

ANNEX D1

ESMP for Basic Infrastructure Projects (Construction)

Ph.	Topic	Measure	Means of Verification	Responsibility	Monitoring procedure
Preparation (conception, planning)	E&S Risk Management Project sitting	The MSDSP sites for the renovation and rehabilitation of 11 preschools and schools were carefully selected by the donor partner, stakeholders, and MSDSP, in close collaboration and consultation with relevant technical specialists and engineers. All work will be carried out in line with national legislation and donor requirements. The renovation and rehabilitation will take place on the existing premises of the preschools and schools, ensuring minimal impact on the local environment and wildlife. Additionally, schools and preschools, being social objects of high importance, were originally built in areas not prone to natural disasters such as landslides. The land designated for these construction projects belongs to the local government, and therefore there are no associated disputes with it.	E&S checklist MoU with local authorities Site pictures	MSDSP, Contractor Local government	Construction reports Regular monitoring visits
	Project sitting	The renovation and rehabilitation sites for the 11 preschools and schools are located on their existing premises, which have been continuously used for educational purposes. This continuity significantly minimizes the risk of soil contamination. Should any contamination be discovered, MSDSP will implement a rigorous mitigation plan, including the removal of contaminated soil and remediation of the site to meet safety standards before construction begins. The MSDSP engineers adhere strictly to national legislation and donor requirements, ensuring that all necessary precautions are taken to address any environmental risks.	Site pictures E&S checklist	MSDSP, Contractor	Site inspection
	Project design	New construction will be undertaken on the premises or in the vicinity of existing schools and preschools, ensuring low maintenance and operational costs for these new facilities. Additionally, a formal agreement with local authorities ensures that, upon completion of the new additions or refurbishments,	Project application / Project concept	MSDSP, Contractor, Local government	Construction report

	<p>ownership of the structures will transfer to the local government.</p> <p>Safety considerations were diligently integrated into MSDSP's design by the team. Consequently, both the MSDSP team and local authorities will implement measures to mitigate potential risks associated with fire emergencies and other natural disasters.</p>			
Project design	The MSDSP will prioritize local suppliers and vendors for all upcoming rehabilitation and renovation work. The local market boasts a sufficient number of suppliers and construction companies capable of undertaking the work envisaged under the current project.	Site observations	MSDSP, Local government	Random site inspection
Indigenous People Stakeholder Engagement	The MSDSP has a stakeholder engagement plan that includes a rigorous collaboration and coordination mechanism. For instance, before commencing the rehabilitation/renovation work, the MSDSP team, along with duty bearers, will conduct site visits to inform local communities and beneficiaries about the upcoming activities	Stakeholder engagement Plan, Minutes of the meeting.	MSDSP, Contractor	Grievance records
Grievance Mechanism	<p>The MSDSP has already conducted several public discussion meetings with stakeholders in Chong-Alay, Kadamjai, and Batken districts to inform them about the project, its anticipated activities, and intended results. The team also sensitized stakeholders about various grievance redress mechanisms available to them. These include raising concerns through relevant Working Groups/Commissions established to monitor project implementation, or filing complaints directly through existing AKF mechanisms, such as to the MSDSP Executive Director.</p> <p>Once the vendor is selected to carry out the renovation and rehabilitation work, the team will once again meet with local communities and construction company employees to inform them about the available grievance redress mechanisms.</p>	Grievance Mechanism	MSDSP, Contractor	Review of grievance register/books of complaints

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	Occupational Health & Safety	The MSDSP will brief prospective vendors on OHS guidelines and requirements to emphasize the importance of adhering to OHS standards throughout the project lifecycle. Additionally, separate training sessions on Health H&S will be conducted for contractors and workers involved in MSDSP project	Trainings record. Incident documentation. Project reporting.	MSDSP, Contractor	Check Training records Check incidents reports
Implementation / Construction	Grievance Mechanism	Please refer to the section on “Grievance Mechanism” above	Grievance Mechanism	MSDSP, Contractor	Review of grievance register/book of complaints
	Labour Conditions	<p>Before starting any construction work, MSDSP engineers will conduct comprehensive briefings with the contracted company regarding labor regulations mandated by Kyrgyz law and the PATRIP Foundation. This includes outlining specific rules and policies governing labor requirements and conditions. MSDSP is committed to ensuring strict adherence to minimum labor standards and conditions by the selected company. This entails not only compliance with safety protocols but also the provision of essential items such as safety helmets, personal protective equipment (PPE), first aid kits, and any other necessary gear.</p> <p>Additionally, MSDSP anticipates potential support from national counterparts for the provision of equipment, should the need arise. While this contribution is voluntary, it underscores a collaborative effort to enhance project capabilities.</p>	Grievance Mechanism	MSDSP, Contractor	Inspection reports (also from labour authorities), Review of grievance register and training record
	Labour Conditions	The MSDSP will select a reputable contractor with a long history of construction experience and a proven commitment to upholding the highest standards of labor conditions and safety. The MSDSP team will ensure that all site workers have necessary safety measures in place, including access to first aid kits and emergency contact information for prompt response if needed. This proactive approach underscores MSDSP's dedication to ensuring the well-being of workers and maintaining rigorous safety standards throughout the construction process.	Observations Grievance Mechanism	MSDSP, Contractor	Random site inspection

