



**United Nations Office for Project Services  
(UNOPS)**

**Community Resilience and Livelihoods Project (CRL)  
Islamic Republic of Afghanistan**

**Environmental and Social Management Framework  
(ESMF)**

**Revised**

**16 June 2022**



## Table of Contents

Table of Contents .....	2
Executive Summary.....	5
1. Introduction .....	7
2. Project Description and Institutional Arrangements .....	8
3. Policy and Legal Framework .....	9
4. Environmental and Social Baseline .....	13
5. Identification and Assessment of Potential Environmental and Social Risks and Impacts and Mitigation Measures.....	16
6. Institutional Arrangements and Monitoring and Evaluation.....	18
7. Estimated Budget for ESMF .....	21
8. Training and Capacity Building.....	22
Annex 1: Environmental and Social Screening Form, Generic ESMP and Template for Simplified ESMP..	24
Annex 2: Negative Project List .....	34
Annex 3: Examples for Contractual Clauses for Contractors .....	35
Annex 4: Simplified Labor Management Procedures .....	37
Annex 5: Chance Find Procedures .....	44
Annex 6: Infection Prevention and Control Plan .....	45

## List of Acronyms and Abbreviations

ARTF	Afghanistan Reconstruction Trust Fund
CCAP	Citizens' Charter Afghanistan Project
CDC	Community Development Council
CEDAW	Convention on the Elimination of All forms of Discrimination against Women
C-ESMP	Contractor Environmental and Social Management Plan
CIP	Cities Investment Program
CoC	Code of Conduct
CPiE	Child Protection in Emergencies
CRC	Conventions on the Rights of the Child
CRL	Community Resilience and Livelihood Project
CSO	Civil Society Organization
E&S	Environmental & Social
EA	Environmental Audit
EHS	Environment, Health and Safety
EIA	Environmental Impact Assessment
ESCP	Environmental and Social Commitment Plan
ESHS	Environmental, Social, Health and Safety
ESIRT	Environmental and Social Incident Reporting
ESRC	Environmental and Social Risk Classification system
ESF	Environmental and Social Framework
ESS	Environmental and Social Standards
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Standard
EZ-Kar	Afghanistan Eshtegal Zaiee Karmondena Project
FCV	Fragility, Conflict and Violence
FGD	Focus Group Discussion
GAP	Gender Action Plan
GBV	Gender-Based Violence
GIIP	Good International Industrial Practices
GRM	Grievance Redress Mechanism
HCF	Health Care Facility
HIV / AIDS	Human Immunodeficiency Virus / Acquired Immunodeficiency Syndrome
HQ	Headquarters
IAIG	Internal Audit & Investigations Group
IDP	Internally Displaced Person
INGO	International Non-Governmental Organization
IP	Implementing Partner

IPV	Intimate Partner Violence
ISR	Implementation Support and Reporting
ITA	Interim Taliban Administration
IUCN	World Conservation Union
LiW	Labor-Intensive Works
LMP	Labor Management Procedures
MIS	Digital Information System
MRRD	Ministry of Rural Rehabilitation and Development
NGO	Non-Governmental Organization
NEPA	National Environmental Protection Agency
OHS	Occupational Health and Safety
OP	Operational Policy
PAD	Project Appraisal Document
PDO	Project Development Objective
PIU	Project Implementation Unit
PMU	Project Management Unit
POM	Project Operations Manual
PPE	Personal Protective Equipment
PSEA	Prevention of Sexual Exploitation and Abuse
PWD	Person with Disability
REACH	Relief Effort for Afghan Communities and Households Project
SEA	Sexual Exploitation and Abuse
SEP	Stakeholder Engagement Plan
SH	Sexual Harassment
SMP	Security Management Plan
SRA	Security Risk Assessment
STD	Sexually-Transmitted Disease
TDS	Total Dissolved Solids
TPMA	Third Party Monitoring Agent
TPMP	Third Party Monitoring Programme
UN	United Nations
UNAMA	United Nations Assistance Mission in Afghanistan
UNCT	United Nations Country Team
UNFPA	United Nations Population Funds
UNICEF	United Nations Children's Fund
UNOPS	United Nations Office for Project Services
VAWG	Violence against Women and Girls
WFP	World Food Programme
WB	World Bank

## Executive Summary

The project development objective (PDO) of the proposed Community Resilience and Livelihoods Project (CRL) 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.<sup>1</sup>

To comply with the World Bank ESS1 and other relevant ESSs as well as 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), along with an Environmental and Social Commitment Plan (ESCP), a 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 investments to be financed under the CRL Project.

### **Potential Environmental and Social Risks and Mitigation Measures**

The environmental risks are rated as 'Moderate'. The risks and impacts are mostly related to small scale construction works that may impact on flora and fauna, soil erosion, dust and noise emissions, risks related to construction waste, road safety, and OHS-related risks. The social risks for the project are rated as 'Substantial'. The key social risks and impacts include conflicts over employment contracts, destruction of cultural heritage, labor-related issues, GBV/SEA/SH risks among workers and community members, discrimination against women in employment, exclusion of vulnerable groups from stakeholder engagement processes, lack of access of vulnerable groups to project benefits, exposure to COVID-19, and insecurity arising out of violence and insecurity impacting on project workers and Project-Affected Persons. These risks and impacts will be 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 will be contracted directly by the World Bank. UNOPS will then finance select Non-Government Organizations (NGOs) and local urban contractors to deliver assistance to communities. The Project will build on longstanding community development and urban operations in Afghanistan, the network of international and local NGOs as well as urban contractors that have prior Bank experience and recognized capacities on the ground (notably in community organization, planning and implementation of activities). This network of local NGOs and contractors have built trust with community elders and

---

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

non-governmental actors over decades and thus these well-established NGOs and local contractors will be essential to delivering services quickly y.

