equipment placed as far away from residential areas as possible
	Water Quality	a) The site will establish appropriate erosion and sediment control measures to prevent sediment from moving off site and causing excessive turbidity in nearby streams and rivers

	Waste management	a) Waste collection and disposal pathways and sites will be identified for all major waste types expected from demolition and construction activities. b) Mineral construction and demolition wastes will be separated from general refuse, organic, liquid and chemical wastes by on-site sorting and stored in appropriate containers. c) Construction waste will be collected and disposed properly by licensed collectors d) The records of waste disposal will be maintained as proof for proper management as designed. e) Whenever feasible the contractor will reuse and recycle appropriate and viable materials (except asbestos)
C. Individual wastewater treatment system	Water Quality	a) The approach to handling sanitary wastes and wastewater from building sites (installation or reconstruction) must be approved by the local authorities b) Before being discharged into receiving waters, effluents from individual wastewater systems must be treated in order to meet the minimal quality criteria on wastewater treatment c) Monitoring of new wastewater systems (before/after) will be carried out
D. Historic Buildings	Cultural Heritage	a) If the building is a designated historic structure, very close to such a structure, or located in a designated historic district, notify and obtain approval/permits from local authorities and address all construction activities in line with local and national legislation b) Ensure that provisions are put in place so that artifacts or other possible "chance finds" encountered in excavation or construction are noted, officials contacted, and works activities delayed or modified to account for such finds.
E. Toxic Materials	Asbestos management	a) If asbestos is located on the project site, mark clearly as hazardous material b) When possible, the asbestos will be appropriately contained and sealed to minimize exposure c) The asbestos prior to removal (if removal is necessary) will be treated with a wetting agent to minimize asbestos dust d) Asbestos will be handled and disposed by skilled & experienced professionals e) If asbestos material is be stored temporarily, the wastes should be securely enclosed inside closed containments and marked appropriately f) The removed asbestos will not be reused.
	Toxic / hazardous waste management	a) (a) Temporarily storage on site of all hazardous or toxic substances will be in safe containers labeled with details of composition, properties and handling information b) (b) The containers of hazardous substances should be placed in an leak-proof container to prevent spillage and leaching

		c) (c) The wastes are transported by specially licensed carriers and disposed in a licensed facility. d) (d) Paints with toxic ingredients or solvents or lead-based paints will not be used
F. Traffic and Pedestrian Safety	Direct or indirect hazards to public traffic and pedestrians by construction activities	(a) In compliance with national regulations the contractor will insure that the construction site is properly secured and construction related traffic regulated. This includes but is not limited to - Signposting, warning signs, barriers and traffic diversions: site will be clearly visible and the public warned of all potential hazards - Traffic management system and staff training, especially for site access and near-site heavy traffic. Provision of safe passages and crossings for pedestrians where construction traffic interferes. - Adjustment of working hours to local traffic patterns, e.g. avoiding major transport activities during rush hours or times of livestock movement - Active traffic management by trained and visible staff at the site, if required for safe and convenient passage for the public. - Ensuring safe and continuous access to office facilities, shops and residences during renovation activities, if the buildings stay open for the public.

Annex 3 : Enviromental and Social Impact Assessment (ESIA) and Environmental and Social Management Plan (ESMP) content and format

An environmental and social impact assessment report Substantial/Moderate-risk (Category B) subprojects focuses on the significant environmental and social issues raised by a subproject. Its primary purpose is to identify environmental and social impacts and those measures that, if incorporated into the design and implementation of a project can assure that the negative environmental and social effects will be minimized. The scope and level of detail required in the analysis depend on the magnitude and severity of potential impacts.

The Environmental and Social Impact Assessment Report should include the following elements:

Executive Summary. This summarizes the significant findings and recommended actions.

Policy, legal and administrative framework. This section summarizes the legal and regulatory framework that applies to environmental and social management in the jurisdiction where the study is done.

Project Description. Describes the nature and scope of the project and the geographic, ecological, temporal and socioeconomic context in which the project will be carried out. The description should identify social groups that will be affected, include a map of the project site, and identify any off-site or support facilities that will be required for the project.

Baseline data. Describe relevant physical, biological and social condition including any significant changes anticipated before the project begins. Data should be relevant to project design, location, operation or mitigation measures.

Environmental impacts. Describe the likely or expected positive and negative impacts in quantitative terms to the extent possible. Identify mitigation measures and estimate residual impacts after mitigation. Describe the limits of available data and uncertainties related to the estimation of impacts and the results of proposed mitigation.

Social impacts. Assess the potential positive and negative social impacts associated with the Project which the community might be exposed to. Identify land taking requirements resulting in temporary or permanent economic and/or physical displacement or access restrictions, identify sites of cultural heritage significance, note the presence of minors/underage worker. Note signs of fatigue in workers, visible distress, including signs of physical/body damage, etc. Examine site Registries, including those related to types pf provided OSH training, accidents and injuries on site, registry of what types of medicines are most frequently used. Note the type of information is easily accessible for workers, if the information related to the grievance mechanisms is provided, posters on health and safety measures, including Covid-19 prevention, information on national green-lines, telephone to report incidence of GBV, harassment at the workplace etc.

Cumulative impacts: cumulative impacts may be identified on valued environmental and social components (VECs) on which other existing or future developments may also have detrimental effects, and the project should avoid and/or minimize these impacts to the greatest extent possible. Assess during the ESIA process whether their development may contribute to cumulative impacts on VECs and/ or may be at risk from cumulative effects on VECs they depend on (following guidance from EU Guidelines on the Assessment of Indirect and Cumulative Impacts and the IFC good

practice handbook).

Analysis of Alternatives. Systematically compare feasible alternatives to the proposed project location, design and operation including the "without project" alternative in terms of their relative impacts, costs and suitability to local conditions. For each of the alternatives quantify and compare the environmental impacts and costs relative to the proposed plan.
Assessment and engagement methods: The assessment should be undertaken utilizing both qualitative and quantitative methods and involving both field studies and secondary data to assess the project effects on a targeted baseline. Stakeholder analysis and engagement should also be integrated in the assessment design and participatory methods applied for a constructive basis of dialogue with end-users. ESIA findings and recommendations should be disclosed and consulted on with affected stakeholders.

Environmental and Social Management Plan (ESMP). If significant impacts requiring mitigation are identified, the ESMP defines the mitigation that will be done, identifies key monitoring indicators and any needs for institutional strengthening for effective mitigation and monitoring to be carried out.

Appendices.

These sections should include:

(i) The list of ESIA preparers;
(ii) References used in study preparation;
(iii) A chronological record of interagency meetings and consultations with NGOs and effected constituents;
(iv) Tables reporting relevant data discussed in the main text, and;
(v) A list of associated reports such as social assessments that were prepared for the project.

Environmental and Social Management Plan (ESMP) for subprojects should outline the mitigation, monitoring and administrative measures to be taken during project implementation to avoid or eliminate negative environmental impacts. For projects of intermediate environmental risk (Moderate and significant risk projects), ESMP may also be an effective way of summarizing the activities needed to achieve effective mitigation of negative environmental impacts (description of Environmental and Social Management Plan is provided below).

For each phase, the preparation team identifies any significant environmental impacts that are anticipated based on the analysis done in the contextof preparing an environmental assessment.

For each impact, mitigation measures are to be identified and listed. Estimates are made of the cost of mitigation actions broken down by estimatesfor installation (investment cost) and operation (recurrent cost). The ESMP format also provides forth identification of institutional responsibilitiesfor operation of mitigation devices and methods.

To keep track of the requirements, responsibilities and costs for monitoring the implementation of environmental mitigation identified in the analysis included in an environmental assessment for Moderate Risk projects, a monitoring plan may be useful. A **Monitoring Plan format**

is provided below. Like the ESMP, the project cycle is broken down into two phases (construction and operation). The format also includes a row forbaseline information that is critical to achieving reliable and credible monitoring.

_____

_____

_____

(sub-project, location, description)

Environmental and Social Elements	Impacts	Proposed mitigation measures	Institutional responsibility for mitigation	Cost of mitigation activities
Construction period				

Physical Environment				
Soils	Solid Waste	Establish a well-planned method of solid disposal of debris/ garbage at the camp site	Contractor and Project Engineer	Costs build in the planning and administration costs of the contractor
Water Resources	Water Pollution	– Incorporate erosion control measures during construction at the site – No oils and fuels should be stored on the construction site – Maintenance, re-fueling and cleaning of equipment should NOT be done at construction site by the contractor – but in a licensed garage outside the site area – The design will incorporate oil sumps at the parking areas to isolate oil spills from parked vehicles that might spill to the storm drains – No solid waste, fuels or oils shall be discharged on land surface, into drains or streams	Project Engineer and Contractor Environmental and Health officer/consultant	Costs build in the planning and administration costs of the contractor & Maintenance costs
Air Quality	Air pollution	– Speed control of vehicles accessing the site – Construction of bumps along the road near the construction site – Regular watering of access roads and work site – Proper maintenance of construction equipment per the manufacturer requirements	Project Engineer, Contractor, Traffic police	Equipment - costs build in the planning and administration costs of the contractor equipment
Biological Environment				
Fauna and Flora				
Social Environment				
Aesthetics and				

Landscape				
Human Communities	Disruption of Public Utilities	- Design to incorporate existing public utilities and avoid disturbing the same - Contractor to generate utility management plan - Contractor to minimize damage to public utilities	Project Engineer and Contractor Utilities providers	Budget under provisional sums of Utilities
Traffic	Traffic safety	- Contractor to prepare a Traffic Management Plan for approval to address the following issues; - Initiation of a safety program and measures by creating awareness and educational campaigns for workers and local communities - Installation of appropriate road signage, speed signs, and other warning signs at the site and access roads - The contractor's vehicles and equipment must be in proper working condition and have registration plates, and numbering. - The contractor ensures proper driving discipline by its employees, and sanctions those in breach. - Excavated sites, embankments, and dangerous locations are protected - Maintain a log detailing every violation and accident on site or associated with the project work activities, including the nature and circumstances, location, date, time, precise vehicles and persons involved, and follow-upactions with the police, insurance, families, community leaders, etc. (including during operation stages)	Project Engineer and Contractor	Costs build in the planning and administration costs of the contractor
Resettlement				
Income losses	Disruption of Businesses or livelihood	- Have a Resettlement Action Plan to temporary solve disruption of small business located nearby (if any)	The Proponent	

