



Afghanistan Community Resilience and Livelihoods Project (ACRLP)



Environmental and Social Management Framework (ESMF)

**16 June 2022, amended 16 December 2024 for Additional
Financing (AF)**

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List of Acronyms and Abbreviations

ARTF	Afghanistan Reconstruction Trust Fund
CCAP	Citizens' Charter Afghanistan Project
CEDAW	Convention on the Elimination of All forms of Discrimination against Women
CIP	Cities Investment Program
CoC	Code of Conduct
CRC	Conventions on the Rights of the Child
CRG	Community Representative Group
CRLP	Community Resilience and Livelihood
CSO	Civil Society Organization
E&S	Environmental & Social
EIA	Environmental Impact Assessment
ESCP	Environmental and Social Commitment Plan
ESF	Environmental and Social Framework
ESS	Environmental and Social Standards
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ERW	Explosive Remnants of War
EZ-Kar	Afghanistan Eshtegal Zaiee Karmondena Project
FP	Facilitating Partner
GBV	Gender-Based Violence
GIIP	Good International Industrial Practices
GRS	Grievance Redress Sub-group
GRM	Grievance Redress Mechanism
IDP	Internally Displaced Person
INGO	International Non-Governmental Organization
IPV	Intimate Partner Violence

ITA	Interim Taliban Administration
IUCN	World Conservation Union
LiW	Labor-Intensive Works
LMP	Labor Management Procedures
LM	Land Mines
MIS	Digital Information System
NGO	Non-Governmental Organization
NEPA	National Environmental Protection Agency
OHS	Occupational Health and Safety
UXO	Unexploded Ordnance
PAD	Project Appraisal Document
PDO	Project Development Objective
PIU	Project Implementation Unit
PSEA	Prevention of Sexual Exploitation and Abuse
PWD	Person with Disability
SEA	Sexual Exploitation and Abuse
SEP	Stakeholder Engagement Plan
SH	Sexual Harassment
SRA	Security Risk Assessment
UN	United Nations
UNOPS	United Nations Office for Project Services
VAWG	Violence against Women and Girls
WB	World Bank

1. Executive Summary

The project development objective (PDO) of the Community Resilience and Livelihoods Project (CRLP) is to provide short-term livelihood opportunities and deliver urgent basic services through investments in social and economic infrastructure in rural and urban areas. The project consists of five components: Component 1: Emergency Livelihoods Support in Rural Areas; Component 2: Labor Intensive Public Works (LIPW) in Urban Areas; Component 3: Social Grants for Women and the Most Vulnerable in Rural and Urban Area; Component 4: Strengthening community institutions for inclusive service delivery especially for women; and Component 5: Implementation Support.¹ Through Additional Financing (AF), CRLP continues to provide short-term livelihood opportunities and deliver urgent essential services in rural and urban areas. It includes a geographical scale-up, increased livelihood opportunities for Afghan women, heightened focus on climate resilience activities, and support for the recent influx of returnees from Pakistan.

To comply with the World Bank ESS1, other relevant ESSs and relevant national laws, the United Nations Office for Project Services (UNOPS) has prepared and adopted this Environmental and Social Management Framework (ESMF) including Simplified Labor Management Procedures (LMP), Environmental and Social Commitment Plan (ESCP), Gender-Based Violence (GBV)/ Sexual Exploitation and Abuse (SEA)/ Sexual Harassment (SH) Action Plan, and a Stakeholder Engagement Plan (SEP).

The main objective of this ESMF is to establish procedures and methodologies for environmental and social screening and management, review, approval and implementation of initiatives financed under the CRL Project.

Lessons learned from the implementation of the parent project to date have shown that Facilitating Partners (FP) require an increased budget for the implementation of environmental and social risk management in order to ensure a safe workplace for the workers and communities. Similarly, FPs require more frequent capacity building in E&S risk assessment and especially OHS risk mitigation measures. This will be included in the AF activities in the form of increased capacity building activities of contractors and partners and awareness for communities and workers. Training of Trainers and refresher training to all 6 FPs will be increased. FPs and Contractors will subsequently continue to cascade the OHS training to the laborers on a daily basis.

The presence of Unexploded Ordnances (UXOs) was not anticipated under the parent project. However, lessons from implementation have shown that risks related to UXOs exist, which can potentially lead to accidents, if not handled properly. Land Mines (LMs), Unexploded Ordnances (UXOs) and Explosive Remnants of War (ERW) are a legacy of military activity affecting many parts of Afghanistan, both rural and urban. Over the period of decades of war, thousands of unexploded rockets, mortars, bombs and shells failed to explode and remained both on the surface and buried in land or underwater. LMs, UXOs and ERWs become more volatile with age and can easily be

¹Afghanistan Community Resilience and Livelihood Project, Project Appraisal Document (PAD), April 2022, accessed at: <https://documents.worldbank.org/en/publication/documents-reports/documentdetail/099941005092220009/idu0ba95440800fb504e13083fc077d4132723aa>

triggered by heat, shock or vibration. This makes them particularly hazardous for construction works involving any disruption of soil such as piling or earthworks. UXO handling protocols have been developed and added in Annex 6. These will be shared with FPs and Contractors.

Potential Environmental and Social Risks and Mitigation Measures

The environmental and social risk classification for the Project is 'Substantial'. The environmental risks and impacts are mostly related to generation of low to medium noise and dust pollution from minor civil works; removal of vegetation and land degradation in the rehabilitation sites and extraction of construction materials to supply the works; generation and improper disposal of general construction waste; OHS risks for workers; and low capacity of contractors and FPs to manage E&S risks, including OHS risks. The social risks of the AF include restrictions on women's movement and employment, social inequalities, exclusion, and potential discrimination of certain categories of people, such as returnees; occupational and community health and safety and criminality; child and forced labor; unstable security conditions including the occurrence of possible armed conflict, terrorist attacks, and the presence of LMs/UXOs and ERWs; low capacity of contractors and FPs to manage E&S risks. These risks and impacts are managed through the mitigation hierarchy approaches (avoid, minimize, mitigate and compensate) included in this ESMF. No irreversible and adverse environmental and social impacts are foreseen since most of these risks and impacts are small in scale, localized, mostly site specific and manageable through these proposed mitigation measures.

UNOPS was contracted directly by the World Bank. UNOPS finances selected Non-Government Organizations (NGOs) and local urban contractors to deliver assistance to communities. UNOPS is contracted directly by the World Bank. UNOPS is responsible for overall coordination, procurement arrangements with local organizations and contractors; engagement with communities; fiduciary, staffing, training, and E&S management; quality assurance; monitoring and reporting; and managing technical assistance activities.

In compliance with ESS10, a Project Grievance Redress Mechanism (GRM) has been designed and implemented to facilitate responses to concerns and grievances of the project-affected people and parties related to the environmental, social and Occupational Health and Safety (OHS) performance of the project as well as other project-related concerns. The project provides mechanisms to receive and facilitate resolutions to such concerns. As per World Bank standards, the GRM is responsive to SEA/SH cases with activities further detailed in the SEA/SH Action Plan, which was prepared as a separate document.

A capacity building and training program for both the beneficiaries and the E&S staff has been elaborated and has been implemented early on in the project.

The estimated costs for the implementation of this ESMF are USD\$ 2,762,000. This estimated budget includes maintenance of a functional E&S risk management organizational structure throughout project implementation, training and capacity building activities, stakeholder consultation, implementation of SEA/SH Action Plan, implementing GRM, and monitoring and documentation of ESMF implementation by NGOs and urban contractors.

2. Introduction

The objective of the CRLP is to provide short-term livelihood opportunities and deliver urgent basic services in rural and urban areas. This immediate assistance first provides short-term employment and income to millions of Afghans while also improving access to basic services such as clean water and sanitation. Women and vulnerable groups, such as Internally Displaced Persons (IDPs) and persons with disabilities, are especially assisted. Second, the Project supports community-level systems and institutions for long-term resilience, sustainability and inclusive development. The AF for the CRLP has ensured continued provision of short-term livelihood opportunities and deliver urgent essential services in rural and urban areas. Four main design changes are included in the AF based upon the experience of 18 months with the parent project: (i) geographical scale-up in rural and urban areas; (ii) increased livelihood opportunities for Afghan women through a new Women's Economic activities sub-component; (iii) heightened focus on climate resilience activities by increasing community awareness of climate risk mitigation and adaptation, and incentivizing the climate resilience-focused subprojects in urban areas; and (iv) support for the recent influx of returnees from Pakistan so that they may participate in project activities and receive necessary assistance in terms of job opportunities and services in their areas of return.

Since the specific details related to the physical location and the nature and footprints of the subprojects of the proposed components were not known at the early stages of preparation, the project has adopted a framework approach. The Environmental and Social Management Framework (ESMF) is a standard instrument used to define principles, rules, and procedures to screen, assess, manage, and monitor the mitigation measures of environmental and social impacts in cases where the impacts and physical location of a project-related activity are not known in advance. It examines the potential environmental and social risks and impacts of a project and/or series of subprojects, when the environmental and social impacts cannot be determined until the activity or subproject details have been identified and prescribes procedures for the implementation of the mitigation measures following the generic Environmental and Social Management Plan (ESMP) that has been included in section 6 of this ESMF.

The ESMF ensures that timely measures are in place in order to:

- Avoid or minimize any harm to human health and security
- Avoid any loss of livelihood
- Avoid, minimize, mitigate, or compensate for any environmental degradation as a result of the interventions by projects
- Enhance positive environmental and social outcomes
- Ensure compliance with Afghanistan's legislations as well as with the World Bank's Environmental and Social Framework (ESF) and the World Bank Group General Environmental, Health and Safety Guidelines (EHSG²)

²<https://documents1.worldbank.org/curated/en/157871484635724258/pdf/112110-WP-Final-General-EHS-Guidelines.pdf>

It also establishes the Project's staffing and institutional arrangements clarifying the relations between the Project Implementation Unit (PIU), Facilitating Partners (FP) and the World Bank, including each entities' roles and responsibilities in ensuring compliance with this ESMF and all other E&S instruments.

3. Project Description and Institutional Arrangements

Project Development Objective (PDO): The PDO of this Project is to provide short-term livelihood opportunities and deliver urgent basic services in rural and urban areas.

This immediate assistance first provides short-term employment and income to millions of Afghans while also improving access to basic services such as clean water and sanitation. Women and vulnerable groups such as IDPs and persons with disabilities, are especially assisted. Second, the Project supports community-level systems and institutions for long-term resilience, sustainability and inclusive development. These community systems lay the groundwork for citizen engagement and a more accountable, transparent recovery. International experience confirms that in similar contexts of political transitions and conflict, it is critical to maintain livelihood opportunities, investments in basic services, as well as non-government local institutions and systems, to preserve core development gains.

Project Components: The Project is financed by the Afghanistan Reconstruction Trust Fund (ARTF) recipient-executed grant of US\$265 million. Additional Financing (AF) in the amount of US\$70 million is provided through the Trust Fund and US\$ 84 million through the International Development Association (IDA). The components over two and a half years are as follows: Component 1: Emergency Livelihoods Support and Services in Rural Areas; Component 2: Emergency Livelihoods Support and Services in Urban Areas; Component 3: Social Grants for Women and the Most Vulnerable in Rural and Urban Areas; Component 4: Strengthening community institutions for inclusive service delivery especially for women; Component 5: Implementation Support.

The Project restructuring was concluded in October 2024 which updates institutional arrangements to reflect the shift in focus of the CRLP's process for community mobilization and support to "Community Representative Groups" (CRGs) in AF areas. CRGs are informal, non-governmental bodies that represent men and women, Internally Displaced People (IDP) and returnees, and other poor and vulnerable groups, and fulfill the role of analysis, planning, and subproject implementation. The restructuring updates the CRLP's ECA definitions accordingly.

With the AF, CRLP will reach a total of 1.5 million households with jobs, benefitting approximately 10.6 million Afghans. About 14.4 million Afghans will benefit from basic services and community assets such as rehabilitated tertiary roads, streets, cleared irrigation canals and drainage, etc. The full Project Document is publicly available [here](#).

Ring-fenced resumption of the Central Asia-South Asia Electricity Transmission and Trade Project (CASA-1000) was agreed by the Bank as part of the endorsement of Approach 3.0.³ CASA-1000 is a \$1.2 billion regional project to bring clean energy from Tajikistan and Kyrgyz Republic to Pakistan via Afghanistan. Construction in the other three participating countries is nearly complete and these countries requested that CASA-1000 activities in Afghanistan resume to avoid the risk of the project becoming a stranded asset. The project in Afghanistan will resume in a ring-fenced manner to ensure all construction payments and future revenues are managed outside of Afghanistan and do not involve Interim Taliban administration (ITA) systems.

