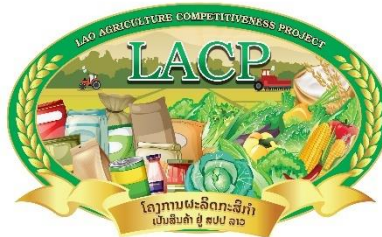


Lao People's Democratic Republic
Peace Independence Democracy Unity Prosperity

Ministry of Agriculture and Forestry
Department of Planning and Finance
The World Bank – IDA



LAO AGRICULTURE COMPETITIVENESS PROJECT

LACP – P161473

Environment and Social Impact Assessment Report

For

**Phanang Pump Irrigation Scheme (60 ha)
Mahaxay district, Khammouane Province**

July 2021

June 2021

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I. PROJECT DESCRIPTION

The Lao Agriculture Competitiveness Project (LACP) seeks to enhance the competitiveness and sustainability of Lao PDR's agriculture sector through technical and financial support to increase in agricultural productivity and Competitiveness in selected strategic value chains. The project would focus on: (i) the geographical areas with high agricultural development potentials; (ii) the farming systems with high potentials for Competitiveness (i.e. paddy, maize, vegetables); (iii) promotion of good agricultural practices and climate smart agricultural technologies and farming system diversification to enhance food and nutritional security; (iv) building capacity for farmers' organizations, agribusinesses, public and private service providers; and (v) building on and developing synergies with other government/donor programs. The Project Development Objective (PDO) is to increase competitiveness of selected value chains in the project areas. The Project has an estimated budget of USD 29.3 million, including government co-financing of USD 0.5 million, agribusinesses contributions of USD 5.6 million, and an IDA loan of USD 25.0 million. It will be implemented within five provinces (Khammouane, Bolykhamxay, Xayabury, Vientiane province, and Vientiane Capital). The Project implementation schedule is within 6 years (2018-2024). The LACP is comprised of three components:

Component A: Improved Agricultural Efficiency and Sustainability.

This component will support (a) the increased adoption of improved varieties and high-quality seeds, (b) the increased application of GAP, (c) the provision of critical productive infrastructure, and (d) the strengthening of public services delivery.

(A3) Providing Critical Infrastructure. The project will finance rehabilitation of selected public infrastructure (mainly irrigation schemes). The project will also support PAFOs and Department of Irrigation (DOI) of MAF to provide training in new irrigation models aiming at reducing operation costs and improving water productivity through establishment and strengthening of water user groups to effectively operate and maintain existing and the newly built infrastructure supported by the project.

Total targeted subprojects in Khammouane province to be rehabilitated total 16 pump irrigation schemes, 3 gravity irrigation schemes of which 7 proposed pump schemes (Batch-1). They shall be completed in the preparation stage (Assessment, Feasibility and Detailed design) in year 2020-2021 and the rehabilitation work is expected to be implemented at the end of year-2021. The remaining 13 schemes (Batch-2) will be done in the following year in FY 2021-2023.

One of 7 pump schemes that was proposed to rehabilitate under Batch-1 is Phanang pump irrigation scheme. It is located at Phanang village, Mahaxay district, Khammouane province. It is far from centre of Mahaxay district about 7 km to western road (Mahaxay-Boulapha district).

Proposed rehabilitation works include (1) upgrading earth main canal to the brick masonry concrete with the distance of 210 meters (from km 0+000-0+210), (2) the four farm inlet structures along main canal and the two bridges across main canal as well, and (3) replacement of two flexible rubber pipes with a diameter of 25 centimetre for 8 meters long.

Component B: Enhanced Agricultural Competitiveness.

This subcomponent will support activities to promote good agricultural practices (GAP), including the provision of: (a) technical assistance for the establishment of FPGs and building their capacity to adopt GAP; (b) Matching Grants to selected FPGs to carry out Sub-

projects that implement GAP; (c) technical and material assistance (i.e., small works, goods, equipment, training, etc.) to build the capacity of PAFOs, DAFOs, and relevant MAF technical departments to conduct training for FPGs on GAP and to carry out related extension and certification activities including soil analysis, organic fertilizer production, and organic farming; and (d) technical assistance to link FPGs with agribusinesses in marketing farm produce.

Component C: Project Management

The component will support (a) project management and (b) monitoring and evaluation (M&E).

1 ANALYSIS OF ALTERNATIVES

Improvement of irrigation systems is to improve the efficiency of rice production, improve and develop water user groups as future water user associations. Rice cultivation uses a large amount of water. Therefore, selected crop cultivation and techniques is alternative option to minimize water consumption during project implementation. The method includes sprinkler or drip irrigation crop cultivation.

II. ENVIRONMENTAL AND SOCIAL CONTEXT

2.1 ENVIRONMENTAL CONTEXT

Phanang Sub-project is located in Phanang village, Mahaxay District, Khammouane Province. This project is a pumping Scheme, which intakes the water from Xebangfay River. The project was developed in 1997. At that time, the two diesel pumps were installed on a pontoon with two 65 KW motors and the canals were constructed by farmers. However, farmers did not like to produce rice during the Wet Season, because the flood is happened frequently. Particularly, the 2018 flood destroyed all paddy field.

