MOLDOVA ENERGY EFFICIENCY PROJECT

THE DETAILED DESIGN STAGE

THE DRAFT REPORT

THE PROJECT'S

LABOUR MANAGEMENT PROCEDURE
specific for energy efficient refurbishment of the Oncological Institute

REQUIREMENTS

Developed by:
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through the Ministry of Energy and MEPIU, with the support of the International Financial Institutions.

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Executive Summary

In accordance with the terms of reference for the technical design company regarding the development of design documentation for energy efficiency measures at the Oncological Institute, located in the Centru District of the Chisinau Municipality, the purpose of this assignment is to prepare the technical design documentation and the tender documentation (estimations, bill of quantities, technical specifications, etc.) on the basis of which a construction company can be contracted for the refurbishment of the Oncological Institute in the Chisinau City.

In accordance with the terms of reference for the technical design Consultant the purpose of this assignment is to prepare the technical design documentation and the tender documentation (estimations, bill of quantities, technical specifications, etc.) on the basis of which a construction company can be contracted for the refurbishment of the Oncological Institute in the Chisinau City.

The present document provides a comprehensive project description and context, applicable law and requirements, specific design institutional responsibilities, and environmental and social baseline for the Centru District from the Chisinau Municipality. It also includes the L&OHS risks with mitigation measures and institutional roles and responsibilities to be taken during construction and operational phases in order to control risks or reduce them to acceptable levels.

The Project's Labour Management Procedure, which is specific to the refurbishment process of the Oncological Institute, describes the (i) Mitigation actions, (ii) How identified risks will be managed by the General Contractor, (iii) Monitoring of compliance with the requirements of the present document by the Supervision Consultant. The aim of this is to ensure that the Project meets the requirements of national legislation and the IFIs requirements.

In order to manage residual risks, the mitigation measures outlined in this document are designed to assist the General Contractor (GC) in developing their own Contractor's OHS Plan (COHSP), which should be incorporated into the Detailed Plan of Works on Site. These measures also facilitate the calculation of costs related to workforce protection and social impact mitigation actions to be implemented by the GC during the construction phase of the project.

In addition, this document establishes requirements for the Beneficiary Oncological Institute. The hospital will implement the labour and OHS requirements presented in the Project's Labour Management Procedure, which is specific to the refurbishment process of the Oncological Institute during the operational and decommissioning phases. The aim is to emphasise economic growth, inclusion and sustainability by including a strong development to improve energy efficiency in public buildings in the Republic of Moldova.

The proposed capacity building measures for the Beneficiary Oncological Institute shall be taken into consideration in order to achieve savings in net Primary Energy Demand of at least 30% in comparison to the baseline performance of the building before the renovation (including, exceptionally for countries outside the EU, onsite renewable energy generation).

1.0 SCOPE AND DOMAIN OF APPLICATION

The document presents the Project's Labour Management Procedure (further LMP) for maintaining and promoting good standards of health and safety in the workplace. It is specific to the energy efficiency refurbishment and operation of the Oncological Institute in the Chisinau City.

The present document stipulates the labour management, including occupational health and safety criteria, for controlling risks specific to the energy efficiency refurbishment process and further operation of the Oncological Institute.

The present Procedure shall be implemented by the General Contractor at the construction stage and by the Beneficiary, Oncological Institute, at the operational stage, by keeping under control identified specific risks.

2.0 NORMATIVE REFERENCES

1. EIB's Environmental and Social Standards[1] of 2 February 2022
2. EBRD's Environmental and Social Policy[2] of 25 April 2019
3. Loan Agreement[3] signed between the Republic of Moldova and EBRD on 10 December 2021
4. Contract for elaboration of the detailed technical design and author supervision for EE rehabilitation of Oncological Institute signed between MEPIU and the Design Consultant
5. Approved Technical Design developed by the Designer Consultant
6. Code nr. 434/2023 for Urbanism and Construction
7. Law no. 186 Occupational health and safety. Requirements
8. Law no. 163 of 09.07.2010 Authorization for executing construction works
9. Law no. 10 of 03.02.2009 Public health monitoring
10. Other applicable laws of Republic of Moldova

3.0 TERMS, DEFINITIONS AND ACRONYMS

3.1 Terms and definitions

Used terms and their definitions are in conformity with normative references. For better understanding the plan the following terms are used:
Audit: systematic, independent and documented process for obtaining audit evidence and evaluating it objectively to determine the extent to which the audit criteria are fulfilled.
Capacity of response: ensuring endowment with means of interventions, means of protections and human resources for intervening immediately and efficient when appears an emergency situation.

[1] Source: https://www.eib.org/en/publications/eib-environmental-and-social-standards
[2] Source: https://www.ebrd.com/news/publications/policies/environmental-and-social-policy-esp.html
[3] Loan Agreement Operation no. 50601: acord_68md.pdf (legis.md)

Cause: anything with the potential to release a hazard. Cause classes include (but not limited to): thermal energy, chemical energy, biological energy, radiation, kinetic energy, climatic condition, uncertainty or human factors.
Competence: ability to apply knowledge and skills to achieve intended results.
Conformity: fulfilment of a requirement.
Continuous Improvement: repeated activity to increase the ability to comply with requirements.
Contractor: the person(s) named as contractor in the Letter of Tender accepted by the Employer and the legal successors in title to this person(s).
Corrective Action: action taken to eliminate the cause of a Non-conformity detected or any other unwanted situation.
Danger Identification: the process of danger identification and definition of its characteristics.
Danger: an event or situation with a harmful potential expressed in injury, illness, damage to property, pollution at the workplace or a combination of these.
Direct workers: represent Contractor's workers.
Emergency situation: an event or an incident which does not generate major effects on HSE, but has the potential to provoke a major accident which requires a quick intervention of a specially trained team
Employer: the person named as employer and the legal successors in title to this person.
Engineer: the person appointed by the Employer to act as the Engineer for the purposes of the Contract or other person appointed from time to time by the Employer and notified to the Contractor.
Environmental protection: measures used to prevent harm to the environment of the world. It prevents harm to air, water, land and natural resources providing protection to flora, fauna and human beings and their inter-relationships.
Engineering Control: represent a process used to protect employees by preventing exposure to hazards.
Health: the state of well-being in both a physiological and psychological sense.
Health and Safety: conditions and factors that have an impact on the health of employees, temporarily engaged personnel, subcontracted personnel, visitors or any other person being at the workplace.
Hazard: source with a potential to cause injury and ill health. Hazards can include sources with the potential to cause harm or hazardous situations, or circumstances with the potential for exposure leading to injury and ill health.
Incident: event, or chain of event, which cause, or could have caused, injury, illness and/or damage (loss) to assets, the environment or third parties.
Indirect workers (contracted): workers who work on behalf of Contractor.
Laws: all national (or state) legislation, statutes, ordinance and other laws, and regulations and by-laws of any legally constituted public authority.
Monitoring: determining the status of a system, a process or an activity. To determine the status, there may be a need to check, supervise or critically observe.
Measurement: process to determine a value.
Non-conformity: non-compliance with a requirement.
Objectives: purposes (targets) relative to the OHS performance, intended to be attained by an organization.
Occupational: it would include not suffering from fatigue, stress or noise induced deafness.

Operational Control: are those operations that are associated with the identified major hazards consistent with OHS policy, objectives and targets.
Outsource: make an arrangement where an external organization performs part of an organization's function or process.
Performance: measurable results.
Policy: short statement of the contractor/company policy that conveys managements support and intentions of the specific program that is signed by a member of senior management.
Preventive Action: action taken to eliminate the cause of a potential Non-conformity or any other potential unwanted situation.
Procedure: specified way to carry out an activity or a process.
Process: set of interrelated or interacting activities which transforms inputs into outputs.
Risk Assessment: process of general risk impact assessment and decision as to the level of risk tolerance.
Risk: combination of probability of appearance and consequences of a certain dangerous event.
Safety: the absence of danger or physical harm to persons, extending in the workplace to things such as equipment, materials and structures.
Site: location with defined geographical boundaries and on which activities under the control of an organisation may be carried out.
Subcontractor: any person named in the Contract as a subcontractor, or any person appointed as a subcontractor, for a part of the Works, and the legal successors in title to each of these persons.
Construction sites: any construction site at which building or civil engineering works are carried out.
Welfare: the provision of workplace facilities that maintain the basic wellbeing and comfort of the worker such as eating, washing and toilet facilities which enable them to fulfil their bodily functions.
Working environment: the surroundings and conditions in which work is performed.

3.2 Acronyms

CESMP	Contractor's Environmental and Social Management Plan
CL&OHSP	Contractor's Labor & Occupational Health and Safety Plan
CoC	Code of Conduct
DD	Detail design
EE	Energy Efficiency
EA	Environmental Agency
EBRD	European Bank for Reconstruction and Development
EHS	Environmental and health and safety
EIB	European Investment Bank
EMS	Energy Management System
ESP	Environmental and Social Policy
ESSs	Environmental and Social Standards
GD	Government Decision
HR	Human Resources
KPIs	Key performance indicators
LPA	Local public authority
MMS	Meter Management System

MoE	Ministry of Energy
MoH	Ministry of Health
MS	Method Statement
NAPH	National Agency for Public Health
NGOs	Non-Governmental Organisations
OI	Oncological Institute
OHS	Occupational health and safety
PIU	Project Implementation Unit
PMU	Project Management Unit
POM	Project Operational Manual
PPE	Personal protective equipment
PTW	Permit-to-Work
SIMC	Social Implementation and Monitoring Committee
SMR	Subcontractor management representative
SOPs	Safety Operational Procedures
SSA	State supervision agency
TLI	Territorial labor inspection
TMP	Traffic management plan
TS	Technical specification

4 THE PROJECT CONTEXT

4.1 Description of the overall project

4.1.1 The project description

The Republic of Moldova contracted a loan worth 30 million euros from the EIB, another loan worth 30 million euros from the EBRD, as well as a grant worth 15 million euros offered by the Neighborhood Investment Platform of the European Commission to implement the "Energy Efficiency in the Republic of Moldova" Project (hereinafter - the Project). Furthermore, additional funding from EIB shall be considered under the Project.

The project is oriented towards the implementation of a national program of energy rehabilitation of the real estate fund of the Republic of Moldova, which includes public buildings owned/administered by the central and local public authorities, which is characterized by a low energy performance, due to the age of the buildings and the acute lack of investment in the works to consolidate and increase energy efficiency during their use.

The main category of the Project's beneficiaries are public institutions, namely "governmental" institutions of national importance (those of social purpose, such as republican hospitals of national interest) and public institutions (of social importance) of local/municipal importance (kindergartens, schools, municipal and district hospitals).

4.1.2 Project Development Objective

The overall objective of MEEP[4] is to improve energy efficiency in public buildings, both municipal and state owned, across the Republic of Moldova[5].

Renovations have to achieve savings in net Primary Energy Demand of at least 30% in comparison to the baseline performance of the building before the renovation (including, exceptionally for countries outside the EU, onsite renewable energy generation).

The investments will focus mainly on improvements to the building envelope (walls, roof, slab insulation, basement ceilings, windows and door replacement), and HVAC systems (heating, ventilation, and air - conditioning). The programme will also include other energy efficiency measures targeting lighting systems, heat distribution systems and the integration of renewable energy sources, as well as installation of meters, control systems and building/energy management information systems.

[4] Source: https://www.mepiu.md/eng/current-projects/moldova-energy-efficiency-project
[5] Source: https://energie.gov.md/en/content/energy-efficiency

The project will also contribute to bringing the targeted buildings in line with EU[6] standards (EPBD and EED). In addition to energy efficiency renovations, MEEP also allows financing other (non-EE) measures (up to 50% of project costs). This includes non-EE measures that are required/mandatory by Moldovan applicable legislation. MEEP brings the following additional benefits:

- reduces the energy intensity of buildings;
- permanently reduces government & municipal expenditures, through reduction of energy bills;
- support government's measures for energy security by reducing energy consumption and energy imports;
- reduces CO_2 and other GHG emissions;
- supports the construction sector and hence the economic growth in the country;
- applies legislation and in particular the transposed EU Energy Performance on Buildings Directive (EPBD) provisions;
- ensures the use of modern materials for comprehensive rehabilitation, technologies and management;
- improves the quality of public services and image of public buildings;
- improves comfort for the people visiting the buildings: population of all ages, students, teachers, patients, medical staff working in a safe and healthy environment;
- contributes to increased competences & skills for comprehensive energy efficient renovations;
- leaves a legacy and a solid basis for additional financing and replication of the project.

4.1.3 Project Beneficiaries

The Project beneficiaries are:

- Ministries and local public authorities (level I and II), founders of the selected buildings;
- Institutions of national and local importance selected to benefit from the investment operations aiming at improving energy efficiency of their buildings;
- Ten (10) large governmental hospitals beneficiaries of the Phase I of the Project;
- The employed medical staff of the beneficiary medical institutions, that perform their activity in the institutions;
- The population of the Republic of Moldova, who benefit from services provided by the selected institutions.

4.1.4 Project Phases

The project shall be implemented in two phases, namely: (i) Phase I focuses on government institutions (10 hospitals), with a budget of approximately 80 million euros, with equal coverage from the EBRD and the EIB and (ii) Phase II focuses on local public administration authorities (LPAs), within the limits of their requests, which would include the entire grant component in order to increase LPA's interest in the Project. The selection of beneficiaries for phase II will be carried out based on the feasibility study, by the PIU and upon the availability of additional funding.

[6] Source: https://www.renovate-europe.eu/renovation-wave/

In the Phase I, the Project shall finance the activities planned for the 10 hospitals that will be thermally rehabilitated and will ensure energy efficiency measures, presented in the table below:

Table 4-1: The list of hospitals that will be funded within the Phase I

Nr.	Medical Institutions of National Importance	Address
1	Emergency Medicine Institute Chisinau	1 Toma Ciorbă str.
2	Cardiology Institute Chisinau	29/1 Nicolae Testemiţanu str.
3	Oncology Institute Chisinau	30 Nicolae Testemițanu str.
4	Mother & Child Institute Chisinau	93 Burebista str., Chisinau
5	Republican Clinical Hospital „T. Moșneaga"	29 Nicolae Testemiţanu str.
6	Neurology & Neurosurgery Institute „D. Gherman" Chisinau	2 Korolenco str.
7	Republican Medical Diagnostic Centre	13 Constantin Vîrnav str.
8	Pneumology Institute "C. Draganiuc"	13 Constantin Vîrnav str.
9	Balti Clinical Hospital	101 Decebal str. Balti Municipality
10	Psychiatry Clinical Hospital Chisinau	3 Costiujeni str., Codru 2011

In the Phase II, emphasis will be put on buildings owned by local public authorities (LPA) from the Republic of Moldova, within the limits of their applications. The selection of beneficiaries for phase II will be carried out based on the feasibility study, by the PIU together with the consultant contracted by the EIB, and the final list will be approved by the Steering Committee.

4.1.5 The Beneficiary Oncological Institute

4.1.5.1 Location of the Oncological Institute

The Oncological Institute comprises around 19 buildings, which are spread over a territory of approx. 11.4 ha. The Institute is designed for 850 beds that provides medical services for around 250 000 patients annually. It operates 24/7, without holidays and vacations, thus 365 days per year.

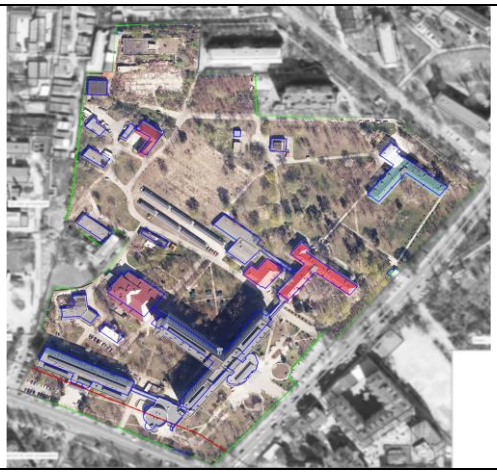

Fig. 1: Orthophoto of the Oncological Institute

Fig. 2: Plan of the Oncological Institute

The following blocks of the Institute will benefit of rehabilitation process: three sections of Surgical Block, Polyclinic, Conference Hall and Kitchen. Blocks that are included in the audit are interconnected by galleries.

The Surgical Block of the Oncological Institute is in operation since 1990. It is comprised of three nine-story buildings constructed of prefabricated concrete panels filled with expanded clay (350 mm wall thick). There is also an unheated technical floor and basement. On the technical floor, there is a ventilation system and, in the basement, there are water pipelines, heat supply and sewerage systems.

Polyclinic of the Oncological Institute is a five-story building of prefabricated concrete panels filled with expanded clay (350 mm wall thick). The building has unheated technical floor and basement. Similar to the Surgical Block, all ventilation equipment is located on the technical floor of the Polyclinic. In the basement, there is water distribution, thermal supply and sewerage system.

The building of the Conference Hall is in operation since 1990. It is a one-story building with a circular and semi-circular block integrated in it, constructed of limestone (580 mm wall thick). It has two passages one of which is connected to the second section of the Surgical Block and the other one connects to the Polyclinic. The building has unheated basement.

Kitchen Block is in operation since 1990. It is a two-story building of prefabricated concrete panels filled with expanded clay (350 mm wall thick). The building has unheated attic, small technical floor (where ventilation equipment is located) and basement (where water pipelines, heat supply and sewage systems are placed). Furthermore, a gallery connects Kitchen block to the third section of Surgical Block.

4.1.5.2 Energy Efficiency Measures for refurbishment of the Oncological Institute

According the technical design performed by the Design Contractor, the refurbishment of the Oncological Institute includes the (i) EE measures and (ii) non-efficiency measures

Measures	OHS Risks	Number of workers	Required competence
Thermal insulation of walls, including socle	Working at heights, PPE	5	Competent in the thermal insulation process with min. 5 year of experience
Roof thermal insulation	Working on the roof, PPE	6	Competent in the roof refurbishment process with min. 5 year of experience
Basement/ ceiling insulation	Working in confined space	7	Competent in the basement/ceiling process with min. 5 year of experience
Replacement of windows and doors	Working at height	7	Competent in the W&D with min. 5 year of experience
Mechanical ventilation with heat recovery	Working in confined space, PPE,	4	Competent in the ventilation system with min. 5 year of experience
Heating system replacement	ACMs, AMP & PPE	4	Competent in the HS with min. 5 year of experience
DHW distribution system replacement	Working in confined space	4	Competent in the DHW system with min. 5 year of experience

Installation of individual heating substations (IHSs)	Working in confined space, ACMs/AMP, PPE	4	Competent in the installation of IHSs with min. 5 year of experience
Installation of LED lighting & replacing of distribution system	Working at heights, PPE	4	Competent in the electrical installation process with min. 5 year of experience
Installation of centralized air-cooling system	Working at heights, PPE	6	Competent in the ACS system with min. 5 year of experience
Installation of PV system	Working at heights, PPE	4	Competent in the PV system with min. 5 year of experience
Implementation of EMS system	OHS risks	2	Competent in the EMS system with min. 5 year of experience

4.2 Needs and expectation of workers, stakeholders and other interested parties

4.2.1 Needs and expectation of workers

Needs and expectation of the direct and contracted workforce, community workers and primary supply workers implied in the project's process shall be promoted by the General Contractor and the Beneficiary Oncological Institute through sound worker-management relationships and enhance the development benefits of the project by treating workers fairly and providing safe and healthy working conditions, in compliance with Republic of Moldova labour and social laws and IFIs Labour Rights and Working Conditions.

The objective of needs and expectation of the workforce are:

- To promote safety and health at work,
- To promote the fair treatment, non-discrimination and equal opportunity of workers,
- To protect workers, including vulnerable workers such as women, persons with disabilities, children (of working age) and migrant workers, contracted workers, community workers and primary supply workers,
- To prevent the use of all forms of forced labour and child labour,
- To support the principles of freedom of association and collective bargaining of workers in a manner consistent with Republic of Moldova laws and IFIs Labour Rights and Working Conditions,
- To provide workers with accessible means to raise workplace concerns.

The General Contractor and the Beneficiary shall document needs and expectation of workforce, determine operational criterion for human resources and OHS processes and implement on sites to be in compliance with applicable laws of the Republic of Moldova and IFIs requirements.

4.2.2 Needs and expectation of stakeholders and other interested parties

The Project's construction and operational activities, equipment and infrastructure can increase community exposure to risks and impacts. Needs and expectations of communities specific for construction and further operation of the new installed EE equipment affected indirectly by the construction and operation process are:

- To avoid adverse impacts on the health and safety of project-affected communities during the construction and operational stages from both routine and nonroutine circumstances;
- To promote quality and safety, and considerations relating to climate change and pollution prevention, in the process of construction and operational;
- To avoid or minimize community exposure to traffic and road safety risks, diseases (communicable and vector-borne) and hazardous materials;
- To have in place effective measures to address emergency events;
- To ensure that the safeguarding of personnel and property is carried out in a manner that avoids or minimizes risks to the affected communities.

4.2.3 Needs and expectation of MEPIU

Needs and expectation of MEPIU is to be implemented the present document by the General Contractor and the Beneficiary Oncological Institute through promoting quality and safety, having minimal impact on workforce and community's health and safety by having in place approved documents specific for construction and operational sites, no complaints from the community and no incidents and accident on construction sites.

MEPIU ensures that the Project's activities are carried out with due regard to appropriate environmental, health, safety, social and labour practices and standards, and in accordance with safeguards instruments of the IFIs and applicable laws of the Republic of Moldova.

MEPIU ensures that the General Contractor and the Beneficiary Oncological Institute shall adopt a Code of Conduct (CoC) that shall be provided to and signed by all workers (direct and contracted), as applicable to specific works carried out specific for construction and operational stages, which shall, inter alia, cover gender-based violence, along with an action plan designed to effectively implement the Code of Conduct (CoC), including appropriate training on CoC requirements.

4.3 The scope of the Project's Labour Management Procedure

The purpose of this document is to implement the necessary labour and OHS requirements to protect the health and safety of workers on construction and operational sites. It provides reasonable requirements and precautions that the general contractor and the Beneficiary Oncological Institute, must implement on the construction site and the operational site, respectively, to manage labour and OHS risks.

The Supervision Consultant (SC) is responsible for ensuring that the General Contractor employs experienced, competent and trained workers (direct or contracted) who have the technical capability to manage specific tasks on construction sites and comply with Labour & OHS requirements. Prior to commencing construction activities on sites, the Contractor must develop its own Labour & OHS Plan(s) and submit them to the SC for approval.

For operational phase, the Beneficiary Oncological Institute shall comply with mitigation measures established in the present plan and with applicable Republic of Moldova OHS laws, establish roles and responsibilities for labour and OHS Plan implementation.

4.4 The Project's Labour Management Procedure (LMP)

The present LMP shall be integrated into the Contractors' environmental and social documents (CESMP, COHSP, TMP, CHS, etc.) specific for construction stage, and contractors' the document shall be approved by the Construction Supervision Consultant and MEPIU.

Specific for operational stage, the Beneficiary Oncological Institute shall integrate the present document in its Labour & OHS Management System/Documents (is voluntary nature) and establish measures for controlling risks with designated roles and responsibilities, with documented procedures, plans and records, and monitoring and measurement plans and records, etc.

