

---

# Environmental and Social Management Framework (ESMF)

PEEB Technical Assistance

**Initiative to Nurture Sustainable Public Infrastructure  
through Renovations for Energy Efficiency (INSPIREE)  
Feasibility Study**

---

November 2024

|                         |                                                                                                                                                                                                                                                                                                                                                                                                                                    |             |                    |
|-------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|--------------------|
| <b>Title</b>            | <b>Environmental and Social Management Framework (ESMF)</b><br>PEEB Technical Assistance<br><b>Initiative to Nurture Sustainable Public Infrastructure through Renovations for Energy Efficiency (INSPIREE)</b><br>Feasibility Study                                                                                                                                                                                               |             |                    |
| <b>Versions</b>         | <b>Indice</b>                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>Date</b> | <b>Observation</b> |
|                         | V0                                                                                                                                                                                                                                                                                                                                                                                                                                 | 14/11/24    | First issue        |
| <b>File name</b>        | INSPIREE - ESMF_20241114                                                                                                                                                                                                                                                                                                                                                                                                           |             |                    |
| <b>Client</b>           | Agence française de développement (AFD)                                                                                                                                                                                                                                                                                                                                                                                            |             |                    |
| <b>Contract</b>         | Marché EGI-2023-0251 notifié le 16/08/2023                                                                                                                                                                                                                                                                                                                                                                                         |             |                    |
| <b>n°BC</b>             | -                                                                                                                                                                                                                                                                                                                                                                                                                                  |             |                    |
| <b>Task Team Leader</b> | Guillaume MONCEAUX / monceauxg@afd.fr                                                                                                                                                                                                                                                                                                                                                                                              |             |                    |
| <b>Redactors</b>        | Assemblage Ingénierie<br>Sigma Engineers<br><br><b>Ludmila VIRLAN</b> : <a href="mailto:ludmila.virlan1980@gmail.com">ludmila.virlan1980@gmail.com</a><br><b>Eugenia GANEA</b> : <a href="mailto:ganea.eugenia@gmail.com">ganea.eugenia@gmail.com</a><br><b>Anna CALOGERO</b> : <a href="mailto:anna@assemblage.net">anna@assemblage.net</a><br><b>Mael BHOYROO</b> : <a href="mailto:mael@assemblage.net">mael@assemblage.net</a> |             |                    |

# TABLE OF CONTENTS

|                                                                                                                 |            |
|-----------------------------------------------------------------------------------------------------------------|------------|
| <b>1. Introduction</b>                                                                                          | <b>11</b>  |
| <b>2. Project description</b>                                                                                   | <b>13</b>  |
| 2.1. General description                                                                                        | 14         |
| 2.2. Expected project locations                                                                                 | 20         |
| 2.3. Overview of Project Target Groups, Affected Parties and stakeholders                                       | 22         |
| <b>3. Environmental &amp; social policies, regulations and laws</b>                                             | <b>25</b>  |
| 3.1. Legal Framework of the Republic of Moldova                                                                 | 26         |
| 3.2. International E&S standards and guidelines                                                                 | 46         |
| 3.3. Gaps analysis                                                                                              | 55         |
| <b>4. Potential Environmental &amp; social risk impacts and standard mitigation measures</b>                    | <b>65</b>  |
| 4.1. Objective                                                                                                  | 66         |
| 4.2. Overview of the Results of the E&S screenings                                                              | 66         |
| 4.3. Potential risks and impacts and mitigation measures during the design, construction and operational stages | 71         |
| <b>5. Stakeholder Engagement Framework and Grievance Redress Mechanism</b>                                      | <b>83</b>  |
| 5.1. Introduction to the Stakeholder Engagement Framework                                                       | 84         |
| 5.2. Stakeholders identification and analysis                                                                   | 87         |
| 5.3. Stakeholder engagement approach and methods                                                                | 99         |
| 5.4. Stakeholder Engagement Program                                                                             | 101        |
| 5.5. Proposed Strategy for Information Disclosure                                                               | 104        |
| 5.6. Resources and responsibilities for implementing stakeholder engagement activities                          | 106        |
| 5.7. Grievance redress mechanism                                                                                | 108        |
| <b>6. Procedures and Implementation arrangements</b>                                                            | <b>113</b> |
| 6.1. Environmental and Social Risk Management Procedures                                                        | 114        |
| 6.2. E&S Roles and Responsibilities                                                                             | 121        |
| 6.3. Training and Capacity Building                                                                             | 124        |
| 6.4. Estimated Budget                                                                                           | 126        |
| <b>7. Environmental &amp; Social Management Plan (ESMP)</b>                                                     | <b>127</b> |
| 7.1. Environmental and Social Management Plan Overview                                                          | 128        |

## LIST OF TABLES

|                                                                                                                            |     |
|----------------------------------------------------------------------------------------------------------------------------|-----|
| Table 1. Relevant national laws for the INSPIREE Project implementation                                                    | 25  |
| Table 2. Relevant World Bank's ESSs applicable for the planned activities under the Project                                | 46  |
| Table 3. EHS Guidelines relevant for the INSPIREE project                                                                  | 49  |
| Table 4. The GAPS analysis - ESS requirements and national legislation                                                     | 53  |
| Table 5. Potential impacts and mitigation measures for the Component 1 of the INSPIREE project                             | 65  |
| Table 6. Analysis of the "Affected parties" TG and description of the TG-related risks                                     | 80  |
| Table 7. Analysis of the "Other interested parties" TG and description of the TG-related risks                             | 84  |
| Table 8. Analysis of the "Disadvantaged/vulnerable individuals or groups" TG group and description of the TG-related risks | 87  |
| Table 9. Stakeholder Engagement Program                                                                                    | 91  |
| Table 10. Proposed Information Disclosure                                                                                  | 93  |
| Table 11. SEF Management functions and responsibilities                                                                    | 95  |
| Table 12. Labour related grievances                                                                                        | 100 |
| Table 13. Project Cycle and E&S Management Procedures                                                                      | 102 |
| Table 14. E&S responsibilities within the PMU                                                                              | 108 |
| Table 15. E&S Responsibilities of other parties                                                                            | 110 |
| Table 15. Proposed E&S Training and Capacity Building                                                                      | 112 |
| Table 16. ESMF Implementation Budget                                                                                       | 113 |

## LIST OF FIGURES

|                                                                                                                                                                    |    |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|
| Figure 1. MEPIU's organigram .....                                                                                                                                 | 15 |
| Figure 2. Administrative - territorial division of the Republic of Moldova .....                                                                                   | 20 |
| Figure 3. Boundaries of Chisinau Municipality.....                                                                                                                 | 21 |
| Figure 4. Waste streams in the National Program for Waste Management: asbestos waste and construction and demolition waste are identified as "special flows" ..... | 43 |

## ABBREVIATIONS & ACRONYMS

|          |                                                                                                   |
|----------|---------------------------------------------------------------------------------------------------|
| ACM      | Asbestos containing materials                                                                     |
| AI       | Assemblage Ingenierie                                                                             |
| AFD      | Agence Française de Développement                                                                 |
| CNED     | National Center for Sustainable Energy                                                            |
| C-ESMP   | Contractor ESMP/Contractor ESMP Checklist                                                         |
| DAC      | Development Assistance Committee                                                                  |
| EE       | Energy Efficiency                                                                                 |
| EEA      | Energy Efficiency Agency                                                                          |
| EIA      | Environmental Impact Assessment                                                                   |
| ESF      | Environmental and Social Framework                                                                |
| ESCP     | Environmental and Social Commitment Plan                                                          |
| ESMF     | Environmental and Social Management Framework                                                     |
| ESMP     | Environmental and Social Management Plan                                                          |
| ESS      | Environmental and Social Standard                                                                 |
| EU       | European Union                                                                                    |
| GBV      | Gender-based violence                                                                             |
| GHG      | Greenhouse Gases                                                                                  |
| GoM      | Government of Moldova                                                                             |
| INSPIREE | Initiative to Nurture Sustainable Public Infrastructure through Renovations for Energy Efficiency |
| KfW      | KfW Development Bank                                                                              |
| LMP      | Labor Management Procedures                                                                       |
| LPA      | Local Public Administration                                                                       |
| MEEP     | Moldova Energy Efficiency Project                                                                 |
| MEPIU    | Moldova Energy Projects Implementation Unit                                                       |
| MoE      | Ministry of Energy                                                                                |
| MoER     | Ministry of Education and Research                                                                |
| MoH      | Ministry of Health                                                                                |
| MoF      | Ministry of Finance                                                                               |
| PIC      | Project Implementation Consultant                                                                 |
| PMU      | Project Management Unit                                                                           |
| RES      | Renewable energy sources                                                                          |
| SEA      | Sexual exploitation and abuse                                                                     |
| SEF      | Stakeholder Engagement Framework                                                                  |
| SEP      | Stakeholder Engagement Plan                                                                       |
| SH       | Sexual harassment                                                                                 |
| VET      | Vocational Education and Training                                                                 |
| WB       | World Bank                                                                                        |

## ANNEXES

| Nr.             | Annex                                                                                                        |
|-----------------|--------------------------------------------------------------------------------------------------------------|
| <b>Annex 1:</b> | Environmental Screening Checklist                                                                            |
| <b>Annex 2:</b> | Social Screening checklist                                                                                   |
| <b>Annex 3:</b> | Project General ESMP                                                                                         |
| <b>Annex 4:</b> | Site Specific Environmental & Social Management Plan (C-ESMP) for Construction and Rehabilitation Activities |
| <b>Annex 5:</b> | Labor Management Procedures                                                                                  |
| <b>Annex 6:</b> | Waste and Asbestos Management Plan                                                                           |
| <b>Annex 7:</b> | Chance Find Procedure                                                                                        |
| <b>Annex 8.</b> | Grievance registration form                                                                                  |
| <b>Annex 9.</b> | Incidents Reporting template                                                                                 |

## EXECUTIVE SUMMARY

The AFD and KfW will be supporting the Republic of Moldova in implementing the "Initiative to Nurture Sustainable Public Infrastructure through Renovations for Energy Efficiency" (INSPIREE) Project. The objective of the project is to reduce the energy consumed by the operations in existing public facilities in Moldova and reduce their greenhouse emissions, while also ameliorating the comfort of their users, and providing institutional support to the implementation of energy efficiency projects in the country.

### Project description:

The INSPIREE will finance the implementation of energy efficiency measures and complementary measures aimed at ameliorating the comfort of the users in public facilities identified within the national territory of the Republic of Moldova.

The Project will finance the following activities grouped into the following components:

- **Component 1:** Implementation of energy efficiency measures and complementary measures in public buildings.
- **Component 2:** Technical assistance to implementation of the INSPIREE project.

Each public building to be targeted by the Component 1 is considered as a subproject.

### Expected project locations and beneficiaries:

The project activities will take place in the districts of the Republic of Moldova and in the Chisinau Municipality.

### The Environmental and Social Management Framework:

This ESMF is drafted as part of the feasibility study to support the appraisal of the INSPIREE project. It has been prepared in accordance with the World Bank's Environmental and Social Standards (ESSs) and national legislation of the Republic of Moldova and with regard to the AFD and KfW requirements.

The ESMF frames the project implementation in its lifecycle, sets out the principles, rules, guidelines, and procedures to assess the environmental and social risks and impacts as well as the measures and plans to reduce, mitigate and/or offset adverse risks and impacts<sup>1</sup>.

This ESMF, and the connected ESMP, will be further developed in the form of an Environmental and Social Commitment Plan (ESCP) to be agreed upon by the Financiers and Government of Moldova at the signature of the Loan and Grant Agreements.

A Stakeholder Engagement Framework (SEF) and Labor Management Procedures (LMPs) are included in this ESMF and will guide the engagement of stakeholders and the procedures for management of labor during the project. The SEF is developed according to ESS 10 and will describe a project-level Grievance Mechanism (GRM) designed to facilitate receipt and response to feedback

---

<sup>1</sup> Sustainability Guideline Assessment and management of Environmental, Social, and Climate Aspects: Principles and Procedures 30 June 2023 Author: KfW Development Bank.

and concerns associated with the project. The Labor Management Procedures (LMPs) will be developed according to the requirements of ESS2.

#### **Applicable legal framework:**

The ESMF identifies the national and international environmental & social policies, regulations and laws applicable to the project and describes arrangements for the implementation of the environmental and social mitigation measures specific for the project's life cycle.

#### **Project Potential Environmental and Social Risks and Impacts:**

The Project risk category is identified as "moderate" in the ESMF based on the consideration of the potential environmental and social risks associated with the subproject types. Based on the results of the E&S Screenings of the subprojects, this initial categorization helps determine the level of assessment and management required to mitigate risks and impacts. For the civil works connected to energy efficiency refurbishment of the buildings targeted by the subprojects, the following is identified:

##### **Types of Potential Environmental Risks and Impacts:**

- Air Quality: Dust and emissions from construction activities.
- Water Quality: Potential contamination from construction runoff or waste.
- Soil and Land Use: degradation, or contamination of soil.
- Biodiversity: Impacts on local flora and fauna.
- Waste Management: Generation and disposal of construction waste, including hazardous materials like asbestos.
- Noise Pollution: Increased noise levels from construction activities.

##### **Types of Potential Social Risks and Impacts:**

- Community Health and Safety: Risks to the health and safety of local communities, including potential exposure to hazardous materials and construction-related accidents.
- Labor and Working Conditions: Ensuring safe and fair working conditions for workers involved in the project.
- Stakeholder Engagement: Ensuring effective communication and addressing grievances from affected parties.
- Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH): Risks related to SEA/SH for both community members and workers.

#### **Mitigation Instruments:**

By implementing the ESMF, ESMP, SEF, LMPs and site-specific ESMPs as mitigation instruments, the INSPIREE Project aims to effectively manage its environmental and social impacts, ensuring the health, safety, and well-being of both the community and the workers involved. Regular monitoring and transparent reporting will support the project's commitment to environmental and social sustainability, facilitating successful project implementation and stakeholder engagement.

Thus, the following mitigation instruments have been/will be developed and will be implemented at respective stages of the project:

- a. **E&S screening checklists to perform preliminary site-specific risks assessment as part of the feasibility study.** The checklists in Annex 1 and Annex 2 have been used by the Feasibility study team to identify and evaluate potential site-specific environmental and social risks. This checklist served as the foundation for the environmental and social assessment that informed the preparation of the ESMP.
- b. **The ESMF and the annexed ESMP,** which lay the foundation and provide guidance for implementation of the site-specific mitigation measures for ensuring the community health and safety, including the staff and the users of the targeted facilities and the workers involved in the implementation of the construction works.
- c. **The Labor Management Procedures (LMP)** for the workers involved in the implementation of the project including the workers involved in the construction works.. The LMP are designed to outline how labor and working conditions will be managed throughout a project's lifecycle. The primary goals of an LMP are to ensure compliance with labor laws, promote fair labor practices, protect worker rights, and maintain a safe and healthy working environment. ;
- d. **Stakeholder engagement framework (SEF)** and grievance redress mechanism (**GRM**): These tools outline the strategies and methods for engaging stakeholders throughout the lifecycle of the project. The SEF and GRM are essential components of the ESMF, ensuring that stakeholder engagement is transparent, inclusive, and effective throughout the lifecycle of the project. By establishing clear procedures and communication channels, the SEF and GRM contribute to the successful implementation and sustainability of the Project. Regular reporting and continuous monitoring will ensure that stakeholder feedback is addressed promptly and appropriately, fostering trust and support among all stakeholders.
- e. **A Waste and Asbestos Management Plan, as part of the ESMP,** which specifies the proposed procedures for construction and demolition waste management and for safely handling and ensuring the disposal of hazardous waste.

These instruments will be completed during the early stages of the project implementation, **before the start of the construction works, with :**

- The Stakeholder Engagement Plans (SEPs), developed by the PMU for each subproject
- Waste and Asbestos Management Plan, is updated and completed by the PIC with the support of the PMU following the Asbestos and Waste Surveys developed during the early stages of the project implementation
- The contractors site specific ESMPs (referred to as C-ESMP), and their annexes including the contractors site specific C-LMP, TMP, Solid Waste Management Plan and Asbestos Work Plan (as necessary), OHS including Emergency and Response Capacity Plan (includes situations of accidental pollution, emergency and first aid equipment, list of useful emergency telephone numbers, etc.);

#### Stakeholder Engagement Framework (SEF):

The SEF includes the following key elements:

- Objectives
- Stakeholder Identification and Analysis
- Engagement Methods
- Communication Channels
- Feedback and Grievance Mechanisms

- Roles and Responsibilities

**The site specific SEPs will be developed by the PMU during the early stages of the implementation of the project** based on the SEF and will detail by subproject/group of subprojects the timing and methods of engagement with stakeholders. The SEP will include:

- Planning of the site specific engagement activities
- Designation of roles and responsibilities
- Sub-project specific GRM's communication channels

#### Grievance Redress Mechanism (GRM):

The GRM is a key component of the SEF, designed to address concerns and complaints from stakeholders promptly and effectively. The GRM includes:

- Submission of Grievances and feedback
- Grievance/feedback Handling Process
- Closing the feedback loop.

#### Procedures and implementation Arrangements:

The Ministry of Finance (MoF), as the Borrower of the AFD Loan, and Beneficiary of the KfW Grant, will enter into an Implementation agreement with the Ministry of Energy, the central administration authority responsible for the INSPIREE project, which will delegate day-to-day implementation to a **Project Management Unit (PMU)** which will be created within the **Moldova Energy Projects Implementation Unit (MEPIU)**.

The MEPIU, established under the Government Decision no. 1276 of December 21, 2000, as an independent legal entity, will hold fiduciary, environmental and social responsibilities vis-à-vis the Financiers (AFD and KfW).

An on-boarder Project Implementation Consultant (PIC) will support the MEPIU in the implementation of the project.

In regard to E&S tasks, the PIC will:

- The PIC will advise and support the PMU by providing quality control and general oversight of the activities of the contractors. The PIC will ensure the E&S requirements (with focus on ESHS and Asbestos Management requirements) are integrated as necessary in tender documents and contractors' contracts and construction activities.
- Support PMU in the development, implementation and monitoring of all E&S plans, through capacity building as necessary.
- The PIC will provide technical expertise on asbestos management, through a subcontractor with certified expertise in the field. The PIC will undertake a waste and asbestos detailed survey and risk exposure assessment for each of the subprojects, will integrate the results in the Waste and Asbestos Management Plan, complete and update them and ensure such results are cascades in the safeguards instruments applicable to the projects. The PIC will also recruit certified expertise for the training of contractors and selected workers in Asbestos Management before the start of the works.

**The PMU E&S Team will include one (1) Environmental, health and safety specialist and one (1) Social specialist, both full time for the entire duration of the project.**

The **National Center for Sustainable Energy (CNED)**, affiliated to the Ministry of Energy, will support the MEPIU in the energy efficiency technical aspects related to the implementation of the INSPIREE project activities.

**Monitoring and Reporting:**

The monitoring and reporting of the E&S activities will be performed in coordination with the general progress and quality control monitoring and reporting for each of the subprojects. **The E&S Specialists with the PIC support are in charge of the monitoring and reporting on the implementation of the ESMF and of the C-ESMP, and of transmitting the E&S data to the PMU evaluation and monitoring specialist.**

An aerial, grayscale photograph of a city. In the foreground, there is a large, prominent dome on the left and a tall, multi-tiered bell tower in the center. The city is densely packed with buildings and trees. The text "1. Introduction" is overlaid in red on the right side of the image.

# 1. Introduction

## INTRODUCTION

This document presents the Environmental and Social Management Framework (ESMF) of the **"Initiative to Nurture Sustainable Public Infrastructure through Renovations for Energy Efficiency" project (INSPIREE / the Project)** drafted as part of the feasibility study of the project and in support of the appraisal process of the project.

This ESMF is structured as per the indications of the World Bank Environmental and Social Framework (ESF) and, in alignment with the legislation and regulations of the Republic of Moldova with regard to the environmental and social due diligences. In addition, it takes into account specific AFD and KfW requirements in regard to the consideration of the EU legal framework as reference for the legal framework gaps analysis and standards concerning sustainability, waste management and labor protection.

**The ESMF has the objective to set out the principles, rules, guidelines, and procedures to identify and assess the environmental and social risks, impacts as well as the general measures and plans to reduce, mitigate and/or offset adverse risks and impacts that can be generated by the activities implemented as part of the INSPIREE project.**

The ESMF identifies the applicable national laws and regulations and the international policies applicable to the Project and describes arrangements for the implementation of the environmental and social mitigation measures specific for the Project's life cycle.

Being developed during the feasibility study for the INSPIREE project, this ESMF ensures that the project activities are designed and implemented consistently in alignment with national and international E&S requirements (and, in particular, the Environmental and Social Standards (ESSs) of the World Bank ESF). More specifically, the ESMF aims to:

- assess the potential environmental and social risks and impacts of the proposed project and their activities and propose mitigation measures;
- outline procedures and mitigation instruments for the environmental and social screening, review, approval, and implementation of activities such as, in annex of this ESMF, the ESMP, the LMP and the Waste Management Plan;
- specify appropriate roles and responsibilities, and outline the necessary reporting procedures, for managing and monitoring environmental and social issues related to the activities;
- identify the staffing requirements, as well as the training and capacity building needed to successfully implement the provisions of the ESMF;
- address mechanisms for public consultation and disclosure of project documents as well as redress of possible grievances; and
- establish the budget needs for implementation of the ESMF.

As part of the feasibility study of the INSPIREE project, this ESMF is complemented by:

**the Environmental and Social Commitment Plan (ESCP)**, to be agreed upon by the Financiers and Government of Moldova at the signature of the Loan and Grant Agreements.

An aerial, grayscale photograph of a city. In the foreground, a large building with a prominent dome and a tall bell tower is visible. The city extends into the background with various buildings and green spaces. The text "2. Project description" is overlaid in red in the center of the image.

## **2. Project description**

## 2.1. General description

### 2.1.1. Project objectives

The objective of the project is to reduce the energy consumed by the operations in existing public facilities in Moldova and reduce their greenhouse emissions, while also ameliorating the comfort of their users, and providing institutional support to the implementation of energy efficiency projects in the country.

The buildings to be targeted by the project have been selected within a list of priority facilities identified by the Ministry of Health and the Ministry of Education and Research. Such list includes:

- Facilities within the premises of the "Raional"<sup>2</sup> hospital facilities of Bălți, Cahul, Căușeni, Chișinău, Falești, Florești, Hîncești, Orhei, Drochia.
- The « Centrul National de Transfuzie a Sângelui » (National Blood Transfusion Center) in Bălți;
- Student dormitories linked to higher level education public institutions (national universities, centers of excellence and VET schools);
- Educational buildings of higher level education public institutions (national universities, VET schools).

All the shortlisted facilities are publicly owned and are built on public land according to the information of the geoportal of the Moldovan Government [GEODATA.GOV.MD](http://GEODATA.GOV.MD).

### 2.1.2. Implementation Entities

The Ministry of Finance (MoF), as the Borrower of the AFD Loan, and Beneficiary of the KfW Grant, will enter into an Implementation agreement with the Ministry of Energy, the central administration authority responsible for the INSPIREE project, which will delegate day-to-day implementation to its Moldova Energy Projects Implementation Unit (MEPIU).

The MEPIU, established under the Government Decision no. 1276 of December 21, 2000 as an independent legal entity, will hold fiduciary, environmental and social responsibilities vis-à-vis the Financiers (AFD and KfW). The National Center for Sustainable Energy (CNED) will support the MEPIU in all technical aspects related to the implementation of the INSPIREE project activities.

---

<sup>2</sup>Raions are an administrative division of the Moldovan territory, corresponding to a district level. There are 32 raions in Moldova. In the organization of the healthcare system in Moldova, "Raional" hospitals are Level 1 proximity hospitals. They have an area of influence of approximately 60,000 people.

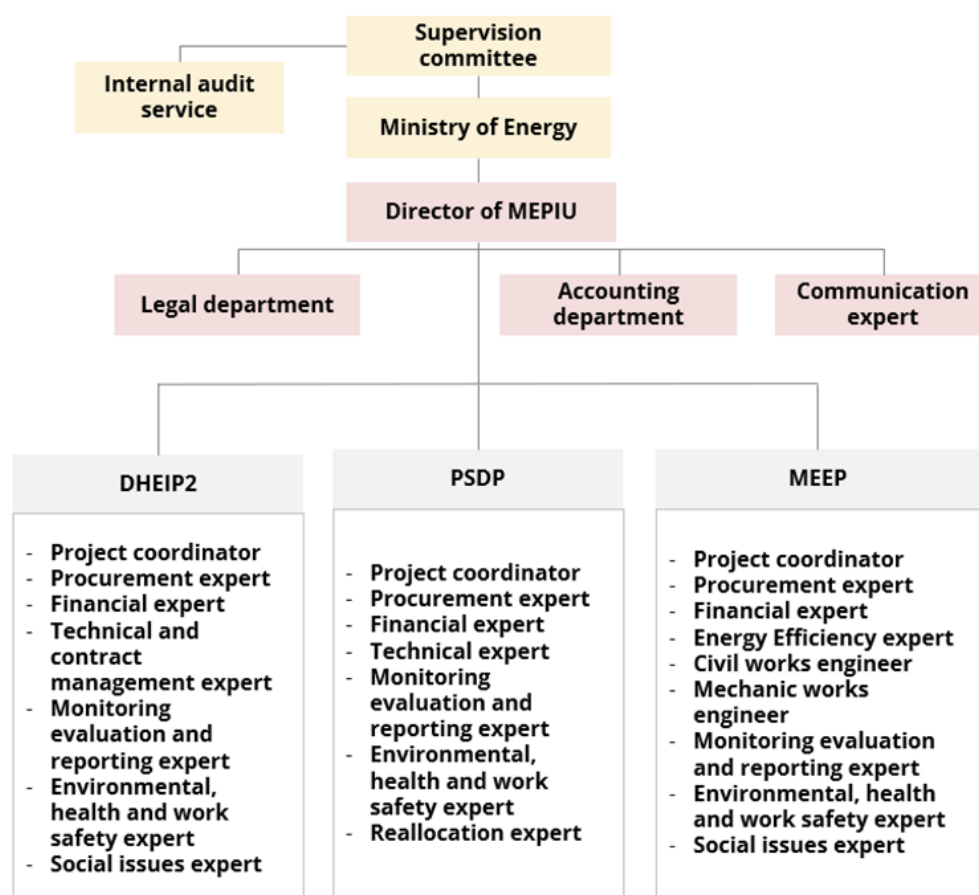


Figure 1. MEPIU's organigram

As for the other projects (DHEIP2, PSDP, MEEP), the INSPIREE will be managed by a dedicated Project Management Unit (PMU), which will be added to the MEPIU organigram.

The PMU will be supported in the implementation of the Project, by a Project Implementation Consultant (PIC). The activities of the PIC are specified under Component 2 of the Project.

### 2.1.3. Project components and activities

The project is divided into 2 components representing the main activities to be carried out:

- **Component 1:** Implementing energy efficiency and complementary measures in public buildings.
- **Component 2:** Technical assistance to the implementation of the INSPIREE project.
  - Component 2.a: Project Implementation Consultant (PIC)
  - Component 2.b: Institutional support

### **Component 1: Implement energy efficiency measures and complementary measures in public buildings**

This component will finance rehabilitation interventions of public buildings, including:

- energy efficiency measures, such as thermal insulation of wall and roof, replacing windows and doors with renovation of internal heating system, and replacement of lighting using well-proven technologies and equipment for energy efficiency improvements in end-use application,
- the installation of heat pumps, solar thermal collectors and rooftop solar PV when deemed necessary;
- the installation of water saving devices;
- the implementation of structural and/or firefighting safety actions as assessed necessary;
- the implementation of complementary accessibility, comfort and safety amelioration measures (gender equality and social inclusion (GESI) measures);
- the implementation of asbestos management measures as assessed necessary.

The buildings targeted by Component 1 can be grouped as follows:

- facilities prioritized by the Ministry of Health;
- facilities prioritized by the Ministry of Education and Research.

#### **Envisioned activities to be developed under Component 1**

A "subproject" of the INSPIREE is defined as the project implementation of energy efficiency measures and complementary measures in one targeted building.

For each subproject to be developed within Component 1, the main activities will include:

- Conducting detailed energy audit as per the requirements of the national regulations;
- Preparing and signing agreement for each subproject engaging the Ministry of Finance, the Ministry of Energy, the Ministry of Education and Research/Health, the beneficiary institutions and the owners/managers of the targeted buildings;
- Completing due diligence processes on EIA and Building Permits (as needed);
- Preparing and validating tendering documentation for design packages and conducting procurement processes<sup>3</sup>;
- Preparing and validating tendering documentation for construction works, tendering, selection procedure and closing off contracts;

---

<sup>3</sup> Some buildings might require additional specialized studies such as fire-fighting plans, structural safety, facade shading analysis or in depth asbestos survey.

- Conducting construction works and installation of the EE equipment;
- Supervising the construction works, waste disposal and the installation of the EE equipment;
- Supporting the technical hand-over of the building operations;
- Providing the building owners with energy performance certificates issued by an energy evaluator certified by the CNED;
- Establishing a monitoring and evaluation system to track energy usage and estimate savings in time.

### **Component 2: Technical assistance to implementation of the INSPIREE project**

This component will finance the technical assistance activities performed by a Project Implementation Consultant (PIC) aimed at supporting the implementation of the envisioned interventions in the targeted buildings. This will include:

- Project Management and due diligence
- Financial and Contractual Management
- Monitoring and Reporting
- Assistance for design and construction project management
- Overview and technical support with development and implementation of Environmental and Social Safeguards for the project
- Mid-Evaluation of the project and post occupancy surveys to evaluate the outcomes of the project.

### **Envisioned activities to be developed under Component 2**

The following technical activities are to be included in the PIC services to project timelines and ensure internal quality control and harmonization of results by the PIC. The PIC will have to subcontract the related expertise, if there is no relevant in-house expertise available.

Prior to the design phase:

- Execution of energy audits as per the Moldovan regulations, to be performed by certified Moldovan energy auditors.
- The execution of waste audits and asbestos surveys and risk exposure assessments and asbestos management training of the workers. They must be executed by an asbestos specialists certified to the European standards in the field.

During the constructions works:

- A mid-project evaluation of the project

After the construction works:

- Post-occupancy evaluation surveys.

The execution of energy performance certificates of the refurbished buildings, as per the Moldovan regulations, to be performed by certified Moldovan energy evaluators. Since the buildings will be

handed over at different times all along the project (different amount of works, different contingencies, delays, etc), having the evaluators recruited within the PIC services contract will also allow flexibility on the moment of their intervention.