Implementation / Construction	Occupational Health & Safety	The H&S training will be diligently conducted for contractors and workers, comprehensively covering the critical risks to health and safety in the workplace. This training program will encompass essential topics including the management of hazardous substances, working at heights, electrical safety, traffic safety, safe work practices, emergency procedures, and the protocols for incident reporting.	Minutes Pictures	Contractor	Training records
	Occupational Health & Safety	According to the regulations stipulated by the State Inspection for Environmental and Technical Safety, all construction companies operating in Kyrgyzstan are mandated to maintain a logbook for documenting incidents. In compliance with these requirements, the selected contractor will diligently adhere to these rules. Moreover, to reinforce a culture of safety and accountability, the MSDSP team will actively promote incident reporting among workers to ensure that all incidents are promptly reported and thoroughly documented, aligning with both regulatory standards and best practices in construction site management.	Training reports Incident documentation	MSDSP, Contractor	Training records incidents reports
	Occupational Health & Safety	MSDSP will advise and strictly control the contractor to ensure they adhere to safety norms and regulations, including those governing emergency issues. This encompasses the availability of fire extinguishers for workers, clear evacuation plans, and the delivery of awareness-raising training, among other measures. Upon completion of the construction work and before handing over the new premises, the site will be duly inspected by various state institutions, including specialists from the anti-fire department, to ensure compliance with standards stipulating norms for schools and pre-schools.	Incident documentation	MSDSP, Contractor	incidents reports

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	Occupational Health & Safety	The MSDSP team will ensure that the prospective contractor adheres strictly to minimum standards of safety and security at the construction site. This commitment includes providing PPE tailored to the specific hazards faced by workers, such as footwear, headgear, hand protection, ear protection, and eye protection, depending on their roles and tasks.	Site observations	MSDSP, Contractor	Random site inspection
	Emissions (dust, noise, gases)	To mitigate dust emissions at construction sites, the contractor will implement the following measures: watering transportation roads during dry and windy conditions to suppress dust; minimizing drop heights during material transfer activities, especially when unloading friable materials, and covering stockpiles when not in use to prevent dust dispersion; ensuring that all equipment and vehicles are maintained in optimal technical condition to minimize emissions; and implementing a policy to turn off vehicles and equipment when they are not in use, further reducing unnecessary emissions.	Site observations	Contractor	Random site inspection
	Noise and vibration impacts	<p>According to local regulations, construction activities are restricted to the hours between 9 AM and 6 PM. However, due to the proximity of the renovation and rehabilitation work to public schools, where children are studying during the day, and preschools, where children have afternoon naps, the contractor will adopt a flexible approach.</p> <p>The MSDSP team and the contractor will engage in collaborative discussions with local communities and authorities to establish construction hours that accommodate the needs and concerns of all parties involved to ensure that construction activities are conducted in a manner that minimizes disruption to educational activities and respects the daily routines of the local community.</p>	No work conducted between 10pm and 7 am/ Grievance Mechanism	MSDSP, Contractor	Site inspection, Review of complaint book, review of timesheets of workers