5 LEADERSHIP AND WORKERS PARTICIPATION

5.1 Leadership and commitment

MEPIU is committed to implement the Project diligently, adhere to the ESAP[7] and requirements, and monitor the implementation of the Labour & OHS requirements, as well as to continuously improve its effectiveness by the way of by complying with IFIs' Labour Rights and Working Conditions by:

- Establishing the Labour & OHS Management Policy (L&OHS Policy) with specific requirements for labour management and OHS process and requirements in accordance with EBRD[8]'s Environmental and Social Policy[9] and applicable labour & OHS management process of the Republic of Moldova specific for construction and operation of the new built facilities;
- Ensuring that the MEPIU's commitment for implementing L&OHS Policy on construction and operational sites is communicated to the workforce, community and stakeholders;
- Establishing objectives specific for construction and operational stages and functions for LMP Policy implementation, as well as of LMP specific for construction and operational stages;
- Conducting management analysis and reporting by the Supervision Consultant for adequacy and effectiveness of the LMP implementation on construction sites taking into consideration the requirements of the present document;
- Ensuring organizational structure and resources required for the Project's implementation specific for construction and operational stages.

5.2 Labour & OHS Management Policy

The Labour Management Policy is a commitment by the MEPIU to implement labour management requirements. It ensures that contractors and operators provide sufficient resources to control identified labour and OHS risks during the construction and operational stages. For identified labour risks, the MEPIU will ensure that the general contractor and the beneficiary, the Oncological Institute, implement the present plan diligently to comply with IFIs' labour rights and working conditions, and to observe the applicable labour and OHS laws of the Republic of Moldova.

Through the Labour Management Policy, MEPIU ensures that it:

a. reflects MEPIU's commitment to implement the project diligently in compliance with ESAP and the Republic of Moldova's requirements and continual improvement of the Project implementation;

b. meets the LMP's scope, and namely satisfies the MEPIU's Labour Management Policy and requirements, stakeholders and workforce;

c. control identified labour & OHS risks and establish roles and responsibilities specific for construction and operational stages taking into consideration the project's technical documents developed at the design stage;

[7] Source: acord_68eng.PDF
[8] Source: https://www.ebrd.com/environmental-and-social-policy.html
[9] Source: https://www.ebrd.com/home/news-and-events/publications/institutional-documents/environmental-and-social-policy-2019.html

d. covers all commitments to establish labour & OHS conditions for operation (operational criterion), meet the MEPIU requirements and continuously improve effectiveness of project implementation specific for construction and operational stages;

e. ensure that the Labour Management Policy, objectives and mitigation measures are communicated to Supervision Consultant, Contractor and Sub-contractor workforce, supply chain and other interested parties;

f. ensure that a communication process is established properly in order to communicate with Supervision Consultant, Contractor and Sub-contractors regarding Labour Management Policy and Objectives implementation on construction and operational sites;

g. ensure that the results (performances) of the Labour Management Policy implementation on construction sites are reported by the Supervision Consultant to MEPIU;

h. ensure that workforce and community health and safety aspects are controlled by the General Contractor and the Beneficiary by assessing and controlling risks at the construction and operational stages and implementing mitigation measures on sites;

i. ensure that L&OHS Policy is complying with applicable Labour &OHS legal provisions of the Republic of Moldova;

j. The L&OHS Policy is implemented in, maintained by and communicated to Contractor, Beneficiary, stakeholders, discussed and understood within Contractors and Beneficiary staff and project's process;

k. Contractor's L&OHS Plan and Beneficiary's L&OHSP, developed based on the present document, are documented, communicated, implemented in, and available for stakeholders and other interested parties on construction sites and at the company specific for operational stage (web site).

The documented Labour Management Policy is annually analysed and revised by MEPIU for its continual adequacy in compliance with the Project's objectives and legal requirements.

5.3 Organizational roles, responsibilities and authorities

5.3.1 Organizational roles

5.3.1.1 Institutional responsibilities

The Ministry of Finance[10], as agent of the Government of Moldova, is the Borrower of the credit. For purposes of Project implementation, the Borrower has taken actions and allotted adequate funds for the completion of the Project by establishing the Project Management Unit (PMU).

The Ministry of Finance ensures that PMU has been established and the Ministry of Energy[11] (MoE) will take overall responsibility for project implementation by providing adequate funds for the completion of the Project.

[10] Source: Article VI - https://www.legis.md/UserFiles/Image/RO/2019/mo393-399md/acord_177eng.pdf

[11] Source: Schedule 2 - Section I. Implementation Arrangements: https://www.legis.md/UserFiles/Image/RO/2019/mo393-399md/acord_177eng.pdf

The Ministry of Finance (MoF) shall vest the overall responsibilities for the implementation of the Project in the Ministry of Energy (MoE), and to this end it shall, through MoE:

i. ensure that MEPIU is operated and maintained, throughout Project implementation, with functions, staffing, and responsibilities satisfactory to MoE, as set forth in the Project Procedures Manual.

ii. cause the Beneficiary Oncological Institute to operate, throughout Project implementation, with functions, staffing, and responsibilities satisfactory to the MoE/MoH, as set forth in the Project Operational Manual (POM).

The Project Management Unit has the overall responsibility to comply with IFIs' and the Republic of Moldova's requirements and develop the Project Procedures Manual taking into consideration compliance requirements regarding environmental and social aspects.

5.3.1.2 Project Management Unit (PMU)

The Ministry of Energy (MoE)[12] is the central specialized body, which promotes state policy in the field of energy and operates in accordance with the Constitution and Laws of the Republic of Moldova, Parliamentary Decisions, Acts of the President of the Republic of Moldova, Government Decisions and Orders, as well as other normative acts.

The Ministry of Energy aims to create an efficient, sustainable, and competitive energy sector, which will ensure the security of the country's energy supply. To achieve this, MoE focuses on the following objectives: (i) Development of the power sector, (ii) Development of the thermal energy sector, (iii) Development of the natural gas and petroleum products sector and (iv) Promoting energy efficiency and capitalizing on renewable energy sources. The Republic of Moldova must improve and streamline its thermal energy system, develop alternative energy systems, and diversify its natural gas and electricity supply sources.

The Ministry of Energy (PMU) ensures that the Project Implementation Unit (PIU) has been established and PIU has the role of undertaken all due actions to ensure diligent implementation of the Project. The daily management of the Project will be carried out through the established PIU which is MEPIU with support of the Consultant for technical assistance (is responsible for technical part).

5.3.1.3 The Project Implementation Unit (MEPIU)

Moldova Energy Projects Implementation Unit (MEPIU)[13], is an independent, non-profit legal entity established by the Government Decision[14] no. 1276 in December 2000. The task of MEPIU is to ensure the efficient implementation of the project through their administration, monitoring and coordination in accordance with the World Bank' requirements and other IFIs.

[12] Source: https://midr.gov.md/ro/portofoliu/energie
[13] Source: https://mepiu.md/eng/about-us
[14] Source: HG nr. 1276/2000: https://www.legis.md/cautare/getResults?doc_id=136830&lang=ro#

MEPIU operates in accordance with the legislation in force of the Republic of Moldova, its Statute (Regulations), procedures and standards of the World Bank and other international financing organizations.

5.3.1.4 The Beneficiary Oncological Institute

The Oncological Institute [15] from the Chisinau Municipality[16] is in subordination of the Ministry of Health[17] is currently provides medical services in the field of oncology, mainly offering professional care for cancer patients. It comprises numerous departments such as Emergency First Aid Unit, Operating Block, Blood Transfusion Cabinet, Surgical oncology department, Department of Medical Oncology, Department of Radiological Oncology, Haematology Department. The departments are fitted with all the necessary equipment for treatment.

5.3.1.5 General Construction Contractor

5.3.1.5.1 General

The General Construction Contractors (further Contractor), during construction phase, shall take the responsibility for physical implementation of mitigation measures provided under the present document specific for refurbishment process of the Oncological Institute, as well as for obtaining all construction activities related permits and agreements in accordance contractual documents and applicable environmental and social legislation of the Republic of Moldova.

5.3.1.5.2 Responsibilities of Contractor's OHS Officers

Contractor's OHS Officers shall ensure that the present document is implemented diligently on construction sites and ensure that day-to-day activities is carried out safely in line with the requirements of the operation criterion. Contractors' OHS Officers shall advise and organize the OHS process on construction in order to prevent incidents and report OHS performances monthly to the Supervision Consultant.

Responsibilities of the Contractors' Health and Safety Officers are to:
- provide expert advice on matters of health and safety on construction sites;
- develop the Contractor's Labour & OHS Policy & procedures and their periodic reviews (annually if occurs changes);
- provide training on matters of OHS & behaviour (CoC) at the working place on construction sites;
- Intervene in case of any unsafe conditions or acts (provide preventive actions);
- Keep OHS records such as for accidents and any apparent trends; and
- Liaise with representatives of external agencies.

[15] Source: https://onco.md/
[16] Source: https://www.chisinau.md/ro
[17] Source: https://ms.gov.md/

5.3.1.5.3 Workforce (direct and contracted) responsibilities

The roles and responsibilities of direct and contracted workers include:
- Taking reasonable care of themselves and their fellow workers,
- Refraining from misusing equipment provided for their occupational health and safety,
- Co-operating/communicating with their Supervision Consultant/MEPIU by following safe systems of work;
- Reporting accidents & unsafe situations to their supervisor or other nominated member of management.
- Participate and take an active part in any consultation exercise set up by the Supervision Consultant/MEPIU.

5.3.2 Responsibilities and authorities of the Supervision Consultant

The main objective of the assignment for the Supervision Consultant is to assist the MEPIU & Oncological Institute in the administration and supervision of the construction process on site with due diligence, to carry out the duties assigned to the Supervision Consultant in the Contract and provide other services.

The Supervision Consultant, hired by MEPIU for daily supervision over the implementation of civil works construction sites, shall be responsible for supervising the timely, proper and reliable implementation of works and measures, as provided by the Project's specific ESMP for refurbishment of the Oncological Institute, the present plan (LMP) and other specific plans developed at the design stage.

Supervision Consultant shall oversee the environmental and social aspects of all activities implemented for refurbishment process to ensure that mitigation measures are designed and implemented properly to prevent and minimize likely adverse environmental and social impacts, also including OHS risks specific for construction stage.

The Supervision Consultant shall also ensure that all necessary agreements and permits are obtained by appropriate contractors from relevant state and local authorities before the construction works are started. The Supervision Consultant shall request to check if such permits are issued and valid as well as if the Project's specific L & OHS Plans mitigation and monitoring aspects are implemented on the ground during the refurbishment process according to applicable the Republic of Moldova environmental and social legislation.

5.3.3 State Authorities for labour management

5.3.3.1 The State Labour Inspectorate (SLI)

The State Labour Inspectorate[18] exercises state control over compliance with legislative acts and other normative acts in the field of work, safety and health at work, at enterprises, institutions and organizations, with any type of ownership and legal form of organization at natural persons who employ employees, as well as in central and local public administration authorities, hereinafter referred to as employers.

The State Labour Inspectorate has the following attributions:
a) controls compliance with labour legislation, occupational safety and health;
b) investigates work accidents;
c) offers, upon request, methodological assistance in the process of training, training and informing employers and employees, as well as other persons interested in the application of legislation in the field of labour relations, safety and health at work;
d) grants, upon request, free consultation to employers and employees in the field of competence;
e) exercise other duties provided by law.

The State Labour Inspectorate has the right to (i) request and receive from the central and local public administration authorities, from legal and natural persons the information necessary for the exercise of its duties and (ii) to ascertain contraventions and conclude minutes according to the provisions of the Contraventions Code of the Republic of Moldova.

5.3.3.2 National Agency for Public Health (NAPH)

The state supervision of public health is carried out by the National Agency for Public Health (NAPH)[19], which is an administrative authority subordinate to the Ministry of Health, with legal personality.

According to the Law no. 10/2009[20] regarding state supervision of public health, in the systematization and construction of localities, healthy living conditions for the population, the complex development of localities, the prevention, reduction and liquidation of the harmful and dangerous action of environmental factors on human health must be provided.

When drawing up town planning and development plans for localities, projects for the systematization and construction of localities, for the design of means of transport and other technical means, for the location of constructions, installations and other civil, industrial and agricultural objectives, at the choice the lands for their construction, as well as the reconstruction and modernization of the mentioned objectives, the sanitary regulations will be respected.

[18] Source: https://ism.gov.md/ro
[19] Source: NAPH - https://ansp.md/legile-r-moldova/
[20] Source: Law no. 10/2009 - https://www.legis.md/cautare/getResults?doc_id=138759&lang=ro#

In the case of non-compliance with the sanitary rules in the design and construction of some buildings, installations and other objectives, the natural and legal persons responsible for carrying out these works are obliged to suspend or individually terminate the execution and financing of the works in question, notifying this authorities for state supervision of public health.

The allocation of land for the construction of the objectives, the commissioning of the objectives, the systematization and development projects of localities, the construction projects of the polluting objectives are coordinated by the NAPH at the request of the interested entities, in the manner established by the normative acts in the field of urban planning and territorial development.

5.3.3.3 The National Inspectorate for Technical Supervision (NITS)

The National Inspectorate[21] for Technical Supervision is a state agency which establishes the legal, economic and social bases for ensuring the operation of dangerous industrial objects in conditions of security and reliability and aims to prevent damage to dangerous industrial objects, to ensure the training of economic agents who carry out activities at these objects in order to locate and liquidate them the effects produced by industrial accidents and man-made catastrophes, as well as the protection of the population and the environment.

The technical investigation of the causes of the accident is carried out by a special commission, formed and led by the representative of the National Inspectorate for Technical Supervision. The commission includes representatives of: (i) Local Public Authority on whose territory the dangerous industrial object is located, (ii) beneficiary or the economic agent who carries out activities at the dangerous industrial object and (iii) other public authorities according to the legislation[22].

5.4 Consultation and participation process

5.4.1 Consultation of workers

The workforce consultation represents the key factors of success for an LMP implementation by Contractor and Beneficiary, and MEPIU ensure that identified Labour & OHS risks at the design phase are communicated to the workforce at the construction and operational stages.

The workforce consultation process[23] implies a two-way communication involving dialogue (kick off meeting, toolbox-talk, EHSS meetings, EHSS committees, etc.) and exchanges (leaflets, notices published on the informational panels, risks assessment sheets, etc.) during LMP implementation. Consultation process involves the timely provision of the information necessary for workers to give informed feedback to be considered by Contractor and Beneficiary before making a decision.

[21] Source: https://inst.gov.md/
[22] Source: art. 14 Technical investigation of the causes of the accident, Law no.116/2012 - https://www.legis.md/cautare/getResults?doc_id=137456&lang=ro#
[23] Source: GD no. 95/2009 Organization activities for the protection of workers at the workplace and prevention of professional risks - https://www.legis.md/cautare/getResults?doc_id=123544&lang=ro#

Participation process enables workers to contribute to decision-making processes on LMP performance measures, proposed changes and continual improvement of the labour process.

Feedback from the consultation process or the complaint mechanism (CM) on the LMP implementation is dependent upon worker participation. Contractors and Beneficiary shall ensure workers at all levels are encouraged to report hazardous and other situations, so that preventive measures can be put in place and corrective action taken.

The reception of suggestions, grievances, complaints, proposals for improvements, suggestions received from workforce shall be a free or anonymous format and the consultation process will be more effective if workers do not fear the threat of dismissal, disciplinary action or other such reprisals when making them.

The Contractor and the Beneficiary shall consult their workers, these include, but are not limited to:

- The provision and use of PPE on construction and operational sites;
- Safe systems of work;
- OHS risk assessments;
- Training issues;
- The introduction of processes, etc. that may affect workers health and or safety;
- Changes of materials being used;
- Organizational structure changes;
- The arrangements for appointing and/or nominating competent persons to assist in complying with OHS obligations & requirements;
- Emergency arrangements and procedures;
- Welfare issues;
- Incentive schemes;
- Introduction of policies e.g. no smoking, drug/substance abuse and use, alcohol use and abuse.

The OHS committee agenda shall normally include subjects which are / were of concern to employees on various health and safety issues. The agenda items that may be typically included are:

- The outcomes of any recent inspection by the enforcing authorities;
- The outcomes of any third-party audits (the state supervision agencies) that relate to EHS issues;
- Any recent accidents, incidents and near misses – reports and outcomes;
- Any problems arising from workplace inspections, e.g. Housekeeping, blocked fire exits etc.
- Also, areas such as the identification of unsafe acts, conditions and hazards that have been reported and perhaps not suitably rectified;
- Other topics may include, stress at work, due to long hours, or environmental conditions, manual handling issues, worker dissatisfaction with welfare arrangements, food and catering contractors etc.;
- Changes in legislation, in technical design, and their likely impact;
- Outcomes of risk assessment and safe working system reviews;
- Accident, incident, sickness, absence and ill health statistics, etc.;
- Workplace inspection scheduled.

5.4.2 Participation of workers

The Contractor and the Beneficiary shall consult its personnel in labour and OHS problems and other aspects and ensure participation of workforce in the decision-making process based on identified labour and OHS risks specific for construction and operational stages in order to facilitate the workforce participation in the labour and OHS management on construction and operational sites.

The Contractor and the Beneficiary shall provide a complaint mechanism for workers to raise workplace concerns in order to ensure a feed-back from workforce. The Contractor and the Beneficiary shall inform workers of the compliant mechanism (CM) at the time of recruitment and makes it easily accessible to them. The mechanism (CM) involves an appropriate level of management and address concerns promptly, using an understandable and transparent process that provides timely feedback to those concerned, without any retribution. The compliant mechanism shall allow for anonymous complaints to be raised and addressed. The mechanism does not impede access to other judicial or administrative remedies that might be available under the law or through existing arbitration procedures, or substitute for grievance mechanisms provided through collective agreements. The Complaint Form is presented in Annex 2.

The purpose of the workforce participation is to meet and discuss safe working conditions and procedures and other documentations specific for LMP implementation by the Contractor and the Beneficiary.

The Contractor and the Beneficiary are responsible for establishing Labour & OHS Committees[24] and the scope of the Committees are to set guidelines for organizing the committee, the structure of the committee, meeting frequency, and the roles and responsibilities of committee members.

The consultation and participation process within the Committees should include the following topics: (i) LMP Policy, (ii) Identified labour and OHS risks, (iii) injury incidents, (iv) equipment failures, (v) near misses incidents, (vi) damages, (vii) inspections, due diligence and audit results, (viii) maintenance and modification, (ix) procedural changes, (x) environmental incidents, (xi) social aspects (complaints, grievances, proposals, etc.), (xii) management of change, etc.

The following channels through which workforce can address or submit complaints/suggestions/proposal for improvement regarding the smooth implementation of the LMP:

Table 5-1: The Compliant Mechanism for labour management and OHS process

MEPIU[25]	The Oncological Institute	The Ministry of Health

[24] Source: https://www.legis.md/cautare/getResults?doc_id=123544&lang=ro#
[25] Source: https://www.ucipe.gov.md/ro/contacte

Chisinau, 1, A. Russo str., of. 163 Tel.: (+373) 22 496790 E-mail: info@ucipe.gov.md *Web page:* https://www.ucipe.gov.md/ro/proiecte/proiectul-eficienta-energetica-republica-moldova-peem	MD-2025, str. N. Testemițanu 30, Chișinău, Republica Moldova Tel.: +373 22 852 303 E-Email: anticamera@onco.md, cancelaria@onco.md https://onco.md/contacte-2/	Chisinau, 2 V. Alecsandri Str. Tel: 022 268-818 E-mail: secretariat@ms.gov.md Web page: https://ms.gov.md/

If the complainants will use the other existing Oncological Institute's channel for grievances[26], these grievances will be directed to MEPIU's Project Manager.

The MEPIU's Grievance Service[27] (GM) ensures that complaints received are promptly reviewed in order to address project-related concerns.

[26] Source: http://scp.md/contacte/
[27] Source: https://www.mepiu.md/rom/contacte

6 PLANNING

6.1 Actions to address risks and opportunities

6.1.1 General procedure

The scope of the risk assessment procedure is to determine dangers that it can control and that it can influence and their associated risks, considering the project life cycle (construction and operational). The procedure describes responsibilities, approach and methodology for dangers and hazards identification, risks assessment and control risks specific for the construction and operational stages.

The risk assessment objectives are the following:

- To identify, evaluate and manage risks and impacts of the project in a manner consistent with IFIs ES Impacts and Risks and applicable national OHS laws;
- To adopt a mitigation hierarchy approach to: (a) Anticipate and avoid risks and impacts; (b) Where avoidance is not possible, minimize or reduce risks and impacts to acceptable levels; (c) Once risks and impacts have been minimized or reduced, mitigate; and (d) 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 utilize national labour & OHS institutions, systems, laws, regulations and procedures in the assessment, development and implementation of projects, whenever appropriate;
- To promote improved labour & OHS performances, in ways which recognize and enhance MEPIU capacity.

6.1.2 Hazards identification and assessment of risks and opportunities

6.1.2.1 Hazard identification

6.1.2.1.1 General

Hazard identification is a crucial first step in the labour & health and safety risks assessment process. It involves an evaluation of the working environment to identify any task, equipment, workplace condition, or any other factor, which has the potential to cause harm.

The application of prevention and control measures to occupational hazards shall be based on comprehensive job safety or job hazard analyses. The results of these analyses shall be prioritized as part of an action plan based on the likelihood and severity of the consequence of exposure to the identified hazards, based on qualitative risk ranking or analysis matrix to help identify priorities.

Hazards can be classified according to eight distinct groups to further assist in identifying all the associated hazards. These eight groups are:

- Physical – noise, vibrations, trip, slip, and fall hazards, amidst others.
- Mechanical – moving parts, exposed parts, and others.
- Electrical – poor wiring, unprotected electrical outlets, overloading strips and outlets, failure to de-energized devices before working on them, and several others.
- Ergonomic – manual handling, lack of adequate illumination, noise, heat, vibration, incorrect postures, and others.
- Biological – mold, fungi, sewage, airborne pathogens, and others.
- Chemical – paints, drugs, cleaning chemicals, degreasers, and several others.
- Behavioural – taking shortcuts, non-compliance, unsafe acts, using homemade equipment or quick fixes, and others.
- Psychological – stress, bullying, violence, burnout, harassment, victimization, and others.

It specifies requirements that enable MEPIU to achieve the intended outcomes it sets for LMP specific for the construction sites and operational stage, Contractors are responsible for construction works on sites and the Beneficiary is responsible for operational stage.

The flow chart of the risk assessment procedure is presented in the figure below.

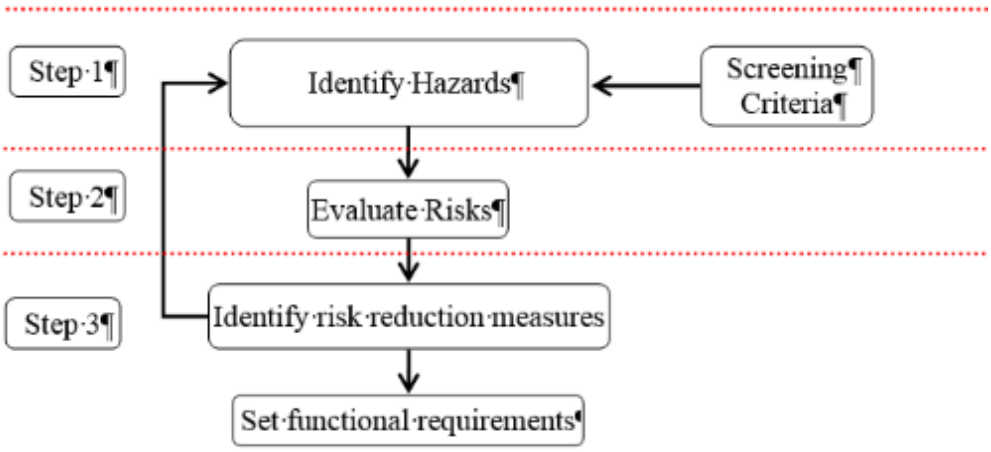

Figure 6-1: Risks assessment procedure/methodology

The risk assessment approach specific for detailed design stage is to determine dangers, assess risks, establish requirements for controlling risks and setting functional requirements for contributing to sustainable development for construction and operation phase by:

- protecting the workforce & community by preventing or mitigating identified labour & OHS risks;
- mitigating Labour & OHS risks and conditions on the construction and operational stages;
- assisting the Contractor and the Beneficiary in the fulfilment of compliance obligations by developing their own Labour and OHS documents;
- enhancing Labour & OHS performances specific for construction and operational stages;
- controlling or influencing the way the Contractor and the Beneficiary 's products and services

are designed, manufactured, distributed, consumed and disposed by using a life cycle perspective that can prevent Labour & OHS risks from being unintentionally shifted elsewhere within the life cycle;

- achieving financial and construction and operational benefits that can result from implementing Labour & OHS sound alternatives that strengthen the Contractor and the Beneficiary's market position;
- communicating Labour & OHS risk (LMP) information to relevant stakeholders.