In compliance with ESS 10, a Project Grievance Redress Mechanism (GRM) has been designed 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 will provide mechanisms to receive and facilitate resolutions to such concerns. As per World Bank standards, the GRM would be responsive to SEA/SH cases with activities further detailed in the SEA/SH Action Plan, which is included as an annex to the ESMF.

A comprehensive monitoring and evaluation (M&E) system to monitor progress towards the PDO and expected results has been developed. A capacity building and training program for both the beneficiaries and the E&S staff has been elaborated and will be implemented early on in the project.

The estimated costs for the implementation of this ESMF are 2,406,000 USD. This estimated budget includes hiring of dedicated Environmental and Social (E&S) staff at UNOPS, 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.

## 1. Introduction

The objective of the proposed Community Resilience and Livelihoods Project (CRL) is to provide short-term livelihood opportunities and deliver urgent basic services in rural and urban areas. This immediate assistance will first provide 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, will be especially assisted. Second, the Project will support community-level systems and institutions for long-term resilience, sustainability and inclusive development.

Since the specific details related to the physical location and the nature and footprints of the subprojects of the proposed components are 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, reduce, mitigate, and or compensate any loss of livelihood
- Avoid, minimize, mitigate, or compensate for any environmental degradation as a result of the interventions by projects
- Avoid, minimize, and mitigate the risks in a COVID-19 setting
- 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 (EHSG<sup>2</sup>)

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

---

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

## 2. 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 will first provide 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, will be especially assisted. Second, the Project will support 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 will be financed by an Afghanistan Reconstruction Trust Fund (ARTF) recipient-executed grant of US\$265 million. The key components over two years include: 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.

A total of one million households or 7.2 million Afghans will receive livelihoods and income through this program. An estimated 9.3 million Afghans in some 6,450 rural communities and eight cities will benefit from services essential to meeting basic human needs. The full Project Document is [publicly available here](#).



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

The Water Law (2009) enshrines the conservation, equitable distribution, and the efficient and sustainable use of water resources to strengthen the national economy and secure the rights of the water users. The law states that the priority for use of water resources is drinking water and livelihoods. The provision of drinking water supplies in the villages and the construction of small water infrastructure is the responsibility of MRRD, in cooperation with other relevant ministries. The rights of way for water resources and water infrastructure are protected from encroachment.

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 put 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 will follow 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 will be applied.

However, adherence to some laws will be 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 Charter'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 Qaida / 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;

#### **MOPH Guidelines for COVID-19**

The relevant MOPH guidelines for the CRL Project are:

- i. Screening guideline
- ii. Proper use of (PPE) personal protective equipment
- iii. Guidelines for the preparation and use of disinfectants
- iv. Nutrition guidelines during the coronavirus outbreak
- v. Guidelines for commuting in cities
- vi. Guidelines for governmental and non-governmental institutions
- vii. Guidelines for individuals and charities institutions
- viii. MOPH Guidelines for Covid-19 Medical Waste Management

**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 CRL.

ESS 1: Assessment and Management of Environmental and Social Risks and Impacts. ESS1 sets out the borrower’s responsibilities for assessing, managing and monitoring environmental and social risks and impacts associated at each stage through Investment Project Financing, in order to achieve environmental and social outcomes consistent with the ESS.

The environmental and social assessment will be based on current information, including a description and delineation of the project and any associated aspects, and environmental and social baseline data at an appropriate level of detail sufficient to inform characterization and identification of risks and impacts and mitigation measures. The assessment will evaluate the project’s potential environmental and social risks and impacts, with particular attention to those that may disproportionately affect disadvantaged and/or vulnerable social groups; examine project alternatives; identify ways of improving project selection, siting, planning, design and implementation in order to apply the mitigation hierarchy for adverse environmental and social impacts and seek opportunities to enhance the positive impacts of the project. The environmental and social assessment will include stakeholder engagement as an integral part of the assessment, in accordance with ESS10.

ESS 2 – Labor and Working Conditions. ESS2 recognizes the importance of employment creation and income generation in the pursuit of poverty reduction and inclusive economic growth. Borrowers can promote sound worker-management relationships and enhance the development benefits of a project by treating workers in the project fairly and providing safe and healthy working conditions. The borrower will develop and implement simplified labor management procedures (LMP) applicable to the project.

ESS 3 – Recourse and Efficiency, Pollution Prevention and Management. ESS3 recognizes that economic activity and urbanization often generate pollution to air, water, and land, and consume finite resources that may threaten people, ecosystem services and the environment at the local, regional, and global levels. The current and projected atmospheric concentration of greenhouse gases (GHG) threatens the welfare of current and future generation. This ESMF includes sections on resource efficiency and pollution prevention and management.

ESS 4 – Community Health and Safety. ESS4 recognizes that project activities, equipment, and infrastructure can increase community exposure to risks and impacts. In addition, communities that are already subjected to impacts from climate change may also experience an acceleration or intensification of impacts due to project activities. ESS 4 addresses the health, safety, and security risks and impacts on project-affected communities and the corresponding responsibility of borrowers to avoid or minimize such risks and impacts, with particular attention to people who, because of their particular circumstances, may be vulnerable. While not explicitly mentioned, prevention and mitigation of different forms of gender-based violence (GBV), specifically Sexual Exploitation and Abuse (SEA), is being covered by ESS4.