Health and safety	Noise Pollution	- Regular Sensitization of workforce and residents on potential noise levels - Controlled operation of construction plant and equipment - No blasting shall be done on site	Project Engineer and Contractor	Costs build in the planning and administration costs of the contractor
Historical and Cultural Sites				
Safety and health of staff and population	Social Issues - employment	Utilization of local skilled and unskilled workers	Contractor, Project Engineer	No direct costs to, costs build in the planning and administration costs of the contractor
	Workers and commuters	Contractor to provide clean and adequate sanitation facilities for the workers at all times	Contractor, Project Engineer	
	Occupational Health and Safety	- Provide medical and insurance cover for all workers - Provide adequate and right safety tools, and enforce use to all workers - Ensure provisions of first aid for staff - The site shall be fenced off and provided with security at the access gates to reduce potential accidents and injuries to the public	Project Engineer and Contractor Environmental and Health officer/consultant	
	Health and Sanitation	Contractor shall always also provide clean drinking water at the construction site for his workers		
Operation period				
Physical Environment				
Soils	Soil erosion	Regular cleaning and proper maintenance/repair of drainage structures	Contractor	Normal maintenance budget
	Solid Waste	- Provision of disposal bins at designated areas Regular collection and disposal of garbage by the project proponent		

		- Clean storm water drains to minimize clogging - Provision of separate collection bins for biodegradable and non-biodegradable waste at the new facility.		
Water Resources	Water Resources Usage	- Monitor water wastage and usage during operational stages - Install pressure taps that minimize and time usage ¨ Repair damaged taps and toilets to minimize waste	Project Engineer and Contractor	Normal maintenance budget
	Water Pollution	- Monitor oil spills and other leakages at the at garages, parking lots, and delivery areas - Regular cleaning of oil sumps and storm water drains	Ecological Inspectorate	
Air Quality				
Biological Environment				
Fauna and Flora				
Social Environment				
Aesthetics and Landscape				
Human Communities				
Historical and Cultural Sites				
Safety and health of staff and population	health and sanitation	- Project proponent to provide clean and adequate sanitation facilities for the commuters		No direct costs
	Security and Crime	- Proper design incorporating lighting to enhance security - Sensitize the construction workers, locals, and security to be on the lookout on suspicious activities near the project site	Contractor, Project Engineer	No direct costs

Annex 4 : Environmental guidelines for civil works contracts

The contractors are required to use environmentally acceptable technical standards and procedures during the implementation of construction of works. All construction contracts will contain the following requirements:

a) Take precautions against negative influence on environment, any environmental damage or loss through prevention or suppression measures (where it is possible) instead of liquidation or mitigation of negative consequences.
b) Observe all national and local laws and rules on environmental protection. Identify officers responsible for the implementation of activities on environmental protection conforming to instructions and directions received from the construction and design or environmental protection agencies.
c) Store and dispose of construction waste consistent with national regulations and the subproject (site-specific) EMP.
d) Minimize dust emission to avoid or minimize negative consequences influencing air quality.
e) Provide pedestrian crossing and roads and access to the public places.
f) Provide markets with light and transient roundabout connections to assure safety and convenience.
g) Prevent or minimize vibration and noise from vehicles during explosive activities.
h) Minimize damages and assure vegetation recovery.
i) Protect surface and underground water from soil pollution.
j) Environmental guidelines for civil works contracts.

Annex 5 : Requirements and measures when handling asbestos

Organizational measures

Before starting work and even before submitting a tender for work with materials containing asbestos, an employer must take a number of different steps. By planning and preparing the work procedures carefully, an employer can avoid exposing workers to risks, e.g. as a result of improvisation or disruption of the work process, and thus provide the basis and the necessary conditions for safe completion of the work.

The most important measures are:

- the notification to the authorities,
- the risk assessment and
- the work plans.

In addition, employees must be given the opportunity to have a medical examination. Moreover, before starting with demolition and refurbishment work the companies should give proof of their expertise.

The more conscientiously the employers and their workers observe these rules, the smoother and therefore the more economically the work can be carried out.

Working instructions

Working instructions are an indispensable component of staff training. They point out the risks to the workers and explain to them the protective measures required.

Whilst the work plan is primarily addressed to supervisors, the working instructions are intended for the workers themselves, identifying the risks, the corresponding protective measures and their expected behavior. Information relating to their workplace and tasks enables workers to act safely in full awareness of the risks.

Working instructions should be concisely and clearly formulated, so that all employees can understand them. They should be displayed at the place of work where they are clearly visible. The staff should observe the working instructions of the employer. The instructions must give information on:

- the type of work and specific tasks;
- the hazardous materials containing asbestos;
- personal protective equipment;
- necessary protective and hygienic measures;
- what to do in the case of breakdowns, accidents and other emergencies;
- how to deal with waste

For simple tasks this information can be included in the work plan, which then replaces the working instructions.

Annex 6 : Chance Find Procedure

Introduction

Section description [this box can be removed]

- Only EQIP subprojects involving small-scale construction, renovation activities and/or earth works require a Chance Find Procedure tailored to the project be developed by the Contractor
- The Chance Find Procedure will be proportionate to the nature, scale and type of potential risks and impacts to cultural heritage as well as the type and scale of the construction/ renovation activities. As such, construction/ renovation activities deemed at screening to have a negligible potential negative impact on cultural heritage or with a small/ negligible footprint will not require a Chance Find Procedure.
- This document does not aim to be prescriptive but rather serves as a template for a Chance Find Procedure. Therefore, as a template, text can be changed and adapted to subproject type and context as needed.
- Furthermore, should a Contractor wish to use their own Chance Find Procedure template, it is suggested to conduct a check (gap analysis) against the key content of this template.
- This introductory section of this safeguard instrument serves to introduce the Chance Find Procedure and explains its purpose.
- Throughout the template, generic text is provided in *italics* as guidance on what to include. Authors can choose to keep this text and use it their Chance Find Procedure or edit/ reword it as they see fit. In many cases, project specific text will be required. Where possible, this has been indicated using "<xxx>", for example *<subproject title>*.
- The guidance provided is focused on what to include in the Chance Find Procedure and is not intended as 'how to' guidance.
- This Chance Find Procedure document is presented as an Annex of the Project's Environmental and Social Management Framework (ESMP) and will be also include in the Environmental and Social Management Plan (ESMP)..
- These blue descriptive text boxes can be removed once the Chance Find Procedure is designed.

This document describes the Chance Find Procedure for <subproject title> (hereafter referred to as "the Project"), outlining the procedures that <Contractor> will follow should potential cultural heritage discoveries occur during the small-scale construction and/or renovation activities associated with the Project.

The Chance Find Procedure has been developed in alignment with international good practice, including the EQIP Environmental and Social Management System (ESMS) requirements and the World Bank Environmental and Social Standards (notably ESS8), and also complies with Moldova requirements as well as internal <Contractor> policies and procedures.

EQIP require subprojects and contractor 'subproject to have established a provisional Chance Find Procedure upon submission of a full proposal. The scope and scale of the Chance Find Procedure will be proportionate to the nature, scale and type of potential risks and impacts to cultural heritage that may arise from the Projects' small-scale construction and/or renovation activities. In addition, the Chance Find Procedure will be commensurate with the type and scale of the planned construction/ renovation activities. As such, construction/ renovation activities deemed at screening to have a negligible potential negative impact on cultural heritage or with a small/ negligible footprint will not require a Chance Find Procedure. This will need to be justified in the ESMP. This Chance Find Procedure is provisional (full proposal stage)/ final (end of project inception stage). It could be updated and established.

Cultural heritage is defined as resources with which people identify as a reflection and expression of their

constantly evolving values, beliefs, knowledge and traditions. Cultural heritage encompasses tangible and intangible heritage, which may be recognised and valued at a local, regional, national or global level, as follows[5]:

- *Tangible cultural heritage, which includes movable or immovable objects, sites, structures, groups of structures, and natural features and landscapes that have archaeological, paleontological, historical, architectural, religious, aesthetic, or other cultural significance. Tangible cultural heritage may be located in urban or rural settings, and may be above or below land or under the water; and*
- *Intangible cultural heritage, which includes practices, representations, expressions, knowledge, skills—as well as the instruments, objects, artifacts and cultural spaces associated therewith— that communities and groups recognise as part of their cultural heritage, as transmitted from generation to generation and constantly recreated by them in response to their environment, their interaction with nature and their history.*

Tangible cultural heritage is the focus of this Chance Find Procedure and in particular, chance finds which are when archaeological, historical, cultural and/or remain material is unexpectedly encountered during project construction or operation.

For this Project, the small-scale construction and/or renovation activities include <briefly list ALL small-scale construction/ renovation activities and civil works that that will form part of the Projects' activities>.

As such, risks and impacts to tangible cultural heritage, and in particular, archaeological material, that may arise from Project activities could include <provide examples of potential risks and impacts where small-scale construction and/or renovation activities could affect tangible cultural heritage, making this as broad as possible to cover all potential risk issues; e.g. damage to archaeological material owing to earth works, flooding areas, etc.>

Purpose of the Chance Find Procedure

A Chance Find Procedure is a project-specific procedure which is to be followed if previously unknown cultural heritage is encountered during project activities. The Chance Find Procedure sets out how chance finds associated with the project will be managed. The procedure includes a requirement to notify relevant authorities of found objects or sites by cultural heritage experts; to fence off the area of finds or sites to avoid further disturbance; to conduct an assessment of found objects or sites by cultural heritage experts; to identify and implement actions consistent with the requirements of WB ESS8 and national law; and to train project personnel and project workers on chance find procedures[6].

