OFFICE OF SAFEGUARDS

Health, Safety, and Security and SEAH Risk Management

ENVIRONMENTAL
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Felix Oku
Principal Safeguards Specialist,
OSFG

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Welcome and Session Overview

What we will cover today

- ✓ Overview of Requirements
- ✓ Hazards and Risks - Operationalize
- ✓ Hierarchy of Risk Controls
- ✓ Health and Safety Management Plan
- ✓ SEAH Risk Management

Health, Safety and Security

Specific Requirements

1. **Safety and security of communities and project workers:** Assessment, planning, management and monitoring of safety and security related risks and impacts, including risks to community and project workers, traffic and road safety, and natural hazards.
2. **Incident reporting and management**
3. **Sexual exploitation abuse and harassment (SEAH):** requires that the borrower identifies, addresses and manage project related SEAH risks for workers and affected communities.
4. **Emergency preparedness and response**: risk hazard assessment for projects that could potentially cause an emergency and prepare an emergency response plan.
5. **Responsible security personnel**: where security personnel are hired to protect workers or property, they should not become a threat to the communities and workers.
6. **Product Safety** : ensure product safety through good design and manufacturing processes, as well as adequate storage, handling, and transportation for product distribution.

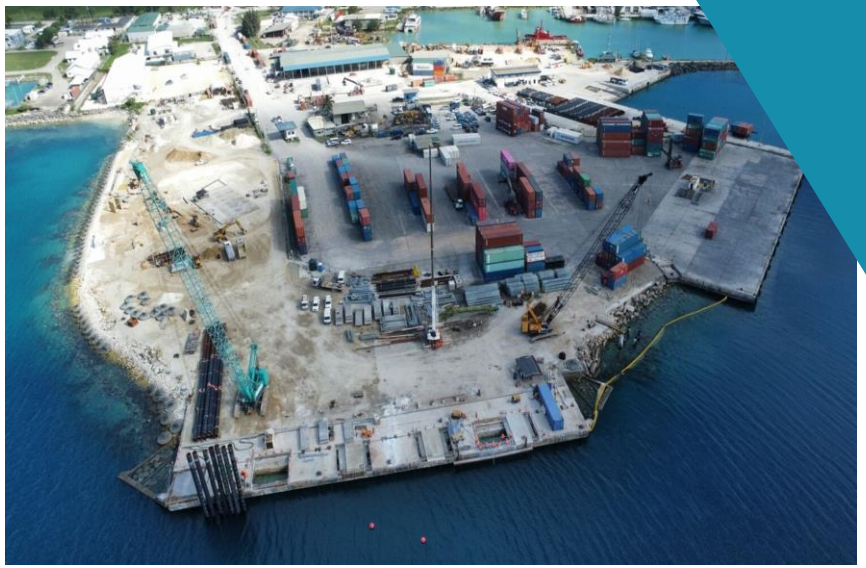
7. Infrastructure design and safety: ensure structural elements of a project comply with host country safety requirements, or good industry practice, and consider appropriate features for users age, ability or disability. Example of application is **Dam safety** indicates requirements for new and existing dam.

8. Natural Hazards: identify and assess the potential risks and impacts from extreme weather and geophysical hazards, as these relate to a project and will design and implement measures to avoid and/or minimize their impact

- **Health & Safety Management Plan (HSMP):** Will set out a systematic approach to the management of health, safety and security risks in projects. Could include **OHS**, **Community H&S, SEAH Risk management plan** and/or **Security Management plan** base on the type of project; the type, size, and location of the workforce and risks to surrounding communities.

Worksite Safety

Every ADB-supported project is unique and has a different range of hazards and risks.



H&S Management Planning

Roles and Responsibilities

Project Processing

- Environmental and Social Assessment
- ESCP/ESAP
- Construction ESMP
- Operations ESMP

ADB
Borrower/Client
Legal agreement with ADB

Project Implementation

- **Health and Safety Management Plans** (including Emergency Response Plan)
- Site Specific H&S Plan
- Work Specific H&S Plan
- Operations/ Maintenance & Decommissioning H&S Plan