While the ultimate responsibility for the implementation of the E&S safeguard instruments will be of the MEPIU, during the entire project life cycle the PIC will support the PMU E&S specialists in performing their tasks. Tasks to be performed by the PIC for the E&S aspects include:

- Support the E&S team of the PMU in the development, implementation and monitoring of all safeguard plans, including targeted capacity building as necessary.
- Ensure the E&S requirements (with focus on ESHS and Asbestos Management requirements) are integrated as necessary in tender documents and contractors' contracts.
- Subcontract certified technical expertise on asbestos management, including the performance of Asbestos and Waste Surveys, the update and completion of the Waste and Asbestos Management Plan and contractors and selected construction workers training in asbestos management.

#### **2.1.4. Selection of the targeted projects**

The process of selection of the facilities to be targeted by the Project has been organized into two steps. First the list of buildings proposed by the line Ministries is screened to verify which buildings are eligible to the project based on the exclusion criteria listed here below:

##### **Criteria for the preselection of targeted buildings**

- The facility shall be located on public land, be owned by a governmental agency and used for public services;
- The targeted buildings shall not be included in any other project aimed at the amelioration of energy efficiency performance;
- Preliminary confirmed structural soundness of the buildings (in terms of structural durability and safety of the construction, stability of the building, no apparent seismic and construction damages);
- High-rise buildings shall be provided with safe egress (hallways, staircases, doors dimensions) with respect of minimum national standards for fire safety;
- The building should have not undergone major/significant improvement over the last five years, to avoid interventions for buildings with already ameliorated energy performance.

Secondly the eligible buildings, called potential "subprojects" have been organized into project scenarios following principles of geographical distribution, priorities given by the Ministries and the Financiers, distribution between the Ministry of Education and Research and the Ministry of Health, potential energy savings and implementation efficiency.

The scenarios have been consolidated and prioritized based on their impacts. The eligible buildings have undergone a technical assessment (Walkthrough Energy Audit and E&S Screenings) to collect information on the needs and feasibility of the EE refurbishment. This assessment includes

considerations of the potential energy savings, environmental benefits, social impacts, and overall feasibility of the proposed interventions<sup>4</sup>.

A complementary list of buildings has been created, as back-up, in case during the pre-design phase any of the subprojects will need to be replaced/added. It is to be noted that, the buildings in such list have not undergone the E&S screening. In case one subproject from the complementary list will be selected to be potentially included in the INSPIREE project, this will have to undergo a E&S screening in conjunction with the energy audit, prior being approved for implementation. The E&S screening for such buildings will be performed by the E&S specialists of the PMU.

---

<sup>4</sup> The subprojects added to the shortlist in the latest phase of the Feasibility Study (IMSP Drochia – Blocs A&B (4 buildings), CN Transfuzie a Sangelui – Balti, UTM – Camin 2, have not undergone a Walkthrough Audit and E&S Screenings. These will have to be conducted in the early stages of the project implementation. The E&S Screenings will be conducted by the PMU E&S Specialists.

## 2.2. Expected project locations

### 2.2.1. Project locations

#### (i) Energy efficiency rehabilitations of healthcare facilities

This activity finances the refurbishment of buildings in public healthcare facilities in the Republic of Moldova.

- **Targeted facilities:**

- Buildings within "Raion" hospitals. The "Raion" Hospital facilities typically present a pavilion structure. The INSPIREE project might target one or more buildings within the hospital premises
- The « Centrul National de Transfuzie a Sangelui » in Bălți;

- **Project expected locations:** Bălți, Cahul, Căușeni, Chișinău, Falești, Florești, Hîncești, Orhei, Drochia.

The administrative-territorial organization of the Republic of Moldova<sup>5</sup> and the establishment of the legal framework for villages (communes), sectors and cities (municipalities) and administrative-territorial units (ATUs) are carried out according to the Constitution of the Republic of Moldova (art. 110 & 111) and are carried out in accordance with economic and social and cultural needs, respecting historical traditions, in order to ensure an adequate level of development for all rural and urban localities.

**Will benefit from the project: nine (9) ISMP "Raional" hospitals, one (1) ISMP Psychiatric hospital, one (1) National Center of Blood Transfusions (CN Transfuzie) a Sangelui).**



Figure 2. Administrative - territorial division of the Republic of Moldova

<sup>5</sup> The territory of the Republic of Moldova is organized in administrative-territorial units: villages, cities, districts/districts and the autonomous territorial unit Gagauzia (see Figure 1). Source: Art. 1 of the Law no. 764/2001 Administrative territorial organization of the Republic of Moldova- [https://www.legis.md/cautare/getResults?doc\\_id=138831&lang=ro#](https://www.legis.md/cautare/getResults?doc_id=138831&lang=ro#)

## (ii) Energy efficiency rehabilitations of educational facilities

This activity finances the refurbishment of buildings in public educational facilities located in different city sectors of Chisinau<sup>6</sup> and Balti, in the Republic of Moldova.



Figure 3. Boundaries of Chisinau Municipality

**Will benefit from the project: three (3) institutions of the higher educational sector (UTM, USM, UPS I. Creanga<sup>7</sup>), eight (8) institutions of the VET/CdE type.**

- **Targeted facilities:**

- Multi-storey student dormitories: typically including double/triple twin rooms, shared toilet, bathrooms, and kitchen per floor, communal spaces.
- Educational buildings located within higher education learning campuses typically including classrooms, hall, restrooms, administration, cafeteria, library, technical laboratories, studying rooms.

- **Project expected locations:** Bălți, Chișinău.

---

<sup>6</sup> Source: Law no. 136/2016, Chisinau Municipality [https://www.legis.md/cautare/getResults?doc\\_id=130399&lang=r](https://www.legis.md/cautare/getResults?doc_id=130399&lang=r)

<sup>7</sup> UTM: TEchnical University of Moldova (in romanian, "Universitatea Tehnica a Moldovei") USM: State University of Moldova (Universitatea de stat din Moldova), UPS I. Creanga: Universitatea Pedagogică de Stat ION CREANGĂ (Pedagogical State University Ion Creanga).

- 

## 2.3. Overview of Project Target Groups, Affected Parties and stakeholders

This chapter provides an overview of the stakeholders and beneficiaries of the project. More details on this subject can be found in the Annex 6 to the Feasibility Report "Target Group Analysis". This overview serves to provide context to the Stakeholder Engagement Framework (SEF) presented in Chapter 5 of this ESMF.

### Permanent Users of the Facilities

**Permanent users of public facilities will be the direct beneficiaries of the project benefitting from improved working or living conditions.**

Energy efficiency improvements and the complementary measures will positively impact the living and/or working conditions of this group by improving indoor comfort levels, lighting and indoor air quality, safety and security in the targeted buildings.

The direct beneficiaries of the project will mainly include adults and young adults and notably:

- for health facilities:
  - medical and administrative staff working in the targeted building;
  - in-care-patients;
- for educational facilities:
  - in studying blocs: the administrative and teaching staff working in the targeted buildings;
  - in dormitories: students living in the targeted buildings.

### Non permanent users

**Non-Permanent users/temporary occupants/visitors of the targeted buildings within the public facilities will benefit from having access to improved services,** will have access to improved services within the refurbished facilities and will increase their resilience to climate change.

### Vulnerable affected parties

Among the permanent and non-permanent users, the following people are considered as **vulnerable affected parties**: people with disabilities, women, including young women especially pregnant and breastfeeding women, poor people, underserved communities, people with low mobility, minors from poor families or from families suffering from domestic violence, aged people, unemployed people, informal workers<sup>8</sup>.

- **Children**

One subproject will target the paediatric section of the Orhei Hospital, including children as direct

---

<sup>8</sup> <https://legalinstruments.oecd.org/en/instruments/OECD-LEGAL-5022>

beneficiaries of the interventions. The building serves approximately 3000 patients per year, and can host 63 children in inpatient care.

*Design choices in this subproject shall be adapted to this target group. This will include targeted design specifications for restrooms/changing rooms and interior finishes.*

- **Women and girls**

In addition to the benefits mentioned for permanent users, **this group will benefit from improved infrastructure conditions as far as concerns a gender sensitive characterisation of spaces and equipment details.**

It is to be noted that female medical staff build up over 80% of the staff of healthcare facilities staff and approximately 70% of the staff in the educational buildings.

*Measures to better accommodate the specific needs of women and girls will be integrated in the subprojects (complementary measures). These might include, among others, spaces re-allocation, reconfiguration of restrooms and showers for improved privacy, improvement of fixtures to safely lock doors and light cabins. To detail these interventions, a GESI expert will be consulted during the early stages of the implementation of the project.*

- **Students in dormitories**

It can be assumed that the largest majority of the students living in the dormitories in Chisinau come from Moldova rural areas. They are considered part of the vulnerable affected parties as they either receive an accommodation allowance by the State in reason of their disadvantaged condition as per the law No. 547 of 12-25-2003<sup>9</sup> or the dormitory is the only accommodation solution they can afford, given the high cost of a room in a shared apartment in Chisinau.

- **People with low mobility, physical impairment, and people with disabilities**

In addition to the benefits mentioned for permanent users, **this group will benefit from an improved access to the facility services, including access to adapted restrooms and sanitary facilities.**

In accordance with the Convention on the Rights of Persons with Disabilities (CRPD), persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others<sup>10</sup>.

*Measures to better accommodate the specific needs of this group will be integrated in the subprojects (complementary measures): These might include, among others: the creation of accessible residential units at the ground floor for dormitories, the creation of accessible restrooms in public facilities such as hospitals or educational buildings or the upgrade to standard of existing accessibility elements (substitution of railing, amelioration of paving grip, equipment for accessible toilets and showers, etc.), the replacement of elevators. To detail these interventions, a GESI expert will be consulted during the early stages of the implementation of the project.*

### **Public facility administrators and state government**

**Public Institutions**, and indirectly the state government of the Republic of Moldova, will benefit from the Project as **owners of the buildings targeted by the interventions and managers of the activities hosted.**

Public facility institutions will benefit from the refurbishment of the building and from the training

---

<sup>9</sup>LAW No. 547 of 12-25-2003 on social assistance,  
[https://www.legis.md/cautare/getResults?doc\\_id=142238&lang=ro#](https://www.legis.md/cautare/getResults?doc_id=142238&lang=ro#)

<sup>10</sup>[https://capacity4dev.europa.eu/library/oecd-handbook-policy-marker-inclusion-and-empowerment-persons-disabilities\\_en](https://capacity4dev.europa.eu/library/oecd-handbook-policy-marker-inclusion-and-empowerment-persons-disabilities_en)

activities included in the program on the subjects of good practices for energy efficiency management and maintenance.

### The MEPIU staff as recipient of the Project Management Unit and the CNED as supporting implementing party

MEPIU staff, as direct workers of the project, including the staff of the Project Management Unit and other staff partially affected to the project and the CNED<sup>11</sup> staff dedicated to supporting the project implementation. Will benefit from capacity building connected to the implementation of the activities as outlined in the description of the project component 2.

*Total number of MEPIU's employees, including the staff from the CNED, dedicated to this project, is estimated at about 15-25 persons.*

### The private sector service suppliers

The private sector service suppliers (e.g., construction and design companies, energy auditors, energy Service Companies, equipment suppliers, etc.) are expected to be involved in the project as contracted workers.

Various private sector market actors are expected to benefit from the project by building demand for their energy efficiency goods and services (hence creation of new jobs), and by enhancing their capacity to respond to the requirements of energy efficiency projects through targeted training and technical assistance activities.

Additionally, the civil works Contractors can hire the construction workers for undertaking civil works including managerial staff, technical staff, skilled and unskilled workers (manual digging, if necessary, drivers of special vehicles, users of welding equipment, etc.). This group will benefit from targeted training activities connected to the implementation of the activities (asbestos management and GBV, SEA-HA training).

### Other parties

**Civil Society Organisations (CSO)** local/national in specific those working on physical disabilities, gender issues or for disadvantaged groups.

These organizations are a relevant potential stakeholder as they can provide their knowledge on the challenges and needs of disadvantaged groups, people with disabilities or make proposals that are aimed at enhancing their benefits from the building improvements made by the INSPIREE project.

---

<sup>11</sup>The National Center for Sustainable Energy <https://cned.gov.md/en/content/about-ncse>

An aerial, grayscale photograph of a city. In the lower-left foreground, a church with a large, prominent dome is visible. To its right, a tall, multi-tiered bell tower stands. The rest of the image is filled with a dense urban landscape, including various residential and commercial buildings, streets, and green spaces. The text "3. Environmental & social policies, regulations and laws" is overlaid in red in the center of the image.

### **3. Environmental & social policies, regulations and laws**

This section provides an overview of national legislation and international standards, in particular WB ESSs, relevant operational policies of the World Bank and IFC general and sector-specific guidelines on environment, health and safety (EHS) as well as the Core Labor Standards of the International Labor Organization (ILO).

All are relevant to the implementation of INSPIREE activities. These frameworks ensure that the project is carried out in a manner that minimises environmental impact and promotes social well-being.

In addition, this section identifies gaps between WB ESSs and national legislation. Considering the results of the gap analysis, this section identifies the specific tools and actions of the Project to ensure that INSPIREE activities comply with ESS standards.

## 3.1. Legal Framework of the Republic of Moldova

### 3.1.1. Relevant laws and Government decisions

Below are presented the relevant laws and Government Decisions of the Republic of Moldova in for INSPIREE's components implementation.

Table 1. Relevant national laws for the INSPIREE Project implementation

| Name of the Act                                                           | Relevancy for the Project/ Description                                                                                                                                                                                                                                                                                                                                                                                                                              |
|---------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Environmental Protection</b>                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <a href="#"><u>Law No. 1515/1993 on environmental protection</u></a>      | It constitutes the basic legal framework for the development of special regulatory acts and instructions on specific issues in the field of environmental protection, aiming to achieve the widest possible range of natural resource use without exceeding permissible limits, avoiding their depletion and degradation, as well as the risk to human health and other undesirable and unforeseen consequences. <b>Last amended 11 Jan. 2023</b>                   |
| <a href="#"><u>Law no. 86/2014 on environmental impact assessment</u></a> | Transposes Directive 2011/92/EU of the European Parliament and of the Council of December 13, 2011 regarding the assessment of the impact on the environment of some public and private projects or some types of planned activity, to ensure the prevention or minimization, at the initial stages, of the negative impact on the environment and the health of the population. <b>Last amended 05 Sept. 2022<sup>(1)</sup></b>                                    |
| <b>Law No. 98/2022 on atmospheric air quality</b>                         | This strengthens the institutional capacities for monitoring and assessing atmospheric air quality; to identify and implement effective measures to reduce air pollutant emissions to levels that minimise the harmful effects on human health and the environment. This partially transposes Directive 2008/50/EC of the European Parliament and of the Council of 21 May 2008 on ambient air quality and cleaner air for Europe. <b>Last amended 08 June 2023</b> |
| <b>Law No. 227/2022 on industrial emissions</b>                           | The establishment of the regulatory framework regarding the prevention of pollution caused by industrial and economic activities, in order to reduce emissions to air, water and soil, including the generation of waste, as well as environmental control, the promotion and application of the best available techniques to achieve a high level of environmental protection.                                                                                     |

| Name of the Act                                                                                                                                                                            | Relevancy for the Project/ Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                            | Partially transposes Directive 2010/75/EU of the European Parliament and of the Council of 24/11/2010 on industrial emissions. In force with effect from 21 Oct. 2024                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Law No. 78/2017 for the ratification of the Paris Agreement</b>                                                                                                                         | This agreement, contributing to the implementation of the convention, including its objective, aims to strengthen the global response to the threat posed by climate change, in the context of sustainable development and efforts to eradicate poverty.                                                                                                                                                                                                                                                                                         |
| <b>Government Decision no. 1470/ 2016 regarding the approval of the Low Emission Development Strategy of the Republic of Moldova until 2030 and the Action Plan for its implementation</b> | To ensure the implementation of the provisions of the United Nations Framework Convention on Climate Change, of the mechanisms and provisions of the Kyoto Protocol to the United Nations Framework Convention on Climate Change, to which the Republic of Moldova acceded through Law no. 29/2003, with subsequent amendments, as well as the Association Agreement between the Republic of Moldova, on the one hand, and the European Union and the European Atomic Energy Community and their member states. <b>Last amended 18 Dec. 2021</b> |
| <b><u>Law No. 272/2011 on Water</u></b>                                                                                                                                                    | Creation of a regulatory framework for the monitoring, assessment, management, protection and efficient use of surface water and underground water. The law is partially harmonised with directives no. 91/271/EEC, no. 91/676 EEC, no. 2000/60/EC, no. 2006/7/EC, no. 2007/60/EC and no. 2008/105/EC. <b>Last amended 22 Oct. 2022</b>                                                                                                                                                                                                          |
| <b><u>Law No. 1102/1997 on natural resources</u></b>                                                                                                                                       | Regulates the relations in the field of use, protection and reproduction of the natural resources, in order to ensure the ecological security and sustainable development of the country. <b>Last amended Last amended</b>                                                                                                                                                                                                                                                                                                                       |
| <b><u>Law No. 440/1995 on river and lake water protection areas and strips</u></b>                                                                                                         | Regulates the way water protection areas and riparian water protection strips of rivers and water basins are created; and the regime for the use and protection activity thereof. All legal entities and individuals, including foreign ones, are covered by it. <b>Last amended 04 June 2023</b>                                                                                                                                                                                                                                                |
| <b>Forest Code no. 69/2024</b>                                                                                                                                                             | Regulates the steady management of the forest fund through rational use, regeneration, guarding and protection of forests, maintaining, preserving and improving forest biological diversity, ensuring with forest resources the current and future needs of society based on their multi-functionality.                                                                                                                                                                                                                                         |
| <b>Law No. 239/2007 on vegetal kingdom</b>                                                                                                                                                 | Establishes the legal framework in the field of conservation, protection, restoration and use of objects of the plant kingdom, as well as the competences of public authorities at all levels and of scientific institutions in the field. <b>Last Amended 11 Jan. 2023</b>                                                                                                                                                                                                                                                                      |
| <b>Law No. 1538/1998 on the fund of natural areas protected by the state</b>                                                                                                               | Establishes the legal bases for the creation and operation of the funding for natural areas protected by the state; principles, mechanism and method of conservation thereof; as well as the attributions of central and local public authorities, non-governmental organizations and citizens in this field. <b>Last amended 01 July 2022</b>                                                                                                                                                                                                   |
| <b>Law no. 591/1999 on green spaces in urban and rural communities</b>                                                                                                                     | Regulates relations in the field of development and protection of green spaces of urban and rural localities in order to ensure the right of every person to a healthy and aesthetically pleasing environment. <b>Last amended 04 June 2023</b>                                                                                                                                                                                                                                                                                                  |

| Name of the Act                                                                                                     | Relevancy for the Project/ Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|---------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <a href="#"><u>Law no. 439/1995 on the animal kingdom</u></a>                                                       | Regulates relations in the field of protection and use of wild animals, which live naturally on land, in water, in the atmosphere or in the soil , permanently or temporarily populating the territory of the republic. <b>Last amended 24 Mar. 2023</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <a href="#"><u>Law no. 325/2005 on the Red Book of the Republic of Moldova</u></a>                                  | Restoration of extinct, critically endangered, endangered, vulnerable, rare and undetermined species of plants and animals, included in the Red Book of the Republic of Moldova, in order to prevent their disappearance and ensure the conservation of their genetic background, establishes the legal bases for keeping the Red Book, the attributions of public authorities at all levels and of scientific institutions in the field. <b>Last amended 25 Apr. 2022</b>                                                                                                                                                                                                                                                                                                                                            |
| <a href="#"><u>Law No. 209/2016 on waste</u></a>                                                                    | It establishes the legal basis, the state policy and the necessary measures for the protection of the environment and the health of the population by preventing or reducing the adverse effects determined by the generation and management of waste and by reducing the general effects of the use of resources and increasing the efficiency of their use. <b>Last amended 07 June 2023</b>                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <a href="#"><u>Law No. 10/2009 on state surveillance of public health</u></a>                                       | Regulates the organization of the state surveillance of public health, establishing general public health requirements, rights and obligations of natural and legal persons and way of organization of the state surveillance system of public health. <b>Last amended 02 July 2023</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Law No. 1540 of 25.02.1998 regarding payment for environmental pollution</b>                                     | <p>The object of this law is the relationships that arise in connection with the circulation on the territory of the Republic of Moldova of goods that, in the process of use, cause environmental pollution, the emissions (spills) of pollutants into the environment and the storage of production waste.</p> <p>This law has the following objective stimulating the construction and exploitation of systems for the capture and neutralization of pollutants, collection, recycling and destruction of waste, as well as the implementation of non-polluting technologies, the implementation of other measures that would reduce the volume of pollutant emissions (discharges) into the environment and reduce the formation of waste production and packaging waste; <b>Last amended 01.october 2023</b></p> |
| <b>Quality in the Construction</b>                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <a href="#"><u>Law No. 721 of 02-02-1996 regarding quality in construction</u></a>                                  | The provisions of this law are applied to construction and related facilities, hereinafter referred to as the building industry, in the design, construction and building, as well as in the stages of exploitation and interventions to existing buildings and post-utilization them, regardless of their form of ownership, destination, category and class or source of funding, in order to protect people's lives their goods, society and the environment. The law provisions are relevant to project activities and should be reflected in the documents for all proposed civil works. <b>Repealed from December 28, 2023, in force from January 30, 2025</b>                                                                                                                                                  |
| <a href="#"><u>Law No. 163 of 07-09-2010 regarding the authorization of the execution of construction works</u></a> | The purpose of this law is to legalize the way of authorizing, approving and verifying the design work, execution or demolition of the buildings and approximate area according to urbanism planning and spatial planning documentation, by applying the system of normative documents in construction and in order to ensure transparency and visibility when issuing administrative acts and creating favourable conditions for the business environment.                                                                                                                                                                                                                                                                                                                                                           |

| Name of the Act                                                                                                                                                      | Relevancy for the Project/ Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                      | This law is relevant, and its requirements are applied for all civil works.<br><b>Repealed from December 28, 2023, in force from January 30, 2025</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <a href="#"><u>Government Decision No. 329 of 23-04-2009</u></a> for the approval of the Regulation regarding the technical-professional attestation of construction | Details the conditions for professionals to obtain the certifications for their field of work.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <a href="#"><u>Code No. 434 of 28-12-2023 of Urbanism and Construction</u></a>                                                                                       | The urban planning and construction code (hereinafter – Code) establishes the unitary normative framework for territorial planning, urban planning, authorization and execution of design works and construction works, post-use of constructions, quality assurance of constructions, construction materials and products, exercise of state control regarding the observance of the discipline in the planning of the territory and urban planning and the authorization regime for the execution of constructions, as well as the unitary application of the provisions of the legislation in the field of quality in constructions on the territory of the Republic of Moldova, respecting the public interest. <b>Published: 30-01-2024 and which will enter into force on January 30, 2025.</b> |
| <b>Labor Conditions, Occupational Health and Safety, Non-discrimination</b>                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>labor code of Moldova No. 154-XV from 28.03.2003</b>                                                                                                              | The Code regulates labor relations and ensures the right of every worker to fair working conditions, including the conditions which meet the requirements of occupational safety and health. Section IX of the labor Code is dedicated to occupational safety and health.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Law on Occupational Health and Safety # 186-XVI (July 2008)</b>                                                                                                   | Regulates legal relations related to setting of measures to ensure the safety and health of workers at work.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>GD no. 244/2013</b>                                                                                                                                               | Approval of the Minimum Requirements for the protection of workers against risks related to exposure to asbestos at work.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Labor Inspection Law #140-XV (29 June 2001)</b>                                                                                                                   | The law defines the objectives and powers of the labor inspectorate, its organization, rights, obligations and responsibilities. The labor inspectorate is in particular responsible for monitoring compliance with the provisions of legislative acts relating to employment contracts, working time and rest time, labor discipline, the work of minors and women, protection labor and working conditions.                                                                                                                                                                                                                                                                                                                                                                                         |

| Name of the Act                                                                         | Relevancy for the Project/ Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <a href="#"><u>Law No. 10/2009</u></a><br><b>on state surveillance of public health</b> | Regulates the organization of the state surveillance of public health, establishing general public health requirements, rights and obligations of natural and legal persons and way of organization of the state surveillance system of public health. Last Amended 02 July 2023                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Law on Social Inclusion of Persons with Disabilities #60 (Mar 30, 2012)</b>          | The law regulates the rights of persons with disabilities for their social inclusion, guaranteeing the possibility of their participation in all areas of life without discrimination, at a level identical to the other members of the society, having as a basis the respect of fundamental human rights and freedoms.                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Law No. 5-XVI of 09.02.200 on Equal Opportunities for Women and Men</b>              | The scope of this Law pertains to ensuring the exercise by women and men of their equal rights in the political, economic, social, cultural, and other spheres of life, rights guaranteed by the Constitution of the Republic of Moldova, with a view to preventing and eliminating all forms of discrimination based on the criterion of sex.                                                                                                                                                                                                                                                                                                                                                      |
| <b>GD 149/2021</b>                                                                      | As per the law n.149/2021 regarding the organization and operation of the Ministry of Labor and Social Protection, such Ministry includes a gender equality department and gender focal points are institutionalized and designated in each Ministry.                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Law No. 45 / 2007 on Preventing and Combating Domestic Violence</b>                  | This law lays down the legal and institutional framework in the field of preventing and combating domestic violence, the authorities and institutions empowered with functions to prevent and combat DV, the mechanism for referral and responding to cases of domestic violence. Amendments were made in March 2023 to Law 45, which provides for the creation of the National Agency for Combating Violence against Women and Domestic Violence and describes the mandate and role of the GBV mechanism (in operation since January 2024).                                                                                                                                                        |
| <b>Law No. 121 of 25.05.2012 on Ensuring Equality</b>                                   | This law, (also called as “anti-discrimination law”) has as scope prevention and fighting discrimination and ensuring equality to all people on the territory of Moldova in the political, economic, social, cultural, and other spheres of life, regardless of race, colour, nationality, ethnicity, language, religion or beliefs, sex, age, disability, opinion, political views or any similar criteria.                                                                                                                                                                                                                                                                                        |
| <b>Law No. 71 of April 2016</b>                                                         | <p>This law introduced for the first time a 40% gender quota for party lists and for Government Cabinet and expanded the government institutional mechanisms and responsibilities on gender equality.</p> <p>Along with this, Law No. 71 has amended 15 other national laws, including the Electoral Code, Law on Government and Labor Code of the Republic of Moldova. Key changes were the introduction of 14 days paid paternity leave, prohibition of sexist language and images in the media and advertising, establishing a Gender Equality Coordination Group in the central public administration and expansion of the responsibilities of local public authorities on gender equality.</p> |

| Name of the Act                                                                                                                                  | Relevancy for the Project/ Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|--------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Criminal Code no.98 /2022</b>                                                                                                                 | <p>Criminal Code No. 985/2002, as amended in 2023. The Code stipulates the actions that constitute crimes and sets the penalties applied to criminals. Relevant articles: Chapter IV Crimes related to sexual life art. 171-175, art. 201<sup>1</sup> Domestic violence, art. 159-161 (forced abortion, sterilization), art. 320<sup>1</sup> Failure to enforce measures provided in the protection order issued to the victim of domestic violence. Other applicable laws include: Contravention Code art 78<sup>53</sup> Domestic violence, Civil Code, Criminal Procedure Code, Civil Procedure Code, Family Code, Law No. 137/ 2016 on rehabilitation of crime victims.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Human Rights and Democracy Strategy for 2021-2024</b>                                                                                         | <p>Key priorities are gender equality/women's rights, respect for human rights in the criminal justice system, guaranteeing the integrity of electoral processes, and supporting independent media, access to information, and the fight against disinformation.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Program to promote and ensure equality between women and men in the Republic of Moldova for years 2023-2027, approved by GD no. 203/2023.</b> | <p>The new Program has five general objectives: General objective 1: Reduce structural gender inequalities through gender-sensitive policies and budgets.; General objective 2: Increasing social protection for more people who are involved in long-term care activities for family members; General objective 3: Reducing the gender pay gap for equal work or work of equal value. General objective 4: Increase the number of men promoting gender equality. General objective 5: Promotion of women, including women from underrepresented groups, in leadership positions and in the decision-making process at central and local level.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Program for preventing and combating violence against women and domestic violence for years 2023-2027 approved by GD no. 203/2023</b>         | <p>The Program is in line with relevant regional and international requirements. The Program reflects the priorities for Moldova's accession to the European Union (EU), specified in the Action Plan for the implementation of the measures proposed by the European Commission in its Opinion on Moldova's application for EU membership. The Program is a call to action for all to work together over the next 5 years to implement the vision anchored on the 4 pillars: prevention; protection of and assistance to victims; prosecution and holding perpetrators accountable; and multi-sectoral cooperation through integrated policies and data collection. As a result of the actions taken, the level of violence against women and domestic violence will decrease, the number of deaths from domestic violence will decrease, so that women and girls will be able to realize their full potential in building a strong society. The Program aims to develop a robust and comprehensive cross-sectoral policy framework by partnering with key actors in the public sector, private sector, civil society and media for a coordinated national and local response aimed at preventing and combating all forms of violence against women and girls and of domestic violence focused on the needs of women victims and their children.</p> |
| <b>Energy efficiency and renewable energies</b>                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |

| Name of the Act                                                                                                                                                                                                                                                                                                                       | Relevancy for the Project/ Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b><u>Law no. 128 of 11.07.2014</u></b><br/><b>regarding the energy performance of buildings</b></p> <p><i>This law transposes Directive no. 2010/31/EU of the European Parliament and of the Council of May 19, 2010 regarding the energy performance of buildings</i></p>                                                        | <p>The purpose of this law is to promote the improvement of the energy performance of buildings, taking into account the climatic conditions, the requirements regarding the indoor climate and the cost-efficiency ratio.</p> <ul style="list-style-type: none"> <li>a) the general framework for the calculation methodology of the energy performance of buildings and their units;</li> <li>b) application of minimum energy performance requirements;</li> <li>c) certification of the energy performance of buildings and building units;</li> <li>d) periodic inspection of the heating system and the air conditioning system in the buildings;</li> <li>e) independent control systems of energy performance certificates and periodic inspection reports of heating systems and air conditioning systems in buildings;</li> <li>f) the national plan for increasing the number of buildings whose energy consumption is almost equal to zero.</li> </ul>                                                                                                                                                                                                                                                                                |
| <p><b><u>Law no. 139 of 19-07-2018</u></b><br/><b>regarding energy efficiency</b></p> <p><i>This law transposes Directive 2012/27/EU of the European Parliament and of the Council of 25 October 2012 on energy efficiency, amending Directives 2009/125/EC and 2010/30/EU and repealing Directives 2004/8/EC and 2006 /32/CE</i></p> | <p>This law establishes policy measures in the field of energy efficiency, and regulates the activities that aim to improve the efficiency of production, transport, distribution, as well as the use of energy, in order to increase the degree of energy security of the country and to reduce the negative impact of the energy sectors on the environment and climate by reducing greenhouse gas emissions greenhouse.</p> <p>Article 5 - (1) Increasing energy efficiency is a strategic objective of the state's energy policy due to its major contribution to improving energy supply security and competitiveness, sustainable development, saving primary energy resources and reducing greenhouse gas emissions.</p> <p>Article 14 - Renovation of buildings: (9) The annual renovation rate constitutes 3% of the total area of buildings in the public domain of the state, with a total useful area of over 250 m<sup>2</sup> , in which the specialized central public administration authorities carry out their activity and which do not meet, on from January 1 of each year, the minimum energy performance requirements.</p> <p>Articles 19 and 20 give the regulatory frameworks for energy audits and energy auditors.</p> |