The Chance Find Procedure aims to:

- *Protect physical cultural resources from the adverse impacts of physical investment activities and support their preservation;*
- *Promote the equitable sharing of benefits from the use of Physical Cultural Resources; and*
- *Raise awareness of all construction workers and management on site regarding the potential for accidental discovery of cultural heritage resources.*

This Chance Find Procedure therefore intends to provide <subproject> and their contractors with an appropriate response in accordance with the relevant national legislation and international good practice. As such, all contracts for civil works will include this Chance Find Procedure.

[5] World Bank Environmental and Social Framework, 2017.

[6] World Bank Environmental and Social Framework, 2017.

In order for the Chance Find Procedure to be effective, the site manager must ensure that all personnel on the proposed development site understand the Chance Find Procedure and the importance of adhering to it if cultural heritage resources are encountered. In addition, training or induction on cultural heritage resources that might potentially be found on site should be provided by < subproject >.

Procedure

Description of section:

- This section describes the procedure that should be followed if cultural resources are discovered when undertaking small-scale construction activities, civil works and/or renovation activities.

Prior to project implementation, < subproject >is responsible for siting and designing project activities to avoid significant adverse impacts to cultural heritage. The environmental and social risks and impacts identification process at the screening stage should help determine whether the proposed location of a project is in areas where cultural heritage is expected to be found, either during construction or operations.

In such cases, in line with EQIP ESMF, < subproject >will develop provisions for managing chance finds through a chance find procedure which will be applied in the event that cultural heritage is subsequently discovered. < subproject >and any contractors will make sure not to disturb any chance find further until an assessment by competent professionals is made. Where necessary, this will include qualified experts, including the relevant government authorities and civil society organisations, as well as traditional knowledge holders and other people from the area who should be consulted on whether disclosure of information is desirable, since there are situations in which disclosure may compromise the safety or integrity of the cultural heritage in question and/or endanger the sources of information.

<Note: if there is a legally established procedure for accidental discoveries (e.g., of archaeological objects or remains) in Moldova, that procedure must be followed. However, if no such procedure exists, then this Chance Find Procedure can be used>.

Procedures for accidental discovery of cultural resources (chance finds)

This Chance Finds Procedure covers the actions to be taken from the discovering of a heritage site or item to its investigation and assessment by a professional archaeologist or other appropriately qualified person to its rescue or salvage.

If cultural resources (e.g. archaeological sites, historical sites, remains, objects, graveyards or individual graves) are discovered when undertaking small-scale construction activities, civil works and/or renovation activities, the following procedure will be executed <update this text accordingly>:

1. *Halt the construction activities around the chance find to avoid any (or further) damage;*

2. *Report the discovery to your supervisor or the Environmental Control Officer (or project equivalent) immediately;*

3. *Delineate and fence the discovered site or area and provide a 25 meter buffer zone around all sides of the find;*

4. *Secure the site to prevent any damage or loss of removable objects. In cases of removable antiquities or sensitive remains, a night guard will be arranged until the responsible local authorities or the*

District/ Provincial Department of Culture, or the local Institute of Archaeology, if available, can take over;

5. *Forbid any removal of the objects by the workers or other parties;*

6. *Note the type of archaeological materials you think you have encountered, their location (GPS) and if possible, the depth below the surface the find occurred;*

7. *Photograph the exposed materials, preferably with a scale (e.g. a file binder, coin, rules etc.);*

8. *Notify the responsible local authorities and the relevant Institute of Archaeology immediately (within 24 hours or less);*

9. *Responsible local authorities would oversee protecting and preserving the site before deciding on subsequent appropriate procedures. This would require a preliminary evaluation of the findings to be performed by the local Institute of Archaeology. The significance and importance of the findings should be assessed according to the various criteria relevant to cultural heritage; these include the aesthetic, historic, scientific or research, social, and economic values;*

10. *Decisions on how to handle the finding shall be taken by the responsible authorities. This could include changes in the physical investment layout (such as when finding an irremovable remain of cultural or archaeological importance) conservation, preservation, restoration, and/or salvage;*

11. *Implementation for the authority decision concerning the management of the finding shall be communicated in writing by relevant local authorities;*

12. *The mitigation measures could include the change of proposed Project design/ layout, protection, conservation, restoration, and/or preservation of the sites and/or objects;*

13. *Construction work at the site could resume only after permission is given from the responsible local authorities concerning safeguard of the heritage; and*

14. *The physical investment proponent is responsible for cooperating with the relevant local authorities to monitor all construction activities and ensure that the adequate preservation actions are taken and hence the heritage sites protected.*

In addition, < subproject >is obliged to declare the chance find discovery at the earliest possible date to the EQIP

Annex 7: Sample Codes of Conduct

8. This section presents three sample Codes of Conduct as the minimum standard for use under civil works contracts for the Project/Subproject. These codes will be confirmed and agreed upon prior commencement of works and cleared by the Supervision Consultant.

- ***Company Code of Conduct:*** Commits the company to addressing GBV and VAC issues;
- ***Manager's Code of Conduct:*** Commits managers to implementing the Company Code of Conduct, as well as those signed by individuals; and,
- I***ndividual Code of Conduct:*** Code of Conduct for everyone working on the project, including managers.

(a) Company Code of Conduct: Preventing Gender Based Violence and Violence against Children

9. In the context of the Project, the company is committed to creating and maintaining an environment in which gender-based violence (GBV) and violence against children (VAC) have no place, and where they will not be tolerated by any employee, associate, or representative of the company. Therefore, in order to ensure that all those engaged in the project are aware of this commitment, and in order to prevent, be aware of, and respond to any allegations of GBV and VAC, the company commits to the following core principles and minimum standards of behavior that will apply to all company employees, associates, and representatives including sub-contractors, without exception:

1. The company—and therefore all employees, associates, and representatives—commit to treating women, children (persons under the age of 18), and men with respect regardless of race, color, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status. Acts of GBV and VAC are in violation of this commitment.
2. Demeaning, threatening, harassing, abusive, culturally inappropriate, or sexually provocative language and behavior are prohibited among all company employees, associates, and its representatives.
3. Acts of GBV or VAC constitute gross misconduct and are therefore grounds for administrative sanctions, which may include penalties and/or termination of employment. All forms of GBV and VAC, including grooming are unacceptable, regardless of whether they take place on the work site, the work site surroundings, at worker's camps or at worker's homes.
4. In addition to company sanctions, legal prosecution of those who commit acts of GBV or VAC will be pursued if appropriate.
5. Sexual contact or activity with children under 18—including through digital media—is prohibited. Mistaken belief regarding the age of a child is not a defense. Consent from the child is also not a defense or excuse.
6. Sexual favors—for instance, making promises or favorable treatment dependent on sexual acts—or other forms of humiliating, degrading or exploitative behavior are prohibited.
7. Unless there is full consent[7] by all parties involved in the sexual act, sexual interactions between the company's employees (at any level) and members of the communities surrounding the work place are prohibited. This includes relationships involving the withholding/promise of actual provision of benefit (monetary or non-monetary) to community members in exchange for sex—such sexual activity is considered "non-consensual" within the scope of this Code.
8. All employees, including volunteers and sub-contractors are highly encouraged to report suspected or actual acts of GBV and/or VAC by a fellow worker, whether in the same

[7] **Consent** is defined as the informed choice underlying an individual's free and voluntary intention, acceptance or agreement to do something. No consent can be found when such acceptance or agreement is obtained through the use of threats, force or other forms of coercion, abduction, fraud, deception, or misrepresentation. In accordance with the United Nations Convention on the Rights of the Child, the World Bank considers that consent cannot be given by children under the age of 18, even in the event that national legislation of the country into which the Code of Conduct is introduced has a lower age. Mistaken belief regarding the age of the child and consent from the child is not a defense.

company or not. Reports must be made in accordance with GBV and VAC Allegation Procedures.

9. Managers are required to report suspected or actual acts of GBV and/or VAC as they have a responsibility to uphold company commitments and hold their direct reports responsible.

10. Comply with all relevant local legislation, including labor laws in relation to child labor.

10. To ensure that the above principles are implemented effectively the company commits to ensuring that:

11. All managers sign the 'Manager's Code of Conduct' detailing their responsibilities for implementing the company's commitments and enforcing the responsibilities in the 'Individual Code of Conduct'.

12. All employees sign the project's 'Individual Code of Conduct' confirming their agreement not to engage in activities resulting in GBV or VAC.

13. Displaying the Company and Individual Codes of Conduct prominently and in clear view at workers' camps, offices, and in in public areas of the work space. Examples of areas include waiting, rest and lobby areas of sites, canteen areas, health clinics.

14. Ensure that posted and distributed copies of the Company and Individual Codes of Conduct are translated into the appropriate language of use in the work site areas as well as for any international staff in their native language.

15. An appropriate person is nominated as the company's 'Focal Point' for addressing GBV and VAC issues, including representing the company on the GBV and VAC Compliance Team (GCCT) which is comprised of representatives from the client, contractor(s), the supervision consultant, and local service provider(s).

16. Ensuring that an effective Action Plan is developed in consultation with the supervision consultant and which includes as a minimum:

    a. *GBV and VAC Allegation Procedure* to report GBV and VAC issues through the project Grievance Redress Mechanism (GRM);

    b. *Accountability Measures* to protect confidentiality of all involved; and,

    c. *Response Protocol* applicable to GBV and VAC survivors and perpetrators.

17. That the company effectively implements the Action Plan, providing feedback to the GCCT for improvements and updates as appropriate.