Borrower/
Contractor
Requirements &
Supervision
Consultant/
engineer

Environment and Social Policy

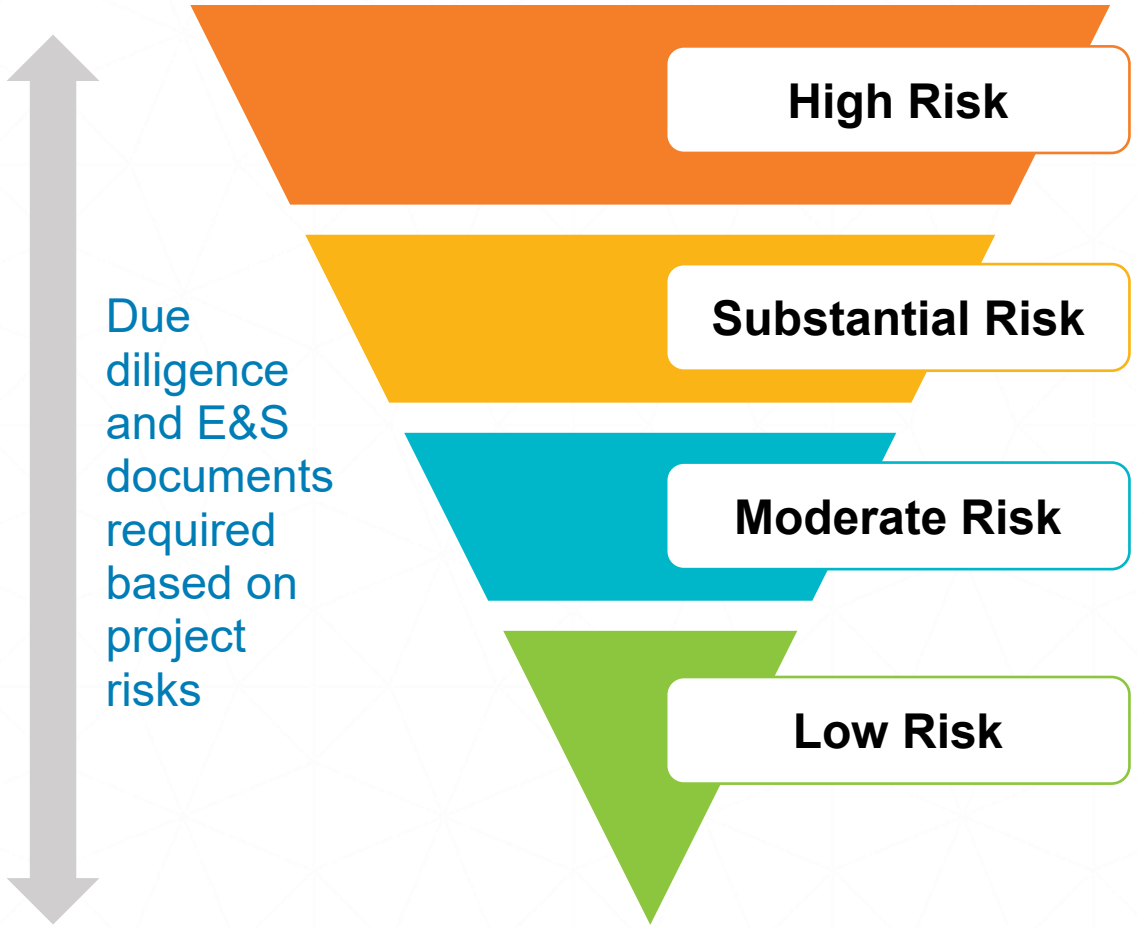
A New Approach to Risk Classification

Integrated environmental and social risk screening and classification:

- **Direct, indirect and cumulative** impacts
- **Inherent** risk factors in different sectors
- **Vulnerability and sensitivity** of people and environment

Additional considerations (new)

- **Contextual risk factors**
- **Capacity** and **past performance** of the borrower.



Simplified comparison to current policy (SPS, 2009)
Cat A (=High); Cat B (=Substantial or Moderate); Cat C (= Low)

Environment and Social Policy

A New Approach to Risk Classification

Guiding questions for the **Risk classification**

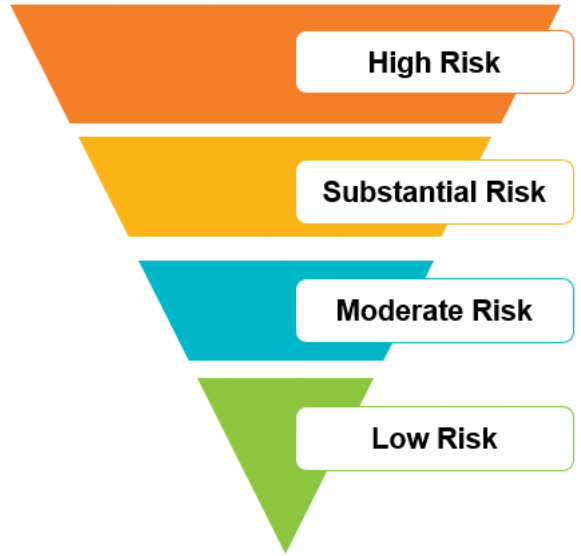
- Is there a risk that the project will result in health, safety and/or security impacts to project workers and project affected persons?
- Is there a risk that the project will result in sexual exploitation, abuse, and harassment (SEAH)?]
- Is there a risk of geophysical and physical climate impacts?
- Is there a risk of product safety as a result of project involving production of and/or trade in consumer products and related storage, handling and distribution (transportation)?
- Is there a risk of the project towards persons and communities as a result of traffic and road safety hazards, diseases, hazardous substances, and wastes?

Severity of adverse impact

Risk Rating Weighted Scores

	Low	Moderate	Substantial	High
High	SUBSTANTIAL	HIGH	HIGH	UNACCEPTABLE
Substantial	MODERATE	SUBSTANTIAL	HIGH	HIGH
Moderate	MODERATE	MODERATE	SUBSTANTIAL	SUBSTANTIAL
Low	LOW	MODERATE	MODERATE	MODERATE

Likelihood of adverse impact



Simplified comparison to current policy (SPS, 2009)
Cat A (=High); Cat B (=Substantial or Moderate); Cat C (= Low)

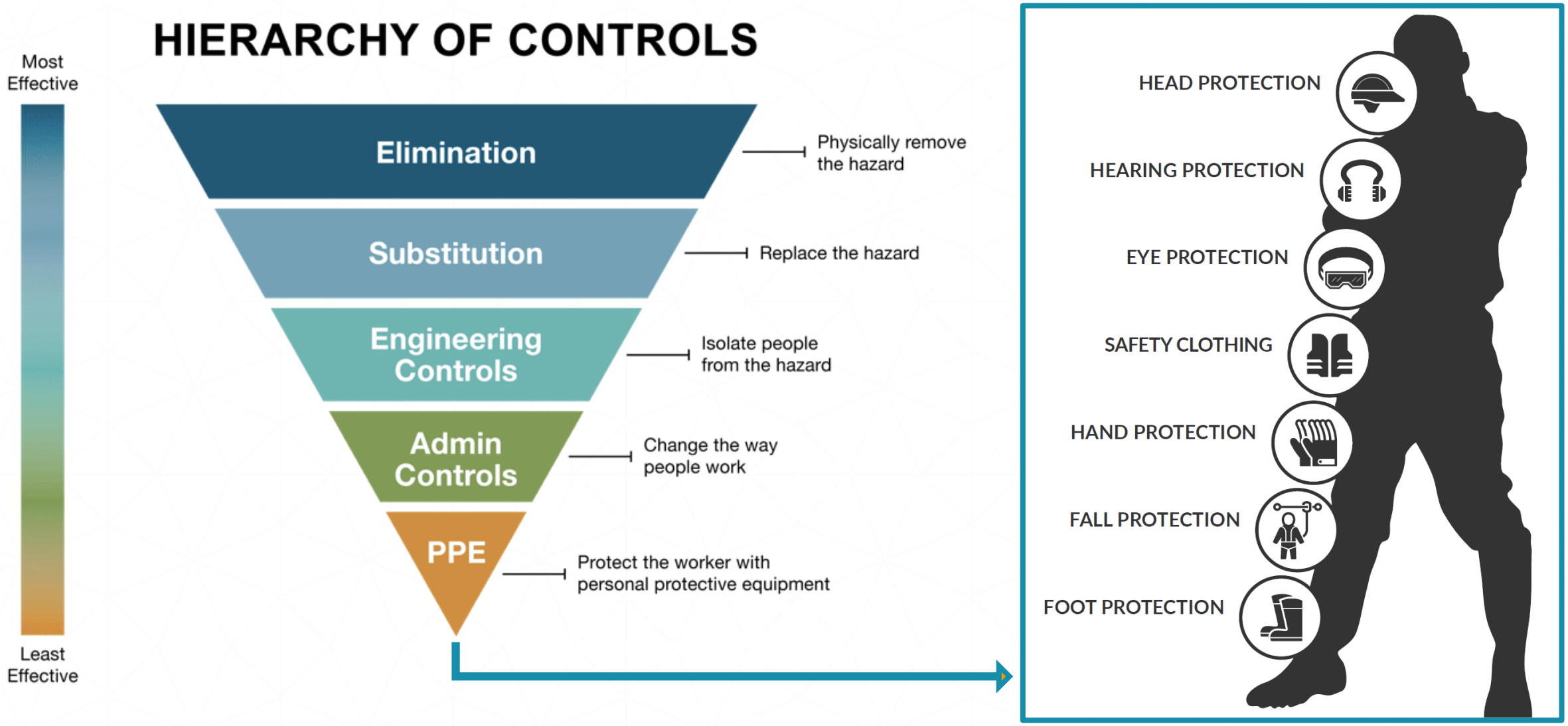
High – significant impact, high in magnitude and has the probability to result to fatalities or community wide impact

Substantial – some adverse impact are significant but not as complex as High.