Given that SEA/SH risks under CASA-1000 are high, additional mitigation support is required for construction under CASA-1000 to resume. Afghanistan has some of the region's highest prevalence of Gender Based Violence (GBV). Since the events of August 2021, GBV service provision has plummeted and there are few avenues of support for survivors. Presently, United Nations (UN) agencies are able to refer survivors to support services. To address high risks, and in line with the expanded scope of CRLP, UNOPS has been identified to support the implementation of SEA/SH mitigation measures in geographic areas overlapping CASA-1000 and the CRLP.

4. Policy and Legal Framework

National Legal Framework: The Islamic Republic of Afghanistan has the following laws and policies in place, which are relevant for the Project:

The Environmental Law (2007): The Law is based on international standards that recognize the current state of Afghanistan's environment, while developing a framework for effective environmental management.

It lays out sustainable use, rehabilitation and conservation of biological diversity, forests, land, and other natural resources; the prevention and control of pollution; conservation and rehabilitation of the environment; and the active involvement of local communities in decision-making processes on the environment, including a clearly stated opportunity for affected persons to participate in each phase of a project.

The laws require any development project, plan, policy, or activity to apply for an environmental permit (Certificate of Compliance [CoC]) prior to implementation. For that, an Environmental Impact Assessment (EIA) needs to be submitted to the National Environmental Protection Agency (NEPA) to determine the associated potential adverse effects and possible impacts. The law also establishes a Board of Experts that reviews, assesses, and considers the applications and documents before NEPA could issue or not issue the permit. The EIA Board is appointed by the General Director of the NEPA and is composed of not more than 8 members. The EIA Board of Expert's decision can be appealed.

The EIA Policy (2017): This policy defines the administration of EIA procedures and provides the policy basis for the implementation of Chapter 3 of the Environmental Law (2007). It provides a list of

³ In February 2024, the World Bank Board of Executive Directors endorsed "Approach 3.0" which will deploy funds from the International Development Association (IDA) through grants to United Nations agencies and other public international organizations to continue supporting basic services nationwide, particularly those benefiting women.

projects that may have adverse impacts (Category 1) and those that may create significant negative impacts (Category 2).

Labor Law (2007): The law consists of numerous articles relevant to construction. Article 30 states that an organization can increase or decrease the hours of work during the week provided that the total working hours during a week do not exceed 40 hours. Articles 107–119 in Chapter 10 of the Law set out a range of specific requirements to ensure health and occupational safety conditions in a workplace. For example, Article 112 requires that when working in ‘conditions harmful to health’, special clothing/footwear should be at the disposal of employees free of cost. Article 114 requires that First Aid Medical kits should be available, and the treatment of an employee’s illness should be at the employer’s expense.

International Environmental Agreements: The Constitution binds the state to abide by the United Nations (UN) charter, international treaties, international conventions that Afghanistan has signed, and the Universal Declaration of Human Rights (Article 7).

Applicability of National Legislation: Most of the applicable laws and policies in Afghanistan still reflect old Afghan laws, as well as many new laws and policies, which were prepared and passed in the last 20 years, based on international assistance. This ESMF was prepared according to the current laws and regulations as of April 2022. The project follows all the laws and policies, where they do not contradict the World Bank’s ESF. Where contradictions exist or where the Afghan legislation contradicts the World Bank standards, the ESF is applied.

However, adherence to some laws is difficult due to the lack or malfunctioning of existence of government agencies e.g., central and provincial NEPA offices, and due to the fact that the project cannot interact with the ITA, due to the Security Council’s Al Qaida/ Taliban sanctions regime under the UN Charta’s Chapter 7. This means that the project will follow laws of the country as far as possible.

International Conventions and Agreements: Afghanistan has signed and ratified the following relevant international conventions and agreements. While the current government is not recognized and is under sanctions, it is still held accountable for the continuation of international conventions and agreements. However, the capacities for implementation are extremely limited:

- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), 1983.
- Conventions on the Rights of the Child (CRC), 1989.
- Worst Forms of Child Labor Convention, 1999.
- Equal Remuneration Convention, 1951.
- Abolition of Forced Labor Convention, 1963.
- Minimum Age Convention, 2010.
- Convention on Biological Diversity, 1993.
- Convention on Climate Change, 1992 (and Kyoto Protocol in 1997, and Paris Agreement in 2015)
- Convention to Combat Desertification, 1994.
- Convention on International Trade in Endangered Species of Wild Fauna and Flora, 1973.

- Vienna Convention for the Protection of the Ozone Layer, 1988.
- UN Charter – Article 41, Chapter 7, which is the basis for sanctions against Al Qaeda / Taliban
- Basel Convention on the Control of Trans boundary Movements of Hazardous Wastes and Their Disposal (1992) – aims to reduce movement of hazardous waste between nations, prevent transfer of such waste from developed to less developed countries; minimize waste amounts and toxicity; promote environmentally sound management at or near generation sites; assist less developed countries in environmentally sound management of their wastes; does not address radioactive waste;

World Bank ESF Guidelines: The World Bank's 10 Environmental and Social Standards (ESS) establish the standards that the project will meet through the project life cycle, as follows. The following ESSs are relevant to the CRLP: ESS1 on Assessment and Management of Environmental and Social Risks and Impacts; ESS2 of Labor and Working Conditions; ESS3 on Resource Efficiency, Pollution Prevention and Management; ESS 4 on Community Health and Safety; and ESS on Stakeholder Engagement and Information Disclosure. The CRLP further applies the WBG General EHS Guidelines from 2007. These guidelines contain the performance levels and measures that are acceptable to the WB. When the national regulation differs from the levels and measures presented in these guidelines, the project is required to achieve whichever is more stringent.

5. Environmental and Social Baseline

Climate: Afghanistan is a land-locked country in the center of Asia, covering an area of about 652,000 square kilometers. It is mostly semi-arid. The country's climate is continental, with temperatures ranging between 30°C in summer in the lowlands to minus 20-40°C in winter in the highlands. The average annual rainfall of about 250 millimeters conceals stark variations between different parts of the country, from 1,200 millimeters in the higher altitudes of the northeast to only 60 millimeters in the southwest.

Due to its mountainous relief and the convergence of several climate systems, Afghanistan boasts an impressive diversity of ecosystems, land cover and water sources.

Climate Change: The World Bank predicts that Afghanistan will see a warming higher than the global average due to global warming.⁴ Since 1950, a rise of 1.8C has been recorded.

The majority of the country's population lives in rural areas. That portion of the population relies heavily on productive natural resources, which makes it extremely vulnerable to the impacts of local and global phenomena (such as droughts, natural disasters, climate change and desertification) and the degradation of natural resources through erosion and pollution of soil and water.

Topography: Afghanistan is a landlocked country, with the Hindukush mountains running northeast to southwest, dividing the northern provinces from the rest of the country. The Hindukush mountain range reaches a height of 7,492 meters at Noshaq.

⁴ Jelena Bjelica, Shrinking, Thinning, Retreating: Afghan Glaciers under Threat, January 2021, accessed at: <https://www.afghanistan-analysts.org/en/reports/economy-development-environment/shrinking-thinning-retreating-afghan-glaciers-under-threat-from-climate-change/>

Surface water and groundwaters: There are four major rivers crossing the country: Amu Darya, Hari River, Kabul River, and Helmand River, as well as smaller rivers, lakes and streams. Rainfall in Afghanistan is scarce, and mainly affects the northern highlands in March and April. In the lowlands rain can be rare and unpredictable. However, Afghanistan usually does not face water shortages, due to the melting snow that flows into the rivers, streams and lakes.

Natural Disasters: Since the country is located in a zone of high-seismic activity, earthquakes are common. Damaging earthquakes occur in the Hindukush mountains. Flooding and mudslides are real dangers in the mountains and valleys, particularly in spring and summer when snow starts melting or glacier lakes suddenly burst causing destructive flash floods. Prolonged drought and dust storms can also wreak extensive damage, with nationwide impacts. Extreme winter conditions bring high losses in agriculture and infrastructure. These factors add to the burden of environmental degradation and place stress on ecosystems.

Ecology: Afghanistan has four eco-regions: Closed Forest Vegetation; Open Woodland Vegetation; Semi-Desert Vegetation; and Sub-Alpine and Alpine Vegetation. A recent study breaks these down into 15 smaller regions, of which 4 are considered critical/endangered, 8 as vulnerable, and only 2 as stable.⁵ The species composition of all areas has been significantly reduced due to overgrazing, fuel collection and exploitation by large herbivorous animals.

There are 3,500-4,000 vascular plant species that are native to the country. The flora varies depending on the altitude. Up on the Safed Koh alpine range, for example, at 1,800 – 3,000 meters, large forest trees – including conifers – exist. Down to 1,000 meters altitude, wild olives, species of rockrose, wild privet, acacias and mimosas exist. In the low brushwood of the Kandahar tableland plains, one can find leguminous thorny plants, including camelthorn, astragalus, spiny rest-harrow, sensitive mimosa, and orchids. In the last decades, 90 percent have been destroyed due to timber exploration.⁶

Afghanistan is home to a variety of animals. There are about 135 – 150 species of mammals, 428 – 515 species of birds, 92 – 112 species of reptiles, 6-8 amphibians, 101 – 139 species of fish and 245 species of butterflies. A total of 39 species occur on the World Conservation Union (IUCN) Red List, as globally threatened with extinction.⁷

Sensitive habitats: Afghanistan has currently not legally instituted or effectively managed protected areas. UNEP provided a list with 15 proposed protected areas, which have been proposed by different entities.⁸

⁵ UNEP, NEPA and GEF, Biodiversity Profile of Afghanistan, June 2008, accessed at: https://postconflict.unep.ch/publications/afg_tech/theme_02/afg_biodiv.pdf

⁶ Wikipedia, Geography of Afghanistan, accessed at: https://en.wikipedia.org/wiki/Geography_of_Afghanistan

⁷ UNEP, NEPA and GEF, Biodiversity Profile of Afghanistan, June 2008, p. 9

⁸ UNEP, NEPA and GEF, Biodiversity Profile of Afghanistan, June 2008, p. 9

Population: In 2020, 47.3 percent of the population of Afghanistan lived below the national poverty line. 34.3 percent of the employed population earned below \$ 1.90 per day. The total unemployment rate in 2020 was 11.7 percent.⁹

Following the US withdrawal from Afghanistan, following decades of conflicts and recurrent natural disasters, UN OCHA estimates that 24.4 million Afghans are in need of life-saving humanitarian assistance. In 2021, 17.7 million people were in need, and the increase is largely driven by the sharp increase in the number of people in acute food insecurity, the broad-based collapse of economic conditions and basic services. At the same time a crisis in rural livelihoods has been triggered by drought, while urban livelihoods have diminished due to the economic shock.¹⁰

Some households and individuals are particularly vulnerable, including those with extreme household debt burdens, mental and physical disability, the use of negative coping strategies, and those households that are headed by women, children, or the elderly.¹¹

Gender equality and GBV: The context around gender norms remains at the center of the political, peace and security landscape in Afghanistan, putting women and girls at the frontlines of this crisis.¹² Violence against women and girls (VAWG) is rooted in gender inequality, discrimination, and harmful cultural and social norms. VAWG and gender-based violence (GBV) is widespread with reports indicating 56 percent¹³ women, for example, have experienced intimate partner violence. Women and girls in Afghanistan continue to face persistent discrimination, violence, street harassment, forced and child marriage, severe restrictions on working and studying outside the home, and limited access to justice. In the context of COVID-19, the risks of GBV have only increased – in Afghanistan as well as other parts of the world.¹⁴

Women are also at a particular disadvantage in accessing economic opportunities and political platforms. While the right of women to work is enshrined in the 2004 constitution, many women have reported job loss since 15 August 2021, due to new restrictions on women's mobility and conditions on participation in the public sphere.¹⁵ Job loss has been observed across most sectors, however, women in particular professions – such as media and civil society – are reporting additional challenges due to the de facto authorities' position on women's right to work. It is important to note that some of the barriers to women's participation in employment are created by lack of clarity and self-censoring by families and women in the absence of any clear directive from the de facto authorities allowing women's full participation in the workforce. Overall, there has been an observable reversal in a women's right to work as a result of the de facto authorities' ascension to

⁹ The Asian Development Bank, Afghanistan and ADB, Poverty Data: Afghanistan, accessed at: <https://www.adb.org/countries/afghanistan/poverty>

¹⁰ UN OCHA, Humanitarian Response Plan Afghanistan, January 2022, p. 7, accessed at: <https://reliefweb.int/sites/reliefweb.int/files/resources/afghanistan-humanitarian-response-plan-2022.pdf>

¹¹ UN OCHA, Humanitarian Response Plan Afghanistan, January 2022, p. 7-8, accessed at:

<https://reliefweb.int/sites/reliefweb.int/files/resources/afghanistan-humanitarian-response-plan-2022.pdf>

¹² Women Rights in Afghanistan, where are we now? Gender Alert UNWOMEN

¹³ Central Statistics Organization/Afghanistan, Ministry of Public Health/Afghanistan, and ICF (2017). Afghanistan Demographic and Health Survey 2015.