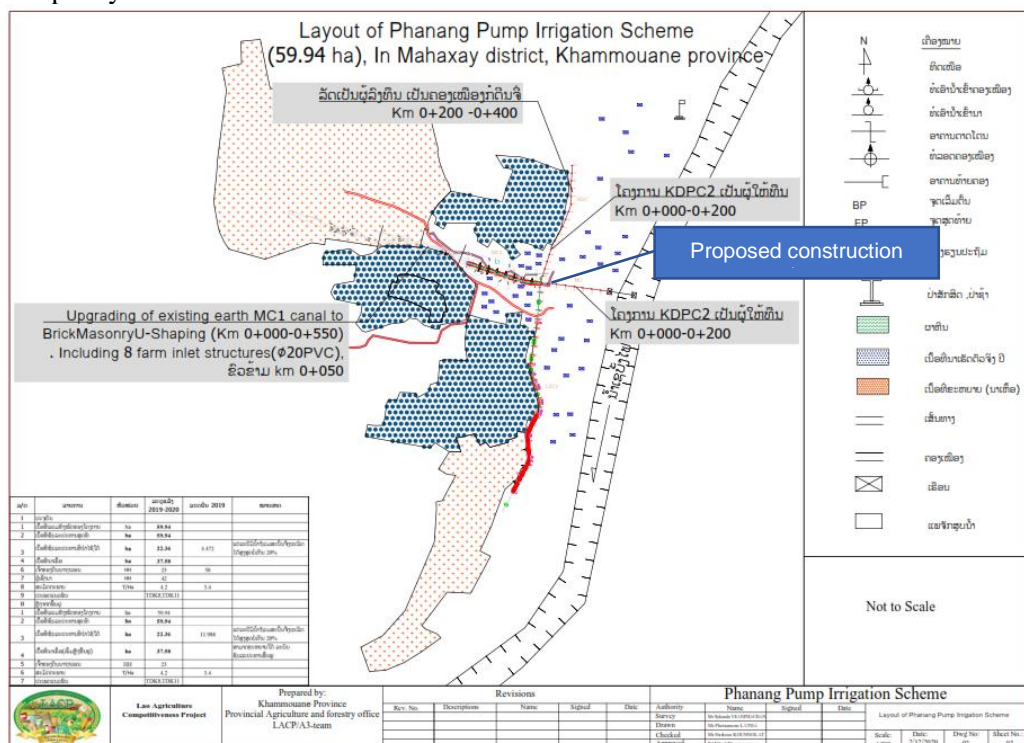


Figure 1. Sub-Project Layout and proposed rehabilitation

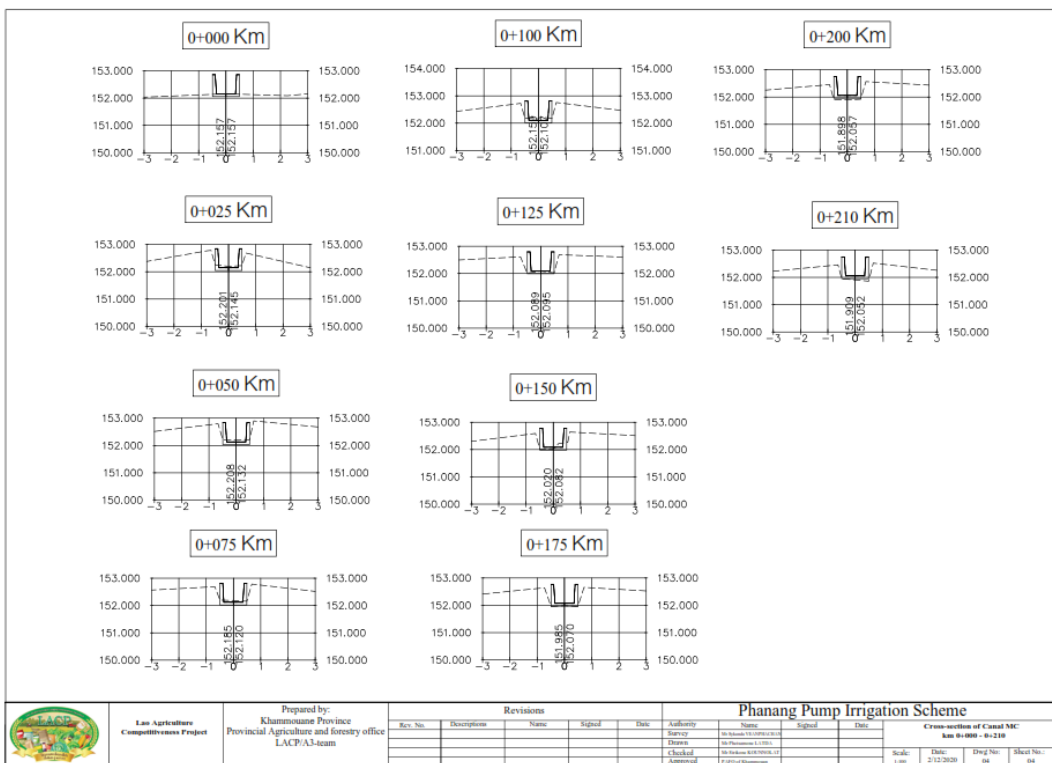
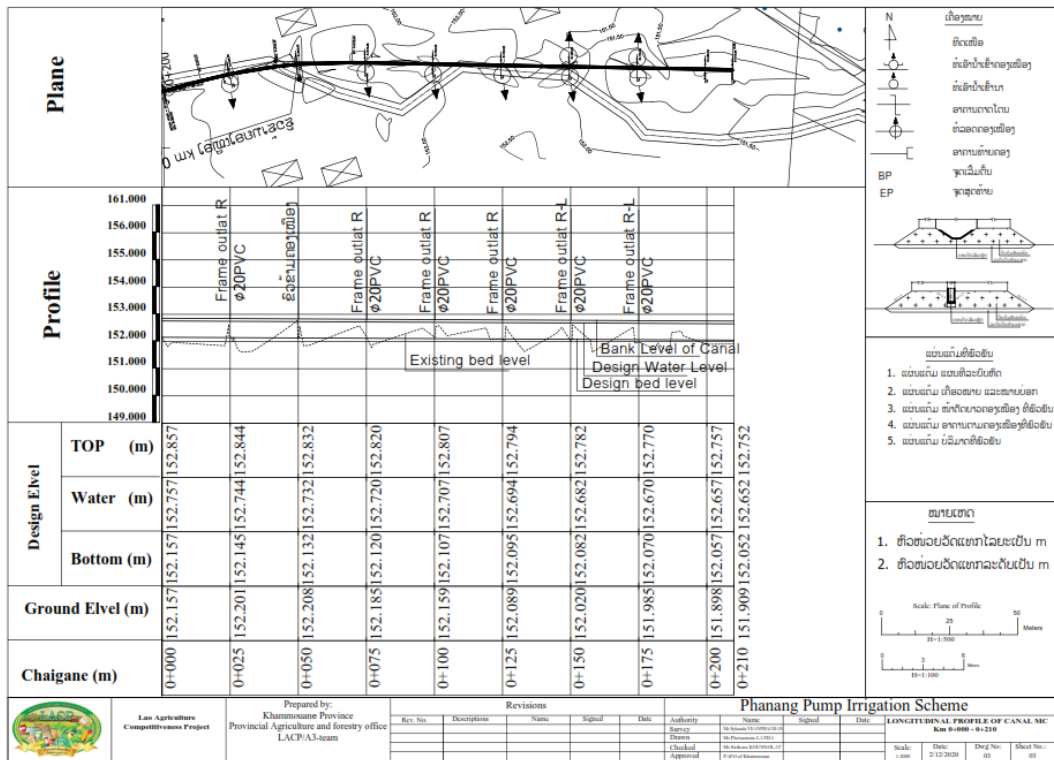