Moderate – site specific, low in magnitude and probability, risk mitigation using SOP + specialist support.

Low - minimal risks to human population, risks mitigation using SOP.

ESS4 Hierarchy of Controls



Defining “Hazard” vs “Risk”

HAZARD

RISK

Hazard Identification

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Identify the hazards during work at heights activity.

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Identify the hazards during excavation (road construction).

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Safe Work Practice
Work at Heights

SAFE WORK PRACTICE

WORK AT HEIGHT

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CONTENTS

1 PURPOSE AND SCOPE

This SWP outlines the proper practices to follow while working at height. Hazards associated with working at height include risk of falls, dropped objects, and associated injuries. Minimum control measures to reduce these risks are documented within this SWP. A work-specific task risk assessment (TRA) should be conducted prior to working at height.

This SWP informs worksite personnel about the hazards associated with working at height, along with the safety requirements and control measures required to safely work at height.

The scope of this SWP covers all ADB-funded worksites where working at height is required, including the proper use of ladders, aerial platforms, manlifts and the safe use of fall protection systems.

2 RESPONSIBILITIES

The **Project/Site Manager** is responsible for:

- ensuring that employees and contractors use and comply with this SWP at worksites under their supervision, and that work conducted meets the requirements of any applicable national legislation at all times;
- ensuring that work at height hazards are assessed, and controls (e.g., engineering, administrative and PPE) are implemented; and
- conducting routine safety checks, inspections or audits to ensure procedures and other control measures are being followed.

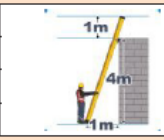
The **Worksite Supervisor** is responsible for:

- ensuring that daily operations are conducted in accordance with this SWP by reviewing/updating the TRA prior to commencing work, and through daily monitoring and compliance checks;
- ensuring that all equipment used in working at height (fall protection equipment, ladders, manlifts, aerial platforms) is inspected, stored, and maintained as outlined in this SWP;
- ensuring a work platform (e.g., scaffold, scissor lift, etc.) is used when work cannot be done from a ladder without a hazard to workers; and
- ensuring all workers are trained in this SWP.

Employees and contractors on the worksite are responsible for:

- following this SWP and other site-specific requirements to ensure their own safety and the safety of others;
- inspecting their fall protection equipment prior to use;
- tagging expired, defective, or unsafe equipment and reporting it to the worksite supervisor; and
- reporting to the worksite supervisor any incident and/or unusual conditions which may occur during the work, and stopping the work if necessary.

APPENDIX A: WORK AT HEIGHT CHECKLIST

Name:	Signature:	Date:		
			YES	NO
Determine whether a permit to work is required, and if so, obtain it.				
Complete a written fall protection and rescue plan when working over 7.3 metres or 21 feet.				
Are all workers competent and trained for work at height?				
Is the equipment positioned on a level, stable surface?				
Has proper barricading been put in place?				
Is the equipment in good condition with a suitable load rating, and made from acceptable material?				
Is the work being conducted at a safe distance from high voltage cables?				
Ladders				
The ladder is tied off or a co-worker is holding the ladder.				
The top of the ladder extends 1 metre above the edge of the work.				
The ladder is at a suitable angle (3–4:1 ratio)				
There is a minimum overlap of 1 metre for extended sections.				
Power Elevated Platforms				
The platform annual inspection certificate is available and current.				
The man basket has been inspected for safety.				
A daily inspection is completed prior to use.				
In a bucket lift, workers are tied off at all times to an engineered point with a lanyard and shock absorber. In other lifts, workers are tied off with a maximum 2-metre lanyard without a shock absorber when in motion.				
Scaffolds				
Fall protection is used when erecting or dismantling scaffold at heights over 1.8m.				
Proper top guardrails, mid rails, and toe boards are installed.				
The working platform is fully decked, properly secured, and/or cleated.				
Each level is locked in place before installing the next level.				
Tie-ins are installed when the total height to base ratio exceeds 3:1.				
Scaffolds are erected by competent personnel and are tagged prior to use.				
Access to the scaffold is only made using a properly installed ladder or stairs.				
No work is permitted under the scaffold - only authorized workers in the work area.				
Equipment is lifted and lowered by rope, hoist, or worker-to-worker.				
Work Within 2.0 Metres of an Unguarded Edge				
Approved safety harnesses, lanyards, and/or lifelines are being used with suitable anchor points.				
All workers are wearing harnesses and are tied off at all times.				
The fully extended lanyard will prevent the worker from striking the ground (fall arrest).				
Lanyards are used to prevent workers from reaching the unguarded edge (fall restraint)				
Installing proper top guardrails, midrails, and toe boards has been considered.				

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Safe Work Practice
Excavation, Trenching and Backfilling

SAFE WORK PRACTICE

EXCAVATION, TRENCHING, AND BACKFILLING

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CONTENTS

1 PURPOSE AND SCOPE

This SWP outlines the proper practices to follow when excavating, trenching, and backfilling. This SWP informs workers about the hazards associated with these activities, along with the safety requirements and control measures required to safely do this work. The scope of this document covers all ADB-funded worksites.

2 RESPONSIBILITIES

The **Project/Site Manager** is responsible for:

- ensuring that employees and contractors use and comply with this practice at worksites under their supervision, and that work conducted meets the requirements of any applicable national legislation at all times;
- ensuring that hazards associated with excavation, trenching, and backfilling are assessed, and controls (i.e., engineering, administrative or personal protective equipment) are implemented where necessary; and
- conducting routine safety checks, inspections or audits to ensure procedures and other control measures are being followed.

The **Worksite Supervisor** is responsible for:

- ensuring that daily operations are conducted in accordance with this SWP by monitoring and compliance checks;
- advising workers of any potential or actual danger posed by the excavation, trenching, or backfilling activities at the worksite;
- inspecting the shoring and bracing of an excavation or trench on a daily basis;
- assisting workers with questions about excavation, trenching, and backfilling; and
- ensuring all workers have training that meets the requirements of this SWP and addresses safe work procedures for excavation, trenching, and backfilling.