¹⁴ Afghanistan demographic survey 2015

¹⁵ Reuters, Afghan women should not work alongside men, senior Taliban figure says, 13 September 2021, accessed at <https://www.reuters.com/world/asia-pacific/exclusive-afghan-women-should-not-work-alongside-men-senior-taliban-figure-says-2021-09-13/>

power with no clear plan or pathway in place for women to fully return to their jobs.¹⁶ Afghanistan ranks 180 out of 191 countries on the UNDP Gender Inequality Index in 2022.¹⁷

6. Identification and Assessment of Potential Environmental and Social Risks and Impacts and Mitigation Measures

Environmental and Social Screening Process: At the activity level, each sub-project will first be evaluated against the eligibility criteria/negative list of the activities to be financed by the CRLP, E&S screening is the second step to understand the potential risks and impacts of the activity. The template for E&S screening to be applied is listed in Annex 1. The E&S Screening template has been reviewed and updated for the implementation of the AF.

The screening results allow a filtering of the activities that are not eligible (see Annex 2) and classify eligible activities on the basis of predictable risks and impacts. All activities that are not sustainable due to their location or because they represent risks and impacts that are neither avoidable, mitigable nor compensable are not to be financed by the project.

The E&S screening form further guides the relevant plan that lists relevant mitigation measures for the activity (e.g., the Project ESMP, the GBV/SEA/SH Action Plan, chance find procedures, Labor Management Procedures (LMP), etc.). It also helps determine the need for the implementation of further E&S mitigation measures, for example in the form of site-specific ESMPs. The site-specific ESMP can be developed based on the template ESMP which is annexed in the ESMF and other E&S instruments.

For the rural component, the E&S screening process is led by the FPs' - E&S Specialists in close cooperation with the UNOPS PIU. When FPs complete the E&S Screening Forms, they upload it to the project MIS. UNOPS PIU conducts spot-checks of the FPs' screening forms in the MIS to ensure that the E&S instruments have been properly prepared by the FPs.

For the urban component, the E&S screening process is led by the UNOPS PIU E&S Specialist based in the field Offices. The team submit the screening forms to the E&S specialist at the national level for review.

In general, the project team anticipates and avoids risks and impacts where possible. Where this is not possible, it aims to minimize or reduce the risks and impacts to acceptable levels. Where significant residual impacts remain, they are compensated or offset where feasible. If this is not possible, the activity is not implemented.

¹⁶ UN Women, Women's Rights in Afghanistan. Where are We Now?, December 2021, accessed at:

<https://www.unwomen.org/sites/default/files/2021-12/Gender-alert-Womens-rights-in-Afghanistan-en.pdf>

¹⁷ UNDP Gender Inequality Index, accessed at: <http://data.un.org/DocumentData.aspx?q=Gender+inequality+index&id=471>

Project ESMP Template: The table matrix in Annex 1 contains a detailed mitigation action plan for Project ESMPs. It identifies prevention, minimization, mitigation and compensation measures for each activity. The mitigation table serves as a reference on potential risks and impacts, associated international industry best practices, mitigation measures and indicators or outcomes that can be planned and implemented throughout the project. The risks and impacts, mitigation measures and monitoring indicators were sorted by ESS.

Site-Specific Mitigation Measures: The ESMP template is used as a basis to develop the site-specific E&S mitigation measures for specific activities or sets of activities, based on E&S risk screening. Proposed measures in the ESMP Template are general measures based on best industry practices, including those in the General EHS Guidelines. Each activity takes place in a specific context and has specific characteristics, which is considered in the preparation of site-specific E&S mitigation measures, for example site-specific ESMPs, which should be in place before any construction activity (including land clearance, contractor mobilization, etc.) take place. Depending on the level of anticipated risks and impacts, other mitigation measures may be added, and monitoring mechanisms adjusted prior to sub-project commencement. See Annex 1 for a template to be completed alongside with the sub-project plans.

Labor Management Procedures: The project is associated with labor risks and impacts, given the different types of workers it deploys for rehabilitation works. These include OHS issues, child and forced labor, labor disputes, discrimination and exclusion of vulnerable/marginalized groups and GBV related issues. In order to mitigate these risks, specific LMP have been developed (see Annex 4). The purpose of the LMP is to establish clear labor procedures for all project workers, namely direct project workers, contracted workers, primary suppliers' workers, and community workers, in line with the requirements of the local legislation and the World Bank's ESS2.

In line with OHS requirements, a personal protective equipment (PPE) proposal is provided in Annex 7. Please refer to this annex for detailed information regarding the required PPE and first aid kit items for activities under C1 sub-project, ensuring alignment with environmental and social management practices.

Chance Find Procedures: ESS8 is not relevant in the project context. However, since Afghanistan has a rich cultural heritage, there are risks of impacting cultural goods during rehabilitation works in specific locations. To mitigate these risks on cultural heritage a Chance Find Procedure was developed (see Annex 3).

SEA/SH Action Plan: To mitigate any SEA/SH-related risks and impacts of project activities, a SEA/SH Action Plan has been prepared. The plan contains a tailored channel to handle SEA/SH grievances and proposes prevention mechanisms. It is strictly followed by all project implementers.

Stakeholder Engagement and Disclosure: A separate Stakeholder Engagement Plan (SEP) was prepared for the project. The SEP defined a structured, purposeful and culturally appropriate approach to consultation and disclosure of information, in accordance with ESS10.

UNOPS recognizes the diverse and varied interests and expectations of project stakeholders and seeks to develop an approach for reaching each of the stakeholders in the different capacities at which they interface with the project.

Project Grievance Redress Mechanisms (GRM): The United Nations in Afghanistan has a well-established Grievance Mechanism in place, Awaaz Afghanistan (Awaaz), which is implemented by UNOPS on behalf of various UN and humanitarian response agencies. Awaaz is a collective accountability and community engagement initiative that functions as a toll-free, countrywide hotline number (410) that affected populations can dial to access information and register feedback on humanitarian assistance programs. As a two-way communication channel, needs and priorities as reported on the ground are circulated to partners to help improve the quality of programming in Afghanistan. Awaaz is based on common principles, has processes and policies for receiving and handling complaints and feedback, as well as for data protection; and includes inter-agency referral mechanisms. It is designed to be accessible, collaborative, expeditious, and effective in resolving concerns. Awaaz has ten multilingual operators (50% of which are women) and has handled more than 201,412 calls since Awaaz took its first call in May 2018. Awaaz agents speak Dari, Pashto, Urdu, English and more. Establishing referral pathways with clusters and partners, cases requiring attention are shared (in agreement with the affected person) in a timely manner, helping the humanitarian response to swiftly align its delivery to actual needs. More information about Awaaz can be found at Awaaz Afghanistan (<https://awaazaf.org>).

Based on lessons, three-tiered Grievance Redressal Sub-groups (GRSs) have been established. The first tier is the GRS at the community level, the second tier is at the FP, and the third tier is a national level GRS operating through UNOPS' mechanisms. There is a provision for appeals and any aggrieved party is able to directly approach the national level GRS as well. The formation of the GRSs was done prior to the commencement of project activities based on consultations.

While the Awaaz and other existing mechanisms were leveraged for this project, in order to address other requirements of ESS10, the system was augmented for the purposes of this project in accordance with the principles given above and the following steps:

- **Step 1: Uptake** – Project stakeholders are able to provide feedback and report complaints through several channels. The aggrieved party is able to select the most efficient institution, the most accessible means of filing a grievance, and is able to circumvent partial stakeholders in the Project, which may be implicated in the complaint. He or she is able to bypass some grievance channels that are perceived as potentially not responsive or biased. The means to file a grievance include a toll-free hotline, SMS, email, filling up grievance forms, verbally, sending a letter, to implementing agencies, via the implementing institutions' websites, helpdesks and collection boxes stipulated for walk-ins at the sites of project activities. Anonymous grievances can also be raised. All uptake channels should permit for grievances in Dari and Pashto as well.

A help desk has been set up by the respective facilitating partners during the implementation of sub-project activities in an area manned proportionate to the nature of the activity.

At the help desk, aggrieved parties can inquire about project activities, or they can file a grievance directly with the person manning the desk. Grievances can be filed in writing or verbally at the Help Desk.

Relevant assigned CRG members are available in each sub-project site. They are requested to accept formal grievances and ensure that avenues for lodging grievances are accessible to the public. The first point of contact for all potential grievances from community members is the CRG member. The CRG member is required to accept formal grievances; or they can guide aggrieved persons to the Hotline Operator's number, the Help Desk or Suggestion Box.

The staff manning help desks, CRG members and those operating the toll-free hotline number is trained by the PIU for (a) the registration of a grievance; (b) the interaction with complainants; (c) appropriate responses to SEA/SH issues; (d) grievances of workers; and (e) Project components and FPs.

- **Step 2: Sorting and processing** – All grievances received are transferred to the GRM Focal Point at the respective implementation partner at local or national level and the PIU. The GRM focal point categorizes the complaint and forwards it to the responsible unit. The GRM focal point also records the grievance in the same format as used at the PIU.
- **Step 3: Acknowledgement and follow-up** – Within three (3) days of the date a grievance is submitted, the GRM focal point communicates with the aggrieved and provides information on the likely course of action and the anticipated timeframe for resolution of the grievance. The information provided to aggrieved also includes, if required, the likely procedure if the grievance had to be escalated outside the unit and the estimated timeline for each stage.
- **Step 4: Verification, investigation, action and documentation** – This step involves gathering information about the grievance to determine the facts surrounding the issue and verifying the validity of the grievance, and then developing a proposed resolution. Many or most grievances are resolved at this stage. All activities taken during this and the other steps are fully documented, and any resolution logged in the register. In case the grievance is not resolved at this stage, it is escalated to the next tier.
- **Step 5: Monitoring, Evaluation and Reporting** – Monitoring refers to the process of tracking grievances and assessing the progression toward resolution. Each implementing agency maintains a grievance register and records all steps taken to resolve grievances or otherwise responds to feedback and questions. GRM data is collated and reported monthly at all levels.

The TPMA provides independent operational review of overall project implementation and project results, including the implementation of the SEP and GRM. The PIU synthesizes all reporting by TPMA and FPs, as well as its own findings, and produces an overall environment and social progress report with a distinct section on stakeholder engagement in line with a template to be provided. The project provides for quarterly reporting.

- **Step 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 are informed of the proposed resolution in person, which gives them the opportunity to ask follow-up questions. If the complainant is not satisfied with the resolution, he or she is informed of further options. The GRM does not prevent access to judicial and administrative remedies. Each complaint must be closed within thirty (30) days of receipt - either resolved, withdrawn or escalated.

Security Risk Management: Security risk management processes are laid out in the Project Operations Manual (POM).

Responsibility Matrix Table

The overall responsibility and accountability for environmental and social risk management lie with UNOPS; however, the following matrix delineates the roles and responsibilities of the FPs and UNOPS with respect to E&S management including the preparation of various instruments at the subproject level.

In the table below, the “Responsible” means the party holds the primary duty or obligation to oversee, manage and ensure the success of the E&S management and process, while the “Accountable” means that the party is accountable for the management and making decisions , taking appropriate actions, providing necessary resources and ensuring that the E&S risk are identified, assessed, and mitigated.