| Name of the Act                                                                                                                                                                                                                                                                                                                                                                      | Relevancy for the Project/ Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><a href="#"><u>Government Decision No. 163 of 06-03-2024</u></a> for the approval of the Program regarding the implementation of the obligation regarding the renovation of the buildings of the specialized central public administration authorities for the years 2024-2026</p>                                                                                                | <p>This Government Decision gives the objectives in terms of EE rehabilitations of public buildings for the years 2024-2026 regarding the obligations of annual share of refurbishment to be performed as per the Law 139/2018 of 3% starting from January 2024.</p> <p>To achieve this goal, specific objectives are established: the renovation of an area of 87.099 m<sup>2</sup> for the 2024-2026 period (or annual 29.033m<sup>2</sup>) to achieve an energy performance class “B” or higher.</p> <p>The program of refurbishments consists of 10 facilities, 9 of which are financed within the MEEP project. The 10th building in the list is the Government Building.</p> |
| <p><a href="#"><u>Law no. 44 of 27.03.2014</u></a> regarding the labeling of products with energy impact</p> <p><i>This law transposes Directive 2010/30/EU of the European Parliament and of the Council of 19 May 2010</i></p>                                                                                                                                                     | <p>This law establishes the regulatory framework for some national measures regarding labeling and standard information about products with energy impact, intended for end users, in particular regarding the consumption of energy and, as the case may be, of other resources essential to use, as well as additional information about products with energy impact.</p>                                                                                                                                                                                                                                                                                                        |
| <p><a href="#"><u>Law no. 151 of 17.07.2014</u></a> regarding the requirements in terms of ecological design</p> <p><i>With a view to the transposition of Directive 2009/125/EC of the European Parliament and of the Council of October 21, 2009 establishing a framework for establishing the ecological design requirements applicable to products with an energy impact</i></p> | <p>This law establishes the legislative framework regarding the ecological design requirements applicable to products with an energy impact in order to ensure the free circulation of these products on the internal market, and requirements for products with energy impact introduced on the market and/or put into operation.</p> <p>(1) Products with an energy impact can be introduced on the market and/or put into operation only if they comply with the ecological design requirements provided by this law and the normative acts related to ecological design and bear the CE mark in accordance with art.13.</p>                                                    |

| Name of the Act                                                                                                                                                                                                                 | Relevancy for the Project/ Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <a href="#"><u>Government Decision no. 750 and Government Decision no. 1003 of 10.12.2014</u></a> for the approval of the regulations regarding the ecological design requirements applicable to products with an energy impact | Following the Law N°151/2014, this government decision gives approval for the requirements for specific appliances (lamps, water pumps, dishwashers...)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <a href="#"><u>Government Decision no. 676 of 10.09.2020</u></a> for the approval of the Regulation on energy auditors and energy audit                                                                                         | Following the Law N°139/2018, this Government Decision gives the details for the qualification and registration for energy auditors, the conditions for carrying out the energy audits, their reporting, quality assurance, and verification                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <a href="#"><u>Government Decision no. 896 of 21.07.2016</u></a> for the approval of the Regulation on the procedure for certifying the energy performance of buildings and building units                                      | This Government Decision details the process and method for certifying the energy performance of a building.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Energy sector                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <a href="#"><u>Law no. 107 of 27.05.2016</u></a> regarding electricity                                                                                                                                                          | The scope of this law includes: a) the production of electricity, including the production of electricity and heat at cogeneration power plants; b) the transport of electricity, including the cross-border flows of electricity in the context of the import, export and transit of electricity, as well as the operation of the electricity system; c) electricity distribution; d) supply of electricity; e) determining and approving regulated prices for electricity and regulated tariffs related to access to electrical networks, as well as for other services provided by electricity companies in accordance with this law; f) licensing of types of activity on the electricity market; g) the electricity market, access to the electricity market and operation of the electricity market; h) organization, operation and monitoring of the electric power system; i) security and reliability in the supply of electricity to final consumers; j) access to public or private property for the purpose of construction, exploitation, maintenance, rehabilitation or modernization, including technology, of electrical networks; k) regulated access of third parties to electrical networks; l) consumer protection. |
| <a href="#"><u>Law no. 92 of 29.05.2014</u></a> regarding thermal energy and the promotion of cogeneration                                                                                                                      | This law regulates the activities specific to centralized thermal energy supply systems, aimed at improving the energy efficiency of the entire economy and reducing the negative impact of the thermal energy sector on the environment, including through the use of cogeneration.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

| Name of the Act                                                                                                                                          | Relevancy for the Project/ Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><a href="#"><u>Government Decision no. 409 of 16.06.2015</u></a><br/>Decision regarding the roadmaps in the energy field for the period 2015-2030</p> | <p>Gives in annex the roadmaps for the electricity sector and the natural gas sector for 2015-2030:</p> <p><u>Work package 1:</u> Elaboration of the normative framework for the sector (electricity and gas)</p> <p><u>Work package 2:</u> Consolidation of the institutional and organizational framework in the power sector. The development of the market (electricity and gas)</p> <p><u>Work package 3:</u> Promotion of infrastructure investment projects (electricity and gas)</p> <p><u>Work package 4:</u> Other measures for the electricity sector:</p> <ol style="list-style-type: none"> <li>1) joining ENTSO-E as an element for integration on the European energy market;</li> <li>2) the consolidation and rehabilitation of the internal electricity transmission networks, which will improve the energy efficiency of the "Moldelectrica" SOE network, strengthen the stability of the energy supply and improve the company's general operations; aligning the activity of the electric energy sector to the level of international standards and high-performance technologies applied in the European Union. For the natural gas sector: <ol style="list-style-type: none"> <li>1) aligning the activity of the natural gas sector at the level of international standards and methodologies applied in the European Union;</li> <li>2) the selection of companies to carry out prospecting works for own natural gas and crude oil resources in the southern region of the country, based on the oil law (after approval);</li> <li>3) the development of the feasibility study for the examination of the opportunity of the construction of the natural gas storage warehouse;</li> <li>4) analysis of the opportunity to participate in international projects for the construction of liquefied natural gas terminals, exploitation of non-conventional gas in neighbouring countries, etc.</li> </ol> </li> </ol> |
| <p><a href="#"><u>Government Decision no. 141 of 24.02.2014</u></a><br/>regarding the creation of the energy statistics system</p>                       | <p>The energy statistics system will have three main components: 1) the component of the National Bureau of Statistics: the historical energy balances for the last years and the consolidated indicators of the energy sector, which represent the official energy statistics for the past periods</p> <p>2) the component of the Ministry of Economy: the energy balances for the next year and for the medium and long term, which represent the official forecasts intended to ensure the national security of energy supply; 3) the component of the Agency for Energy Efficiency: the database in the field of energy efficiency and renewable energy sources for the monitoring and verification of the National Action Plan in the field of energy efficiency and the National Action Plan in the field of RES, including for the calculation of energy efficiency indicators and renewable energy.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

| Name of the Act                                                                                                                                                                                                                                                                         | Relevancy for the Project/ Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <a href="#"><u>Government Decision no. 1093 of 31.12.2013</u></a> for the approval of the Regulation on the provision of energy services                                                                                                                                                | <p>The purpose of this Regulation, in the frame of Law regarding energy efficiency (see below), is to establish a regulatory framework for the introduction, development of energy services and the creation of the necessary conditions for the implementation of energy performance contracts in the country.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <a href="#"><u>Law no. 10 of 26.02.2016</u></a> regarding the promotion of the use of energy from renewable sources                                                                                                                                                                     | <p>This law creates the necessary framework for the application of Directive 2009/28/EC of the European Parliament and of the Council of April 23, 2009 on the promotion of the use of energy from renewable sources</p> <p>The purpose of this law is to establish a legal framework for the promotion and use of energy from renewable sources and establish mandatory national objectives regarding the share of energy from renewable sources in the gross final energy consumption (17%), as well as the share of energy from renewable sources in the final energy consumption in transport (10%). The law defines the rules related to the support schemes, to the guarantees of origin, to the administrative procedures, to the access of energy producers from renewable sources to the networks.</p> <ul style="list-style-type: none"> <li>- fixed prices for producers who hold or will hold power plants with generation greater than the cumulative capacity limit set by government</li> <li>- fixed prices for producers identified as eligible in the framework of a tendering procedure according to Article 35 of Law No. 10/2016 and the Regulation on Tendering Procedures for renewable energy producers</li> <li>- fixed tariffs for producers who hold or will hold power plants with cumulative power capacity not exceeding the limit set by the government, but not less than 10 kilowatts (kW)</li> <li>- fixed tariffs for producers confirmed as eligible according to Article 36 of Law No. 10/2016 and the Regulation on Confirmation of the Status of Eligible Producers</li> <li>- net metering for small renewable energy investors oriented towards covering their own electricity consumption</li> <li>- net metering for those meeting eligibility criteria established under Article 39 of Law No. 10/2016</li> <li>- unregulated market for any kind of legal relationship between a project developer and electricity supplier other than those mentioned above, to be ruled in accordance with the principles and conditions negotiated directly by the two parties (installation of protection facilities should be obligatory).<sup>43</sup></li> </ul> |
| <a href="#"><u>Decision no. 1051 of 08.11.2018</u></a> for the approval of the Regulation regarding the qualification and registration of installers of boilers, furnaces or stoves based on biomass, photovoltaic and solar thermal systems, shallow geothermal systems and heat pumps | <p>The Regulation on the qualification and registration of installers of biomass-based boilers, furnaces or stoves, photovoltaic and solar thermal systems, shallow geothermal systems and heat pumps (hereinafter – Regulation) establishes the legal framework necessary for the qualification and the registration of installers of systems that use renewable energy sources (hereinafter – RES systems), the mandatory requirements for them, the rules for checking the installed RES systems, as well as the procedures for recognizing the certification or qualification carried out by accredited bodies from the member states of the European Union, the contracting parties to the Energy Community Treaty and the countries with which the Republic of Moldova has concluded bilateral agreements</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |

| Name of the Act                                                                                                       | Relevancy for the Project/ Description                                                                                                                                                                                                                                                                                                                    |
|-----------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <a href="#"><u>Government Decision no. 1070 of 27.12.2013 for the approval of the Regulation on solid biofuel</u></a> | The Regulation on solid biofuel establishes the notions, classes and quality requirements, labeling requirements, as well as the conditions for placing on the market and supervision of biomass products, both domestically produced and imported, intended for use in households and small buildings in the residential, commercial and public sectors. |
| <b>Information and Engagement</b>                                                                                     |                                                                                                                                                                                                                                                                                                                                                           |
| <b>Constitution of the Republic of Moldova</b>                                                                        | It is relevant for the project regarding the aspects related to freedom of expression, consultation and citizens engagement.                                                                                                                                                                                                                              |
| <b>Administrative Code of Republic of Moldova, no.116/2018</b>                                                        | It is relevant for the stakeholder engagement activities and feedback process of the citizen during the Project implementation.                                                                                                                                                                                                                           |
| <b>Law on access to information no.982/2000</b>                                                                       | This is relevant for ensuring disseminating information about implementation of the project and about potential environmental and social impacts.                                                                                                                                                                                                         |
| <b>Institutional Management</b>                                                                                       |                                                                                                                                                                                                                                                                                                                                                           |
| <b>Law on Government no.136 / 2017</b>                                                                                | Applicable during project implementation in order to ensure proper collaboration between all governmental institutions to be involved in the project.                                                                                                                                                                                                     |
| <b>Law on local public administration no.436/</b>                                                                     | Applicable during project implementation in order to ensure proper collaboration between project implementation entities and local public authorities.                                                                                                                                                                                                    |

### 3.1.2. National Environmental and Social Assessment and Permitting Procedure

The basic legal framework for the development of specific legislation and the definition of procedural guidelines applicable in the field of environmental protection is provided by Law No. 1515 of 16.06.1993 on environmental protection.

Law No. 86 (2014) on Environmental Impact Assessments (EIA) transposes Directive 2011/92/EU of the European Parliament and of the Council of 13 December 2011 on the assessment of the effects of certain public and private projects on the environment.<sup>12</sup>

The objective of this law is to define the procedures and methods that must be applied in the process of environmental impact assessment for certain types of planned public and private activities that may have a significant impact on the environment in the Republic of Moldova or other states.

The revisions of this Law in 2022 come into effect in Moldova in November 2023. These revisions mainly concern modifications and restrictions to cover all sectors of the economy, ensuring that biodiversity is protected. Furthermore, this law will take effect, and the Law on State Environmental Expertise will be repealed.

In the Republic of Moldova, the procedures for issuing environmental permits and the environmental impact assessment (EIA) process are stipulated by the Law on Environmental Impact Assessment No. 86 of 29-05-2014.

The Environmental Agency is responsible for the E(S)IA process and in particular, to:

- Ensure the implementation of EIA procedures at the national and transboundary levels,
- Identify stakeholders, as well as the interested public, to ensure their participation in decision-making procedures,
- Inform stakeholders and ensure their participation and the presentation of relevant information,
- Review the information provided by stakeholders and the EIA Report,
- Issue the environmental agreement decision and, if applicable, issue the Environmental Notice and inform stakeholders about the location on the official website where the Environmental Authorization will be published.

The environmental decision or authorization issued by the Environmental Agency will be applicable throughout the project lifecycle, during the design, construction, and operational phases.

#### Preliminary Assessment Procedure for the Planned Activity (National Screening Procedure)

The initiator (a natural or legal person, including public and administrative-territorial units, who requests an Environmental Agreement for the planned activity) intending to carry out an activity listed in Annexes No. 1 or No. 2 submits to the Environmental Agency (EA) an application for the

---

<sup>12</sup> On 21<sup>st</sup> October 2023 the changes approved in Law 226/2022 entered into force in order to harmonize with Directive 2011/92/EU of the European Parliament and of the Council of 13<sup>th</sup> December 2011 on the assessment of the effects of certain public and private projects on the environment and the provisions of art. 6 para. (3) and (4) of Council Directive 92/43/EEC of 21<sup>st</sup> May 1992 on the conservation of natural habitats and of wild fauna and flora.

issuance of the environmental agreement, accompanied by information about the planned activity, according to Annex No. 3, using the one-stop shop of the EA.

- **Annex 1: List of planned activities subject to mandatory environmental impact assessment.** This applies to complex and potentially environmentally hazardous planned projects/activities that could result in significant impacts and aims to prevent and mitigate the impact even at the project design stage.

- **Annex 2: List of planned activities for which the need for an environmental impact assessment must be established,** for projects that will have less significant environmental impacts compared to the first category of projects in Annex 1. The decision that an EIA is not necessary is made by the Environmental Agency.

- **Annex 3: Application for the issuance of the environmental agreement.**

The submitted application forms the basis for the Environmental Agency to conduct the preliminary assessment of the planned activity.

The initiator who intends to carry out an activity specified in Annexes 1 or 2 submits to the Environmental Agency an application for the issuance of the environmental agreement, accompanied by the information regarding the planned activity, according to Annex No. 3, using the one-stop window.

If the application for the issuance of the environmental agreement submitted by the initiator meets the requirements stipulated in Annex No. 3, the Environmental Agency places the content on its official website and sends a copy, via the one-stop shop, to the relevant central and local public authorities for review and submission of comments and proposals regarding the planned activity and, if applicable, on the information to be included in the environmental impact assessment.

The local public authority in whose jurisdiction the planned activity is to be carried out, places on its official website and at its headquarters, the content of the application regarding the issuance of the environmental agreement. The interested central and local public administration authorities present comments and proposals within 10 working days.

The initiator, under the guidance of the Environmental Agency and in accordance with Article 52(f), informs the interested public about the application for the issuance of the environmental agreement, including by publishing an announcement in a local or, if applicable, national newspaper.

The interested public may submit comments and proposals to the Environmental Agency regarding the application for the issuance of the environmental agreement and the planned activity within 10 working days from the date of the announcement's publication in the newspaper.

Based on the declaration submitted by the initiator, the Environmental Agency conducts a preliminary assessment, which will be completed within 30 working days.

If an EIA needs to be developed, the Environmental Agency issues the relevant decision together with the framework content of the EIA to be developed (the EIA Program). After the initiator has prepared the EIA report and conducted public consultations, the Environmental Agency reviews the submitted EIA, and once its structure and content fully comply with the established EIA principles and requirements, the Environmental Agency issues the environmental agreement. The environmental agreement is valid for 4 years.

The implementation of projects that have received an Environmental Agreement will be monitored by the initiator, and the monitoring report "Post-Project Analysis" will be submitted to the Environmental Agency no later than 18 months after the commencement of activities.

Planned activities for which the need for an environmental impact assessment must be established are stipulated in Annex 2 of Law 86/2014, specifically in point 13: "Any modification or extension of

the planned activities mentioned in Annex No. 1 or in this annex, already authorized, executed, or in the process of execution, that may have a significant negative impact on the environment (modification or extension not included in Annex No. 1)."

**Therefore, considering the wide range of building typologies and locations included in the INSPIREE project list, based on the results of the walkthrough audits and the E&S review of each site to be developed as part of this feasibility study, the initiator will submit, for each subproject, the application (according to Annex 3), which forms the basis for the Environmental Agency to conduct the preliminary assessment of the planned activity. Following this assessment, the Environmental Agency issues the Environmental Agreement or the decision to carry out the EIA procedure.**

**It is expected that the INSPIREE project activities will not be among those listed in Annex 1 or 2. The decision on the necessity of conducting EIA will be made by the Environmental Agency on the basis of evaluation of the Statement on the planned activity submitted by the initiator (Preliminary Assessment Report - PAR)<sup>13</sup>.**

**The PMU within the MEPIU as implementing party of the INSPIREE project, will have to initiate the Environmental Agreement procedure as necessary for each of the subprojects.**

---

<sup>13</sup> One PAR has to be submitted for each subproject. The EA decision is a prerequisite for the building permit. For the MEEP project the Environmental Agency issued one decision ([Decision n. 10/3374/2022 of 22/11/2022](#)), which states that the MEEP projects do not fall under the scope of Law no. 86/2014.

### 3.1.3. National Building Permit System

The Republic of Moldova design procedure represents the essential stage for developing technical documents based on the specific requirements stated in technical specifications and for developing the environmental and social plans by taking into consideration the environmental agreement received at the pre-construction stage issued by the central and local public authorities.

The following paragraphs explain the procedures for the obtaining of the building permit as per the national building permit system, in case the Project is identified as "with significant and high impacts" and in the case it would have "low and moderate" impacts.

#### National Permitting system specific for Project's with Significant and high impacts

The Building Permit or the Construction Authorization is issued by the mayor of the administrative-territorial unit by submitting following technical documents:

- Urban Planning Certificates for Design issued by the Local Public Authority of level I & II,
- Approved technical design with the Verification Report,
- The Construction's Environmental and Social Management Plans,
- The Construction's OHS Plan,
- Cultural Discharge Certificates issued by the National Archaeological Agency,
- Cultural Monuments Protection Notice issued by the Ministry of Culture,
- Environmental Agreement, act issued by the Environmental Agency.

The Initiator will first apply for the following: Cultural Discharge Certificates issued by the National Archaeological Agency, Cultural Monuments Protection Notice issued by the Ministry of Culture, and Environmental Agreement, act issued by the Environmental Agency.

The Initiator will then apply for the Urban Planning Certificates for Design (UPCD) issued by the Local Public Authority (LPA) of level I and II. The environmental agreement is part of the documentation to be filed to obtain the urban planning certificate for the design.

The Initiator will then develop the technical design documentation. It is to be noted that as part of the design stage, based on the verified technical design and on screening data included in the notices issued by the State Supervision Agencies (Environmental Agency, Public Health Agency, Construction Supervision Agency, etc.), the initiator shall develop the construction's environmental and social management plans (including OHS aspects).

#### National Permitting system specific for Project's with low and moderate impacts

Art 150 of the to Code on Urbanism and Construction, establishes that construction works that do not change the resistance structure, the external appearance, the initial characteristics of the construction and related facilities, as well as the following works, can be executed without a planning certificate for the design and without a building permit.

The category of these works includes:

- repairs for fences, roofs, coverings or terraces, if their shape is not changed;
- replacements and repairs of the floors, interior and exterior carpentry parts, if the shape and dimensions of the gaps are preserved;

- interior finishing works;
- exterior finishing works, if the facade elements and colour solutions are not changed;
- replacements or repairs of stoves, installations, systems, equipment and sanitary equipment inside the buildings;
- replacements or repairs to external connections, related to constructions, within the limits of the property;
- current repairs of roads, transport accesses, parking lots, sidewalks and stairs, of rainwater collection and drainage systems;
- routine maintenance works of public roads, periodic maintenance works of public roads, repairs of the infrastructure of land communication routes, with the maintenance of the routes, functions, surfaces, volumetric and technical category of the road;
- installation of urban furniture;
- landscaping related to the existing construction;
- auxiliary constructions, annexes with a constructed area of up to 15 m<sup>2</sup> to private houses, locate on private lands;
- installation of engineering and electronic communications networks and the infrastructure elements associated with these networks (temporary installations, made up of easily removable elements) on or inside buildings, constructions and existing installations, including the existing underground channeling for cables, except in cases in whose installation involves interventions in the resistance structure, new underground laying and the installation or construction of support structures with foundations permanently attached to the ground (pillars, beams, brackets)
- installation of engineering and electronic communications networks (internal access networks) in the infrastructure (systematised wired routes and technological spaces) for the installation of equipment and other infrastructure elements of internal access networks in buildings;
- maintenance, repair, replacement and retrofitting of engineering and electronic communications networks and infrastructure elements associated with these networks;
- connecting subscribers to engineering and electronic communications networks (internal access networks).

In the case of interventions on the monuments of history, art and architecture registered in the Register of monuments of the Republic of Moldova protected by the state, the categories of works described above will be executed based on Urban Planning Certificates for Design and Building Permits, and the works will be executed based on the prior positive opinion of the Ministry of Culture.

Additionally, the NCM A.07.06:2016 establishes the requirements for the Project documentation for construction with various purposes. This normative document applies obligatorily, regardless of the form of ownership and source of funding, for new constructions, extensions, reconstructions, retooling of operational objects with any destination. As part of the project documentation, it is to be noted that an "Environmental Protection" section is to be developed in accordance with the basic legislative documents in the field of environmental protection. The general provisions and requirements for the composition, content, and method of developing this section are stipulated in NCM A.07.06:2016 Project Design for Constructions Composition and Content of the "Environmental Protection" Section in Project Documentation.

**It is envisioned that the rehabilitation interventions of the INSPIREE project will have to follow the National Permitting system specific for Project's with Low and Moderate impacts. However, in view of the wide range of typologies and status of the buildings included in the shortlist for the INSPIREE project, this needs to be reconfirmed based on the technical assessments performed in the early stages of the implementation of the Project.**

**The PMU within the MEPIU as implementing party of the INSPIREE project, will have to initiate the Building Permit procedure as necessary for each of the subprojects.**

### 3.1.4. Construction and Demolition Waste Management

The waste management system in the Republic of Moldova has been structured according to the model of the linear economy: extract - produce - consume - store. This model, implemented during the last decades, significantly affected the quality of natural resources, waste being considered as one of the main sources of water, soil and air pollution, as well as a source of major risk for the environment and the health of the population, a fact found in The national development strategy "European Moldova 2030".

Waste management is a priority of the environmental policy in the Republic of Moldova, based on the EU Directives in the field of waste management, as well as the promotion of the circular economy, transforming challenges into opportunities and contributing to the sustainable development of society. The improvement of the institutional and normative framework in the field of environmental protection, in accordance with the Action Plan for the implementation of the Association Agreement between the Republic of Moldova and the European Union, as well as the commitments assumed as a candidate country of the EU, with the objective of increasing the quality of the environment, are the main arguments for the transformation of waste management at the national level.

In the Republic of Moldova, the legal bases, the state policy and the necessary measures for the protection of the environment and the health of the population are established as follows:

- **National program for waste management for the years 2023-2027.** This Program will serve as a basis for planning investments in the development of an efficient infrastructure for integrated waste management, stimulating the transformation of waste into resources and implementing the necessary actions to achieve the transition from the linear economy to the circular economy, as well as increasing awareness of the benefits of the actions of environment in addressing global waste management challenges.

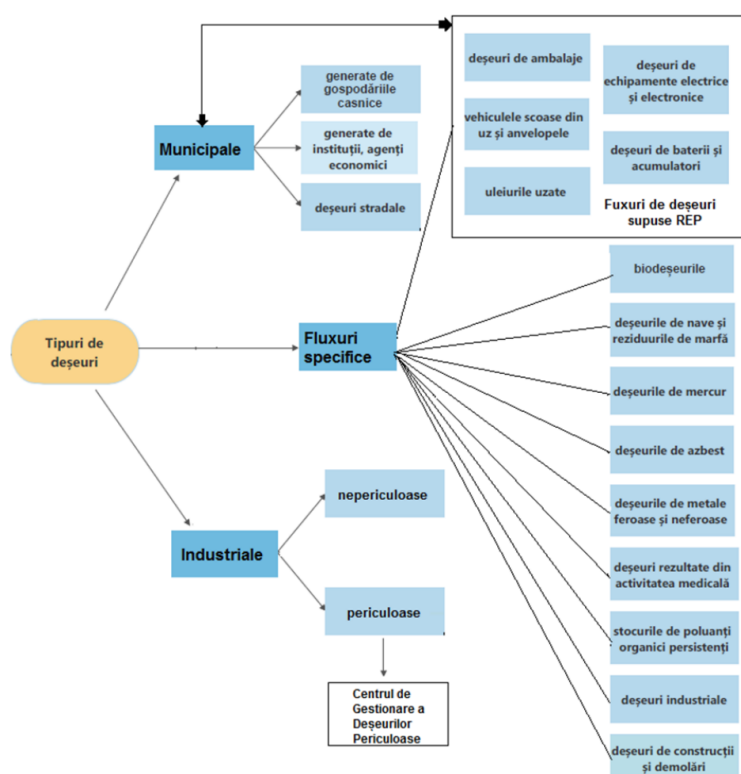


Figure 4. Waste streams in the National Program for Waste Management: asbestos waste and construction and demolition waste are identified as "special flows"

Waste streams as per the National Program for Waste Management: asbestos waste and construction and demolition waste are identified as "special flows"

- The National program for waste management as far as concerns the construction and demolitions waste traces the following approach:
  - **Art. 94.** The generation of construction and demolition waste depends on the economic situation of the country and the development of the construction industry. The construction sector has become the most important branch of the economy, and construction contributed 35% to GDP growth in 2019. The intensification of the construction segment takes place against the background of the development of infrastructure projects and the explosion of the real estate market, thanks to low interest rates on loans real estate offered to individuals. This conditions the generation of construction waste especially during the demolition of buildings and, to a lesser extent, during reconstruction, repair and construction.
  - **Art. 95 . The generation and management of construction and demolition waste needs to be planned at the design stage of a construction work.** Although they were established by Law no. 209/2016 on the waste targets for recycling or other types of recovery of this waste, data on the quantities of waste generated are not available. **The criteria for reducing, reusing, recycling or other waste recovery materials generated during construction processes are also to be established.**
  - **Art. 96.** Another important aspect of constructions and demolition waste (CDW) management is the demolition of constructions containing asbestos items in safe conditions for site workers and nearby residents. **Thus, the demolition of constructions with asbestos content is to be executed according to HG no. 244/2013 on the approval of the Minimum Requirements for the protection of workers against risks related to exposure to asbestos at work. In the absence of land allocated for the management of CDW with asbestos content, the future fate of this waste remains uncertain, and it is necessary to allocate spaces dedicated to these works.**
- **Law no. 209/2016 on waste.** It establishes the legal basis, the state policy and the necessary measures for the protection of the environment and the health of the population by preventing or reducing the adverse effects determined by the generation and management of waste and by reducing the general effects of the use of resources and increasing the efficiency of their use. Last modified June 07, 2023. .
- **Code of practice in construction CP A.09.04:2014 regarding the management of construction and demolition waste.** The main purpose of the practical code is to reduce the environmental impact of construction waste and demolitions, by ensuring an effective system of temporary storage and separation at the place of production, increasing the degree of recovery and recycling of waste and reducing their degree of danger to the environment and health the population in order to comply with the essential requirement regarding quality in constructions. This Code of Practice contains general requirements and provisions regarding the management of construction waste and demolitions and applies to:
  - design activities, land development and other urban planning actions;
  - technical expertise of existing constructions and verification of project documentation;
  - construction, reconstruction, consolidation, expansion, modernization, preservation, protection, repair, change of destination, demolition, dismantling, decommissioning, other similar activities in constructions of any nature, including transport or building infrastructure, resulting in waste ;

- waste management, which includes: collection, sorting, preliminary storage, packaging, transportation to a waste treatment facility , reception , recovery, storage, use, processing, marketing, burial, etc.
- **Regulation of road transport of dangerous goods.** This regulation establishes the framework for the application in the Republic of Moldova of the provisions of the European Agreement relating to the international road transport of dangerous goods (ADR), concluded in Geneva on September 30, 1957, to which the Republic of Moldova acceded to the said Agreement, through the Decision of the Parliament of the Republic of Moldova no. 44-XIV of June 4, 1998.

### 3.1.5. Asbestos Waste Management

Asbestos waste management is a crucial aspect for ensuring safety and compliance with regulations in construction and renovation projects, especially in energy rehabilitation projects. Proper management involves several steps to handle asbestos-containing materials (ACMs) safely and prevent exposure to harmful asbestos fibres.