6.1.2.1.2 Screening criteria for risk assessment process

6.1.2.1.2.1 The IFIs ES requirements

According to the IFIs risks assessment process, the Borrower (MoF) will manage environmental and social risks and impacts of the project throughout the project life cycle in a systematic manner, proportionate to the nature and scale of the project and the potential risks and impacts.

Borrower will conduct environmental and social assessment at the detailed design stage to help ensure that project is environmentally and socially sound and sustainable. The environmental and social assessment will be proportionate to the risks and impacts of the project. It will inform the design of the project, and be used to identify mitigation measures and actions and to improve decision making.

Specific for design stage, the MEPIU, with support of the design consultants, have undertaken a health, safety, environmental and social screening process (scored risk assessment) for all 10 medical institutions (buildings) in order to identify specific risks and to propose appropriate and proportionate mitigation measures to be developed by the Contractor in the site-specific documents, based on questionnaire presented in the table below.

Table 6-1: Screening process performed for each building of the Phase I of MEEP[28]

No.	Title	Applicable		Notes
		Yes	No	
1	Survey of asbestos-containing materials	☒	☐	ACMs survey have been done before stating the design stage by the Consultant and ACM Plan is developed.
2	Requirement of security guards and/or CCTV	☒	☐	According to the According the Notice no. 1192/24 of 11.04.2024 issued by the National Inspectorate for Technical Supervision for Phase I of MEEP, requirements of guards and /or CCTV is part of the design process for all 10 medical institutions performed by the design consultant.
3	Identification of protected trees or animals (including bats) in the site location	☐	☒	According the Notice no. 10/3374/2022 of 22.11.2022 issued by the Env. Agency for Phase I of MEEP, there are no protected trees or animals affected by the refurbishment process of all 10 medical institutions.

[28] Notices issued by the Ministry of Culture, National Agency for Archaeology, National Inspectorate for Technical Supervision, NAPH are published on MEPIU web site: https://www.mepiu.md/rom/proiecte-curente/proiectul-eficienta-energetica-in-republica-moldova

4	Effects of construction noise on nearby sensitive areas, such as hospitals and schools	☐	☒	According the Notice no. 10/3374/2022 of 22.11.2022 issued by the Env. Agency for Phase I of MEEP, there are no effects of the construction noise on community affected by the refurbishment process of all 10 medical institutions.
5	Effects of the proposed renovation works on local businesses (including discussions with local businesses)	☐	☒	According the Notice no. 10/3374/2022 of 22.11.2022 issued by the Env. Agency for Phase I of MEEP, there are no effects on the local business affected by the refurbishment process of all 10 medical institutions. The SEP has been revised at the Design Stage and all identified stakeholders shall be involved in the construction activities (organise Public Consultation events with all interested parties and involve mass-media in the communication process).
6	Inclusion of building on list of nationally protected buildings; and	☐	☒	According the Notice no. 04/2-09/2599 of 06.12.2022 issued by the Ministry of Culture, all 10 medical institutions from the Phase I of MEEP are not protected buildings.
7	Review of location of building to check if it is within a nationally protected natural site or Emerald Network sites	☐	☒	According the Notice no. 10/3374/2022 of 22.11.2022 issued by the Env. Agency for Phase I of MEEP, there are no effects of the construction activity on nationally protected natural site or Emerald Network sites.

6.1.2.1.2.2 The applicable Republic of Moldova ES requirements

According to the Environmental Decision[29] issued by the Environmental Agency for this Project and the applicable legislation of the Republic of Moldova, in order to ensure the quality criteria for the designed facility, in the design documentation shall be included, the following essential requirements: **A** - strength and stability; **B** - operational safety; **C** - fire safety; **D** - hygiene, human health, restoration and protection of the environment; **E** - thermal insulation, water repellent and energy saving, **F** - protection against noise and **G** – sustainable use of natural resources.

The preparation of the design documentation is required for those holding the Planning Town Urbanism Certificate for Design (UCD), issued by the Local Public Authority (LPA). This is based on the technical concept for design with initial data for design and the results of technical surveys. It also takes into account the solutions adopted in urban planning documentation.

The elaboration phases of the design documentation are established by the Contractor which is responsible for development of the basic and detailed design, in the technical concept for design based on UCD, taking into consideration the category, importance, type and complexity of the object/facility.

The basic and detailed design must, by its form and content, be in line with the valid standards and regulations in Moldova, in order to acquire necessary approvals, permits and licenses based on it.

6.1.2.1.2.3 Stakeholders participation on the design process

[29] Source: https://www.ucipe.gov.md/en/projects/moldova-energy-efficiency-project-meep

The following documents have been received before starting the detailed design process issued by the State Supervision Agencies in order to be in compliance with applicable Republic of Moldova ES requirements:

- the panning town Urbanism Certificate for Design issued by the Chisinau City Hall for EE refurbishment of the Oncological Institute,
- Sanitary Notice issued by the NAPH Chisinau regarding refurbishment process of the OI,
- Archaeological Notice no. 245 of 29.11.2022 issued by the National Archaeological Agency for EE refurbishment process of all 10 medical institutions,
- Notice no. 04/2-09/2599 of 06.12.2022 issued by the Ministry of Culture for refurbishment process of all 10 medical institutions,
- Notice no. 1792/24 of 11.04.2024, issued by the National Inspectorate for Technical Supervision for EE refurbishment process of all 10 medical institutions,
- Technical conditions no. issued by stakeholders (the Company "Premier Energy", Apa Canal SA, etc.);
- Method Statements specific for EE refurbishment process developed by the Design Contractor.

6.1.2.1.2.4 Risk assessment traceability from Feasibility and Pre-design stages

In 2018 EIB and EBRD prepared the pre-feasibility and feasibility studies and the Environmental and Social Impact Assessment (ESIA) & ESMP and the Stakeholder Engagement Plan. The Project MEEP was classified as category "B" by EIB and EBRD and Environmental and Social requirements were included in the ESAP to be implemented diligently by the Borrower during the Project life cycle.

The specific ES risks assessment process for the Oncological Institute was started at the pre-design stage for the Oncological Institute by using ESMP Checklist and results of risk assessment were presented to the Beneficiary Oncological Institute and other interested parties at the public consultation meeting. The final ESMP Checklist Report has been published on MEPIU[30] and the Beneficiary web sites. The final ESMP Checklist specific for the Oncological Institute must be finished by the Design Consultant at the design stage using the technical data and specific ES aspects.

During the design stage the following documents must be developed: (i) Technical Design, (ii) the Project's specific ESMP for EE refurbishment of the Oncological Institute, (iii) the Project's Labour Management Procedure and the (iv) revised Stakeholders Engagement Plan. All these documents developed at the design stage shall be approved by Technical Consultant, MEPIU and the Beneficiary Oncological Institute are generally called the Employer Technical Documents.

The environmental and social mitigation measures from ESMP and LMP are considered essential elements to be taken into consideration at the construction stage by the Construction Contractor and by the Beneficiary during the operational phase.

[30] Source: https://www.ucipe.gov.md/en/projects/moldova-energy-efficiency-project-meep

6.1.2.1.2.4 The Project Area of Influence

The Project Area of Influence (PAI) refers to the geographical extent of a site's potential impacts on the lives, livelihoods, health or well-being of external stakeholders and the natural environment specific to the Centru District from the Chisinau Municipality.

Construction activity will take place both inside and outside the Oncological Institute. The possible environmental impacts of this work will mainly relate to demolition and construction processes for EE refurbishment. The PAI will therefore include the actual footprint of the Oncological Institute and its territory, which may be temporarily used for demolition and construction processes. These include: (i) any access and transport roads; (ii) storage of materials and demolition construction waste, including asbestos-containing materials (ACMs); and (iii) the area of the contractor's yard, etc.

During the demolition and construction stage, the construction contractor shall comply with the environmental and social requirements described in this document. Prior to commencing construction activities, the contractor shall develop its own Environmental & Social Management Plan (ESMP) and explain how it will control all environmental and social risks in order to comply with the requirements of this document.

At the operational stage, the Beneficiary Oncological Institute will be subject to regular maintenance procedures. These measures are essential for ensuring the sustainability and operability of the new installed equipment. The key maintenance activities will include the operation of the installed equipment in accordance with the manufacturer's recommendations and the Beneficiary maintenance programme.

6.1.2.2 Risk assessment

The risk identification process results in a comprehensive and non-overlapping list of risk mitigation measures. The risks identified during the detailed design phase form the basis for estimating and managing project mitigation measures. Changes and improvements to the design also lead to new risks, which must be assessed and controlled. Risks that are part of the LMP must be monitored, controlled and managed throughout the design process, and during project implementation (construction) and operation.

The risk assessment procedure at the detailed design stage consists of dangers identification, risks assessment and risks control by providing mitigation measures for construction and operational stages and respond to changing environmental and social conditions in balance with socio-economic needs of workforce and community.

Identified hazards have been assessed and mitigation measures are proposed in the Table 6-1.

Table 6-2: Hazards identification and risk assessment

No.	Hazards	MH	OH	Consequences	Proposed initial control	Initial Risks	Additional Control Requirements	Residual Risks	Responsible
A	**DEMOLITION STAGE**								
	Demolition of materials with asbestos Demolition of equipment with asbestos Asbestos dust generation Execute demolition process without adequate PPE Temporary storage of ACMs on the territory of public medical institutions Labelling the ACMs and awareness signs Evacuation of ACMs from public institutions Community HS Transportation of ACMs Final storage of ACMs	**x**		Personnel injuries Vehicle incidents & accidents on-site Emergency situation Accidental pollution Equipment damage Community Health & Safe Road safety	➢ determine the location of materials containing asbestos; ➢ limit access to the work area appropriately (for example with tape, barrier, or complete enclosure); ➢ install clear and sufficient warning signs (ex. asbestos hazard, restricted entry, access for authorized personnel only); ➢ close or protect the surrounding area (for example with resistant polyethylene films), depending on the extent of the work, to avoid contamination by asbestos fibres in suspension in the air; ➢ limit to the maximum the number of authorized persons in the area; ➢ use an appropriate respiratory protection device and individual protective equipment (for example disposable coveralls and washable shoes); ➢ apply appropriate techniques to limit the release of fibres (for example: humidification, wet deposition techniques, local suction fan, etc.); ➢ avoid damage to materials containing asbestos (for example to remove and evacuate whole pieces, to remove and cover complete panels); ➢ put in a double-walled bag or wrap and then label (asbestos) all waste that may contain asbestos before disposing of it; ➢ completely clean the work area; ➢ to protect the escape routes to prevent the spread of asbestos contamination; ➢ ensure a secure packaging (for example wrapping or bagging) and a secure storage of asbestos waste (for example bins that can be locked); ➢ ensure safe transport to an approved waste disposal center;	Moderate	- Contractor shall develop its own OHS Plan with specific roles & responsibilities for ACMs management - Contractor shall perform ACMs training on sites - Contractor shall control subcontractors for ACMs management – Contractor shall ensure the competence of workforce for demolition process - Contractor shall control PPE on demolition site - Contractor shall ensure air quality on site by performing air measurement - Contractor ensure Community health and safety	Low	1. Contractor for developing COHSP, HRP, CoC, TMP, etc. 2. SC for approving Contractors' Plans (LMP, CHRP, CoC, etc.) and monitor implementation of the Employer's ES documents

No.	Hazards	MH	OH	Consequences	Proposed initial control	Initial Risks	Additional Control Requirements	Residual Risks	Responsible
					➢ dispose of asbestos-containing waste only in areas approved for asbestos disposal; ➢ check compliance with regulatory controls in force to avoid any exposure.				
B	**CONSTRUCTION STAGE**								
1	**Thermal insulation of walls, including socle**								
1.1	- Working at height - Movement of vehicles - Weather conditions - Crane working on construction site - Crossing the existing site roads - Falling objects from height - Installation of scaffolding - Use of electrical equipment - Emergency situations & First aid aspects - Environmental accidental pollution - Personal injury during equipment operation - Accidental falling of equipment/vehicle - Fire of materials and equipment - Accidental spill and leakage	x		Personnel injuries Vehicle incidents & accidents on-site Emergency situation Accidental pollution Equipment damage Community Health & Safe Road safety	• Ensure that competent and trained workers are on site • Specific control measures for the work location as per the need of the point/area. • All drivers /operators to be thoroughly familiarized with the safety rules to be followed. • Dissemination of the method statement to the Supervisor/ Construction officer to familiarize all workers about the work carried out. • Provide training regarding ES aspects and mitigation measures specified in Project's specific ESMP and LMP • Tool Box talks about being conducted at the site before starting work. • Regular check-up of vehicles & equipment • Signboards and demarcation of working area • Provide on-site firefighting extinguishers & first aid kits • Provide on-site spills and leakage kits • Developed a communication plan in case of emergency • Keep under control refuelling of vehicles & equipment • Ensure proper supervision	Moderate	- Contractor shall develop its own OHS Plan with roles and responsibilities for OHSP implementation - Contractor shall develop a Code of Conduct and perform training on sites - Contractor shall develop Human Resource Plan (CHRP) and Procedures, and hire competent workers	Low	1. Contractor for developing COHSP, HRP, CoC, TMP, etc. 2. SC for approving Contractors' Plans (LMP, CHRP, CoC, etc.) and monitor implementation of the Employer's ES documents
2	**Thermal insulation of the roof**								
2.1	- Working on the roof (height) - Use crane in the roof insulation process - Movement of vehicles on site - Weather conditions. - Falling objects from height	x		Personnel injuries Vehicle incidents & accidents on-site Emergency situation	• Ensure that competent and trained workers are on site • Specific control measures for the work location as per the need of the location/area. • All drivers /operators must be thoroughly familiarized with the safety rules.	Moderate	- Contractor shall develop their own OHS Plan with roles & responsibilities for OHSP implementation	Low	1. Contractors for developing COHSP, HRP, CoC

No.	Hazards	MH	OH	Consequences	Proposed initial control	Initial Risks	Additional Control Requirements	Residual Risks	Responsible
	- Use electrical tools and equipment - Crossing the existing site roads - Emergency situations & First aid aspects - Environmental accidental spill & leakage - Personal injury - Accidental falling of equipment - Fire hazards - Lifting operation of materials			Accidental pollution Equipment damage	• Dissemination of the method statement to the Supervisor/construction officer to familiarize all workers about the work & associated hazards with control measures. • Conducting Tool Box talks on-site before starting work. • Regular check-up of vehicles & equipment • Signboards & demarcation of working area • Provide on-site firefighting extinguishers & first aid kits • Provide on-site spills and leakage kits • Developed a communication plan in case of emergency. • Keep under control refuelling of vehicles & equipment. • Maintain good housekeeping • Ensure proper supervision		- Contractor shall develop a Code of Conduct and perform training on sites - The Contractor shall develop Human Resource Plan (CHRP) and Procedures and hire competent workers		2. SC for approving Contractors' Plans (LMP, CHRP, CoC, TMP, etc.)
3	**Basement/ ceiling insulation**								
3.1	- Working on confined space and on height - Using the electrical tools and equipment - Weather conditions. - Underground services - Emergency situations - Environmental accidental pollution - Personal injury during insulation process - Accidental falling of equipment - Fire - Accidental spill and leakage.	x		Personnel injuries Vehicle incidents & accidents on-site Emergency situation Accidental pollution Equipment damage Community safety Road safety	- Ensure that competent and trained workers are on site - Specific control measures for the work location as per the need of the point/area. - All drivers /operators to be thoroughly familiarized with the safety rules to be followed. - Dissemination of the method statement to the Supervisor/ Construction officer to familiarize all workers with applicable procedure - Provide training regarding ES aspects and established mitigation measures specified in Project specific ESMP and LMP and SOPs - Tool Box talks about being conducted at the site before starting work and during execution of the works. - Regular check-ups of vehicles & equipment - Signboards and demarcation of working area - Provide on-site firefighting extinguishers & first-aid kits - Provide on-site spills and leakage kits - Developpe a communication plan in case of emergency for any accident/incident at site. - Keep under control refuelling of vehicles & equipment	Moderate	Contractors shall develop their own OHS Plan with roles and responsibilities for OHSP implementation Contractors shall develop a Code of Conduct and perform training on sites The Contractor shall develop Human Resource Policy (CHRP) and Procedures and hire competent workers	Low	1. Contractors for developing COHSP, HRP, CoC, TMP, etc. 2. SC for approving Contractors' Plans (LMP, CHRP, CoC, etc.)

No.	Hazards	MH	OH	Consequences	Proposed initial control	Initial Risks	Additional Control Requirements	Residual Risks	Responsible
					- Ensure proper supervision				
4	**Replacement of windows and doors**								
4.1	- Working on height - Use ladders & platform for working at height - Using the electrical tools and equipment - Weather conditions. - Sharp objects - Emergency situations - Environmental accidental pollution - Personal injury during replacement process - Accidental falling of equipment - Fire - Accidental spill and leakage.	x		Damage to equipment Personal Injury Accidental pollution Environment pollution Community safety	• Ensure that competent and trained workers are on site • Adhere to safe lifting practices • Barricade the area. • Communicate about the hazards associated. • Deploy only trained operator for equipment operation • Ensure noise does not exceed 80 dB • Ensure proper supervision • Equipment shall be provided with fire extinguishers • Follow Proper lifting techniques • Following the right operating procedures / practices • Keep sufficient distance between equipment while in use • Maintain good housekeeping • Only authorized personnel to be deployed as operators. • Periodic inspections, maintenance / servicing. • Prevent fall of objects from heights • Provide ear plug/ ear protection devices • Restrict entry of the equipment near to the edge • Sprinkle water under extreme conditions • Supervisor to ensure no unauthorized entry • Toolbox talks • Use dust mask and goggles (PPE)	Moderate	- Contractor shall develop their own OHS Plan with roles and responsibilities for OHSP implementation - Contractor shall develop a Code of Conduct and perform training on sites - The Contractor shall develop Human Resource Plan (CHRP) and Procedures and hire competent workers	Low	1. Contractor for developing COHSP, HRP, CoC, TMP, etc. 2. SC for approving Contractors' Plans (LMP, CHRP, CoC, etc.)
5	**Mechanical ventilation with heat recovery**								
5.1	- Working on height - Use ladders & platform for working at height - Using the electrical tools and equipment - Weather conditions. - Sharp objects - Emergency situations	x		Damage to equipment Personal Injury Accidental pollution Environment pollution	• Ensure that competent and trained workers are on site • Adhere to safe lifting practices • Barricade the area. • Communicate about the hazards associated. • Deploy only trained operator for equipment operation • Ensure noise does not exceed 80 dB • Ensure proper supervision • Equipment shall be provided with fire extinguishers • Follow Proper lifting techniques	Moderate	- Contractor shall develop their own OHS Plan with roles and responsibilities for OHSP implementation - Contractor shall develop a Code of	Low	1. Contractor for developing COHSP, HRP, CoC, TMP, etc. 2. SC for approving Contractors'

No.	Hazards	MH	OH	Consequences	Proposed initial control	Initial Risks	Additional Control Requirements	Residual Risks	Responsible
	- Environmental accidental pollution - Personal injury during replacement process - Accidental falling of equipment - Fire - Accidental spill and leakage.			Community safety	• Following the right operating procedures / practices • Keep sufficient distance between equipment while in use • Maintain good housekeeping • Only authorized personnel to be deployed as operators. • Periodic inspections, maintenance / servicing. • Prevent fall objects from the height • Provide ear plug/ ear protection devices • Restrict entry of the equipment near to the edge • Sprinkle water under extreme conditions • Supervisor to ensure no unauthorized entry • Toolbox talks • Use dust mask and goggles (PPE)		Conduct and perform training on sites - The Contractor shall develop Human Resource Plan (CHRP) and Procedures and hire competent workers		Plans (LMP, CHRP, CoC, etc.
6	**DHW and Heating system replacement**								
6.1	- Working on confined space and on height - Using the electrical tools and equipment - Weather conditions. - Underground services - Emergency situations - Environmental accidental pollution - Personal injury during insulation process - Accidental falling of equipment - Fire - Accidental spill and leakage.	x		- Personnel injuries - Vehicle incidents & accidents on-site - Emergency situation - Accidental pollution - Equipment damage - Community safety - Road safety	- Ensure that competent and trained workers are on site - Specific control measures for the work location as per the need of the point/area. - All drivers /operators to be thoroughly familiarized with the safety rules to be followed. - Dissemination of the method statement to the Supervisor/ Construction officer to familiarize all workers with applicable procedure - Provide training regarding ES aspects and established mitigation measures specified in Project specific ESMP and LMP and SOPs - Tool Box talks about being conducted at the site before starting work and during execution of the works. - Regular check-ups of vehicles & equipment - Signboards and demarcation of working area - Provide on-site firefighting extinguishers & first-aid kits - Provide on-site spills and leakage kits - Developpe a communication plan in case of emergency for any accident/incident at site. - Keep under control refuelling of vehicles & equipment	Moderate	Contractors shall develop their own OHS Plan with roles and responsibilities for OHSP implementation Contractors shall develop a Code of Conduct and perform training on sites The Contractor shall develop Human Resource Policy (CHRP) and Procedures and hire competent workers	Low	1. Contractors for developing COHSP, HRP, CoC, TMP, etc. 2. SC for approving Contractors' Plans (LMP, CHRP, CoC, etc.)

No.	Hazards	MH	OH	Consequences	Proposed initial control	Initial Risks	Additional Control Requirements	Residual Risks	Responsible
					- Ensure proper supervision				
7	**Installation of PV system**								
7.1	- Working on the roof (height) - Use crane in the roof insulation process - Movement of vehicles on site - Weather conditions. - Falling objects from height - Use electrical tools and equipment - Crossing the existing site roads - Emergency situations & First aid aspects - Environmental accidental spill & leakage - Personal injury - Accidental falling of equipment - Fire hazards - Lifting operation of materials	x		Personnel injuries Vehicle incidents & accidents on-site Emergency situation Accidental pollution Equipment damage	• Ensure that competent and trained workers are on site • Adhere to safe lifting practices • Barricade the area. • Communicate about the hazards associated. • Deploy only trained operator for equipment operation • Ensure noise does not exceed 80 dB • Ensure proper supervision • Equipment shall be provided with fire extinguishers • Follow Proper lifting techniques • Following the right operating procedures / practices • Keep sufficient distance between equipment while in use • Maintain good housekeeping • Only authorized personnel to be deployed as operators. • Periodic inspections, maintenance / servicing. • Prevent fall objects from the height • Provide ear plug/ ear protection devices • Sprinkle water under extreme conditions • Supervisor to ensure no unauthorized entry • Toolbox talks • Use dust mask and goggles (PPE)	Moderate	- Contractor shall develop their own OHS Plan with roles & responsibilities for OHSP implementation - Contractor shall develop a Code of Conduct and perform training on sites - The Contractor shall develop Human Resource Plan (CHRP) and Procedures and hire competent workers	Low	1. Contractor for developing COHSP, HRP, CoC 2. SC for approving Contractors' Plans (LMP, CHRP, CoC, TMP, etc.)
C	**OPERATIONAL STAGE**								
2	Maintenance of new facilities Compliance with applicable laws in the field of L&OHS Human Resource process Emergency situations Equipment safety Community health and safety Road safety Workforce health and safety	x		Personnel injuries Hire personnel Emergency situation Accidental pollution Equipment damage	• Specific control measures for the work location as per the need of the point/area. • All drivers /operators to be thoroughly familiarized with the safety rules to be followed. • Tool Box talks at the site before starting work. • Regular check-ups of vehicles & equipment • Signboards and demarcation of working area • Provide on-site firefighting extinguishers & first-aid kits • Provide on-site spills and leakage kits	Moderate	Beneficiary shall comply with applicable ESHS laws and other requirements	Low	1. Develops OHSP and State Agencies supervise site activities

No.	Hazards	MH	OH	Consequences	Proposed initial control	Initial Risks	Additional Control Requirements	Residual Risks	Responsible
				Community safety Road safety	• Developpe a communication plan in case of emergency for any accident/incident at site. • Keep under control refuelling of vehicles & equipment				

Contractor shall control Residual Risks by developing Contractor's OHS Plan, Code of Conduct, LMP, TMP, etc. Risk is considered Moderate without controlling Residual Risks by the General Contractor.