Employees and contractors on the worksite are responsible for:

- following this practice and other site-specific requirements to ensure their own safety and the safety of others;
- attending and participating in pre-task safety meetings;
- wearing appropriate personal protective equipment (PPE);
- being competent in the use of equipment and processes to be followed in excavation, trenching, and backfilling activities;
- being aware of changing weather conditions that could affect site stability; and
- reporting to the worksite supervisor any concerns, incidents, or other unusual conditions which may occur during the work, and stopping the work if necessary.

3 TRAINING

All workers at ADB-financed worksites who are responsible for excavation, trenching, or backfilling tasks must be trained before they are permitted to do the work. Training should be conducted by a qualified person.

5.1 PRE-WORK PROCEDURES

Before work commences, the designated worksite supervisor must complete the following:

- Ensure all structures (including power poles) close to the excavation will remain properly supported.
- Monitor for excavation or trenching work being carried out within 1 metre (3 feet) of any underground utilities and ensure it is carried out under the direction and supervision of a designated responsible person.
- Ensure all spoil piles are sloped 45° or less from the horizontal and are located a minimum of 1.2 metres (4 feet) from the edge of the excavation or trench.
- Ensure machinery or heavy objects are not placed or working within a distance equal to the depth of the trench. Ensure if the trench is adjacent to or abutting a building or structure, additional shoring, certified by a professional engineer, is implemented.
- Ensure that sufficient work space is available so equipment and materials are kept a minimum of 1.2 metres (4 feet) from the edge of an excavation or trench.
- Ensure trees, utility poles, rocks and similar objects adjacent to the excavation are removed or secured if they could endanger workers.
- Ensure excavations or trenches are guarded by substantial railings or barriers to prevent workers, the public, wildlife and livestock from falling into them
- The accumulation of water or the presence of standing water must be controlled, as it can weaken excavation walls which may result in slope failure or cave-in and can create poor under-foot conditions for workers resulting in possible slips, trips, and falls. In the worst case, accumulated water presents a drowning hazard.
- Ensure shoring and bracing is constructed and installed in accordance with national or international shoring and bracing requirements.

6 SHORING, BRACING, AND TRENCH BOXES

The following information provides guidance, but is always superseded by more stringent national or international standards.

6.1 SLOPING

Sloping the walls is one way to keep a trench from collapsing. A common recommendation is that the trench or excavation must be sloped or benched to within 1.2 m (4 feet) of the bottom, with the slope or bench not exceeding 1 m (3.3 feet) vertical rise to each 1 m (3.3 feet) of horizontal run. If the trench or excavation is cut in solid rock that is not stable, the walls and crests must be supported by rock bolts, wire mesh, shoring or another method that provides equivalent support.

6.2 SHORING

Shoring is a system that shores up, or supports, walls to prevent soil movement. It also helps to support underground utilities, roadways and foundations. The two types of shoring most commonly used are timber and hydraulic. Both consist of posts, wales, struts and sheathing. One major advantage of hydraulic shoring is that you don't have to enter the trench to install the system. Installation can be done from the top of the trench. Whenever possible, shoring should be installed as excavation proceeds. If there's any delay between digging and shoring, no one should enter the unprotected trench.

6.3 TRENCH BOXES

Trench boxes are not meant to shore up or support trench walls. They are only meant to protect workers in case of a cave-in. Boxes are capable of supporting trench walls if the space between the box and the trench wall is backfilled. Otherwise, a cave-in or collapse may cause the trench box to tilt or turn over. It's also easier to enter the box if soil comes right up next to it. Trench boxes are commonly used in open areas away from utilities, roadways and foundations. As long as workers are in the trench, they must stay inside the box and leave only when the box has to be moved.

7 ENTERING EXCAVATIONS OR TRENCHES

Whenever a worker is required to enter an excavation or trench which is more than 1.2 metres (4 feet) deep, the walls must be cut back, shored or braced, as follows:

- In hard compact soil, cut back to not less than 30°.
- In all other soils, cut back to not less than 45° from the vertical.
- Shoring and brace design must be constructed and installed in accordance with national or international standards or by a professional engineer.

When workers are required to be in trenches 1.2 metres (4 feet) or deeper, an adequate means of exit such as a ladder or steps must be provided and located so that no more than 7.6 metres (25 feet) of lateral travel is required. If ladders are used, their tips should extend 0.9 metres (3 feet) above ground level. Ladders must be securely tied off at the top and must be inspected regularly for damage.

When a trench is more than 1.2 metres (4 feet) in depth and entry by workers is required, the excavation is considered a confined space and applicable confined space entry procedures must be followed.

ADB's Focus on sexual exploitation, abuse and harassment

SEAH risks that may be related to ADB-assisted projects.

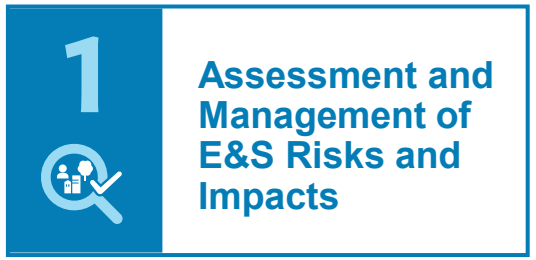
ADB-assisted projects are not the source of harm, but Projects may increase the risks for sexual exploitation, abuse and harassment.

Sexual exploitation, abuse and harassment by someone working on the Project may occur

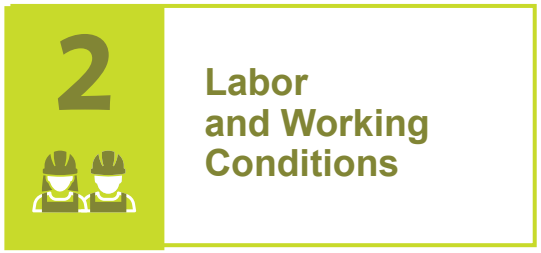
- **in the workplace, worker-to-worker nexus**
- **in the community, worker –to community member**

SEAH in the ADB ESF

Environmental and Social Policy Standards (ESS)

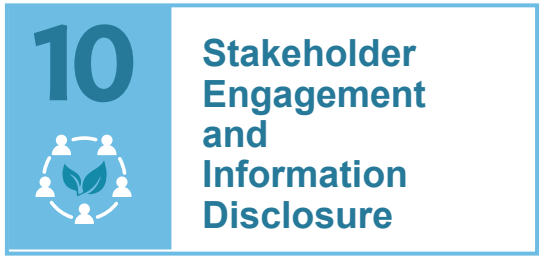


E&S Assessment will consider potential risks of SEAH: borrowers will assess SEAH risks to project workers and project-affected persons to prevent and mitigate such risks