Asbestos is a group of naturally occurring fibrous silicate minerals. During the last century it has been widely used in the production of industrial and household products because of its useful properties, including fire retardation, electrical and thermal insulation, chemical and thermal stability, and high tensile strength. Today, however, asbestos is recognized as a cause of various diseases and cancers and is considered a health hazard if inhaled. Because the health risks associated with exposure to asbestos are now widely recognized, global health and worker organisations, research institutes, and governments have enacted bans on the commercial use of asbestos.

**In the European Union the use of asbestos has been banned since January 1, 2005, and in the Republic of Moldova through the Law 141 in 2016 amending the Law 1422/1997 on air protection, the use of asbestos was banned for new constructions.** Products containing asbestos and which have been installed or were in operation before the date 19 January 2017 can be used until the end of their lifecycle.

Good practice is to minimise the health risks associated with asbestos constructions materials (ACM) by avoiding their use in new construction and renovation, and, if installed asbestos-containing materials are encountered, by using internationally recognized standards and best practices to mitigate their impact on the users of the buildings and on the workers performing renovation works.

**The financiers E&S standards strictly forbid the use of ACM materials in construction interventions financed by KfW and AFD.**

**In the early stages of the implementation, the MEPIU shall plan the activities for the disposal of the demolition hazardous waste materials for each of the subprojects, in coordination with the competent national and territorial agencies and in compliance with the national regulations above mentioned and with the Waste and Hazardous Materials Management Plan (Annex 6) part of this ESMF.**

Asbestos waste have to be managed in safe conditions for the environment and the health of the population, taking into account the provisions of law 209/2016 on waste (Art. 4, Art. 22, Art.25, Art.44, Art. 59, Art.64 ).

A detailed description of the legal requirements for Asbestos Management is provided in Annex 6 to this ESMF: Waste and Asbestos Management Plan.

## 3.2. International E&S standards and guidelines

In line with the KfW assessment standards<sup>14</sup>, the international standards applicable to the Project are:

- the Environmental and Social Standards of the World Bank Group (i as well as relevant Operational Policies of the World Bank) ,
- IFC General and sector-specific Environmental, Health and Safety (EHS) Guidelines,
- the Core labour Standards of the International Labour Organization (ILO).

In particular, the INSPIREE project implementation have to comply with the ten environmental and social standards of the World Bank Environmental and Social Framework (ESF) established in 2016. To this end, the following chapters introduce the ESS standards and the EHS Guidelines and identify their relevance for the INSPIREE project envisioned actions.

### 3.2.1. World Bank Environmental and Social Standards

The Environmental and Social Framework (ESF) was approved by the Board of Executive Directors of the World Bank on August 4, 2016. It consists of:

- a Vision for Sustainable Development;
- ten Environmental and Social Standards (ESSs), which set out the requirements that apply to Borrowers;
- an Environmental and Social Policy for Investment Project Financing (IPF), which sets out the requirements that apply to the Bank;
- an Environmental and Social Directive/Procedure for Investment Project Financing (IPF)
- a Directive on Addressing Risks and Impacts on Disadvantaged or Vulnerable Individuals or Groups.

The ESF supports green, resilient and inclusive development by strengthening protections for people and the environment and making important advances in areas such as labour, inclusion and non-discrimination, gender, climate change, biodiversity, community health and safety, and stakeholder engagement. It uses a risk-based and proportionate approach that applies increased oversight and resources to complex projects and allows for greater responsiveness to changes in project circumstances through adaptive risk management and stakeholder engagement. It promotes integrated environmental and social risk management.

The ESF places an emphasis on supporting the national environmental and social management systems and institutions, and supporting the capacity building of the Government of Moldova on this subject. It promotes enhanced transparency and stakeholder engagement through timely information disclosure, meaningful and ongoing consultations throughout the project life cycle, and

---

<sup>14</sup> *Sustainability Guideline Assessment and management of Environmental, Social, and Climate Aspects: Principles and Procedures 30 June 2023, Author: KfW Development Bank.*

responsive grievance mechanisms to facilitate resolution of concerns and grievances of project-affected parties.

**Out of ten ESS, eight apply to the Moldova INSPIREE Project and establish the conditions that the Borrower/Grantee and the project will have to meet throughout the project life cycle.**

Table 2. Relevant World Bank's ESSs applicable for the planned activities under the Project

| <b>E&amp;S Standards</b>                                                | <b>Description of the ESS</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <b>Relevance for the INSPIREE Project</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|-------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>ESS1 Assessment and Management of E&amp;S Risks and Impacts</b>      | <p>The Standard sets measures and responsibilities for assessing, managing and monitoring ES risks and impacts associated with the Project's life cycle, in order to achieve environmental and social outcomes consistent with ESSs.</p> <p>At the feasibility stage, the environmental and social assessment is based on current information, including a description and delineation of the project and any associated aspect. Environmental and social baseline data has been collected at an appropriate level of detail sufficient to inform characterization and identification of risks and impacts and mitigation measures.</p> | <p><b>The Standard is applicable for the entire life cycle of the Project.</b></p> <p>The planned activity for implementation of the Project established roles and responsibilities of PMU to assess, manage and monitor ES risks and impacts specific for the project life cycle in order to achieve ES outcomes consistent with IFIs and Republic of Moldova ES requirements.</p> <p>The assessment will evaluate the project's potential environmental and social risks and impacts, with a particular attention to those that may fall disproportionately on disadvantaged and/or vulnerable social groups; examine project alternatives; identify ways of improving project selection, planning, design and implementation in order to apply the mitigation hierarchy for adverse environmental and social impacts and seek opportunities to enhance the positive impacts of the project using EFS instruments.</p> |
| <b>ESS2 Labor and Working Conditions</b>                                | <p>This standard guides the creation of sound worker-management relationships. The primary labour risk is the risk of informal work. The risks of unpaid and underpaid work, work overload, poor terms and conditions of engagement, lack of occupational health and safety measures, and denied access to social security, pension or health insurance are associated with informal work.</p>                                                                                                                                                                                                                                          | <p><b>The Standard is applicable for the entire life cycle of the Project</b></p> <p>The planned activity for implementation of the Project will address Labor and Working Conditions during the entire project life cycle by promoting sound worker-management relationships and enhance the development benefits of the Project by treating workers fairly and providing safe and healthy working conditions.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>ESS3 Resource Efficiency and Pollution Prevention and Management</b> | <p>This standard sets out the requirements to address resource efficiency and pollution prevention and management throughout the project life cycle.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <p><b>The Standard is applicable for the entire life cycle of the Project</b></p> <p><b>The planned</b> activity for implementation of the Project will address resource efficiency and pollution prevention and management throughout the project life cycle by taking into consideration the following requirements: (i) sustainable use of resources and raw materials,</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

| E&S Standards                                                                       | Description of the ESS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Relevance for the INSPIREE Project                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|-------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | (ii) avoid or minimise impacts on human health and the environment, (iii) climate change (emergency), (iv) avoid or minimise generation of hazardous or non-hazardous wastes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>ESS4 Community Health and Safety (CHS)</b>                                       | <p>This ESS sets out the requirements to avoid or minimise community exposure to project-related traffic and road safety risks, diseases and hazardous materials and to have in place effective measures to address emergency events.</p> <p>The main risk associated with the project is related to the construction workers health and safety that is addressed by ESS2.</p>                                                                                                                                                         | <p><b>The Standard is applicable for the entire life cycle of the Project.</b></p> <p>The Project activities specific for EE rehabilitation in existing facilities in the Republic of Moldova shall take into consideration and address health, safety, and security risks and impacts potentially affecting the users of the facilities. During the project life cycle, the following will have to be taken into account by the PMU: (i) to anticipate and avoid adverse impacts on people HS from routine and nonroutine activities, (ii) the effects of climate change during design and construction stages, (iii) traffic and road safety risks, (iv) control emergency risk, and (v) protect property and safeguard of community facilities.</p>   |
| <b>ESS5 Land Acquisition, Restrictions on Land Use and Involuntary Resettlement</b> | <p>ESS5 requirements cover the preparation and implementation of a resettlement framework or plan that can be developed and lays the foundations for: (i) general requirements such as eligibility classification, project design, compensation and benefits for affected persons, community engagement, grievance mechanism, planning and implementation; (ii) physical and economic displacement; (iii) collaboration with other responsible agencies or subnational jurisdictions; and (iv) technical and financial assistance.</p> | <p><b>It is not anticipated that ESS 5 will be triggered for this project; however, should it be determined otherwise, an assessment and appropriate mitigation measures will be required in accordance with ESS 5.</b></p> <p>The planned investments will be implemented in existing public buildings built on public land, however portions of the public buildings might be rented out or privatised.</p> <p>If any of the above is encountered, the involuntary resettlement should be avoided. If the involuntary resettlement is unavoidable, it will be minimised and appropriate measures to mitigate adverse impacts on displaced persons (and on host communities receiving displaced persons) will be carefully planned and implemented.</p> |

| E&S Standards                                                                                             | Description of the ESS                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Relevance for the INSPIREE Project                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|-----------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>ESS6 Biodiversity Conservation and Sustainable Management of Living Natural Resources</b>              | <p>ESS6 requirements cover: (i) general requirements including assessment of risks and impacts, conservation of biodiversity and habitats (modified, natural, and critical habitats), legally protected and internationally recognized areas of high biodiversity value, invasive alien species, and sustainable management of living natural resources; and (ii) primary suppliers.</p>                                                                                                 | <p>It is not anticipated that ESS 6 will be triggered for this project; however, should it be determined otherwise, an assessment and appropriate mitigation measures will be required in accordance with ESS 6.</p> <p>The E&amp;S screening verified that no activities are envisioned in protected natural or critical habitats. Should it be determined otherwise, the application of ESS 6 will ensure that any potential impacts on biodiversity and ecosystems are effectively managed</p> <p>It is anticipated that this standard will be triggered to manage local impacts on the vegetation around the building site and along the vehicular paths used to reach the building site.</p> |
| <b>ESS7 Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities</b> | <p>This ESS ensures that projects respect the rights, dignity, and culture of Indigenous Peoples and promote their social and economic benefits. ESS 7 is applicable to Indigenous Peoples/ Sub-Saharan African Historically Underserved Traditional Local Communities</p>                                                                                                                                                                                                               | <p><b>The Standard is not applicable for the Republic of Moldova,</b> because there are no indigenous communities present on the territory.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>ESS8 Cultural Heritage</b>                                                                             | <p>ESS8 recognizes that cultural heritage provides continuity in tangible and intangible forms between the past, present and future. Cultural heritage, in its many manifestations, is important as a source of valuable scientific and historical information, as an economic and social asset for development, and as an integral part of people's cultural identity and practice. ESS8 sets out measures designed to protect cultural heritage throughout the project life cycle.</p> | <p><b>The Standard is applicable for the entire life cycle of the Project.</b></p> <p>The requirements of this ESS8 will apply to all sub-projects that are likely to have risks or impacts on cultural heritage.</p> <p>The E&amp;S Screenings assessed that some of the projects are located in the vicinity of recognized cultural heritage sites.</p>                                                                                                                                                                                                                                                                                                                                         |

| <b>E&amp;S Standards</b>                                       | <b>Description of the ESS</b>                                                                                                                                                                                                                                                                                                                                                                                  | <b>Relevance for the INSPIREE Project</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|----------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>ESS9 Financial Intermediaries</b>                           | This ESS applies to Financial Intermediaries (FIs) that receive financial support from the Bank. FIs include public and private financial services providers, including national and regional development banks, which channel financial resources to a range of economic activities across industry sectors. Financial intermediation also includes provision of financing or guarantees by FIs to other FIs. | <b>The Standard is not applicable to this Project.</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>ESS10 Stakeholder Engagement and Information Disclosure</b> | This ESS guides the inclusion of relevant stakeholders in the project life cycle. This ESS requires that a stakeholder engagement framework is to be developed for this project, and will include a complaint mechanism.                                                                                                                                                                                       | <p><b>The Standard is applicable for the entire life cycle of the Project.</b></p> <p>Stakeholder engagement is an inclusive process throughout the project life cycle. When properly designed and implemented, it supports the development of strong, constructive and responsive relationships that are important to successfully managing a project's environmental and social risks.</p> <p>Stakeholder involvement is most effective when initiated early in the project development process and is an integral part of early project decisions and the assessment, management and monitoring of project environmental and social risks and impacts.</p> <p>A SEF is developed as part of this ESMF.</p> <p>The site specific SEPs are to be developed by the PMU as part of the engagements of the ESCP.</p> |

### 3.2.2. IFC Environmental, Health, and Safety Guidelines

The IFC Environmental, Health, and Safety (EHS) Guidelines<sup>15</sup> are technical reference documents with general and industry-specific examples of Good International Industry Practice.

The applicability of the EHS Guidelines should be tailored to the hazards and risks established for each project on the basis of the results of an environmental assessment in which site-specific

---

<sup>15</sup> <https://www.ifc.org/content/dam/ifc/doc/2023/ifc-general-ehs-guidelines.pdf>

variables, such as host country context, assimilative capacity of the environment, and other project factors, are taken into account.

When host country regulations differ from the levels and measures presented in the EHS Guidelines, projects are expected to achieve whichever is more stringent.

If less stringent levels or measures than those provided in these EHS Guidelines are appropriate, in view of specific project circumstances, a full and detailed justification for any proposed alternatives is needed as part of the site-specific environmental assessment.

This justification should demonstrate that the choice for any alternate performance levels is protective of human health and the environment.

The general EHS Guidelines provide the supporting references and good practices related to the following aspects:

Table 3. EHS Guidelines relevant for the INSPIREE project

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>1. Environmental</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <p><b>Air Emissions and Ambient Air Quality:</b> Management of air emissions to protect human health and the environment.</p> <p><b>Energy Conservation:</b> Measures to improve energy efficiency and reduce consumption.</p> <p><b>Wastewater and Ambient Water Quality:</b> Standards for wastewater discharge and water quality.</p> <p><b>Water Conservation:</b> Strategies for efficient water use and conservation.</p> <p><b>Hazardous Materials Management:</b> Safe handling, storage, and disposal of hazardous materials.</p> <p><b>Waste Management:</b> Guidelines for solid and hazardous waste management.</p> <p><b>Noise:</b> Standards and measures to manage noise levels and protect workers and communities.</p> <p><b>Contaminated Land:</b> Assessment and remediation of contaminated sites.</p> |
| <b>2. Occupational Health and Safety</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <p><b>General Facility Design and Operation:</b> Safety design features and operational procedures.</p> <p><b>Communication and Training:</b> Safety training and communication strategies.</p> <p><b>Physical Hazards:</b> Prevention and control of physical hazards in the workplace.</p> <p><b>Chemical Hazards:</b> Management of chemical exposures.</p> <p><b>Biological Hazards:</b> Control of exposure to biological agents.</p> <p><b>Personal Protective Equipment (PPE):</b> Proper use of PPE to protect workers.</p> <p><b>Special Hazard Environments:</b> Safety in environments with unique risks.</p>                                                                                                                                                                                                   |
| <b>3. Community Health and Safety</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <p><b>Infrastructure and Equipment Design and Safety:</b> Ensuring community safety in the design and operation of infrastructure and equipment.</p> <p><b>Hazardous Materials Safety:</b> Community protection from hazardous materials.</p> <p><b>Traffic Safety:</b> Measures to enhance traffic safety for communities.</p> <p><b>Emergency Preparedness and Response:</b> Planning and response for emergencies affecting communities.</p>                                                                                                                                                                                                                                                                                                                                                                            |
| <b>4. Construction and Decommissioning</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

**Environmental Management:** Minimising environmental impacts during construction and decommissioning.

**Occupational Health and Safety Management:** Protecting workers during construction and decommissioning.

**Community Health and Safety Management:** Safeguarding community health and safety during construction and decommissioning.

### 3.2.3. International Treaties and Conventions

#### International environmental treaties to which the Republic of Moldova is a Party:

- Convention on long-range transboundary air pollution (Geneva, November 13, 1979)
- Convention for the Protection of the Ozone Layer (Vienna, March 22, 1985):
- Convention regarding environmental impact assessment in a transboundary context (Espoo, February 25, 1991);
- Protocol on strategic environmental assessment (Kiev, May 21, 2003)
- Convention on the Transboundary Effects of Industrial Accidents (Helsinki, March 17, 1992):
- Convention on access to information, justice and public participation in environmental decision-making (Aarhus, June 25, 1998):
- Basel Convention on the Control of Transboundary Transport of Hazardous Wastes and their Disposal (Basel, March 22, 1989)
- Convention on Biological Diversity (Rio de Janeiro, June 5, 1992):
- Convention on the Prior Informed Consent Procedure Applicable to Certain Hazardous Chemicals and Pesticides in International Trade (Rotterdam, September 10, 1998)
- Convention on Persistent Organic Pollutants (Stockholm, May 22, 2001)
- Framework Convention on Climate Change (New York, May 9, 1992)
- Kyoto Protocol (December 11, 1997)
- The Paris Agreement (April 22, 2016)

#### International and regional human rights treaties ratified by the Republic of Moldova:

- Universal Declaration of Human Rights (adopted in 1948)
- International Covenant on Civil and Political Rights (adopted in 1966, ratified by the Republic of Moldova in 1990)
- International Covenant on Economic, Social and Cultural Rights (adopted in 1976, ratified by the Republic of Moldova in 1990)
- International Convention on the Elimination of All Forms of Racial Discrimination (adopted in 1965, ratified by the Republic of Moldova in 1993)
- Convention on the elimination of all forms of discrimination against women (adopted in 1979, ratified by the Republic of Moldova in 1994)
- Convention on the Rights of the Child (adopted in 1989, ratified by the Republic of Moldova in 1993)

- UN Convention Against Torture (adopted in 1984, ratified by the Republic of Moldova in 1995)
- European Convention for the Protection of Human Rights and Fundamental Freedoms (adopted in 1950, ratified by the Republic of Moldova in 1997)
- Revised European Social Charter (adopted in 1966)
- Convention on the Rights of Persons with Disabilities (adopted in 2006, ratified by the Republic of Moldova in 2010).

### 3.2.4. Guidelines for Forced Labour Risks in the Supply Chain for Solar Panels

Given that solar energy efficiency equipment will need to be procured as part of the Project implementation, it is required to apply the Guidelines for Forced Labour Risks in the Supply Chain for Solar Panels to the Project.

**Objective:** The World Bank's guidelines aim to address and mitigate the risks of forced labour in the supply chains of solar panel manufacturing. These guidelines ensure that the project adheres to high standards of labour rights and ethical practices<sup>16</sup>.

#### Benefits:

- **Ethical Supply Chains:** Ensures that solar panels used in World Bank-financed projects are produced without forced labour, aligning with ethical standards.
- **Risk Mitigation:** Reduces legal, reputational, and operational risks associated with forced labour.

#### Key components to be integrated in the project approach and implementation:

- **Risk Assessment:** Conduct thorough risk assessments to identify potential forced labour risks in the supply chain. Focus on high-risk areas such as raw material sourcing, manufacturing processes, and subcontracting practices.
- **Supplier Due Diligence:** Require suppliers to demonstrate compliance with labour standards through certifications, audits, and other verification methods. Implement robust due diligence processes to assess and monitor suppliers' labour practices.
- **Contractual Obligations:** Include specific clauses in contracts that prohibit the use of forced labour and require compliance with international labour standards. Mandate that suppliers cascade these obligations to their subcontractors and raw material providers.
- **Monitoring and Auditing:** Regularly monitor suppliers through audits and inspections to ensure compliance with labour standards. Use third-party auditors to provide independent verification of suppliers' labour practices.

---

<sup>16</sup><https://projects.worldbank.org/en/projects-operations/products-and-services/brief/procurement-policies-and-guidance>

- **Transparency and Reporting:** Require suppliers to maintain transparency in their supply chains and report any incidences of forced labour. Implement mechanisms for anonymous reporting of labour violations by workers and other stakeholders.
- **Remediation and Corrective Actions:** Develop clear protocols for addressing violations, including remediation plans and corrective actions. Ensure that any identified victims of forced labour receive appropriate support and remediation.
- **Capacity Building:** Provide training and resources to suppliers to help them understand and comply with labour standards. Support capacity-building initiatives to improve labour practices across the supply chain.
- **Stakeholder Engagement:** Engage with various stakeholders, including NGOs, labour organisations, and affected communities, to gather input and improve practices. Foster partnerships to enhance the effectiveness of labour rights initiatives.

#### **Implementation Strategies:**

- **Policy Integration:** Integrate these guidelines into the project implementation policies. Ensure that all relevant stakeholders are aware of and adhere to these guidelines<sup>17</sup>.
- **Collaboration and Partnerships:** Work with industry groups, relevant Ministries and agencies and other development organisations to promote best practices and harmonise standards. Participate in multi-stakeholder initiatives to address systemic forced labour issues in the solar panel supply chain.
- **Continuous Improvement:** Regularly review and update the guidelines based on emerging risks, new research, and feedback from stakeholders. Promote continuous improvement in labour practices through ongoing monitoring, evaluation, and learning.

---

<sup>17</sup> Forced Labour Declaration shall be included in the bidding documentation such as the [IPF Solar Procurement Bidder Declaration](#)

### 3.3. Gaps analysis

The scope of the GAP analysis is to establish measures and actions in order to prevent compliance-related non-conformities from the International E&S Standards and the Republic of Moldova's CPAs/LPAs authorities implied in the Project's implementation, roles and responsibilities and reporting implementation performances to the Financiers and to the Borrower/Grantee.

The specific objectives of the evaluation of compliance with World Bank's ESSs (gap analysis) are to determine applicable measures and actions specific for the Project's life cycle to be in line with the applicable national ES framework.

The scope of the evaluation of compliance with applicable WB's ESSs and national framework is to smoothly implement the Project and avoid compliance-related nonconformities with legal requirements.

**Based on the applicable ESS and the identified E&S risks, the Project is identified as of "moderate" risk according to the Financiers' E&S risk categorization.**

In view of the GAP analysis below, the ESCP, ESMF including an ESMP LMPs, SEF, a Waste Management Plan and an Asbestos Management Plan have been developed with proposed measures and actions to ensure compliance with relevant applicable ESS requirements by promoting shared prosperity and sustainable development.

Table 4. The GAPS analysis - ESS requirements and national legislation

| ESS standards and requirements                                                       | Relevant national legislation                      | GAPs                                                                                                                                                                                                                                                                                 | Proposed project actions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|--------------------------------------------------------------------------------------|----------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>ESS1- Assessment and Management of Environmental and Social Risks and Impacts</b> | Law no. 86/2014 on Environmental Impact Assessment | <p><b>The Project with Low or Moderate impacts, which are not included in the Annex 1 and 2 of the law are not subject to an EIA.</b></p> <p>There are no requirements on all social impacts and risks assessment. If the EIA is not needed, no public consultation is required.</p> | <p>To align with Environmental and Social Standard 1 (ESS1) on the assessment and management of environmental and social risks and impacts, the following actions are proposed:</p> <p><b>Develop this ESMF and an environmental and social management plan (ESMP) applicable to the Project</b></p> <ul style="list-style-type: none"> <li>• Identify specific measures to mitigate identified risks and impacts, including pollution prevention, resource efficiency and community health and safety measures.</li> <li>• Establish a monitoring framework to track the implementation of mitigation measures and report environmental and social performance.</li> <li>• Provide training for project staff and contractors on environmental and social risk management.</li> <li>• Incorporate sustainable practices such as using renewable energy, water recycling and waste reduction techniques.</li> <li>• Develop site specific Stakeholder Engagement Plans (SEPs) to maintain ongoing dialogue with stakeholders, to ensure their input is considered throughout the project's life cycle.</li> <li>• Ensure that a GRM is accessible to all stakeholders, including vulnerable groups, and provides a transparent, fair and responsive process for addressing grievances.</li> <li>• Establish protocols for regular monitoring of environmental and social indicators such as air and water quality, noise levels and community health.</li> </ul> |

| ESS standards and requirements               | Relevant national legislation                                                                                                                                                                 | GAPs                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Proposed project actions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|----------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>ESS 2 – Labour and Working Conditions</b> | <p>Labor Code of the Republic of Moldova no.154/2003</p> <p>Law on quality in construction no. 721 /1996</p> <p>Law on authorization of the executing the construction works no.163 /2010</p> | <p><b>Overall, the Moldovan OHS legislation is extensive, and generally, in line with the provisions set out in ESS2.</b></p> <p>The Labor Code of Moldova includes provisions that allow workers to resolve individual and collective disputes between the employer and the employee(s) over the terms and conditions of a labour agreement or other aspects of work, including occupational and health safety (Articles 357-361). The disputes may be solved through conciliation. According to provision of the labour Code, a conciliation commission should be set not later than three days from the registration of the labour dispute and conflict. The commission should notify the parties in writing within five days from reaching an agreement on how to settle the dispute. If the parties do not agree with the recommendations of this commission, the conflict shall be settled in court.</p> <p>MEPIU has set a GRM at the institutional level<sup>18</sup>, including grievances related to</p> | <p>The proposed actions are:</p> <ul style="list-style-type: none"> <li>• The Labor Management Procedure (Framework) included in this ESMF. It will be updated during the initial stage of the project and adapted with requirements for construction and operational phases.</li> <li>• The Contractor will be required to develop, implement and maintain a Grievance Redress Mechanism for workers of the building site including those of subcontractors.</li> <li>• Information on SEA/SH services providers will be distributed to project workers.</li> <li>• The Contractor's will develop their LMPs and will adopt a Code of Conduct on SEA/HS according to the requirements of the Project LMPs.</li> </ul> |

---

<sup>18</sup><https://www.mepiu.md/eng/the-grievance-redress-mechanism-for-the-power-system-development-project-psdp>

| ESS standards and requirements | Relevant national legislation | GAPs                                                                                                                                                                                                                                                                                                                                                                  | Proposed project actions |
|--------------------------------|-------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
|                                |                               | <p>working conditions and in other grievances such as sexual harassment at the workplace.</p> <p><b>We note that in March 2023, the labor Code was amended to include the issue of sexual harassment at the workplace. However, the provisions are not yet familiar for workers and therefore, awareness sessions among project workers are needed on SEA/HS.</b></p> |                          |

| ESS standards and requirements                                             | Relevant national legislation                                                                                                                                                                    | GAPs                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Proposed project actions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>ESS 3 - Resource Efficiency and Pollution Prevention and Management</b> | Law no. 303/2013 on water supply services;<br>Law on industrial safety of dangerous industrial facilities no. 116 /2012;<br>Law on wastes no. 209 /2016;<br>Law on air protection no. 1422/1997. | <p>While the national legislation does include provisions for resources efficiency and pollution prevention, often practise in Moldova is not adapted to such provisions. This might cause potential damage to the environment and local communities due to air, water or soil contamination. It is to be noted:</p> <ul style="list-style-type: none"> <li>• A lack of clear policy strategies for optimising the use of resources such as energy, water and raw materials.</li> <li>• An incomplete identification of pollution sources or lack of robust pollution control measures.</li> <li>• Lack of comprehensive waste management plans, especially for hazardous and non-hazardous waste.</li> <li>• Absence of protocols for handling, storage and disposal of hazardous materials.</li> <li>• Failure to assess or mitigate GHG emissions from project activities might negatively contribute to climate change and might contribute to potential non compliance with international climate commitments.</li> </ul> | <p><b>The proposed actions are:</b></p> <ul style="list-style-type: none"> <li>• Develop Asbestos and Waste audits on the targeted buildings to ensure appropriate waste management to and implement the best available pollution control techniques</li> <li>• Carry out a GHG inventory and develop a strategy to reduce emissions, including the adoption of low-carbon technologies.</li> <li>• Ensuring that all asbestos management activities comply with the relevant requirements of Environmental and Social Standard 3 (ESS 3).</li> <li>• Development of a Waste and Asbestos Management Plan, including strict protocols for hazardous materials management, including worker training.</li> <li>• Elaborate technical specifications that clearly forbid the employment of EE equipment containing refrigerant fluids not compliant to EU standards.</li> <li>• Elaborate O&amp;M plans for the refurbished buildings including appropriate indications for the maintenance of the EE equipment (for instance for the renewal of the refrigerant fluid). Beneficiary institutions shall be aware of such requirements and of the required resources to comply with O&amp;M plans.</li> </ul> |

| ESS standards and requirements           | Relevant national legislation                                                                                                                                                                                                                                                                             | GAPs                                                                                                                                                | Proposed project actions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>ESS 4-Community Health and Safety</b> | <p>Law no.131 /2007 on road safety;</p> <p>Criminal Code of the Republic of Moldova no. 985/2002;</p> <p>Administrative Code of the Republic of Moldova no. 116/2018;</p> <p>Law no. 163/.2010 on authorization of construction works;</p> <p>Law on state supervision of public health no. 10/ 2009.</p> | <p>The national legislation does not include provisions related with pedestrian protection, public consultations, compensation procedures, etc.</p> | <p>The proposed actions are:</p> <ul style="list-style-type: none"> <li>• To anticipate and avoid adverse impacts on the health and safety of project-affected communities during the project life cycle from both <b>routine and non-routine circumstances</b>.</li> <li>• To avoid or minimize community exposure to project-related traffic and road safety risks, diseases and hazardous materials.</li> <li>• To have in place effective measures to address <b>emergency</b> events.</li> <li>• To ensure that the safeguarding of personnel and property is carried out in a manner that avoids or minimizes risks for the project-affected communities.</li> <li>• To develop measures in the Traffic Management Plan (TMP) as part of the site specific ESMP.</li> <li>• To establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, including SEA/SH complaints.</li> </ul> |

| ESS standards and requirements | Relevant national legislation                                                                                              | GAPs                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Proposed project actions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|--------------------------------|----------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>ESS 5</b>                   | The Law on Expropriation for Reasons of Public Use No. 488 of 7 August 1999 or Eminent Domain, Land Code No. 828-XII, 1991 | <p>The basic principles of the Moldovan civil legislation are: recognition of equality among the parties to relationships regulated by it, inviolability of ownership, freedom of contract, prohibition to interfere with private affairs, free exercise of civil rights, guaranteed remedy of violated rights and judicial protection of the same.</p> <p>In projects where ESS 5 would apply and if the PAPs do not agree with the procedures and/or compensation packages, the court procedures can be very lengthy and take years till the final decision is applied.</p> | <p>Although it is not expected that the Project would trigger ESS 5 since the EE interventions under the INSPIREE project will occur only in the existing public medical and educational institutions. Accordingly, no land acquisition is expected which would trigger resettlement or economic displacement.</p> <p>However, portions of the public buildings might be rented out or privatised. In this case, the involuntary resettlement should be avoided. If the involuntary resettlement is unavoidable, it will be minimised and appropriate measures to mitigate adverse impacts on displaced persons (and on host communities receiving displaced persons) will be carefully planned and implemented.</p> |

| ESS standards and requirements | Relevant national legislation                                                                                                          | GAPs                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Proposed project actions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|--------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>ESS 6</b>                   | <p>Forest Code no. 69/2024</p> <p>Law no. 272/2011 on waters</p> <p>Law No. 1102/1997 on natural resources amendment on 05.09.2022</p> | <p>Regulates the sustainable management of the forest fund through rational use, regeneration, guarding and protection of forests, maintaining, preserving and improving forest biological diversity, ensuring with forest resources the current and future needs of society based on their multi-functionality.</p> <p>Relations in the sphere of the use and protection of other natural resources (subsoil, forests, waters, plant and animal kingdom, atmospheric air) are regulated by special legislation.</p> <p>Regulates the relations in the field of use, protection and reproduction of the natural resources, in order to ensure the ecological security and sustainable development of the country.</p> | <p>No civil works activities under the Project are expected to have any impacts on natural habitats or biodiversity, given their limited scale and location. Since the EE interventions will not be carried out in the vicinity of water reservoirs, forests, natural parks or areas where there is likelihood to affect species of flora and fauna, the ESS6 is only triggered for the preservation of the vegetation in the vicinity of the targeted buildings and along the vehicular paths used to reach the building site.</p> <p>The ESMP and the site-specific C-ESMP will contain provisions that vegetation clearance should be kept to a minimum and be done during a non-breeding period.</p> |

| ESS standards and requirements   | Relevant national legislation                                                                                                                                                                                                                                                                                 | GAPs                                                                                                                                                                                                                                                                                                                                                                                                                                          | Proposed project actions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>ESS 8 - Cultural Heritage</b> | <p>Law no. 1530 on Monument Protection/ 1993</p> <p>Law no. 218 on the Protection of the Intangible Cultural Heritage /2010 (as amended by Law No. 153/2015)</p> <p>Law no. 163/2010 on the execution works on buildings with monument status, in their protection zones and in protected built-up areas.</p> | <p>The laws explain what works of monumental architecture, sculpture, elements or structures of archaeological type, text, grottoes and groups of elements having national or international value from the historical, art or scientific point of view are protected under the law.</p> <p>The law regulates the intangible cultural heritage that implies not only heritage elements, but also bearers and its traditional institutions.</p> | <p>Although none of the buildings in the shortlist is in the list of currently protected monuments, some of them are in the historical central area of the city of Chisinau, in the vicinity of protected areas and monuments.</p> <p>Therefore, it is required that, in the early stages of the implementation, after the Energy Audits and before launching the design tenders, the Project receives a written endorsement from the National Archaeological Agency (protection of the buried artefacts) and from the Ministry of Culture (Monument Protection). The Project shall adapt to any of the procedures recommended as part of the expertise notices received from such Agencies.</p> <p>Although only shallow excavation of earth is envisaged as part of the refurbishment works, a "Chance Find Procedure" to be observed by the Contractor on the construction site shall be included in the bidding requirements.</p> |

| ESS standards and requirements                                   | Relevant national legislation                                                                                  | GAPs                                                                                                                                                                                                                                                                                                                                                                                                                  | Proposed project actions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>ESS 10- Stakeholder Engagement and Information Disclosure</b> | <p>Law on access to information no. 148/2023;</p> <p>Law no. 239 / 2008 on Transparency in Decision Making</p> | <p>Limited legal framework on public disclosure during all implementation stages of the Project.</p> <p>The national legal framework includes requirements on consultation during the environmental impacts' assessment, on participation of citizens in the decision-making process and on the possibility to have access to public information.</p> <p>No provision on examination of the anonymous grievances.</p> | <p>The proposed actions are:</p> <ul style="list-style-type: none"> <li>• To develop a SEF and site specific SEPs, disclosed and consulted on for the Project, consistent with ESS10. The SEPs may be updated (and redisclosed) as needed during Project implementation.</li> <li>• To establish, publicise, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, including SEA/SH complaints.</li> </ul> |

An aerial photograph of a city, likely in Europe, showing a dense urban landscape with numerous buildings and green spaces. In the foreground, a large building with a prominent dome and a tall bell tower is visible, surrounded by trees. The text "4. Potential Environmental & social risk impacts and standard mitigation measures" is overlaid in red on the image.