6.1.3 Legal requirements and other requirements

6.1.3.1 General

The International Labour Organization (ILO)[31] has been active in Moldova since 2005 based on several Decent Work Country Programs (DWCP). The current DWCP for the period 2021 to 2024 covers the following three priority areas: (i) Inclusive and productive employment for youth, (ii) Effective protection at work and (iii) Improved social dialogue.

To support these priorities, the International Labour Organisation (ILO) mobilized voluntary contributions of US$ 3.6 million as of early 2023. They cover job creation, conditions of work including formalization, occupational safety and health, and minimum wages, childcare provision as well as vocational training.

The Association Agreement between the European Union and the European Atomic Energy Community[32] and their Member States and the Republic of Moldova was signed on June 27, 2014[33]. The Agreement was ratified by the Parliament of the Republic of Moldova on July 2, 2014 and by the European Parliament on November 13, 2014. Following the signature of the Agreement, the country committed to implement the relevant environmental legislation of the European Union into its national legal system by adopting or changing national legislation, regulations and procedures aiming at political association and economic integration with the EU. This Agreement includes binding provisions, regulatory norms and broader cooperation arrangements in all sectors of interest. Therefore, the EU directives have become directly relevant to all aspects of green city development and are discussed separately per sector and key issue. The achievement of commitments started with the adoption of the National Implementation Plan[34] of the EU-Moldova Association Agreement for 2014-2016.

The Republic of Moldova ratified 43 Conventions and 1 Protocol:
- Fundamental Conventions: 10 of 10;
- Governance Conventions (Priority): 4 of 4;
- Technical Conventions: 29 of 177.

Out of 43 Conventions and 1 Protocol ratified by the Republic of Moldova, of which 42 are in force, 2 conventions and 0 Protocol have been denounced; none have been ratified in the past 12 months. The following ILO's documents are ratified by the Republic of Moldova. The ratified Conventions and protocols are presented in the table below.

[31] Source: https://www.ilo.org/budapest/countries-covered/moldova/WCMS_433690/lang--en/index.htm
[32] Source: https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:22014A0830(01)
[33] Source: https://www.legis.md/cautare/getResults?doc_id=15861&lang=ro
[34] DG no. 808/2014: https://www.legis.md/cautare/getResults?doc_id=88616&lang=ro#

Table 6-3: Conventions and protocols ratified by Republic of Moldova

No.	Convention title	Date	Status	Ratified by[35]
1	**Fundamentals Conventions**			
C029	Forced Labour Convention, 1930 (No. 29)	23.03.2000	In Force	Labour Code no. 154/2003, art. 7, Law no. 610-XIV of 01.10.1999
C087	Freedom of Association & protection of the Right to Organise Convention, 1948 (No. 87)	12.08.1996	In Force	Labour Code no. 154/2003, art. 5, Parliament Decision no. 593/26.09.1995
C098	Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	12.08.1996	In Force	Labour Code no. 154/2003, art.152, Parliament Decision nr. 593/26.09.1995
C100	Equal Remuneration Convention, 1951 (No. 100)	23.03.2000	In Force	Labour Code no. 154/2003, articles 5, 9, 84, 128, Law no. 610/01.10.1999
C105	Abolition of Forced Labour Convention, 1957 (No. 105)	10.03.1993	In Force	Labour Code no. 154/2003, art. 7; Law no. 707-XII of 10.09.1991
C111	Discrimination (Employment & Occupation) Convention, 1958 (No. 111)	12.08.1996	In Force	Labour Code no. 154/2003, articles 5, 7, 8, 10, 127, 128, 386 Parliament Decision nr. 593-XIII of 26.09.1995
C138	Minimum Age Convention, 1973 (No. 138) Minimum age specified: 16 years	21.09.1999	In Force	Labour Code no. 154/2003, art. 7, Law no. 519-XIV of 15.07.1999
C155	Occupational Safety and Health Convention, 1981 (No. 155)	28.04.2000	In Force	Labour Code no. 154/2003, art. 9, 421, Law no. 186/2008 OHS Law no. 755-XIV of 24.12.1999
C182	Worst Forms of Child Labour Convention, 1999 (No. 182)	14.06.2002	In Force	Labour Code no. 154/2003, art. 149, Law no. 849-XV of 14.02.2002
C187	Promotional Framework for OHS Convention, 2006 (No. 187)	12.02.2010	In Force	Law no. 186/2008 OHS, GD 95/2009, Law no. 72 of 26.11.2009
2	**Governance (Priority) Conventions**			
C081	Labour Inspection Convention, 1947 (No. 81) P081 - Protocol of 1995 to the Labour Inspection Convention, 1947 ratified on 28.04.2000 has ratified the Protocol of 1995	12.08.1996	In Force	Parliament Decision nr. 593-XIII of 26.09.1995
C122	Employment Policy Convention, 1964 (No. 122)	12.08.1996	In Force	Parliament Decision nr. 593-XIII of 26.09.1995
C 129	Labour Inspection (Agriculture) Convention, 1969 (No. 129)	09.12.1997	In Force	Parliament Decision nr. 1330-XIII of 26.09.1997
C 144	Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	12.08.1996	In Force	Parliament Decision nr. 593-XIII of 26.09.1995
3	**Technical Conventions**			
C011	Right of Association (Agriculture) Convention, 1921 (No. 11)	04.04.2003	In Force	Law no. 1404-XV of 24.10.2002
C047	Forty-Hour Week Convention, 1935 (No. 47)	09.12.1997	In Force	Parliament Decision nr. 1330-XIII of 26.09.1997
C088	Employment Service Convention, 1948 (No. 88)	12.08.1996	In Force	Parliament Decision nr. 593-XIII of 26.09.1995
C092	Accommodation of Crews Convention (Revised), 1949 (No. 92)	12.12.2005	In Force	Law no. 238-XVI of 20.10.2005
C095	Protection of Wages Convention, 1949 (No. 95)	12.08.1996	In Force	Parliament Decision nr. 593-XIII of 26.09.1995
C097	Migration for Employment Convention (Revised), 1949 (No. 97)	12.12.2005	In Force	Law no. 209-XVI of 29.07.2005
C099	Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99)	04.04.2003	In Force	Law no. 1404-XV of 24.10.2002
C117	Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117)	12.08.1996	In Force	Parliament Decision nr. 593-XIII of 26.09.1995
C119	Guarding of Machinery Convention, 1963 (No. 119)	04.04.2003	In Force	Law no. 1404-XV of 24.10. 2002

[35] Source: https://ism.gov.md/ro/legisla%C5%A3ia

No.	Convention title	Date	Status	Ratified by35
C127	Maximum Weight Convention, 1967 (No. 127)	09.12.1997	In Force	Parliament Decision nr. 1330-XIII of 26.09.1997
C131	Minimum Wage Fixing Convention, 1970 (No. 131)	23.03.2000	In Force	Law no. 610-XIV of 01.10.1999
C132	Holidays with Pay Convention (Revised), 1970 (No. 132) Length of holiday specified: 24 working days. Has accepted the provisions of Art. 15, para. 1(a) and (b).	27.01.1998	In Force	Parliament Decision nr. 1330-XIII of 26.09.1997
C133	Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133)	12.12.2005	In Force	Law no. 239-XVI of 20.10.2005
C135	Workers' Representatives Convention, 1971 (No. 135)	12.08.1996	In Force	Parliament Decision nr. 593-XIII of 26.09.1995
C141	Rural Workers' Organisations Convention, 1975 (No. 141)	04.04.2003	In Force	Law no. 1404-XV of 24.10.2002
C142	Human Resources Development Convention, 1975 (No. 142)	19.12.2001	In Force	Law no. 480-XV of 28.09.2001
C150	Labour Administration Convention, 1978 (No. 150)	10.11.2006	In Force	Law no. 274-XVI of 29.07.2006
C151	Labour Relations (Public Service) Convention, 1978 (No. 151)	04.04.2003	In Force	Law no. 17-XV of 07.02.2003
C152	Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)	22.01.2007	In Force	Law no. 339-XVI of 17.11.2006
C154	Collective Bargaining Convention, 1981 (No. 154)	14.02.1997	In Force	Law no. 994-XIII of 15.10.1996
C158	Termination of Employment Convention, 1982 (No. 158)	14.02.1997	In Force	Law no. 994-XIII of 15.10.1996
C160	Labour Statistics Convention, 1985 (No. 160) Acceptance of Articles 7-13, 14, paragraph 1, pursuant to Article 16, paragraph 2, of the Convention.	10.02.2012	In Force	Law no. 186 of 29.09.2011
C161	Occupational Health Services Convention, 1985 (No. 161)	25.05.2021	In Force	Law no. 186 of 29.09.2011
C181	Private Employment Agencies Convention, 1997 (No. 181)	19.12.2001	In Force	Law no. 482-XV of 28.09.2001
C183	Maternity Protection Convention, 2000 (No. 183) Period of maternity leave: 126 calendar days	28.05.2006	In Force	Law no. 87-XVI of 20.04.2006
C184	Safety and Health in Agriculture Convention, 2001 (No. 184)	20.09.2002	In Force	Law no. 1058-XV of 16.05.2002
C185	Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185)	28.08.2006	In Force	Law no. 31-XVI of 23.02.2006

6.1.3.2 Applicable Labour & OHS laws of the Republic of Moldova

6.1.3.2.1 The Constitution of the Republic of Moldova

The Constitution[36] is the Supreme Law of the Republic of Moldova and no law or other legal act that contravenes the provisions of the Constitution has legal force.

The Republic of Moldova undertakes to respect the United Nations Organization Chart[37] and the treaties to which it is a party, to base its relations with other states on the unanimously recognized principles and norms of international law.

According to the Constitution of the Republic of Moldova, article 44, **the forced labour is forbidden**.

According to the Constitution, art. 43 **The right to work and to work protection**:
(1) Every person has the right to work, to free choice of work, to fair and satisfactory working conditions, as well as to protection against unemployment.
(2) Employees have the right to labour protection. The protection measures concern the safety and hygiene of work, the working regime of women and young people, the establishment of a minimum wage for the economy, the weekly rest, paid rest leave, the performance of work in difficult conditions, as well as other specific situations.
(3) The duration of the work week is no more than 40 hours.
(4) The right to negotiations in labour matters and the binding nature of collective agreements are guaranteed.

6.1.3.2.2 The Labour Code of the Republic of Moldova

The basic principles of the regulation of labour relations[38] and other relations directly related to them, principles that emerge from the norms of international law and those of the Constitution of the Republic of Moldova, are the following:
a) freedom of work, including the right to work freely chosen or accepted, the right to dispose of one's work capacities, the right to choose one's profession and occupation;
b) prohibition of forced (compulsory) work and discrimination in the field of labour relations;
c) protection against unemployment and providing assistance for placement in the field of work;
d) ensuring the right of each employee to fair working conditions, including working conditions that meet the requirements of safety and health at work, and the right to rest, including the regulation of working time, the granting of annual rest leave, rest breaks daily, rest days and non-working holidays;
e) equality in rights and opportunities for employees;
f) guaranteeing the right of each employee to full and fair payment of the salary on time, which would ensure a decent existence for the employee and his family;
f[1]) equal remuneration for equal work or work of equal value;

[36] The Constitution of the Republic of Moldova: https://www.legis.md/cautare/getResults?doc_id=136130&lang=ro#
[37] UN Organisation Chart: https://www.un.org/en/delegate/page/un-system-chart
[38] Labor Code no. 154/2003: https://www.legis.md/cautare/getResults?doc_id=137770&lang=ro#

g) ensuring the equality of employees, without any discrimination, when advancing in the service, taking into account work productivity, qualification and length of service in the specialty, as well as professional training, recycling and improvement;
h) ensuring the right of employees and employers to associate for the defence of their rights and interests, including the right of employees to join unions and be union members and the right of employers to join employers and be members of employers;
i) ensuring the right of employees to participate in the administration of the unit in the forms provided by law;
j) combining state regulation and contractual regulation of labour relations and other relations directly related to them;
k) the obligation of full repair by the employer of the material and moral damage caused to the employee in connection with the fulfilment of work obligations;
l) establishing state guarantees for ensuring the rights of employees and employers, as well as exercising control over their compliance;
m) ensuring the right of each employee to defend his rights and freedoms at work, including by notifying the supervisory and control bodies, the labour jurisdiction bodies;
n) ensuring the right to settle individual labour disputes and collective labour conflicts, as well as the right to strike, in the manner established by this code and other normative acts;
o) the obligation of the parties to collective and individual labour contracts to comply with the contractual clauses, including the right of the employer to demand from the employee the fulfilment of work obligations and the manifestation of a household attitude towards the employer's assets and, respectively, the right of the employee to demand from employer's fulfilment of obligations towards employees, compliance with labour legislation and other documents containing labour law norms;
p) ensuring the right of trade unions to exercise public control over compliance with labour legislation;
r) ensuring the right of employees to defend their honour, dignity and professional reputation during work;
s) guaranteeing the right to mandatory social and medical insurance of employees.

6.1.3.2.3 The Labour and Social Policy and Normative Acts of the Republic of Moldova

The Republic of Moldova is characterized by a new legislative base, that most of it was harmonized with EU Acquis Communautaire according to Association Agreement[39].

Some of the main laws related to the project proposal and activities that will be implemented are presented in the Table below. The compliance with applicable labour and OHS requirements is described in the chapter 9.

Table 6-4: Main national legal labour & OHS laws and acts relevant to the Project

Legal act	General overview	Relevancy with the Project
Labour Code no. 154/2003	The code regulates all individual and collective labour relations, control of the application of	The law is relevant and is mandatory to be followed in the

[39] Sources: https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:22014A0830(01)

Legal act	General overview	Relevancy with the Project
	regulations in the field of labour relations, labour jurisdiction, as well as other relations directly related to labour relations.	implementation process, ensuring labour & OHS issues.
Law no. 278/1999 Recalculation of the compensation amount for the damage caused to employees following mutilation	The law regulates the rights of persons with mutilation of as result of work incidents and requirements for ensure compensations for mutilated workers	The law is relevant and is mandatory to be followed in the implementation process, ensuring labour & OHS issues.
Law no. 756/1999 Insurance for work accidents & occupational diseases	The law regulates the rights of persons with occupational diseases and work incidents and requirements for ensure compensations for work accidents & occupational diseases	The law is relevant and is mandatory to be followed in the implementation process
Law no. 1432/2000 Method of establishing & re-examining the minimum wage	The law regulates the rights of persons at the minimum wage	The law is relevant and is mandatory to be followed in the implementation process, ensuring salary for workers
Law no. 847/2002 Salaries	The law regulates the rights of persons to have salaries at the working places	The law is relevant and is mandatory to be followed in the implementation process, ensuring salary for workers
Law no. 289/2004 Allowances for temporary incapacity for work & other social insurance & benefits	The law regulates the rights of persons to have allowances for temporary incapacity for work & other social insurance & benefits	The law is relevant and is mandatory to be followed in the implementation process
Law no. 131/2012 State control over entrepreneurial activity	The law regulates the rights of entrepreneurial activity control by state	The law is relevant and is mandatory to be followed in the implementation process
Law no. 152/2012 regarding the minimum subsistence	The law regulates the minimum subsistence for workforce on the construction site	The law is relevant and is mandatory to be followed in the implementation process
Law[40] on Social Inclusion of Persons with Disabilities #60/2012	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	The law is relevant and requires measures for ensuring the participation of person from socially vulnerable groups in the project activities during the project life cycle
Law no. 105/2018 Promotion of employment & unemployment insurance	The purpose of the law is to prevent and reduce unemployment and its social effects, reduce the risk of unemployment and ensure a high level of employment & adapting to the demands of the labour market	The law is important to ensure the rights of employees
Law no 123/2010 Social Services	The law establishes the general framework for the creation and functioning of the integrated system of social services, with the determination of the tasks and responsibilities of the central and local public administration authorities, of other legal and natural persons empowered to provide and provide social services, as well as the protection	The provisions of the law are important for ensuring the quality of public services and respecting the interests of consumers

[40] Source: https://www.legis.md/cautare/getResults?doc_id=139006&lang=ro#

Legal act	General overview	Relevancy with the Project
	of the rights of the beneficiaries of social services;	
Law[41] on State Supervision of Public Health #10/2009	This law regulates the organization of the state supervision of public health, establishing general requirements to public health, the rights and obligations of physical persons and legal entities, procedure for the organization of system of the state supervision of public health.	It is relevant for the project and its stipulations need to be reflected in the ESA documents
Law[42] on occupational safety & health #186/2008	The Law transposed the Directive 89 / 391 /EEC on the introduction of measures to encourage improvements in the safety and health of workers at work, etc.	The law is relevant and is mandatory to be followed during the project life cycle in order to protect workforce
Law[43] on ensuring equal opportunities between women and men # 5/2006	The Law transposed the Directive 2004/113/CE implementing the principle of equal treatment between men and women in the access to and supply of goods and services	The provisions of the law are important for promoting women's interests in exercising their rights in labour relations during the project life cycle
Law on Access to Information no. 148/2023	The law regulates the interaction between the providers of information and individuals and/or legal entities during the exercise of their constitutional right to access information, the rights of applicants for obtaining the information, the obligations of information providers to ensure access to official information, methods of safeguarding the right to information	This is relevant for ensuring disseminating information about implementation of the project and about potential ES impacts
Law[44] on Freedom of Expression # 64/2010	This Law guarantees right to freedom of expression and regulates the balance between right to freedom of expression and defence of private and family life	This is relevant for ensuring disseminating information about implementation of the project and about potential ES impacts
Law no. 239/2008 Transparency in Decision Making	The law refers to the transparency of information linked with the decision-making process and to the consultation of stakeholders when drafting decisions	This is relevant for ensuring disseminating information about implementation of the project and about potential ES impacts
Administrative Code[45] of Republic of Moldova # 116/2018	The Code establishes procedure for consideration of petitions of the RM citizens addressed to the relevant authorities/bodies for the purpose of ensuring protection of petitioners' rights and legitimate interests	This is relevant for ensuring for the early collection of information regarding the risks of non-compliance with ES standards
Law no. 163/2010 Authorization of the execution of construction works	This law regulates the legal procedures regarding the authorization of the execution of construction works	Relevant at the request of the urban planning certificate for construction
Law no. 436/2006 Local public administration	The law establishes the rights, obligations and competences of the local public administration	The provisions of the Law are relevant to proposed activities on created of SIMCs and the activities of collaboration of all stakeholders with the SIMCs.

[41] Source: https://www.legis.md/cautare/getResults?doc_id=142435&lang=ro#
[42] Source: https://www.legis.md/cautare/getResults?doc_id=142433&lang=ro#
[43] Source: https://www.legis.md/cautare/getResults?doc_id=144448&lang=ro#
[44] Source: https://www.legis.md/cautare/getResults?doc_id=141515&lang=ro#
[45] Source: https://www.legis.md/cautare/getResults?doc_id=144471&lang=ro#

6.1.3.2.4 IFIs Environmental and Social Requirements

EIB Environmental and Social Sustainability Framework and Standards

The EIB Group Environmental and Social Sustainability Framework[46] is an overarching policy framework that allows the Group to focus on sustainable and inclusive development, committing to a just and fair transition and supporting the transition to economies and communities that are climate and disaster resilient, low carbon, environmentally sound and more resource-efficient. It consists of a Group-wide Environmental and Social Policy and a revised set of EIB Environmental and Social Standards, which describe the requirements that all EIB-financed projects must meet.

The EIB has adopted a set of 11 environmental and social standards that establish the requirements the promoter and the project must meet throughout the EIB project life cycle:
Standard 1 Environmental and Social Impacts and Risks
Standard 2 Stakeholder Engagement
Standard 3 Resource Efficiency and Pollution Prevention
Standard 4 Biodiversity and Ecosystem
Standard 5 Climate Change
Standard 6 Involuntary Resettlement
Standard 7 Vulnerable groups, Indigenous Peoples and Gender
Standard 8 Labour Rights
Standard 9 Health, Safety and Security
Standard 10 Cultural Heritage
Standard 11 Intermediated Finance
The EIB's environmental and social standards applicable to project activities are summarized below.

6.2.2 EBRD Environmental and Social Policy and Performance Requirements

The EBRD[47] is committed to promoting "environmentally sound and sustainable development" in the full range of its investment and technical cooperation activities. The Bank believes that environmental and social sustainability is a fundamental aspect of achieving outcomes consistent with its transition mandate and recognizes that projects that foster environmental and social sustainability rank among the highest priorities of its activities.

The EBRD has adopted a comprehensive set of specific Performance Requirements[48] (PRs) for key areas of environmental and social sustainability that projects are required to meet. Central to the PRs is the application of the mitigation hierarchy and good international practice.
The PRs are as follows:
PR 1 Assessment and Management of Environmental and Social Risks and Impacts
PR 2 Labour and Working Conditions
PR 3 Resource Efficiency and Pollution Prevention and Control
PR 4 Health, Safety and Security

[46] Source: https://www.eib.org/en/publications/eib-group-environmental-and-social-policy#:~:text=The%20EIB%20Group%20Environmental%20and%20Social%20Sustainability%20Framework%20is%20an,climate%20and%20disaster%20resilient%2C%20low
[47] Source: https://www.ebrd.com/environmental-and-social-policy.html
[48] Source: https://www.ebrd.com/news/publications/policies/environmental-and-social-policy-esp.html

PR 5 Land Acquisition, Restrictions on Land Use and Involuntary Resettlement
PR 6 Biodiversity Conservation and Sustainable Management of Living Natural Resources
PR 7 Indigenous Peoples
PR 8 Cultural Heritage
PR 9 Financial Intermediaries
PR 10 Information Disclosure and Stakeholder Engagement

Implementation of the Environmental and Social Action Plan specific for MEEP

The Environmental and Social Action Plan (ESAP) took into consideration the findings of the environmental and social assessment and the due diligence and results of the of engagement with stakeholders performed by Borrower and EIB and EBRD at the pre-feasibility phase of the project. ESAP sets out the material measures and actions required to avoid, minimize, reduce or otherwise mitigate the potential ES risks and impacts of the Project MEEP. The Borrower shall implement diligently the measures and actions established in ESAP, review, monitor and report ES performances.

MEEP are expected to be designed, constructed and operated in compliance with EIB and EBRD environmental and social standards and requirements relating to sustainable development.

Except as otherwise specified in the ESAP, the Borrower shall cause any contractor to, carry out the project in accordance with the Designated Performance Requirements of the International Financing Institutions.

