



# Regional Training on Health and Safety in South Asia

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**ADB**



# ADB Health, Safety and Security (HSS)

## Awareness Training Course

ADB

# Welcome and Introductions

## Workshop Agenda



Presented by: Felix Oku

# Policy Update ESF ESS2 and ESS 4



SPEAKERS

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# 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

### Overview and Highlights of ESS2



- ESS2 calls for good labor practices with clearly defined terms and conditions of employment, and protections for the workforce against child and forced labor.
- Highlights and key requirements of ESS2 are:
  - Requirements for the Borrower and Clients to prepare and adopt a Labor Management Plan.
  - Non-discrimination and equality of opportunity and treatment.
  - Provisions on the treatment of direct, contracted, community, and primary supply workers and government civil servants.
  - Specific requirements around worker accommodation, freedom of association and collective bargaining.
  - Grievance mechanism for workers.

# 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