Prevent and address any forms of violence, harassment, bullying, intimidation and exploitation against project workers, including SEAH: borrowers will take appropriate measures to prevent and address in a project context any forms of violence

Sexual exploitation abuse and harassment (SEAH): requires that the borrower identifies, addresses, and manages project related SEAH risks for workers and affected communities



Project workers Grievance Mechanism is separate under ESS2. However, this will not impede their access to GM under ESS10
SEAH GM under ESS4 and ESS2 requires separate procedures

TEMPLATE OF HSMP

Depending on the nature and complexity of the project, HSMP may contain the following:

1) Occupational Health and Safety Plan (OHSP)
2) Community Health and Safety Plan (CHSP)
3) SEAH Action Plan (SAP)
4) Security Management Plan (SMP

ANNEX 2 HEALTH AND SAFETY MANAGEMENT PLAN – TEMPLATE OUTLINE

This is presented as general guidance and will be adapted to the specificities of the project context.

1. Introduction

- What is the scope of the project? What is the client/borrower aiming to achieve with this plan?
- Provide a description of the project and key dates.
- What are the key roles and responsibilities?

2. Local laws, regulations and other compliance requirements

- What health and safety legislation does the client need to abide by under the host country's applicable laws, including those laws implementing the host country obligations under international laws?
- What other requirements – that is, besides ESS4 – also need to be considered?
- How will legal compliance be checked?
- The client will consider compiling a complete listing of applicable laws, regulations, and compliance requirements (i.e., a legal register) and ensuring that this listing is checked periodically to take into account any new or upcoming legislation.

3. Communication

- What internal and external communication channels will be used, how will information be communicated and in what language?
- Internal – H&S committees, H&S weekly meetings, monthly H&S reports, notice boards, and so on.
- External – emergency responders, local communities, press, local and national government officials, and so on.

4. Hazard identification and risk control

- How are hazards to be identified? Who will be responsible for this?
- Hierarchy of control to be used.
- Hazards are to be prioritized by their magnitude (high, medium, low).
- Suitable control measures are to be documented.
- How will identified hazards and their risk controls be communicated to project workers and how will the client document the records of this communication?
- How often will the identified hazards and their risk controls be reviewed?
- Make clear that hazard identification and subsequent risk assessment will be an ongoing process throughout the life of the project. How are contractor risk assessments to be managed?
- Develop a stop-work process.

5. Objectives and targets

- What H&S objectives and targets have been set for this project?
- How will they be presented and measured?
- Develop a process to ensure actions are completed and a process for when they go over the target date.

6. Health and safety management

- The client will develop a management system.
- What welfare facilities will be provided?
- How will well-being be managed, including shifts, rest periods and stop-work arrangements (e.g. during high temperatures)?
- What activities will be undertaken on site? How will these be carried out safely? What arrangements will be in place?
- How will information and instructions be communicated and what are the supervision and training requirements?
- How will the client coordinate with the supply chain and contractors?
- How will consultation with project workers and other stakeholders be carried out?
- How will work equipment be selected?
- Stakeholder engagement – how will this be done and who will be responsible?
- Overview of the security situation.
- How will security be managed and what level of vetting will take place?
- What level of security supervision will be required?

7. Operational control – design

- Process for appointment of coordinators to manage H&S on site.
- Process for appointing suitably qualified and experienced personnel.
- Third-party contractor engagement in high-risk areas.
- Development of construction phase plan.
- Life and fire safety audits – when and how will these be carried out?
- What is the client's approach to universal access?

8. Operational control – construction

- What are the site rules, for example, with regard to speed, reversing vehicles, and so on?
- What plans are in place for access to site and access to key areas within the site? What site security measures will be in place?
- Who will carry out site inductions?
- Identify activities on site that require a permit to work (PTW). Develop a PTW system. How will this be communicated to key project workers?
- How will contractors and sub-contractors be managed? How will key H&S information be communicated?
- How will hazardous material be managed on site? Where will material safety data sheets be stored? How will these be communicated to project workers?
- Develop a traffic management plan and a journey management plan.
- Develop emergency and evacuation procedures. How often will drills be held?
- Develop an emergency plan for a range of scenarios, indicating key responsible persons and contact numbers. How will this information be communicated to key project workers?

9. Hazardous material management

- The client will follow classification labelling in accordance with the host country's applicable laws.
- How will hazards be depicted – through signal words or pictograms?
- Who will carry out risk assessments? When will they be carried out? How will information be communicated to project workers?
- PPE requirements – where will project workers go to request PPE?
- Where will SDSs be stored?
- Who is responsible for housekeeping?
- Hazardous materials, handling, storage transport and disposal – how will this be carried out?

10. Monitoring

- What leading and lagging indicators will be measured?
- How will this information be reported and to whom?
- How will incidents be investigated?
- Who be responsible for this?
- Will lessons learned be shared? Who will they be shared with? How will this be done?

11. Sexual Exploitation, Abuse and Harassment (SEAH)

- What oversight mechanisms will the implementing agency put in place to regularly monitor and enforce contractor and subcontractor compliance with SEAH-related commitments?
- What support services are available as part of the referral pathway for SEAH-reported incidents?
- How will the contractors' code of conduct and SEAH-related policies be communicated effectively to all workers and project-affected
- What grievance mechanisms, incidents management and case handling, and investigation procedures will be in place to address SEAH allegations confidentially, safely, gender-responsiveness and in a survivor-centered manner?
- What SEAH prevention and response training will be required for all workers, including contractors and subcontractors?
- How will the client ensure buy-in and compliance from contractors, subcontractors, and suppliers regarding SEAH policies and expectations?

12. Budget and Resourcing

- Has adequate budget including contingencies been provisioned within the HSMP or the ESMP to ensure effective implementation
- Has the ToR of the Health and Safety specialist been developed to ensure a competent specialist (suitably qualified with sufficient working experience) will be mobilized when needed during the project cycle?