Without limiting the foregoing, the Borrower shall diligently implement and adhere to the ESAP and the Asbestos Management Plan and monitor the implementation of such plans in accordance with the monitoring provisions contained in such plan.

In order to coordinate, manage, monitor and evaluate all aspects of Project implementation, including the procurement of goods, works and services for the Project, the Borrower shall, unless otherwise agree with the Bank, cause the Project Implementation Entity to establish and at all times during execution of the Project operate a PIU with adequate resources and suitably qualified personnel, under terms of reference acceptable to the Bank.

6.1.4 Planning actions for risks control

MEPIU shall implement the present LMP by planning actions for controlling Labour & OHS risks by Contractors at the construction stage and Beneficiary at the operational stage in order to comply with Labour Management Policy.

At the construction stage, Contractors shall implementation mitigation measures identified in the present LMP by developing Labour Management Policy and Procedures and Contractor's own OHS Plan and developed documents shall be approved by the Construction Supervision Engineer.

At the operational stage, the Beneficiary shall implementation mitigation measures identified in the present LMP by developing OHS Management System to be in compliance with Global International Industrial Practices[49] and applicable laws of the Republic of Moldova.

6.2 LMP objectives and planning to achieve them

6.2.1 LMP objectives

The objective of the LMP is to provide, during the implementation of the present plan at the construction and operational stages, a consistent and systematic approach to promote Labour and OHS culture at each working place for indoor and outdoor for direct and contracted workers by:

a) Complying with identified operating criterion specific for construction and operational stages,
b) Having competent personnel with defined role and responsibilities to operate risks specific for construction and operational stages,
c) Communicating the LMP's requirements implementation to subcontractors, supply chain and all interested parties specific for construction and operational stages,
d) Adopting the present LMP by subcontractors during the construction and operational stages;
e) Controlling high risks by implementing Permit to Work system and establishing safety operational procedures specific for construction and operational stages,
f) Controlling risks which can trigger emergency situations specific for construction and operational stages,
g) Monitoring and measuring all identified risks, and
h) Improving continually labour and OHS process on construction and operational sites and report performances to the CE Engineer and other interested parties.

6.2.2 Planning actions to achieve LMP objectives

LMP's objectives are consistent with MEPIU's Labour Management Policy, measurable, monitored, and communicated to the Contractor, Beneficiary, stakeholders and all interested parties.

At the Construction stage, Contractor shall implement Labour Management Policy with requirements described in the present document and develop its own Contractor's Human Resource Policy and Procedures and Contractor's Labour Management Plan. Labour & OHS performances shall be incorporated in the Monthly Progress Reports by Contractors and submit documents for revision and approval to the Supervision Consultant and MEPIU.

At the operational stage, the Beneficiary Oncological Institute shall implement Labour & OHS requirements described in the present procedure and develop its own Management System[50] comprising labour & OHS aspects. Labour & OHS performances shall be reported to the State Authorities and other interested parties.

[49] Source: https://www.ifc.org/en/insights-reports/2015/publications-handbook-esms-general
[50] Source: https://www.ifc.org/en/insights-reports/2015/publications-handbook-esms-general

Table 6-5: Actions to achieve LMP Objectives specific for construction stage

No.	Objectives	Actions (What shall be done)	Resources	Responsi-bility	When completed	How to evaluate results	How to achieve objectives (KPIs)
1	Comply with Labour Management Policy, applicable laws and IFIs requirements	Develop the Contractor's Labour Management Policy by taking into consideration the MEPIU's commitment & legal requirement to prevent incidents/accident on sites	Financial, human, natural, technology, infrastructure, etc.)	Contractor Beneficiary	Before starting the construction	Pre-construction audit Construction audit Site inspections (SC/MEPIU) Inspections performed by State Authorities	Audit reports Approved Policy by SC Permits & authorisations Construction Permit Site Construction Book
1	Comply with safety operating criterion	Identify dangers, assess risks and control risks by using Job Safety Analysis (JSA) Develop SOPs for high risks (working at heights, excavation, cutting and welding, etc.) Develop Contractor's own OHS Plan etc.	Financial, human, natural, technology, infrastructure, etc.)	Contractor Beneficiary	Before & during construction	Pre-construction audit Construction audit Site inspections (SC/MEPIU) Inspections performed by State Authorities	Filled in JSA Approved Contractor's L&OHS Plans by SC Approved SOPs
2	Human Resources management	Establish a HR Policy and document it Select competent personnel using transparent criterion of personnel selection and hiring Established role for each worker in Job Description Sign a Contract of Service with each worker Personnel on sites	Financial, human, natural, technology, infrastructure, etc.)	Contractor Beneficiary	Before & during construction	Pre-construction audit Construction audit Site inspections (SC/MEPIU) Inspections performed by State Authorities The list of personnel	Approved HR Policy by SC Competence records Signed Job Description Signed Contract Personnel on site records
3	Training process	Develop a Training Plan specific for construction activity Performed trainings for direct and contracted workers Performed emergency simulation training	Financial, human, natural, technology, infrastructure, etc.)	Contractor Beneficiary	Before & during construction	Pre-construction audit Construction audit Site inspections (SC/MEPIU) Inspections performed by State Authorities	Approved TP Training records Emergency training records
4	Communication the L&OHS Policy	Establish OHS Committee for workforce with a GRM channel for feed-back Train direct & contracted workers regarding the provision of L&OHS Policy, Risks Assessment Records, SOPs, PTW, etc. Induction of visitors and stakeholders	Financial, human, natural, technology, infrastructure, etc.)	Contractor Beneficiary	Before & during construction	Pre-construction audit Construction audit Site inspections (SC/MEPIU) Inspections performed by State Authorities	OHS Committee records GRM records Training/Induction records
5	Control subcontractors and suppliers	Include the requirements of compliance with the present LMP in contract of service with subcontractors & suppliers Ensure that subcontractors designated a representative to be responsible for Labour & OHS aspects on construction sites	Financial, human, natural, technology, infrastructure, etc.)	Contractor Beneficiary	Before & during construction	Pre-construction audit Construction audit Site inspections (SC/MEPIU)	Contract of service with L&OHS requirements Subcontractor's designated Representative

No.	Objectives	Actions (What shall be done)	Resources	Responsi-bility	When completed	How to evaluate results	How to achieve objectives (KPIs)
		Train the contracted workers with provision of the Contractor's approved Plans				Inspections performed by State Authorities	Trainings records
6	Control high risks	Implement a PTW system on construction sites Coordinate PTW with SC and at the end of work close down the PTW by the SC Provide specific SOP at each working place	Financial, human, natural, technology, infrastructure, etc.)	Contractor Beneficiary	During Construction & Operation	Pre-construction audit Construction audit Site inspections (SC/MEPIU) Inspections performed by State Authorities	Register of PTW Records PTW List/register of approved SOPs
7	Control emergency risks	Identify all emergency situation for normal & abnormal cases specific for construction sites within the JSA procedure Develop & implement the Emergency Preparedness & Response Plan (EPRP) specific for normal & abnormal risk (flooding, earthquake, med-evac, etc.) Provide emergency equipment on construction sites to be maintained and ready for use Provide first aid kits & facilities for rendering first aid in case of emergency Test EPRP, revise emergency plan & train personnel	Financial, human, natural, technology, infrastructure, etc.)	Contractor Beneficiary	Before & during construction	Pre-construction audit Construction audit Site inspections (SC/MEPIU) Inspections performed by State Authorities	Site Inspection Reports Audit Records Simulation Reports Non-conformity reports Training records Emergency records Incident reports Workforce complaints Maintenance reports Verification reports
8	Monitor & measure	Contractors' process Workforce competence and training process Revision annually Contractor's Plans and programs Workforce health survey Equipment maintenance Emergency equipment Subcontractors and suppliers Monitoring and measurement equipment	Financial, human, natural, technology, infrastructure, etc.)	Contractor Beneficiary	Before & during construction	Pre-construction audit Construction audit Site inspections (SC/MEPIU) Inspections performed by State Authorities	Numbers of PTW issued Competence register Monitoring records Health survey records Maintenance reports Contract of service with subcontractors Maintenance reports for EMM
9	Continually improvement and performances reporting	Incidents notification and investigation Non-conformities and corrective actions Performances reporting	Financial, human, natural, technology, infrastructure, etc.)	Contractor Beneficiary	Before & during construction	Pre-construction audit Construction audit Site inspections (SC/MEPIU) Inspections performed by State Authorities	Non-conformity reports Registry of NCRs Incident investigation reports Audit reports MPR

No.	Objectives	Actions (What shall be done)	Resources	Responsi-bility	When completed	How to evaluate results	How to achieve objectives (KPIs)
10	Community Health and Safety	Develop the Contractor's Community Health and Safety by taking into consideration the following aspects (i) water quality and availability, (ii) structural safety, (iii) life and safety protection, (iv) traffic safety, (v) transport of hazardous materials, (vi) diseases prevention, (vii) emergency situation and MEPIU's Labour Management Policy & applicable legal requirement (IFIs and RM) to protect communities on sites	Financial, human, natural, technology, infrastructure, etc.)	Contractor Beneficiary	Before & during construction	Pre-construction audit Construction audit Site inspections (SC/MEPIU) Inspections performed by State Authorities Emergency Preparedness and Response Plans and records	Non-conformity reports Registry of NCRs Incident investigation reports Audit reports MPRs Complaints from communities Complaints from State Authorities

7 SUPPORT

7.1 Resource

7.1.1 Human Resources Process

The Contractor and the Beneficiary's Human Resources process shall comply with EBRD and EIB ES Policy and the Labour Code of Republic of Moldova and other applicable Labour & OHS laws for keeping under control labour & human resources aspects by taking into account the following principles:

- Working Condition and Terms of Employment
- Non-Discrimination and Equal Opportunity
- Retrenchment
- Protecting the Work Force
- Child Labour
- Forced Labour
- Workers Engaged by Third Parties
- Etc.

The Contractor and the Beneficiary shall carry out their activities in conformity with General Condition of the Contract and Particular Condition of the Contract and the Republic of Moldova's other legal requirements and hire competent personnel, on the basis of appropriate education, training and experience, for executing site specific construction and operation tasks by not affecting the LMP performance and breaching MEPIU's Labour Management Policy.

The Contractor and the Beneficiary shall ensure that terms of employment and responsibilities of the hired personnel are established and documented in employment contract signed individually with each employee and the specific responsibilities to be part of Job Description.

The Contractor and the Beneficiary shall ensure that personnel hired for performing tasks on behalf of the Contractor and the Beneficiary know Job Description's (JD) provisions and JDs are signed by employees for complying with provision set in the MEPIU's Labour Management Policy.

The Contractor and the Beneficiary shall ensure that an organizational structure specific for construction and operational stages are developed in conformity with requirements of the present LMP and workforce is informed and know their roles and responsibilities.

7.2 Competence

In order to ensure the safe operation of refurbishment of the Oncological Institute, the contractor technical staff must have specialized studies or special training based on the requirements established in the GCC and PCC and the applicable Law no. 721/1996 Quality on Construction. They are automatically recognized as certified specialists who hold certificates issued by certification bodies

accredited by the national accreditation bodies of the European Union, except for cases when the legislation of the Republic of Moldova establishes specific mandatory conditions.

The Contractor and the Beneficiary shall develop its own Human Resource Policy and process by determining the necessary competence of workers that affects MEPIU's Labour Management Policy and implementation performances and ensure that workers are competent on the basis of appropriate education, training or qualification based on previous history experience of employees.

7.3 Awareness

7.3.1 General

The implementation of the LMP specific for construction and operational stages require specific knowledge and competence for the Contractor and the Beneficiary workforce that shall be engaged in the construction and operational stages.

The Contractor and the Beneficiary shall ensure that each worker receives adequate health and safety training, in particular in the form of information and instructions specific to his workstation or job: (i) on recruitment, (ii) in the event of a transfer or a change of job, (iii) in the event of the introduction of new work equipment or a change in equipment, and (iv) in the event of the introduction of any new technology or changes in the technical documents, laws, etc..

The training and awareness process shall be adapted to take account of new or changed risks, and repeated periodically if necessary, by OHS representatives of the Contractor and the Beneficiary.

7.3.1 Training process for construction stage

Before starting the construction activities on site specific for the refurbishment process on the Oncological Institute, Contractor' s workforce shall pass training courses (induction) with specific technical and energy efficiency aspects. Respectively, the refurbishment process of the Oncological Institute shall support relevant trainings on knowledge and information on topics such as the LMP implementation, L & OHS performances reporting, etc. The awareness and training plan for construction stage is presented in Table 7-1 below.

Table 7-1: Training program for Construction Phase

#	Training subject	Time and duration	Recipients	Organizer	Cost
	OCCUPATIONAL HEALTH AND SAFETY				
1	Contractors' Health & Safety Plan requirements (Employer's LMP)	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor
2	Confined space	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor
3	Working at heights on site	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor
4	Electrical requirements on site	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor

#	Training subject	Time and duration	Recipients	Organizer	Cost
5	Wear of PPE on site	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor
6	Noise and vibration on site	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor
7	Crane & forklift requirement on site	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor
8	Requirements for smoking & drinking on site	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor
9	Electrical requirements on site	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor
10	Working environment	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor
11	Equipment safety	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor
12	Road safety	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor
13	Emergency and first aid aspects	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor
14	Communication hazards to workforce (install safety signs on sites)	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor
15	GM process on construction sites	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor
16	The Code of Conduct	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor
17	ACMs management	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor

The Contractor shall ensure that subcontractor workers engaged in work have in fact received appropriate instructions regarding OHS risks during their activities in his undertaking and /or establishment. Workers' representatives, with a specific role in protecting the safety and health of workers, shall be entitled to appropriate training. The training must take place during working hours or in accordance with national practice either within or outside the undertaking and/or the establishment.

7.3.2 Training process for operational phase

In order to achieve the IFIs Goals and applicable L & OHS requirements of Republic of Moldova, emphasizing the economic growth, inclusion and sustainability, the Beneficiary shall implement the present awareness and training plan, presented in the Table 7-2.

The implementation of the LMP specific for operational phase requires specific knowledge and competence for the Beneficiary personnel to operate and maintain the new installed equipment (Lifts, IHSs, PV System, Ventilation System, EMS, emergency equipment, etc.).

The training shall be adapted to take account of new or changed risks, and repeated periodically if necessary. The plan for capacity building and training plan for operational stage is presented in Table 7-2 below.

Table 7-2: Training program for Operational Phase

#	Training subject	Time & duration	Recipients	Organizer	Cost
1	OHS Risk Assessment Procedure	2026	OI technical staff	Beneficiary OI	Beneficiary OI
2	Compliance with the present document & applicable OHS laws (new permits, authorizations, etc.)	2026	OI technical staff	Beneficiary OI	Beneficiary OI
3	Specific training for new installed equipment specific for operation and maintenance	2026	OI technical staff	Beneficiary OI	Beneficiary OI
4	Maintenance of the new equipment	2026	OI technical staff	Beneficiary OI	Beneficiary OI
5	Emergency equipment	2026	OI technical staff	Beneficiary OI	Beneficiary OI

7.4 Communication

7.4.1 General

The Contractor and the Operator shall communicate their L &OHS performances internally, externally and for any emergency situations to the Supervision Consultant, stakeholders and other interested parties.

7.4.2 Internal Communication Process

The internal communication process shall supply the documents, information and data required to carry out activities specific for construction and operation stage by the Contractor and the Beneficiary. The internal communication process of the Contractor and the Beneficiary shall be realized in the authority and inter-functional line described in the Organizational Chart, as well as on the basis of procedures, regulations and responsibilities covered by the Contractor's organization and functioning regulation and the Beneficiary's Management System documents.

The communication process is described in the figure 7-1.

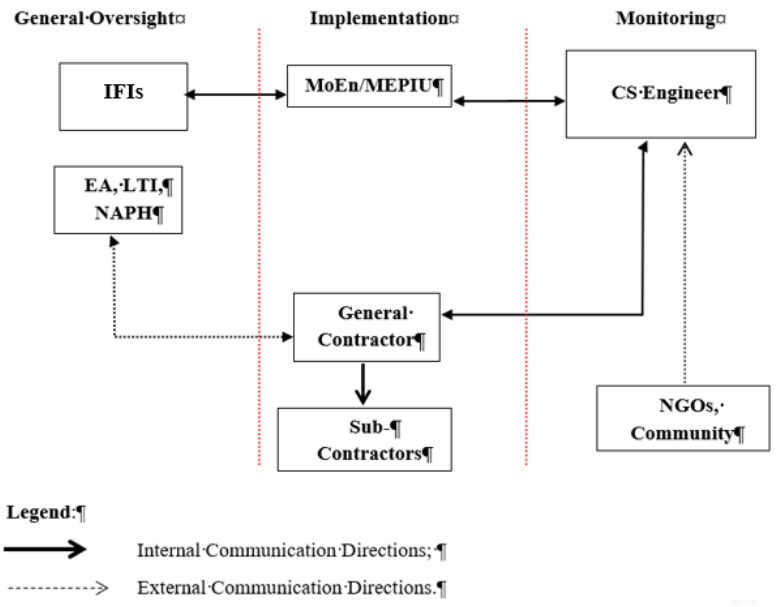

Figure 7-1: Internal and External Communication Chart

Contractors will communicate project implementation performances to the Supervision Consultant.

7.4.3 External Communication Process

The Contractor and the Beneficiary have to implement and maintains a procedure for external communications that includes: (i) Receive and register external communications, (ii) screen and assess the issues raised and determine how to address them, (iii) provide, track, and document responses and (iv) adjust the management program.

The Contractor and the Beneficiary shall report their L & OHS performances to the Construction Supervision Consultant, specific for construction stage and State Authorities specific for operational stage. External communication process shall be accomplished through written (hard-copies and electronic media) or oral (over telephone or verbally) forms of communication.

The Register of stakeholder is presented in the Stakeholders Engagement Plan. The procedure of communication with stakeholders is part of external communication procedure described in the figure 7-1.

7.4.4 Emergency Communication Process

During projects implementation oral, written, electronic means of communication are used for communication process between parties implies in the project. A detailed Emergency Communication chart list is given in figure 7-2.

In case of emergency the Contractor and the Beneficiary communicates in conformity with interfaces established in figure above.

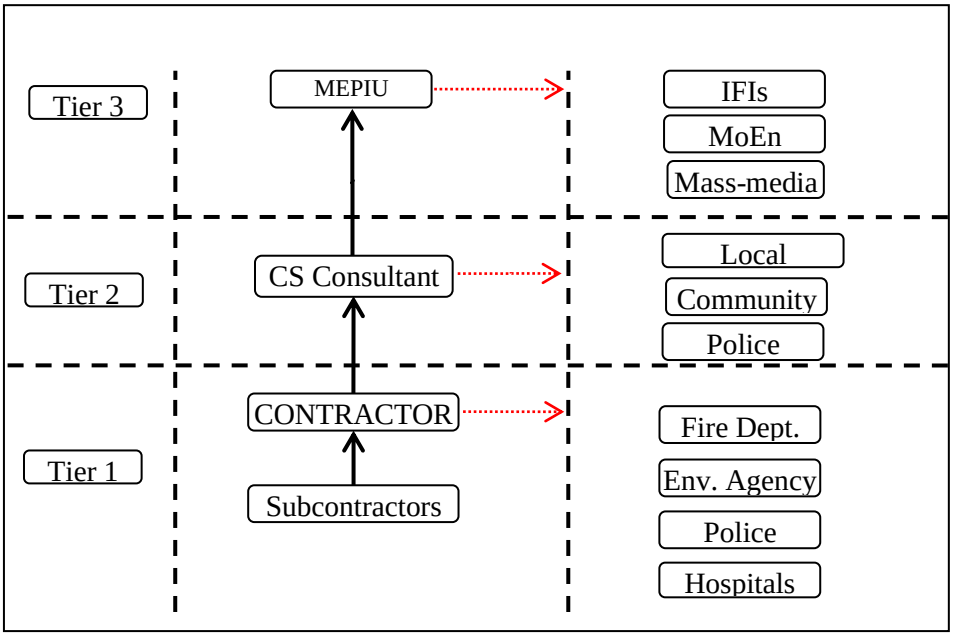

Figure 7-2: Communication channels in case of emergency[51]

The interfaces are:

- Supervision Consultant and MEPIU;
- National Centre for Public Health and Territorial Public Centre Chisinau;
- National Road Police and Chisinau Municipal Road Police;
- State Supervision Agency;
- Emergency and Fire Department;
- Environmental Agency and the Territorial Environmental Protection Inspectorate, etc.

The notification report is presented in the Annex 3.

7.5 Documented information

7.5.1 General

The LMP specific for the refurbishment of the Oncological Institute contains 10 chapters and set out the requirements specific for the construction and operational processes and further to be cascaded to the Contractor and the Beneficiary. The draft final LMP shall be revised by the IFIs representatives

[51] Note: Note: Red line – external communication)

and issued Non-Objections, the final LMP shall be approved by the MEPIU and become effective on the date of its approval.

The LMP shall be published on the MEPIU and the Oncological Institute' web pages and can be printed in a required number of copies at the request of stakeholders and distributed under signature to the designated recipients.

The LMP may be furnished to the State Authorities (NAPH, NITS, LTI, etc.) upon prior approval of the MEPIU. The control of documents flow is presented in the figure 7-3.

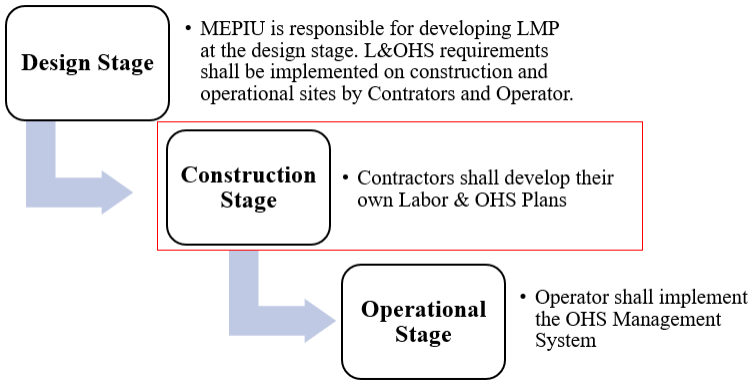

Figure 7-3: The control of documents versus project's life cycle (design, construction[52] & operational)

7.5.1 Contractor's own Labour & OHS Plan

Before starting the construction stage, the Contractor shall use the present document to develop its own Contractor's Labour & OHS Plans and Code of Conduct (CoC), and the Supervision Consultant shall approve contractors' documents. The CLMP shall be revised annually and Supervision Consultant shall approve the document. The content of Code of Conduct is presented in the Annex no. 4.

7.5.1 Beneficiary's OHS Management System

At the operational stage, the Beneficiary shall use the LMP for compliance with applicable L & OHS applicable laws of the Republic of Moldova and International Best Practices[53].

8 OPERATION

[52] NOTE: The construction process is supervised by the designated Construction Supervision Engineer.

[53] Source: https://www.ifc.org/en/insights-reports/2015/publications-handbook-esms-general

8.1 Operational planning and control

8.1.1 General

The Contractor and the Beneficiary shall plan, implement, control and maintain the processes needed to meet requirements of the present LMP, and to implement the mitigation actions by:

a. Complying with established operating criterion specific for refurbishment of the Oncological Institute and operation of the new equipment;
b. Implementing control of the processes in accordance with the established criterion;
c. Maintaining and retaining documented information to the extent necessary to have confidence that the processes have been carried out as planned;
d. Adapting work to workers.

The Contractor and the Beneficiary shall coordinate the relevant parts of the LMP with subcontractor, supply chain, communities and stakeholders.