## **4. Potential Environmental & social risk impacts and standard mitigation measures**

## 4.1. Objective

This section discusses the preliminary identification of potential environmental and social risks and impacts that may arise from the implementation of the Project and proposes measures to mitigate them at all stages of the Project activities, during design, construction, and operation.

Ultimately, all proposed measures to prevent or mitigate possible adverse effects related to construction will be included by MEPIU in the tender or contract documents, thus becoming mandatory elements of contracts for construction work and construction supervision.

It is important to underscore the fact that the environmental and social impacts identified at this stage are preliminary and generic in nature and might need to be further elaborated in terms of potential for occurrence (likelihood) and severity when detailed surveys of the targeted buildings will be conducted in the early stages of project implementation.

This section identifies potential ES risks and impacts that may occur during the implementation of the Project activities and proposes standard mitigation measures for each identified risk or potential negative impact.

## 4.2. Overview of the Results of the E&S screenings

### 4.2.1. Types of Potential Environmental and Social Risks and Impacts identified

As part of the Feasibility Study for the Project, environmental and social assessment has been conducted and potential risks were assessed. Environmental and social screening was conducted during June-July 2024 and E&S checklists were completed for 25 buildings<sup>19</sup> to be included in the project. The E&S checklists contain a brief description of every sub-project (building), its location, details on number of users (sex-disaggregated where feasible). The checklists identify the types of interventions and the associated mitigation measures.

It is assessed and estimated that some environmental and social impacts could appear in preparation and during the refurbishment interventions of the existing public buildings aimed at the improvement of their energy efficiency in educational and medical facilities.

**The risks and impacts are expected to be those typical of civil construction/rehabilitation works in public buildings, temporary in nature and site specific, that should be mitigated by applying best construction practices and/or energy supply or energy efficiency and relevant mitigation measures.**

#### **Types of Potential Environmental Risks and Impacts identified:**

- **Air Quality:** Dust and emissions from demolition and construction activities. The refrigerants employed in the energy efficiency equipment to be procured as part of the project are to be considered a potential environmental threat for air quality.
- **Water Quality:** Potential contamination from construction runoff and temporary waste storage in the building site. Three buildings are located in areas prone to flooding risk and

---

<sup>19</sup> Additional buildings have been added to the shortlist at the end of the feasibility study. Such buildings will have to undergo the E&S screening during the first phases of the project implementation.

targeted design solutions must be employed to mitigate the possible effects of flooding on the installed equipment.

- **Soil and Land Use:** While the excavation works will be limited<sup>20</sup>, the construction activities might degrade the soil in the vicinity of the building site. Contamination of soil from construction waste disposal or spill of hazardous fluids is a sensible risk that must be avoided.
- **Biodiversity:** None of the selected buildings is located in protected areas. Impacts on local flora are to be accounted for in the immediate vicinity of the targeted buildings and along the vehicular paths used to reach the buildings within the facility premises.
- **Waste Management:** Generation and disposal of demolition and construction waste, including hazardous materials found in the existing buildings and heating and cooling equipment present in the existing buildings. The presence of ACM building components is assessed in 80% of the buildings.
- **Noise Pollution:** local increased noise levels from construction activities. This is particular sensible for demolition and construction activities in hospital premises.

#### **Types of Potential Social Risks and Impacts identified:**

- **Community Health and Safety:** Risks to the health and safety of facilities users and local communities in the immediate vicinity of the building sites, including potential exposure to hazardous materials and construction-related accidents. Potential negative impacts to the health and safety of facilities users in the area of influence of the "Raion" hospitals in connection to the potential disruption of the facility services.
- **OHS, Labor and Working Conditions:** Ensuring safe and fair working conditions for all workers involved in the project, including contracted workers by contractors and subcontractors for the construction works. Forced labor risk is to be considered in connection to the supply chain of solar energy efficiency equipment.
- **Stakeholder Engagement:** Ensuring effective communication with the beneficiary institutions, facility owners/managers and addressing grievances from affected parties.
- **Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH):** Risks related to SEA/SH for both users of the facilities and project workers.

#### **Other risks:**

The activities included in the Project do not overlap with other activities of projects known at the time of the Feasibility study.

Based on the conducted screenings, it has been determined that the risks will be local and will not have cumulative impact. The construction activities are not expected to interact with other construction activities in the immediate vicinity. However, this will have to be monitored during the course of the project and mitigation actions will have to be employed in case this risk arises.

**Based on the identified E&S risks the Project is identified as "moderate" according to the Financiers' E&S risk categorization.**

---

<sup>20</sup> The excavation works envisioned are limited to those necessary for drainage works, and foundation works for external ramps and stairs.

#### 4.2.2. Risks connected to hazardous waste resulting from demolition and construction activities

Building rehabilitation projects are expected to generate various types of hazardous waste, each requiring specific handling and disposal procedures to ensure safety and regulatory compliance<sup>21</sup>.

Hazardous waste typically encountered might include:

**Asbestos-Containing Materials (ACMs):** Insulation, ceiling tiles, flooring, roofing materials, cement products.: Inhalation of asbestos fibres can cause lung cancer, mesothelioma, and asbestosis.

**Lead-Based Paint:** Paint, dust, and debris from walls, doors, windows, and other surfaces. Lead exposure can cause neurological damage, particularly in children, and is toxic to multiple organs.

**Mercury-Containing Devices:** Thermostats, fluorescent light bulbs, switches, medical devices. Mercury exposure can damage the nervous, digestive, and immune systems, and is particularly harmful to fetuses and young children.

**Chemical Solvents and Paint Thinners:** Cleaning agents, degreasers, paint removers. Many solvents are toxic, flammable, and can cause respiratory issues, skin irritation, and organ damage.

**Mould and Biological Contaminants:** Mould growth on building materials, biological waste from pest infestations: Mold can cause respiratory problems, allergic reactions, and exacerbate asthma conditions.

**Construction and Demolition Debris:** Treated wood, old insulation, contaminated soil, and debris from demolition. Depending on the materials, debris can contain hazardous substances like arsenic (from treated wood) and other toxic chemicals.

**Hazardous Household Wastes:** Pesticides, cleaning agents, batteries, aerosol cans. These can be toxic, flammable, corrosive, or reactive, posing various health and safety risks.

**Electronic Waste (E-Waste):** Computers, monitors, televisions, other electronic devices. E-waste can contain heavy metals like lead, cadmium, and mercury, as well as other hazardous substances.

**Refrigerants:** Air conditioning units, refrigerators: These substances can deplete the ozone layer and are often toxic or flammable.

**The presence of the following materials will have to be more precisely evaluated during the elaboration of the Waste and Asbestos Surveys (pre-design stage).**

#### 4.2.3. Impacts of the temporary disruption of services/disturbances to the facility users

The impact of the construction works on the services provided in the targeted facility might significantly vary depending on:

- The type of works to be implemented;

---

<sup>21</sup> [EU Construction and Demolition Waste Management Protocol](#), 2016

- The type services provided in the facility and the possibility to relocate the services elsewhere within a small distance.

Depending on the factors above, the construction works might imply a temporary disruption of the services provided by the facility or disturbances to the users of the facility. The entity of such disruption/disturbances may differ in connection to the availability, in the facility premises or in its vicinity, of spaces for the relocation of the targeted building activities.

**This subject will have to be planned and managed on a case by case scenario during the early stages of the implementation of the Project. The facility owners/managers will be responsible for such activity and will be supported to this end by the PMU E&S specialists. Such planning will be coordinated with the procurement planning of the project.**

Following the energy audit, once the type of works to be executed will be defined and the estimated duration of the works, it will be possible to more precisely identify the mitigation measures to be implemented. These will be integrated in the ESMP as necessary. It is to be noted that the costs related to the preparation of the site for the interventions, including the eventual relocation of the services provided in the building will have to be funded by the beneficiary institution.

In general, the mitigation measures related to the avoidance of disturbances for the users of the facility services, will include stakeholder engagement and planning activities (included in the SEF).

### Health care facilities

As the targeted healthcare buildings host a variety of functions and activities (ambulatories, spaces for inpatient care, administration, spaces with special functions including surgical blocs), the degree of complexity for the relocation operations might significantly vary among the subprojects. Some special functions might be impossible to relocate and therefore such services will be disrupted during the duration of the works.

While this subject will have to be planned and managed on a case by case scenario, taking into account the specificity of each site and facility, the implementation of the INSPIREE project will benefit, on this subject, from the lessons learned from the preparatory activities and implementation of the of the MEEP project which targets healthcare facilities.

As the majority of the Raional Hospitals targeted presents a pavilion structure, the targeted buildings often do not have direct access from the public realm, but are accessible through the premises of the hospital. The building site will be therefore established within the premises of the hospital. Some targeted buildings are directly connected to buildings not included in the project. Therefore, the building site activities might impact not only the activities of the buildings in proximity to the works, but also the flows and circulation within the premises and the functioning of the other hospital pavilions.

The building site preparation will have to include among others: the examination of mechanical electrical and plumbing circuits maps, to avoid interference with the supply of the other pavilions, planification of the access to the site of vehicles and workers to avoid interference with the hospital activities.

### Dormitories

Dormitories are generally accessed directly from the public realm (road) or are located within campus premises. While most of the targeted buildings present an isolated typology, some facilities share a wall with other residential facilities. In this last case, the works might impact the occupants of the neighboring buildings in terms of disturbances and access.

Students pay rent yearly for a place in the dormitories (options for an individual or shared room). The rent is collected by the beneficiary institution. The dormitories are vacated during summer breaks.

Depending on the type of construction works to be implemented, the residential use of the building might be compatible with the construction works. The negative impacts might be mitigated through the execution of part of the works during the summer breaks.

#### Teaching classrooms/studying blocs

The activities of the buildings targeted by the INSPIREE project will have to be relocated during the works. As the Raional Hospitals, targeted educational buildings lay in a campus with a pavilion structure, which implies possible impacts on the flows and circulation of students and staff within the premises and on the functioning of the other pavilions due to their proximity.

#### 4.3. Potential risks and impacts and mitigation measures during the design, construction and operational stages

Table 5. Potential impacts and mitigation measures for the Component 1 of the INSPIREE project

| Potential Risks and Impacts                                                                                                                                                                            | Mitigation Measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Design phase                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <p><b>Risk of insufficient knowledge and awareness of the project beneficiaries about the project details and proposed investments, which can lead to suboptimal decision-making and planning.</b></p> | <ul style="list-style-type: none"> <li>• <b>Implement the SEF, develop and implement the SEPs for each subproject</b>, including conducting regular meetings and consultations with key stakeholders, including facility administrators, users and staff of the facilities, and relevant authorities, to gather input and share information.</li> <li>• Prepare and provide detailed project documentation that includes clear descriptions of project objectives, scope, potential impacts, and proposed investments.</li> <li>• Provide training sessions and capacity-building activities for project team members and stakeholders to improve their understanding of the project and the required compliance to E&amp;S standards.</li> <li>• Proactively identify, consult with, and reach out to disadvantaged and vulnerable groups (through surveys, consultations, or other means, as appropriate).</li> <li>• Ensure that the grievance/beneficiary feedback mechanisms (users) are accessible for all stakeholder groups, providing different intake channels, etc.</li> </ul> |
| <p><b>OHS risks and risks related to labor and working conditions</b></p>                                                                                                                              | <ul style="list-style-type: none"> <li>• <b>Establish LMP for all project workers (direct and contracted).</b></li> <li>• For contracted construction workers, establish the requirements for labor conditions, protection of workers, OHS training, workers GRM to be included in the bidding documents, the construction contracts, and in the Contractor LMP.</li> <li>• <b>Development of the Employer's LMP during the design stage by the design contractor and submission to the PMU approval before the commencement of any type of work.</b></li> <li>• Identify sites in which the Contractor ESMP/ESMP checklist shall include an Asbestos Work-Plan, in line with the Asbestos Management Plan of the Project.</li> <li>• Identify sites in which the Contractor ESMP/ESMP checklist shall include a Traffic Management Plan</li> <li>• Training of selected contractors and construction workers on Asbestos Management</li> </ul>                                                                                                                                           |

| Potential Risks and Impacts                                                                     | Mitigation Measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|-------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Pollution of the environment                                                                    | <ul style="list-style-type: none"> <li>• <b>Develop a Waste and Asbestos Management Plan as annex to the ESMP</b></li> <li>• Identification of demolition and construction waste materials for each subproject in the early stages of the project implementation (Waste and Asbestos Survey) and consequently update the Waste and Asbestos Management Plan.</li> <li>• Identification of sites for disposal of hazardous waste materials in the concerned municipalities, in coordination with the Environmental Agency and the Ministry of the Environment.</li> <li>• Develop the requirements for the disposal of hazardous waste materials and include them in the bidding documents and in the contracts.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                 |
| Community H&S                                                                                   | <ul style="list-style-type: none"> <li>• <b>Preparation of the facility for the building site</b></li> <li>• Coordinate with the Facility Owners/Managers the preparation of the facility for the building site, including preparing a plan for the relocation of the services (if needed), defining circulation paths within the premises of the facility during the construction period.</li> <li>• Make sure the "relocated" services are accessible to people with low mobility and people with disabilities.</li> <li>• Identify and develop community H&amp;S requirements to be included in the construction tender documents and contracts, for routine and non-routine circumstances.</li> <li>• <b>Implementation of the SEP</b>, including informing local public authority, facility users, the staff of the educational/medical institutions about the planned works, the provisional work program and the arrangements related to the organisation of activities during construction work and preliminary health and safety measures.</li> <li>• Establish and enact the GRM for each subproject.</li> </ul> |
| <b>Construction Phase</b>                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Occupational health & safety risks for construction workers and permanent users of the facility | <ul style="list-style-type: none"> <li>• <b>Monitoring of the implementation of the Site-specific C-ESMP and C-LMP by every Contractor involved in the Project including:</b> <ul style="list-style-type: none"> <li>○ The training to all workers on basic ESHS risks associated with the proposed construction works and the workers' responsibility.</li> <li>○ Awareness about the workers of GRM and can access it.</li> <li>○ Implementation of rules and security guidelines and Labor Management Procedures (LMP)</li> <li>○ Mandate the use of personal protective equipment (PPE) for workers as necessary (gloves, dust masks, hard hats, boots, goggles, eye, and hearing protection).</li> </ul> </li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                  |

| Potential Risks and Impacts | Mitigation Measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-----------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                             | <ul style="list-style-type: none"> <li>○ the actions and measures related to safe transportation of the machineries and equipment, proper traffic management, wastes management and discharge of wastewater etc.</li> <li>○ MEPIU, the building owners/managers (Local Public Authorities and contractors will be in touch with the community adjacent the construction area and will inform about the terms of implementation and the community protection measures; will inform about the compliance with environmental protection and safety measures, solving complaints/grievances, customer satisfaction, etc.</li> <li>● <b>SEP implementation - communication:</b> MEPIU, the building owners/managers (Local Public Authorities and contractors will be in touch with the community adjacent the construction area and will inform about the terms of implementation and the community protection measures; will inform about the compliance with environmental protection and safety measures, solving complaints/grievances, customer satisfaction, etc.</li> <li>● <b>Appropriate Building site preparation</b> <ul style="list-style-type: none"> <li>○ Protection of pedestrians, general population - fence the area and prevent access of non-authorized personnel to reconstruction sites.</li> <li>○ The construction site area should be lit during the night-time. Regular maintenance of vehicles to minimize potentially serious accidents caused by equipment malfunction or premature failure. Monitoring of the Contractor ESMP implementation.</li> <li>○ Set up the construction site with sufficient supplies of clean drinking water, power, and sanitation facilities.</li> <li>○ Ensure adequate toilet facilities for workers, at least one toilet compartment for every 25 workers, with separate facilities for males and females.</li> <li>○ Keep the worksite clean and free of debris on a daily basis.</li> <li>○ Provide an on-site first aid kit with bandages, alcohol or non-alcohol antiseptic wipes, dressings, etc. at the construction site.</li> <li>○ Keep corrosive fluids and other toxic materials in properly sealed containers for collection and disposal in properly secured areas.</li> <li>○ Ensure structural openings are covered/protected adequately.</li> <li>○ Secure loose or light material that is stored on roofs or open floors.</li> <li>○ Apply electricity good practices such as use of safe extension cords, voltage regulators and circuit breakers, labels on electrical wiring for safety measures, awareness on identifying burning smell from wires, etc. at construction sites and provision of voltage detectors, multi-meters and receptacle testers as per necessary.</li> </ul> </li> </ul> |

| Potential Risks and Impacts                                                                                      | Mitigation Measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>General traffic risks and circulation risks within the facility premises and within the building site</b>     | <ul style="list-style-type: none"> <li>• <b>Implementation of the Traffic Management Plan as part of the C-ESMP</b></li> <li>• The Contractor ESMP will include the measures to ensure traffic safety inside the building site and within the facility premises where the targeted building is located. This will include:</li> <li>• Ensuring safe and continuous access to the facilities and to the targeted building (if envisioned) during construction activities.</li> <li>• Ensuring that ambulance routes (for hospitals) are not blocked by project activity on the hospital grounds and in the city.</li> <li>• The Identification and establishment of site specific traffic/access routes and prescriptions to the subproject building site, through the facility premises; including speed limitation, installation of barriers and traffic indicators; the access routes will be clearly visible, and the public will be warned of all potential dangers by special signs installed.</li> <li>• Signposting, warning signs, barriers and traffic diversions: site will be clearly visible and the public warned of all potential hazards.</li> <li>• Staff training, especially for site access and near-site heavy traffic.</li> <li>• Provision of safe passages and crossings for pedestrians where construction traffic interferes.</li> <li>• Adjustment of working hours to local traffic patterns, e.g. avoiding major transport activities during rush hours.</li> </ul> |
| <b>Risks related to the modification of the facility services and/or location during civil works activities.</b> | <ul style="list-style-type: none"> <li>• <b>SEF implementation:</b></li> <li>• Work closely with hospitals, universities, to understand their specific needs and minimize disruptions. This might involve adjusting the construction schedule around critical periods such as exam times or business peak hours.</li> <li>• SEP implementation: including prior information on potential service disruptions or location changes at the premises and in the municipality, and GRM operation under the subproject/project.</li> <li>• Work closely with hospitals, universities, to understand their specific needs and minimize disruptions. This might involve adjusting the construction schedule around critical periods such as exam times or business peak hours.</li> <li>• Appoint a dedicated officer to serve as the main point of contact between the project team and the affected community. This officer can help resolve issues quickly, relay concerns to the project team, and provide real-time updates to the community.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Short - time interruption of heating &amp; hot water supply</b>                                               | <ul style="list-style-type: none"> <li>• Provide clear, advance communication to building occupants about the timing and duration of any heating or hot water interruptions. This allows for preparation and adjustments.</li> <li>• Provide temporary heating solutions, such as portable heaters, in critical areas to maintain comfort.</li> <li>• Establish an emergency plan to provide additional support to vulnerable individuals, such as hospital patients or young children, during heating outages.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

| Potential Risks and Impacts                                              | Mitigation Measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|--------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                          | <ul style="list-style-type: none"> <li>• If the targeted building is connected to another facility/if the heating system of the building is centralized, carry out construction works outside the heating season to avoid heat interruption.</li> <li>• Disconnection with water supply only from strict necessity, no more than 2 hours and with a preventive notice for the staff and the users of the facilities.</li> </ul>                                                                                                                                                                                 |
| <b>Influx of construction workers into local communities</b>             | <ul style="list-style-type: none"> <li>• <b>Implementation of the LMP and SEP</b></li> <li>• The low risk, because of the small size of the works, of a significant influx of workers into local communities, can be managed through the implementation of the LMP and SEP.</li> </ul>                                                                                                                                                                                                                                                                                                                          |
| <b>Forced Labor risks for workers involved in the construction works</b> | <ul style="list-style-type: none"> <li>• <b>Implementation of the LMP</b></li> <li>• This risk is prevented by applying the LMP for the Project which envisions that no worker under the age of 18 will be involved in the works.</li> <li>• This risk of forced labor is connected to the procurement of solar powered energy efficiency equipment, which is prevented by the application of the World Bank Guidelines for Forced labor Risks in the Supply Chain for Solar Panels<sup>22</sup> in the bidding process.</li> </ul>                                                                             |
| <b>Gender Based Violence, Sexual Exploitation, Abuse and Harassment</b>  | <ul style="list-style-type: none"> <li>• <b>Implementation of the LMP</b></li> <li>• A Code of Conduct is required for workers to ensure compliance with requirements to combat Sexual Exploitation, Abuse and Harassment. The requirement on Code of Conduct and training for workers will be included in the contracts to be signed with the contractors and technical managers.</li> <li>• Implementation of LMP and SEP, including additional information/training of workers, students, patients in relation to SEA/SH on channels available at national and project level for such complaints.</li> </ul> |

---

<sup>22</sup> <https://thedocs.worldbank.org/en/doc/a5d4a4a88227973aecdbab19dd58258e-0290032021/original/Forced-Labor-Solar-Declarations-and-provisions-for-Procurement-Documents-ext.docx>

| Potential Risks and Impacts                | Mitigation Measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                            | <ul style="list-style-type: none"> <li>● Rely existing community networks, including women's groups and local leaders, to disseminate information and support GBV, SEAH prevention efforts.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Emergencies, accidents and incident</b> | <ul style="list-style-type: none"> <li>● Investigate all reported incidents thoroughly to determine the root cause and implement corrective actions to prevent recurrence. Emergency response documentation should contain the contact information in case of emergency situations for each workplace, displayed prominently and accessible to all staff. Contact information for emergency situations should include phone numbers and ways to notify the local authorities and services of what to do in the event of a fire, traffic accident, health emergency, release of hazardous materials, etc.</li> <li>● For chance find/incidents related to ACM materials, the procedures will respect the requirements of the law GD no. 244/2013 as stated in the Waste and Asbestos Management Plan.</li> <li>● The Contractor will be responsible for taking all reasonable and precautionary measures to ensure that fires do not occur because of the construction works. Open fires at the construction site will be prohibited and the Contractor shall ensure that basic fire-fighting equipment is available at the construction site. The detailed design and construction and rehabilitation of any infrastructure should take due account of natural disaster risks.</li> <li>● The Contractor will inform MEPIU about emergency, situations, accidents or incidents and the proposed corrective or mitigation measures no later than 24 hours from the date of the emergency.</li> <li>● Establish a clear communication chain, including emergency contacts, and ensure that all personnel are aware of it. This should include coordination with local emergency services (fire, police, medical).</li> <li>● All Contractors' equipment must comply with applicable Law no.116/2012 on Industrial safety and must hold authorization and competent personnel to manage industrial equipment like as cranes, crane lifts, etc.</li> <li>● Implement a fire prevention plan that includes fire risk assessments, storage guidelines for flammable materials, and fire watch protocols.</li> <li>● Ensure that adequate firefighting equipment (e.g., fire extinguishers, fire hoses) is available at strategic locations on site and that workers are trained in its use.</li> <li>● All equipment must be well maintained and in good state of operation.</li> <li>● The Contractor will develop a Asbestos Work Plan which will include training and uses of PPE for Asbestos handling</li> </ul> |

| Potential Risks and Impacts                                                  | Mitigation Measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Waste generation                                                             | <p><b>Implementation of the Waste and Asbestos Management Plan and of Contractors ESMP.</b></p> <p>This includes:</p> <ul style="list-style-type: none"> <li>• Store solid waste temporarily on-site in a designated place prior to off-site transportation and disposal.</li> <li>• Dispose of waste at designated places identified and approved by local authority. Open burning or burial of solid waste shall not be allowed.</li> <li>• It is prohibited for the contractor(s) to dispose of any debris or construction material/paint in environmentally and culturally sensitive areas (including watercourses, natural habitats, &amp; cultural sites).</li> <li>• To the degree feasible, recyclable materials such as wooden plates for trench works, steel, site holding, packaging material, etc., shall be segregated and collected on-site from other waste sources for reuse or recycle (sale).</li> <li>• Follow site-specific ESMP.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Hazardous wastes, including health care facilities wastes and asbestos waste | <p><b>Implementation of the Waste and Asbestos Management Plan and of Contractors ESMP</b></p> <ul style="list-style-type: none"> <li>• Hazardous materials must be removed and disposed of before the start of the demolition works.</li> <li>• Managing healthcare facility waste is critical to prevent environmental contamination, public health risks, and worker safety hazards.</li> <li>• Provide training to workers and cleaning staff on proper waste segregation practices to minimize the risk of cross-contamination.</li> <li>• Segregate healthcare waste at the point of generation into categories such as general waste, infectious waste, hazardous waste and sharps. Use containers or bins for different types of waste (eg red for infectious waste, yellow for hazardous waste) to ensure proper segregation.</li> <li>• Implement the hazardous wastes management of the Republic of Moldova as envisioned by the Law on wastes #209 of July 29, 2016, Art. 20 (on control of hazardous wastes) and Art. 59 (on management of the asbestos wastes).</li> <li>• As per local practice, the generation, collection, transport, storage and treatment of hazardous waste is carried out on the basis of the authorization for waste management, in compliance with the conditions established in the authorization, and ensuring the record and control of hazardous wastes, ensuring traceability, starting with their production and to the final destination/disposal.</li> <li>• Asbestos waste will be collected separately, packaged, labelled, stored and disposed of in a waste warehouse located in a place specifically designated for the disposal of asbestos waste.</li> <li>• The contractor's responsibility is to develop a site-specific Asbestos Work Plan according to the content of the Annex 6 to this ESMF.</li> <li>• The operator of the waste management facility and/or activity shall have an authorization in accordance with the mentioned law for the management of the hazardous wastes, including the asbestos waste.</li> </ul> |