18. All employees attend an induction training course prior to commencing work on site to ensure they are familiar with the company's commitments and the project's GBV and VAC Codes of Conduct.

19. All employees attend two mandatory training courses per year for the duration of the contract starting from the first induction training prior to commencement of work to reinforce the understanding of the project's GBV and VAC Code of Conduct.

Company name: _____

Signature of Company's Representative: _____

Printed Name: _____

Title: _____

Date: _____

(b) Manager's Code of Conduct: Preventing GBV and VAC

11. Managers at all levels have particular responsibilities to uphold the company's commitment to preventing and addressing GBV and VAC. This means that managers have an acute responsibility to create and maintain an environment that prevents GBV and VAC. Managers need to support and promote the implementation of the Company Code of Conduct. To that end, managers must adhere this Manager's Code of Conduct and also sign the Individual Code of Conduct. This commits them to supporting and developing systems that facilitate the implementation of the Action Plan and maintain a GBV-free and VAC-free environment at the workplace and in the local community. These responsibilities include but are not limited to:

Implementation

1. To ensure maximum effectiveness of the Company and Individual Codes of Conduct:
    a. Prominently displaying the Company and Individual Codes of Conduct in clear view at workers' camps, offices, and in in public areas of the workspace. Examples of areas include waiting, rest and lobby areas of sites, canteen areas, health clinics.
    b. Ensuring all posted and distributed copies of the Company and Individual Codes of Conduct are translated into the appropriate language of use in the work site areas as well as for any international staff in their native language.
2. Verbally and in writing explain the Company and Individual Codes of Conduct to all staff.
3. Ensure that:
    a. All staff members sign the 'Individual Code of Conduct', including acknowledgment that they have read and agree with the Code of Conduct.
    b. Staff lists and signed copies of the Individual Code of Conduct are provided to the GCCT and the client.
    c. Participate in training and ensure that staff also participate as outlined below.
    d. Staff are familiar with the Grievance Redress Mechanism (GRM) and that they can use it to anonymously report concerns of GBV or VAC incidents.
    e. Staff are encouraged to report suspected or actual GBV or VAC through the GRM by raising awareness about GBV and VAC issues, emphasizing the staff's responsibility to the Company and the country hosting their employment, and emphasizing the respect for confidentiality.
4. In compliance with applicable laws and to the best of your abilities, prevent perpetrators of sexual exploitation and abuse from being hired, re-hired or deployed.
5. Ensure that when engaging in partnership, sub-contractor or similar agreements, these agreements:
    a. Incorporate the GBV and VAC Codes of Conduct as an attachment.

b. Include the appropriate language requiring such contracting entities and individuals, and their employees and volunteers, to comply with the Individual Codes of Conduct.

c. expressly state that the failure of those entities or individuals, as appropriate, to take preventive measures against GBV and VAC, to investigate allegations thereof, or to take corrective actions when GBV or VAC has occurred, shall constitute grounds for sanctions and penalties in accordance with the Individual Codes of Conduct.

6. Provide resources to the GCCT to create and disseminate internal sensitization initiatives through the awareness-raising strategy under the Action Plan.

7. Ensure that any GBV or VAC issue warranting police action is reported to the client and the World Bank immediately.

Training

8. All managers are required to attend an induction manager training course prior to commencing work on site to ensure that they are familiar with their roles and responsibilities in upholding the GBV and VAC Codes of Conduct. This training will be separate from the induction training course required of all employees and will provide managers with the necessary understanding and technical support needed to begin to develop the Action Plan for addressing GBV and VAC issues.

9. Ensure that time is provided during work hours and that staff attend the mandatory project facilitated induction training on GBV and VAC required of all employees prior to commencing work on site.

10. Ensure that staff attend the mandatory refresher training course required of all employees. Ensure satisfaction surveys to evaluate training are conducted by the service provider.

Response

13. Managers will provide input to the GBV and VAC Allegation Procedures and Response Protocol developed by the GCCT, as needed as part of the final cleared Action Plan.

14. Once adopted by the Company, managers will uphold the Accountability Measures set forth in the Action Plan to maintain the confidentiality of all employees who report or (allegedly) perpetrate incidences of GBV and VAC (unless a breach of confidentiality is required to protect persons or property from serious harm or where required by law).

15. If a manager develops concerns or suspicions regarding any form of GBV or VAC by an employee, or by an employee working for another contractor on the same work site, s/he is required to report the case.

16. Once a sanction has been determined, the relevant manager(s) is/are expected to be personally responsible for ensuring that the measure is effectively enforced, within a maximum timeframe of 14 days from the date on which the decision to sanction was made.

17. Managers failing to report or comply with such provision can in turn be subject to disciplinary measures, to be determined and enacted by the company's CEO, Managing Director or equivalent highest-ranking manager. Those measures may include:

a. Informal warning.

b. Formal warning.

c. Loss of up to one week's salary.

d. Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months.

e. Termination of employment.

18. Ultimately, failure to effectively respond to GBV and VAC cases on the work site by the company's managers or CEO may provide grounds for legal actions by authorities.

I do hereby acknowledge that I have read the foregoing Manager's Code of Conduct, do agree to comply with the standards contained therein and understand my roles and responsibilities to prevent and respond to GBV and VAC. I understand that any action inconsistent with this Manager's Code of Conduct or failure to take action mandated by this Manager's Code of Conduct may result in disciplinary action.

Signature: _____

Printed Name: _____

Title: _____

Date: _____

(c) Individual Code of Conduct: Preventing Gender Based Violence and Violence against Children

I, _____, acknowledge that preventing gender-based violence (GBV) and violence against children (VAC) is important. The company considers that GBV or VAC activities constitute acts of gross misconduct and are therefore grounds for sanctions, penalties or potential termination of employment. All forms of GBV or VAC are unacceptable be it on the work site, the work site surroundings, or at worker's camps. Prosecution of those who commit GBV or VAC may be pursued if appropriate.

I agree that while working on the project I will:

- Treat women, children (persons under the age of 18), and men with respect regardless of race, color, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.
- Not use language or behavior towards women, children or men that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
- Not participate in sexual contact or activity with children—including grooming or contact through digital media. Mistaken belief regarding the age of a child is not a defense. Consent from the child is also not a defense or excuse.
- Not engage in sexual favors—for instance, making promises or favorable treatment dependent on sexual acts—or other forms of humiliating, degrading or exploitative behavior.
- Unless there is the full consent[8] by all parties involved, I will not have sexual interactions with members of the surrounding communities. This includes relationships involving the withholding or

[8] **Consent** is defined as the informed choice underlying an individual's free and voluntary intention, acceptance or agreement to do something. No consent can be found when such acceptance or agreement is obtained through the use of threats, force or other forms of coercion, abduction, fraud, deception, or misrepresentation. In accordance with the

promise of actual provision of benefit (monetary or non-monetary) to community members in exchange for sex—such sexual activity is considered "non-consensual" within the scope of this Code.

- Attend and actively partake in training courses related to HIV/AIDS, GBV and VAC as requested by my employer.
- Consider reporting through the grievance redress mechanism or to my manager any suspected or actual GBV or VAC by a fellow worker, whether employed by my company or not, or any breaches of this Code of Conduct.
- With regard to children under the age of 18:
    - Wherever possible, ensure that another adult is present when working in the proximity of children.
    - Not invite unaccompanied children unrelated to my family into my home, unless they are at immediate risk of injury or in physical danger.
    - Not sleep close to unsupervised children unless absolutely necessary, in which case I must obtain my supervisor's permission, and ensure that another adult is present if possible.
    - Use any computers, mobile phones, or video and digital cameras appropriately, and never to exploit or harass children or to access child pornography through any medium (see also "Use of children's images for work related purposes" below).
    - Refrain from physical punishment or discipline of children.
    - Refrain from hiring children for domestic or other labor which is inappropriate given their age or developmental stage, which interferes with their time available for education and recreational activities, or which places them at significant risk of injury.

Use of children's images for work related purposes

12. When photographing or filming a child for work related purposes, I must:

- Before photographing or filming a child, assess and endeavor to comply with local traditions or restrictions for reproducing personal images.
- Before photographing or filming a child, obtain informed consent from the child and a parent or guardian of the child. As part of this I must explain how the photograph or film will be used.
- Ensure photographs, films, videos and DVDs present children in a dignified and respectful manner and not in a vulnerable or submissive manner.
- Ensure images are honest representations of the context and the facts.
- Ensure file labels do not reveal identifying information about a child when sending images electronically.

Sanctions

13. I understand that if I breach this Individual Code of Conduct, my employer will take disciplinary action which could include:

- Informal warning.

United Nations Convention on the Rights of the Child, the World Bank considers that consent cannot be given by children under the age of 18, even in the event that national legislation of the country into which the Code of Conduct is introduced has a lower age. Mistaken belief regarding the age of the child and consent from the child is not a defense.

- Formal warning.
- Loss of up to one week's salary.
- Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months.
- Termination of employment.
- Report to the police if warranted.

I understand that it is my responsibility to avoid actions or behaviors that could be regarded as GBV or VAC or breach this Individual Code of Conduct. I do hereby acknowledge that I have read the foregoing Individual Code of Conduct, do agree to comply with the standards contained therein and understand my roles and responsibilities to prevent and respond to GBV and VAC. I understand that any action inconsistent with this Individual Code of Conduct or failure to take action mandated by this Individual Code of Conduct may result in disciplinary action and may affect my ongoing employment.

Signature: _____

Printed Name: _____

Title: _____

Date: _____

Annex 8 : Health and Safety Management Plan Guidelines

A. OBJECTIVE

2. The objective of these Guidelines is to provide guidance on the:

- key principles involved in ensuring the health and safety of workers and the community is protected;
- preparation of Health and Safety Management Pan and associated Job Safety Analyses (JSA); and
- implementation of Health and Safety Management Plan and JSA during project implementation.