8.1.2 Eliminating hazards and reducing OHS risks (operating criterion)

8.1.2.1 General requirements

The Contractor shall develop and implement on the construction sites their own Contractor Labour & OHS Plans for eliminating of hazards and reduction of OHS risks using the operating criterion following hierarchy of controls: (a) eliminate the hazard, (b) substitute with less hazardous processes, operations, materials or equipment, (c) use engineering controls and reorganization of work, (d) use administrative controls, including training and (e) use adequate personal protective equipment.

The Beneficiary shall develop, implement and maintain a Labour & OHS Management System[54], identify hazards, assess risks and establish and implement an OHS Plan on sites by using operating criterion for workforce protection, community health and safety and company assets and reputation.

8.1.2.2 Operating criterion for on-site workplaces

8.1.2.2.1 Stability and solidity

Materials, equipment and, more generally, any component which, when moving in any way, may affect the safety and health of workers must be stabilized in an appropriate and safe manner.

Access to any surface involving insufficiently resistant materials is not authorized unless appropriate equipment or means are provided to enable the work to be carried out safely.

[54] Source: Environmental and Social Management System (ESMS) Implementation Handbook (General): https://www.ifc.org/en/insights-reports/2015/publications-handbook-esms-general

8.1.2.2.2 Energy distribution installations

The installations must be designed, constructed and used so as not to present a fire or explosion hazard; persons must be adequately protected against the risk of electrocution caused by direct or indirect contact.

The design, construction and choice of equipment and protection devices must take account of the type and power of the energy distributed, external conditions and the competence of persons with access to parts of the installation.

8.1.2.2.3 Emergency routes and exits

Emergency routes and exits must remain clear and lead as directly as possible to a safe area. In the event of danger, it must be possible for workers to evacuate all workstations quickly and as safely as possible.

The number, distribution and dimensions of emergency routes and exits depend on the use, equipment and dimensions of the site and of the rooms and the maximum number of persons that may be present.

Specific emergency routes and exits must be indicated by signs. Such signs must be sufficiently resistant and be placed at appropriate points.

Emergency routes and exits, and the traffic routes and doors giving access to them, must be free from obstruction so that they can be used at any time without hindrance.

Emergency routes and exits requiring illumination must be provided with emergency lighting of adequate intensity in case the lighting fails.

8.1.2.2.4 Fire detection and fire fighting

Depending of the characteristics of the site, the dimensions and use of the rooms, the on-site equipment, the physical and chemical properties of the substances present and the maximum potential number of people present, an adequate number of appropriate fire-fighting devices and, where required, fire detectors and alarm systems must be provided.

These fire-fighting devices, fire detectors and alarm systems must be regularly checked and maintained. Appropriate tests and drills must take place at regular intervals.

Non-automatic fire-fighting equipment be easily accessible and simple to use. The equipment must be indicated by signs. Such signs must be sufficiently resistant and placed at appropriate points.

8.1.2.2.5 Ventilation

Steps shall be taken to ensure that there is sufficient fresh air, having regard to the working methods used and the physical demands placed on the workers.

If a forced ventilation system is used, it must be maintained in working order and must not expose workers to draughts which are harmful to health.

Any breakdown must be indicated by a control system where this is necessary for workers' health.

8.1.2.2.6 Exposure to particular risks

Workers must not be exposed to harmful levels of noise or to harmful external influences (e.g. gases, vapours, dust).

Table 8-1: Noise limits for various working environments

No.	Location/Activity	Equivalent level LA_{eq}, 8h	Maximum LA_{max}, fast
1	Heavy Industry (no demand for oral communication)	85 dB(A)	110 dB(A)
2	Light industry (decreasing demand for oral communication)	50-65 dB(A)	110 dB(A)
3	Open offices, control rooms, service counters or similar 45-50 dB(A)	Open offices, control rooms, service counters or similar 45-50 dB(A)	-
4	Individual offices (no disturbing noise) 40-45 dB(A)	Individual offices (no disturbing noise)	-
5	Classrooms, lecture halls	35-40 dB(A)	-
6	Hospitals	30-35 dB(A)	40 dB(A)

If workers have to enter an area where the atmosphere is liable to contain a toxic or harmful substance or to have an insufficient oxygen level or to be inflammable, the confined atmosphere must be monitored and appropriate steps taken to prevent any hazards. The atmosphere within the confined space should be tested to assure the oxygen content is between 19.5 % and 23 %, and that the presence of any flammable gas or vapor does not exceed 25 % of its respective Lower Explosive Limit (LEL).

A worker may not in any circumstances be exposed to a high-risk confined atmosphere. He must at least be watched at all times from outside and all appropriate precautions must be taken to ensure that he can be assisted effectively and immediately.

Exposure to hand-arm vibration from equipment such as hand and power tools, or whole-body vibrations from surfaces on which the worker stands or sits, shall be controlled through choice of equipment, installation of vibration dampening pads or devices, and limiting the duration of exposure. Exposure levels shall be checked on the basis of daily exposure time and data provided by equipment manufacturers.

8.1.2.2.7 Temperature

During working hours, the temperature must be appropriate for human beings, having regard to the working methods used and the physical demands placed on the workers.

8.1.2.2.8 Natural and artificial lighting of workstations, rooms and traffic routes on the site

Workstations, rooms and traffic routes must as far as possible have sufficient natural lighting and be provided with appropriate and sufficient artificial lighting at night and when natural daylight is inadequate; where necessary, portable light sources that are protected against impact must be used. The colour of artificial light used must not alter or affect the perception of signals or signposts.

Lighting installations for rooms, workstations and traffic routes must be placed in such a way that there is no risk of accident to workers as a result of the type of lighting fitted.

Rooms, workstations and traffic routes where workers are especially exposed to risks in the event of artificial lighting must be provided with emergency lighting of adequate intensity.

Table 8-1: Minimum limits for workplace illumination intensity

No.	Location / Activity	Light intensity
1	Emergency light	10 lux
2	Outdoor non-working areas	20 lux
3	Simple orientation and temporary visits (machine storage, garage, warehouse)	50 lux
4	Workspace with occasional visual tasks only (corridors, stairways, lobby, elevator, auditorium, etc.)	100 lux
5	Medium precision work (simple assembly, rough machine works, welding, packing, etc.)	200 lux
6	Precision work (reading, moderately difficult assembly, sorting, checking, medium bench and machine works, etc.), offices.	500 lux
7	High precision work (difficult assembly, sewing, color inspection, fine sorting etc.)	1000 – 3000 lux

8.1.2.2.9 Doors and gates

Sliding doors must be fitted with a safety device to prevent them from being derailed and falling over.

Doors and gates opening upwards must be fitted with a mechanism to secure them against falling back.

Doors and gates along escape routes must be appropriately marked.

In the immediate vicinity of gates intended primarily for vehicle traffic, there must be doors for pedestrian traffic unless it is safe for pedestrians to cross; such doors must be clearly marked and kept free at all times.

Mechanical doors and gates must operate without any risk of accident to workers. They must be fitted with emergency stop devices which are easily identifiable and accessible and, unless they open automatically in the event of a power-cut, it must be possible for them to be opened manually.

8.1.2.2.10 Traffic routes — danger areas

Traffic routes, including stairs, fixed ladders and loading bays and ramps, must be calculated, located, laid out and made negotiable to ensure easy, safe and appropriate access in such a way as not to endanger workers employed in the vicinity of these traffic routes.

Routes used for pedestrian traffic and / or goods traffic including those used for loading and unloading must be dimensioned in accordance with the number of potential users and the type of activity concerned. If means of transport are used on traffic routes, a sufficient safety clearance or adequate protective devices must be provided for other site users. Routes must be clearly marked, regularly checked and properly maintained.

Sufficient clearance must be allowed between vehicle traffic routes and doors, gates, passages for pedestrians, corridors and staircases.

If the site includes limited-access areas, these must be equipped with devices to prevent unauthorized workers from entering. Appropriate measures must be taken to protect workers who are authorized to enter the danger areas. Danger areas must be clearly signposted.

8.1.2.2.11 Loading bays and ramps

Loading bays and ramps must be suitable for the dimensions of the loads to be transported.
Loading bays must have at least one exit point.
Loading ramps must be sufficiently safe to prevent workers from falling off.

8.1.2.2.12 Freedom of movement at the workstation

The floor area at the workstation must be such as to allow workers sufficient freedom of movement to perform their work, taking account of any necessary equipment or appliances present.

8.1.2.2.13 First aid

The employer must ensure that first aid can be provided, and that the staff trained to provide it can be called upon, at any time. Measures must be taken to ensure that workers who have had an accident or have suddenly been taken ill can be removed for medical treatment.

One or more first-aid rooms must be provided where the scale of the works or the types of activity being carried out so require.

First-aid rooms must be fitted with essential first-aid installations and equipment and be easily accessible to stretchers. They must be signposted in accordance with the national regulations.

In addition, first-aid equipment must be available at all places where working conditions so require. This equipment must be suitably marked and easily accessible. The address and telephone number of the local emergency service must be clearly displayed.

8.1.2.2.14 Sanitary equipment

8.1.2.2.14.1 Changing rooms and lockers

Appropriate changing rooms must be provided for workers if they have to wear special work clothes and if, for reasons of health or propriety, they cannot be expected to change in another area. Changing rooms must be easily accessible, be of sufficient capacity and be provided with seating.

Changing rooms must be sufficiently large and have facilities to enable each worker, where necessary, to dry his working clothes as well as his own clothing and personal effects and to lock them away. If circumstances so require (e.g. dangerous substances, humidity, dirt), facilities must be provided to enable working clothes to be kept in a place separate from workers' own clothes and personal effects.

Provisions must be made for separate changing rooms or separate use of changing rooms for men and women.

If changing rooms are not required, each worker must be provided with a place in which he can lock away his own clothes and personal effects.

8.1.2.2.14.2 Showers and washbasins

Suitable showers in sufficient numbers must be provided for workers if required by the nature of the work or for health reasons. Provisions must be made for separate shower rooms or separate use of shower rooms for men and women.

The shower rooms must be sufficiently large to permit each worker to wash without hindrance in conditions of an appropriate standard of hygiene. The showers must be equipped with hot and cold running water.

Where showers are not required on-site, a sufficient number of suitable washbasins with running water (hot water if necessary) must be provided in the vicinity of the workstations and the changing rooms. Provisions must be made for separate washbasins, or separate use of washbasins for men and women when so required for reasons of propriety.

Where the rooms housing, the showers or washbasins are separate from the changing rooms, there must be easy communication between the two.

8.1.2.2.14.3 Lavatories and washbasins

Special facilities with an adequate number of lavatories and washbasins must be provided for workers in the vicinity of workstations, rest rooms, changing rooms and rooms housing showers or washbasins. Provisions must be made for separate lavatories or separate use of lavatories for men and women.

8.1.2.2.15 Rest rooms and/or accommodation areas

Where the safety or health of workers, in particular because of the type of activity carried out or the presence of more than a certain number of employees as well as the remote nature of the site, so require, workers must be provided with easily accessible rest rooms and / or accommodation areas.

Rest rooms and/ or accommodation areas must be large enough and equipped with an adequate number of tables and seats with backs for the number of workers concerned.

If there are no facilities of this kind, other facilities must be provided in which workers can stay during interruptions in work.

Fixed accommodation areas unless used only in exceptional cases, must have sufficient sanitary equipment, a rest room and a leisure room. They must be equipped with beds, cupboards, tables and seats with backs taking account of the number of workers, and be allocated taking account, where appropriate, of the presence of workers of both sexes.

Appropriate measures should be taken for the protection of non-smokers against discomfort caused by tobacco smoke in rest rooms and / or accommodation areas.

8.1.2.2.16 Pregnant women and nursing mothers

Pregnant women and nursing mothers must be able to lie down to rest in appropriate conditions.

8.1.2.2.17 Handicapped workers

Workplaces must be organized to take account of handicapped workers, if necessary. The provision applies in particular to the doors, passageways, staircases, showers, washbasins, lavatories and workstations used or occupied directly by handicapped persons.

8.1.2.2.18 Miscellaneous provisions

The surroundings and the perimeter of the site must be signposted and laid out so as to be clearly visible and identifiable.

Workers must be provided at the site with a sufficient quantity of drinking water and possibly another suitable non-alcoholic beverage both in occupied rooms and in the vicinity of workstations.

Workers must be provided with facilities enabling them to take their meals in satisfactory conditions, where appropriate, be provided with facilities enabling them to prepare their meals in satisfactory conditions.

8.1.2.3 Operating criterion for on-site outdoor workstations

8.1.2.3.1 Stability and solidity

High-level or low-level movable or fixed workstations must be solid and stable, taking account of: (i) the number of workers occupying them, (ii) the maximum loads they may have to bear and the weight distribution, (iii) the outside influences to which they may be subject. If the support and the other components of these workstations are not intrinsically stable, their stability will have to be ensured by appropriate and safe methods of fixing to avoid any untimely or spontaneous movement of the whole or of parts of the workstations.

Stability and solidity must be checked appropriately and especially after any change in the height or depth of the workstation.

8.1.2.3.2 Energy distribution installations

On-site energy distribution installations, especially those subject to outside influences, must be regularly checked and maintained.

Installations existing before the site began must be identified, checked and clearly signposted.

Whenever possible, where overhead electric power lines exist, either they must be redirected away from the area of the site or else the current must be cut off. If this is not possible, there will be barriers or notices to ensure that vehicles and installations are kept away.

Suitable warnings and suspended protections must be provided where vehicles have to pass beneath the lines.

Table 8-1: No approach zones for High Voltage Power Lines

No	Nominal phase-to-phase voltage rating	Minimum distance
1	750 or more volts, but no more than 150 kV	3 meters
2	More than 150 kV, but no more than 250 kV	4.5 meters
3	More than 250 kV	6 meters

8.1.2.3.3 Atmospheric influences

Workers must be protected against atmospheric influences which could affect their health and safety.

Exposure to hot or cold working conditions in indoor or outdoor environments can result temperature stress-related injury or death. Use of personal protective equipment (PPE) to protect against other occupational hazards can accentuate and aggravate heat-related illnesses. Extreme temperatures in permanent work environments should be avoided through implementation of engineering controls and ventilation.

8.1.2.3.4 Falling objects

Wherever technically feasible, workers must be protected by collective methods against falling objects.

Materials and equipment must be laid out or stracked in such a way as to prevent their collapsing or overturning.

Where necessary, there must be covered passageways on the side or access to danger areas must be made impossible.

8.1.2.3.5 Falls from a height

Falls from a height must be physically prevented in particular by means of solid cradles which are sufficiently high and have at least an end-board, a main handrail and an intermediate handrail or an equivalent alternative.

In principle, work at a height must be carried out only with appropriate equipment or using collective protection devices such as cradles, platforms or safety nets. If the use of such equipment is not possible because of the nature of the work, suitable means of access must be provided and safety harnesses or other anchoring safety methods must be used.

8.1.2.3.6 Scaffolding and leaders

All scaffolding must be properly designed, constructed and maintained to ensure that it does not collapse or move accidentally.

Work platforms, gangways and scaffolding stairways must be constructed, dimensioned, protected and used in such a way as to prevent people from falling or being exposed to falling objects.

Scaffolding must be inspected by a competent person: (a) before being put into service; (b) subsequently, at periodic intervals; (c) after any modification period without use, exposure to bad weather or seismic tremors, or any other circumstance which may have affected its strength or stability.

Ladders must be sufficiently strong and correctly maintained. They must be correctly used, in appropriate places and in accordance with their intended purpose.

Mobile scaffolding must be secured against spontaneous movements.

8.1.2.3.7 Lifting equipment

All lifting devices and accessories, including their component parts, attachments, anchorings and supports, must be : (a) properly designed and constructed and sufficiently strong for the use to which they are put; (b) correctly installed and used; (c) maintained in good working order; (d) checked and subjected to periodic tests and inspections in accordance with current legislation', (e) operated by qualified workers who have received appropriate training.

All lifting devices and accessories must clearly display their maximum load values.

Lifting equipment and accessories may not be used for other than their intended purposes.

8.1.2.3.8 Excavating and materials-handling vehicles and machinery

All excavating and materials-handling vehicles and machinery must be: (a) properly designed and constructed taking account, as far as possible, of the principles of ergonomics; (b) kept in good working order; (c) used correctly.

Drivers and operators of excavating and materials-handling vehicles and machinery must be specially trained.

Preventive measures must be taken to ensure that excavating and materials-handling vehicles and machinery do not fall into the excavations or into water.

Where appropriate, excavating machinery and materials-handling machinery must be fitted with structures to protect the driver against being crushed if the machine overturns, and against falling objects.

8.1.2.3.9 Installations, machinery, equipment

Installations, machinery and equipment, including hand tools whether power-driven or not, must be:
(a) properly designed and constructed taking accounts, as far as possible, of the principle of ergonomics;
(b) kept in good working order;
(c) used solely for the work for which they were designed;
(d) operated by workers who have received appropriate training.

Installations and equipment under pressure must be checked and subjected to regular tests and inspections in accordance with existing legislation.

8.1.2.3.10 Excavations, wells, underground works, and earthworks

Suitable precautions must be taken in an excavation, well, underground:
(a) using an appropriate support or embankment;
(b) to prevent hazards entailed in the fall of a person, materials or objects, or flooding;
(c) to provide sufficient ventilation at all workstations so as to ensure a breathable atmosphere which is not dangerous or harmful to health;
(d) to enable workers to reach safety in the event of fire or inrush of water or materials.

Before excavation starts, measures must be taken to identify and reduce to a minimum any hazard due to underground cables and other distribution systems.

Safe routes into and out of the excavation must be provided.

Piles of earth, materials and moving vehicles must be kept away from the excavation; appropriate barriers must be built if necessary.

8.1.2.3.11 Demolition work

Where the demolition of a building or construction may present a danger: (a) appropriate precautions, methods and procedures must be adopted; (b) the work must be planned and undertaken only under the supervision of a competent person.

8.1.2.3.12 Metal or concrete frameworks, shutterings and heavy prefabricated components

Metal or concrete frameworks and their components, shutterings, prefabricated components or temporary support, and buttresses must be erected and dismantled only under the supervision of a competent person.

Adequate precautions must be taken to protect workers against risks arising from the temporary fragility or instability of a structure.

Shutterings, temporary supports and buttresses must de devises and designed, installed and maintained so as to safely withstand any strains and stresses which may be placed on them.

8.1.2.3.13 Cofferdams and caissons

All cofferdams and caissons must be: (a) well-constructed, of appropriate, solid materials of adequate strength; (b) appropriately equipped so that workers can gain shelter in the event of an eruption of water and materials.

The construction, installation, transformation or dismantling of a cofferdam or caisson must take place only under the supervision of a competent person.

All cofferdams and caissons must be inspected by a competent person at regular intervals.

8.1.2.4 Substitution hazards with less hazardous processes, operations, materials or equipment

Contractors and Beneficiary shall assess risks and identify measures to eliminate hazardous processes, operations, materials or equipment by substituting them with less hazardous processes, operations, materials (hazardous substances) or equipment.

8.1.2.5 Engineering controls

Engineering Controls represent a process used by the contractor and the beneficiary to protect employees by preventing exposure to hazards. The following are examples of engineering controls: (i) machine guards, (ii) safety controls, (iii) isolation of hazardous areas, (iv) monitoring devices, etc.

The most effective engineering controls: (i) are part of the original equipment design; (ii) remove or block the hazard at the source before it comes into contact with the worker; (iii) prevent users from modifying or interfering with the control; (iv) need minimal user input for the controls to work (v) operate correctly without interfering with the work process or making the work process more difficult.

The Contractor and the Beneficiary shall clearly develop Safety Operating Procedures (SOPs) with work instructions for construction and operation of process that take into consideration the operating criterion for hazard operating, manual handling, permit to work (PTW), PPE regulations, quality, and general EHS requirements. Safety Operational Procedures shall be part of the Contractor's OHS Plan and the Beneficiary's OHS Management System and represent a definition of good or best practice that shall be adhered to at all times. Process operatives shall be provided with guidance concerning the required operating philosophy to ensure that they comply with procedural requirements.

The Contractor and the Beneficiary shall provide adequate training for direct and indirect workforce in order to ensure that workforce is fully conversant with specific risks and written safety operating procedures.

8.1.2.6 Administrative control for risk control

Administrative Controls represent a process used by Contractor and Beneficiary to protect employees by preventing exposure to hazards. This is achieved by establishing work practices that reduce the duration, frequency, or intensity of exposure to hazards.

Administrative controls shall be used the permit-to-work procedure to reduce exposure to hazards by limiting the amount of time workers spend at a hazardous job. The permit-to-work (PTW) process is a documented procedure that authorizes certain people to carry out specific work within a specified time frame. It sets out the precautions required to complete the work safely, based on a risk assessment. It describes what work will be done and how it will be done; the latter can be detailed in a method statement. The Permit-to-Work template is presented in the Annex 5.

The permit-to-work requires declarations from the people authorising the work and carrying out the work. Where necessary it requires a declaration from those involved in shift handover procedures or extensions to the work. Finally, before equipment or machinery is put back into service, it will require a declaration from the permit originator that it is ready for normal use.

8.1.2.7 Personal Protective Equipment

Personal protective equipment (PPE) is the effective method of controlling occupational hazards and shall be used only when other methods cannot control hazards sufficiently.

PPE puts a barrier between the worker and the hazard. PPE may keep the hazard out, but it also keeps heat and water vapour in the protective clothing, which can cause you to be hot and uncomfortable. When wearing PPE, drink plenty of water and take frequent breaks. In hot or humid working conditions, you can only wear PPE for a short time (even as little as ten minutes in very hot conditions) before you need to take a break. Heat and humidity can also decrease the effectiveness of some protective equipment; for example, a respirator mask may not have a tight seal if your face is wet with perspiration or water.

Personal protective equipment (PPE) shall include: (i) safety glasses, (ii) ear protectors, (iii) respirators with filters, (iv) dust masks, (v) gloves, (vi) protective suits, (vii) safety shoes, and other specific electrical PPE.

Table 8-1: Summary of Recommended Personal Protective Equipment[55] According to Hazard

No.	Objective	Workplace Hazards	Suggested PPE

[55] Source: https://www.osha.gov/sites/default/files/publications/osha3151.pdf

1	Eye and face protection	Flying particles, molten metal, liquid chemicals, gases or vapours, light radiation	Safety Glasses with side-shields, protective shades, etc.
2	Head protection	Falling objects, inadequate height clearance, and overhead power cords	Plastic Helmets with top and side impact protection.
3	Hearing protection	Noise, ultra-sound	Hearing protectors (ear plugs or ear muffs).
4	Foot protection	Falling or rolling objects, pointed objects. Corrosive or hot liquids	Safety shoes and boots for protection against moving & falling objects, liquids and chemicals.
5	Hand protection	Hazardous materials, cuts or lacerations, vibrations, extreme temperatures	Gloves made of rubber or synthetic materials (Neoprene), leather, steel, insulating materials, etc.
6	Respiratory protection	Dust, fogs, fumes, mists, gases, smokes, vapours	Facemasks with appropriate filters for dust removal and air purification (chemicals, mists, vapours and gases). Single or multi-gas personal monitors, if available.
		Oxygen deficiency	Portable or supplied air (fixed lines). On-site rescue equipment.
7	Body/leg protection	Extreme temperatures, hazardous materials, biological agents, cutting and laceration	Insulating clothing, body suits, aprons etc. of appropriate materials
8	Specific PPE for welders & cutting[56]	Live power lines, electric and magnetic fields, etc.	Leather gloves, leather apron, gauntlets, safety glasses with side shields, welders' helmet or welders' goggles
9	Specific PPE for electricians[57]	Live power lines, electric and magnetic fields, etc.	Electricians working on electrical panels or circuits shall wear insulated gloves, safety glasses, arc flash suits, and face shields to protect against electric shock and arc flashes. Also, they can use voltage-rated tools like insulated screwdrivers and pliers to safely work on live electrical equipment.
10	Asbestos PPE	Demolition process of ACMs	Special PPE for removing ACMs

8.1.2.8 Behavioural and psychological aspects on construction and operational sites

8.1.2.8.1 Code of conduct for Contractor's and subcontractor's personnel

The Code of Conduct is part of mitigation measures to deal with labour and OHS risks related to the specific for the construction and installation Services.