Table : Component 1 - Rural

Responsible (R), Reviewed (Re), Accountable (A), Informed (I), Consulted (C), Implemented by (Im)

S/N	Activities	UNOPS	Facilitating Partners	Remarks
1	Ensure Environmental and Social (E&S)+ Occupational Health and Safety (OHS) requirements are included in the Contracts with FPs.	R, A	Re, Im	WB reviews the progress related to the implementation of ESS/ESCP during the Implementation Support Missions
2	Conduct E&S+OHS ToT training and refresher training for FPs	R, Im	I, C	
3	FPs to hire and maintain a full-time E&S Specialist and make adequate resources available to conduct subproject E&S screening and implement E&S+OHS risk management measures following the ESMF and ESMP	Re, C	R, Im, A	
4	Screening the subproject against the “Project Negative Checklist”	Re, C	R, Im, A	

5	E&S screening process to be carried out for every subproject, to identify the E&S related risks, and appropriate mitigation measures to be proposed and implemented at the site	Re, C	R, Im, A	
6	Upload the E&S screening to the CRLP - MIS as part of the subproject proposal.	Re	R, Im, A	UNOPS to carry out Quality Assurance spot-checks and review the FPs' E&S
8	Monitoring: The FPs to monitor the implementation of E&S mitigation measures.	Re, C	R, Im, A	UNOPS will undertake field missions and review documentation on a spot-check basis to ensure compliance of all implementers with the E&S instruments. FPs have to monitor and supervise their subcontractors and suppliers in view of E&S compliance.
9	Reporting	Re, C	R, Im, A	FPs to submit monthly and tri-annual reports to UNOPS UNOPS to submit tri-annual reports to the WB
10	Cascade E&S+OHS training to all the CRGs and laborers and keep the training records at the site.	Re, C	R, Im, A	UNOPS to review the training records during spot-checks
	Preparation of the Code of Conduct (CoC)	R	Im, A	WB reviews the progress related to the implementation of ESS/ESCP during the Implementation Support Missions
11	Sign the CoC by the FPs' staff	Re, C	R, Im, A	FPs to provide CoC orientation to the

				Labroads and ensure that all workers understand the CoC. FPs also to maintain records of the orientation
12	FPs to provide the required Personal Protective Equipment and first aid kits to the workers based on the PPE+first aid kit proposal.	Re, C	R, A, Im	WB reviews the progress related to the implementation of ESS/ESCP during the Implementation Support Missions
13.1	Incident Report: Prepare and submit Incident reports to the UNOPS and discuss them in coordination meetings as needed.	Re, C	R, Im, A	
13.2	Incident Report to the WB	R	C,I	
13.3	Implementation of the incident corrective action Plan	Re,C,I	R, Im	

Table : Component 2 - Urban

S/N	Activities	UNOPS	Urban Contractors	Remarks
1	Screening the subproject against the "Project Negative Checklist"	R, A	Im	WB reviews the progress related to the implementation of ESS/ESCP during the Implementation Support Missions
2	E&S screening process to be carried out for every subproject, to identify the E&S related risks.	R, A	Im	
3	Site specific ESMP proportional to the size and risks identified for the subproject to be prepared with the appropriate mitigation measures. proportional to the size and risks identified for the subproject.	R, A	Im	
4	ESS requirements in the contract documents: Ensures all Bidding Documents and contracts contain references to the compliance requirements of all implementers with	R, A	Im	

	the E&S instruments, as well as specific E&S risk mitigation measures and budgets for implementation included in civil works contracts.			
5	Contractors are obliged to cascade down any of ESS requirements and responsibilities to their respective sub-contractors and suppliers.	Re, C	R	
6	Monitoring: UNOPS to monitor the implementation of E&S mitigation measures. It will undertake field missions and review documentation to ensure compliance of all contractors with the E&S instruments and specific activity-related mitigation measures.	R, Re, A	Im	
	Reporting: UNOPS to submit tri-annual reports to the WB	R	C	
6	Ensure Environmental and Social (E&S)+ Occupational Health and Safety (OHS) requirements are included in the Contracts with Contractors.	R, A	Re,Im	
7	Conduct E&S orientation + refreshing training including OHS for the Contractors	R, A	Im	
8	Cascade E&S + OHS training to all the laborers and keep the training records at the site.	R,A	R,Im	UNOPS provides the first E&S+OHS training to the workers. The Contractor then provides refreshers to the works during the project implementation
9	Contractors key staff + Laborers to sign the Code of Conduct (CoC) to effectively follow OHS rules	Re	R, A	WB reviews the progress related to the implementation of ESS/ESCP during the Implementation Support Missions
10.1	Incident Report: Prepare and submit Incident reports to the UNOPS and discuss them in coordination meetings as needed.	Re	R	

10. 2	Incident Report to the WB	R	C,I	
10. 3	Implementation of the incident corrective action Plan	Re,C,I	R, Im	

7. Institutional arrangements and Monitoring and Evaluation

Institutional Arrangements: UNOPS is contracted directly by the World Bank. UNOPS is responsible for overall coordination, procurement arrangements with local organizations and contractors; engagement with communities; fiduciary, staffing, training, and E&S management; quality assurance; monitoring and reporting; and managing technical assistance activities. Under the rural component, it implements through the network of NGOs (FPs), building on lessons learned from the World Bank's longstanding engagement in Afghanistan. Under the urban component, it is implemented through local private contractors engaged through open competitive bidding. Experience in the Cities Investment Program (CIP) and Afghanistan Eshtegal Zaiee Karmondena Project (EZ-Kar) has shown good contractor capacity for public works. By engaging them, the project helps sustain their capacity. The local community and Community Development Councils (CDCs) are involved in the selection of interventions and oversight.

UNOPS houses the PIU. The PIU includes staff supporting several key functions: program and contract management, financial management, procurement, social mobilization and training, engineering, reporting, monitoring and evaluation, regional coordination, gender, grievance redress, and environmental and social risk management.

The 2 GRM Senior Associates hired under the Parent Project will be retained to lead the implementation of the Project GRM, jointly with GRM focal points of the FPs.

A Hotline Operator is contracted to run the grievance hotline. The Hotline Operator is under the supervision of the Social Specialists. Each of the contracted NGOs and urban contractors hires and maintains a full-time E&S Specialist and makes adequate resources available to conduct sub-project specific environmental and social risk screening and implement EHS risk management measures following the ESMF provision and actions under generic ESMPs.

Monitoring and Evaluation: The main objective of monitoring the implementation of E&S mitigation measures and outcomes is to ensure that this ESMF as well as other project E&S instruments are implemented and complied with by all project partners. This objective covers the whole project cycle. Monitoring activities are carried out by the PIU E&S staff with the assistance of the M&E Specialist. The staff monitors all above-mentioned E&S-related indicators (see ESMP table), as they are applicable for the respective NGO or contractor implementing the sub-project. Depending on the sub-project specific risks and impacts, additional mitigation measures and indicators may be defined. Monitoring largely consists of document review as well as supervision or spot checks in the project locations.

For all types of incidents and accidents, the reporting and subsequent investigations will be in accordance with the ESIRT (Environmental and Social Incident Response Toolkit). The timelines for initial communication of the incident and carrying out the investigation and root cause analysis will be in accordance with agreements under the ESCP.

A Third-Party Monitoring Agent (TPMA) helps supervise activities and ensure that funds reach the intended beneficiaries and activities remain independent of government control. The TPMA activities include monitoring of field level E&S management, mitigation measures, and compliance with all E&S instruments by all implementers. The WB has set up its largest Third-Party Monitoring Program (TPMP) in Afghanistan, covering fiduciary controls and project oversight as well as close monitoring on the ground. The existing TPMP uses digital platforms to enhance transparency and accountability.

Lastly, CRGs help with community monitoring, local accountability mechanisms and grievance redress. CRGs have appointed monitoring and grievance focal persons who provide regular reports to NGOs about progress and citizens' feedback.

The M&E system is based on a rigorous monitoring and reporting schedule, which includes reporting by all FPs.

8. Estimated Budget for ESMF

The implementation of this ESMF incurs the following estimated costs. The security risk management costs are calculated separately.

Table 1. Budget ESMP Implementation

E&S Activity	
Hiring of environmental and social experts	
<p>Maintain a PIU with qualified staff and resources to support management of the environmental and social risks and impacts of the Project including:</p> <ul style="list-style-type: none"> - 1 Environmental and Social Specialist based in Kabul; - 5 Environmental and Social Specialists under C2 to strengthen monitoring on the urban side and delivery of training sessions; - 1 Environmental and Social Specialists under C1 to strengthen monitoring on the rural side and delivery of training sessions; - 1 Gender specialist; - 1 GBV specialist; - 3 GBV training consultants - 2 GRM Senior Associates to maintain the GM, deliver trainings to NGOs and contractors; and - 5 regional security focal persons. <p>Each of the implementing NGOs and urban contractors will hire and maintain a full-time E&S Specialist and make adequate resources available to conduct sub-project-specific environmental and social risk screening and implement EHS/EHS risk management measures following the ESMF and ESMP.</p>	Staff costs
The cost for implementation of ESMF is estimated US\$2.7M for the entire duration of the AF project and covers the following items	
Training and capacity development	
Implementation of training and capacity development initiatives for all 6 FPs and more than 120 contractors	
Conducting E&S and OHS training to workers by FPs and Contractors	

E&S Activity
Awareness campaign
Awareness campaigns in communities by UNOPS and FPs
Consultation and disclosure
Consultation sessions in all the districts/communities/relocation sites by UNOPS and FPs
Grievance redress mechanism
GRM Hotline/uptake channel costs
Monitoring and documentation of ESMF implementation
Monitoring and supervision to verify E&S instruments are developed at sub-project level with good quality and the risk and impact mitigation measures proposed in the ESMPs are implemented adequately.
Implementation of SEA/SH Action Plan
Budget for implementation of SEA/SH Action Plan

9. Training and Capacity Building

At the project level, the World Bank will be delivering sessions on ESF to the staff under UNOPS as and when required. Refresher sessions can be delivered throughout the project implementation period.

The Training and Capacity Building Plan describes the training needs and planned training activities in order to ensure that all IPs as well as beneficiary communities are prepared for the implementation of the ESMF and other E&S instruments. Training is held to build the capacity of UNOPS staff, implementing NGOs and contractors. Based on lessons from the implementation of the parent project, capacity building for FPs and contractors has been increased in this plan.

Capacity Building Needs: The specific training and capacity building needs for UNOPS and all FPs and contractors include: a) training in the ESF and Project E&S instruments; b) stakeholder engagement; c) E&S Screening; d) OHS; e) Emergency Preparedness and Response; f) SEA/SH prevention and risk mitigation; g) Implementation, monitoring and reporting of ESMPs; h) LMP; and i) Incident and accident reporting. Training to UNOPS and all FPs is provided either by the E&S Specialists in the PIU, or by external consultants recruited for this purpose. E&S Specialists will provide ToT, to ensure that the FPs and contractors can cascade down relevant training. In order to

cascade down training, all relevant training and capacity building requirements will be included into FP and contractor legal agreements.

The specific training and capacity building needs for beneficiaries, local communities and project-affected parties will include a) Community Health & Safety issues; b) Emergency Preparedness and Response; c) SEA/SH awareness, prevention, risk mitigation and response; e GRM. This training is provided to the communities by FPs (NGOs and contractors where applicable).

Additional training is provided to project workers, including community workers, Cash-for-Work workers etc. The training topics will include a) Occupational Health & Safety; b) SEA/SH awareness; c) COCs; d) Labor Management Procedures; e) toolkit talks (e.g. on PPE) incident and accident reporting, g) Workers' GRM. The training to workers is delivered by the contractors directly. Where contractors lack the capacity in a particular topic, the UNOPS PIU or the FP takes on the training of workers.

Training and Capacity Building Plan: Based on the ESCP and the identified requirements in regards to the project activities, the following training and capacity building sessions are undertaken.

Table 2. Training and Capacity Building Plan

Topic of Training	Target Group	Timeframe	Responsible for provision of training	Remarks
Trainings for UNOPS staff, NGOs and contractors				
Training in ESF and project E&S Instruments	FPs and contractors	Prior to commencement of activities and Refreshers throughout the project implementation	UNOPS PIU	6 training for FPs and 120 training to contractors prior to the commencement of works. 12 Refresher training for FPs.
Stakeholder Engagement				
E&S Screening				
OHS				
Emergency Preparedness and Response				
GBV/SEA/SH prevention and mitigation				

Implementation, monitoring and reporting of ESMPs				
LMP				
Incident and Accident Reporting				
Trainings for communities				
Community Health & Safety	Communities,	Prior to commencement of activities and refresher throughout the project implementation	UNOPS PIU / FP / contractor	80 training prior to the comment of activities 160 refresher (2 refresher training during the implementation)
Emergency Preparedness and Response				
GRM				
Trainings for workers				
Occupational Health & Safety	All project workers	Immediately upon deployment	Contractor / FP / or UNOPS PIU	As needed
GBV/SEA/SH awareness				
COCs				
Labor Management Procedures				
Toolkit talks (e.g. on PPE)				
Incident and accident reporting				
Workers' GRM				

Annex 1: Environmental and Social Screening Form, Generic ESMP and Template for site-specific ESMP

Environmental and Social Screening Form:

1. E&S Screening Forms prepared for Component 1 - Rural subprojects should incorporate the relevant proposed mitigation measures from the ESMP template (Table 4). UNOPS, through its spot checks and regular supervision, will assess the quality of E&S Screening Forms with a focus on the risk mitigation measures identified. The World Bank will review a sample of E&S Screening Forms during all implementation support missions.
2. Site-specific ESMPs are not required for C1 Subprojects.
3. E&S Screening Checklists and site-specific ESMPs are required for C2-urban subprojects.

Table 3. E&S Screening Form

Sub-project ID/title:							Village / area:		
Type of Project:							District / municipality:		
Involved CRG name (if applicable):							Province :		
Start date of sub-project:							End date of sub-project:		
Nature of activity		Category of sub-project					Potential Risk	What are the associated impacts	Risk mitigation measures and frequency of monitoring
No	Environmental Consequences	No Risk	Low Risk	Moderate Risk	Substantial Risk	High Risk			
1	Will the implementation of project activities generate air pollution? If yes, what will be the sources of air pollution?								