3. The key reference document for this Guideline is the World Bank Group's *Environmental, Health, and Safety (EHS) Guidelines* (April 2007) together with the relevant Industry Sector EHS Guidelines available at www.ifc.org/ehsguidelines.

B. PRINCIPLES

4. Employers must take all reasonable practicable steps to protect the health and safety of workers and the community and provide and maintain a safe and healthy working environment. The following key principles are relevant to maintaining worker health and safety:

(a) Identification and assessment of hazards

5. Each employer must establish and maintain effective methods for:

- Systematically identifying existing and potential hazards to employees and the community;

- Systematically identifying, at the earliest practicable time, new hazards to employees and the community;
- Regularly assessing the extent to which a hazard poses a risk to employees and the community.

(b) Management of identified hazards

6. Each employer must apply prevention and control measures to control hazards which are identified and assessed as posing a threat to the safety, health or welfare of employees and the community, and where practicable, the hazard shall he eliminated. The following preventive and protective measures must be implemented order of priority:

- Eliminating the hazard by removing the activity from the work process;
- Controlling the hazard at its source through engineering controls;
- Minimizing the hazard through design of safe work systems;
- Providing appropriate personal protective equipment (PPE).

7. The application of prevention and control measures to occupational hazards should be based on comprehensive job safety analyses (JSA). The results of these analyses should be prioritized as part of an action plan based on the likelihood and severity of the consequence of exposure to the identified hazards.

(c) Training and supervision

8. Each employer must take all reasonable practicable steps to provide to employees (in appropriate languages) the necessary information, instruction; training and supervision to protect each employee's health and to manage emergencies that might reasonably be expected to arise in the course of work. Training and supervision extends to the correct use of PPE and providing employees with appropriate incentives to use PPE.

(d) General duty of employees

9. Each employee shall:

- take all reasonable care to protect their own and fellow workers health and safety at the workplace and, as appropriate, other persons in the vicinity of the workplace;
- use PPE and other safety equipment supplied as required; and
- not use PPE or other safety equipment for any purpose not directly related to the work for which it is provided.

(e) Protective clothing and equipment

10. Each employer shall:

- provide, maintain, and make accessible to employees the PPE necessary to avoid injury and damage to their health;
- take all reasonably practicable steps to ensure that employees use that PPE in the circumstances for which it is provided; and
- make provision at the workplace for PPE to be cleaned and securely stored without risk of damage when not required.

11. The application of prevention and control measures to occupational hazards should be based on comprehensive job safety analyses (JSA). The results of these analyses should be prioritized as part of an action plan based on the likelihood and severity of the consequence of exposure to the identified hazards.

C. Design

12. Effective management of health and safety issues requires the inclusion of health and safety considerations during design processes in an organized, hierarchical manner that includes the following steps:

- identifying project health and safety hazards and associated risks as early as possible in the project cycle including the incorporation of health and safety considerations into the worksite selection process and construction methodologies;
- involving health and safety professionals who have the experience, competence, and training necessary to assess and manage health and safety risks;
- understanding the likelihood and magnitude of health and safety risks, based on:
    - the nature of the project activities, such as whether the project will involve hazardous materials or processes;
    - the potential consequences to workers if hazards are not adequately managed;
    - designing and implementing risk management strategies with the objective of reducing the risk to human health;
    - prioritising strategies that eliminate the cause of the hazard at its source by selecting less hazardous materials or processes that avoid the need for health and safety controls;
    - when impact avoidance is not feasible, incorporating engineering and management controls to reduce or minimize the possibility and magnitude of undesired consequences;
    - preparing workers and nearby communities to respond to accidents, including providing technical resources to effectively and safely control such events; and
    - Improving health and safety performance through a combination of ongoing monitoring of facility performance and effective accountability.

D. Job Safety Analysis

13. Job safety analysis (JSA) is a process involving the identification of potential health and safety hazards from a particular work activity and designing risk control measures to eliminate the hazards or reduce the risk to an acceptable level. JSAs must be undertaken for discrete project activities such that the risks can be readily identified and appropriate risk management measures designed.

14. This Guideline includes a template for a JSA that must be completed and included as an attachment to the Health and Safety Sub-plan.

E. Implementation

(a) Documentation

15. A Health and Safety Management Plan must be prepared and approved prior to any works commencing on site. The Health and Safety Management Plan must demonstrate the Contractor understands of how to manage safety and a commitment to providing a workplace that enables all work activities to be carried out safely. The Health and Safety Management Plan must detail reasonably practicable measures to eliminate or minimise risks to the health, safety and welfare of workers, contractors, visitors, and anyone else who may be affected by the operations. The Health and Safety Management Plan must be prepared in accordance with the World Bank Group EH&S Guidelines.

(b) Training and Awareness

16. Provisions should be made to provide health and safety orientation training to all new employees to ensure they are apprised of the basic site rules of work at / on the site and of personal protection and preventing injury to fellow employees. Training should consist of basic hazard awareness, site-specific hazards, safe work practices, and emergency procedures for fire, evacuation, and natural disaster, as appropriate.

17. Visitors to worksites must be provided with a site induction prior to entering and must be escorted at all times while on site. This induction must include details of site hazards, provision of necessary PPE and emergency procedures. Visitors are not permitted to access to areas where hazardous conditions or substances may be present, unless appropriately inducted.

(c) Personal Protective Equipment (PPE)

18. Personal Protective Equipment (PPE) provides additional protection to workers exposed to workplace hazards in conjunction with other facility controls and safety systems.

19. PPE is considered to be a last resort that is above and beyond the other facility controls and provides the worker with an extra level of personal protection. The table below presents general examples of occupational hazards and types of PPE available for different purposes. Recommended measures for use of PPE in the workplace include: ·

20. • Active use of PPE if alternative technologies, work plans or procedures cannot eliminate, or sufficiently reduce, a hazard or exposure;

21. • Identification and provision of appropriate PPE that offers adequate protection to the worker, co-workers, and occasional visitors, without incurring unnecessary inconvenience to the individual;

22. • Proper maintenance of PPE, including cleaning when dirty and replacement when damaged or worn out. Proper use of PPE should be part of the recurrent training programs for Employees

23. • Selection of PPE should be based on the hazard and risk ranking described earlier in this section, and selected according to criteria on performance and testing established.

Objective	Workplace Hazards	Suggested PPE
Eye and face protection	Flying particles, molten metal, liquid chemicals, gases or vapors, light radiation.	Safety Glasses with side-shields, protective shades, etc.
Head protection	Falling objects, inadequate height clearance, and overhead power cords.	Plastic Helmets with top and side impact protection.
Hearing protection	Noise, ultra-sound.	Hearing protectors (ear plugs or ear muffs).

Foot protection	Falling or rolling objects, pointed objects. Corrosive or hot liquids.	Safety shoes and boots for protection against moving & falling objects, liquids and
Hand protection	Hazardous materials, cuts or lacerations, vibrations, extreme temperatures.	Gloves made of rubber or synthetic materials (Neoprene), leather, steel, insulating materials, etc.
Respiratory protection	Dust, fogs, fumes, mists, gases, smokes, vapors.	Facemasks with appropriate filters for dust removal and air purification (chemicals, mists, vapors and gases). Single or multi-gas personal monitors, if available.
	Oxygen deficiency	Portable or supplied air (fixed lines). On-site rescue equipment.
Body/leg protection	Extreme temperatures, hazardous materials, biological agents, cutting and laceration.	Insulating clothing, body suits aprons etc. of appropriate materials.

F. Monitoring

24. Occupational health and safety monitoring programs should be part of the Health and Safety Management Plan and verify the effectiveness of prevention and control strategies. The selected indicators should be representative of the most significant occupational, health, and safety hazards, and the implementation of prevention and control strategies. The occupational health and safety monitoring program should include:

25. **Safety inspection, testing and calibration:** This should include regular inspection and testing of all safety features and hazard control measures focusing on engineering and personal protective features, work procedures, places of work, installations, equipment, and tools used. The inspection should verify that issued PPE continues to provide adequate protection and is being worn as required.

26. **Surveillance of the working environment:** Employers should document compliance using an appropriate combination of portable and stationary sampling and monitoring instruments. Monitoring and analyses should be conducted according to internationally recognized methods and standards.

27. **Surveillance of workers health:** When extraordinary protective measures are required (for example, against hazardous compounds), workers should be provided appropriate and relevant health surveillance prior to first exposure, and at regular intervals thereafter.

28. **Training:** Training activities for employees and visitors should be adequately monitored and documented (curriculum, duration, and participants). Emergency exercises, including fire drills, should be documented adequately.

29. **Accidents and Diseases monitoring:** The employer should establish procedures and systems for reporting and recording:

    - Occupational accidents and diseases
    - Dangerous occurrences and incidents

30. These systems should enable workers to report immediately to their immediate supervisor any situation they believe presents a serious danger to life or health.

31. All reported occupational accidents, occupational diseases, dangerous occurrences, and incidents together with near misses should be investigated with the assistance of a person knowledgeable and competent in occupational safety. The investigation should:

    - Establish what happened
    - Determine the cause of what happened
    - Identify measures necessary to prevent a recurrence

Job Safety Analysis (JSA)

Add Organization Name:

Ref: Version:

Business details			
Business name:		Contact person:	
Address:		Contact position:	
Contact phone number		Contact email	
Job Safety Analysis details			
Work activity:		Location:	
Who are involved in the activity:		This job analysis has been authorized by: Name: ..... Position:..... Signature:	
Plant and equipment used:			
Maintenance checks required:			
Tools used:			
Materials used:			
Personal protective equipment:			
Certificates, permits and/approvals required			
Relevant EHG Guideline, codes, standard MSDSs etc applicable to			

Risk Assessment

32. **Use the risk rating table to assess the level of risk for each job step.