ESS 10 – Stakeholder Engagement and Information Disclosure. This ESS recognizes the importance of open and transparent engagement between the Borrower and project stakeholders as an essential element of good international practice. The borrower will engage with stakeholders throughout the

project life cycle, commencing such engagement as early as possible in the project development process and in a timeframe that enables meaningful consultations with stakeholders on project design. The nature, scope and frequency of stakeholder engagement will be proportionate to the nature and scale of the project and its potential risks and impacts.

The CRL will further apply 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 will be required to achieve whichever is more stringent.

The following Good Practice Notes will also be consulted to ensure that mitigation measures developed are aligned with best industry practices: Addressing sexual exploitation and abuse and sexual harassment (SEA/SH) in investment; projects financing involving in major civil works, 2020; Addressing Gender based violence in Investment Project Financing involving major civil works, 2018; Road safety, 2019; Managing the risks of adverse impacts on communities from temporary project induced labor influx, 2016. Further references have been made to the World Bank's Technical Note on "Public Consultations and Stakeholder Engagement in WB-supported operations when there are constraints of conducting public meetings" (2020).

## 4. 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 ranging temperatures 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.<sup>3</sup> Since 1950, a rise in 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.

**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
- Sub-Alpine and Alpine Vegetation

---

<sup>3</sup> 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/>

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.<sup>4</sup> 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 – include 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 of have been destroyed due to timber exploration.<sup>5</sup>

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 occurs on the World Conservation Union (IUCN) Red List, as globally threatened with extinction.<sup>6</sup>

**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.<sup>7</sup>

**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.<sup>8</sup>

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 for 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.<sup>9</sup>

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.<sup>10</sup>

---

<sup>4</sup> UNEP, NEPA and GEF, Biodiversity Profile of Afghanistan, June 2008, accessed at:

[https://postconflict.unep.ch/publications/afg\\_tech/theme\\_02/afg\\_biodiv.pdf](https://postconflict.unep.ch/publications/afg_tech/theme_02/afg_biodiv.pdf)

<sup>5</sup> Wikipedia, Geography of Afghanistan, accessed at: [https://en.wikipedia.org/wiki/Geography\\_of\\_Afghanistan](https://en.wikipedia.org/wiki/Geography_of_Afghanistan)

<sup>6</sup> UNEP, NEPA and GEF, Biodiversity Profile of Afghanistan, June 2008, p. 9

<sup>7</sup> UNEP, NEPA and GEF, Biodiversity Profile of Afghanistan, June 2008, p. 9

<sup>8</sup> The Asian Development, Afghanistan and ADB, Poverty Data: Afghanistan, accessed at:

<https://www.adb.org/countries/afghanistan/poverty>

<sup>9</sup> 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>

<sup>10</sup> 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>

**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.<sup>11</sup> 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 per cent<sup>12</sup> of 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.<sup>13</sup>

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.<sup>14</sup> 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 power with no clear plan or pathway in place for women to fully return to their jobs.<sup>15</sup> Afghanistan ranks 154 out of 162 countries on the UNDP Gender Inequality Index.

---

<sup>11</sup> Women Rights in Afghanistan, where are we now? Gender Alert UNWOMEN

<sup>12</sup> Central Statistics Organization/Afghanistan, Ministry of Public Health/Afghanistan, and ICF (2017). Afghanistan Demographic and Health Survey 2015.

<sup>13</sup> Afghanistan demographic survey 2015

<sup>14</sup> 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/>

<sup>15</sup> 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>

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

**Environmental and Social Screening Process:** At the activity level, E&S screening is the first 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 will be reviewed and updated as needed during the project implementation.

The screening results will allow to filter out 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 will not be financed by the project.

The E&S screening form further guides to 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 will also help determine the need for the implementation of further E&S mitigation measures, for example in the form of simplified ESMPs. The simplified ESMP can be developed based on the Project ESMP and other E&S instruments.

The E&S screening process will be led by the E&S Specialists in the PIU in close cooperation with IP. Where IPs complete the E&S Screening Forms, they will be submitted to the PIU for no-objection.

In general, the project teams will anticipate and avoid risks and impacts where possible. Where this is not possible, it will aim to minimize or reduce the risks and impacts to acceptable levels. Where significant residual impacts remain, they will be compensated or offset where feasible. If this is not possible, the activity will not be implemented.

**Project Generic ESMP:** The table matrix in Annex 1 contains detailed mitigation action plan for Project generic ESMP. 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 generic ESMP will be 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 generic ESMP are general measures based on best industry practices, including from the General EHS Guidelines. Each activity takes place in a specific context and has specific characteristics, which will be considered in the preparation of site-specific E&S mitigation measures, for example simplified 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 will deploy 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 labor management procedures (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 ESS 2.

**Chance Find Procedures:** ESS 8 is not relevant in the project context. However, since Afghanistan has a rich cultural heritage, there are risks of impacting cultural goods during rehabilitations works in specific locations. To mitigate these risks on cultural heritage a Chance Find Procedure was developed (see Annex 3).

**GBV/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 will be strictly followed by all project implementers.

**Stakeholder Engagement and Disclosure:** A separate Stakeholder Engagement Plan was prepared for the project. The SEP defined a structured, purposeful and culturally appropriate approach to consultation and disclosure of information, in accordance with ESS 10. UNOPS recognises 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:** The SEP contains the description of the Project GRM. The Project GRM allows any project-affected person to file grievances with the project as well as other project-related concerns. The Afghanistan Community Resilience Project will provide mechanisms to receive and facilitate resolutions to such concerns. As per World Bank standards, the GRM operates to be responsive to SEA/SH cases with activities further detailed in the SEA/SH Action Plan, which was prepared as a separate document. The GRM aims to address concerns in a timely and transparent manner and effectively. It will be widely disseminated in all project areas, through means identified in the SEP. It will be readily accessible for all project-affected parties. It does not prevent access to judicial and administrative remedies. It is designed in a culturally appropriate way and is able to respond to all needs and concerns of project-affected parties.