| Potential Risks and Impacts | Mitigation Measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|-----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Noise and vibration         | <ul style="list-style-type: none"> <li>● <b>Implement and monitor the implementation of the site-specific C-ESMP for construction stage.</b></li> <li>● Organization of the works that would generate the most noise and vibrations (demolition) outside study/work hours.</li> <li>● Minimizing operating time of the rustling equipment idling;</li> <li>● Using the modern equipment and mechanisms with the low level of noise and vibration;</li> <li>● Covering the motor casings of generators, air compressors and other similar equipment;</li> <li>● Providing personal protective equipment (PPE) to all workers.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Dust                        | <ul style="list-style-type: none"> <li>● <b>Implement and monitor the implementation of the site-specific C-ESMP for construction stage</b></li> <li>● Organizing work in a such a way to reduce the quantity of dust by using water to spread the construction site;</li> <li>● Providing PPE to workers for dust protection;</li> <li>● Installing signs for informing drivers about possible risk connected with dust on the local road;</li> <li>● Covering truck bodywork with awnings while transportation of raising dust freights.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Air pollution               | <ul style="list-style-type: none"> <li>● <b>Implement and monitor the implementation of the site-specific C-ESMP for construction stage</b></li> <li>● The Contractor ESMP will include the measures to avoid or minimize the air pollution, such as establishing the ban on use at construction of the materials and substances emitting cancerogenic and toxic substances in the atmosphere; minimizing an operating time of motor transport engines idling; organizing the passing of control by all vehicles concerning CO emissions and smoke; Establishing the ban on combustion of solid waste.</li> <li>● Air pollution may be caused by emissions from vehicles, mechanization, excavation of soil, dismantling of the old equipment and constructions, transportation of demolition / construction materials, removal of vegetation layers in some cases, and during the final interior and exterior works.</li> <li>● The interior works (painting, surface preparation) can generate dust which contain hazardous substances that could be inhaled by workers.</li> </ul> |

| Potential Risks and Impacts                                                                                  | Mitigation Measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|--------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Risk of Water and Soil Pollution</b>                                                                      | <ul style="list-style-type: none"> <li>● <b>Implement and monitor the implementation of the site-specific C-ESMP for construction stage</b></li> <li>● The Contractor ESMP will include specific strategies for preventing water and soil pollution throughout the project lifecycle.</li> <li>● Carefully plan construction site layouts to minimize disruption to natural water courses and to avoid areas with high soil erosion risk.</li> <li>● To prevent contamination of soil and water, ensure proper collection, segregation, and disposal of construction waste, including non-hazardous and hazardous materials.</li> <li>● It is forbidden to dispose of waste in or near water bodies and sensitive soil areas.</li> <li>● Dispose of waste in designated landfills or recycling facilities. Prevent debris from entering watercourses.</li> <li>● Implement stormwater diversion systems, such as swales and drains, to direct runoff away from construction areas and prevent sediment-laden water from entering natural watercourses. Erosion and sediment controls, like silt fences, can prevent sediment from running off construction sites.</li> <li>● Immediate cleanup of any spills or leaks.</li> <li>● Use of spill kits to manage and clean up accidental spills.</li> <li>● Set up spill containment systems to capture and manage any accidental leaks or spills of hazardous materials that could contaminate water sources.</li> <li>● Check the quality of equipment and installations to avoid oil and fuel leaks.</li> <li>● Landscape and revegetate cleared areas as soon as possible.</li> </ul> |
| <b>Loss of biodiversity risk</b><br>(Risk if negatively impacting trees, bushes, grass around the buildings) | <ul style="list-style-type: none"> <li>● <b>Implement and monitor the implementation of the site-specific C-ESMP for construction stage</b></li> <li>● The Contractor ESMP will include site specific assessment for preventing the loss of biodiversity during the construction site, including the identification of species of concern and eventual areas of ecological value.</li> <li>● Retain existing vegetation where possible and avoid unnecessary removal of trees, bushes, and grass.</li> <li>● After construction, restore disturbed areas by planting native species of trees, bushes, and grasses.</li> <li>● If tree removal is unavoidable, commit to compensatory planting by planting a greater number of trees elsewhere in the project area or in designated conservation areas.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Risk of damaging cultural heritage</b>                                                                    | <ul style="list-style-type: none"> <li>● Implementation of the Chance Find Procedure included in the ESMF for the Project (Annex 7).</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

| Potential Risks and Impacts                                                            | Mitigation Measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Operational Phase</b>                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Risk of Energy Efficiency Under-Performance</b>                                     | <ul style="list-style-type: none"> <li>• Provide the building owners with Energy Performance Certificates at the end of the works</li> <li>• Provide awareness and trainings on the optimised practices for energy efficiency</li> <li>• Implementation of an energy management system to monitor and optimize energy use, reducing total consumption and associated emissions, including regular performance monitoring, implementation of a maintenance schedule, optimise systems as needed.</li> </ul>                                                                                                                                                             |
| <b>Risk of degradation of the interventions, lack of maintenance and repair Issues</b> | <ul style="list-style-type: none"> <li>• Establishment of an Operation and Maintenance Plans and of appropriate funding for its activities.</li> <li>• Include in the O&amp;M Plans: regular inspections, prompt repairs, detailed maintenance planning for energy efficiency equipment</li> <li>• Ensure all operational equipment is regularly maintained to operate efficiently and minimize emissions.</li> </ul>                                                                                                                                                                                                                                                  |
| <b>Negative impacts on occupants comfort and health</b>                                | <ul style="list-style-type: none"> <li>• Effective HVAC systems.<br/>Quality materials.<br/>Adequate ventilation.</li> <li>• Noise levels<br/>Regular feedback from occupants.</li> <li>• Regularly assess the health impacts of operational activities on nearby communities, particularly with regard to air quality, noise and water quality.</li> </ul>                                                                                                                                                                                                                                                                                                            |
| <b>Waste Management</b>                                                                | <ul style="list-style-type: none"> <li>• Waste management plan.<br/>Recycling and proper disposal practices.</li> <li>• Separation and recycling of waste: Continue to separate waste at source and ensure that recyclable materials are processed. Implement waste reduction strategies to minimize overall waste generation.</li> <li>• Safely handle, store and dispose of any hazardous materials or waste generated during operation in accordance with local and international regulations.</li> <li>• Regular monitoring of waste disposal practices to ensure compliance with environmental standards and prevent illegal dumping or contamination.</li> </ul> |

| Potential Risks and Impacts          | Mitigation Measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|--------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Energy Consumption Patterns</b>   | <ul style="list-style-type: none"> <li>• Energy monitoring systems.</li> <li>• Educate occupants on energy-saving practices, to adjust operations based on usage data.</li> </ul>                                                                                                                                                                                                                                                                                                                                                   |
| <b>Compliance with Regulations</b>   | <ul style="list-style-type: none"> <li>• Regular review of regulations.</li> <li>• Update practices to comply.</li> <li>• Legal consultation.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Equipment and System Failures</b> | <ul style="list-style-type: none"> <li>• High-quality installation.<br/>Training for maintenance personnel.<br/>Emergency response procedures.</li> <li>• Install and obtain between emission control systems, such as filters or scrubbers, to reduce pollutants from any equipment or operational process that generates emissions.</li> </ul>                                                                                                                                                                                    |
| <b>Environmental Impact</b>          | <ul style="list-style-type: none"> <li>• Sustainable practices &amp; Regular environmental impact monitoring.</li> <li>• Develop an environmental monitoring program to track air quality, water quality, soil conditions, noise levels and impact on biodiversity (trees) during the operational phase. Implement water-saving technologies such as low-flow fixtures and rainwater harvesting systems to minimize water use during operation.</li> <li>• Continue to manage these areas to support local biodiversity.</li> </ul> |
| <b>Energy Supply and Costs</b>       | <ul style="list-style-type: none"> <li>• Explore alternative energy sources.<br/>Secure favorable energy contracts.<br/>Energy efficiency measures.</li> <li>• Implementation of an energy management system to monitor and optimize energy use, reducing total consumption and associated emissions.</li> </ul>                                                                                                                                                                                                                    |

An aerial, grayscale photograph of a city. In the foreground, there is a large building with a prominent dome on the left and a tall, multi-tiered bell tower in the center. The city is densely packed with various buildings, including residential and commercial structures. The background shows a hazy horizon with more distant buildings.

## **5. Stakeholder Engagement Framework and Grievance Redress Mechanism**

## 5.1. Introduction to the Stakeholder Engagement Framework

The PMU ensures open dialogue, public consultations, timely and full access by all stakeholders to information related to Project's activities.

**The Stakeholder Engagement Framework (SEF) is a structured approach to involving stakeholders in projects, ensuring their views and concerns are considered in decision-making processes.**

The purpose of this SEF is to identify potential project-affected and interested parties, outline measures for engagement with these stakeholders and define the institutional roles and responsibilities, general engagement timeframe, and budget for conducting the stakeholder engagement.

For the development of the SEF of the INSPIREE the following was conducted:

- Identified all potential stakeholders, including project affected parties, government agencies, NGOs, employees, and any other groups affected/interested by the project.
- Assessed the interests, influence, and impact of each stakeholder group on the project.
- Established the general framework for engaging the different types of stakeholders (methods, means and disclosure of information), including outlining a specific **Grievance Redress Mechanism (GRM) at the project level.**
- Defined the roles, responsibilities and authority specific for the Project's life cycle. The MEPIU, as project implementing agency, will designate specific personnel to be responsible for the implementation and monitoring of stakeholder engagement activities. At this stage, it is envisioned that the **Social Specialist of the PMU, will be responsible for stakeholder engagement and will act as focal point for the grievance redress mechanism.**

The elements above allowed to identify the resources to be allocated to the implementation of the SEF and future SEPs.

In the early stages of the project implementation, the SEF shall be reviewed and, eventually revised, against the GESI actions, which will provide recommendations on how to maximize the impacts on target groups on subjects related to gender equality and social inclusion.

During the early stages of the project implementation the Social Specialist of the MEPIU will develop **for each of the subprojects a Stakeholder Engagement Plan (SEP)** that, based on the indication of the SEF, will specify:

- A plan detailing how and when stakeholders will be engaged throughout the project lifecycle. This includes setting objectives, choosing engagement methods, and allocating resources.

Once validated the SEPs with the Financiers, the Social Specialist of the PMU will:

- Establish clear and open lines of communication with stakeholders, using the methods identified in the SEP;
- Integrate stakeholder feedback into project planning and implementation. Ensure that concerns are addressed and that stakeholders see their input reflected in project decisions.
- Regularly monitor engagement activities, their effectiveness, outputs and outcomes. Report back to stakeholders on how their input has influenced the project and any changes made.

The Stakeholder engagement process, site specific and for the Project's life cycle, will ensure transparent and inclusive project implementation in order to improve the environmental and social sustainability of projects, avoid/mitigate negative impacts on the affected parties, enhance project acceptance, and make a significant contribution to successful project design and implementation.

#### 5.1.1. Adherence of the SEF to WB ESS

Under the ESF WB, the Environmental and Social Standard (ESS) 10 on Stakeholder Engagement and Information Disclosure describes the objectives and associated requirements for stakeholder engagement and how these are to be applied in conjunction with other standards in the ESF.

The requirements for stakeholder engagement under ESS10, which guide the development of this SEF, are the following:

- Establish a systematic approach to stakeholder engagement that helps Borrower/Grantee identify stakeholders and maintain a constructive relationship with them
- Assess stakeholder interest and support for the Project and enable stakeholders' views to be considered in Project design
- Promote and provide means for effective and inclusive engagement with Project-affected parties throughout the Project life-cycle; and
- Ensure that appropriate Project information is disclosed to stakeholders in a timely, understandable, accessible and appropriate manner.

Other standards that are applied in conjunction with ESS10 and are applicable to this project, have relevance for the SEF include, and in particular:

**ESS 1 Assessment and Management of Environmental and Social Risks and Impacts**, which sets out the Implementing Agency's responsibilities for assessing, managing and monitoring environmental and social risks and impacts associated with each stage of a Project. **This includes requirements to engage stakeholders and disclose information on projects risks, impacts and mitigation measures in a manner consistent with the requirements of ESS10.**

**ESS 2 Labor and Working Conditions** enhance the development benefits of a Project by treating workers in the Project fairly and providing safe and healthy working conditions, as well as to support the principles of freedom of association and collective bargaining of Project workers in a manner consistent with national law and provide Project workers with accessible means to raise workplace concerns<sup>23</sup>.

**ESS 4: Community Health and Safety** addresses the health, safety, and security risks and impacts on Project-affected communities and to avoid or minimize such risks and impacts, with particular attention to people who, because of their particular circumstances, may be vulnerable. This also includes requirements to engage stakeholders and disclose information on projects risks, impacts and mitigation measures in a manner consistent with the requirements of ESS10.

#### 5.1.2. Site-specific Stakeholder Engagement Plans

**The SEP is a detailed document that will outline how each subproject will communicate and interact with its stakeholders.** Each site-specific SEP will be developed based on the Stakeholder

---

<sup>23</sup> The Enforcement of ESS 2 is detailed in the Labor Management Procedures developed for this Project, which describe the occupational health and safety measures to be implemented under the Project, as well as the grievance mechanisms for direct and contracted project workers, the labor requirements adopted to ensure that labor risks are identified and appropriate mitigation are in place to address these risks.

Engagement Framework (SEF) to provide a roadmap for engaging stakeholders effectively throughout each subproject lifecycle.

The template for the subproject specific SEPs will be elaborated by the PMU in the early stages of the project implementation and validated with the Financiers.

## 5.2. Stakeholders identification and analysis

### 5.2.1. General purpose of stakeholders engagement

The purpose of stakeholder engagement is to support the development of strong, constructive and responsive relationships that are important for successful management of a project's environmental and social risks.

The stakeholder engagement process specific for the Project's life cycle will be in consistency with commitments of the ESCP while ensuring transparency in order to improve the environmental and social sustainability of project activities, enhance project acceptance, and make a significant contribution to successful project design and implementation.

### 5.2.2. Identification of project stakeholders

**Project stakeholders are defined as individuals, and/or governmental entities whose interests or rights will be affected, directly or indirectly by Project, both positively and negatively, who may have an interest, and who have the potential to influence the Project outcomes in any way.**

In accordance with the ESS10, this SEF categorises the stakeholders into three groups in order to ensure a more efficient and effective stakeholder engagement.

- **Affected parties** - stakeholders that are affected or may be affected by the project;
- **Other interested parties** – other parties who may have an interest in the project.
- **Vulnerable/ disadvantaged groups** - individuals or groups who may require special engagement efforts due to their vulnerable status.

Project-affected parties include beneficiaries/users of the facilities refurbishments. In general these will include: - patients, doctors and technical staff in selected healthcare institutions; - students, teachers and support staff in selected educational buildings (study blocks and dormitories); - public facility administrators - MEPIU staff as Implementing Entity and CNED as support staff - Women and girls as users - people with low mobility, physical impairment or disabilities (PwD) as users of the facilities, - construction workers.

**Other interested parties** include: public authorities (municipalities) and state government, private sector energy service suppliers (construction and design companies, energy auditors, energy service companies, equipment suppliers), construction workers, NGOs working with vulnerable/disadvantaged groups.

### 5.2.3. Affected parties

'Project-affected parties' includes "those likely to be affected by the project because of actual impacts or potential risks to their physical environment, health, security, cultural practices, well-being, or livelihoods." (World Bank, 2018). They are the individuals most likely to observe changes from the environmental and social impacts of the project.

In the context of the INSPIREE Project, the project-affected parties are the users of the buildings, **permanent users of public facilities who will benefit from improved working or living conditions (permanent users) and from access to improved facilities (non-permanent users/ temporary occupants/visitors)**. Both these groups, however, will likely be temporarily affected by the impacts of the refurbishment construction works.

Project-affected parties include beneficiaries/users of the facilities refurbishments. In general these will include: **(i) Permanent and (ii) non-permanent users** including: patients, doctors and technical staff in selected healthcare institutions; students, teachers and support staff in selected educational buildings (study blocks and dormitories). **(iii) public facility administrators (iv) MEPIU staff as Implementing Entity and CNED as support staff (v) construction workers.**

Other affected parties include workers who will be involved in the project construction works, as they may be exposed to asbestos while removing building elements and waste. To address this, the project put in place Labour Management Procedures.

The table below provides a detailed analysis of the **affected parties** stakeholder groups and description of the impact associated with project activities.

Table 6. Analysis of the "Affected parties" TG and description of the TG-related risks

| Target group (TG)                                                                                                                                                                                           | Evaluation of the planned participation of the TG                                                                                                                                                                                                                                                                                                                                                                      | Willingness and ability to contribute of the TG<br><br>and<br><br>Assessment of acceptance and ownership of the Project                                                                                                                                                                                                                                                     | The need for further staff support to the TG                                                                                                                                                                                                                                                                                                                                                                 | Other considerations: description of the TG, evaluation of conceptual & interpretational alternatives                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Presentation and evaluation of the TG-related risks                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Permanent Users</b></p> <p>Doctors and technical staff in selected healthcare institutions</p> <p>Students, teachers and support staff in selected public buildings (study block and dormitories)</p> | <p><b>Preparation of the implementation:</b></p> <p>TG shall contribute to identifying the required actions for the preparation of the building site, including, if necessary, the relocation of the services provided in the building.</p> <p><b>Design phase:</b></p> <p>Design choices shall be oriented when possible by the needs of the TG. TG shall be able to voice their needs and be confronted with the</p> | <p>As identified through the site visits, the technical staff of the facilities are very willing to contribute their knowledge and coordinate all aspects to ensure smooth implementation of the project.</p> <p>The participation of the TG in the activities of preparation of the implementation and the design phase shall increase their level of ownership of the</p> | <p><b>Preparation of the implementation, design phase and implementation:</b></p> <p>In addition to the Project GRM, the beneficiary institution shall establish a responsible person of contact in charge of collecting inputs about the project.</p> <p>The institution should adequately advertise among the staff the opportunity to participate in the design process and preparation of the works.</p> | <p><b>Preparation of the implementation and design phase:</b></p> <p>For buildings located within pavilion typologies facilities/campuses:</p> <p>The project shall evaluate how the use of the refurbished building within its context premises might change as a consequence of the works.</p> <p><b>Implementation of the works:</b></p> <p>Coordinate the timing of the works to minimize construction risks.</p> <p>Notification and information about the building site schedule and changes in the services provided by the facility must be appropriately advertised.</p> | <p>Risks of negatively affecting building users might be related to the following:</p> <ul style="list-style-type: none"> <li>Technical design choices that fail to holistically consider to needs and adapt to current practices habits of users;</li> <li>Negative effects of the temporary disruption of services/modifications of the services due to the installation of the building site.</li> </ul> <p>To prevent these risks it is recommended to include meaningful consultation of the TG in the design process and in the phase of preparation of the implementation of the works.</p> <p>Design consultations, conducted by the designers, should aim at voicing the users needs and verify <b>the proposed design solution is meaningful, acceptable, and adapted. Considerations of such aspects are included in the SEF.</b></p> <p><b>Implementation of the works:</b></p> <p><b>The risks expected for the TG in connection to the construction site, are those typical of civil construction/rehabilitation works in public</b></p> |

| Target group (TG)                                                                                           | Evaluation of the planned participation of the TG                                                                                                                                 | Willingness and ability to contribute of the TG<br><br>and<br><br>Assessment of acceptance and ownership of the Project | The need for further staff support to the TG              | Other considerations: description of the TG, evaluation of conceptual & interpretational alternatives                                                                                                                             | Presentation and evaluation of the TG-related risks                                                                                                                                                                                                                                                                                                                                                                                                                             |
|-------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                             | <p>anticipated impact of the interventions.</p> <p><b>Implementation of the works:</b></p> <p>TG shall be able to raise concern about risks that arise during implementation.</p> | <p>project.</p> <p>No conflict of interests could be identified.</p>                                                    |                                                           |                                                                                                                                                                                                                                   | <p><b>buildings, that should be mitigated by applying relevant bylaws/regulations prescriptions.</b></p> <p>These might require extra efforts in facilities with pavilion structures where neighboring buildings might be placed at less than 10 mt distance. A Traffic Management Plan shall be established.</p> <p>One major risk is related to improper handling of asbestos by the contractors that could have a negative impact both on the target groups and workers.</p> |
| <p><b>Non-Permanent users/temporary occupants/visitors</b> of the building within the public facilities</p> | <p><b>Throughout project implementation:</b></p> <p>TG should be able to communicate any issue, suggestion or concern to the beneficiary institution and the PMU.</p>             | Not relevant                                                                                                            | Establishment of the Project Grievance Redress Mechanism. | <p><b>It is of crucial importance that notification and information about the building site schedule and changes in the provided services are appropriately advertised within the facility and at the municipality scale.</b></p> | <p>Same as above.</p> <p>Due to the short permanence of the temporary users in the facility, the impact of the hazards identified are limited if compared to those affecting the permanent users.</p>                                                                                                                                                                                                                                                                           |

| Target group (TG)                     | Evaluation of the planned participation of the TG                                                                                                                                                                                                                                                                                                                          | Willingness and ability to contribute of the TG<br><br>and<br><br>Assessment of acceptance and ownership of the Project                                                                                                                                                | The need for further staff support to the TG                                                                                                                                                                                                                                                                                                                                    | Other considerations: description of the TG, evaluation of conceptual & interpretational alternatives                                                                                                                                                                                                                                                                                                                 | Presentation and evaluation of the TG-related risks                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|---------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Public facility administrators</b> | <p>This TG has a key role in all project stages.</p> <p><b>Preparation of the implementation:</b></p> <p>TG has direct responsibility to prepare the building for building site implementation (relocation of the services, information to users).</p> <p><b>After the project implementation:</b> ensure the impact of the project is sustainable in the longer term.</p> | <p>Demonstrated full willingness to participate</p> <p><b>The proposed interventions, especially on GESI aspects, need to be discussed and validated with this TG to ensure ownership towards the project.</b></p> <p>No conflict of interests could be identified</p> | <p>It is important to train the public facility administrators to the E&amp;S issues that might arise during the project implementation and to the use of GRM.</p> <p><b>It is crucial that the PMU supports the public facility administrators in the preparation of the facility for the works.</b> The relocation should consider mitigation measures for PwD and women.</p> | <p>Educational facilities: should evaluate the impact of dormitories temporary closure for the refurbishment works.</p> <p>Equivalent quality accommodation shall be offered to the students.</p> <p>Healthcare facilities: during the feasibility study site meetings, building administrators informed that they have several options to avoid impacts of construction works on the patients and medical staff.</p> | <p>It is to be noted that the INSPIREE project will not be able to satisfy all the needs/priorities expressed by the beneficiary institutions. Some institutions might need to replicate the project on other buildings in the facility premises.</p> <p>For this reason, it is important to maximize the involvement of the facility administrators in the process of refurbishment to ensure best practices are acquired.</p> <p>It is important to set regular meetings with the building administrators to ensure timely flow of information and efficient communication.</p> <p>The use and maintenance of the installed equipment is of extreme importance for the sustainability of the project. The facility administrators are to be trained to ensure this and that appropriate resources are allocated to the Operation and Maintenance Plan.</p> |

| Target group (TG)                                                            | Evaluation of the planned participation of the TG                                                                                                                                                                                                 | Willingness and ability to contribute of the TG<br><br>and<br><br>Assessment of acceptance and ownership of the Project                                                                                                                               | The need for further staff support to the TG                                                        | Other considerations: description of the TG, evaluation of conceptual & interpretational alternatives                                                                                     | Presentation and evaluation of the TG-related risks                                                                                                                           |
|------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>MEPIU staff as Implementing Entity<br/><br/>and CNED as support staff</b> | In addition to overall project implementation, these stakeholders have a key role in ensuring compliance with environmental and social standards.                                                                                                 | N/A<br><br>Conflicts of interest could not be identified at this stage.                                                                                                                                                                               | The need to hire a consultant specialized in GESI subjects, included in Component 2 of the project. | Alternatives for the set up of the PMU are discussed in the Feasibility Study Report.<br><br>It is recommended to capitalize on the experience on the implementation of similar projects. | Risks related to availability of human resources.<br><br>This can be anticipated by clarifying needs and allocating budget provisions in the project to hire qualified staff. |
| <b>Construction workers</b>                                                  | This TG includes all contracted workers to implement the Project construction works.<br><br>In addition to the implementation of construction works, these stakeholders are crucial to ensure compliance with environmental and social standards. | Construction workers in Moldova are generally neglecting health and safety rules and therefore strict measures should be put in place.<br><br>Develop layers of control up to the level of PIU Director to ensure compliance with asbestos management | Hire qualified staff in MEPIU/CNED to monitor compliance with ESHS, especially asbestos management  | Knowledge related to asbestos management is generally weak; therefore, risks of misinterpretation of requirements may arise.                                                              | Health and safety risks                                                                                                                                                       |

#### 5.2.4. Other interested parties

**“Other interested parties” refers to “individuals, groups, or organizations with an interest in the project, which may be because of the project location, its characteristics, its impacts, or matters related to public interest.**

In the context of the present INSPIREE project, **other interested parties** include: public authorities (municipalities) and state government, private sector energy service suppliers (construction and design companies, energy auditors, energy service companies, equipment suppliers), construction workers, NGOs working with vulnerable/disadvantaged groups, academia.

The table below provides a detailed analysis of **other interested parties** stakeholder groups and description of the impact associated with project activities.

Table 7. Analysis of the "Other interested parties" TG and description of the TG-related risks

| Target group (TG)                                                                                                                               | Evaluation of the planned participation of the TG                                                                                                                                                                                                                                           | Willingness and ability to contribute of the TG<br><br>and<br><br>Assessment of acceptance and ownership of the Project                                                                                            | The need for further staff support to the TG                                                                                                                                                                                                                                                                                                                         | Other considerations: description of the TG, evaluation of conceptual & interpretational alternatives                         | Presentation and evaluation of the TG-related risks                                                                                                                                                                                                           |
|-------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Private sector energy service suppliers (construction, design companies, energy auditors, Energy Service Companies, equipment suppliers)</b> | <p>This TG will benefit from the increased demand of their services.</p> <p>This TG plays a key role in ensuring the project implementation is compliant with environmental and social standards.</p> <p>For this reason this TG will benefit from targeted training on these subjects.</p> | <p>The bid documentation and the contract language should make sure that E&amp;S requirements are binding.</p> <p>Any conflict of interest should be explained in the bid documentation and procurement rules.</p> | <p>Training on the requirements of the project in terms of Asbestos Management is identified as critical.</p> <p><b>During/in preparation of the bidding activities:</b> explanatory sessions on the requirements on asbestos management.</p> <p><b>Before the start of any demolition activity:</b></p> <p>Training of selected workers on asbestos management.</p> | <p>The environmental and social standards described in the ESMF are binding. No other alternative options are applicable.</p> | <p>Risk of demand overload at the expense of the quality of services provided.</p> <p>Risk of non-compliance. The ESMF and the requirements for applying the WB Environmental and Social Standards should be clearly stipulated in the bid documentation.</p> |

| Target group (TG)                  | Evaluation of the planned participation of the TG                                                                                                                                                                                               | Willingness and ability to contribute of the TG<br><br>and<br><br>Assessment of acceptance and ownership of the Project                                                                                                             | The need for further staff support to the TG                                                                                                                                   | Other considerations: description of the TG, evaluation of conceptual & interpretational alternatives                                                     | Presentation and evaluation of the TG-related risks                                                                                                                |
|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Civil society organisations</b> | CSOs can represent and raise the voice of specific groups, such as PwD, women, children, minorities.<br><br><b>For each subproject, the possible involvement of local CSO needs to be investigated.</b>                                         | CSOs working in the area of environmental and representation of vulnerable groups are known as active stakeholders and it is assumed that they will have the ability to participate.<br><br>No conflict of interest is anticipated. | Provide avenues for communication.<br><br>Designated staff within the PMU with responsibility to seek for and facilitate the collaboration with CSO if relevant.               | CSO should be made aware of the project and encouraged to provide recommendations as far as concerns the subjects which fall in their field of expertise. | To avoid any risk related to non-participation, the facility administrator should provide regular updates on its website about progress in project implementation. |
| <b>Academia</b>                    | <b>For the Project the possible involvement of the Academia needs to be investigated.</b><br><br>Academia has a very important role in delivering the message on the urgency of combating climate change and speeding up the energy transition. | It is assumed that this TG would be willing to participate.<br><br>No conflict of interest is anticipated.                                                                                                                          | Designated staff within the PMU with responsibilities to facilitate the collaboration with academia on issues related to women's promotion in engineering, and climate change. | Provide avenues for collaboration, such as Memorandum or agreement for collaboration.                                                                     | No risks are identified.                                                                                                                                           |

#### 5.2.5. Disadvantaged / vulnerable individuals or groups

It is particularly important to understand the Project's social impacts and whether they may disproportionately fall on disadvantaged or vulnerable individuals or groups, who often do not have a voice to express their concerns or understand the impacts of a project.

In the context of the INSPIREE project, **the main group of affected parties, the direct beneficiaries themselves** – female and male users of the targeted facilities – **might include a large number of vulnerable persons such as aged people, people with disabilities, women and girls and economically vulnerable people.**

The table below presents the categories of disadvantaged / vulnerable individuals or groups and description of the impact associated with project activities.

Table 8. Analysis of the "Disadvantaged/vulnerable individuals or groups" TG group and description of the TG-related risks

| Target group (TG)                                                    | Evaluation of the planned participation of the TG                                                                                                                                                                                                 | Willingness and ability to contribute of the TG<br><br>and<br><br>Assessment of acceptance and ownership of the Project | The need for further staff support to the TG | Other considerations: description of the TG, evaluation of conceptual & interpretational alternatives                                                                                                                                                                                                                                                                                                                       | Presentation and evaluation of the TG-related risks                                                                                                                                                                                                                                                                                                                                                                                   |
|----------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Children</b><br><br>(Vulnerable affected parties)                 | Not relevant                                                                                                                                                                                                                                      | Not relevant                                                                                                            | Not relevant                                 | Not relevant                                                                                                                                                                                                                                                                                                                                                                                                                | The risks are the same as those for the other users groups.<br><br><b>Design choices shall be adapted to the needs of this TG (interior finishes colors, type of restroom equipment).</b>                                                                                                                                                                                                                                             |
| <b>Women and girls as users</b><br><br>(Vulnerable affected parties) | <b>As part of the Design phase:</b><br><br>Design choices shall be oriented when possible, by the needs of the TG. The design process shall be shaped to allow this TG to voice their needs.<br><br><br>This TG needs dedicated design workshops. | Same as per permanent users.                                                                                            | Same as per permanent users.                 | <b>Preparation of the implementation and design phase:</b><br><br><br><b>The refurbishment design should maximize the opportunities to respond to the needs of this group.</b><br><br><br><b>The participation of women groups in the design process might sensitize the management of the beneficiary institution to proceed to adjustments to the organizations of the spaces in the other buildings of the facility.</b> | <b>Design choices shall be adapted to the specific needs of this TG, including aspects related to safety, privacy and accommodation of the needs of pregnant women and breastfeeding mothers.</b><br><br><br>Same as above.<br><br><br>In addition, in dormitories, a unified approach should be applied in the (re)design for refurbishment of showers to avoid in future common spaces shared by users, such as shower front rooms. |

| Target group (TG)                                                                                                 | Evaluation of the planned participation of the TG | Willingness and ability to contribute of the TG<br><br>and<br><br>Assessment of acceptance and ownership of the Project | The need for further staff support to the TG | Other considerations: description of the TG, evaluation of conceptual & interpretational alternatives | Presentation and evaluation of the TG-related risks                                                                                                                                                                                                                                                                                                                                          |
|-------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|-------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>People with disabilities/people with low mobility/physical impairment</b><br><br>(Vulnerable affected parties) | Same as above                                     | PwD could contribute with their voice and opinions<br><br><br>No conflict of interests could be identified              | Same as above                                | Same as above                                                                                         | Most of the facilities' ground floors have in place measures to facilitate the access of the PWD.<br><br><br><b>Design choices shall be adapted to the specific needs of this TG as far as concerns accessibility and access to properly dimensioned and equipped restrooms.</b><br><br><br>In addition, replacement of elevators, which will increase mobility of PwD, shall be considered. |

## 5.3. Stakeholder engagement approach and methods

### 5.3.1. Project Stakeholder Approach

The project will apply the following principles for stakeholder engagement:

- **Informed participation and feedback:** Information will be provided to and widely distributed among all stakeholders in an appropriate format; opportunities are provided for communicating stakeholder feedback, and for analysing and addressing comments and concerns.
- **Inclusiveness and sensitivity:** Stakeholder identification is undertaken to support better communications and build effective relationships. The participation process for the project will be inclusive. Equal access to information is provided to all stakeholders. Sensitivity to stakeholders' needs is the key principle underlying the selection of engagement methods. Special attention is given to vulnerable groups that may be at risk of being left out of project benefits, particularly women, the elderly, persons with disabilities, displaced persons, and the cultural sensitivities of diverse ethnic groups.
- **Flexibility:** in view of the location of the sub projects across the country, the methodology should adapt to different forms of engagement, including various forms of internet- or phone-based communication in addition to face-to-face in presence engagement.