2	Will the implementation of project activities generate sound pollution? If yes, what will be the sources?								
3	Will the project activities require cutting of slopes and removal of earth from borrow areas? If yes, are these borrow areas officially approved sites?								
4	Will the activity create solid or liquid wastes that cause potential contamination of surface water and groundwater supplies? If yes, what are the potential sources of solid waste and liquid waste?								
5	Are there environmentally sensitive areas (protected areas, forests, national parks or wetlands) near the sub-project area?								
6	Will the implementation of project activities lead to cutting of trees and removal of vegetation? If yes, what are the next steps/actions that would be taken?								
7	Will the implementation of project related activities threaten endangered and threatened species?								
8	Does the activity cause livestock reduction?								
9	Will the excavation and quarry operation affect the environment?								
10	Is the selected site exposed to floods?								

11	Is the selected site exposed to avalanches or rock fall?								
12	Will the implementation of project activities impact the overall quality and quantity of the available water sources?								
13	Will the implementation of project activities lead to the alteration of water flow?								
14	Is a system used for the extraction of groundwater for irrigation purposes such as (water wells for the irrigation purposes) ?								
15	Is the subproject diverting water from the stream that could decrease the water share of the downstream communities during implementation and operations stages?								
16	Is there enough water available all year around for running the hydropower system/and sun for water solar pumps?								
Occupational Health and Safety Consequences									
17	Is there a risk of work-related accidents? (Working at height, excavation/backfilling, Loading/unloading, Stone/brick masonry, Stone Patching/Dry Stone Work, Gabion installation, Concrete work, Plastering/pointing, Canal rehabilitation/cleaning, confined space, Machinery activities, Manual handling, Graveling etc.)								

18	Does the activity have human health and safety risks, during construction or later?								
19	Is the selected site exposed to land mines, unexploded ordnance, or explosive remnants of war?								
20	Is there a security risk for project workers and assets in the area?								
Social Consequences									
21	Is there a risk of vulnerable people being excluded from project benefits, such as access to jobs, improved infrastructure, training etc.?								
22	Is there a risk of child or forced labor?								
23	Is there a risk of GBV/SEA/SH for project workers or beneficiaries?								
24	Will the sub-project require land or land beyond the current infrastructure footprint (public or private, temporarily and permanently) for its development?								
25	Will the activity create conflict among the people in the local community?								
26	Will the activity be implemented in an area that will directly affect an individual or community's crops, trees, livestock or other income generating activity?								

27	Are there any important cultural or archeological sites nearby?								
28	Will anyone be prevented from using economic resources (e.g. pasture, fishing locations, forests) to which they have had regular access?								
29	Might the project adversely affect communities or vulnerable people living in the area?								

Note:

(1) No risk: Mark (X) for no risk

(2) Low Risks: Mark (X) for Low risk

(3) Moderate Risks: Mark (X) for Moderate risk. Moderate risk refers to activities with manageable impacts on the environment

(4) Substantial Risks: Mark (X) for Substantial risk . Substantial risks refer to activities that involve additional support and planning, implementation and monitoring of mitigation measures in order to decrease the potential impact.

(4) High Risks: Mark (X) for High risk. High-risk activities will not be financed under the CRL Project.

Include photos of the site, where relevant.

Name of engineer/ E&S Safeguard Specialist/Social Mobilizer that filled in checklist:

Screening Date:

Signature:

Template for Environmental and Social Management Plan:

The below Environmental and Social Management Plan is generic for all sub-projects and may serve as a guide for implementers to prepare a site-specific EMSP table.

Table 4. ESMP Template

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost ¹⁸
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
Exclusion of vulnerable groups from project benefits (such as poor women and individuals displaced by the conflict and security situation in the country).	- Implement and monitor Project GRM	X	X		- % GRM cases presented and addressed			X	Implementation/ Monitoring UNOPS	
OHS-related risks: Work-related accidents (injuries, fatalities, injuries through UXOs, exposure to extreme heat or cold, contamination from unsafe water consumption, etc.) Poor working conditions: unsafe work environment	- The equipment used in the works should be routinely serviced to ensure proper and safe equipment functionality - Use of safety signage to warn contractor workers and visitors to worksites - Provision of adequate signage and communication of risk		X		- Existence of an accidents/ incident's logs - % of completion of a root/causes analysis following incidents - # of workers trained in OHS issues	X	X		Implementation: Contractors Monitoring: UNOPS PIU	

¹⁸ The costs cannot be fully determined at this stage. They will be calculated for each activity in the activity specific ESMPs.

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost ¹⁸
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
	<p>to workers and communities</p> <ul style="list-style-type: none"> - Provision of first aid kits - Implement plan for the mitigation of risks through UXOs (see Annex 6) - Provision of PPE for the laborers under C1 based on the PPE proposal (See Annex 7) 				<ul style="list-style-type: none"> - Record of Safety Risk Assessment Reports - Record of safety talks conducted – as part of the OHS Plan - First aid kits are available on site - Lost time incidents or near miss incidents recorded - Training provided on OHS 					
Child and forced labor	<ul style="list-style-type: none"> - Comply with the LMP (see Annex 4) including: - Set a minimum age of 18 years for all types of work (in compliance with national laws and ESS2) and document age of workers upon hiring 	X	X		<ul style="list-style-type: none"> - # of violations (child, forced labor) - # of existence/maintenance of a labor registry of all contracted workers with age verification 		X		<p>Implementation: Contractors</p> <p>Monitoring: UNOPS PIU</p>	

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost ¹⁸
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
	<ul style="list-style-type: none"> - Conduct a track record search of the contractors at the bidding process (record of health and safety violations, fines, consult public documents related to workers' rights violations etc.) - Raise awareness of communities/suppliers to not engage in child labor 				- # of awareness campaigns					
Dust emissions (air quality)	<ul style="list-style-type: none"> - Suppress dust during construction by water spraying and dampening where necessary - Practice good general housekeeping at the work site; sweep off the drilled-out materials - Implement speed limit for the heavy machinery 		X		<ul style="list-style-type: none"> - Evidence that spraying of water is conducted - # of trucks that are covered with tarpaulin 		X		Implementation: Contractors Monitoring: UNOPS PIU	

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost ¹⁸
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
	- Cover trucks carrying soil, sand and stone with tarpaulin sheets to dust spreading									
Waste generation (liquid, solid, hazardous), for example from use of fossil fuel-based equipment and machinery	<ul style="list-style-type: none"> - Ensure provision of waste bin on site - Efficient use of materials - Avoid and minimize waste production - Ensure waste is recycled/reused before opting to dispose - Train workers in waste management 		X		<ul style="list-style-type: none"> - # of waste bins on site - # of incidents/releases of waste - # of sanitary facilities on construction sites 		X		Implementation: Contractors Monitoring: UNOPS PIU	
Disposal and management of large amounts of excavated material generated from construction	<ul style="list-style-type: none"> - Identify designated areas for solid waste disposal - Source raw materials for construction activities based on measures specified in Good International 		X		<ul style="list-style-type: none"> - Record of actual sites - material disposed at designated sites - Measures applied as stated in Good International Industrial Practices (GIIPs) 		X		Implementation: Contractors Monitoring: UNOPS PIU	

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost ¹⁸
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
	Industry Practices (GIIPs).									
Health and safety risks from creation of open pits following extraction of construction materials (for children and communities and breeding grounds for mosquitoes)	<ul style="list-style-type: none"> - Rehabilitation of borrow pits sites after extraction - Fence the area and post warning signs at entrance 		X		<ul style="list-style-type: none"> - % of borrow pit rehabilitated - Presence of fences - Number of incidents /injuries caused by open pits 		X		Implementation: Contractors Monitoring: UNOPS PIU	
Risks of GBV/SEA/SH for female project workers or beneficiaries	<ul style="list-style-type: none"> - Comply with the measures prescribed in the SEA Action Plan, including: - Sensitization/community awareness of project workers - Implementation of a GRM to handle these types of complaints. - Each contractor to implement CoC for the workers with specific obligations with regards to SEA/SH. - All project staff should be trained in SEA awareness programs 		X		<ul style="list-style-type: none"> - # of SEA/SH related complaints recorded - % of complaints handled in timely - % of workers that have signed CoCs. - # of SEA/SH community awareness trainings 		X		Implementation: Contractor Monitoring: UNOPS PIU	

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost ¹⁸
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
Security Risks for project workers, sites and/or assets	<ul style="list-style-type: none"> - UNOPS to follow UN security protocols for direct workers. - Provision of security risk assessments to NGOs and contractors. - NGOs and contractors to provide local security protocols and demonstrate availability to relevant security SOPs 	X	X		<ul style="list-style-type: none"> - % of NGOs and contractors that provide local security plan - % of NGOs and contractors that has relevant SOPs in place 		X		Implementation: UNOPS / NGOs / Contractors Monitoring: UNOPS PIU	

Sub-project site-specific ESMP

Following the screening process, and the identification of risks and their impacts for a sub-project under C2, UNOPS will fill out the below site-specific ESMP for the specific sub-project. **This ESMP only needs to be completed in the case of low, moderate and substantial risks and impacts per the screening form.** High-risk activities will not be financed under the CRL Project.

Table 5. Sub-project site-specific ESMP template

Date:							
Project ID: Title							
Name of village / district / municipality / province:							
CRG ID code if applicable:							
Name of engineer filling in ESMP:							
Estimated Start Date of Subproject:				Estimated End Date of Subproject:			
No.	Risk or Impact	Description of Mitigation Measures	Monitoring Methods	Monitoring Frequency	Monitoring results	Corrective actions required	Person responsible
1							
2							
3							
4							
5							

Annex 2: Negative Project List

The following activities cannot be financed under the project:

- ❖ Weapons, including but not limited to mines, guns, ammunition and explosives;
- ❖ Procurement of chainsaws;
- ❖ Support of production of any hazardous goods on this negative list, including alcohol, tobacco, arms, and controlled substances
- ❖ Road rehabilitation or construction into protected areas;
- ❖ Any activity with impacts on critical habitats (including Ab-i-Estada Waterfall Sanctuary; Aiar Valley (proposed) Wildlife Reserve; Dashte-Naware Waterfall Sanctuary; Bande Amir National Park; Kole Hashmat Khan (proposed) Waterfall Sanctuary);
- ❖ Any activity that would cause damage on non-replicable cultural property (including the following sites: monuments of Heart, monuments of Bamiyan Valley, archeological site of Ai Khanum, sites and monuments of Ghazni, Minaret of Jam; Mosque of Haji Piyanda /Nu Gunbad, Balkh Province, Stupa and Monastery of Guldarra, sites and monuments of Lashkar-I Bazar, Bost, archeological site of Surkh Kotal);
- ❖ Activities, equipment or materials that have alternative prior sources of committed funding;
- ❖ Political or electoral campaign materials or donations in any form;
- ❖ Salaried activities that employ children below the age of 18 years;
- ❖ Activities that unfairly exploit women or men at any age;
- ❖ Activities that increase the vulnerability of subgroups or households or increase the overall inequality of communities
- ❖ Any activity on land that has disputed ownership or tenure rights;
- ❖ Any activity that would cause land acquisition or voluntary land donation
- ❖ Vehicles (including tractors, threshers, trucks and buses)
- ❖ Any activity likely to increase social tensions and/or risk of violence beyond the given context
- ❖ Any activity with significant environmental and social impacts and risks that require ESIA
- ❖ Any other activity ruled out by the ESMF
- ❖ Any activity that requires payments to government officials or institutions.
- ❖ Any activity on land that is considered dangerous due to security hazards or the presence of unexploded mines or bombs

Annex 3: Examples for Contractual Clauses for Contractors

The E&S management of construction activities can only be successful if: 1) the project is well designed and the right choice for the location of the project is made; and 2) if the contractors operate within the highest E&S standards. This annex contains key elements that shall be included in all relevant bid documents, contracts and work orders. All contractors will have to be in alignment with the dispositions contained in the Labor Management Procedures (Annex 3), namely on the responsibilities and requirements on SEA/SH and the Project GRM as well as requirements for workers' GRM.

Table 6. Contractual Clauses for Contractors

Thematic Area	<ul style="list-style-type: none"> Content of Bidding Documents
Prohibitions	<p>The following activities are prohibited on or near the subproject site:</p> <ul style="list-style-type: none"> ● Cutting trees for any reason outside the approved construction area; ● Disturbance to any artifact with architectural or historical value; Fire building; ● The use of firearms (except by authorized security guards); ● Use of alcohol by workers.
Waste management	<ul style="list-style-type: none"> ● Waste must be treated or disposed of. ● Identify and delineate disposal areas that clearly indicate the specific materials that can be deposited in them. ● Control all construction waste (including cuttings) generated by the sub-project and dispose of it at approved disposal sites (> 300 m from rivers, lakes or wetlands). Implement initiatives for reuse, recycling and the segregation of waste. ● All materials should be confined to government land.
Borrow pits	<ul style="list-style-type: none"> ● Identify and demarcate locations for material storage and ensure that borrow pits are >50 meters away from critical areas such as steep slopes, erosion-prone soils, and areas that drain directly into sensitive water bodies. ● Limit extraction of material in authorized and demarcated borrow pits. ● Rehabilitation of quarries and borrow pits.
Cleaning and tidying up	<ul style="list-style-type: none"> ● Establish and enforce daily cleaning procedures, including maintenance of facilities and proper disposal of construction waste.
Safety during Construction	<p>The contractor's responsibilities include the protection of persons and property in the vicinity of the construction area. The contractor will be responsible for complying with all national and local safety requirements and any other measures necessary to prevent accidents, including the following:</p> <ul style="list-style-type: none"> ● Mark safe access routes for pedestrians. ● Maintain vehicle speeds of 20 mph or less within the work area at all times.