**Security Risk Management:** The Project will implement security risk management measures, which include measures under the UN security protocols for direct workers, measures necessary security risk management for NGOs and contractors' staff and workers as well as assets and sites. The PIU will share updated security risk assessments capturing security risks at a reasonable and relevant level (provincial level, city level, district level, sub-project site level). NGOs and contractors will prepare and implement local security measures, based on the security risk assessments, specifically for the planned interventions. The PIU will approve the measures and monitor their implementation. Furthermore, NGOs and contractors will demonstrate the availability of relevant SOPs for their intervention to the PIU. Where NGOs or contractors have insufficient capacity to prepare local security measures, and have insufficient security-related SOPs, the PIU security expert will assist in the preparation and build the implementing partner's capacity in security risk management.

## 6. Institutional Arrangements and Monitoring and Evaluation

**Institutional Arrangements:** UNOPS will be contracted directly by the World Bank. UNOPS will be responsible for overall coordination, procurement arrangements with local organizations and contractors; engagement with communities; fiduciary, staffing, trainings, and E&S management; quality assurance; monitoring and reporting; and managing technical assistance activities. Under the rural component, it will implement through the network of NGOs, building on lessons learned from the World Bank's longstanding engagement in Afghanistan. Under the urban component, it will either implement directly or 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) will be involved in the selection of interventions and oversight.

UNOPS will house the Project Implementation Unit (PIU). The PIU will include 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.

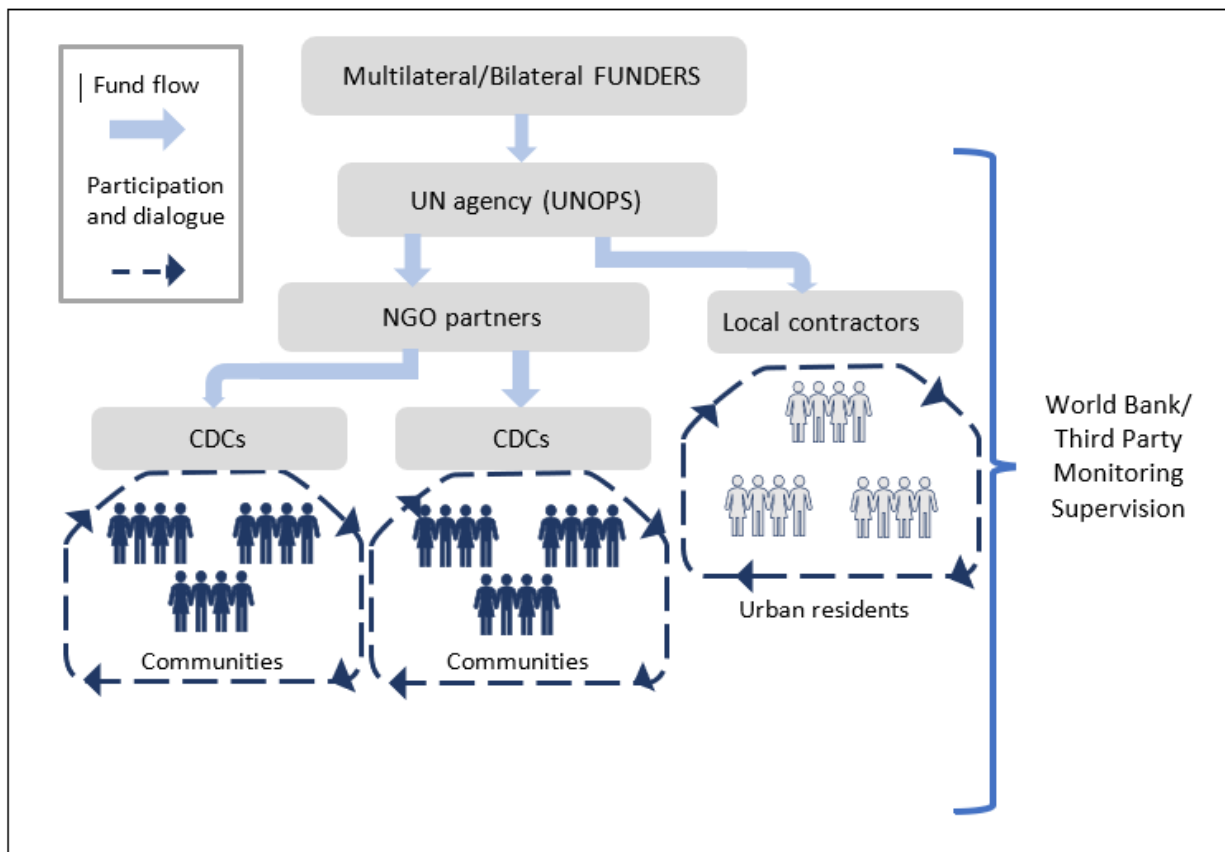


Figure 1 Flow of Funds

NGO partners will administer the grants on behalf of the CDCs, rather than transferring grants to CDCs' bank accounts.

The UNOPS PIU will include one Environmental Specialist and one Social Specialist. The Environmental Specialist and Social Specialist will be responsible for the monitoring and supervision of all implementers to ensure compliance with all E&S instruments. The two Specialists will further receive regular reports on E&S issues from all partners and will prepare quarterly E&S reports for the World Bank. The Social Specialist will lead the implementation of the Project GRM, jointly with GRM focal points of the IPs. A Hotline Operator will be contracted to run the grievance hotline. The Hotline Operator will be under the supervision of the Social Specialist. Each of the contracted NGOs and urban contractors will assign E&S focal points and make 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. They will also appoint GBV and GRM Focal Points at their subproject sites and at the HQ level for the implementation of the GRM.