		Likelihood				
		1	**2**	**3**	**4**	**5**
Consequence		**Rare** The event may occur in exceptional circumstances	**Unlikely** The event could occur sometimes	**Moderate** The event should occur sometimes	**Likely** The event will probably occur in most circumstances	**Almost Certain** The event is expected to occur in most circumstances
1	**Insignificant** No injuries or health issues	**LOW**	**LOW**	**LOW**	**LOW**	**MODERATE**
2	**Minor** First aid treatment	**LOW**	**LOW**	**MODERATE**	**MODERATE**	**HIGH**
3	**Moderate** Medical treatment, potential LTI	**LOW**	**MODERATE**	**HIGH**	**HIGH**	**CRITICAL**
4	**Major** Permanent disability or disease	**LOW**	**MODERATE**	**HIGH**	**CRITICAL**	**CATASTROPHIC**
5	**Extreme** Death	**MODERATE**	**HIGH**	**CRITICAL**	**CATASTROPHIC**	**CATASTROPHIC**

Risk rating

Low risk: Acceptable risk and no further action required as long as risk has been minimized as possible. Risk needs to be reviewed periodically.
Moderate risk: Tolerable with further action required to minimize risk. Risk needs to be

reviewed periodically. **High risk**: Tolerable with further action required to minimize risk. Risk

needs to be reviewed continuously. **Critical risk**: Unacceptable risk and further action required immediately to minimize risk.

Catastrophic: Unacceptable risk and urgent action required to minimize risk.

Risk controls

33. The hierarchy of control can be used as an effective tool to deal with health and safety issues at work. Use the type of control suggested as measures to deal with the hazard. Aim to use control measures from as high on the hierarchy of control list as possible. If that is not possible the next option down the list or a combination of the measures should be implemented. The least effective control measure is the use of personal protective equipment (PPE) and it should be used as a last resort or a support to other control measures. Information and training should be integrated with all levels of control to explain how controls work.

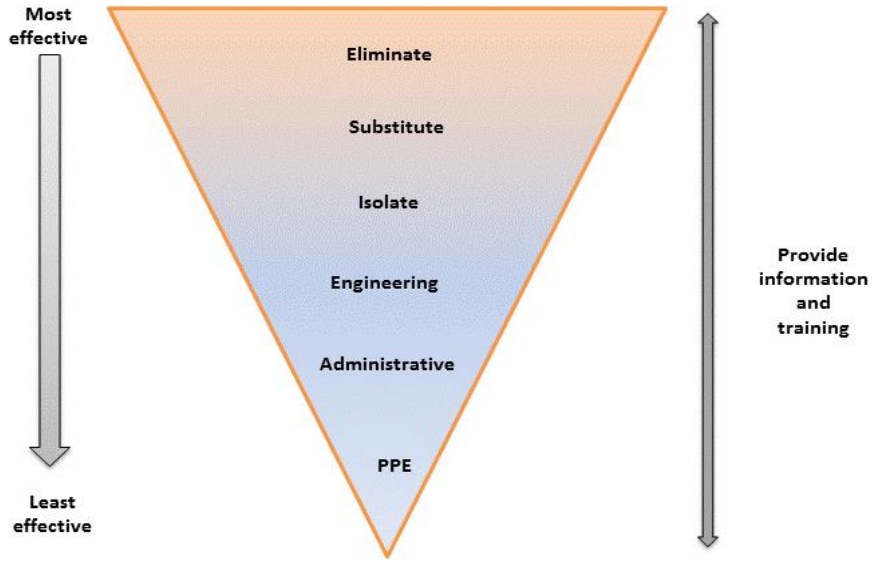
1. **Eliminate** – if it is possible, the hazard should be removed completely. For example, get rid of dangerous machines.

2. **Substitute** – replace something that produces the hazard with something that does not produce a hazard. For example, replacing solvent based paint with water based paint. Risk assessment on the substitution must be conducted to ensure that it will not pose another hazard.

3. **Engineering control** – isolate a person from the hazard by creating physical barrier or making changes to process, equipment or plant to reduce the hazard. For example, install ventilation systems.

4. **Administrative control** – change the way a person works by establishing policies and procedures to minimize the risks. For example, job scheduling to limit exposure and posting hazard signs.

5. Use **personal protective equipment** (PPE) – protect a person from the hazard by wearing PPE. For example, wearing gloves, safety glasses, hard hats and high-visibility clothing. PPE must be correctly fitted, used and maintained to provide protection.



Hierarchy of control

JSA – Action steps

Step No	Job step details	Potential hazards	Risk rating **	How to control risks***	Name of persons responsible for work

Review number: Version: Review number: Version:

This job safety analysis has been developed through consultation with our employees and has been read, understood and signed by all employees undertaking the works:		
Print Names:	**Signatures:**	**Dates:**

Review No	**01**	**02**	**03**	**04**	**05**	**06**	**07**	**08**
Initial:								
Date:								

Annex 9: Minutes on the public consultations from 02.02.2023

Participants: Adriana Cazacu-Țigaie, State Secretary, Ministry of Education and Research; Valentin Crudu, Head of General Education Department, Ministry of Education and Research.

Representatives of the Ministry of Finance, the Ministry of Infrastructure and Regional Development, National Office of Regional and Local Development (NORLD), UNICEF Moldova, the Alliance of NGOs Active in the Field of Child Social Protection, local authorities-local bodies specialized in the field of education, the management and teaching staff from primary, secondary and high school education institutions, the Trade Union Federation of Education and Science, Education Trade Union "Viitorul".

At the same time, representatives from civil society were also present: NGO "Parintii Solidari", Association for Efficient and Responsible Governance.

The meeting was opened by Ms. Adriana Cazacu-Țigaie, State Secretary, who greeted the people present and informed that the subject of the discussion is the presentation and consultation of the Education Quality Improvement Project in the Republic of Moldova which includes 4 components: (1) Improve quality of teaching practices; (2) Improve the quality and resilience of learning environment in selected educational institutions; (3)Strengthen education sector management, and project management, M&E; (4) Emergency response component.

The basic objectives of the project are:

- Improving the quality of the provision of educational services in the Republic of Moldova;
- Increasing the effectiveness of teaching staff in the students' learning process;
- Revising professional standards for teaching and management staff in order to include minimum digital skills and providing relevant continuing education programs for teaching staff;
- Providing innovative remedial programs for students with academic delays, including Roma children, refugee students from Ukraine, and children with special educational needs and disabilities;
- Improving physical and digital learning environments in schools in the Republic of Moldova, in accordance with the minimum quality assurance standards approved for school infrastructure and equipment and through the lens of investment sustainability.

Ms. Adriana Cazacu-Țigaie, Secretary of State informed the audience about the following documents which are related to the Project: Environmental and Social Commitment Plan (ESCP); Environmental and Social Management Framework (ESMF); Labor Management Procedures (LMP); Stakeholder Engagement Plan (SEP).

Following the presentation of the Project, some proposals, suggestions, questions appeared. The people present at the meeting were satisfied with the presentation of the Project and appreciated the opportunities of implementing the nominated Project.

Diana Mamaliga

The Inclusive Education Program has not been approved, and question was when it will be approved. It is a positive thing that some activities planned in the Inclusive Education Program are included in the Education Quality Improvement Project in the Republic of Moldova.
It was proposed to avoid the term of "disadvantaged".

Adriana Cazacu

The Inclusive Education Program will be proposed for approval after the official approval of the National Strategy 2030. We will take your proposals into account.

Ghenadie Donos

The average salary in the field of education differs by 1500-2000 lei compared to the average salary in the economy.

Vera Balan

It is a positive thing that 20% of students who will benefit from additional meditation programs or other remedial and/or accelerated learning programs are provided with the meal.

Adriana Cazacu
Students in primary education are provided with meal, which constitutes 30% of the total number of students. Also, the Government of the Republic of Moldova is examining the possibility of feeding secondary school students as well, especially students transported to school.

Ala Revenco

The management of financial resources within the Project should be transparent. The question was about digital textbooks.

Valentin Crudu

The digital textbook relevant experience comes from Estonia. Digital textbooks are expensive. In the Republic of Moldova, we have some digital textbooks for primary education (especially for students with disabilities, with Special Educational Needs).

Valentina Tonu

The 4 components of the Project address the educational system in general education in a multidimensional way, especially the increase in the performance of teaching staff.

Valentin Crudu

It is a great news for schools. 15 schools (with eligible indicators) will receive assistance for the modernization of the learning environment and the construction of 3 theoretical high schools. The selection of schools will be transparent; the mapping of general education institutions will be done.

Mariana Osadța

The mapping of general education institutions throughout the country is a very good activity for the Republic of Moldova.

Adriana Cazacu

Within this Project, many mini-projects will be submitted, where small schools will also have the opportunity to participate.
Ala Gherman

It is a successful Project, especially the remediation of students with poor academic results. A concrete mechanism is needed for this activity (it cannot be free).

Adriana Cazacu

For this activity, students, other than the teacher in the classroom, will be involved.

Daniela Donoagă, director of the Theoretical High School "A. Russo", Cojušna, Strășeni

Theoretical High School "A. Russo", Cojușna, Strășeni is the institution that benefited from the Education Reform Project in Moldova (MERP). The institution has been renovated and all actors are satisfied with the result.
Teaching staff work in the institution every day until 4:00 p.m. - 5:00 p.m.