### 5.3.2. Stakeholder Engagement methods

The stakeholder engagement methods can be discerned in "traditional" and "digital" and will have as objectives:

To provide information and consult stakeholders using traditional tools:

- Maintain bilateral conversations with stakeholders throughout the project, including telephone discussions and face-to-face individual consultations;
- Conduct field visits to consult the stakeholders and monitor project implementation directly on the site.
- Place project updates on website and Facebook page and or social media of the MEPIU.

To Consult and engage stakeholders in online meetings and using digital tools:

- Ensure ongoing communication with stakeholders using official correspondence through emails and virtual meetings;
- Engage and inform stakeholders through providing regular updates on the website, social media of the implementing agency;
- Organise workshops and webinars using virtual communication platforms such as Zoom or others, as available for most participants;
- Conduct specialized trainings and capacity building events, either offline or through virtual platforms.

The following recommended methods will be used to communicate and consult with the stakeholders:

Public consultation/group meetings (in person or online)

Consultation is a two-way process of dialogue between the Project implementation entities and Project stakeholders. The disclosure of information should support the consultation. Consultations will be held throughout project pre-design and implementation aimed at ensuring that the proposed investments meet the needs of the users and ensure the necessary buy-in of the stakeholders into the project.

### Field visits

Field visits will be conducted by the design team, project team (including MEPIU and CNED) to consult the stakeholders and monitor project implementation directly on the site (when will be necessary for regular monitoring of the Project's activities).

### Workshops (in person or online)

The workshops with experts will be held to consult on details of the implementation status and progress of the project and the revision. Also, the workshops can be organised with the administrators of the buildings on GRM operation and monitoring of the environmental and social aspects during the construction works. Additional topics relevant for these workshops can be identified during project implementation.

### Trainings and capacity buildings activities

These methods and related tools will be used specifically in the context of the planned activities under component 2 of the Project by specialised and selected/contracted consulting companies and training institutions.

### Leaflets/posters and summary information notes

Leaflets and summary information notes to be submitted to the Project's affected and interested parties. The leaflets and summary information notes can include the information of the specific aspects of the Project, such as the benefits of proposed investments and GRM. The information materials can be distributed in the meetings/ public consultations, also can be placed on the information boards at subproject sites. This information will be in Romanian.

### Information boards

Ensure Information Boards exist at each sub-project site with information related to the Project, relevant for every phase of Project implementation.

### Individual meetings

Individual meetings will be held with the affected parties at their request, also with people from vulnerable groups (if such cases are identified) in order to find and implement solutions to some specific situations or issues.

### Implementation entities websites and social media channels

The web sites and social media channels of the implementing entities will be the main information tools during Project implementation. Short descriptions will be developed in an accessible and proper language for websites on benefits of planned investments, mitigation measures during the pre-construction and construction phases etc.

### Reports

The reports will be used to monitor the Project implementation and to keep informed the main stakeholders of the Project.

### E-mails

This tool will be used to facilitate communication between implementing entities.

### Grievance Redress Mechanism (GRM)

GRM will function as described in the respective section below. The stakeholders will be able to raise grievances anonymously through the GRM boxes or by phone.

### Grievance Log

All grievances will be registered and tracked to ensure a response was provided to all inquiries and grievances.

## 5.4. Stakeholder Engagement Program

The Stakeholder Engagement Program includes a set of engagement actions, which will be used to consult, provide information and engage interested stakeholders, affected parties and vulnerable groups.

It is important to note that the stakeholder engagement in general will have to happen at two levels:

- **Central level**, involving central government, line ministries, relevant institutional stakeholders and relevant government authorities;
- **At the subproject level**, involving concerned municipalities, beneficiary institutions, facility owners and managers, users.

As for the planning the works, starting with the early stages of the project implementation, the Stakeholder engagement will involve two levels of coordination:

### **The stakeholder engagement and planning at the central level:**

- It will be critical to understand possible implications of the disruption of specialised services, in particular for the healthcare facilities at the district and sub-regional level, considering the planning of the works in all the facilities targeted by the project.
- For the dormitories in Chisinau, evaluating the temporary reduction of the offer in accommodation considering the planning of the works in all the facilities targeted by the INSPIREE project and its overlap with other EE projects targeting residences for students.

### **The stakeholders engagement and planning at the owners/managers local level:**

- It will be critical to understand for the pavilion style healthcare/educational facilities, how the building site operations within the premises, will possibly affect the activities of the hospital;
- the possibility of relocation of the activities within the premises of the campus/hospital and their planning.
- the most appropriate communication strategies to notify the possible disruption of the services and its duration to critical patients within the premises and within the affected district.

The table below presents a set of engagement activities that will take place from the project preparation stage through implementation and completion of the Project. The list of proposed engagement activities is not exhaustive, and it may be supplemented and modified during the Project implementation.

**The subproject SEPs to be developed in the early stages of the project implementation<sup>24</sup> will specify the engagement program for each subproject based on the outline presented here below.**

---

<sup>24</sup> As per the ESCP indications, the SEPs for each subproject are validated and adopted and included in the First Project Progress Report.

Table 9. Stakeholder Engagement Program

| Project Stage                             | Estimated Date/Time Period                                                                      | Topic of Consultation/ Message                                                                                                                                                                                                                                                                                                                                            | Method Used                                                              | Target Stakeholders                                          | Responsibility                                         |
|-------------------------------------------|-------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------|--------------------------------------------------------|
| <b>During Feasibility Study</b>           | June-Aug 2024                                                                                   | Energy efficiency measures required;<br>Potential social and environmental impacts of the project; data collection                                                                                                                                                                                                                                                        | Direct meetings                                                          | Facility Managers (when available)                           | Feasibility Study Team                                 |
| <b>Pre-design</b>                         | TBD<br>After the Energy Audits, before launching the design services                            | Presentation of the results of the audits, presentation of the envisioned interventions, presentation of GRM mechanisms.                                                                                                                                                                                                                                                  | Direct meetings                                                          | Line Ministries, CNED, MoE                                   | MEPIU                                                  |
| <b>Early stages of the implementation</b> | TBD                                                                                             | Capacity building for project implementation                                                                                                                                                                                                                                                                                                                              | Workshop and trainings                                                   | PMU                                                          | PIC                                                    |
| <b>Pre-design</b>                         | TBD<br>After the Energy Audits, Asbestos and Waste audits, before launching the design services | Presentation of the results of the audits, envisioned interventions, discussion on GESI priorities, introduction to E&S requirements, preparation of the building for the refurbishment (organization of the relocation of the activities if needed)<br>Signature of Delegation of ownership for the construction projects,<br>Presentation of project and subproject GRM | Direct meetings                                                          | Facility Managers                                            | MEPIU                                                  |
| <b>Pre-design and design stage</b>        | TBD<br>before launching the design services and as part of the design services                  | Voice the needs of different user groups in respect to the proposed measures.                                                                                                                                                                                                                                                                                             | Direct meetings:<br>Dedicated meetings to women and/or vulnerable groups | Building Permanent Users                                     | MEPIU (pre-design phase)<br>Design firm (design phase) |
| <b>Pre-design</b>                         | TBD<br>After the Energy Audits, Asbestos and Waste audits                                       | Information on the Project, Coordination for identification of sites and requirements for the disposal of hazardous waste (ACM materials)                                                                                                                                                                                                                                 | Direct meetings                                                          | Concerned LPA, concerned national authorities                | MEPIU                                                  |
| <b>Detailed Design stage</b>              | TBD<br>During design services, before the final approval of the deliverables of Design Firms    | Present and validate the proposed design solutions.                                                                                                                                                                                                                                                                                                                       | Direct meetings                                                          | Line Ministries, Beneficiary Institutions, Facility Managers | MEPIU                                                  |

| Project Stage                       | Estimated Date/Time Period                                                                           | Topic of Consultation/ Message                                                                                                                                      | Method Used                                                                    | Target Stakeholders                         | Responsibility                                      |
|-------------------------------------|------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|---------------------------------------------|-----------------------------------------------------|
| <b>Pre-construction stage</b>       | TBD<br>After launching the bid for construction works, within the period for submission of questions | Awareness on bid requirements, project ambitions.                                                                                                                   | Awareness session                                                              | Construction and EE private sector          | MEPIU with the support of the PIC                   |
| <b>Pre-construction stage</b>       | TBD<br>Before the start of any type of works                                                         | Presentation of the Project's planned activities, relocation of the activities (location and timing), environmental and social impacts and mitigation measures, GRM | Posters and leaflets, website and social media on site and in the municipality | Facility users                              | MEPIU with the Facility Manager                     |
| <b>Construction stage</b>           | TBD<br>Before the start of any type of works                                                         | Occupational health and safety: (a) general and (b) targeted on asbestos management.                                                                                | Training sessions                                                              | Construction workers                        | a) Contractor<br>b) Contracted expertise by the PIC |
| <b>Project implementation stage</b> | TBD<br>During the entire duration of the Project                                                     | Project implementation information as per the Communication Action Plan.                                                                                            | Social media, articles, TV, radio                                              | The wider community                         | MEPIU                                               |
| <b>Project closure</b>              | TBD<br>At project completion                                                                         | Handover of as built plans, training on O&M Plans and energy efficiency best practices.                                                                             | Direct meetings                                                                | Beneficiary Institutions, Facility Managers | MEPIU                                               |

## 5.5. Proposed Strategy for Information Disclosure

During the project implementation, the PMU will disclose project information to allow stakeholders to be aware of the risks and impacts of the Project, and potential opportunities. The success of the stakeholder engagement depends also on timely sharing, accurate, accessible, and comprehensible information and making it available at the appropriate stages of the activities.

The contractor(s)' Environmental and Social Management Plan (C-ESMP) and contractor(s)' Labor Management Procedure (C-LMP) will be disclosed, once validated by the MEPIU, prior to commencement of civil works.

Reports and the documents mentioned above will be available to the public for a period of 14 calendar days to provide comments and suggestions.

The current MEPIU website (<http://www.mepiu.md>) shall be used to disclose project-related documents, including synthetic project progress reports in both Romanian and English every year.

The contact details of the PMU team will be provided for feedback provisions or if further questions arise.

The table below provides preliminary indications of the information to be disclosed based on the Project design and topics of interest to stakeholders. It may be supplemented and modified during the Project implementation.

Table 10. Proposed Information Disclosure

| Project component                           | List/ Type of information to be disclosed                      | Methods of disclosure proposed                                                                                                  | Timing/ Frequency                                                                 | Target stakeholders                                    | Responsible stakeholders |
|---------------------------------------------|----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|--------------------------------------------------------|--------------------------|
| <b>Project preparation/pre-design stage</b> |                                                                |                                                                                                                                 |                                                                                   |                                                        |                          |
| All                                         | Draft ESMF, including LMP & SEF                                | Publication on MoE website; Distribution via email                                                                              | Prior to the Project commencement, for 14 days for comments and suggestions       | All                                                    | MoE                      |
| All                                         | Final ESMF, revised according to all comments and suggestions. | Publication on MoE, MEPIU, CNED, websites; distribution via email.                                                              | After the Financial Agreement signature                                           | All                                                    | MoE, MEPIU, CNED         |
| Component 1                                 | Project Design                                                 | Distribution via email to: Line Ministries, facility managers administrators                                                    | Prior to commencement of the works                                                | Ministry of Energy, Line Ministries, Facility managers | MEPIU and CNED           |
| All                                         | Regulation and procedures on GRM operation                     | Publication on MEPIU, CNED, Ministry of Energy, Targeted Facility websites; distribution via email. On site: information board. | In the early stages of the Project implementation (First Project Progress Report) | All                                                    | MEPIU                    |

| Project component         | List/ Type of information to be disclosed                                                                                  | Methods of disclosure proposed                                                                                          | Timing/ Frequency                   | Target stakeholders                                          | Responsible stakeholders                       |
|---------------------------|----------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|-------------------------------------|--------------------------------------------------------------|------------------------------------------------|
| <b>Construction Phase</b> |                                                                                                                            |                                                                                                                         |                                     |                                                              |                                                |
| Component 1               | Site-specific screening checklists/ESMPs C- ESMP and their Annexes.                                                        | Post on the MEPIU, CNED and targeted facility/ institutions websites. Hard copy is accessible for consultation on site. | Once, Prior any type of civil works | Direct and indirect beneficiaries of the Project             | MEPIU                                          |
| Component 1               | Access and mobility plans informing users about alternatives for accessing the relevant services during construction works | Announcements and maps placed on information boards                                                                     | Prior any type of civil works       | Direct and indirect beneficiaries of the Project             | Facility Manager with the support of the MEPIU |
| All                       | Synthetic project's progress reports, including implementation of the safeguards requirements.                             | Post on the MEPIU, CNED and targeted facility/ institutions websites.                                                   | Bi-annual                           | All                                                          | MEPIU                                          |
| All                       | GRM implementation reports                                                                                                 | MEPIU website and targeted facility/ institutions websites.                                                             | Bi-annual                           | All                                                          | MEPIU                                          |
| All                       | Project's Completion Report approved for disclosure                                                                        | MEPIU website Distribution via email to Financiers and interested governmental institutions.                            | Once                                | All                                                          | MEPIU                                          |
| Component 1               | Handover of as built documentation and O&M Plans                                                                           | distribution via email                                                                                                  | Once                                | Line Ministries, Beneficiary Institutions, Facility managers | MEPIU                                          |

## 5.6. Resources and responsibilities for implementing stakeholder engagement activities

### 5.6.1. Resources

The PMU, and in particular the Social Specialist, will be in charge of implementing the stakeholder engagement activities. The tentative budget for the stakeholder engagement activities is presented in chapter 6 of this ESMF. Mass media communication for the project and project communication to the wider public is accounted for as part of the project communication costs (included in the budgeting of project Component 2b.)

### 5.6.2. Management functions and responsibilities

Project implementation responsibilities rely on the Project Management Unit (PMU), which is responsible for overall project management, including implementation of stakeholder engagement and ensuring implementation of all activities under the two project components.

The management of SEF/SEP implementation and stakeholder communication activities will be undertaken by the **PMU Communication Specialist** (in coordination with the Project Communication Plan), while the planning and the implementation of engagement activities will be undertaken by the **PMU Social Specialist** and overall management of the MEPIU.

Table 11. SEF Management functions and responsibilities

| Stakeholder                             | Responsibilities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|-----------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>PMU team / PMU Social specialist</b> | <ul style="list-style-type: none"> <li>- Elaborate site specific SEPs, validate them with the Financiers and review/ update the SEPs to reflect changes in the project, as necessary;</li> <li>- Plan, lead, coordinate and monitor the stakeholder engagement activities;</li> <li>- Support the Facility Managers in the organization of the relocation of the services prior the commencement of the works;</li> <li>- Collect stakeholder suggestions through public consultation, group meetings, bilateral meetings;</li> <li>- Maintain the stakeholder engagement register (dates, list of participants, make a summary of feedback provided and help draft the summary response on how the stakeholder feedback was incorporated in implementation and if not, provide the rationale);</li> <li>- GRM implement, monitor, and keep the GRM Register for the Project.</li> </ul> |
| <b>Communication Specialist</b>         | <ul style="list-style-type: none"> <li>- Regular communicate with mass/social media to reflect the Project's implementation progress;</li> <li>- Develop brochures, leaflets, poster, information board content in connection to the implementation of the SEF and GRM;</li> <li>- Propose the design for the Suggestions/Feedback/Grievance box to be installed at every subproject site (should include project visuals/signs, logos, etc.)</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                 |

|                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|---------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Managers/Owners of the targeted facilities</b> | <ul style="list-style-type: none"> <li>- Inform the staff and buildings users on Project's planned activities , relocated services and on the progress during the implementation;</li> <li>- Designate one contact person for feedback and suggestions from the building staff, contractors.</li> <li>- Support the functionality of the GRM at local level (data collection and resolution as per the prescriptions of the PMU). Keeping the GRM Register and transmit to MEPIU on a weekly basis any project related grievances received in the GRM boxes or which were received through the other channels that are already operated by the institution.</li> <li>- Collaborate with MEPIU in order to ensure successful and timely Project's objectives achievement.</li> <li>- Report immediately to the MEPIU the complaints regarding significant or serious incidents, such as SEA/SH, serious injuries.</li> </ul> |
| <b>Contractors/sub-contractors</b>                | <ul style="list-style-type: none"> <li>- Inform MEPIU of any issues related to the engagement of workers, any other interaction with building users;</li> <li>- Redirect to the MEPIU all the grievances related to the project received on the site;</li> <li>- Create and implement the workers GRM Register at subproject level</li> <li>- Inform the workers on the available GRM for workers and C-LMP;</li> <li>- Resolve grievances related to construction workers and inform MEPIU accordingly;</li> <li>- Announce important construction activities (such as restriction of access and available alternatives) to the Facility Manager</li> <li>- Weekly and Monthly reporting to MEPIU related to GRM operation</li> <li>- Report immediately to the MEPIU the complaints regarding significant or serious incidents, such as SEA/SH, serious injuries.</li> </ul>                                              |
| <b>Project Affected Parties</b>                   | <ul style="list-style-type: none"> <li>- Invited to engage about/contribute to the Project in the meetings and through discussions with the MEPIU and Design Firms;</li> <li>- Help the implementing entities to define the appropriate mitigation measures</li> <li>- Lodge their grievances using the GRM;</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

## 5.7. Grievance redress mechanism

### 5.7.1. GRM definitions, scope and use

#### Definitions

For the purposes of this Project, a **Grievance Redress Mechanism (GRM)** is a process for receiving, evaluating, and addressing project-related grievances from Project Affected Parties (PAP) and other interested parties at the level of the project.

The term **"Grievance"** within the implementation of this Project, is defined as any type of feedback, such as requests, proposals, dissatisfactions, complaints, issues, concerns, suggestions, queries sent by the Project's stakeholders.

#### Scope

The Grievance Redress Mechanism under INSPIREE project will be available for project stakeholders and other interested parties to submit questions, comments, suggestions and/or complaints, or provide any form of feedback on all project activities.

#### GRM's users

Project beneficiaries, identified project affected parties, as well as the broader citizens can use the GRM related to project activities. A dedicated GRM is established for project workers.

#### GRM's management

The GRM for INSPIREE Project will be managed by the Social Specialist of the PMU. S/He will be responsible for collecting, reviewing and addressing project related grievances and analysis of feedback received from stakeholders. The Social Specialist will act as Grievance Focal Point and will be responsible for collecting grievances from sub-project sites.

A Log of all registered grievances and actions taken in response will be developed and maintained. The timeline for response to a grievance will not exceed 14 working days, as provided by the legislation in force.

During INSPIREE Project implementation, a summary of the types of grievances and their resolution will be included in the reports to the Financiers.

If through the GRM, serious incidents, such as sexual harassment at the workplace, misconduct on behalf of the project staff and the similar<sup>25</sup> are identified, these will be notified to the Financiers within 48 hour.

#### Specific Responsibilities of the Social Specialist for GRM management

The responsibilities for the management of the GRM system include the following:

- Overall management of the GRM system;
- Installation of the grievance-boxes;
- Developing and maintaining awareness-building;
- Collection of complaints;
- Recording complaints;
- Notification to the complainant on the receipt and timeline to review a complaint;
- Sorting/categorization of complaints;
- Thorough examination of the issues, including the causal link between project activities and alleged damage/harm/nuisance;
- Decision-making based on such examination;

---

<sup>25</sup> See 6.1.4 on Implementation, monitoring and reporting.

- Processing appeals or continuous communication with complainants for the purpose to resolve issues amicably;
- Publishing responses to complaints, unless otherwise is requested by complainants due to privacy or other concerns;
- Organization and implementation of information materials and awareness campaigns;
- Reporting and feedback on GRM results.

These may be updated in consultation with the line Ministries and the Financiers.

### Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH) Grievances

The Project treats sensitive and confidential complaints, including those related to Sexual Exploitation and Abuse/Sexual Harassment (SEA/SH). For Gender-based violence (GBV), and particularly for SEA/ SH complaints, there are risks of stigmatization, rejection and reprisals against survivors.

GRM will ensure access and confidentiality of a complaint filing mechanism and will allow an applicant not to be afraid of possible retaliation. These complaints will be handled without any delay and all those responsible will be held accountable.

In prevention of GRM grievances, the Project will take the responsibility to raise awareness on the prevention and suppression of SEA/SH. The Project staff will be trained on the oversight principles and SEA/SH risk prevention. The construction workers will be trained in nonviolent communication and will include the following information on SEA / SH:

- Definition of violence against women and sexual harassment at the work-place in national and international policies;
- Types of violence (physical, sexual, economic, emotional);
- Legal sanctions;
- How to report the incidence. MEPIU should make aware all its staff, staff and workers of contractors to call 112 to report any incident.

## 5.7.2. Procedures - Grievance Resolution Framework

The submission of grievances is described here below.

### Process of grievances submission

Complainants can submit grievances and any type of feedback related to all Project's activities using any channel and any level s/he finds easiest in the respective circumstances.

Grievances can be submitted **directly to the MEPIU** via the channels indicated below (email, physical address, telephone or online via the website) or using the channels available at the subproject level. At the subproject level, grievances can be dropped in **Grievance boxes** which will be installed at every subproject location (identified by the Project Name and Logo).

|                                                                                                                          |
|--------------------------------------------------------------------------------------------------------------------------|
| <b>Moldova Projects Implementation Unit (MEPIU)</b>                                                                      |
| Chisinau,1, Alecu Russo St., office 163                                                                                  |
| Tel: (+373) 22 496790 Fax: (+373) 22-49-67-90                                                                            |
| Email: <a href="mailto:mepiu@mepiu.md">mepiu@mepiu.md</a> / dedicated email inbox to be created for the INSPIREE project |
| Verbal complaints addressed to Project staff could be recorded in writing by the receiver                                |

Grievances can also be submitted verbally to the Social Specialist of the PMU (during monitoring site-visits for instance). If the complainant is not able to submit in writing, complaints notified verbally will be brought to the management of the MEPIU.

Grievances may be submitted anonymously using the dedicated phone numbers.

All anonymous grievances and complaints should be addressed and recorded as well as other grievances and complainants, **Confidentiality must be ensured in all cases, including the case when the person submitting the appeal chooses anonymity.**

**The Social Specialist, through one delegated person for each subproject, will verify the box at least once a week.**

The Contractors involved in the Project will receive and solve the grievances related to works only.

The Contractors being approached by users, staff with complaints, will guide the stakeholders to submit grievances through the GRM box installed at the subproject location. The Contractors will include this kind of occurrence in their monthly reports.

#### Grievances receipt and recording

The Social Specialist of the PMU will complete a **grievance form** (see Annex 8) for each complaint and will record all grievances in the **Grievance Tracking Register**, kept under "INSPIREE".

The complainant should receive an acknowledgment of receipt of the grievance within a prescribed and reasonable timeframe, preferably in writing.

The PMU Social Specialist will inform the PMU upper management on the nature of grievances received during the reporting period both at Project level and Subprojects level. The Social Specialist will work with relevant team members (depending on the nature of the complaint) to find solutions.

#### Resolution and response

**The timeline for response to a grievance will not exceed 14 working days. The response will contain a proposed resolution.**

The Social Specialist of the PMU is responsible for the solution and follow-up with the complainant. The Social Specialist of the PMU may rely on the delegated person for each subproject, to post anonymous responses on the information board at the Subproject Level.

Complaints should be reviewed as soon as they are received and prioritised for resolution. Regardless of the response and resolution timeframes, there are complaints that will be categorized to require immediate attention such as those involving child abuse, sexual harassment, sexual exploitation and abuse and/or gender-based violence in any form or shape.

As indicated above, the Social Specialist will be responsible for working with the team members on resolution of grievances, depending on the area of competence and nature of complaint. The response will be agreed with the respective specialist and then communicated to the complainant. All details, including copies of the response will be kept in the Grievance Registry/Log.

#### Grievance Closure

A grievance will be "closed" when a resolution satisfactory to both parties (the complainant and responding party) has been reached.

In certain situations, however, it is possible to "close" a grievance even if the complainant might not be satisfied with the outcome. In this situation, the response will explain why the claim could not be satisfied under the mandate of the PMU and objectives of the INSPIREE project.

In case the grievance is not related to the project, the reply to the complainant should clearly explain what the project objectives are and why his/her claim therefore is not possible to satisfy.

The contents of all replies will be formulated in a respectful manner and unsophisticated language. The results of the investigation and the proposed response to the complainant will be presented for approval to the PMU Project Director.

#### Monitoring and Reporting

Resolution of grievances will be tracked through weekly assessment of the Grievance Log to ensure that all grievances are referred to the competent specialist in the team for finding an adequate solution. The Grievance Log/Registry should contain columns which indicate date of receipt, date it was transmitted to a competent team-member, a brief text of the proposed solution, date when a response was sent back to the complainant. Copies of responses will be kept in a dedicated folder.

A summary of the number of grievances, nature of requests/complaints/feedback will be prepared and included in the reports to the financiers.

### Information on GRM

**The GRM will be published as part of the initial project consultations (with the ESMF) and disclosed to all participating/beneficiary institutions.** Brochures/leaflets will be distributed during consultations and public meetings, and notifications will be displayed in public places, on information boards of the facilities targeted by the project.

### Grievance Mechanism for Project's Workers

A grievance Mechanism for Project's workers will be established under the INSPIREE Project according to the provision of the Project LMP. These grievances will follow the same procedure outlined above.

The objective of this procedure is to settle the grievance between an employer and employee or between employees bilaterally before the intervention of a formal court, except in cases where the grievance constitutes a criminal offence that requires notifying law enforcement.

Table 12. Labour related grievances

| Theme                            | Description                                                                                                                                                                                                                                      |
|----------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>General</b>                   | Discrimination in advertisements, during interviews, on appointment terms and conditions and during the period of employment based on language, race, colour, age, sex/gender, religion, political opinion, national extraction or social origin |
| <b>Children</b>                  | Child Labour                                                                                                                                                                                                                                     |
| <b>Terms and conditions</b>      | Wages below the minimum, long hours of work without breaks; denial of, or less weekly rest and leave                                                                                                                                             |
| <b>Freedom of association</b>    | Denial of the right to join or form a trade union, or to participate in trade union activities or in collective bargaining in a manner consistent with national law, and general interference with trade union activities                        |
| <b>Unfair labour practices</b>   | Threatening retaliation, or retaliation against, penalising or dismissal of, those who complain or report grievances; disrespectful, abusive or other unfair treatment                                                                           |
| <b>OHS</b>                       | Non-availability or inadequate sitting, or sanitation or storage facilities, space, ventilation, light, water and protective fencing and other protective equipment                                                                              |
| <b>Termination of employment</b> | Wrongful or unfair dismissal; non-payment or payment of less terminal dues                                                                                                                                                                       |
| <b>Gender</b>                    | Sexual harassment (SH) and sexual exploitation and abuse (SEA) at the point of or during employment; gender-based violence (GBV); lack of or inadequate separate and private sanitation and storage facilities for either gender                 |
| <b>Corruption</b>                | Corruption and fraud, abuse of office/power; conflicts of interest, general harassment or abuse/disrespect                                                                                                                                       |

### Construction workers

**All Contractors will be required to have in place a grievance mechanism for all the workers of the site as per the indications of the LMP of the project.** Construction workers have to be informed and encouraged to report any violation of their rights through the GRM Boxes installed on the subproject site, or directly to the Social Specialist of the MEPIU, to the Labour Inspectorate and/or call 112.

Construction Contractors should be made aware through incorporating the language in the bidding documents, that MEPIU may request copies of employment contracts to ensure that no informal

employment is used under the INSPIREE Project and that informal employment is not tolerated under this project.

The Contractors should consider streamlined procedures to address specific worker grievances, and allow the project to respond and take necessary action. The PMU Social Specialist will also provide overall implementation support on resolving all workers grievances.

The progress report of the Contractor to the MEPIU will include information on the workers grievances.

An aerial, grayscale photograph of a city, likely Moscow, showing a dense urban landscape with numerous buildings and trees. In the foreground, a large building with a prominent dome and a tall bell tower is visible. The text "6. Procedures and Implementation arrangements" is overlaid in red on the lower half of the image.

## **6. Procedures and Implementation arrangements**

## 6.1. Environmental and Social Risk Management Procedures

### 6.1.1. Objectives

The scope of the risk assessment is to determine and assess risks that are relevant to the Project's life cycle associated with the project context and needs and expectations of stakeholders. Based on the risk assessment, the E&S risk management procedures are identified and will be applied, during the project lifecycle, to avoid and mitigate, through the E&S safeguards plans, the identified E&S risks.