Figure 2. Proposed Construction Brick Masonry Concrete Main Canal



Figure 3. Existing and Proposed Main Canal Construction Extension

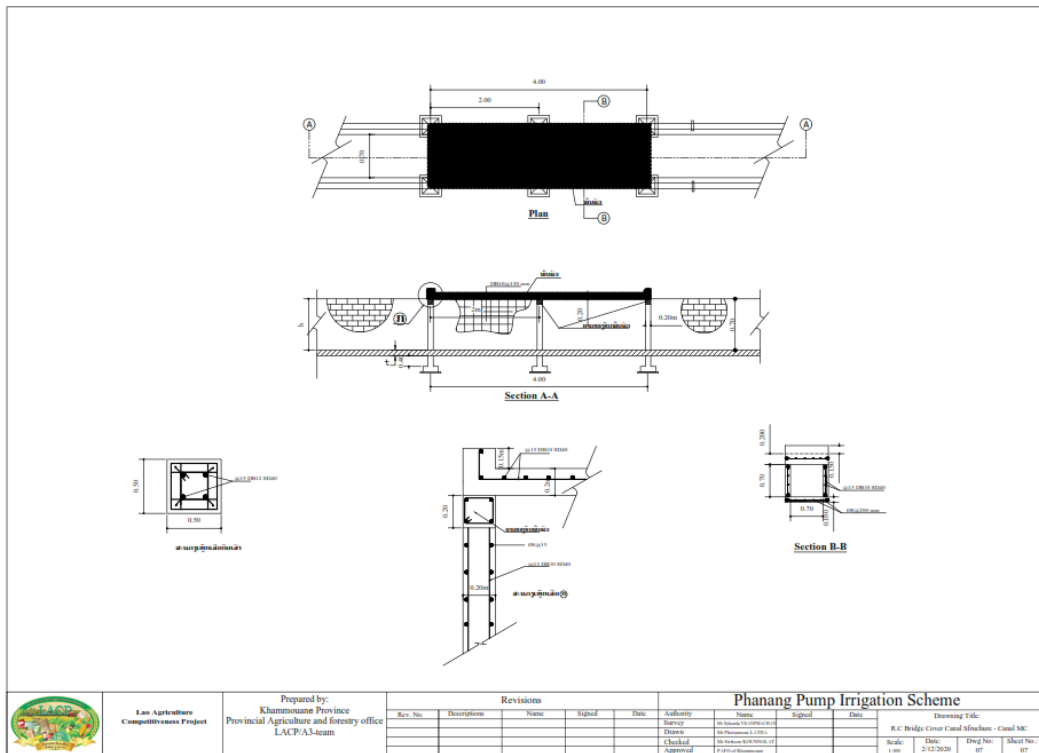


Figure 4. proposed 2 bridges construction

2.2 SOCIAL CONTEXT

Phanang Sub-project is located in Phanang village, Mahaxay District, Khammouane Province. This project is a pumping Scheme, which pumps the water from Xebangfay River.

The total households (HH) in Phanang village are 70 households, population 316 with 167 women.

villagers in the project areas fully support the project implementation. Lao Tai ethnic is main leaving in Phanang village, who believe Buddhist religion.

Most of the income comes from agricultural production and animal raising (cattles, buffalos, pigs and poultryes). Rice production in both wet and dry season is the main sources of livelihood and income followed by vegetables. There are primary schools, secondary schools in the project area.

Water resources are mainly rivers and groundwater for domestic utilization. Tap water is available for the provincial town while gravity fed systems are available for some villages, and wells and boreholes are mainly used in local communities.

Transportation by road can access village all year round to commute and transport their agricultural products to the market in the district and provincial towns. Phanang village has electricity grid and tele-communication network.