Annex 10 : List of participants at the public consultations, 02.02.2023

Nr. crt.	Name	Institutions
1.	Rusnac Olga	Ministry of Finance
2.		Ministry of Infrastructure and Regional Development
3.	Croitoru Mihail	National Office of Regional and Local Development (NORLD)
4.	Guțu Ludmila	National Office of Regional and Local Development (NORLD)
5.	Andros Dorin	National Office of Regional and Local Development (NORLD)
6.	Gîncu Irina	The representative of UNICEF in Moldova
7.	Mămăligă Daniela	The Alliance of NGOs Active in the Field of Child Social Protection
8.	Isac Oxana	National Office of Regional and Local Development (NORLD)
9.	Mustea Mihai	National Office of Regional and Local Development (NORLD)
10.	Cojocari Serghei	National Office of Regional and Local Development (NORLD)
11.	Gonța Ion	World Bank
12.	Moldovanu Radu	World Bank
13.	Donos Ghenadie	The Trade Union Federation of Education and Science
14.	Rîbac Svetlana	Education Trade Union "Viitorul".
15.	Revenco Ala	NGO “Părinții Solidari”
16.	Diaconu Olga	Association for Efficient and Responsible Government

17.	Dandara Viorel	Education, Youth and Sport Department of the Riscani Raional Council
18.	Osadța Mariana	Youth and Sport Department of the Falesti Raional Council
19.	Tonu Valentina	Education Department of the Raional Council Hincesti
20.	Baban Valeriu	Education Department of the Raional Council Cahul
21.	Cristeva Natalia	General Education Department UTA Găgăuzia
22.	Ostaș Lidia	General Education Department UTA Găgăuzia
23.	Scripliuc Stela	Theoretical Lyceum „Liviu Damian", Rîșcani
24.	Cristea Nadea	Theoretical Lyceum „Pro Succes", Chișinău
25.	Bălan Vera	Theoretical Lyceum „Petre Ștefănucă", Ialoveni
26.	Tambur Cristina	Theoretical Lyceum „Mihai Eminescu", Fălești
27.	Donoagă Daniela	Theoretical Lyceum „Alecu Russo", Cojușna, Strășeni
28.	Novic Ana	Theoretical Lyceum „Boris Dânga", Criuleni
29.	Jitari Mariana	Theoretical Lyceum „Spiru Haret", Chișinău
30.	Baltag Valeriu	Republican Theoretical Lyceum „Aristotel", Chișinău
31.	Gherman Ala	Theoretical Lyceum „Liviu Deleanu", Chișinău
32.	Baltag Stela	Lyceum of Modern Language and Informational Technologies „Socrate", Chișinău
33.	Bragarenco Nicolae	State University of Moldova
34.	Rotaru Veronica	Theoretical Lyceum Lăpușna, Hîncești

Annex 11 : Baseline data and information

- Background data and information

Policy Framework

This chapter offers a brief analysis of the environmental and socio-economic situation in Republic of Moldova.

As core policy documents viewed within the project field of intervention, it should be at first mentioned the **nation-wise sustainable development policies**, economic development and innovation, education development, health and environmental protection sector development policies, anti-corruption and transparent public procurement strategies.

At **sustainable national policy level,** the following key documents shall be mentioned:

Association Agreement between the European Union and the European Atomic Energy Community and their Member States, of the one part, and the Republic of Moldova, of the other part, (ratified by Law no. 112 of 02 July 2014) covers activities related to transposition of European Union legislation on environment protection, chemicals and waste into national legislation and insurance of its implementation.

The education policy is formulated in the ***Education Development Strategy 2014-2020 „Education-2020"*** – approved by Governmental Decision 944/2014. Relevant quality education for all is the top priority of the 'European Moldova 2030' Strategy centered on the quality of life and the Implementation Program for the Strategy Education 2030.
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"Greening" of economy and promotion of the sustainable procurements is reflected under the **approving the Program for the promotion of the "green" economy in the Republic of Moldova for the years 2018-2020** (GD no. 160 of 21 February 2018) and of the Action Plan for its implementation. Among the specific objectives of the Programme is ensuring, by 2020, that **at least 15%** of all public procurement will meet sustainable procurement criteria. The Programme sets measures to achieve the objective: updatethe procurement instructions, taking into account the lessons learned in the pilot auctions; elaborate a monitoring and evaluation system regarding the implementation of the contracts concluded following the development of sustainable public procurement. In 2022, the second monitoring report was released using the OECD-based green growth indicators to provide a snapshot of Moldova's progress in greening the economy over 2015-20, and support preparation of the new action plan on green economy for 2022-24 and of Environmental Strategy 2030.

The key policy document within the healthcare sector regulation is the ***National Public Health Strategy for 2014-2020*** (approved by the Government Decision no. 1032 from December 20, 2013) which is basedon various international and national documents, which address the field of public health, such as, in particular, the Framework Policy of the World Health Organization "Health 2020", with the purpose of supporting the interactions of the Government and the society in order to significantly improve the health and well-being of the population, reduction of inequalities in the field of health, consolidation of public health. As a priority, the Strategy is pursuing the implementation of the Post-2014 Action Program of the International Conference on Population and Development and the post-2015 Agenda for Sustainable Development.

Under the procurement chapter, *the main document is the* ***Development Strategy of the public procurement system for the years 2016-2020*** (GD no.1332 dated 14.12.2016). The strategy presents the perspective of how the procurement system will become stronger and how it will gradually incorporateEU public procurement legislation into Moldovan law. Its effective implementation and activities to strengthen the institutional capacities, at the level of the central institutions, as well as of the contracting authorities, planned until the end of 2020.

National Programme on Sound Management of Chemicals in the Republic of Moldova, (GD no. 973 of 18.10.2010) is the main document of long-term strategic planning, which determines the objectives of the sound chemicals management system. The Programme has been approved in order to reduce and eliminate the impact of chemicals on environment and human health by developing an integrated management of chemicals, technically, economically, socially and environmentally efficient and implementation of international treaties concerning chemical substances to which the Republic of Moldova is Party, as well as in line with the Strategic Approach to International Chemicals Management (SAICM).

National Waste Management Strategy 2013-2027 (GD no 248 of 10.04.2013) establishes the strategic vision of waste management until 2027 as an integrated system, economically efficient and ensuring protection of human health and environment. Inter alia, the Strategy aims to promote separate waste collection and treatment for each type of waste, particularly toxic and hazardous waste.

National Environmental Strategy for 2014-2023 (GD no. 301of 24.04.2014) is the main document of long term strategic planning which establishes the strategic framework on the environment protection, including protection of human health and the environment from adverse effects caused by chemicals, theirstocks and waste.

Protocol on Water and Health in the Republic of Moldova for the years 2016-2025 (approved by GD no.1063 of 20.09.2016) was elaborated in accordance with the provisions of Law no. 207-XVI of July 29,2005 for the ratification of the Protocol on Water and Health at the 1992 Convention on the Protection and Use of Transboundary Watercourses and International Lakes, signed on March 10, 2000, Law no.10 -XVI end of February 3, 2009 regarding the state surveillance of public health, Water Law no. 272 of December 23, 2011 in order to carry out strategic actions in the medium and long term for the achievement of the target indicators in accordance with the obligations of the Republic of Moldova to the Protocol on Water and Health until 2025 by establishing and achieving national target indicators by implementing appropriate measures to prevent water-related diseases, by ensuring the quality of drinking water and a more efficient and sustainable management of water resources.

Development Strategy with reduced emissions of the Republic of Moldova until 2030 (Government Decision no. 1470 as of December 30, 2016) is a strategic document that allows the Republic of Moldova to orient towards a low carbon economy and to achieve the targets mentioned the document "Intentional determined national contribution" through green sustainable development, based on the socio-economic priorities of the country's development.

Also, this Strategy supports the achievement of sustainable development objectives, providing a national strategic context to the mitigation efforts for which the country receives international support. The specific objective 1 of the Strategy is to reduce, until 2030, the GHG emissions from the energy sector by 74% (unconditional) and up to 82% (conditioned) compared to 1990 level.

National Strategy on Energy Efficiency until 2030 (GD no. 102 din 05.02.2013) and **National Energy Efficiency Program** for 2011-2020 (GD no. 833 of 10.11.2011) are key policy documents that look at measures that country will take regarding these future CO2 emission limits. It is expected, that in the next decade, 2021-2030, carbon capture and storage technology will have to prove economically viable in order to be allowed to actively enter the market, thus substantially altering the structure, values, prices and costs, of fuel for the latest technologies. Between 2021-2030, smart grid technologies and equipment will clearly prove to be economically viable and will become a de facto standard for the electricity industry. This type of structuring of the energy system will greatly change the existing approaches of the topologies, balancing, measurement, monitoring and energy mix of the system. All these changes will act in favor of the assimilation of increasing quotas of electricity from renewable sources.

Program for promoting the "green" economy in the Republic of Moldova for the years 2018-2020 and the

Action Plan for its implementation (GD no. 160 of 21.02.2018), with the purpose to promote the implementation of the principles of the "green" economy in the Republic of Moldova in harmony with theeconomic development and social welfare. The key actors involved are SMEs, authorities and general public.
Under the social and equal opportunities agenda, the Government developed the ***National Strategy on Gender Equality 2020 and a Strategy on Violence Against Women***. The aim is to response to gender- based violence through improving quality of services for survivors in shelters and day care centers has been effective but the number of facilities remains inadequate, as has the attention to the problems ofmale perpetrators and prevention of the violence.
In mean time, Government approved a ***National Youth Development Strategy 2020 and a Youth Gap Index*** tool for mainstreaming youth priorities, although there remain gaps in data and weaknesses in monitoring youth policies.

Environmental data

The general information on the environmental data in Republic of Moldova is provided by official reportsand bulletins, issued regularly by the competent authorities, along with the monitoring reports and ad-hoc publications of the various research organization and civil society associations.

Thus, among official reports issued by responsible state agencies / institutions, available on the key **environmental indicators** can be mentioned as follows:

Daily update on air quality, issued jointly by the Hydrometeorological service and thelaboratories of the Environmental Agencies
Monthly report on environmental situation, issued by Environmental Agency / Ministry ofAgriculture and Food Industry
Quarter / semester / annual based reports drafted by Environmental Protection Inspectorate,Agency, Apele Moldovei, Moldsilva, Environmental Agency, National Bureau for Statistics.