All personnel engaged in the construction and operational stages, including staff, labour and other employees of the Contractor and of each Subcontractor, and any other personnel assisting the Contractor in the execution of the Contract, are referred to as Contractors' and the Beneficiary personnel.

The Code of Conduct identifies the behaviour that MEPIU require from the Contractors' and the Beneficiary personnel employed for the execution of the construction and operational services in the construction site (or other places in the country where the site is located).

[56] Source: https://www.osha.gov/welding-cutting-brazing/standards
[57] https://safetyculture.com/topics/ppe-safety/electrical-ppe/

Workplace is an environment where unsafe, offensive, abusive or violent behaviour will not be tolerated and where all persons should feel comfortable raising issues or concerns without fear of retaliation.

8.1.2.8.2 Required conduct

Contractors' and Operator personnel employed for the execution of the construction and operational services at the site (or other places in the country where the site is located) shall:

1. carry out his/her duties competently and diligently;
2. comply with this Code of Conduct and all applicable laws, regulations and other requirements, including requirements to protect the health, safety and well-being of other Contractors' and Subcontractor's personnel and any other person;
3. maintain a safe working environment including by: (i) ensuring that workplaces, machinery, equipment and processes under each person's control are safe and without risk to health; (ii) wearing required personal protective equipment; (iii) using appropriate measures relating to chemical, physical and biological substances and agents, and (iv) following applicable emergency operating procedures
4. report work situations that he/she believes are not safe or healthy and remove himself/herself from a work situation which he/she reasonably believes presents an imminent and serious danger to his/her life or health;
5. treat other people with respect, and not discriminate against specific groups such as women, people with disabilities, migrant workers or children;
6. not engage in any form of sexual harassment including unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature with other Contractor's or Employer's Personnel;
7. not engage in Sexual Exploitation, which means any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another;
8. not engage in in Sexual Abuse, which means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions;
9. not engage in any form of sexual activity with individuals under the age of 18, except in case of pre-existing marriage;
10. complete relevant training courses that will be provided related to the environmental and social aspects of the Contract, including on health and safety matters, and Sexual Exploitation and Abuse, and Sexual Harassment (SH);
11. report violations of this Code of Conduct; and
12. not retaliate against any person who reports violations of this Code of Conduct, whether to us or the Employer, or who makes use of the grievance mechanism for Contractor's Personnel or the project's Grievance Mechanism.
13. not engaged in any form of Traffic in Persons (TiP) with contractor's and subcontractor workers or community. If this aspect occurred Contractor shall terminate the contract and report to State Authority accordingly and to Employer. Contractor shall include this provision in the Employment Contracts;
14. not engaged in using drugs or other psychotropic chemicals and using medical syringes or other devises which can spread HIV/AIDS.

8.1.2.8.3 Requirements regarding behaviours constituting sexual exploitation and abuse (SEA)

The following non-exhaustive list is intended to illustrate types of prohibited behaviours. Examples of sexual exploitation and abuse include, but are not limited to:

1. A Contractor's Personnel tells a member of the community that he/she can get them jobs related to the work site (e.g. cooking and cleaning) in exchange for sex.
2. A Contractor's Personnel that is connecting electricity input to households says that he can connect women headed households to the grid in exchange for sex.
3. A Contractor's Personnel rapes, or otherwise sexually assaults a member of the community.
4. A Contractor's Personnel denies a person access to the Site unless he/she performs a sexual favour.
5. A Contractor's Personnel tells a person applying for employment under the Contract that he/she will only hire him/her if he/she has sex with him/her.

8.1.2.8.4 Requirements regarding behaviours constituting sexual harassment (SH)

The following non-exhaustive list is intended to illustrate types of prohibited behaviours. Examples of sexual harassment include, but are not limited to:

1. A Contractor's Personnel comment on the appearance of another Installation Services Personnel (either positive or negative) and sexual desirability.
2. When a Contractor's Personnel complains about comments made by another Contractor's Personnel on his/her appearance, the other Contractor's Personnel comment that he/she is "asking for it" because of how he/she dresses.
3. Unwelcome touching of a Contractor's Personnel or Employer's Personnel by another Contractor's Personnel.
4. A Contractor's Personnel tells another Contractor's Personnel that he/she will get him/her a salary raise, or promotion if he/she sends him/her naked photographs of himself/herself.

8.1.2.8.4 Raising concerns

If any person observes behaviour that he/she believes may represent a violation of this Code of Conduct, or that otherwise concerns him/her, he/she should raise the issue promptly. This can be done by using grievance form attached to the present document.

The person's identity will be kept confidential, unless reporting of allegations is mandated by the country law. Anonymous complaints or allegations may also be submitted and will be given all due and appropriate consideration. We take seriously all reports of possible misconduct and will investigate and take appropriate action. We will provide warm referrals to service providers that may help support the person who experienced the alleged incident, as appropriate.

There will be no retaliation against any person who raises a concern in good faith about any behaviour prohibited by this Code of Conduct. Such retaliation would be a violation of this Code of Conduct.

8.1.2.8.4 Consequence of violation of Code of Conduct

Any violation of this Code of Conduct by the Contractor's Personnel may result in serious consequences, up to and including termination and possible referral to legal authorities of the Republic of Moldova.

8.1.3 Management of change

During the LMP implementation on construction sites, the Contractor and the Beneficiary shall control temporary and permanent changes that impact labour & OHS performances, including:
a) new products, services and processes, or changes to existing products, services and processes, including: (i) workplace locations and surroundings; (ii) work organization; working conditions; equipment; (iii) work force;
b) changes to legal requirements and other requirements;
c) changes in knowledge or information about hazards and OHS risks;
d) changes in the technical design and developments in knowledge and technology.

The Contractor and the Beneficiary shall review the consequences of unintended changes, taking action to mitigate any adverse effects, as necessary in the Contractors' OHS Plans.

8.1.4 Procurement

8.1.4.1 General

The Contractor and the Beneficiary shall control the procurement of products and services in order to ensure conformity with the present LMP and shall ensure that hired contractors/subcontractors have the technical capabilities to manage labour & OHS issues of their employees, extending the application of the hazard management activities through formal procurement agreements.

8.1.4.2 Management of Contractor, subcontractors and supply chain

Before starting the construction activity on site, the Contractor shall develop its own Contractor's OHS Plan to be in a manner consistent with the requirements of the present document and also shall comply with operating criterion established in the chapter 8.1.2 Eliminating hazards and reducing OHS risks (operating criterion).

The draft Contractor's OHS Plan shall be submitted to the Supervision Consultant in order to revised and approved.

The Contractor's OHS Plan shall contain but not limited to:
(a) Assessing the OHS risks associated with planned activities for refurbishment process at the Oncological Institute and established mitigation measures for controlling residual risks;
(b) Ascertaining that subcontractors and supply chain engaged in connection with the EE refurbishment process are legitimate and reliable enterprises, and have knowledge and skills to perform their tasks in accordance with requirements of the present document and the Contactor's OHS Plan and contractual commitments between parties;

(c) Incorporating all relevant OHS aspects of the contractual commitments for controlling outsources processes;
(d) Contractually requiring subcontractors and supply chain to apply OHS requirements of the Contractor's OHS Plan and the relevant management tools, and including appropriate and effective non-compliance remedies;
(e) Monitoring subcontractors and supply chain to comply with requirements of the Contractor's OHS Plan and to have equivalent arrangements with their subcontractors.

The Contractor's OHS Plan contain but not limited the following addition plans:

- Contractor's OHS Plan containing the organizational chart, roles and responsibilities, actions to address risks and opportunities, resources management (training, competence, medical control of workforce, etc.), communication and consultation and participation of workers, safety operational procedures, monitoring and measurements plans, management of subcontractors and supply chain, reporting, drawings, plans and programs, etc.
- Contractor's OHS Plan specific for demolition process for bind ACMs with specific OHS measures for workforce protection and community;
- Code of Conduct including requirements specific for behaviour at the working place (please see requirements from 8.1.2.8), sexual harassment, GBV, HIV-AIDS, STD, TiP, non-discrimination and equal opportunity, etc.;
- Traffic Management Plan including measures for controlling specific risks for speed control, transportation gods, maintenance of vehicles, community health and safety, etc.;
- Community Health and safety Plan including traffic and road safety, environment protection, exposure to health issues, management of hazardous materials, emergency issues, etc.;
- Emergency Preparedness and Response;
- Communication Plan including emergency aspects;
- Work Plan regarding the refurbishment process;
- Method statement with specific procedure or safety operational procedure/instruction for high risks operation (working on the roof, working at heights, demolition process, confined space, etc.
- Reporting procedure for incident notification (within 24 hours) and investigation reports;
- Treating Non-conformities identified on construction sites and reporting;
- Other aspects based on Contractor's ESMP and COHS Plan.

The Contractor shall ensure that before starting the construction activity on site, an OHS Specialist is present on construction site and his/her roles, responsibilities and authorities are assigned and communicated to the contractor's and subcontractor's workforce. The OHS Specialist assigned the responsibility and authority for (i) ensuring that Contractor's OHS Plan is in compliance with requirements of the present document and (ii) reporting monthly the implementation performances of the Contractor's OHS Plan to the Supervision Consultant.

Specific for operational stage, the Beneficiary shall ensure that the contractor and subcontractor management is considered in the OHS Management System and the process is controlled.

8.1.4.3 Outsourcing

The Contractor and the Beneficiary shall ensure that outsourced functions and processes are controlled and shall ensure that its outsourcing arrangements are consistent with legal requirements and other requirements and with achieving the intended outcomes of the present LMP and the Contractor's and the Beneficiary Labour & OHS Plans.

8.2 Emergency preparedness and response

The Contractor and the Beneficiary shall prepare for and respond to potential emergency situations based on identified hazards and risks, including:
a) establishing a planned response to emergency situations, including the provision of first aid;
b) providing training for the planned response;
c) periodically testing and exercising the planned response capability;
d) evaluating performance and, as necessary revising the planned response, including after testing and, in particular, after the occurrence of emergency situations;
e) communicating and providing relevant information to all workers on their duties and responsibilities;
f) communicating relevant information to the Supervision Consultant/MEPIU, subcontractors, visitors, emergency response services, state government authorities and, as appropriate, the local community;
g) taking into account the needs and capabilities of all relevant interested parties and ensuring their involvement, as appropriate, in the development of the planned response.

The Contractor and the Beneficiary shall maintain and retain documented information on the plans for responding to potential emergency situations.

9 PERFORMANCE EVALUATION

9.1 Monitoring, measurement, analysis and performance evaluation

9.1.1 General

The Contractor and the Beneficiary shall monitor, measure, analysis and evaluate their performances.

The Contractor and the Beneficiary shall monitor and measure the implementation of the operating criterion implementation on construction sites required by the present LMP by using methods for monitoring and measurement to ensure valid results.

The Contractor and the Beneficiary shall evaluate their Labour & OHS performances resulting from the monitoring and measurement process and report to the CSC in the MPRs specific for construction and operational stages.

Table 9-1: Monitoring the construction and operational processes

WHAT to monitor	WHERE to monitor	HOW to monitor	WHEN to monitor	Responsible	Key Performance Indicators	Report to
Safety Operating Procedures CESMP/CLPM/CoC, etc.	Construction & Operating sites	Check the presence of availability of documents on sites	Before starting & during construction works During Operating stage	Contractor Beneficiary	Contractor's OHSP/CESMPs Beneficiary's OHS Management System	SC State Authorities
PPE	Construction & Operating sites	Check the presence of availability of PPE on sites	Every day	Contractor Beneficiary	Risks Assessment Report Training records Noncoronary Reports	SC State Authorities
Working environment (indoor and outdoor sites)	Construction & Operating sites	Measure indoor/outdoor parameters	Before starting & during construction works Annually during Operating stage	Contractor Beneficiary	Report of inspection, non-conformity reports	SC State Authorities
Storage areas	Construction & Operating sites	Check the presence of availability of legal documents on sites, fence, gates, illumination, security agent, etc.	Before starting & during construction works Annually during Operating stage	Contractor Beneficiary	Signed contract with owner of the plot Obtained legal permit	SC State Authorities
Workers health	Construction & Operating sites	Annual medical control	Before starting & during construction works During Operating stage	Contractor Beneficiary	Contract of service/ Medical Health reports	SC State Authorities
Workers responsibilities	Construction & Operating sites	Include OHS responsibilities in Job Description	Before starting construction works During Operating stage	Contractor Beneficiary	Signed Job Description	SC State Authorities
HR process	Construction & Operating sites	Include general terms of employment in Work Contracts	Before starting construction works During Operating stage	Contractor Beneficiary	Signed Work Contract Work Contract Register	SC State Authorities
Vehicles maintenance	Construction & Operating sites	Periodic and annual maintenance of vehicles systems	Before starting construction works During Operating stage	Contractor Beneficiary	Contract of service/ Report of maintenance	SC State Authorities
Monitoring & Measurement Equipment (MME)	Construction & Operating sites	Calibrate MME annually	Before starting construction works During Operating stage	Contractor Beneficiary	Contract of service/ Calibration report, etc.	SC State Authorities
Equipment maintenance (lifting & other equipment)	Construction & Operating sites	Annually Inspection for control	Before starting construction works During Operating stage	Contractor Beneficiary	Contract of service Report of maintenance	SC State Authorities

WHAT to monitor	WHERE to monitor	HOW to monitor	WHEN to monitor	Responsible	Key Performance Indicators	Report to
					Security certificate	
Emergency equipment	Construction & Operating sites	Annually Maintenance & Inspection	Before starting construction works During Operating stage	Contractor Beneficiary	Contract of service Report of maintenance Certificate	SC State Authorities
First aids equipment & facilities	Construction & Operating sites	Check the presence of first aid kit and First Aids room	Before starting construction works During Operating stage	Contractor Beneficiary	Contract of cervices for supplying FA kits Contract of service with Medical Entities	SC State Authorities
Training process	Initial formal training	When hire new employees	When starts work	Contractor Beneficiary	Training register	SC State Authorities
	Awareness for visitors, suppliers, etc.	When comes visitors	Periodically	Contractor Beneficiary	Visitors training register	SC State Authorities
	Competence	External training	When deemed necessary	Contractor Beneficiary	Diplomas, Certificate of competence	SC State Authorities
	Training at the working place	Communicate risks to workforce	When deemed necessary	Contractor Beneficiary	Minutes of training	SC State Authorities
	CoC	Communicate risks to workforce	Periodic or When deemed necessary	Contractor Beneficiary	Minutes of training	SC State Authorities
Permit to works (PTW)	Construction & Operating sites	Issues PTW for hazardous works	Before starting and during construction works During Operating stage	Contractor Beneficiary	Signed PTW Register of issued PTW	SC State Authorities
OHS & ES meetings	Construction & Operating sites	On-site at the working places Meeting with workers	Before starting and during construction works During Operating stage	Contractor Beneficiary	Minutes of meeting	SC State Authorities
OHS&ES Committee	Construction & Operating sites	Committee meetings on sites	Periodically	Contractor Beneficiary	Minutes of meeting	SC State Authorities
Workers satisfaction as a process (OHS Committees)	Construction & Operating sites	Measure the workers satisfaction on sites using questionnaires	Before starting and during construction works	Contractor Beneficiary	Results/Minutes	SC State Authorities

WHAT to monitor	WHERE to monitor	HOW to monitor	WHEN to monitor	Responsible	Key Performance Indicators	Report to
			During Operating stage			
Job safety analysis (JSA)	Construction & Operating sites	Danger identification, risk assessment and control on sites	Before starting and during construction works During Operating stage	Contractor Beneficiary	Method Statement with specific risks	SC State Authorities
Compliance with legal requirements	Construction & Operating sites	Obtain all legal permits, etc.	Before starting and during construction works During Operating stage	Contractor Beneficiary	List of permits, authorizations, etc.	SC State Authorities
Welfare	Construction & Operating sites	Hygienic inspection on sites	Before starting and during construction works During Operating stage	Contractor Beneficiary	Report of audit Nonconformities reports	SC State Authorities
Accommodation	Construction sites	Hygienic inspection on sites	Before starting and during construction works	Contractor Beneficiary	Report of audit Nonconformities reports	SC State Authorities
Subcontractors	Construction & Operating sites	Audit of compliance	Before starting and during construction works During Operating stage	Contractor Beneficiary	Report of audit Nonconformities reports Compliance with COHSP	SC State Authorities
Suppliers	Construction & Operating sites	Audit of compliance	Before starting and during construction works During Operating stage	Contractor Beneficiary	Report of audit Nonconformities reports Contract of services	SC State Authorities
Community HS	Construction & Operating sites	Complaints	Before starting and during construction works During Operating stage	Contractor Beneficiary	Report of audit Nonconformities reports Contract of services	SC State Authorities
		Satisfaction survey		MEPIU/ Consultant	Contract of services with Consultant Survey Report	MoEn/IFIs
Behavior	Construction & Operating sites	Complaints from workforce and community	Before starting and during construction works During Operating stage	Contractor Beneficiary	Report of audit Nonconformities reports Contract of services	SC State Authorities

Table 9-2: Monitoring the Operating Criterion's specific for construction and operational stages

WHAT to monitor	WHERE to monitor	HOW to monitor	WHEN to monitor	Responsible	Key Performance Indicators	Report to
MOBILISATION PHASE						
Stability and solidity Energy distribution installations Emergency routes & exits Fire equipment Ventilation Natural and artificial lighting Doors and gates Traffic routes Loading bays and ramps Dressing stations Changing rooms and lockers Showers and washbasins Lavatories and washbasins Rest rooms and accommodation areas	Construction sites	Pre-start up audit Sites Inspections Review developed SOPs Check availability of the facility for workforce	After finishing mobilization stage During Construction stage	Contractor	Audit Checklist Ecological Permit Approved COHS Plan Approved Traffic Management Plan (TMP) Register of Firefighting Equipment Environmental measurement Report Monthly Progress Reports Daily Progress Reports	SC/MEPIU
CONSTRUCTION PHASE						
Stability and solidity Emergency doors Ventilation Temperature Natural and artificial lighting Floors, walls, ceilings and roofs of rooms Windows and skylights Doors and Gates Traffic routes Specific measures for escalators & travellators Room dimensions and air space in rooms	Construction sites	Site inspections Periodic audit Periodic & annual maintenance Site Layout (Right of way) Non-conformity reports Complaints from State Authorities (Non-conformities) Complaints from community Complaints from workforce	During construction stage	Contractor	Site Inspection Reports Periodic Audit Reports Periodic & annual maintenance Reports Site Layout Plan Non-conformity Reports Monthly Progress Reports Daily Progress Reports	SC/MEPIU
Remove facilities and installation from sites	Construction sites	Safety inspection	Minutes of taking over	Contractor	Site Inspection Reports	SC/MEPIU

WHAT to monitor	WHERE to monitor	HOW to monitor	WHEN to monitor	Responsible	Key Performance Indicators	Report to
OPERATING AND DECOMMISIONG PHASE						
OHS Policy & HR Policy, Procedure & process	Operational sites	Measure the Operator's performances and reports to stakeholders & State Authorities Measure satisfaction of workers	During operating & permanent	Beneficiary	Documented Policies are available to stakeholders and communicated	Stakeholders
Roles & responsibilities for OHS&HR Policy implementation					Documented Policy is available to stakeholders and communicated	Work Contracts & Job Descriptions
OHS Management System (documented)					OHS Management System is established, implemented, maintained and certified (is not mandatory)	Certified by a recognised certification body
OHS Plans & Programs (documents &records)					Approved OHS Plans and Programs	Approved by the Top Management
Compliance obligation					Obtain Authorizations, Permits, Notices, etc.	State Authorities
Emergency preparedness and response					Approved & coordinated EPRP by Top Management and State Authorities	State Authorities

Table 9-3: Measurement program specific for construction and operational stages

No	WHAT to measure	WHERE to measure	HOW to measure	WHEN to measure	Responsible	Key Performance Indicators (KPIs)	Report to
1	Working environment	Construction & Operational Sites	Surveillance of the working environment (confined space, temperature, etc.)	During construction stage	Contractor Beneficiary	Air quality register	SC/MEPIU MoH
2	Workers health	Construction & Operational Sites	Surveillance of workers health	Before starting construction & permanent	Contractor Beneficiary	Medical Surveillance Reports	SC/MEPIU MoH
3	Trainings (numbers)	Construction & Operational Sites	Documented number of performed training on sites	During construction stage During operational stage	Contractor Beneficiary	Training Register	SC/MEPIU MoH

No	WHAT to measure	WHERE to measure	HOW to measure	WHEN to measure	Responsible	Key Performance Indicators (KPIs)	Report to
4	Equipment and vehicles safety operation	Construction & Operational Sites	Safety inspections, testing's & calibrations	During construction stage During operational stage	Contractor Beneficiary	Inspections, testing & calibration Reports	SC/MEPIU MoH
5	Noise & Vibration level	Construction & Operational Sites	Noise level & vibration	During construction stage During operational stage	Contractor Beneficiary	Measurement Reports	SC/MEPIU MoH
6	Workers satisfaction	Construction & Operational Sites	Questionnaires & complaints	During construction & operational	CSC/MEPIU Beneficiary	Satisfaction Report	SC/MEPIU MoH
7	Community satisfaction	Construction & Operational Sites	Questionnaires (design, construction & end of construction)	At the design, construction & end of construction stages	Consultant MEPIU	Satisfaction Reports	SC/MEPIU MoH
8	Emergency equipment	Construction & Operational Sites	Equipment maintenance	Before starting construction, during construction & operational	Contractor Beneficiary	Maintenance Reports	SC/MEPIU MoH
9	MME (gas analyzer, etc.)	Construction & Operational Sites	MME testing's and calibrations	Before starting construction, during construction & operational	Contractor Beneficiary	Inspections, testing & calibration Reports	SC/MEPIU MoH
10	Drinking water	Construction & Operational Sites	Drinking water quality	Permanent on sites	Contractor Beneficiary	Water Quality Report	SC/MEPIU MoH
11	Ambient air quality	Construction & Operational Sites	Surveillance of the ambient air quality	During construction stage During operational stage	Contractor Beneficiary	Air Quality Reports	SC/MEPIU MoH
12	Sanitary wastewater (site mobile toilets)	Construction & Operational Sites	Wastewater evacuation periodic	During construction stage During operational stage	Contractor Beneficiary	Contract of service with WWTP	SC/MEPIU MoH
13	Emergency equipment safety operation	Construction & Operational Sites	Inspections & testing	During construction stage During operational stage	Contractor Beneficiary	Inspections & testing Reports	SC/MEPIU MoH
14	Welfare & Hygiene	Construction & Operational Sites	Surveillance of hygiene at workstation	Before starting construction and permanent	Contractor Beneficiary	Medical Surveillance Reports	SC/MEPIU MoH
15	PPE safety operation	Construction & Operational Sites	Inspections & testing	During construction stage During operational stage	Contractor Beneficiary	Inspections & testing Reports	SC/MEPIU MoH
16	Electric & magnetic fields	Construction & Operational Sites	Inspections & testing	During construction stage During operational stage	Contractor Beneficiary	Inspections & testing Reports	SC/MEPIU MoH

No	WHAT to measure	WHERE to measure	HOW to measure	WHEN to measure	Responsible	Key Performance Indicators (KPIs)	Report to
17	Complaints from direct and contracted workforce	Construction & Operational Sites	Satisfaction of direct and contracted workforce	During construction stage During operational stage	Contractor Beneficiary	Register of complaints	SC/MEPIU MoH
18	Complaints from community stakeholders	Construction & Operational Sites	Satisfaction of direct and contracted workforce	During construction stage During operational stage	Contractor Beneficiary	Register of complaints	SC/MEPIU MoH
19	Subcontractors &suppliers' performances	Construction & Operational Sites	Audits Reports Contracts of service	During construction stage During operational stage	Contractor Beneficiary	MPRs	SC/MEPIU MoH
20							

9.1.2 Evaluation of compliance

9.1.2.1 Evaluation of compliance by the Supervision Consultant

MEPIU shall ensure that the present document is implemented diligently by the Contractor on sites and the frequency and timing of compliance evaluations shall be performed by the Supervision Consultant which has roles, responsibilities and authorities to assisting to MEPIU in the Project performance monitoring to evaluate effectiveness of the project and measure project performance against the parameters as set out in the ESAP and Project Procedure Manual; to establish baseline data and benchmarks, collect necessary information, monitor progress, identify benefits and evaluate social impact.