	Soil and groundwater contamination	<p>The contractor, MSDSP, and local counterparts will strictly adhere to Kyrgyz regulations and requirements concerning environmental and safety standards, particularly those addressing soil and groundwater contamination. MSDSP engineers will maintain continuous oversight to ensure these standards are rigorously implemented throughout the project.</p> <p>Additionally, the contractor will prioritize the reuse of waste materials whenever feasible to ensure that sustainable practices not only support environmental conservation efforts but also aligns with MSDSP's and PATRIP's commitment to minimizing the project's ecological footprint.</p>	Dedicated storage areas in place	Contractor, MSDPS	Site inspection, Review of waste inventories
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Ph.	Topic	Measure	Means of Verification	Responsibility	Monitoring procedure
	Water Resources Protection	<p>As mentioned earlier, MSDSP is committed to selecting the most competitive, reputable, and experienced contractor to carry out the renovation and rehabilitation work. In line with this commitment, the contractor will implement best practices in water management, such as prioritizing rainwater usage and restricting excavation activities during periods of intense rainfall.</p> <p>To oversee these initiatives, MSDSP has employed two experienced engineers with a proven track record in managing similar projects and ensuring the highest standards of compliance with local environmental and safety regulations. These engineers bring years of expertise and dedication to maintaining environmental sustainability and safety throughout the project implementation phase.</p>	Water harvesting conducted, No excavation during intense rainfall, Project application / Project concept	Contractor, MSDSP	Random site inspection, Project planning documents
Implementation / Construction	Community Health & Safety	Considering that the renovation and rehabilitation works will be conducted in schools and preschools located in remote and hard-to-reach areas, it is crucial that the construction activities do not impede local traffic or compromise safety. In this respect, MSDSP and the contractor will proactively communicate with local authorities regarding any potential disruptions that may arise because of the project. This should help address any concerns related to traffic flow or safety in a timely manner, fostering cooperation between the project stakeholders and the local community.	Observations Training attendance lists Grievance Mechanism	Contractor MSDSP, local partners	Random site inspection
	Community Health & Safety	The contractor will implement effective measures, including temporary site fencing, guards, and clear signage, to restrict access to construction sites and ensure that only authorized personnel are allowed entry. In collaboration with local authorities, MSDSP will also undertake community awareness initiatives to inform local residents about the ongoing construction activities and their respective locations to bolster site security, prevent unauthorized access, and promote safety within the construction zones.	Access controlled	Contractor MSDSP	Random site inspection

	Community Health & Safety	The security personnel on project site will be instructed and trained on the appropriate measures and conduct toward workers and affected communities.	Training Records	Contractor MSDSP	Review of training records and grievance register
Operation	Waste Management	Waste management practices will be coordinated with the selected construction company and local government authorities to ensure that construction waste does not pollute the surrounding environment. Construction waste will be properly sorted and will not be buried at the construction site. Waste from site clearing will be managed according to the Contractor's approved Waste Management Plan. To safeguard employee health during the facility's operation, employees will be provided with protective gear, including respirator masks, glasses, gloves, and special uniforms, to prevent dust and particulates from negatively impacting their health.	Waste management procedure in place	Contractor MSDSP	Review of procedure, Random site inspection

ANNEX D4

ESMP for Water and Sanitation Projects

Ph.	Topic	Measure	Means of Verification	Responsibility	Monitoring procedure
Preparation (conception, planning)	Project design	<p>The project includes a comprehensive Water Access, Sanitation, and Hygiene (WASH) component integrated into its design. This initiative will engage teachers, parents, and other stakeholders through educational trainings and awareness activities aimed at promoting hygiene standards and practices in schools and preschools.</p> <p>Educational materials such as leaflets, brochures, and animated videos will be developed and distributed within local communities to promote WASH practices in remote and hard-to-reach areas.</p> <p>Sanitation facilities and water distribution points will be constructed according to international standards and best practices for WASH. Additionally, MSDSP will refurbish latrines in 10 schools and kindergartens to ensure children have safe and adequate access to toilets and water facilities.</p>	Design documents	MSDSP	Project planning documents
	Project design	<p>To choose a construction company, MSDSP will initiate a local tender process. This method ensures that the selected construction company, as well as the goods and materials needed for the renovation and rehabilitation of WASH infrastructure, will be sourced from local vendors. By utilizing local resources, MSDSP aims to reduce project costs substantially and minimize the carbon footprint associated with transportation and logistics.</p>	Site observations	MSDSP	Random site inspection

Ph.	Topic	Measure	Means of Verification	Responsibility	Monitoring procedure
	Indigenous People Stakeholder Engagement	<p>The project stakeholders were extensively consulted both before and during the design phase of this project. Furthermore, MSDSP has implemented a comprehensive stakeholder engagement plan aimed at gathering feedback, recommendations, and addressing concerns related to the implementation of WASH projects.</p> <p>The project team maintains daily coordination with local authorities and communities through established Working Groups/Commissions. These groups include school and preschool directors, parents, local authorities, and other stakeholders, facilitating ongoing monitoring and reporting activities, guaranteeing that all relevant voices are heard, concerns are addressed promptly, and the project benefits from continuous input and support from key stakeholders throughout its implementation.</p>	Project Documentation Stakeholder Engagement Minutes	MSDSP	Document review Grievance records
	Grievance Mechanism	Both MSDSP and the contractor will implement a comprehensive set of measures and mechanisms to ensure that effective grievance mechanisms are in place. These mechanisms will empower local communities by providing them with the necessary tools and information to file complaints and seek remedies. As part of these efforts, the project will proactively inform community members, in collaboration with local authorities, about the procedures for seeking remedies. This will include the distribution of specially developed leaflets and brochures that outline the grievance process. Additionally, construction sites will prominently display contact details of local authorities and provide a book of complaints accessible to all community members.	Grievance Mechanism	MSDSP, Contractor, local partners	Review of grievance register