Thus, an important analysis of the state of environment on annual basis is reflected under the yearbook "Environmental Protection in Republic of Moldova", developed by the Environmental Protection Inspectorate. The last report from 2018 states a range of achievements, challenges and progress made by the country in term of key elements of environment.

Also, the National Bureau of Statistics (NBS) provides annually a report entitled "Natural Resources" thatalso served as source of information.

All the data on environmental pollution is being collected, processed and disseminated to general and professional public by Environmental Reference Laboratories within the state institutions, that carry out systematic monitoring on the quality of environmental components (surface water, air, soil, aquatic alluviums, radioactivity of the environment) on the territory of the Republic of Moldova

Yet, there are still some data gaps on the state of environment, registered at present due to several reasons, such as insufficient reporting from economic operators, insufficient data analytical capacities andforecasting within the state authorities, lack of relevant laboratory equipment, etc. Thus, in upcoming future the country shall put a lot of efforts in order to create and develop a complex and full data base available to the public.

- Overview of the status of the country's environment

The overall status of the environment is being presented at yearbook, developed by the Environmental Protection Inspectorate. The data is being analyzed by environmental media (air, water, soil) and key environmental performance indicators.

Air

The latest data on air pollution level within the Republic of Moldova confirms, that the emission of air pollutants is a leading negative externality because of its direct impact on the health of a large part of the country's population.

Moldova is an agrarian-industrial country, and the pollution of the airspace from fixed and mobile sourcesis not uniform for the whole territory. The degree of pollution of the urban airspace is higher than the rural one due to the existence of major industrial enterprises in the cities, the thermo-energy and thermal objectives and the intense traffic of the car transport. Atmospheric air pollution is a problem that requires activities to determine the quality of atmospheric air and to prevent the harmful effects of economic activities on natural ecosystems. The main sources of atmospheric air pollution in the Republic of Moldova are presented by the production of electricity at thermal power stations, by the heating systems of the houses, the traffic ofcars, rail, air and industrial activity. The most important pollutants resulting from these processes are oxides of carbon, sulfur, nitrogen; suspended particles; formaldehyde; benzo (a) pyrene, etc. The biggest source of air pollution, however, remains fuel burning. Due to impurities present in the fuel, through smoke (incomplete combustion) or through oxides of nitrogen and sulfur, the air is polluted in significant proportions. According to the National Bureau of Statistics, the air emissions have been rising in Moldova since 2010, a trend that augments risks to the environment and human health. This increase is fuelled by road transport, including the presence of more vehicles on the road (913 thousand in 2019, or +54% compared to 2010) and an outdated car fleet.
The Air pollutions is a phenomenon that occurs quite frequently in Moldova. In this context, the Ministry of the Environment and the Environment Agency warn that the level of air pollution in the municipality of Chisinau remains high. In the first days of the new year 2023, increased concentrations were recorded for suspended particles PM10mkm, the limit being exceeded 2.8 times.

According to the Environmental authorities the reasons that contributed to the accumulation of pollutants in the air would be the unusually warm weather conditions for this time of the year, characterized by the influence of

warm air in combination with weak wind and the presence of retention layers. The lack of intensive movement of air masses in the horizontal and vertical direction, contributed to the maintenance of these particles in the layer on the surface of the soil, contributing to exceeding the sanitary norms for PM10 micron particles. Also, this significant excess is conditioned by the high level of road traffic in some sectors, smoke and soot from heating homes and industrial areas.

Another challenge of pollutions is related to the energetically crisis because of the international situation. The national authorities are trying to identify and to carry out in useful terms measures to prevent and mitigate the impact of a possible energy crisis on the prices and security of the energy supply of the Republic of Moldova. One of these measures are related to switching of SA "Termoelectrica" to alternative fuel (fuel oil). The problem is that alternative fuel (fuel oil) generates the high level of pollution.

Also, due to war in Ukraine and energy crisis, air pollution levels increased significantly.

Water

According to the National Bureau of Statistics and Policy Brief "Towards Green Transformation of the Republic of Moldova: State of Play in 2021" prepared by the expert team from "Expert-Grup" within the "European Union for Environment" (EU4Environment) Programme funded by the European Union and implemented by the OECD, UNECE, UNEP, UNIDO and the World Bank, and under supervision of Krzysztof Michalak, Senior Programme Manager, OECD, Moldova has limited water resources compared with most European countries.

In 2020, about 82.3% of the population were connected to the public water supply system. Nevertheless, Moldova is ranked near the bottom compared to other European countries. The ratio between losses and water intake is around 7-8%, which exceeds values in other European countries.

The availability of Moldovan water resources depends on the geography position of the country withinthe Central and Eastern European climate area. Currently, the national water stock, reserves – consumptions, from Republic of Moldova is appropriate in relation to available resources. Despite this balance, some regions of the country are facing a water shortage; mostly being felt in the last years (2012
-2017).

Also, the level of access of the population to improved drinking water sources has increased substantially since 2005 and is reflected in table no.1 (in%):

Table 1: Share of population access to all types of improved drinking water sources[5]

Year	2005	2009	2015
Total	45,0	55,0	86,0
Urban	92,0	93,0	96,0
Rural	17,0	27,0	81,0

The water pollution sources are most often categorized as point sources or non-point (diffuse) sources. The point-source discharges of municipal and industrial wastewater are usually known and supervised, and their pollution loads can be quantified. On the other side, non-sewerage dwellings, agriculture fields, as well as occasional or accidental spills have a non-organized character and are, therefore, difficult to monitor and control. In the Republic of Moldova, the major point-source discharges are monitored. This primarily includes the wastewater discharges

of the large water users and the centralized sewerage systems. In the same time, data provided by the State Ecological Inspectorate showed that other sources can be equally or more dangerous for the environment (e.g. water runoff from industrial sites, waste dumps) than point sources. Domestic wastewater discharges from non-skewered population (70% of the total dwellings in Moldova) is another major pollution source.

Other potential major pollution sources are the filtration beds of sugar factories, sludge decantation beds of WWTPs, manure heaps, etc. Unfortunately, the environmental impacts of these pollution sources are not monitored. Lack of data hampers the sound assessment of the situation and taking adequate pollution mitigation measures to prevent further degradation of surface and ground waters.

Now, the urban wastewater treatment plants are in rather poor condition. Most of the existing facilities provide only mechanical treatment, while high energy consuming biological installations were taken outof operation due to unaffordable operating costs. In most cases, the existing treatment technology and even location of the facilities shall be reconsidered, in order to provide the required level of system efficiency and to cover a larger number of consumers.
Also, due to war in Ukraine and energy crisis, water pollution levels in Moldova increased significantly.

Noise

In Republic of Moldova there are lack of data's regarding the level of noise in cities, as well in some specific regions (for example where traffic is heavier and constructions are taking place, industry polygons etc.). On the web page of National Agency of Public Health is stated that the pollution level in Moldova is 54.17 decibels being considered as moderate.

In Moldova, now, the permissible norms that are regulated by the law developed during Soviet time states that in residential areas is 55 decibels per day. For night-time it is stricter - the maximum allowable norm is 45 decibels. In homes, the permissible norm is 40 decibels a day, and the night with ten decibels less.

Annex 12 : Activation of the Contingency Emergency Response Component

The operation includes a Contingency Emergency Response Component (CERC) that if activated will allow for uncommitted loan resources to be reallocated to respond to an emergency. Also, even though Moldova graduated from IDA in July 2020, it was granted exceptional access to IDA funding of US$63.2 million from the Crisis Response Window (CRW), for FY21 only, and then in FY22, on IDA Blend terms, with the CRW economic crisis triggers and its allocation methodology for economic crises waived for this access, to assist the country in responding to urgent COVID-19 related needs9.

The Project Operations Manual (POM) will include an annex for the CERC (the CERC Manual), detailing the operational, fiduciary, and disbursement details for activating and implementing the CERC. The PMT will be responsible for the day-to-day management of the CERC. To activate the CERC, the Government will (a) determine the eligible crisis or emergency and send a request to the World Bank for support through the CERC and (b) prepare and submit to the World Bank for approval an emergency action plan (EAP) for the use of CERC funds. In turn, the World Bank will ensure that all ESF instruments, adequate staff capacity, and resources are in place. Once the disbursement conditions are fulfilled and World Bank confirms compliance, the reallocation of uncommitted funds from the original project components to the CERC is processed based on the EAP, and disbursements for CERC activities may commence. A separate DA will be opened for the CERC. The CERC will be audited as part of the audit of the Project.

[9] Performance and Learning Review of the Country Partnership Framework for Republic of Moldova for the period FY18-21, April 22, 2021.

In case decision is made to activate the CERC an addendum to the ESMF will be prepared and outline an environmental and social risk screening process built on the positive list of activities likely to be financed under the CERC component and identify institutional arrangements for oversight of any additional required due diligence and monitoring measures. The ESMF Addendum will describe the objectives and scope of any additional CERC-financed activities and indicate whether they are new activities or expansion in activities already described in the ESMF. It will review any additional applicable national laws and regulations that govern that implementation of the CERC-financed activities and describe institutional roles and responsibilities for their implementation and for the environmental and social assessment and management of risks associated with their implementation. The ESMF addendum will include a positive and negative list of activities to be financed under the CERC and indicate whether they are existing or new activities under the project. It will describe their scale, scope, potential locations and analyze the potential negative risks and impacts associated with their implementation. It will describe the procedure for screening and addressing the risks and impacts associated with each activity as well as arrangements for monitoring and reporting, grievance redress, consultations and information disclosure, budget and required resources. The project Stakeholder Engagement Plan (SEP) and Labor Management Procedures (LMP) may be updated to describe additional stakeholder analysis, engagement programming and labor requirements as identified after activation of the CERC.