**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.

The UNOPS PIU, through its Monitoring and Evaluation (M&E) Specialist, will be responsible for the overall M&E of the project. The M&E Specialist will be recruited into the PIU and be based in the UNOPS Office in Kabul. He or she will prepare and maintain a M&E system for the project, including a digital information system (MIS). The M&E Specialist will use the MIS to systematically collect all necessary data and information to monitor progress and document compliance with all E&S instruments that have been prepared for the project. The M&E Specialist will work closely with the PIU's Environmental Specialist and Social Specialist in obtaining the necessary data. Information and insights collected will help in taking corrective and preventive actions where necessary and adjust project modalities where applicable to ensure project activities comply with all standards. The data collection on E&S compliance will be embedded in the M&E Plan for the project. The M&E Plan will be prepared during project inception.

A Third-Party Monitoring Agent (TPMA) will help supervise activities and ensure that funds reach the intended beneficiaries and activities remain independent of government control. The TPMA activities will 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, CDCs will help with community monitoring, local accountability mechanisms and grievance redress. CDCs have appointed monitoring and grievance focal persons who provide regular reports to NGOs about progress and citizens' feedback.

The M&E system will be based on a rigorous monitoring and reporting schedule, which includes reporting by all IPs.

**Monitoring Strategies and Evaluation Indicators:** Monitoring activities will be carried out by the PIU E&S staff. The staff will monitor 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 will largely consist of document review as well as supervision or spot checks in the project locations.

## 7. Estimated Budget for ESMF

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

Table 1 Budget ESMP Implementation

E&S Activity	Total Cost (USD)
<b>Hiring of environmental and social experts</b>	
Dedicated E&S staff at UNOPS <ul style="list-style-type: none"> <li>- One Environmental Specialist</li> <li>- One Social Specialist</li> <li>- Specialist consultants (GBV, security etc...)</li> </ul>	staff costs
<b>Training and capacity development</b>	
Implementation of capacity and development initiatives for all IPs and contractors (trainings for IPs (20 trainings per year, 5000 per training)	200,000
Training to beneficiaries and affected communities and workers (see below)	320,000
<b>Awareness campaign</b>	
Implementation of SEA/SH Action Plan	500,000
<b>Consultation and disclosure</b>	
Consultation sessions in all the districts/communities/relocation sites	200,000
Disclosure campaign	200,000
<b>Grievance redress mechanism</b>	
GRM Hotline costs per month 4,000	96,000
<b>Monitoring and documentation of ESMF implementation</b>	
Verification of implementation of mitigation measures, site visits, audits, reviews, reporting (80 site visits per year by 2 staff = 320 site visits)	320,000
<b>Implementation of SEA/SH Action Plan</b>	
Budget for SEA/SH Action Plan (see below)	220,000
<b>TOTAL</b>	<b>1,856,000</b>

## 8. Training and Capacity Building

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. Trainings will be held to build the capacity of UNOPS staff, implementing NGOs and contractors.

**Capacity Building Needs:** The specific training and capacity building needs for UNOPS and all NGOs and contractors will 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; i) COVID-19 mitigation; j) Incident and accident reporting. Training to UNOPS and all IPs will be provided either by the E&S Specialists in the PIU, or by external consultants recruited for this purpose.

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; d) COVID-19 mitigation; e) GRM. These trainings will be provided to the communities by IPs (NGOs and contractors where applicable).

Additional trainings will be 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); f) Covid-19 risk mitigation; g) incident and accident reporting, h) Workers' GRM. The trainings to workers will be delivered by the contractors directly. Where contractors lack the capacity in a particular topic, the UNOPS PIU or the IP will take 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 trainings and capacity building sessions will be undertaken.

*Table 2 Training and Capacity Building Plan*

Topic of Training	Target Group	Timeframe	Responsible for provision of training	Estimated costs
<b>Trainings for UNOPS staff, NGOs and contractors</b>				
Training in ESF and project E&S Instruments	UNOPS staff, NGOs and contractors	Prior to commencement of activities	World Bank/ UNOPS PIU	20 trainings per year: (40 x 5,000) = 200,000
Stakeholder Engagement			UNOPS PIU	
E&S Screening				
OHS				
Emergency Preparedness and Response				
GBV/SEA/SH prevention and mitigation				

Implementation, monitoring and reporting of ESMPs				
LMP				
Covid-19 mitigation				
Incident and Accident Reporting		Prior to commencement of activities		
<b>Trainings for communities</b>				
Community Health & Safety	Communities,	Prior to commencement of activities	UNOPS PIU / IP / contractor	40 trainings per year: (80 x 2,000) = 160,000
Emergency Preparedness and Response				
COVID-19 mitigation				
GRM				
<b>Trainings for workers</b>				
Occupational Health & Safety	All project workers	Immediately upon deployment	Contractor / IP / or UNOPS PIU	40 trainings per year (80 x 2,000) = 160,000
GBV/SEA/SH awareness				
COCs				
Labor Management Procedures				
toolkit talks (e.g. on PPE)				
Covid-19 risk mitigation				
incident and accident reporting				
Workers' GRM				

## Annex 1: Environmental and Social Screening Form, Generic ESMP and Template for Simplified ESMP

### Environmental and Social Screening Form:

Table 3 E&S Screening Form

Sub-project ID/title		Village / area					
Type of Project		District / municipality					
Involved CDC name (if applicable)		Province					
Start date of sub-project		End date of sub-project					
Nature of sub-project		Category of sub-project				Mitigation Measures	Costs
Number	Environmental and Social Consequences	N&P Impact	Low Impact	Medium Impact	High Impact		
1	Is the activity a cause for air pollution?						
2	Is the activity a cause for sound pollution?						
3	Is the activity a cause the cutting of hill slopes and earth removal from borrow areas?						
4	Will the activity create solid or liquid wastes that cause potential contamination of surface water and groundwater supplies?						
5	Is the activity cause for substantial changes to water quality and quantity?						
6	Does the activity cause the alteration of water flow?						
7	Are there environmentally sensitive areas (protect area, forests, national parks or wetlands)?						