The beneficiary of this project is Phanang village. However not only Phanang villagers can cultivate rice in the project areas, but also the neighboring villagers/farmers can cultivate rice or other crops by renting lands/paddy fields. Actually, only Phanang village benefits from Phanang Sub-project. The total households (HH) in Phanang village are 70 households, of which the project benefited households are 58 households. The benefited households accounted for about 82.86% of the total village's households. There are 226 people benefit from this project including 127 women or about 76.05%

The actual irrigation areas of this project are 60 ha for Wet Season and around 22 ha for Dry Season. The expected irrigation areas after rehabilitation of the scheme will be around 60 ha for Wet Season and around 60 ha for Dry Season. About 38 ha of Dry Season cropping areas will be increased after rehabilitation work.

III. ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENT

3.1 ENVIRONMENTAL IMPACT ASSESSMENT

Field visit was conducted after the feasibility study (FS) and Detailed Design (DD) has been completed with scope and corridors of impacts are determined. During the site visit, consultation was conducted with the targeted village to be potentially affected with detailed design and information disseminated. The reassessment shows that the sub-project location is not located near the protected areas or sensitive habitats or buffer zone. The sub-project does not have potential impacts on any cultural resources (both physical and intangible) and to result in restrictions access to land and forest resources. According to the discussion with villagers, subproject locations are potential to have a risk of floods due to climate change. Floods have been occurred frequently since the year 2018 by the water level rise from Xebangfai River. Currently, only dry season rice cultivation has been practiced. However, the irrigation scheme cannot supply irrigated water to all command area due to high water seepage of earth main canal and canal network system. Therefore, rehabilitation of the irrigation schemes will bring benefit to farmers not only rice cultivation but also vegetables and other cash crops.

However, Potential environmental impacts related to construction are minor and they can be mitigated by providing the environmental code of practice (ECOP) such as transportation of material to the construction site may sometimes generate dust and noise. Farmers will be temporarily disturbed and has insufficient water to supply for rice field due to the

construction of civil work such as extension of earth main canal to brick masonry concrete and bridges. Construction works will spend only two or three weeks; a number of workers are estimated 10-15 people and local people willing to be workers during construction of sub-project activities. Therefore, no camp will be constructed in the work site due to workers will be returned to their home after working hours.

3.2 SOCIAL IMPACT ASSESSMENT

The main activity of Phanang irrigation Sub-project is to repair stilling basin and supply 2 flexible pipes for pump station, upgrade MC to brick masonry canal MC (L=210m, from distance Km 0+000 – 0+210), included required structures along canals.

Given the upgrading nature and small scale of work limited to repair and rehabilitate the existing structure with no expansion, social risks and impacts are expected to be insignificant with no land acquisition and resettlement. There could be potential risks and impacts from temporary disturbance and restriction of access to paddy land and water.

Potential Positive social and economic impacts:

The potential positive impacts of the Rehabilitation of the Phanang Irrigation Scheme are included:

- improved crop productivity of farmers;
- employment generation during rehabilitation, farm operations and maintenance phases;
- enhanced income and livelihoods of farmers;
- increased food production and food security in the village, district and the provincial at large;
- improvement in the local and national economy.

Potential Negative social impacts:

- **Noise:** The operation construction result in minor vibrations at the immediate project site under construction.
- **Occupation health & safety workers:** Workers will be exposed to noise, dust and vibrations especially without the use of appropriate PPEs. There is a high risk of accidents and injury from the use of machinery and equipment if safety procedures are not adhered to.
- **public safety:** communities may be at risk from the movement of trucks/vehicles and other machinery, as well as unsecured excavations (i.e. canals, laterals and drains). This is particularly critical for children and animals.
- The work will be done by the community workers, attention needs to be paid to manage risk of communicable diseases, COVID-19 due to a large group of local people working closely in the subproject site.
- **obstruction of access ways to communities:** Construction works at the project may render portions of the roads in accessible, temporarily closed or unmotorable during the constructional phase. Alternatives routes will have to be provided for use by commuters/motorists. This may create inconvenience and increase travel time to and from the communities.
- potential competition and dispute over water from the improved irrigation scheme may be arising between those who can access and those who cannot benefit from the subproject and between upstream and downstream water users.

IV. ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN OR ESCoP

4.1 ENVIRONMENTAL CODE OF PRACTICE (ECOP)

To avoid and mitigate the potential environmental impacts related to each stage, mitigation measures in ESMF and ESCoP proposed in this report ANNEX.1 will be used; transportation material vehicles should be small and limited load for passing the village, spray water and limit working hours from 7:30 am-17:00pm to avoid noise and dust from transportation, contractor may purchase construction material from legal source. woods and timbers use as formworks during construction are not allowed to buy with local villagers in order to avoid supporting cut the trees. To monitor and follow activities, district natural resources and environment office in cooperation with DAFO will participate in follow up and advise contractor to dump waste in specific site as local authority specify before construction will be implemented, to avoid wastes generation and improper waste management. After completion of the project, wastes from construction will be removed and properly scoured before hand over to concerned organization.

To facilitate transportation during construction, villagers will be informed through village meeting and consultation for the project commencement and completion date before starting civil works. No temporary access road is required that construction site located near the road to the village.

4.2 SOCIAL MANAGEMENT PLAN

To mitigate and manage social risks and impacts anticipated during subproject construction and operation, villagers were and will be informed and consulted through village meeting before starting civil works. To minimize disturbance and restriction of access to farm land, sub-project impacts and a work schedule will be consulted and agreed with the affected framers. The work schedule will be closely supervised by the field inspection team to ensure that the contractor strictly observe and complete their work as planned.

Speed limit should be applied for the truck or vehicle that transport construction material to construction site. These environmental and social code of practice and below social management plan should be included as part of the contract's contract.