	<ul style="list-style-type: none"> ● Maintain the provision of traffic signs (including paint, trestle, sign material, etc.), road marking, and separators to maintain pedestrian safety during construction. ● Conduct safety training for construction workers before starting work. ● Stop all work in cases of heavy rain or any other emergency.
Dust Control	<ul style="list-style-type: none"> ● To control dust nuisance the proponent shall: ● Keep all construction-related traffic below 15 mph on streets within communities. ● Maintain maximum speed of 20 mph in the work area. ● Minimize the production of dust and particulate materials at all times to avoid impacts on surrounding households and businesses, and especially for the most vulnerable people (children, the elderly). ● Avoid removing vegetation so that large areas are not exposed to wind. ● Spray water as needed on dirt roads, mowing areas, and the stockpiles of soil or fill material. ● Apply appropriate measures to minimize disruption from vibration or noise from construction activities.
In case of furtive discoveries of archaeological material one should:	<ul style="list-style-type: none"> ● Stop work immediately upon discovery of any material with possible archaeological, historical, paleontological, or other cultural value, and one should announce the discoveries to Project Manager and notify relevant authorities. ● Must protect the artifacts, using plastic covers, and implement measures to stabilize the area, if necessary, to adequately protect the artifacts. ● Must prevent and punish any unauthorized access to the artifacts. ● Construction is returned only upon authorization
Labor management	Refer to LMP
Environmental Supervision during Construction	The bidding documents must indicate compliance with the World Bank's E&S standards and specific E&S instruments of the project. Construction supervision requires compliance with the specifications in the environmental management plan and shall be supervised by a designated environmental focal person. Contractors are also required to comply with national and municipal regulations governing the environment, public health, and safety.

Annex 4: Simplified Labor Management Procedures

In accordance with the requirements of ESS 2, simplified LMP were developed for the project. The LMP set out the ways in which the PIU manages all project workers in relation to the associated risks and impacts. The objectives of the LMP are to: Identify the different types of project workers that are likely to be involved in the project; identify, analyze and evaluate the labor-related risks and impacts for project activities; provide procedures to meet the requirements of ESS 2, ESS 4 and applicable Afghan legislation.

The simplified LMP is applied with due consideration to the requirements of national laws, the interrelatedness of ESS2 with other Environmental and Social Standards in general and ESS4 in particular.

The following categories of workers have been identified for the project. The LMP applies to all categories:

Table 7. Worker Categories

Category	Description
Direct Workers	Workers employed directly by UNOPS, including staff and consultants.
Contracted Workers	People engaged through third parties to perform work related to core functions of the project, regardless of location. Under this category are included: employees of any non-governmental implementers, including international or national NGOs, CSOs or contractors.
Primary Supply Workers	People engaged by UNOPS, NGOs or contractors as primary suppliers. These include, for example, suppliers of road rehabilitation materials like gravel or other goods required.
Community Workers	People employed or engaged in providing community-based project interventions.

The LMP applies to project workers including full-time, part-time, temporary and seasonal.

The forecast of the types of workers required per Project component is as follows:

Component 1: Emergency Livelihoods Support and Services in Rural Areas: Direct workers from UNOPS for the management and supervision of activities; contracted workers from the FPs and contractors for the implementation of activities (including construction / rehabilitation activities); primary supply workers for construction and rehabilitation activities; and community workers for LiWs and cash-for work activities.

Component 2: Emergency Livelihoods Support and Services in Urban Areas: Direct workers from UNOPS for the management and supervision of activities and well as for the implementation of activities; contracted workers from the FPs and contractors for the implementation of activities (including construction / rehabilitation activities); primary supply workers for construction and rehabilitation activities; and community workers for LiWs and cash-for work activities.

Component 3: Social Grants for Women and the Most Vulnerable in Rural and Urban Areas: Direct workers from UNOPS and contracted workers from the FPs and contractors for the management and supervision of activities; and contracted workers for the implementation of activities.

Component 4: Strengthening community institutions for inclusive service delivery especially for women: Contracted workers from the FPs to work with CRGs.

Component 5: Implementation Support: Direct workers from UNOPS.

The simplified LMP caters for all categories of project workers as described in ESS2. However, UNOPS staff and consultants will be subject to UN regulations, expressed in ILO conventions and specific regulations of UNOPS.

Labor Risk Assessment: As part of the labor risks and impact assessment, the following activities assist in understanding the exposure pathways. Presented here are only key risks related to workers of predictable activities:

- (a) The main activities for community workers are light works construction and rehabilitation of water supply and sanitation facilities, and community roads.
- (b) The main types of activities for contracted workers are activities in the construction and rehabilitation of water supply, sanitation facilities, community roads - including more complicated civil works (heavy equipment).

The table highlights and analyzes the potential labor related risks and impacts in view of the anticipated labor utilization and general baseline settings of the project area.

Table 8. Labor Risk and Impact Assessment

Risk/Impact	Analysis (Magnitude, Extent, Timing, Likelihood, Significance)	Risk Mitigation Measures to be reflected in contract documents
ESS2: Labour and working conditions		
Poor working conditions: unsafe work environment	<p>Due to the protracted conflict in Afghanistan and the weakness of formal justice institutions, employees' working conditions may be poor and the project needs to ensure that such working conditions are not acceptable. The impact is significant in that it may manifest in exploitation of the very community that the project intends to benefit, i.e. community workers, but also contracted workers may be affected.</p> <p>Furthermore, there is a risk of UXOs that could be accidentally found and exploded.</p>	<p>Supervision of contractor Labor Management Practices is essential to mitigate against this risk. A Contractor checklist is used.</p> <p>The project ensures rigorous workers' GRM are in place, so that workers can articulate violations of their rights and receive redress.</p> <p>A UXO risk management plan is attached to this ESMF.</p>
Poor working conditions: violation of workers' rights	<p>The implementation of the existing articles in practice may not be very strong, given the weak judicial system</p>	<p>The project ensures through the workers' GRM that workers can articulate violations of their rights and receive redress.</p>
Use of child labour	<p>Minimum age of employment in Afghanistan is 18. Children between 15-17 are allowed to work, if it is not harmful to them, requires less than 35 hours per week and presents a form of vocational training.</p> <p>Prohibitions are not enforced.</p>	<p>The project only allows deployment- in all project worker categories – from the age of 18.</p> <p>The project requires the Implementation of age verification procedures by contractors for all its prospective employees</p>
Worst forms of child labour	<p>Children are deployed in the worst forms of child labor, including in armed conflict, commercial sexual exploitation, and forced labor in the production of bricks and carpets.</p>	<p>The project only allows deployment- in all project worker categories – from the age of 18.</p> <p>The project requires the Implementation of age verification procedures by contractors for all its prospective employees</p>
Injuries at the workplace	<p>The employer is obligated to provide adequate measures for health & safety protecting staff against related risks, including the provisions of a safe and clean work environment and of well-equipped, constructed and managed workplaces that provide sanitary facilities, water and other basic tools and appliances</p> <p>However, PPE may be scarce for contracted workers or community workers, and health and safety regulations may not exist or not be enforced.</p>	<p>Contractor occupational risk assessments and mitigation plans be devised and implemented.</p> <p>Implementation of OHS Plan</p>

ESS4: Community Safety and Health		
Labor influx and GBV	There is likely to be internal movement of people from areas outside the project areas to seek employment and associated benefits from within targeted communities. Furthermore, there is a small chance that contracted workers may be brought into communities to conduct construction works. Population movement due to labor influx may result in GBV/SEA cases.	All contractors implement the Labor Influx Management Procedure (see below); a SEA/SH Action Plan is implemented (see annex 9). Implementation of code of conducts to be signed by project workers and enforced by all contractors

Institutional Arrangement for Implementation of LMP: As the implementation of Component activities is led by the UNOPS PIU, the PIU carries the main responsibility for the implementation and monitoring of the LMP.

UNOPS identifies sub-project interventions under the investment plans and prepares subproject designs and bidding documents, as well as procuring contractors. The UNOPS infrastructure team is responsible for contractor and site supervision, technical quality assurance, certification, and payment of works. The PIU ensures labor management procedures are integrated into the procurement of contracts / bidding processes. The PIU is responsible to assist with the E&S screening process where necessary and to approve screening results and subsequent E&S plans, and to monitor and supervise the implementation of all E&S risk mitigation measures, including those laid out in the LMP.

The monitoring and supervision of the implementation of the LMP rests with the Social Specialists in the PIU, who are part of the PIU's Risk Management Team. The Social Specialists continuously analyze labor-related risks related to the project; overseeing all FP' implementation of the LMP, and the monitoring of the same. The overall responsibility for the implementation of all E&S instruments lies with the UNOPS Project Manager of the PIU.

Key Procedures: The project is guided by the recognition of the importance of employment creation and income generation in the pursuit of poverty reduction and inclusive economic growth. It promotes sound worker-management relationships and enhances the development benefits of a project by treating workers in the project fairly and providing safe and healthy working conditions. UNOPS, FPs/NGOs and contractors ensure the full accomplishment of the objectives of ESS2. For ease of reference, all employers are referred to as 'contractors'. This excludes UNOPS.

Recruitment and Replacement Procedure: The objective of this procedure is to ensure that the recruitment process and placement of contracted workers (see procedure below for community workers) is conducted in a manner which is non-discriminatory and employees are inducted to all essential work-related matters.

1. The hiring entity submits a recruitment plan to the PIU for review and approval. The following details will be shown;
 1. Number of staff required
 2. Intended working condition
 3. Intended locations of staff
 4. Job specifications in terms of qualification and experience
2. The hiring entity publishes the job invitation in the appropriate media (local press or direct invitation for contracted workers, or word of mouth through local leaders for community workers) to ensure all potential candidates have access to the information, including women, actively addressing risks of nepotism.
3. Shortlist and recruit candidates ensuring the following;
 1. As much as possible, 50 per cent shortlisted candidates are women.
 2. As much as possible, 50 per cent engaged employees are women.
 3. Screen off candidates under the age of fifteen years.

4. On recruitment, ensure a contract of employment is signed voluntarily, for both direct and contracted workers.
5. Before commencement of work, hiring entity will ensure employee is inducted on the essential work related issues as listed in appendix B, which include the following;
 - i. Key Job Specifications
 - ii. Terms and Conditions of Employment
 - iii. Special Codes of Conduct
 - iv. Disciplinary Procedures
 - v. Workers' Grievance Mechanism
 - vi. Freedom to join and participate fully in Workers Association activities or Trade Union
 - vii. Key Environmental and Social aspects of the project and the ESMF
 - viii. Emergency Preparedness
6. Maintain all such employment records available for review by the PIU, the World Bank, or Regulatory Authority.

Occupational Health and Safety (OHS) Procedures: The objective of the procedure is to achieve and maintain a healthy and safe work environment for all project workers (contracted workers and community workers) and the host community.

1. On procurement for contractors, the PIU will avail the ESMF to the aspiring contractors so that contractors include the budgetary requirements for OHS and community health and safety measures in their respective bids.
2. The contractor will develop and maintain an OHS management system that is consistent with the scope of work, duration of contract and IFC General Environmental Health and Safety Guidelines (EHSGs) on Occupational Health and Safety.[1]
3. The contractor will adopt all E&S risk mitigation measures proposed for the subproject.
4. Contractor appoints an appropriately qualified and experienced Safety, Health and Environmental Officer whose responsibilities is to advise the employer on OHS related issues.
5. The contractor provides preventive and protective measures, including modification, substitution, or elimination of hazardous conditions or substances informed by assessment and plan.
6. The contractor provides for appropriate training/induction of project workers and maintenance of training records on OHS subjects.
7. Contractor documents and reports on occupational accidents, diseases and incidents as per ESMF guidance.
8. The contractor provides emergency prevention and preparedness and response arrangements to emergency situations including and not limited to workplace accidents, workplace illnesses, flooding, fire outbreak, disease outbreak, labor unrest and security.
9. The contractor shall maintain all such records for activities related to the safety, health and environmental management for inspection by the PIU, the World Bank, or the TPMA.

Contractor Management Procedure: The objective of this procedure is to ensure that the PIU has contractual power to administer oversight and action against contractor noncompliance with the LMP.