The Environmental and Social Risk Management Procedures objectives are the following:

- To manage risks and impacts of the project in a manner consistent with WB's ESS 1 and applicable national E&S laws;
- To adopt a mitigation hierarchy approach to:
  - Anticipate and avoid risks and impacts;
  - Where avoidance is not possible, minimize or reduce risks and impacts to acceptable levels;
  - Once risks and impacts have been minimized or reduced, mitigate and where significant residual impacts remain, compensate for or offset them, where technically and financially feasible.
- To adopt differentiated measures so that adverse impacts do not fall disproportionately on the disadvantaged or vulnerable, and they are not disadvantaged in sharing development benefits and opportunities resulting from the project;
- To use national environmental and social institutions, systems, laws, regulations and procedures in the assessment, development and implementation of projects, whenever appropriate;

**During the implementation of the project the E&S specialists of the PMU are responsible for the implementation, monitoring and evaluation of the E&S management procedures.** In this context, the process of implementation of this ESMF includes the procedures illustrated in the table below related to the E&S risks and impacts identification and management at subprojects levels:

Table 13. Project Cycle and E&S Management Procedures

| Project Stage                                                             | E&S Stage        | E&S Management Procedures                                                                                                                                                                                                                                                                                                                            |
|---------------------------------------------------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Feasibility: Assessment and Analysis:</b><br>Subproject identification | <b>Screening</b> | <ul style="list-style-type: none"><li>• During the subproject identification, ensure subproject eligibility by referring to the Exclusion List presented in this ESMF.</li><li>• For all subprojects and activities, use the E&amp;S Screening Forms in Annex 1 and Annex 2 to the ESMF to identify and assess potential environmental and</li></ul> |

| Project Stage                                                                                                                    | E&S Stage                                      | E&S Management Procedures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|----------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                  |                                                | <p>social risks and impacts, and identify the appropriate mitigation measures for the subproject<sup>26</sup>.</p> <ul style="list-style-type: none"> <li>• Pre-identify the documentation, permits, and clearances required under the national legislation.</li> <li>• Planning for the subproject safeguard activities, including human and budgetary resources and monitoring measures.</li> <li>• Elaboration of the ESMF.</li> <li>• Disclosure of the ESMF, validation and adoption at the Financial agreement signature.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Pre-design and design</b> Planning for subproject activities, including human and budgetary resources and monitoring measures | <b>Planning, preparation and due diligence</b> | <p><b>ESMF</b><br/>Implementation of the ESMF</p> <ul style="list-style-type: none"> <li>• Assign roles and responsibilities for the implementation and monitoring of ESMPs.</li> <li>• Complete all documentation, permits, and clearances required by national legislation.</li> <li>• Incorporate the disability policy markers into the project documentation as necessary</li> <li>• Incorporate relevant environmental and social procedures and plans into contractor bidding documents.</li> </ul> <p><b>ESMP</b></p> <ul style="list-style-type: none"> <li>• Based on the results of the Energy Audits, Waste Audit and Asbestos Survey<sup>27</sup>, the E&amp;S specialists of the PMU update the ESMP and its Annexes. The subjects concerning Asbestos will be updated by the PIC. <ul style="list-style-type: none"> <li>• E&amp;S specialists of the PMU support the Facility Owners/Managers to prepare the site for the refurbishment intervention (including relocation of the services if necessary)</li> <li>• E&amp;S specialists of the PMU with the support of the PIC consolidate the templates for site-specific C-ESMP and submit to the Financiers for review before the design procedures.</li> <li>• E&amp;S specialists of the PMU with the support of PIC train the selected contractors on relevant procedures and plans</li> <li>• E&amp;S specialists of the PMU receive from Contractors, review and approve, the site specific C-ESMP and their Annexes and ensures they are shared with relevant stakeholders in an accessible manner.</li> </ul> </li> </ul> <p><b>SEF</b></p> <ul style="list-style-type: none"> <li>• The Social Specialist of the PMU <b>elaborate and implement the site specific SEPs based on the provisions of the SEF</b>, including relevant</li> </ul> |

<sup>26</sup> The E&S Screenings of the selected subprojects have been performed during the feasibility study. However in case subprojects were to be added to the shortlist, these will be screened by the PMU E&S Specialists in the early stages of the project implementation prior to the technical audits to be performed by the PIC.

<sup>27</sup> In the early stages of the Project implementation, Structural and Energy Audits will be conducted by certified auditors recruited by the PIC, Asbestos & Waste Survey will be conducted by a certified expertise recruited by the PIC.

| Project Stage                   | E&S Stage                                       | E&S Management Procedures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|---------------------------------|-------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                 |                                                 | consultations, trainings, the set up of GRM at Project and Subproject levels, and ensuring the project documentation is shared with relevant stakeholders in an accessible manner as per the disclosure of project documentation strategy.                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Construction and closure</b> | <b>Implementation: monitoring and reporting</b> | <ul style="list-style-type: none"> <li>• E&amp;S specialists of the PMU with the support of PIC ensure implementation of C-ESMP, through the site technical manager and the contractor own monitoring, site visits, regular reporting from the field, and other planned monitoring (at least weekly coordination with the subproject site activities ).</li> <li>• Track GRM and follow up on grievances resolution</li> <li>• Monitor the disability policy markers as necessary.</li> <li>• Collect data, develop content for the E&amp;S progress and final reports to the Financiers, and other stakeholders.</li> </ul> |

### 6.1.2. Feasibility: Assessment and Analysis

At the Feasibility Stage, the E&S Screening procedure comprises two stages-process: (1) Initial screening by using the Exclusion List below; and (2) Screening of the proposed subprojects to identify the most relevant approach to E&S risk management.

The E&S Screening has been conducted considering the proposed refurbishment activities identified through the Walkthrough audits performed as part of the feasibility study.

**In case, after the conclusion of the Feasibility study, a subproject (i.e., facility/building) is added to the shortlist, it will have to be screened as per the procedure explained in this ESMF.**

#### Exclusion List for the proposed activities

The preselected subprojects and the proposed activities have been screened to ensure that they fall within the boundaries of the Project's eligible activities, and they do not include activities listed on the Exclusion List in the below.

- Subproject activities that may cause significant impacts according to national Law n. 86/2014 (Annex 1 high-risk projects);

- Any activity which would have an irreversible and substantial environmental and social impact and correspond to one of the KfW Category A<sup>28</sup>.
- Sub-project activities located in or that can create loss or damage to, protected areas, critical habitats or culturally or socially sensitive areas recognized under national regulations (i.e., on natural areas protected by state, core areas of ecological network, national register of monuments etc.) (Ref.: ESS6 and ESS8 of ESF);
- Any activities that may cause permanent physical or economic displacement of owners or users of any plot of land resulting in loss of or damage to assets including standing crops, structures or other improvements to the land (Ref.: ESS 5);
- Any activities involving forced or child labor, reported or significant concern for sexual exploitation and abuse or sexual harassment (Ref.: ESS2 of ESF)
- Any of the activities listed in the KfW - Exclusion List<sup>29</sup>
- Any of the activities listed in the World Bank Group - IFC Exclusion List<sup>30</sup>.

### E&S Screening

As a second step, the Feasibility Study Consultant has used the E&S Screening Forms from Annex 1 and Annex 2 to identify and assess relevant environmental and social risks specific to the subprojects and identify the appropriate mitigation measures.

#### 6.1.3. Pre-design and design stages: planning, preparation and due diligences

As part of the pre-design stage, following the Energy Audit, the Asbestos Survey and Exposure Assessment and the Waste Audit and other technical survey as identified necessary<sup>31</sup>, the PMU E&S Specialist with support of the PIC will prepare for each subproject, the documentation necessary for the obtention of permits, and clearances required under the legislation of Republic of Moldova (including the application for the Environmental Permit to the Environmental Agency).

Following the technical surveys the General ESMP (Annex 3) will be updated by the PMU with the support of the PIC. The Waste and Asbestos management Plan will be updated by the PIC. The PMU E&S Specialist with the support of the PIC will ensure that all the risk mitigation measures are incorporated in the ES risk management instruments before starting any type of procurement process.

The updated General ESMP will be included in the tendering documentation and construction works contracts and the required mitigation measures would constitute an integral part of the subproject implementation. The ESMP will be published on the website of the MEPIU.

The PMU will request the potential contractors (during the procurement stage) to develop a site-specific C-ESMP (as presented in the template Annex 4) based on the General ESMP for the project (Annex 3) as well as other site-specific plans e.g., OHS plan etc. Furthermore, for the subprojects where the Asbestos Survey identified ACM and high risk of exposure for the works, the contractor will be required to prepare the site-specific Asbestos Work Plan based on the results of the survey and guidance provided in the project Waste and Asbestos Management Plan (Annex 6).

---

<sup>28</sup> KfW Development Bank, Sustainability Guideline, Assessment and management of Environmental, Social, and Climate Aspects: Principles and Procedures (2023)

<sup>29</sup> [https://www.kfw.de/PDF/Download-Center/Konzernthemen/Nachhaltigkeit/Ausschlussliste\\_EN.pdf](https://www.kfw.de/PDF/Download-Center/Konzernthemen/Nachhaltigkeit/Ausschlussliste_EN.pdf)

<sup>30</sup> <https://www.ifc.org/content/dam/ifc/doc/mgrt-pub/ifc-exclusion-list.pdf>

<sup>31</sup> In the early stages of the implementation of the project, the PIC will perform for each subproject: Energy Audit (through certified local energy auditors), Waste&Asbestos Survey by certified expertise.

The contractor's final site-specific C- ESMP have to be submitted for final review and validation to the PMU at least three weeks prior the planned commencement of the works. No works can be commenced prior to receiving the approval of the site-specific C-ESMP from the PMU.

All contractors will be required to use during the works the standards and procedures applicable to the project as per this ESMF. Additionally, construction contract clauses shall include requirements towards compliance with all national energy efficiency, construction, health protection, safeguard laws and rules as well as on environmental and social protection (such as the "Guidelines to prevent forced labor risk in the procurement of solar energy efficiency solar equipment").<sup>32</sup>

#### **6.1.4. Construction and closure: Implementation, monitoring and reporting**

##### **Implementation and monitoring**

During the construction works, the PMU E&S Specialists will regularly monitor the implementation of this ESMF, both at the overall Project level and at the subproject level. **The environmental and social monitoring is** part of the overall supervision of the Project, it is **to be implemented by the PMU E&S Specialists** and has to provide information for each subproject about the environmental and social impacts and the effectiveness of the implemented mitigation measures.

This system helps the Financiers (KfW and AFD) and the PMU itself, to evaluate the success of mitigation as part of project supervision and allows taking an action when needed.

**At the subprojects level, the PMU E&S Specialists are responsible for the implementation of the SEPs and for processing, addressing and monitoring complaints and other feedback on the project activities, through the GRM.**

In addition, the PMU will monitor the proper **implementation of the Contractors' site-specific C- ESMP provisions**. The monitoring of such plans, by the PMU will be carried out by establishing **monthly on-site working meetings with the contractors** (if possible, coordinated with the works schedule, to make sure the PMU E&S specialists are present during critical operations), **in addition to day to day E&S monitoring performed by the site technical manager.**

The contractors will establish a procedure for ESHS monitoring their own activities and those performed by their subcontractors.

If any problems in the implementation are noted during the monitoring, the PMU E&S specialists and/or the technical manager will inform the relevant contractor and jointly envision the corrective actions.

Throughout the Project implementation, the PMU E&S Specialists will continue to provide capacity building and awareness raising to relevant stakeholders, such as staff, selected contractors, as necessary to support the implementation of the environmental and social risk management mitigation measures.

The Financiers have the right to request information to clarify the state of facilities and risks. Based on the review of reporting documentation and field visits, the Financiers may require changes to the risk category and related project documentation, including the ESMP.

##### **Reporting**

Environmental and social activities performance, including monitoring, shall be properly documented and reported.

---

<sup>32</sup> <https://thedocs.worldbank.org/en/doc/a5d4a4a88227973aecdbab19dd58258e-0290032021/original/Forced-Labor-Solar-Declarations-and-provisions-for-Procurement-Documents-ext.docx>

### Contractors reporting

The Contractors and the technical managers consultants will report regularly on E&S issues as part of their regular monthly reporting.

The contractors will establish a procedure for ESHS monitoring of his own activities and those performed by subcontractors.

Furthermore the Contractors and the technical supervision consultants will report regularly on E&S issues as part of their regular reporting.

**In accordance with national legislation for the facilities under construction/rehabilitation each contractor shall keep a log with information on training for workers and another log for the registration of accidents during construction works.** In the case of instrumental monitoring, the original records of the results of the required instrumental environmental/social monitoring shall also be stored in a separate file for records.

### PMU reporting

**Documenting outcomes of the environmental and social supervision of subprojects is mandatory. The PMU E&S Specialists will be in charge of monitoring such outcomes,** based on the monthly reports from contractors, reports from the technical managers, supervision of the GRM, targeted site visits.

**The PMU will present E&S findings and monitoring results to the KfW/AFD in the project progress semestrial reports.** These reports shall include (i) the overall implementation of E&S risk management instruments and measures, (ii) any environmental or social issues arising as a result of project activities and how these issues will be remedied or mitigated, including timelines, (iii) Occupational Health and Safety performance (including incidents and accidents), (iv) community health and safety, (v) stakeholder engagement updates, in line with the SEP, (vi) public notification and communications, (vii) progress on the implementation and completion of project works, and (viii) summary of grievances/beneficiary feedback received, actions taken, and complaints closed out, in line with the SEP.

Monthly monitoring reports will be generated by the contractors for reflecting quality and extent of the application of each environmental and social mitigation measure prescribed by the site-specific C-ESMPs. Information provided in the progress reports should be supported with photo material taken on-site and dated.

**The Project's progress reports will be submitted every semester as specified in the Environmental and Social Commitment Plan (ESCP) and shall be submitted no later than 45 working days after the end of each reporting period throughout the entire period of the Project implementation.**

### Serious incidents

If the MEPIU becomes aware or is informed by contractors or technical manager of a serious incident in connection with the project, which may have significant adverse effects on the environment, the affected communities, the public, or the workers, it should notify the KfW/AFD no later than 48 hours of becoming aware of such incident (Annex 9).

A fatality is automatically classified as a serious incident, as are incidents of forced or child labor, abuses of community members by project workers (including gender-based violence incidents), violent community protests, or kidnappings.

Serious incidents in the context of environmental and social assessments typically refer to events or conditions that have significant negative impacts on the environment, public health, safety, or social well-being.

Here are some examples of serious incidents that could arise in projects requiring ES assessments, for further information and template for the reporting see Annex 9 :

### Examples of Serious Environmental Incidents

- Oil Spills
- Chemical Leaks
- Deforestation

#### **Examples of Serious Social Incidents**

- Forced Evictions
- Labor Rights Violations
- Community Protests and Conflicts

#### **Examples of Serious Health and Safety Incidents**

- Construction Accidents that result in death or serious injury to physical integrity
- Exposure to Hazardous Materials
- Natural Disasters Exacerbated by Projects

**Serious incidents should be promptly notified by the PMU directly to the Financiers to ensure prompt action and compliance with funding requirements. Additionally the reports on incidents are included in the progress reports.**

## 6.2. E&S Roles and Responsibilities

### 6.2.1. E&S Responsibilities within the PMU

The PMU is responsible for the development, update and implementation of the E&S Safeguard instruments based on the ESMF.

Under the supervision of the Project Manager:

- **one (1) Environmental, health and safety specialist** (full time for the duration of the project);
- **one (1) Social specialist** (full time for the duration of the project).

will be responsible for the overall implementation of the activities as described in this ESMF.

The Table below presents the composition of the PMU and highlights in red the roles of the PMU E&S team and the shared responsibilities.

Table 14. E&S responsibilities within the PMU

| Position                                | Type/Duration              | Main tasks                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|-----------------------------------------|----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Project manager (1)</b>              | Full time<br>Whole project | General management of the project, planification and coordination of the activities, day-to day decision making, contract management of the consultants and contractors, reporting to the Director and MoE.<br><br><i>The Project Manager ensures that Project LMP (Annex 5) are applied in the entire Project lifecycle.</i><br><br><i>Ensures that the ESMF requirements are cascaded as necessary into the technical documentation, including ToR and technical specifications.</i> |
| <b>Procurement specialist (1)</b>       | Full time<br>Whole project | Management of the procurement processes: organization of the tenders, redaction of the tender documents, organization of the committees, reporting.                                                                                                                                                                                                                                                                                                                                    |
| <b>Junior procurement specialist</b>    | Full time<br>Whole project |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Financial specialist (1)</b>         | Full time<br>Whole project | Financial management of the project, elaboration of agreements, project manuals, bidding documents, budget planning, cash flow management, account management, financial reporting, support for auditing, resolution of financial issues.                                                                                                                                                                                                                                              |
| <b>Accountant (1)</b>                   | Full time<br>Whole project | Invoice processing, management of wages, bookkeeping, compliance, support for reporting and auditing.                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Energy Efficiency specialist (1)</b> | Full time<br>Whole project | Review of energy audits and performance certificated, review of designs, redaction of technical specifications and ToR for tender documents, technical support on EE subjects during works.                                                                                                                                                                                                                                                                                            |
| <b>Civil engineer (1)</b>               | Full time<br>Whole project | Redaction of technical specification for tender documents and ToR, technical support during tender committees, review of designs for structural and architectural elements, technical support to site engineers during works.                                                                                                                                                                                                                                                          |

|                                                            |                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|------------------------------------------------------------|----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Civil engineers for construction works (2)</b>          | Full time                  | Support to the contract management for technical managers and contractors, quality control of the construction works, resolution of day-to-day contingencies on construction sites, review of invoices.                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Mechanical engineer (2)</b>                             | Full time<br>Whole project | Redaction of technical specification for tender documents and ToR, technical support during tender committees, review of designs for HVAC and plumbing elements, technical support to site engineers during works.                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Monitoring, Reporting and Evaluation specialist (1)</b> | Full time<br>Whole project | Elaborate and validates with the Financiers the reporting templates. Collects data, tracks the evolution of the progress and results indicators, and elaborate the project reports.<br><br><i>Will coordinate with the E&amp;S specialist to ensure the monitoring and reporting of the E&amp;S aspects of the project.</i>                                                                                                                                                                                                                                                               |
| <b>Environmental, Health and Safety specialist (1)</b>     | Full time<br>Whole project | Update, implement, monitor and report on the implementation of the ESMF with focus on the environmental subjects, prepare the E&S due diligence documentation for each site and follow up on the process of issue of the permits, engage with concerned local authorities in the process of identification of the suitable sites for hazardous waste disposal, engage with the beneficiary parties on E&S mitigation activities and support them in the building site planning and preparation, verify and approve the Contractor-ESMPs and its annexes and monitor their implementation. |
| <b>Social specialist (1)</b>                               | Full time<br>Whole project | To implement, monitor and report on the implementation of the ESMF with focus on social subjects, to set up and implement the GRM <sup>33</sup> , to elaborate and implement the SEPs, to support the facility manager in the planning of the relocation of the facility activities and ensure communication to facility users, to organize the trainings of construction workers and provide the trainings on SEA/SH, to verify and approve the Contractor-ESMPs and its annexes and monitor its implementation.                                                                         |
| <b>Legal specialist (1)</b>                                | Part time<br>Whole project | Contract management on legal aspects for staff, consultants and contractors, legal advice in case of disputes.<br><br><i>May provide advice to the E&amp;S specialists in case legal issue arise (for instance from the GRM, or gender equality matters etc.).</i>                                                                                                                                                                                                                                                                                                                        |
| <b>Communication specialist (1)</b>                        | Full time<br>Whole project | Providing informational support to the PIC, for the development and implementation of the Communication Plan; managing the elaboration and implementation of the Communication Plan by the PIC, overseeing communication materials and social networks, and organizing events.<br><br><i>Coordinate with the Social Specialist for the assigned tasks for the implementation of the SEF.</i>                                                                                                                                                                                              |

### 6.2.2. E&S Responsibilities of the PIC

A Project Implementation Consultant will be recruited to support the MEPIU in the execution of the project. The PIC will have E&S expertise with focus on the Environmental, health and safety practices

<sup>33</sup> As per the responsibilities listed in 5.7.1.

during construction works. In regard to the E&S tasks to be developed during the project implementation, the PIC will:

- The PIC will advise and support the PMU by providing quality control and general oversight of the activities of the contractors. The PIC will ensure the E&S requirements (with focus on ESHS and Asbestos Management requirements) are integrated as necessary in tender documents and contractors' contracts and construction activities.
- Support PMU in the development, implementation and monitoring of all E&S plans, through capacity building as necessary.
- The PIC will provide technical expertise on asbestos management, through a subcontractor with certified expertise in the field. The PIC will undertake a waste and asbestos detailed survey and risk exposure assessment for each of the subprojects, will integrate the results in the Waste and Asbestos Management Plan, complete and update them and ensure such results are cascades in the safeguards instruments applicable to the projects. The PIC will also recruit certified expertise for the training of contractors and selected workers in Asbestos Management before the start of the works.

The PIC, with the support of the PMU E&S specialists, will include the provisions of the ESMF, including the elaboration of the LMPs, SEP, GRM and the Asbestos Management Plan in the following documents:

- Bidding and procurement documents;
- Construction, waste disposal and supervision contracts for individual subprojects, both in the technical specifications and in the bill of quantities.

### 6.2.3. Contractors E&S Responsibilities

The refurbishment of the works will be carried out by Contractors selected through bidding processes. **They should operate in full compliance with national environmental and social legislation, with this ESMF and the general ESMP requirements.** Further, the contractors are obliged to follow regulative requirements of the national law and WB's ESSs and requirements related to traffic safety, occupational health and safety; fire safety; environmental protection; community health and safety and stakeholders engagement.

**All ES management associated activities will be financed by the contractors.** The contractors will assess site-specific E&S risks, comply with E&S requirements as outlined in its responsibilities in the bidding documentation (including training of workers); Based on the site assessment and with reference to the general ESMP, develop C-ESMP and its annexes; Contractors will be required to include the cost of implementation of environmental and social measures in their financial proposals.

The contractors will also be requested to designate a person in charge of environmental, social, health and safety issues and for implementing and monitoring on a regular basis (daily, weekly, monthly) the site-specific ES instruments and coordination with PMU E&S Specialist and the Technical Managers.

The contractor will prepare the ES progress reports for the review of the PMU, including GRM at subproject level and grievances for workers.

#### **The Contractor will prepare the following site-specific E&S plans:**

1. Site-specific C-ESMP based on the provided template in Annex 4 as well as the general ESMP (Annex 3);
2. Labour Management Plan, including OHS Plan;
3. Site-specific Traffic Management Plan to be agreed with the local Traffic Police;
4. Emergency and Response Capacity Plan (includes situations of accidental pollution, emergency and first aid equipment, list of useful emergency telephone numbers, etc.);
5. Site specific Solid Waste Management Plan, including hazardous wastes e.g., asbestos (as necessary).
6. Asbestos Work Plan (as necessary).

#### 6.2.4. E&S Responsibilities of other parties

Table 15. E&S Responsibilities of other parties

| Responsible Party                                                                | Responsibilities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>AFD and KfW</b>                                                               | <ul style="list-style-type: none"> <li>• Review, provide no-objection to all E&amp;S safeguard Plans (ESMF, ESMP, LMP, GRM, SEF) as they are updated through the project implementation;</li> <li>• Spot-check the site-specific C- ESMPs;</li> <li>• Conduct site missions in order to spot check that the Project is following ESS requirements</li> <li>• Review and approve progress reporting and follow up on serious incidents reports.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Beneficiary institutions / Facility Owner/Manager of the public buildings</b> | <ul style="list-style-type: none"> <li>• Organize, plan with the support of the E&amp;S Specialists of the PMU, and implement the preparation of the targeted building for the refurbishment works, including if necessary the relocation of the services provided in the building.</li> <li>• Ensure clear information is provided to relevant stakeholders of eventual changes in the provision of the services in the facility, including posting information in public spaces of the concerned municipality</li> <li>• Ensure the relocated services are accessible and adapted</li> <li>• Support the organisation of users and staff consultations during the design process and provide information to all interested parties</li> <li>• Provide technical data to the MEPIU to be shared with the Detailed Design Contractor to prepare detailed design as necessary;</li> <li>• In agreement and coordination with the MEPIU, disclose the subproject SEP, C-ESMP documents on their websites and place summary information notes on their information boards;</li> <li>• Provide Technical data to MEPIU for preparing bidding document as necessary;</li> <li>• Manage GRM at the local subproject level as instructed by the PMU and report to the PMU;</li> <li>• Conduct with Contractor and State Authorities (environment, sanitary and firefighting representatives) inspection on construction locations;</li> <li>• Be open and address comments from affected groups and local environmental authorities regarding environmental aspects of project implementation;</li> <li>• Collaborate with MEPIU in monitoring and reporting the Project performance and progress.</li> </ul> |

### 6.3. Training and Capacity Building

Successful implementation of the Project will depend, among others, on the effective implementation of the environmental and social risk management measures outlined in this ESMF. Training and capacity building will be necessary for the key stakeholders in order to ensure effective implementation of the E&S safeguards plans.

To the extent possible, training on environmental and social risk management will be integrated into the project cycle and operational procedures.

Given the need to raise awareness among project workers and stakeholders at many levels, a cascading model is proposed where information will follow from the national level to the field levels. Preliminary capacity building priorities are outlined in the table below.

Table 15. Proposed E&amp;S Training and Capacity Building

| Project/subproject level of the Training | Responsible Party                                                         | Audience                                                                                                         | Topics/Themes that May Be Covered                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|------------------------------------------|---------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Project level</b>                     | <b>PIC</b>                                                                | Staff responsible for the implementation of the ESMF (PMU and in particular PMU E&S Specialist)                  | ESMF and approach:<br>Relevant environmental and social policies (sustainable procurement)<br>Identification and assessment of E&S risks<br>Selection and application of relevant E&S risk management measures/instruments<br>E&S monitoring and reporting<br>Incident and accident reporting<br>Application of LMP, including Code of Conduct to be developed and adopted prior to Project implementation, incident reporting, SEA/SH<br>Application of SEP and the grievance/beneficiary feedback mechanism<br>General asbestos management requirements |
| <b>Sub Project level</b>                 | <b>PIC subcontract or with certified expertise in Asbestos Management</b> | Contractors and selected Workers which will intervene in operations with ACM materials.                          | ESHS in connection to asbestos management as per EU standards.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Sub Project level</b>                 | <b>PMU E&amp;S Specialist (with support of the PIC)</b>                   | Building owners/ Managers /Beneficiaries<br>Contractors<br>Management and workers<br>Supervisions<br>Consultants | ESMF and approach:<br>Identification and assessment of E&S risks, including hazardous waste management.<br>E&S monitoring and reporting<br>Incident and accident reporting<br>Application of LMP, including Code of Conduct to be developed and adopted prior to start of Project implementation, incident reporting, SEA/SH,<br>Application of SEP and the grievance/beneficiary feedback mechanism<br>Workers' grievance redress.<br>Training of contractor on SEA/SH                                                                                   |
| <b>Sub Project level</b>                 | <b>Contractors</b>                                                        | Contractors workers                                                                                              | Basic OHS measures and Personal Protective Equipment<br>Health and safety issues<br>SEA/SH issues, prevention, measures<br>Workers' grievance redress<br>Asbestos Work plan (technical requirements for contractors, implementation and protection for construction workers)                                                                                                                                                                                                                                                                              |

## 6.4. Estimated Budget

The tentative budget for the implementation of the prescriptions of the present ESMF has been accounted for in the cost estimations for the INSPIREE project as follows:

- The PMU E&S staff is accounted for as part of the PMU costs estimates, as part of the GoM contribution to the project;
- The expertise and the associated costs for Waste Audit/Asbestos Survey and Exposure Assessment, and training on asbestos management are budgeted as part of the services of the PIC;
- The SEF activities to be conducted by the Design Firms are included in the Project Design costs;
- All ES management measures and activities to be conducted by the contractors have been accounted for in the estimations of construction costs.

Are not included in the Project budget envisioned in the Feasibility study, the costs associated to the preparation for the refurbishment works of the buildings targeted by the project (such as the relocation of the services provided by the building, transport of medical equipments, compensation for students). Such costs will include those of the measures required for project compliance to this ESMF, such as the measures for the provision of appropriate sanitation and accessibility in the temporarily relocated services. **These measures and their costs will have to be estimated on a case by case scenario by the building owner/manager with the support of the PMU E&S specialists and will be funded by the beneficiary institutions.**

The following table lists the estimated costs for items specific to the activities to be conducted by the PMU E&S specialists, for the implementation of the ESMP and the SEF.

Table 16. ESMF Implementation Budget

| Activity/Cost Item                                                                                                                                                     | Estimated Cost (Euro) | Budget allocation          |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|----------------------------|
| Public Consultation and information process as envisioned in the SEF (to be conducted by the PMU)                                                                      | 26000                 | ESMF implementation budget |
| GRM and GRM related communications (Mail boxes, information boards, printing of communication/awareness materials, phone line for each subproject responsible contact) | 54000                 | ESMF implementation budget |
| Awareness campaigns on SEA/SH (to be conducted by the PMU)                                                                                                             | 26000                 | ESMF implementation budget |
| Per diem provision for the PMU E&S specialists activities out of Chisinau                                                                                              | 32400                 | ESMF implementation budget |
| Provision for ACM testing                                                                                                                                              | 54000                 | ESMF implementation budget |
| <b>Total</b>                                                                                                                                                           | <b>192400</b>         | -                          |

An aerial, grayscale photograph of a city. In the foreground, a large building with a prominent dome is visible on the left. To its right, a tall, multi-tiered bell tower stands out. The city is densely packed with various buildings, including residential blocks and larger institutional structures. A large, open green space with trees is situated in the lower right. The overall scene is captured from a high angle, providing a comprehensive view of the urban landscape.

## **7. Environmental & Social Management Plan (ESMP)**

## 7.1. Environmental and Social Management Plan Overview

A General ESMP complementing this ESMF has been developed based on the information collected through the walkthrough audits and the E&S screenings of the subprojects. The General ESMP is presented in Annex 3 to this ESMF.

The ESMP is a critical safeguard plan designed to outline the strategies and actions necessary to mitigate, monitor, and manage the environmental and social impacts of the project.

The ESMP provides a comprehensive approach to managing environmental and social impacts across different project locations, with specific measures tailored to each sub-project. These plans ensure that all potential adverse effects are addressed, monitored, and mitigated effectively, aligning with the legal and institutional frameworks.

- **Mitigation Measures**

- Identifies mitigation measures and any significant residual adverse impacts.
- Assesses the feasibility of mitigation measures, their costs, and relevance under local conditions.
- Specifies measures to prevent adverse impacts on disadvantaged or vulnerable groups.
- Forms the basis for determining issues that need no further attention.

- **Monitoring**

- Sets monitoring objectives and links them to mitigation measures.
- Provides specific descriptions and technical details of monitoring measures.
- Outlines monitoring and reporting procedures for early detection of issues and tracking mitigation progress.



## **8. Annexes**