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ADB Health, Safety and Security (HSS)

Awareness Training Course



ADB

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Welcome and Introductions

- See Workshop Agenda



Presented by:

- Felix Nii Tetty Oku
- Stephen Sayle
- Michelle Dooley
- Earl Alcon

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Overview of ADB's Draft Environmental and Social Framework's Safeguarding Standards on Labor and Working Conditions and Safety, Health and Security (ESS 2 and ESS 4)

Kassiyet Tulegenova

Social Development Specialist (Core Labor Standards), OSFG

Felix Oku

Principal Safeguards Specialist, OSFG



SAFEGUARD
POLICY REVIEW
AND UPDATE



Environmental and Social Policy Standards (ESS)

10 proposed standards build off the current requirements of the Safeguard Policy Statement (SPS)

ADB

1



Assessment & Management of Environment and Social Risks and Impacts

2



Labor and Working Conditions

3



Resource Conservation and Pollution Prevention

4



Health, Safety and Security

5



Land Acquisition and Land Use Restriction

6



Biodiversity and Sustainable Natural Resources Management

7



Indigenous Peoples

8



Cultural Heritage

9



Climate Change

10



Stakeholder Engagement and Information Disclosure



Labor and Working Conditions

New Standard and Improved Requirements

I. Scope of application.

The **applicability of this ESS2** is established during the environmental and social (E&S) assessment process described in ESS1. The scope of application of this ESS2 depends on the type of employment and nature of the employment relationship between the borrower/client and project workers.

Project workers:

- **direct workers** – workers engaged or employed directly by a borrower to work on a project.
- **contracted workers** – workers engaged or employed by a third party to perform work related to a project, regardless of location.
- **primary supply workers** – workers engaged or employed by a borrower's primary suppliers.
Primary suppliers are suppliers who, on ongoing basis, provide directly to a project goods or materials essential for production and/or service processes that are necessary for a specific project activity and without which a project or project activity cannot continue.
- **community workers** – workers engaged or employed by a borrower from a community or communities in a project-affected area through different working arrangements for community labor. The requirements in paras 8-31 and 33-35 apply.

❖ **Labor Management Plan (LMP)** – A new instrument to set out a systematic approach to management of labor issues in projects and reflect the requirements of ESS2, host country's applicable laws and GIP. The number of details set out in the **LMP** reflects the type of project; the type, size, needs, and risks involved in a project's workforce.

Labor and Working Conditions

New Standard and Improved Requirements

4. Objectives

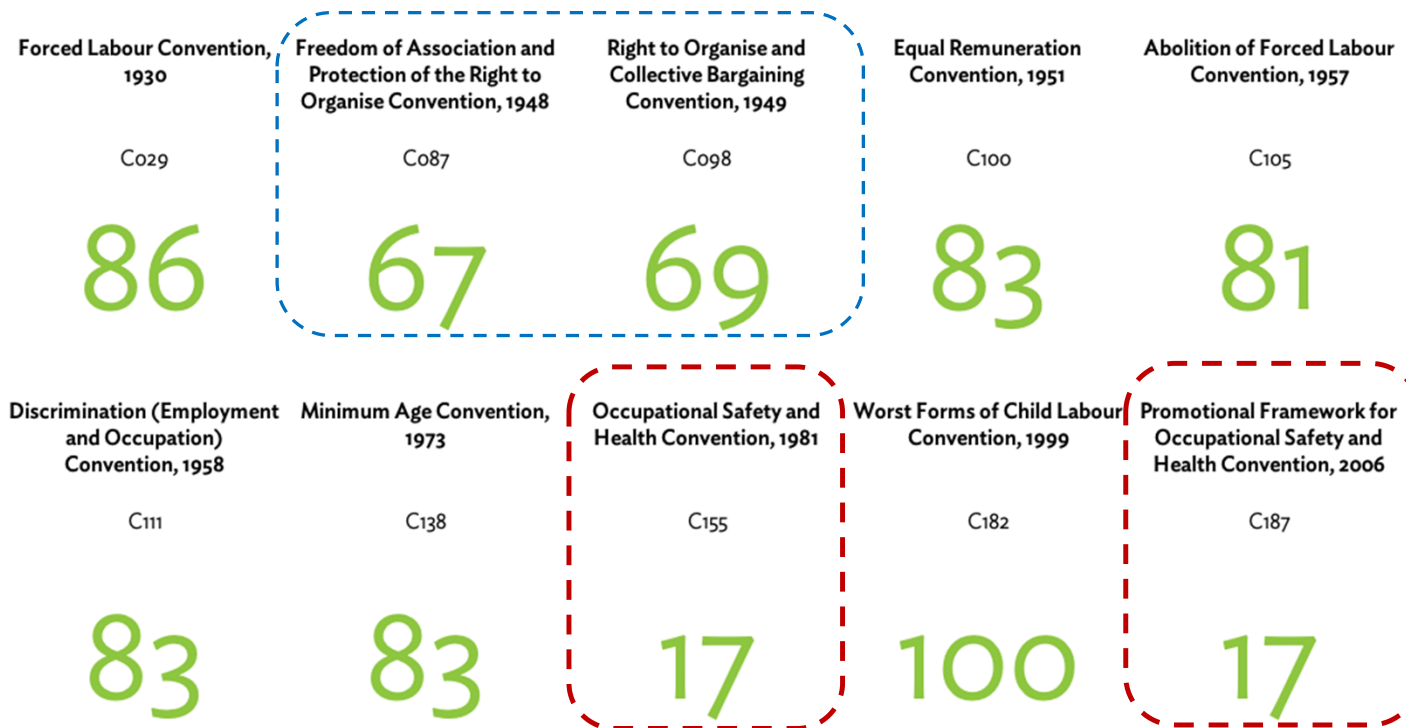
- a. **Promotion of fair treatment, non-discrimination, and equal opportunity for project workers:** the employment of project workers is based on the principle of equal opportunity and fair treatment, with no discrimination with respect to any aspects of the employment, such as recruitment and hiring, compensation, working conditions and terms of employment
- b. **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
- c. **Support the principles of freedom of association and collective bargaining:** requires borrowers to not prohibit freedom of association and collective bargaining. Takes into account legal context of the host country. E.g., current loan covenant in legal agreement with PRC provides the following: "...do not restrict workers from developing legally permissible means of expressing their grievances and protecting their rights regarding working conditions and terms of employment."
- d. **Prevent the use of forced labor and child labor:*** prohibits child or forced labor for all workers, including at the level of the primary supply worker and their suppliers.
- e. **Promote, develop and maintain transparent project worker management relationships:** identify different types of project workers and set out how they will be managed based on the employment relationships and in accordance with the requirements of the ESS and applicable host country laws
- f. **Provide project workers with accessible means to raise workplace concerns:** project-level grievance mechanism will be designed to address labor and working conditions, as well as to provide for confidential complaints and special protection measures for SEAH concerns.

