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ADB Health, Safety and Security (HSS)

Awareness Training Course

ADB



Training on Health and Safety in Pakistan

19–22 August 2024 • Islamabad, Pakistan

Policy Update ESF ESS2 and ESS 4



SPEAKERS

Felix Oku

Principal Safeguards Specialist, OSFG



Kassiyet Tulegenova


Safeguards Specialist (Social), OSFG

Environmental and Social Policy Standards (ESS)

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

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.

❖ **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.

Policy Update - ESF

ESS4 Health, Safety, and Security

Requirements

- » Occupational Health and Safety (OHS)
 - General and Sector Specific OHS risk assessment and management planning.
 - Health and Safety Management Plan – **HSMP + ESCP.**
- » Community Health and Safety (CHS)
 - General and Sector Specific CHS risk assessment and management planning.
 - Health and Safety Management Plan – **HSMP +ESCP.**
- » Common Requirements
 - Designate a person responsible to implement the HSMP.
 - Monitor and Report on Performance – **HSMP +ESCP.**
 - Worker Right to refuse to work in unsafe environments.



Policy Update - ESF

ESS4 Health, Safety, and Security

Requirements

» Community and Workers' Risk Assessment and Management Planning,* with coverage based on screening:

- Security risk for workers and communities.
- Sexual abuse and harassment risks to workers and affected communities.
- Climate change and disaster risk assessment for projects in sensitive locations
- Life and Fire safety audits for new and refurbished facilities prior to use.
- Reporting on major incidents such as fatalities and accidents.
- Emergency preparedness and Response
- Safety of Services
- Dam Safety (New and DUC)

**Note: assessment needed only for projects based on screening of relevant issues, with scale of assessment and management needs commensurate issues and risks.*



Key Takeaways

- Project health and safety risk management requires strong partnership between ADB and their borrowers/clients.
- Risk Assessment is critical to a risk management planning and PPE is the last resort in the Mitigation Hierarchy.
- Safety is everyone's responsibility, but **YOUR** safety is your responsibility

Detailed Health, Safety and Security Training Developed

- » [ADB Health, Safety & Security Course](#)
- » [Mental Health and Wellbeing in the Workplace](#)
- » [Mental Health and Wellbeing in the Workplace \(for Managers\)](#)
- » [Good Practice Guide for Management and Control of Asbestos: Protecting workplaces and communities from Asbestos Exposure Risks](#)
<https://www.adb.org/publications/good-practice-management-control-asbestos>
- » [Asbestos Awareness eLearning Course](#)



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.



Health Safety & Security in ADB Supported projects

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... ?

Health and Safety

– **PRE -TRAINING** Baseline Knowledge





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