1. The PIU shall avail all related documentation to inform the contractor about requirements for effective implementation of the LMP.
2. Before submitting a bid for any contract, the contractor shall incorporate the requirements of the ESMF, including the LMP.
3. Contractor to provide a Labor Recruitment Plan
4. Contractor to ensure all workers sign a Code and Conduct
5. Contractor to show evidence of OHS and Emergency Preparedness procedures
6. Contractor to submit the progress reports on the implementation of the mitigation measures, including those of the LMP, and allow the PIU access to verify the soundness of the contractor's implementation of the requirements of the LMP.
7. Where appropriate, the PIU may withhold contractor's payment until corrective action(s) is/are implemented on significant noncompliance of the LMP. The following are some of the noncompliance that contractors need to take note of:
 - Failure to submit mandatory quarterly progress report
 - Failure to avail for inspection specified documentation pertaining to the implementation of risk mitigation measures
 - Failure to notify and submit incident and accident investigation report in a timely manner
 - Failure to appoint or replace a competent and experienced EHS officer
 - Recruitment of nontechnical staff from outside the local community.

Procedure for Primary Suppliers: The objective of the procedure is to ensure that labor-related risks, especially child and forced labor as well as serious safety issues to the project from primary supply workers are managed in line with the requirements of ESS2.

The PIU and all contractors/implementers will undertake the following measures: Procure supplies from legally constituted suppliers. The legal registration ensures that the company is legally obliged to comply with all applicable labor laws in Afghanistan, which makes it possible to assume mainstreaming of the labor laws within the supplier's firm. This will include ensuring evidence of: certificate of incorporation; make a physical check on the supplier's labor management system, including OHS, any past work related environmental or occupational incidents, age restrictions (18 and above), employment is voluntary.

Procedure for Community Workers: The objective of this procedure is to ensure the community workers offer their labor voluntarily and that they are agreeable to the terms and conditions of employment.

The PIU, FPs and contractors using community workers will apply the following guidelines when dealing with community workers:

1. The PIU developed standard TOR, working times, remuneration systems (depending on the type of work), methods of payment, timing of payment, and community CoC, which will apply to all project activities. These will be developed during the project inception phase.
2. FPs and contractors have to produce a recruitment plan and have it reviewed and approved by the PIU
3. FPs and contractors have to meet and document resolution of meetings with the community on the intended community workers recruitment. The resolution shall include details on nature of work, working times, age restrictions (18 and above), remuneration amount, method of payment, timing of payment, individual signatory or representative signatory of meeting resolution, employment is voluntary, community CoC
4. Contractors will have the terms and conditions discussed, explained, negotiated and documented through joint community meetings, with each community employee showing consent through appending of their signature and the resolutions or signing the attendance register of the meeting which made the employment resolutions.
5. FPs and contractors have to Induct community workers on key LMP issues, including SEA/SH, project GRM, OHS, HIV awareness, and safe use of equipment and lifting techniques.

Procedure for Non-Discrimination and Equal Opportunity: The objective of this procedure is to ensure that recruitment and treatment of project workers is based on the principle of equal opportunity and fair treatment.

The PIU, FPs and contractors apply the following guidelines when dealing with workers:

1. There will be no discrimination with respect to any aspects of the employment relationship, such as: Recruitment and hiring; Compensation (including wages and benefits; Working conditions and terms of employment; Access to training; Job assignment; Promotion; Termination of employment or retirement; Or disciplinary practices
2. Harassment, intimidation and/or exploitation will be prevented or addressed appropriately
 - a. Special measures of protection and assistance to remedy discrimination or selection for a particular job will not be deemed as discrimination.
 - b. Vulnerable project workers will be provided with special protection.

Grievance Redress Mechanism for all Workers: All workers, including community workers apply the Project GRM to register any work-related grievances. Workers are encouraged to solve matters with their respective employer where possible. However, all types of workers can apply for the Project GRM at any time, where grievances can be filed directly with the FP or the PIU (in cases where they concern an FP or contractor).

The means to file a grievance includes a toll-free hotline 410, email, filling in grievance forms, verbally, sending a letter to facilitating/implementing agencies, via the implementing institution's website, and help desks. All uptake channels should permit grievances in local languages Dari and Pashto as well.

Annex 5: Chance Find Procedures

Chance Find Procedures are defined in the Law on Maintenance of Historical and Cultural Monuments (Official Gazette, December 21, 1980), specifying the authorities and responsibilities of cultural heritage agencies if sites or materials are discovered in the course of project implementation. This law establishes that all moveable and immovable historical and cultural artifacts are state property, and further:

- i. The responsibility for preservation, maintenance and assessment of historical and cultural monuments rests with the Archaeological Committee under the Ministry of Information and Culture, which has representation at provincial level.
- ii. Whenever chance finds of cultural or historical artifacts (moveable and immovable) are made UNOPS PIU should be informed, and UNOPS will bring in appropriate experts to assess the findings. Should the continuation of work endanger the historical and cultural artifacts, the project work should be suspended until a solution is found for the preservation of these artifacts.
- iii. If a moveable or immovable historical or cultural artifact is found in the countryside of a province, the provincial governor (*wali*) or district-in-charge (*woluswal*) should be informed within two weeks, and they should inform the Archaeological Committee. In case the immovable historical or cultural artifact is found in a city, the provincial branch of the Department of Maintenance of Historical Values of the Ministry of Information and Culture should be informed within two weeks (art. 18). If the find is made within the center, the Archaeological Committee must be informed directly within one week (art. 25).

In case of a chance find of moveable or immovable historical or cultural artifact, the implementing agency is responsible for securing the artifact from theft, pilferage and damage until the responsibility has been taken over by the relevant authorities as specified above.

These procedures must be referred to as standard provisions in construction contracts, when applicable. During project supervision, the Site Engineer shall monitor that the above regulations relating to the treatment of any chance find encountered are observed.

Annex 6: Standard Operating Procedure (SOP) for Handling Land Mines (LM), Unexploded Ordnance (UXO), and explosive Remnants of War (ERW) at the Project Site

Depending on the area and the history of mines and explosives, UNOPS and its contractors must not enter the site area until a clearance certificate has been issued and approval for access provided by UNOPS. The PM MUST document any areas that are off limits for the contractor. The PM must be aware that a demining certificate does not guarantee that a site is clear of all risks. If the design requires significant bulk excavation or deep trenches there may always be risks of finding further UXO. For that reason, the Design Practitioners always include statements and instructions in the specification regarding these potential risks.

Areas prone to LM, UXO and ERW:

1. Military positions
2. Military targets (Airports, factories, warehouses, bridges etc.)
3. Destroyed buildings, vehicles and equipment
4. Transport/infiltration routes (military supply routes, narrow minor roads and paths)

A rare occurrence with severe consequences:

In Afghanistan, the risk of discovering LM's UXOs and ERWs on construction sites is moderately likely, the potential consequences on health, safety and environment and project cost and schedule are significant. The key risks include;

1. Injury and material damage
2. Delays and unforeseen costs to projects due to standing time
3. Site evacuations
4. Road closures
5. Reputational damage
6. Liabilities

Emergency Response Plan:

Beside the pre-work clearance certificate, for construction sites in post-conflict areas, the residual risk of encountering LMs, UXO and ERW remains, work should not start until an emergency response plan is in place. This should be included in the sub-project's ESMP and briefed to the site teams. The Emergency Response Plan (ERP) should cover the following:

1. Identification of appropriate persons responsible: for implementation of the ERP and to undertake specified roles in case of an incident.
2. Open lines of communication: at all stages of an emergency event it is important to keep site staff informed of what is happening. Nominated responsible persons should be prepared to provide briefings to the emergency services and, if required, to local residents.
3. Build a site evacuation plan: to identify how the alarm will be raised, location of evacuation routes and muster points.
4. Create a safety cordon: the size of the exclusion zone will be determined by site conditions and the suspected nature of the object. Appropriate nominated persons should supervise the exclusion zone to ensure that no one re-enters the sites once they are cordoned-off upon discovery of a suspected LM, UXO or ERW.

5. Confirmation of the status of the suspect item: usually undertaken by the specialists.
6. Phone tree system – Identify emergency contact information for contractors, clients, hospitals and local police.

What should you do when you discover a LM, UXO or ERW hazard on a construction site?

1. Activate the Emergency Response Plan ERP
2. Cease all activities
3. Evacuate the work site
4. Report the discovery to nearest police post
5. Report the discovery to Project Manager PM and the project Health, Safety and Environment HSE focal point using the Flash Report template.
6. Alert local residents in close proximity to the project site
7. Monitor access to the site – maintain distance, seal off the area
8. Follow the clearance activity carried out by responders in the area
9. Seek written confirmation from responders to confirm no further threats of explosives in the project area
10. Resume activities once the responders clear the area of the suspected LM, UXO and/or ERW.
11. Submit final report, include evidences including photos to document the clearance activity

What should assigned/responsible person/s do in case of injuries resulting when a LM, UXO or ERW is triggered due to construction activities?

1. Cease all activities
2. Evacuate the area
3. Give first aid as necessary
4. Do not rush to the casualty
5. Clear a route to the casualty using feel and prod
6. Clear the area immediately around the casualty
7. Evacuate to the nearest medical facility at once
8. Alert the nearest police post
9. Report the incident to PM – Flash Report
10. Convey further details to PM as required

Post Incident:

1. Control access to project site – Use barricade tape and no entry signage
2. Delay project activities until all clear is given by Host Government or Demining NGOs
3. Submit detailed report
4. Provide daily update about the affected person/s condition
5. PM and contractor to review the ERP – Reflect lessons learned
6. Submit final report while preparing to resume project activities
7. Resume project activities – Deliver required awareness training to project and contractor personnel

Mine Action Actors in Afghanistan:

United Nations Mine Action Service (UNMAS) is the lead UN agency in de-mining. They keep updated records and maps about LM, UXO and ERW situations in the country. For information, Project teams can approach UNMAS and through them to demining partners in project areas.

Hotline Numbers:

Name	Contact Number
Mine Action Program of Afghanistan (MAPA)	0708 606060
Awaaz Afghanistan	410
UNOPS - CRLP E&S Safeguards	0773204790
UNOPS Security	0797578881

Annex 7: Personal Protective Equipment (PPE) & First Aid Kit Requirements In Rural Component - AF

Roles and Responsibilities for OHS Management, PPE Provisions, First Aid Kit Management, and Enforcement:

The following two-layer framework clarifies the UNOPS and Facilitating Partners' (FPs) responsibilities with regard to the Occupational Health and Safety (OHS) management, provision of Personnel Protective Equipment (PPE) and its enforcement to be used at the project site. This structure ensures clear accountability, effective coordination, and the achievement of safety goals.

UNOPS:

- Provide capacity-building training to the FPs on the overall OHS management including the provision of PPE and First aid kits in accordance with this proposal.
- UNOPS to ensure that sufficient budget is allocated in the FPs contract to procure the required PPE and first aid kits;
- UNOPS to carry out spot checks and ensure the quality of safeguarding instruments prepared by the FPs.
- UNOPS to engage with the FPs and ensure that the OHS-related awareness and training are cascaded to the workers on the ground;
- UNOPS during the spot checks verifies the provision and use of PPE by the workers in accordance to this proposal
- UNOPS to report all types of OHS incidents to the World Bank (WB) within the specified timeline;
- UNOPS to ensure that FPs maintain good records of the training for the workers;
- UNOPS to ensure that the Grievance redress mechanism is in place and can get and process grievances related to the OHS;

FPs:

- OHS risk assessment and mitigation Plan:
 - Each sub-project will first be evaluated against the eligibility criteria/negative list of the activities to be financed by the CRLP. Those sub-projects that are not sustainable in the short-, medium- and long-term due to their risk location or because they represent risks and impacts that are neither avoidable, mitigatable nor compensable will not be financed by CRLP.
 - An E&S screening process will be carried out for every site-specific activity or subproject, in order to identify its OHS risks, and based on the answers provided, the applicable mitigation measures can be determined using Table 4.
 - Site-specific ESMPs are not required for Component 1- rural sub-projects
- PPE Provision and Management:
 - Procure, distribute, and manage PPE in line with OHS requirements and this proposal.
 - Ensure PPE is appropriate, well-maintained, and replaced when damaged or ineffective.

- First Aid Kit Provision and Management:
 - Ensure that the first aid kits are available at all work locations.
 - Regularly inspect and replenish first aid kits to meet prescribed requirements.
 - Assign trained personnel to manage first aid kits and provide basic first aid assistance.
 - Ensure first aid equipment is accessible and workers know its location and use.
- Implementation of OHS Programs:
 - Enforce compliance with the prescribed OHS guidance across all operations.
 - Maintain a safe working environment by addressing hazards and providing essential safety equipment and first aid kits.
- Training and Capacity Building:
 - Provide awareness sessions and training to the workers on the use of PPE;
 - Conduct regular refresher sessions to ensure continuous preparedness among workers.
- Monitoring and Reporting to UNOPS:
 - Track and monitor the usage of PPE and the condition of first aid kits.
 - Report incidents, including injuries requiring first aid, to UNOPS.
 - Submit regular reports to UNOPS on OHS performance, including compliance with first aid management standards.