During the operation phase, potential competition and dispute over water from the improved irrigation scheme may be arising between those who can access and those who cannot benefit from the subproject and between upstream and downstream water users. The following are measures proposed to manage such risks :

- The technical O&M manuals of Irrigation project need to be prepared and provided by Project Consultants, who will be responsible for O&M and WUG development.
- Guide the WUG to operate and maintain the irrigation scheme properly, the mandates and rules of WUG need to be revised to meet the actual situation and needs. The capacity of WUG board members needs to be strengthened in the following topics (1) Operation and maintenance of the irrigation scheme: planning and implementing of cropping and water supply; (2) Management of the WUG/WUA: how to implement mandates, rules,

WUG/WUA financial management, conflict management, general WUG/WUA management and so on; (2) Production techniques including the Pest Management.

- Measures to mitigate potential conflicts among Water users include (iii) inclusion of downstream residents (who have no access to the improved irrigation schemes) in other economic activities of the project, (iii) include representatives of downstream water users in the Water User Groups/Association for joint decision making and management of the irrigation scheme; (iv) where necessary and feasible, construct high-drums to supply downstream residents with water for micro-irrigation systems and domestic use.

V. CONSULTATION AND INFORMATION DISCLOSURE

Consultation with the local communities and farmers/water user groups was conducted in Phanang village on 16 July, 2021. 46 people from 70 households participated in the consultation meeting. This draft ESAR was distributed to the community 7 days before the consultation. Main outcomes of the consultation are provided below:

- Potential positive and negative impact during water pump replacement as mentioned in the section of 3.2. Social impact assessment. Covid19 prevention preparation
- Collaboration among villagers, provincial and district technical team including construction company.

The relevant feedback such before work starting:

- The rehabilitation designed seems not cover bridge cross the canal and therefore 4 bridges cross irrigation canal to the production area is suggested to reconsider.

The final ESAR will be disclosed onto the MAF's website and hard copy will be available in POFO and DAFO prior to the subproject implementation.

VI. GRIEVANCE REDRESS MECHANISM (GRM)

Social and environmental related grievances either from directly or indirectly affected people, (including affected people from ethnic groups) will be resolved through the Grievance Redress Institution/Mechanism (GRI/M)

However, complainant retains the right to bypass this procedure and as such can direct their grievance directly to the PAFOs or the Provincial Assembly, as provided by law in Lao PDR. At each level within the GRI/M process, discussions and outcomes of lodged complaints will be documented and recorded in a grievance logbook. The status of the grievances submitted and grievance resolution will be reported to PAFOs in monthly reports. In order to effectively and quickly resolve grievances of PAP, the following process will can be followed:

Stage 1: if PAP and PAH are not satisfied with the resettlement plan or its implementation, PAP and PAH can issue a verbal or written complaint to the Village Mediation Unit or Committee (VMU/C). If it is a verbal complaint, the village should deal with this complaint and document it in a written record. The VMU/C should resolve the complaint or grievance within two weeks or calendar 15 days;

Stage 2: if PAP and PAH are not satisfied with the result in Step 1, PAP and PAH can file an appeal with the District Office of Justice (DOJ) via DAFOs after PAP and PAH receives the decision made in Step 1. The DOJ should make a decision within two weeks or 15 calendar days;

Stage 3: if PAP and PAH are not satisfied with the result of Step 2, PAP and PAH can file an appeal with the Provincial Assembly (PA) via PAFO for administrative arbitration after receiving the decision made by the DOJ. The administrative arbitration organization should make the arbitrated decision within 20 calendar days; and

Stage 4 :if PAP and PAH are still unsatisfied with the arbitrated decision made by the administrative arbitration organization, after receiving the arbitrated decision, PAP and PAH can file a lawsuit in a civil court according to the relevant laws and regulations in Lao PDR.

VII. IMPLEMENTATION, MONITORING AND REPORTING ARRANGEMENT

The implementation of the environment and social safeguard is followed by the project implementation arrangement. The project implementing agencies include MAF, MOIC, and the five project provinces. LACP is joining implementing by MAF and MOIC; MAF is the central agency responsible for coordination with concerning stakeholders and overall project implementation. MAF is core of implementing project activities and focusing on component A, C and coordinate with component, working with farmer and production group, upgrading on-farm infrastructure, farmer's production facilities and farm equipment. Technical department involved include DOPF, DOA, DOI and DTEAP.

MOIC is part of the project responsible implementing their respective activities under component B (Enhancing agricultural competitiveness) such as establishing productive partnerships between Abs and FOs and Matching grants for agribusiness (Abs) and farmer groups (FGs) to leverage investments in on-farm infrastructure, post-harvest machines, drying facilities, storages, cool rooms, packaging facilities.

DAFO is taken a lead responsible role at district level to supervise E&S consultant and PMU to conduct screening process, review and endorse sub-project proposal, monitor compliance of sub-project proposal implementation.

DAFO is taken a lead responsible role at district level to supervise E&S consultant and PMU to conduct screening process, review and endorse sub-project proposal, monitor compliance of sub-project proposal implement.

E&S consultant will work closely with PMU to provide support to farmers and project proponents to prepare sub-project proposal, conduct E&S screening and prepare appropriate safeguard instrument .E&S consultant will also supervise and monitor the implementation of the ESCOP and review an environmental and social monitoring report from PAFO and DAFO before submitting to the World Bank.

VIII. CONCLUSION AND RECOMMENDATIONS

The potential social and environmental impacts associated with the proposed subproject are expected to be minor and insignificant, mostly temporary, site specific and manageable during both construction and operation phases. The construction impacts can mostly be minimized through the ESCOP, which combines ESCOP (equivalent to site specific EMP and Social Management Plan as well as mitigation measure proposed in this report, which

should form part of the construction contractor contract. Key provisions of ESCOP will be include in bidding documents and contract to be complied with by the contractor and supervised by the field inspection engineer and E&S consultants to minimize and address such impacts anticipated from the subproject implementation.