ADB HSS Good Practice Note (GPN)

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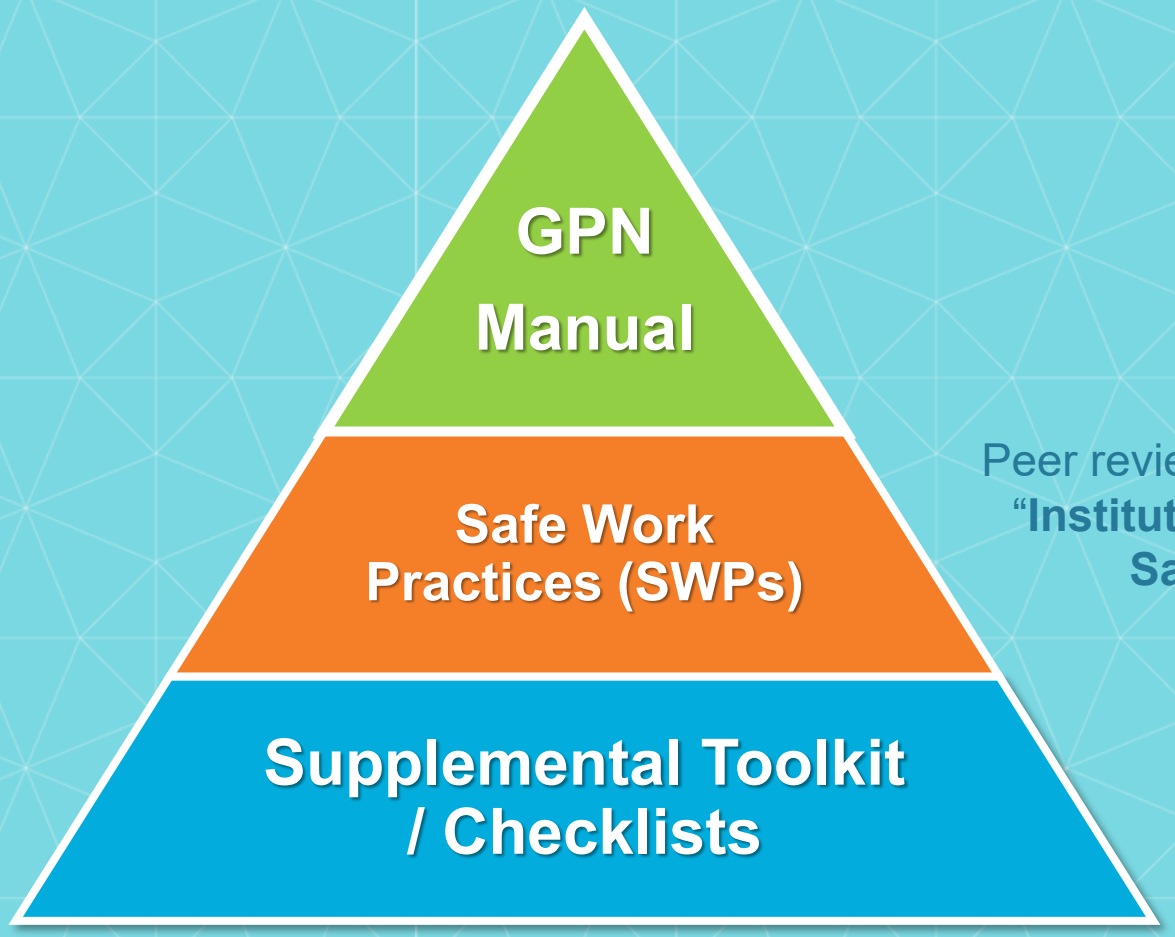
ESS4



Peer reviewed by the UK based:
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- IOSH

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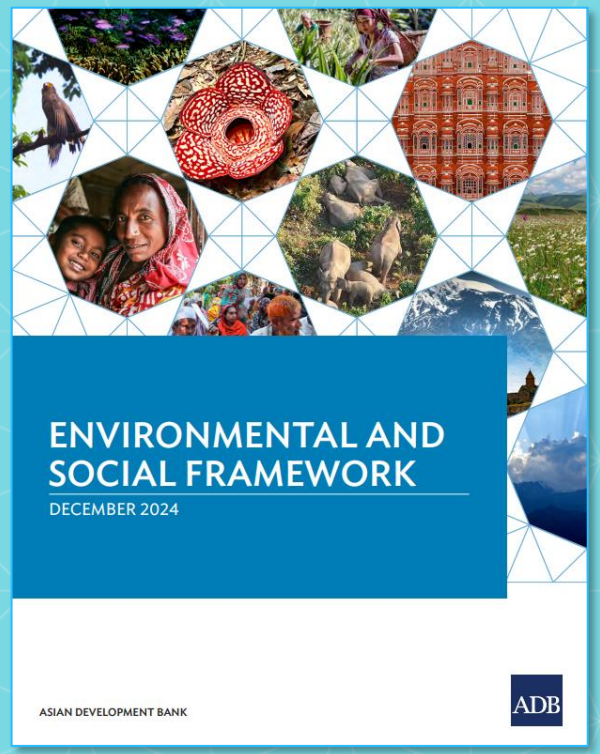
Resources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HEALTH, SAFETY, AND SECURITY
GOOD PRACTICE GUIDE FOR ADB-SUPPORTED PROJECTS
JULY 2024
ASIAN DEVELOPMENT BANK
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GOOD PRACTICE GUIDANCE FOR THE MANAGEMENT AND CONTROL OF ASBESTOS
PROTECTING WORKPLACES AND COMMUNITIES FROM ASBESTOS EXPOSURE RISKS
MARCH 2022
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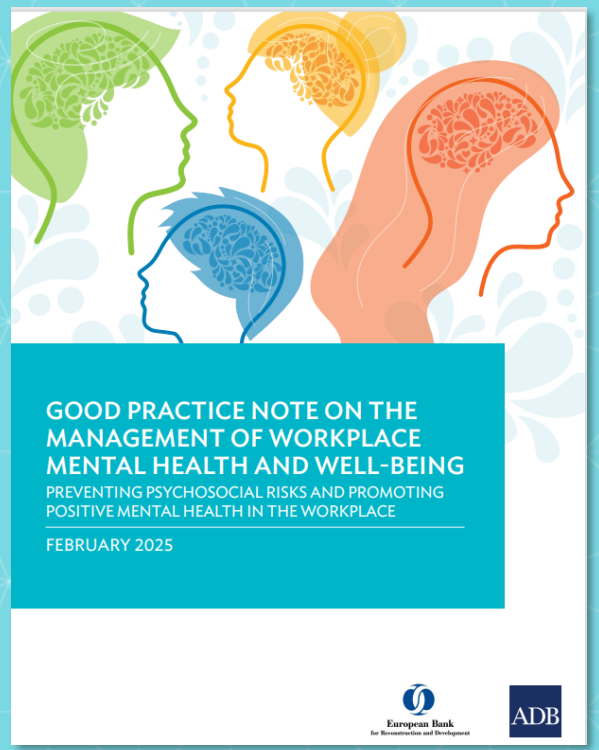
GOOD PRACTICE NOTE ON THE MANAGEMENT OF WORKPLACE MENTAL HEALTH AND WELL-BEING
PREVENTING PSYCHOSOCIAL RISKS AND PROMOTING POSITIVE MENTAL HEALTH IN THE WORKPLACE
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Mentimeter

Which of the following topics should be prioritized for future deep dive sessions?