Personal Protective Equipment:

The project successfully executed over 7,000 sub-projects (SPs) across approximately 6,000 rural communities under the Parent Project (PP). Despite the extensive scale of these initiatives, only two Occupational Health and Safety (OHS) incidents were documented: a fatal incident in Badakhshan and a motorbike accident in Uruzgan, the latter of which is not directly associated with SP implementation or activities.

The provision of Personal Protective Equipment (PPE) for laborers engaged in Cash for Work (CfW) activities consistently presents challenges, primarily due to the small scale of these projects, with an average budget of \$25,000. The principal criterion for selecting SPs is the 80/20 cost ratio, allocating 80% to labor and 20% to materials.

From an OHS risk perspective, it is important to note that these projects are classified as Low to Moderate risk, thereby, the provision of adequate PPEs would be proportionate to the risk and impacts arising from activities at the sub-project level.

Lesson Learned from the Parent Project:

A key lesson learned from the parent project was allocating budget for PPE and First Aid Kits in the contracts of the FPs. The budget for the provision of PPE was not anticipated by the Facilitating Partners (FPs) and was not included in their financial proposal in the first place. This omission meant that the provision of essential safety gear and first aid supplies for the labor force was not considered in the initial budget, leading to unanticipated cost implications. Without these necessary safety measures included in the contracted budget, it created a gap in ensuring the well-being of the workers, which could have led to safety risks and compliance issues.

Recognizing this, the project has taken corrective action, amended the FPs' contract under the PP, and allocated budget, however, it happened late in the implementation where most of the Projects were completed under the PP.

Another key lesson from the Parent Project (PP) is that the screenings were not conducted properly such that certain risks were not captured thus leading to no mitigation measures in the S-ESMP.

The Additional Financing phase incorporated the lesson learned from the implementation of PP by explicitly allocating a budget in the FPs' contracts for the procurement of PPE and First Aid Kits, as demonstrated in the table below. This adjustment ensures that the FPs are equipped to cover the cost of these essential safety items, promoting a safer work environment and improving project compliance with health and safety standards.

Given the number of sub-projects under the AF, (3,443 SPs in 2,690 rural communities) and the expected 344,300 laborers, providing occupational health and safety PPE for all the laborers involved in rehabilitation/construction activities remains a key challenge for the FPs due to the following reasons:

- PPE cost implications;
- Availability of PPE at the Market.

Table 1: Sector Base Outline:

S/N	Sector	Total SPs AF
1	Building	9
2	Environmental/Climate	10
3	Irrigation	1,492
4	Transport	1,888
5	Water Supply, Sanitation, and Hygiene Education	44
Total		3,443

Given the importance of occupational health and safety and managing the associated risks, the project was requested to prepare a proposal to clearly define the applicability of PPE in rural components. PPE is an essential part of the work equipment. Failure to use it could result in injury or fatality.

In accordance with the ESMF, FPs in the Rural Component, are obliged to provide adequate measures for health & safety protecting staff, workers, and communities against associated risks, including the provisions of a safe and clean work environment.

It is recognized that PPE is a scarce resource for workers and communities. However, the aim of this proposal is to achieve and maintain a healthy and safe work environment for everyone at the project site, and the host community.

The other key objective is to prepare, adopt, and implement measures and actions to assess and manage specific risks and impacts to occupational health and safety as part of the ESMF and the measures in the Generic ESMP. It shall be noted that PPE is the last resort to protect against risks. The risk controls are graded in the following order, with elimination being the most effective and PPE being the least effective:

- Elimination – physically remove the hazard
- Substitution – replace the hazard
- Engineering controls – isolate people from the hazard
- Administrative controls – change the way people work
- PPE – protect the worker with equipment

The Occupational Health and Safety PPE include the following but are not limited to:

- **Hard Hat:** When there is a risk of falling or flying objects, or due to striking against objects.
- **Safety goggles:** Where there is a risk of eye or face injury from airborne dust or flying particles.
- **Gloves:** Where there is an accidental risk of injury like open wounds, abrasions, burns, etc.
- **Footwear:** Where there is a risk of crushing by falling objects, penetration of sharp objects, etc.
- **High visible vests:** Where there are low-light conditions and other potential hazards.

Following completion of the screening report for sub-projects and in case of any occupational health and safety risks, it is strongly recommended that the risk shall be mitigated through other methods such as elimination, substitution, engineering controls, and administrative controls as it is always safer and, in most cases, cheaper to eliminate hazards rather than providing PPE.

While adequate protection against the risk of accident or injury to health, including exposure to adverse conditions, cannot be ensured by other means, suitable PPE having regard to the type of work and risks, should be provided and maintained by the FPs, without cost to the workers.

Table 2: Number of Sub-Projects for FPs - AF

S/N	Lot (FPs)	CRG	SPs
1	AKF	266	340
2	ACTED	393	503
3	RRAA	428	548
4	CHA	663	836
5	CDDO	575	755

6	DACAAR	360	461
Total		2,685	3,443¹⁹

To comply with the minimum requirements of using PPE in C1, the permissible project list activities included in the Project Operational Manual (POM) are broken down into 13 key construction activities, each with its own specific set of PPE requirements. The rationale behind the PPE guidelines is driven by both cost implications and the large number of laborers involved in the project. Given the significant workforce, careful consideration has been given to balancing safety needs and budget constraints.

For each of the 13 construction activities, the minimum PPE requirements have been proposed to ensure worker safety while keeping costs manageable. This approach aims to standardize PPE usage across different project tasks, ensuring that workers are properly equipped without incurring unnecessary expenses.

By adhering to these guidelines, the project ensures that workers engaged in construction activities are protected according to the specific risks associated with their tasks while maintaining cost efficiency. The implementation of this structured approach to PPE usage helps prevent accidents and injuries on-site, contributing to a safer and more productive working environment.

The table below shows activities of the permissible list divided into 13 main construction activities for which the required PPE is defined based on the nature and risk levels.

¹⁹ This is an estimated figure for the SPs

Table 3: Main construction activities under C1

S. N	Main Activities	Minimum Required PPE	Remarks
1	Excavation/Backfilling	<ul style="list-style-type: none"> - Hard Hat - Safety Boots - High-Visibility Vest - Gloves - Face mask 	<p>If the depth of excavation is <1m, hard hats are not required.</p> <p>If the depth of excavation is > 1m. Workers should have hardhat; hauling</p> <p>For the hard cutting, and the excavation where there are rocks, boulders, and roots of trees/plants, workers should have safety boots.</p> <p>For the excavation in soft soil and mud, normal leather or rubber shoes are acceptable.</p> <p>Gloves are required for all workers using hand tools such as pickaxes, shovels, wheelbarrows, axes, spades, etc.</p> <p>required to avoid unnecessary cost implications</p> <p>Face masks are required if there is risk of dust pollution.</p>
2	Loading and unloading of construction materials such as stone, sand, gravel, and cement	<ul style="list-style-type: none"> - Hard Hat - Safety Boots - High-Visibility Vest - Gloves - Face mask 	Labors working in the loading and unloading of construction materials shall have the listed PPE.
3	Stone /Brick Masonry	<ul style="list-style-type: none"> - Hard Hat - Safety Boots - High-Visibility Vest - Gloves - Safety Glasses - Face mask 	<p>Workers responsible for the construction of stone or brick masonry walls should have safety boots.</p> <p>Hard hats are required, in case there is a risk of falling objects or other hazards during Stone/Brick masonry.</p> <p>Safety glasses are required only for the workers engaged in crushing stones and bricks.</p> <p>Gloves are required for all workers engaged in the stone/brick masonry activities.</p> <p>Face masks are required for the laborer working with the mixing of mortar and cement.</p>
4	Concrete Works	<ul style="list-style-type: none"> - Hard Hat - Safety Boots - High-Visibility Vest - Gloves - Face Mask 	<p>For concrete work at height or in deep canals where the depth is >1m, workers should have hard hats.</p> <p>Workers should have leather or rubber shoes.</p> <p>Gloves are required for all workers engaged in the concrete works.</p> <p>Face Mask is required for all workers engaged in concrete works</p>

S. N	Main Activities	Minimum Required PPE	Remarks
5	Digging Well	<ul style="list-style-type: none"> - Hard Hat - Safety Boots - High-Visibility Vest - Gloves - Safety Glasses - Hearing protection - Face mask 	<p>All listed PPE items are mandatory when digging a well, and based on site observation/risk assessment, hearing protection devices and respiratory protection should be provided in case the laborers are in a space where there low level of oxygen such as hand wells and Karezes, with emergency arrangements also in place.</p> <p>Hearing protection if the drilling machine is used.</p> <p>Face mask is required for laborer if there is dust pollution</p>
6	Formworks	<ul style="list-style-type: none"> - Hard Hat - Safety Boots - High-Visibility Vest - Gloves 	<p>Formwork at height - a hard hat is required.</p> <p>Safety boots and gloves are required for everyone working in formwork.</p>
7	Canal Rehabilitation/ Cleaning	<ul style="list-style-type: none"> - Hard hat - Rubber waterproof Boots - High-Visibility Vest - Rubber Gloves 	<p>For canals with a depth of less than 1m, the hard hat is not required,</p> <p>For canals with a depth of more than 1m, a hard hat is required</p> <p>Rubber waterproof boots and gloves are required for all working in canal cleaning</p>
8	Plastering/ Pointing	<ul style="list-style-type: none"> - Hard hat - Safety Boots - High-Visibility Vest - Gloves - Face mask 	<p>For plastering and pointing at height or deep canals, safety boots and hard hats are required.</p> <p>For plastering at height. depth of <1m - Hard hat is not required. However, the workers should have leather or rubber shoes.</p> <p>Gloves and vests are required for everyone</p> <p>Face mask: to protect against inhaling dust and fine particles, especially when mixing plaster or working in enclosed spaces</p>
9	Gabion installation	<ul style="list-style-type: none"> - Safety Boots - High-Visibility Vest - Gloves 	All three items are required for the workers engaged in Gabion installation
10	Stone crushing	<ul style="list-style-type: none"> - Hard Hat - Safety Boots - High-Visibility Vest - Gloves - Safety Glasses 	All items are required for the workers engaged in the stone-crushing process.

S. N	Main Activities	Minimum Required PPE	Remarks
11	Stone Patching/Dry Stone Work	<ul style="list-style-type: none"> - Safety Boots - High-Visibility Vest - Gloves - Safety Glasses 	Leather or rubber shoes, gloves, and vests are required for all laborers. Safety glasses are required only for the laborer crushing stones
12	Painting	<ul style="list-style-type: none"> - Hard hat - Face Mask - High-Visibility Vest - Gloves - Safety Glasses 	<p>Hard hats are required where the risk of falling objects is identified.</p> <p>Other items are required for everyone</p>
13	Graveling	<ul style="list-style-type: none"> - High-Visibility Vest - Gloves - Face Mask Safety boots 	Leather or rubber shoes including other items listed are required.

First Aid Kits:



In addition to the PPE, it is essential for FPs to supply first aid kits at each of the project sites. Each industry has different first-aid kit requirements as employee and risk levels vary between the sectors. CRLP construction activities come under Low to medium risk because of the environment in which our laborers work, the substances to which they are exposed, and the type of equipment they use. A first aid kit should therefore contain contents for low to mid-risk environments. OSHA does not require specific first aid kits for a given industry. Although they state that “adequate supplies should be readily available,” the idea is that the on-hand kits contain items that are as general as possible and capable of addressing most injuries that can occur in a workplace. Anything beyond that should be handled with an immediate emergency call to the nearest healthcare facility while properly using the items in the on-site kit for damage control. Considering the remote location of the sub-projects (SPs) within rural communities and the limited accessibility of health facilities, it is recommended that the following essential items be made available at every project site to ensure the provision of first aid in the event of an incident. These are the minimum supplies for first aid kit requirements to comply with regulations. The cost of the first aid package is estimated at \$15-20.






These items ensure readiness to address minor injuries and accidents on-site. Depending on the specific project risks, additional supplies may be necessary.

Role and responsibilities:

The facilitating partner (FP) is responsible for ensuring that a first aid kit is available on the sub-project sites and appointing a qualified person to manage it. The FP will either hire an experienced individual from the local community as a laborer who has prior knowledge of managing a first aid kit or if such an individual is not available, provide the necessary training to a laborer on-site.

Table 4: First Aid Kit Minimum Requirements per Community

S/N	Item	Quantity	Unit	Pic
1	First Aid Kit	1	Box	
1.2	A package of gauze roller bandages, at least 2 inches wide	1	Package	

1.3	A set of standard-sized gauze pads (4 × 4 inches)	1	Set	
1.4	Moistened towelettes to clean wounds	10	PC	
1.5	Scissors	1	PC	
1.6	Disposable gloves	10	Pair	
1.7	Wound Disinfectant	1	PC	

Conclusion:

The FPs ensure that the specified PPE, as detailed in Table 3, is provided to laborers involved in the 13 main construction activities. Additionally, essential items of the first aid kit will be supplied to sub-projects located in remote areas, particularly those far from health service centers.