ANNEXES

Annex.1 Environmental and Social Code of Practice

Potential Impacts Construction Period	Negative during	Mitigating Measures
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Potential Negative Impacts during Construction Period	Mitigating Measures
Construction material storage	<ul style="list-style-type: none"> • Construction material needs to be safely stored in the approved area in consultation with communities and local authorities. • Keep stockpile of aggregate materials covered to avoid suspension or dispersal of fine soil particles during windy and rainy days or disturbance from stray animals
Safety hazards and risk of accidents during installation and operation of electric pumping system to workers and local people	<ul style="list-style-type: none"> • Allocation of responsibility for site safety to the Contractor's site supervisors' staff, who will ensure that all reasonable safety measures (for both occupational health and safety for construction activities and safety measures during COVID-19 outbreak), such as use of proper personal protective equipment, safety boots, gloves, medical masks and equipment and placing of hazard warnings sign are taken. • Earth excavation at the siphon installation should provide a warning sign and light on during the night time
Community Health and safety Issues and Risks Effects of temporary worker populations	<ul style="list-style-type: none"> • Community Health and Safety measures provided in the World Bank Guideline on Environment, Health and Safety (EHS) to be applied by contractor and its workers. • Arrangements for collection of solid waste, • assignment of responsibility for worker and local peoples' welfare, health and safety to a senior member of the Contractor's staff. • Employ local people as workers during construction as many as possible. • Establish a Grievance Redress Mechanism (GRM) based on the existing structure (village mediation committee, district and provincial office of Justice or courts and DAFO/PAFO). Brief information on GRM with the contact detail of responsible persons (site engineer, safeguard focal staff from DAFO and PAFO) and their phone numbers.
COVID-19 outbreak	<ul style="list-style-type: none"> • Observe the applicable national and WHO regulations and guidelines and the WBG COVID-19 Advisory note on Contingency Planning for Existing Operations dated March 16, 2020 and WBG Safeguard Interim Note on COVID-19 Considerations in Construction/Civil Works Projects, April, 2020 • Please refer to Annex 2: Template of Contingency Plan for Response to COVID-19
Impacts during Operation Phase	
Effects of intensified agricultural production	<ul style="list-style-type: none"> • instruction in purchase and use of pesticides, • promotion of the informed use of mineral fertilizers, • promotion of the concept of integrated pest management, and • emphatic discouragement of the use of persistent pesticides and introduce IPM instead.
Obstruction of water flows in the canals from sediment or other deposits	<ul style="list-style-type: none"> • Support to water user groups so that users discourage or prevent any placing of material or solid waste in the canals.
Extraction of water during the dry season	<ul style="list-style-type: none"> • Monitoring of river flows and extraction levels, ensuring that an adequate riparian flow is maintained.
Collapse of canals	<ul style="list-style-type: none"> • Routine and periodic maintenance, according to a well-designed and adequately resourced maintenance program

Potential Negative Impacts during Construction Period	Mitigating Measures
Leaching of nutrients	<ul style="list-style-type: none"> • Promotion of sustainable irrigated agriculture and soil management methods
Occurrence of water related diseases	<ul style="list-style-type: none"> • promoting improved operation and maintenance of the irrigation scheme and road through water user groups • raising awareness on hazards posed by poor sanitation, water logging and use of untreated irrigation water for drinking.
Water logging of soils	<ul style="list-style-type: none"> • Regulation of water application to avoid over-watering. • Installation and maintenance of adequate drainage system. • Use of lined canals or pipes to prevent seepage. • Accurate calculation of delivery of irrigation requirements.
Potential competition and conflict over water from the improved irrigation scheme	<ul style="list-style-type: none"> • Prepare O&M manual/guideline covering water management and water use regulations • Provide training and support to the Water Users and Water User Association on the O&M and water use/management regulations • Include residents with no access to the irrigation scheme in other economic activities of the project • Include representatives of downstream water users in the Water User Groups/Association for joint decision making and management of the irrigation scheme, and • where necessary and feasible, construct high-drums to supply downstream residents with water for micro-irrigation systems and domestic use.

Annex 2: Minimum Requirements for the Bidder's Code of Conduct

A minimum requirement for the Code of Conduct should be set out by the Employer, taking into consideration the issues, impacts, and mitigation measures identified for example, in:

- project reports e.g. ESCOP
- any particular GBV/SEA requirements
- consent/permit conditions (regulatory authority conditions attached to any permits or approvals for the project)
- required standards including World Bank Group EHS Guidelines
- relevant international conventions, standards or treaties, etc., national, legal and/or regulatory requirements and standards (where these represent higher standards than the WBG EHS Guidelines)
 - relevant international standards e.g. Workers' Accommodation: Process and Standards (IFC and EBRD)
 - relevant sector standards e.g. workers accommodation
- grievance redress mechanisms.

The types of issues identified could include. risks associated with: labor influx, spread of communicable diseases, sexual harassment, gender-based violence, violence against children illicit behavior and crime, and maintaining a safe environment etc.]

A satisfactory code of conduct will contain obligations on all Contractor's personnel (including sub-contractors and day workers) that are suitable to address the following issues, as a minimum. Additional obligations may be added to respond to particular concerns of the region, the location and the project sector or to specific project requirements. The code of conduct shall contain a statement that the term "child" / "children" means any person(s) under the age of 18 years.