	Occupational Health & Safety	<p>MSDSP will clearly communicate and present the basic principles of OHS to local partners and the contractor. In addition, MSDSP will mandate the construction company to conduct thorough training sessions and provide instructions to workers on essential OHS requirements to be followed at the construction sites.</p> <p>The State Inspectorate for Environmental and Technical Safety, a public institution responsible for overseeing compliance with local consultation and safety regulations, will play a crucial role in ensuring that the construction company adheres strictly to OHS standards. And that the coordinated approach aims to prioritize the safety and well-being of workers, uphold regulatory compliance, and foster a culture of workplace safety throughout the duration of the construction.</p>	Trainings record. Incident documentation. Project reporting.	MSDSP, Contractor, local partners	Check Training records Check incidents Reports
Implementation / Construction	Grievance Mechanism	<p>Local communities and construction workers will have multiple avenues to voice their grievances and concerns. They can register their grievances in a logbook, which will be available at the construction site. Additionally, they can directly contact MSDSP personnel or local authorities through dedicated channels provided for this purpose.</p> <p>Contact details for both MSDSP personnel and local authorities will be shared promptly with communities and stakeholders involved, ensuring accessibility and transparency in addressing any issues that may arise during the project.</p>	Grievance Mechanism in place and grievances recorded	MSDSP, Contractor	Review of grievance register
	Labour Conditions	The contractor will strictly adhere to local labor standards as well as those set forth by PATRIP, ensuring that the construction process prohibits child labor, forced labor, and guarantees fair wages for workers. MSDSP will ensure the selection of a reputable contractor to renovate and reconstruct WASH facilities at 10 targeted schools and preschools.	Grievance Mechanism	MSDSP, Contractor	Inspection reports (also from labour authorities), Review of grievance register and training record

		The project may involve voluntary or in-kind contributions from local authorities; however, these contributions will be closely monitored to ensure that no forced labor is utilized in any capacity.			
	Labour Conditions	According to local labor regulations and guidelines from the State Inspectorate for Environmental and Technical Safety, every construction site must adhere to minimum safety and protection measures. This includes ensuring that a first aid kit is readily available and that contact information for the nearest emergency services is prominently displayed in an accessible and visible format.	Observations Grievance Mechanism	MSDSP, Contractor	Spot checks Random site inspection

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Implementation / Construction	Occupational Health & Safety	As previously mentioned, MSDSP is committed to contracting the most reputable and renowned construction company, known for its exemplary record in maintaining the highest standards of integrity, accountability, and transparency, particularly in OHS. Under close consultation and monitoring by MSDSP, the contractor will be responsible for providing comprehensive H&S trainings to workers.	Minutes of Meeting Pictures	MSDSP, Contractor	Check Training records
	Occupational Health & Safety	MSDSP and the contracted company will ensure that the construction site is equipped with logbooks specifically designed to record any unforeseen accidents that may occur during the project implementation. These logbooks will be available in the local language and accessible to all construction workers. In addition to providing logbooks, MSDSP will conduct comprehensive H&S trainings for the selected construction company and its workers. By ensuring all workers are well-prepared and informed about safety protocols, MSDSP hopes to mitigate risks and uphold rigorous safety standards throughout the construction process.	Incident documentation. Minutes of the meeting	Contractor	Check Training records Check incidents reports
	Occupational Health & Safety	As per local regulations, the construction company is required to conduct briefings for workers on evacuation procedures, the use of firefighting equipment, and other emergency options and remedies. An evacuation plan will be clearly outlined to indicate the locations of exits, ensuring that workers can safely evacuate the site in the event of a fire or earthquake. The construction company, MSDSP, and PATRIP can effectively manage emergencies and uphold high standards of	Trainings record. Incident documentation. Project reporting.	MSDSP, Contractor	Check Training records Check incidents reports