1st	HSS Risk Assessment and Management Plan (to include Classification)
2nd	Sexual Exploitation Abuse and Harassment(SEAH)
3rd	Safe Work Practices (e.g. Work at Heights, Lifting and Rigging)
4th	Security Management
5th	Incident Reporting and Investigation
6th	Health and Safety Management Plan (HSMP)

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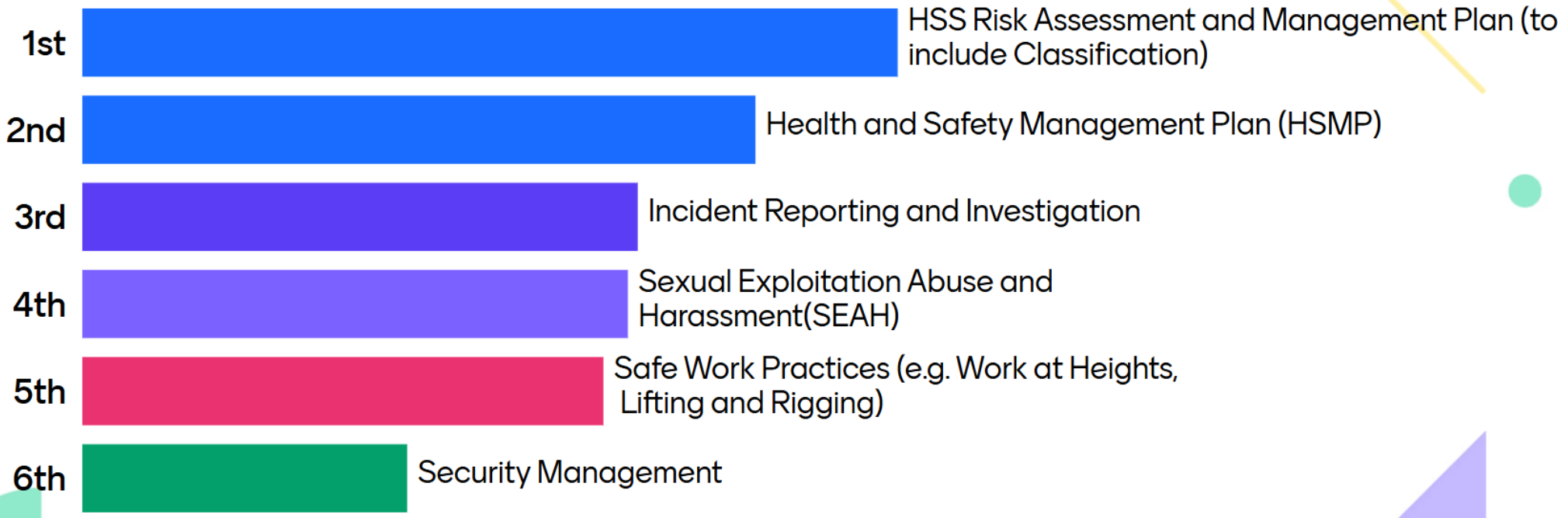
Mentimeter

Which of the following topics should be prioritized for future deep dive sessions?



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Open Q&A

Questions and discussions from the participants

ADB AIIB ASIAN INFRASTRUCTURE INVESTMENT BANK MCDF MULTILATERAL COOPERATION CENTER FOR DEVELOPMENT FINANCE 中国对外承包工程商会 CHINA INTERNATIONAL CONTRACTORS ASSOCIATION

Managing Gender Base Violence and Sexual Exploitation, Abuse and Harassment in ADB and AIIB Assisted Projects

Felix Oku
Principal Safeguard Specialist, ADB
(Office of Safeguards - OSFG)

Shagun Mehrotra
Senior Social Development Specialist, AIIB

What is GBV, SH and SEA

Gender-based violence (GBV)

1. Gender-based violence (GBV) is an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed differences between males and females.
2. It includes acts that inflict physical, sexual or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty. These acts can occur in public or in private

Sexual harassment (SH)

1. Unwelcome sexual advances, requests for sexual favours, and other unwanted verbal or physical conduct of a sexual nature.
2. SH differs from SEA in that it occurs between personnel/staff working on the project, and not between staff and project beneficiaries or communities

Sexual Exploitation and Abuse (SEA)

1. Any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including ,profiting monetarily, socially or politically from the sexual exploitation of another.
2. Sexual abuse is further defined as "the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions."

What is SEAH?

- SEAH is the term used to refer to **sexual exploitation, sexual abuse and sexual harassment.**
- SEAH may occur anywhere in society, however the way the term is used within the development sector is to refer to acts of SEAH perpetrated by those **working in, with or through** development actors and their projects.
- This includes **within a program** setting or **as a part of work**; and includes
- travel, or online interactions.

Sexual Harassment

Any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation, or creates an intimidating, hostile or offensive environment.

Sexual harassment is behavior that:

is unwelcome, is sexual in nature, and that could make the person feel offended.

Sexual harassment does not need to be between colleagues and can occur within society in general. It can involve teasing, sexualized jokes, comments or gestures and may involve any conduct of a verbal, nonverbal, or physical nature.

It does not matter whether the person who used harassment meant to make the person feel offended. It matters if the person who experienced the harassment felt offended

Sexual Exploitation

Any actual or attempted abuse of a position of vulnerability, differential power or trust for sexual purposes including profiting monetarily, socially, or politically from the sexual exploitation of another.

It does not matter if the person consented to a sex or an exchange

In other words, sexual exploitation is when **someone working in the project gives something in exchange for sex and exploits the position of the person.**

A project worker asks for sex from a woman in a new housing settlement in exchange for prioritizing connection of her house to the power line.

A young woman is offered a well-paying job in the project, but the hiring manager insists that she must sleep with him to secure the job.

Sexual Abuse

The actual or threatened physical intrusion of a sexual nature whether by force or under unequal or coercive conditions and includes rape and other forms of sexual assault which is without consent.

Sexual abuse is rape or physical sexual violence or threats of physical sexual violence.

When a female engineer made a complaint against her senior manager for discrimination, he starts sending messages saying that he will follow her home and rape her if she does not withdraw the complaint.

A driver saw a young woman near the far end of the work zone. No one else was around, and the driver pulled over and forced her to have sex with him.

Consent

Consent is when an adult chooses to do something where they understand what they are doing, and they are not being pressured or threatened.