The issues to be addressed include:

1. Compliance with applicable laws, rules, and regulations
2. Compliance with applicable health and safety requirements to protect the local community (including vulnerable and disadvantaged groups), the Employer's personnel, Project Manager's personnel and the Contractor's personnel, including sub-contractors and day workers (including wearing prescribed personal protective equipment, preventing avoidable accidents and a duty to report conditions or practices that pose a safety hazard or threaten the environment)
3. The use of illegal substances
4. Non-Discrimination in dealing with the local community (including vulnerable and disadvantaged groups), the Employer's personnel, Project Manager's personnel, and the Contractor's personnel including sub-contractors and day workers (for example on the basis of family status, ethnicity, race, gender, religion, language, marital status, age,

disability (physical and mental), sexual orientation, gender identity, political conviction or social, civic, or health status)

5. Interactions with the local community(ies), members of the local community (ies), and any affected person(s) (for example to convey an attitude of respect, including to their culture and traditions)
6. Sexual harassment (for example to prohibit use of language or behavior, in particular towards women and/or children, that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate)
7. Violence, including sexual and/or gender-based violence and violence against children (for example acts that inflict physical, mental or sexual harm or suffering, threats of such acts, coercion, and deprivation of liberty)
8. Exploitation including sexual exploitation and abuse (for example the prohibition of the exchange of money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading behavior, exploitative behavior or abuse of power)
9. Protection of children (including prohibitions against sexual activity or abuse, or otherwise unacceptable behavior towards children, limiting interactions with children, and ensuring their safety in project areas)
10. Sanitation requirements (for example, to ensure workers use specified sanitary facilities provided by their employer and not open areas)
11. Avoidance of conflicts of interest (such that benefits, contracts, or employment, or any sort of preferential treatment or favors, are not provided to any person with whom there is a financial, family, or personal connection)
12. Respecting reasonable work instructions (including regarding environmental and social norms)
13. Protection and proper use of property (for example, to prohibit theft, carelessness or waste)
14. Duty to report violations of this Code
15. Non-retaliation against workers who report violations of the Code, if that report is made in good faith.

The Code of Conduct should be written in plain language and signed by each worker to indicate that they have:

- received a copy of the code;
- had the code explained to them;
- acknowledged that adherence to this Code of Conduct is a condition of employment; and
- understood that violations of the Code can result in serious consequences, up to and including dismissal, or referral to legal authorities.

A copy of the code shall be displayed in a location easily accessible to the community and project affected people. It shall be provided in languages comprehensible to the local community, Contractor's personnel (including sub-contractors and day workers), Employer's and Project Manager's Personnel, and affected persons.

Attachment 3: Contingency Plan for Response to COVID-19

1. In a situation when there is a spread of COVID-19, contractor has to apply or comply with the government guidelines launched in line with WHO. Additional suggestions which are adapted from WBG Response to COVID-19 Advisory note on Contingency Planning for Existing Operations dated March 16, 2020, and WBG Safeguard Interim Note on COVID-19 Considerations in Construction/Civil Works Projects, April, 2020.
2. It is worth noting that the WBG Response to COVID-19 Advisory note and Interim Note may be updated from time to time. Where there is a conflict with government or WHO guideline, the government or WHO guideline prevail.

(a) Preparing for Covid-19

- Contractor's senior manager or project manager should inform PCO and/or PAFO details of the preparations being made on site. PCO and/or PAFO will, as necessary assist the projects with these preparations. The senior manager should be taking the advice of their healthcare team and their health and safety specialists in preparing the site, although the PCO, and/or PAFO may also need to assist, for example with coordinating responses and/or connecting project sites with national/local healthcare official and/or specialists.
- Contractor should put in place measures to minimize the chances and contain the spread of the virus as a result of the movement of workers, ensure their sites are prepared for an outbreak, and develop and practice contingency plans so that personnel know what to do if an outbreak occurs and how treatment will be provided. These preparation measures should be communicated not only to the workforce but also the local community, to reassure them that the movement of staff is controlled, and to ensure that stigma or discrimination is reduced in the event of an outbreak.

(b) Movement of Staff

- Movement of staff can increase the risk of transmission of Covid-19 to a work site and the local community. Overseas, international and transient workers should adhere to government requirements and guidelines with respect to Covid-19 when travelling to or from worksites.
- Workers coming from or passing through countries/regions with cases of the virus¹ (a) Should not return if displaying symptoms and (b) Should self-isolate for 14 days following their return.

Self-Isolation arrangements: For self-isolation, the following actions should be considered (as appropriate):

- Workers should be provided with a single room that is well-ventilated (i.e., with open windows and an open door). If a single room is not available for each worker, adequate space should be provided to maintain a distance of at least 2meters and a curtain to separate workers sharing a room. Men and women should not share a room. A dedicated bathroom should be provided for the isolation facilities and there should be separate bathroom facilities for men and women.

¹ WHO also updates information on countries reporting Covid-19 infection

- Workers in isolation should limit their movements in areas which are also used by unaffected workers (shared areas), and should avoid using these areas when unaffected workers are present. Where workers in isolation need to use shared spaces (such as kitchens/canteens), arrangements should be made for cleaning prior to and after their use of the facilities. The number of staff involved in caring for those in isolation, including providing food and water, should be kept to a minimum and appropriate Personal Protection Equipment (PPE) should be used by those staff.
- At a minimum, isolation areas should be cleaned daily and healthcare professionals should visit workers in the isolation areas daily. Cleaners and healthcare professionals should wear appropriate PPE and ensure good hygiene when visiting workers in isolation. Further information is provided by WHO in [Home care for patients with suspected novel coronavirus \(COVID-19\)](#)
- Visitors should not be allowed until the worker has shown no signs and symptoms for 14 days.