8	Is the project cause for vegetation and tree removal?						
9	Does the activity threaten endangered and threatened species?						
10	Does the activity cause livestock reduction?						
11	Will the excavation and quarry operation effect the environment?						
13	Is the selected site exposed to natural disasters?						
14	Is the water source exposed to any contamination or pollution risk?						
15	Is a system used for extraction of groundwater for irrigation purposes?						
16	Is there a risk of vulnerable people being excluded from project benefits?						
17	Is there a risk of work-related accidents?						
18	Is there a risk of child or forced labor?						
19	Is there a risk of GBV/SEA/SH for female project workers of beneficiaries?						
20	Is there a security risk for project workers and assets in the area?						
21	Is there any private/public land acquisition necessary?						
22	Is there enough water available all year around for						

	running the hydropower system/and sun for water solar pumps?						
23	Is the subproject diverting water from the stream that could decrease the water share of the downstream communities?						
24	Does the activity have human health and safety risks, during construction or later?						
25	Will the activity create conflict among the people?						
26	Will the activity cause loss of livelihoods?						
27	Are there any Important cultural or archeological nearby?						
28	Will the sub-project require the acquisition of land (public or private, temporarily or permanently) for its development?						
29	Will anyone be prevented from using economic resources (e.g. pasture, fishing locations, forests) to which they have had regular access?						
30	Will the project result in the involuntary resettlement of individuals or families?						
31	Might the project adversely affect communities or vulnerable people living in the area?						

**Note:**

**(1) N and P impacts:** Mark (N) for No impacts and (P) for positive impacts

**(2) Low Impacts:** Mark (X) for Low impact. Low impact refers to activities with manageable impacts on the environment

**(3) Medium Impacts:** Mark (X) for medium impacts. Medium impacts refer to activities that involve additional support and planning, implementation and monitoring of mitigation measures in order to decrease the potential impact.

**(4) High Impacts:** Mark (X) for High impact.

Name of engineer/CDC that filled in checklist:

Signature:

## Generic 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 Generic ESMP

Potential Risks and Impacts	Proposed Mitigation Measures	Phase			Indicators for monitoring	Frequency of Monitoring			Responsibility for implementation and monitoring	Estimated Cost <sup>16</sup>
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
Exclusion of vulnerable groups from project's 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 addressed			X	Implementation /Monitoring UNOPS	
OHS-related risks: Work-related accidents (injuries, fatalities, 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 to workers and communities		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	

<sup>16</sup> 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 <sup>16</sup>
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
	Provision of first aid kits				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	Comply with the LMP (see Annex 4) including:  Set a minimum age for all types of work (in compliance with national laws and ESS2) and document age of workers upon hiring  Conduct a track record search of the contractors at the bidding process (record of health and safety	X	X		# of violations (child, forced labor)  # of existence/maintenance of a labor registry of all contracted workers with age verification  # of awareness		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 <sup>16</sup>
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
	violations, fines, consult public documents related to workers' rights violations etc.)  Raise awareness of communities/suppliers to not engage in child labor				campaigns					
Dust emissions (air quality)	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  Cover trucks carrying soil, sand and stone with tarpaulin sheets to dust spreading		X		Evidence that spraying of water is conducted  # of trucks that are covered with tarpaulin		X		Implementation : Contractors  Monitoring: UNOPS PIU	
Waste generation (liquid, solid, hazardous), for example from use of fossil fuel-based equipment and machinery	Ensure provision of waste bin on site  Efficient use of materials  Avoid and minimize waste production  Ensure waste is recycled/reused		X		# of waste bins on site  # of incidents/releases of waste		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 <sup>16</sup>
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
	before opting to dispose Train workers in waste management				# of sanitary facilities on construction sites					
Disposal and management of large amounts of excavated material generated from construction	Identify designated areas for solid waste disposal  Source raw materials for construction activities based on measures specified in Good International Industry Practices (GIIPs).		X		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	
Health and safety risks from creation of open pits following extraction of construction materials (for children and communities and breeding grounds for mosquitoes)	Rehabilitation of borrow pits sites after extraction  Fence the area and post warning signs at entrance		X		% of borrow pit rehabilitated  Presence of fences  Number of incidents /injuries caused by open pits		X		Implementation : Contractors  Monitoring: UNOPS PIU	
Increase of transmission of infectious diseases (COVID-19)			X		# of reported cases on sites  % of PPE used and social distancing among workers	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 <sup>16</sup>
		Planning	Construction	Operation		Continuous	Monthly	Quarterly		
Risks of GBV/SEA/SH for female project workers or beneficiaries	<p>Comply with the measures prescribed in the SEA Action Plan, including:</p> <p>Sensitization/community awareness of project workers</p> <p>Implementation of a GRM to handle these types of complaints</p> <p>Each contractor to implement CoC for the workers with specific obligations with regards to SEA/SH</p> <p>All project staff should be trained in SEA awareness programs</p>		X		<p># of SEA/SH related complaints recorded</p> <p>% of complaints handled in timely</p> <p>% of workers that have signed CoCs.</p> <p># of SEA/SH community awareness trainings</p>		X		<p>Implementation : Contractor</p> <p>Monitoring: UNOPS PIU</p>	
Security Risks for project workers, sites and/or assets	<p>UNOPS to follow UN security protocols for direct workers</p> <p>Provision of security risk assessments to NGOs and contractors</p> <p>NGOs and contractors to provide local security protocols and demonstrate availability to relevant security SOPs</p>	X	X		<p>% of NGOs and contractors that provide local security plan</p> <p>% of NGOs and contractors that has relevant SOPs in place</p>		X		<p>Implementation : UNOPS / NGOs / Contractors</p> <p>Monitoring: UNOPS PIU</p>	