Labor and Working Conditions

New Standard and Improved Requirements

Alignment with ILO Core Labor Standards and other Multilateral Development Financing Institutions

% Spread of Fundamental ILO Conventions Ratified by ADB DMCs





4 Health, Safety and Security

New Standard and Improved Requirements

- 1. Safety and security of communities and project workers:** Assess, plan, manage and monitor safety and security related risks and impacts- risks to community and project workers, traffic and road safety, and natural hazards
- 2. Incident reporting and management** guidelines
- 3. Sexual exploitation abuse and harassment (SEAH):** requires borrower to identify, address and manage project related SEAH risks for workers and affected communities
- 4. Emergency preparedness and response:** risk hazard assessment for projects that could cause emergency; prepare 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. 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
- 7. Dam safety:** for new or existing dam projects, apply dam safety requirements

❖ **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** and/or **Security Management plan** base on the type of project; the type, size, and location of the workforce and risks to surrounding communities.

Environmental and Social Framework

Capacity Development and Roll-out Plan

Objectives:

- **Build country and regional capacity** for E&S safeguards
- **Ensure ADB staff and borrowers/clients have required skills and capacity** and guidance and tools to fully implement the ESF

Program timing:

- **2024-2027**
(3+ years after ADB Board approval of the new policy)

Program activities:

1. **Preparation of guidelines** for each standard and **good practice notes** on selected topics
2. **Training** for DMCs, private sector clients and other stakeholders (supported by e-learning, videos, training programs, templates etc.)
3. **Accreditation and certification programs** for ADB staff and stakeholders
4. **Project-level capacity support**, particularly for early projects and new areas.
5. **Support for country level technical assistance**, including country systems review, common approaches and institutional strengthening and arrangements
6. **Partnerships and financial resource mobilization** for country and regional capacity building with other development partners.

Occupational Health and Safety

SPEAKER

Felix Oku

Principal Safeguards Specialist OSFG



Programme Overview

1

**Introduction
HSS at ADB**

2

**Safety Culture and
Risk Management**

3

**Workplace Health and
Safety**

4

**Community Health and
Safety**

Programme Overview

5

Site Security

6

Health and Safety Incident
Reporting and Investigation

7

Emergency Preparedness
and Response

Key Objectives



- understanding health and safety responsibilities

Key Objectives



- recognize how to identify, control and monitor workplace hazards and risks

Key Objectives



- evaluate HSS risks and responsibilities associated with ADB-funded projects, and the contractors that work on them

GROUP DISCUSSION:

What is your knowledge and experience with safety programs and/or serious incidents... ?