Planned Parenthood®

Freely Given

Reversible

Informed

Enthusiastic

Specific

Consent to sexual activity

A person did not consent to sex if they were:

- **Forced**
- **Threatened**
- **Scared of being hurt**
- **Asleep or unconscious**
- **Under the influence of intoxicating substances**
- **Unable to understand what they were doing**

A person also did not consent to sex if the other person:

- **Had power or control of them**
- **Lied to them**

Important: No matter the circumstances, **any type of sex activities with a child is considered as sexual abuse.**

Children and Sexual Abuse

Children are unable to provide informed consent to sexual activity as they are still developing the cognitive, behavioral, and emotional faculties that are needed to fully assess the future consequences of their actions.

ADB considers anyone under the age of 18 as a child (UN Convention on the rights of the child)

Quick Quiz

1. A project manager offered a woman from the local community more overtime work, allowing her to earn extra in exchange for sexual favors.

- **Sexual Exploitation**

2. A project manager often makes comments about junior female colleague's age, looks, and how she should wear more makeup. He says project counterparts like to see pretty women in the office. Despite her not responding to his advances, he sends messages and calls her after working hours.

- **Sexual Harassment**

3. An international consultant in the construction supervision team paid for school supplies and uniforms for the children of a single mother living in the project community. He is now in a sexual relationship with her and continues providing some financial help to her and her children.

- **Sexual Exploitation**

4. A project worker starts building relationships with children by giving them small gifts like toys and snacks. Over time, he gains their trust and begins to ask them to send him sexual images in exchange for more gifts.

- **Sexual Abuse**

5. A female worker has been working for the contractor company for two months. One of the managers told her that many people are asking about jobs with the project and want her job. He told her that she has to show that she really wants and deserves the job. He tells her that if she wants to keep her job, she has to have sex with him.

- **Sexual Harassment**

ADB Good Practice Notes

https://www.adb.org/publications/seah-reporting-good-practice-note

https://www.adb.org/documents/good-practice-seah-adb-financed-projects

To assist with SEAH risk identification within selected ADB financed sovereign projects with civil works

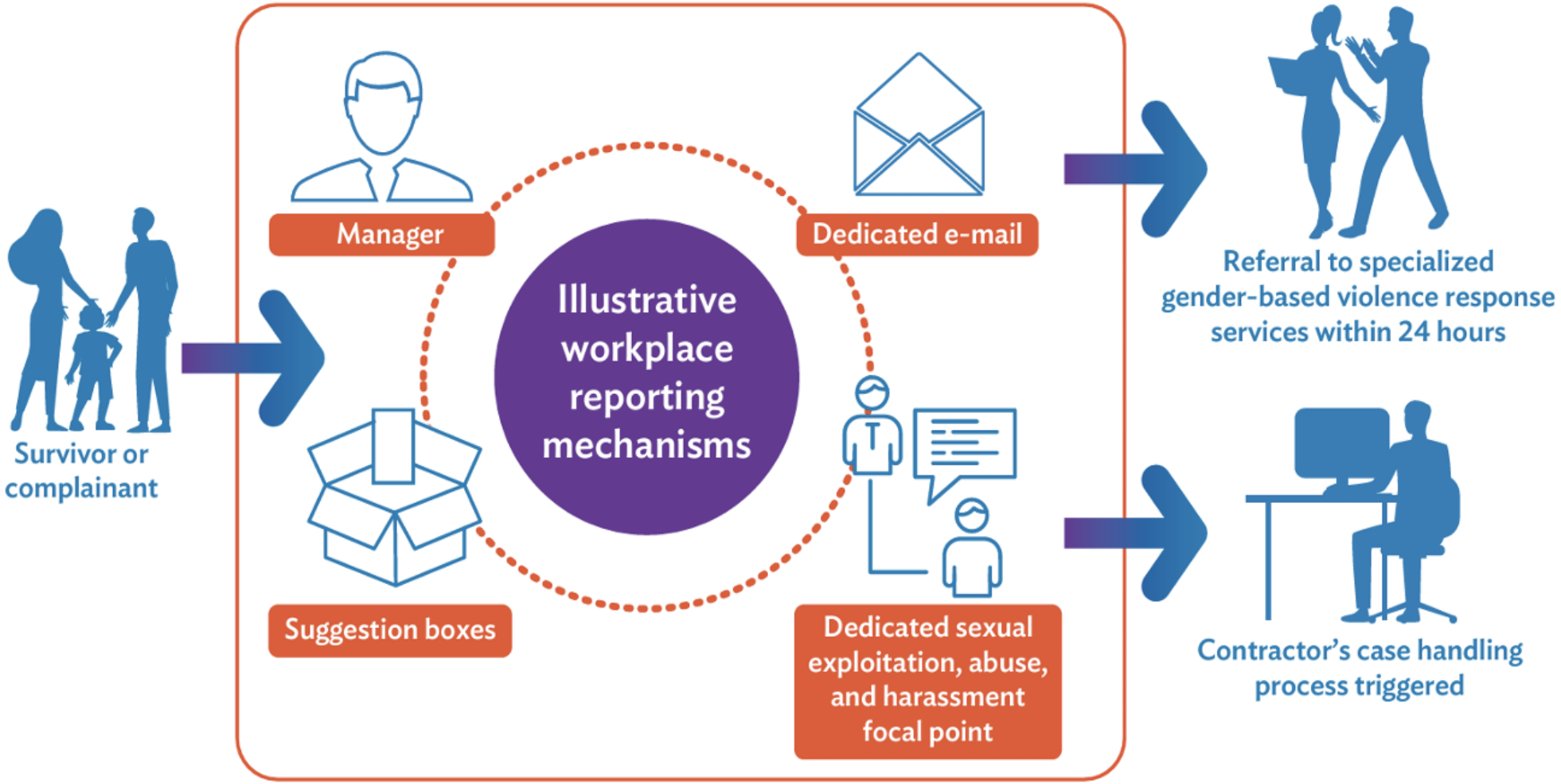
To advise ADB staff and borrowers on how best to prevent, mitigate and respond to SEAH risks

They are advisory in nature and apply only to new sovereign projects, with civil works, in selected ADB developing member countries, for a pilot period.

Managing SEAH risks and Responding to SEAH incidents in projects

- SEAH Requirements in Bidding Documents and Contracts
- Contractors' Code of Conduct with explicit SEAH provisions
- SEAH Reporting Mechanism in Project GRM
- Referral Systems for SEAH Survivors
- Awareness raising and training for all workers, consultants, and community members.
- Case Handling Mechanism with SOP and SEAH Investigators
- Monitoring and Reporting on SEAH to ADB

Workplace Reporting Mechanisms for SEAH Incidents



Community-based Reporting Mechanisms for SEAH Incidents