**Sub-project Simplified ESMP**

Following the screening process, and the identification of negative, medium and high risks and impacts for a sub-project, implementers will fill out the below simplified ESMP for the specific sub-project. **This ESMP only needs to be completed in the case of medium and high risks and impacts per the screening form.**

*Table 5 Sub-project specific simplified ESMP template*

Date:							
Project ID: Title							
Name of village / district / municipality / province:							
CDC 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							
6							

## 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 but with water tankers as an exception);
- ❖ 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	• Content of Bidding Documents
<b>Prohibitions:</b>	<ul style="list-style-type: none"> <li>• The following activities are prohibited on or near the subproject site:</li> <li>• Cutting trees for any reason outside the approved construction area;</li> <li>• Disturbance to any artifact with architectural or historical value; Fire building;</li> <li>• The use of firearms (except by authorized security guards);</li> <li>• Use of alcohol by workers.</li> </ul>
<b>Waste management</b>	<ul style="list-style-type: none"> <li>• Waste must be treated or disposed of.</li> <li>• Identify and delineate disposal areas that clearly indicate the specific materials that can be deposited in them.</li> <li>• Control all construction waste (including cuttings) generated by the sub-project and dispose of it at approved disposal sites (&gt; 300 m from rivers, lakes or wetlands). Implement initiatives for reuse, recycling and the segregation of waste.</li> </ul>
<b>Borrow pits</b>	<ul style="list-style-type: none"> <li>• Identify and demarcate locations for material storage and ensure that borrow pits are &gt;50 meters away from critical areas such as steep slopes, erosion-prone soils, and areas that drain directly into sensitive water bodies.</li> <li>• Limit extraction of material in authorized and demarcated borrow pits.</li> </ul>
<b>Cleaning and tidying up</b>	<ul style="list-style-type: none"> <li>• Establish and enforce daily cleaning procedures, including maintenance of facilities and proper disposal of construction waste.</li> </ul>
<b>Safety during Construction</b>	<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"> <li>• Mark safe access routes for pedestrians.</li> <li>• Maintain vehicle speeds of 20 mph or less within the work area at all times.</li> <li>• Maintain the provision of traffic signs (including paint, trestle, sign material, etc.), road marking, and separators to maintain pedestrian safety during construction.</li> <li>• Conduct safety training for construction workers before starting work.</li> <li>• Stop all work in cases of heavy rain or any other emergency.</li> </ul>
<b>Dust Control</b>	<ul style="list-style-type: none"> <li>• To control dust nuisance the proponent shall:</li> <li>• Keep all construction-related traffic below 15 mph on streets within communities.</li> <li>• Maintain maximum speed of 20 mph in the work area.</li> </ul>

	<ul style="list-style-type: none"> <li>• 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).</li> <li>• Avoid removing vegetation so that large areas are not exposed to wind.</li> <li>• Spray water as needed on dirt roads, mowing areas, and the stockpiles of soil or fill material.</li> <li>• Apply appropriate measures to minimize disruption from vibration or noise from construction activities.</li> </ul>
<b>In case of furtive discoveries of archaeological material one should:</b>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Must protect the artifacts, using plastic covers, and implement measures to stabilize the area, if necessary, to adequately protect the artifacts.</li> <li>• Must prevent and punish any unauthorized access to the artifacts.</li> <li>• Construction is returned only upon authorization</li> </ul>
<b>COVID-19 Precautions</b>	<p>COVID 19 prevention and control actions should be implemented in order to ensure worker safety.</p> <ul style="list-style-type: none"> <li>• Mandatory and correct use of masks</li> <li>• Promote frequent hand washing - provide a place to wash hands in the facility.</li> <li>• Employees who are healthy but have a family member at home infected with COVID-19 should notify their supervisor.</li> </ul>
<b>Labor management</b>	Refer to LMP
<b>Environmental Supervision during Construction</b>	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 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 will manage 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 will be 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 will apply for all categories:

*Table 7 Worker Categories*

Category	Description
<b>Direct Workers</b>	Workers employed directly by UNOPS, including staff and consultants.
<b>Contracted Workers</b>	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.
<b>Primary Supply Workers</b>	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.
<b>Community Workers</b>	People employed or engaged in providing community-based project interventions.

The LMP will apply to project workers including fulltime, 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 CDCs.