(c) Preparing for an Outbreak

3. Medical staff at the facilities or medical service personnel for the facilities should be trained and be kept up to date on Country and WHO advice (<https://www.who.int/emergencies/diseases/novel-coronavirus-2019/technical-guidance>) and recommendations on Covid-19. They should take stock of the equipment and medicines that are present on site and ensure that there are good supplies of any necessary treatments, including paracetamol/acetaminophen and other medicine in line with country and WHO guideline.
4. The following measures should be considered (as appropriate):
 - Ensure medical facilities or camp site are stocked with adequate supplies of medical Personal Protective Equipment (PPE), as a minimum: (a) Gowns, aprons; (b) Medical masks and some respirators (N95 or FFP2); (c) Gloves; and (d) Eye protection (goggles or face screens).
 - Cleaners also need to be provided with PPE and disinfectant. Minimum PPE to be used when cleaning areas that have been or suspected to have been contaminated with Covid-19 are: (a) Gowns, aprons; (b) Medical masks; (c) Gloves; (d) Eye protection (goggles or face screens); and (e) Boots or closed work shoes. Cleaners should be trained in how to safely put on and use PPE by medical staff, in necessary hygiene (including hand washing) prior to, during and post cleaning duties, and in waste control (including for used PPE and cleaning materials).
 - The medical staff should run awareness campaigns, training and arrange for appropriate posters, signs and advisory notices to be posted on site to advise workers on how to minimize the spread of the disease, including: (a) to self-isolate if they feel ill or think they may have had contact with the virus, and to alert medical staff; (b) to regularly wash hands thoroughly with soap and water – many times per day; (c) how to avoid disease spread when coughing/sneezing (cough/sneeze in crook of elbow or in a tissue that is immediately thrown away), and not to spit; and (d) to keep at least 2 meters or more away from colleagues.
 - Hand washing stations should be set up at key places throughout site, including at entrances/exits to work areas, wherever there is a toilet, canteen/food and drinking water, or sleeping accommodation, at waste stations, at stores and at communal facilities. Each should have a supply of clean water, liquid soap and paper towels (for hand drying), with a closed waste bin (for used paper towels) that is regularly emptied and disposed off following government guideline.
 - Where wash stations cannot be provided (for example at remote locations), alcohol-based hand rub should be provided.
 - Enhanced cleaning arrangements should be put in place, to include regular and deep cleaning using disinfectant of catering facilities/canteens/food/drink facilities, latrines/toilets/showers,

communal areas, including door handles, floors and all surfaces that are touched regularly. Worker accommodation will be in good state for keeping clean and hygienic, and for cleaning to minimize spread of infection.

- Working methods should be reviewed and changed as necessary to reduce use of PPE, in case supplies of PPE become scarce or hard to obtain. For example, water sprinkling systems at crushers and stock piles should be in good working order, trucks covered, water suppression on site increased and speed limits on haul roads lowered to reduce the need for respiratory (N95) dust masks.

(d) Contingency Planning for an Outbreak

5. The contingency plan to be developed by contractor should set out what procedures will be put in place in the event of Covid-19 reaching the site and it should be developed in consultation with national and local healthcare facilities and PCO or PAFO, to ensure that arrangements are in place for the effective containment, care and treatment of workers who have contracted Covid-19.
6. The contingency plan should also consider the response if a significant number of the workforce become ill, when it is likely that access to and from a site will be restricted to avoid spread. The following measures should be considered, as appropriate:
 - Contingencies should be developed and communicated to the workforce for: (a) Isolation and testing procedures for workers (and those they have been in contact with) that display symptoms; (b) Care and treatment of workers, including where and how this will be provided; and (c) Getting adequate supplies of water, food, medical supplies and cleaning equipment in the event of an outbreak on site, especially should access to the site become restricted or movements of supplies limited. The contingency plan shall be align with the government guideline.
 - Specifically, the plan should set out what will be done if someone is suspected to become ill with Covid-19 at a worksite. The plan should: (a) Set out arrangements for putting the person in a room or area where they are isolated from others in the workplace, limiting the number of people who have contact with the person and contacting the local health authorities; (b) Consider how to identify persons who may be at risk (e.g. due to a pre-existing condition such as diabetes, heart and lung disease, or as a result of older age), and support them, without inviting stigma and discrimination into your workplace; and (c) Consider contingency and business continuity arrangements if there is an outbreak in neighboring communities.
 - Arrangements for the storage and disposal arrangements for medical waste, which may increase in volume and which can remain infectious for several days (depending upon the material). The support that site medical staff may need, as well as arrangements for transporting (without risk of cross infection) sick workers to intensive care facilities or into the care of national healthcare facilities should be discussed and agreed.
 - How to maintain worker and community safety on site should works be suspended or illness affect significant numbers of the workforce at any point. It is important that worksite safety measures are reviewed by a safety specialist and implemented prior to work areas being suspended.

(e) Communicating the plans

7. In order to reduce the risk of social stigma² or discrimination, and to ensure that individuals roles and responsibilities are clear, the preparation measures and contingency plans should be communicated widely. Workers, sub-contractors, suppliers, adjacent communities, and local healthcare authorities should all be made aware of the preparations that have been made.

² Social stigma in the context of health is the negative association between a person or group of people who share certain characteristics and a specific disease.

When communicating to the workforce, their roles and responsibilities should be outlined clearly, and the importance for their colleagues, the local communities and their families that the workers follow the plans should be stressed. Workers may need to be reassured that there will be no retaliation or discrimination if they self-isolate as a result of feeling ill, and also with respect to the compensation or insurance arrangements that are in place. Further guidance on preventing social stigma as a result of Covid-19 is available in WHO guidelines