	safety, by adhering to these regulations and maintaining comprehensive emergency preparedness.			
Occupational Health & Safety	Led by MSDSP engineers in collaboration with the MERL unit, regular monitoring and spot checks will be conducted to ensure that workers at the construction site are equipped with the necessary protective gear and are performing their duties responsibly and safely. According to local construction regulations, all site workers are required to wear a minimum level of PPE, which includes helmets, safety glasses, gloves, high-visibility vests, and appropriate clothing.	Observations	Contractor	Random site inspections
Soil and groundwater contamination	The WASH infrastructure of the project will be built in accordance with local and international regulations and standards for environmental protection and public health. Before beginning the work, the contracted company will conduct a thorough site assessment to identify potential contamination risks. Based on the findings, the company will implement proper engineering designs and measures to prevent leaks and ensure the integrity of water and sanitation systems. This will involve using high-quality, durable materials for pipes, tanks, and containment systems. Additionally, the construction company will establish buffer zones around water sources to protect them from potential contamination if they are near the renovated or refurbished WASH infrastructure. Furthermore, MSDSP and the contractor will engage local authorities and communities in the planning and implementation of the project, keeping them informed about best practices for maintaining and using sanitation facilities to minimize contamination risks.	Dedicated storage areas in place Waste Manifests	Contractor	Random site inspection, Review of waste inventories

Ph.	Topic	Measure	Means of Verification	Responsibility	Monitoring procedure
	Soil Management	The project's construction interventions will be modest in nature and will involve only minor renovation and rehabilitation activities, including those related to WASH infrastructure. Despite this, MSDSP will address soil management issues comprehensively by implementing several mitigation measures, such as reusing topsoil, limiting stockpile height to 2 meters to avoid soil compaction (where possible), and reinstating the construction working area to the best possible condition after construction activities are completed.	Topsoil stored and re-used	Contractor	Random site inspection
	Water Resources Protection	Under the tight control and supervision of MSDSP, the contractor will implement robust water management measures to ensure efficient and effective use of every drop of water. For example, the contractor will prioritize the use of rainwater and stormwater, reuse wastewater wherever feasible, and restrict excavation activities during periods of intense rainfall. Additionally, temporary bunding will be employed to reduce the risk of sediment, oil, or chemical spills into receiving waters.	Water harvesting conducted, No excavation during intense rainfall, Project application / Project concept	Contractor	Random site inspection, Project planning documents
	Community Health & Safety	Per local regulation all construction sites must be secured to prevent unauthorized access, including by employing security personnel and using barriers to restrict entry to only those who have authorization. Additionally, the perimeter of the construction site must be enclosed with suitable fencing to prevent unauthorized entry. The type of fencing used should be robust enough to deter intruders and withstand environmental conditions. Additional guarding measures, such as installing	Access controlled	Contractor	Random site inspection

		<p>surveillance systems, should be implemented to monitor and control access points.</p> <p>Further to this, clear and visible signage must be placed around the construction site to inform the public and workers of restricted areas, potential hazards, and safety requirements. Signs should be in the local language and use internationally recognized symbols to ensure understanding by all.</p> <p>Given these requirements, the contractor, with the support and overall supervision of MSDSP, will adhere to these rules and regulations to ensure that the health and safety of community members in project sites are secured and free from risk.</p>			
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Ph.	Topic	Measure	Means of Verification	Responsibility	Monitoring procedure
	Biodiversity and Natural Habitats	The MSDSP and the contractor will ensure to minimize environmental impact and promoting sustainable practices across its all-construction sites by adhering to Environmental Protection Law, Forestry Code and other rules and regulations. Where possible clearing will be limited to the minimum area required for construction activities, and unnecessary disturbance of surrounding habitats will be avoided. Mature trees will be preserved whenever possible due to their ecological importance and if that's not the case, these trees will be moved and/or replanted to other places. Overall, the construction sites for this project won't affect the habitat and local flora.	Vegetation clearing minimal	Contractor	Random site inspection
Operation	Community Health & Safety	MSDSP's engineers will be in day-to-day coordination with the contractor so that the latter adheres to numerous environmental rules and regulations governing the construction work in Kyrgyzstan, including those stipulating the use of water resources in a sustainable manner. These engineers, together with the contractor will brief the site workers in leak detection and distribution system maintenance. Further to this, the project has comprehensive WASH training component to be delivered key stakeholders and local communities, where water management and ownership component will be introduced and delivered as well.	Project application / Project concept Meeting minutes	MSDSP	Project planning documents

	Community Health & Safety	<p>Since the construction work will be carried out at the pre-school and school premises, the water provided there meets the necessary requirements and acceptability standards, including those of WHO and Drinking Water Guidelines. Nevertheless, the MSDSP and the contractor will continuously monitor that the water is not subject to contamination by construction process.</p>	Project application / Project concept	MSDSP	Project planning documents
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