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

The table highlights and analyses 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
<b>ESS2: Labour and working conditions</b>		
Poor working conditions: unsafe work environment	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, ie community workers, but also contracted workers may be affected.	Supervision of contractor Labor Management Practices is essential to mitigate against this risk. A Contractor checklist in will be used. The project will ensure through rigorous workers' GRM are in place, so that workers can articulate violations of their rights and receive redress.
Poor working conditions: violation of workers' rights	The implementation of the existing articles in practice may not be very strong, given the weak judicial system	The project will ensure through the workers' GRM that workers can articulate violations of their rights and receive redress.
Use of child labour	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.  Prohibitions are not enforced.	The project will only allow deployment– in all project worker categories – from the age of 18.  The project will require the Implementation of age verification procedures by contractors for all its prospective employees
Worst forms of child labour	Children are deployed in worst forms of child labor, including in armed conflict, commercial sexual exploitation, and forced labor in the production of bricks and carpets.  .	The project will only allow deployment– in all project worker categories – from the age of 18.  The project will require the Implementation of age verification procedures by contractors for all its prospective employees
Injuries at the workplace	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  However, PPE may be scarce for contracted workers or community workers, and health and safety regulations may not exist or not be enforced.	Contractor occupational risk assessments and mitigation plans will be devised and implemented.  Implementation of OHS Plan
<b>ESS4: Community Safety and Health</b>		
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 will implement the Labor Influx Management Procedure (see below); a SEA/SH Action Plan will be 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 will carry the main responsibility for the implementation and monitoring of the LMP.

UNOPS will identify sub-project interventions under the investment plans and prepare subproject designs and bidding documents, as well as procuring contractors. The UNOPS infrastructure team will be responsible for contractor and site supervision, technical quality assurance, certification, and payment of works. The PIU will ensure labor management procedures are integrated into the procurement of contracts / bidding processes. The PIU will be 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 will rest with the Social Specialist in the PIU, who is part of the PIU's Risk Management Team. The Social Specialist will continuously analyze labor-related risks related to the project; overseeing of all IPs' 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 will promote sound worker-management relationships and enhance 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 will ensure the full accomplishment of the objectives of ESS2. For ease of reference, all employers will be referred to as 'contractors. This will exclude 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. 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. 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:
  1. Key Job Specifications
  2. Terms and Conditions of Employment
  3. Special Codes of Conduct
  4. Disciplinary Procedures
  5. Workers' Grievance Mechanism
  6. Freedom to join and participate fully in Workers Association activities or Trade Union
  7. Key Environmental and Social aspects of the project and the ESMF
  8. 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. 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. Contractor provides preventive and protective measures, including modification, substitution, or elimination of hazardous conditions or substances informed by assessment and plan.
6. 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. 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. Contractor shall maintain all such record 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 ESME, 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 ensure 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 will develop 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 meeting with 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 will 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 will 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 the Project GRM at any time, where grievances can be filed directly with the IP or the PIU (in cases where they concern an IP or contractor).

## Annex 5: Chance Find Procedures

### 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 artefacts 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 artefacts (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 artefacts, the project work should be suspended until a solution is found for the preservation of these artefacts.
- iii. If a moveable or immovable historical or cultural artefact 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 artefact 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 centre, 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 artefact, the implementing agency is responsible for securing the artefact 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: Infection Prevention and Control Plan

Table 9 Infection Prevention and Control Plan

COVID 19 Infection Prevention and Control Plan					
Activities	Potential E&S Issues and Risks	Proposed Mitigation Measures	Responsibilities	Timeline	Budget
Stakeholder engagement	Spread of COVID 19 to workers and community members	Dissemination of clear messages to the community and workers around social distancing, wearing of masks, high risk demographics, self-quarantine, and, when necessary, mandatory quarantine	UNOPS or contractor		
Sensitizing workers and the local community on the use of sanitizers and the use /disposal of masks	COVID 19 infection rate rises	Provide a sensitization talk on basic protective measures against Covid-19, as derived from general advice provided by the WHO and based upon the ICS guidance	UNOPS		
Public Consultation Meetings	Spread of COVID 19 community members and stakeholders	Engage meaningful consultation, to confirm if public meetings will be appropriate or not, in the wake of COVID 19,	UNOPS or contractor		
Project commencement and implementation	Workers potentially exposed to infected COVID 19 community members and among themselves	Provision of appropriate PPE for protection of workers in relation to infection control precautions, particularly facemask, gowns, gloves, handwashing soap and sanitizer	UNOPS or contractor		
		Overall ensuring adequate OHS protections in accordance with General Environmental, Health, and Safety Guidelines (EHSGs) and industry specific EHSGs and follow evolving international best practice in relation to protection from COVID-19			

Workers tested positive with COVID 19	Workers have no access to medical facilities	Workers adequately taken care of (medically insured), to responds to the specific health and safety issues posed by COVID-19	UNOPS or contractor		
Labour matters	Workers denied the opportunity to complain they do not have adequate PPE to protect themselves against COVID 19	Workers' GRM in place	UNOPS or contractor		
Medical/Health care waste segregation, packaging, color coding and labeling	Risk of infection to the handlers	Segregate medical/health care waste at generation point	HCF / UNOPS		
Accommodation and supplies	Poor accommodation and nutrition to a quarantined worker	Quarantined persons should be provided with adequate and culturally-appropriate food and water, appropriate accommodation including sleeping arrangements and clothing, protection for baggage and other possessions, appropriate medical treatment, means of necessary communication if possible, in a language that they can understand and other appropriate assistance	UNOPS or contractor		
Emergency events	<ul style="list-style-type: none"> <li>- Spillage,</li> <li>- Occupational exposure to infectious</li> <li>- Exposure to radiation, Accidental releases of infectious or hazardous substances to the environment,</li> <li>- Medical equipment failure,</li> <li>- Failure of medical waste treatment facilities,</li> <li>- Fire</li> <li>- Other emergent events</li> </ul>	Emergency response plan	UNOPS or contractor		
Coordination of COVID 19 matters at work sites	Workers and community members not aware of where to report COVID 19 suspects or related matter	Names of Infection Control Staff, their contract information provided in strategic places	UNOPS or contractor		