Additionally, the Supervision Consultant shall ensure assistance in supervision of the Project's specific ESMP for refurbishment of the Oncological Institute and the present document taking into consideration the IFIs safeguards policies and applicable legislation of the Republic of Moldova in Environment and Social field by inspecting construction sites and report performances to MEPIU on monthly basis.

The Inspection Site Report is provided in the Annex no. 7.

9.1.2.2 Evaluation of compliance with requirements of the Law no. 186 on OHS

The Law no. 186/2008 OHS transposes the Council Directive of 12 June 1989 on the implementation of measures to promote the improvement of the safety and health of workers at work (89/391/EEC[58]), published in the Official Journal L 183 of 29 June 1989, as amended last time by Regulation (EC) no. 1137/2008 of the European Parliament and of the Council of 22 October 2008 adapting to Council Decision 1999/468/EC certain acts that are subject to the procedure provided for in Article 251 of the Treaty.

Table 9-1: The Law no. 186/2008 is implemented by the following additionally Government decisions

No.	GD number	Title of the document	Comply with EU Directives
1	95/2009	Organization of worker protection activities at the workplace and prevention of professional risks	Council Directive 92/57/EEC[59] of 24 June 1992
2	353/2010	Minimum safety and health requirements for the workplace	Council Directive 89/654/CEE[60] of 30 November 1989
3	603/2011	Minimum safety and health requirements for the use of work equipment by workers at work	Council Directive 2009/104/CE[61] of 16 September 2009
4	80/2012	Minimum safety and health requirements at temporary or mobile constructions sites	Council Directive 92/57/EEC[62] of 24 June 1992
5	244/2013	Protection of workers from the risks related to exposure to asbestos at work	Council Directive 2009/148/CE[63] of 30 November 2009

[58] Source: https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:31989L0391
[59] Source: https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:31992L0057
[60] Source: https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:31989L0654
[61] Source: https://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2009:260:0005:0019:EN:PDF
[62] Source: https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:31992L0057
[63] Source: https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32009L0148

6	918/2013	Minimum requirements for the provision of safety and/or health signs at work	Council Directive 92/58/CEE[64] of 24 June 1992
7	362/2014	Minimum HS requirements regarding the exposure of workers to the risks arising from physical agents (noise)	Council Directive 2003/10/CE[65] of 6 February 2003
8	584/2016	Minimum HS requirements for the manual handling of loads where there is a risk particularly of back injury to workers	Council Directive 90/269/CEE[66] of 29 May 1990
9	589/2016	Minimum HS requirements regarding the exposure of workers to the risks arising from physical agents (vibration)	Council Directive 2002/44/CE[67] of 25 June 2002
10	819/2016	Minimum HS requirements for work with display screen equipment	Council Directive 90/270/CEE[68] of 29 May 1990
11	906/2020	Minimum HS requirements for the use by workers of personal protective equipment at the workplace	Council Directive 89/656/CEE[69] of 30 November 1989
12	1408/2016	The minimum requirements for safety and health at work for the protection of pregnant employees who have recently given birth or breastfeeding	Council Directive 92/85/CEE[70] of 19 October 1992

9.2 Internal audit

9.2.1 Internal audit performed by CSC for mobilisation and construction stages

The Supervision Consultant shall conduct site inspections and internal audits at planned intervals to provide information on whether Contractors' L &OHS Plans conform to: (i) MEPIU's LMP and (ii) is effectively implemented on construction sites. Audit records shall be reported on monthly basis to MEPIU.

9.2.2 Contractor's Internal audit

The Contractor shall conduct internal audits at planned intervals to provide information on whether Contractors' L &OHS Plans conforms to: (i) the present's LMP and (ii) is effectively implemented on construction sites and report performances to the CSC on monthly report.

9.2.3 the Beneficiary's Internal audit

The Beneficiary shall conduct internal audits at planned intervals to provide information on whether the Beneficiary's OHS Management System conform to: (i) international best practice[71] and national applicable laws and (ii) is effectively implemented and maintained.

[64] Source: https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:31992L0058
[65] Source: https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32003L0010
[66] Source: https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:31990L0269
[67] Source: https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:32002L0044
[68] Source: https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:31990L0270
[69] Source: https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:31989L0656
[70] Source: https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:31992L0085
[71] Source: https://www.ifc.org/en/insights-reports/2015/publications-handbook-esms-general

9.3 Management review

The Supervision Consultant shall review performances in order to ensure continuing suitability, adequacy and effectiveness of the implementation process on construction sites and report to MEPIU on monthly basis.

10 IMPROVEMENT

10.1 General

Non-conformity represents non-fulfilment of requirements of the present document or occurrence arising out of, or in the course of, work that could or does result in injury and ill health. Non-conformity represents also incidents and accidents.

The provisions of the Project's Labour Management Plan shall be implemented **during construction phase** by Contractors and the Supervision Consultant shall monitor the implementation process of the present document in an open and transparent manner and monitoring and measurement performances shall be reported monthly to MEPIU.

The provisions of the Labour Management Plan shall be implemented **during operational phase** by the Beneficiary and State Supervision Agency (Environmental, Health and Safety, Social, etc.) shall monitor the implementation process of the present issued legal permits (Authorizations, Permits, Notices, etc.) in an open and transparent manner and monitoring and measurement performances shall be reported monthly to Ministry of Energy and Ministry of Health.

Non-compliance with provisions established in the Labour Management Plan specific for construction sites or non-conformity (ies) shall be recorded by the Construction Supervision Consultant in the Non-conformity Report. Non-conformity Report shall establish necessary correction actions and take actions to control and correct non-conformity (ies).

10.2 Incident, nonconformity and corrective action

10.2.1 Incidents

Incident means occurrence arising out of, or in the course of, work that could or does result in injury and ill health. An incident where injury and ill health occurs is sometimes referred to as an "accident". An incident where no injury and ill health occurs, but has the potential to do so, may be referred to as a "near-miss", "near hit" or "close call".
Although there can be one or more nonconformities related to an incident, an incident can also occur where there is no nonconformity.

Any Incident occurring on the construction and operational sites of the Project or caused by the construction and operational activities shall be reported by the Contractor/ subcontractor and Operator

to the Supervision Consultant and MEPIU and State Authorities as soon as possible and not later than 24 hours after the incident occurred.

The Contractor and the Beneficiary shall establish procedures for reporting and recording following incidents: (i) Occupational accidents and diseases, (ii) Dangerous occurrences and (iii) incidents. Incident report template is presented in the Annex 8.

The Contractor's and the Beneficiary's own LMP shall ensure that workers are encouraged to report immediately to their immediate supervisor any situation they believe presents a serious danger to life or health all: (i) Occupational injuries and near misses, (ii) Suspected cases of occupational disease and (iii) Dangerous occurrences and incidents.

The Contractor and the Beneficiary shall ensure that all reported occupational accidents, occupational diseases, dangerous occurrences, and incidents together with near misses shall be investigated with the assistance of a person knowledgeable/competent in occupational safety. The investigation shall: (i) Establish what happened, (ii) Determine the cause of what happened and (iii) Identify measures necessary to prevent a recurrence. Occupational accidents and diseases should, at a minimum, be classified according to Table 10-1.

Table 10-1: Occupational accident reporting

No.	a. Fatalities (numbers)	b. Non-fatal injuries	c. Total time lost non-fatal injuries (days)
1	a.1 Immediate	b.1 Less than one day	
2	a.2 Within a month	b.2 Up to 3 days	c.1 Category 2
3	a.3 Within a year	b.3 More than 3 days	c.2 Category 3

Distinction is made between fatal and non-fatal injuries. The two main categories are divided into three sub-categories according to time of death or duration of the incapacity to work. The total work hours during the specified reporting period should be reported to the appropriate regulatory agency.

10.2.2 Nonconformity and corrective actions

The Nonconformity means non-fulfilment of a requirement established in the present LMP. Nonconformity relates to requirements established in this document for construction and operational stage shall be kept under control and corrective actions shall be implemented on site.

The nonconformity and corrective action process are a reactive process, in that it is triggered after a noncompliance with requirements established in the present document. In essence, the process uses the principles of root cause analysis. A basic approach to problem solving is "cause" and "effect", and it is the cause that needs to be eliminated. Action taken shall be appropriate and proportionate to the impact of the nonconformity. As part of the corrective action process, the effectiveness of action taken must be checked to ensure it is effective.

The Corrective action means to eliminate the cause(s) of a nonconformity or an incident and to prevent recurrence. The main aim of the corrective action process, described in the present document, is to eliminate the noncompliance causes of actual problems so as to avoid recurrence of those problems.

The Nonconformity and Corrective Actions Report form is presented in the Annex 9.

The Contractor and the Beneficiary shall report, investigate and take actions, to determine and manage incidents and nonconformities from construction and operational sites.

When an incident or a nonconformity occurs, the Contractor and the Beneficiary shall:

a) react in a timely manner to the incident or nonconformity and, as applicable: (i) take action to control and correct it and (ii) deal with the consequences;

b) evaluate, with the participation of workers and the involvement of other relevant interested parties, the need for corrective action to eliminate the root cause(s) of the incident or nonconformity, in order that it does not recur or occur elsewhere, by: (i) investigating the incident or reviewing the nonconformity, (ii) determining the cause(s) of the incident or nonconformity and (iii) determining if similar incidents have occurred, if nonconformities exist, or if they could potentially occur;

c) review existing assessments of labour & OHS risks and other risks, as appropriate;

d) determine and implement any action needed, including corrective action, in accordance with the hierarchy of controls and the management of change;

e) assess OHS risks that relate to new or changed hazards, prior to taking actions;

f) review the effectiveness of any action taken, including corrective actions;

g) make changes to the Contractors' Labour & OHS Plan, if necessary.

Corrective actions shall be appropriate to the effects or potential effects of the incidents or nonconformities encountered.

The Contractor and the Beneficiary shall retain documented information as evidence of: (i) the nature of the incidents or nonconformities and any subsequent actions taken; (ii) the results of any action and corrective action, including their effectiveness.

Specific for construction, the Contractor shall notify in written form within 24 hours to the Supervision Consultant /MEPIU and also communicate this documented information to relevant workers, and, where they exist, workers' representatives, and other relevant interested parties.

Specific for operational stage, the Beneficiary shall notify in written form within 24 hours to the State Authorities (Environmental, Public Health, Emergency, Firefighting Department, etc.) and also communicate this documented information to relevant workers, and, where they exist, workers' representatives, and other relevant interested parties.

10.3 Continual improvement

The Contractor and the Beneficiary shall continually improve the suitability, adequacy and effectiveness of their Labour & OHS Plans by reviewing documents and ensure (i) enhancing L&OHS performances; (ii) promoting a OHS culture among direct and contracted workers, (iii)

promoting the participation of workers in implementing actions for the continual improvement of the COHSP; (iv) communicating the relevant results of continual improvement to workers, and, where they exist, workers' representatives and (v) report L&OHS performances to the stakeholders and other interested parties.

11 ANNEXES

Annex 1 Job Safety Analysis (JSA)
Annex 2 The Grievance Form
Annex 3 The Incident Notification Report
Annex 4 Code of Conduct (CoC)
Annex 5 Permit-to-Work (PTW)
Annex 6 The Site Inspection Report
Annex 7 Incident Investigation Report
Annex 8 The Nonconformity Report

Annex 1: Risks Management Procedure and JSA

The Contractors shall identify, assess and control risks specific for construction activity by using Job Safety Analysis procedure and risks assessment matrix.

Job Safety Analysis

Step number	Job step details	Potential hazards	Risk rating	How to control risks	Name of persons responsible for work

Risks Register

Hazards	Sources	Consequences	MH (Y/N)	OH (Y/N)	Risk Rank P/E/A/R	Operational Control	Procedure	Responsi-bilities
Hazard 1	Source 1.1 Source 1.2 Source 1.3	Consequence 1.1 Consequence 1.2 Consequence 1.3						
Hazard 2	Source 2.1 Source 2.2 Source 2.3	Consequence 1.1 Consequence 1.2 Consequence 1.3						

NOTE: MH/OH – Major Hazards/ Other Hazards, P – People, E – Environment, A – Assets, R – Reputation

Once hazards and sources of hazards have been identified, risks associated with the identified hazards are estimated. The Risk Assessment Matrix is used to estimate risk.

RISK ASSESSMENT MATRIX (RAM)

SR	CONSEQUENCES				INCREASING PROBABILITY				
	P&C	E&S	A&BC	R	A (1)	B (2)	C (3)	D (4)	E (5)
0	Zero harm	Zero effect	Zero damage	Zero impact	0	0	0	0	0
1	Slight harm	Slight effect	Slight damage	Slight impact	1	2	3	4	5
2	Minor harm	Minor effect	Minor damage	Limited impact	2	4	6	18	10
3	Major harm	Local effect	Local damage	Considerable impact	3	6	9	12	15
4	Single fatality	Major effect	Major damage	National impact	4	8	12	16	20
5	Multiple fatalities	Massive effect	Extensive damage	International impact	5	10	15	20	25

Risk Rank	People and Community	Environmental and Social	Reputation	Legal and Compliance
0–6 Small	The risk is broadly accepted and managed with routine CESMP&CLPM and ESMS procedures.			
5-18 Moderate	The risk is accepted as well the risk is reduced to ALARP limit. Acceptable risks are controlled with operational control procedure.			

15 Sever	Multiple medical treatments or LTD	Significant Impact, Partially restorable.	Major Impact, large terms of recovering	Additional risk studies
16-20 Major	Permanent disabilities	Significant Impact on local level, unrecoverable	Significant Impact, non-recoverable	Additional risk studies
15-25 Disaster	Single or multiple fatalities	International Impact	Non recoverable	Non operable

Note: SR - Severity Rank; P&C – People and Community; A&BC – Assets and Business Continuity; R - Reputation

When estimate risks the following parameters are taken into consideration:

- People and Community (P & C)
- Environment (E)
- Assets and Business Continuity (A & BC)
- Reputation (R).

Annex 2: The Compliant Mechanism for workforce

THE COMPLAINT FORM

Reference No: *(to be completed by MEPIU)*	Received by: _____ Solved by: _____ Date of initial response: _____
Full Name: *(to be completed by the person lodging the complaint)* *Note: you can remain anonymous if you prefer or request not to disclose your identity to the third parties without your consent*	My first name: _____ My last name: _____ Company/Position in the company: _____ ☐ I wish to raise my grievance anonymously ☐ I request not to disclose my identity without my consent
Contact Information: *(to be completed by the person lodging the complaint)* Please mark how you wish to be contacted (mail, telephone, email).	☐ By Post: Please provide mailing address: _____ ☐ By phone: _____ ☐ By e-mail: _____
Preferred Language for Communication: *(to be completed by the person lodging the complaint)*	☐ Romanian ☐ Russian
Description of Complain or Request: (to be completed by the person lodging the complaint)	☐ Yes ☐ No
Description of Complain or Request: *(to be completed by the person lodging the complaint)*	What can happen? Where and How could it happen? What is the consequence / impact of this issue?
Date of Complain/Request: *(to be completed by the person lodging the complaint)*	DD / MM / YYYY _____
What would you like to see happening in order to solve this issue? _____ _____ _____ _____ _____ _____ _____	

Annex 3: The Incident Notification Report

INCIDENT NOTIFICATION REPORT				
1 Incident date:	Incident Time:		Report number:	
Geographic Location:				
2 Country:	Location:	Location of Incident:	Asset:	
3 Operation:				
4 Brief Description of the incident:				
5 Immediate Action Taken:				
6 Incident Type □ Fatality □ Medical Treatment □ Environmental incident □ Unknown at this time □ LTI □ Occupational diseases/illness □ Vehicle accident □ Social □ First Aid □ Near Miss □ Fire or explosion……□ Other □ Restricted work case □ Property damage □ Dangerous Occurrence Type of dangerous occurrence Select if other specify				
7 Actual Consequence People Select Assets Select Environment Select Reputation select Potential Consequence People Assets Environment Reputation Likelihood Risk Category				
8 Company Involved:				
9 Immediate Supervisor:				
Details of person involved:				
10 Name:	10 Sex:		10 Age:	
10 Job Title:	10 Shift Information:			
10 Experience in line with operation:	10 Employment Status:	10 Duty status at time of incident:		
11 Employer □ Contractor		11 Contractor name:		
12 Type of injury:		13 Injured part of body:		
14 Action Leading to the injury select if other specify:				
15 Medivac:				
Recommended Corrective Actions:	**Responsible Party**	**Target date**	**Status**	**Closed out date**

Annex 4: Code of Conduct

The Code of Conduct

The Contractor shall develop the Code of Conduct and the content of the document shall contain but not limited to the following aspects, taking into consideration specific risks at the working places:

- Act and work responsibly and competently at all times to improve health and safety in workplaces and ensure unsafe acts are avoided.
- Give priority to the health, safety and welfare of employees, employers and other workplace health and safety stakeholders in accordance with accepted standards of moral and legal behaviours.
- Ensure the health, safety and welfare of employees, employers and other workplace health and safety stakeholders take precedence over the professional members' responsibilities to sectional or private interests.
- Ensure members do not engage in any illegal or improper practices.
- Members should improve on general skills and knowledge on global OSH best practices
- Take all reasonable steps to ensure that qualifications, capabilities or views are not misrepresented by others
- Correct any misrepresentations and adopt the highest best standards in all professional relationships with fellow colleagues and other organisations.
- Be abreast with the programmes of the Association, fully participating at local and international conferences, seminars, workshops, and related training events.

Annex 5 Permit-to-Work (PTW)

PERMIT TO WORK (PTW) NO._____

SECTION A – CATEGORIES OF WORK FOR ISSUING PTW				
☐ **Excavation**	☐ **Confined Space**	☐ **Pressure Test**	☐ **Electrical Work**	☐ **Welding**

Date of Issue:	Issued PTW to:
Equipment Name / Number:	Permit Holder Company:
Site:	Specific Work Location on the site:
Specific Work Description:	
Tools/Equipment to be used:	
Associated Documents (list or attach):	
Work Precautions Verifier:	

WORK PARTY ACCEPTANCE			
No.	Name and surname	Signature	Time

SECTION B – WORK PRECAUTION – CHECKLISTS FOR ALL SPECIFIED WORK PRECAUTION MUST BE COMPLETED BEFORE WORK IS COMMENCED		
GENERAL: ALL SITE PERMITS		
WORK PRECAUTION CHECKLIST	**Required? Yes / No**	**Initial by Verifier**
Fluid power locked out & tagged		
Mechanical power locked out & tagged		
Electrical power locked out & tagged		
Equipment drained / depressurised & purged.		
Written procedure to be used		
Work Party members briefed on work to be done		
Job Hazard Analysis (JHA) to be performed		
Non-essential personnel cleared from work area		
Gas detection test required prior to work.		
Warning signs posted at work location.		
Work area bunted off to exclude other personnel		
All personnel informed of work to be done		
Continuous gas monitoring		
EXCAVATION - Work Precaution Checklist	**Required? Yes / No**	**Initial by Verifier**
Excavation survey required		
Traffic permit on place		
Traffic signs on place		
Space for storage black soil		
Space for storage sterile soil		
Ladders to be used by personnel in tranches		
Ventilation devises		
PPE for workers on site		
Pile sheets on site		
WELDING – Work Precaution Checklist	**Required? Yes / No**	**Initial by Verifier**
Protective screens erected		
Full spark containment		
Drains covered		
Competent Fire Watcher on duty		
Area free from combustible material		
Fire extinguishers placed in work area		
Fire hose charged & available		
PRESSURE TEST – Work Precaution Checklist	**Required? Yes / No**	**Initial by Verifier**
Isolations proved		
Pressure relief devices in place & tested		
Pressure lines secured against movement		
Bleed off lines directed to safe areas		

Voids checked for trapped pressure		
Hammer union compatibility verified		
System of communication established & tested		
Warning signs on site		
ELECTRICAL WORK - Work Precaution Checklist	**Required? Yes / No**	**Initial by Verifier**
Capacitors discharged		
Isolations proved – correct item de-energised		
Residual current device (RCD) in place		
Grounding of equipment completed		
Personnel certification available / sighted		
PPE on site		
Confined Space - Work Precaution Checklist	**Required? Yes / No**	**Initial by Verifier**
Is mechanical ventilation equipment needed during entry?		
Are entrance, attendants, and rescue personnel properly trained?		
Are safety harness, lifelines, and hoisting equipment available for standby person?		
Communication equipment is available on site		
Is approved respiratory protective equipment provided for entrants and standby persons?		
Confined space is properly identified with barriers/signs		
Is all electrical equipment tagout/lockout?		
Is all lighting adequate for work and evacuation?		
Non-sparking tools available for entrants?		
Are applicable MSDS sheets available for entrants?		
Are additional permits required (HOT WORK)?		
Has risks communicated to personnel?		

SECTION B - WORK PRECAUTIONS – PRESTART GAS DETECTION AND MONITORING RECORD

Gas tester name	Initials	Time:	% LEL	CO, ppm	H2S, ppm	% O2	Other gases

SECTION B – ISOLATION Record

Description of isolation	Lock/Tag number	Lock /Tag location	Initial-Verified in place	Initial-Verified removed

SECTION C – ONGOING WORK CONDITIONS

Work conditions – Mandatory for site Permit Holder & all site Work Party members

☐ Continuous gas monitoring during work ☐ Goggles ☐ Respirators ☐ Face shield ☐ Hearing protection

Other Details & Conditions

GAS DETECTION & MONITORING Record – Ongoing

Gas tester name	Initials	Time	% LEL	CO, ppm	CO_2, ppm	% O2	Other gases

SECTION D – PERMIT ISSUE/PERMIT CLOSEOUT

Permit is active from	**Date: Time:**	**Permit expires at:**	**Date: Time:**
Permit Holder Acceptance	**EHS officer Approval**	**Site Manager Authorization**	
Name:	Name:	Name:	
Signature:	Signature:	Signature:	
Permit Holder Closeout	**EHS officer Closeout**	**Site manager Closeout**	
Work complete? ☐ Yes ☐ No	Work complete? ☐ Yes ☐ No	Work complete? ☐ Yes ☐ No	

List details of incomplete work:		
Time of closeout:	Time of closeout:	Time of closeout:
Site cleaned up/work party locks/tags removed? ☐ Yes ☐ No	Site cleaned up/work party locks /tags removed? ☐ Yes ☐ No	Site cleaned up / work party locks/tags removed? ☐ Yes ☐ No
Name:	Name:	Name:
Signature:	Signature:	Signature:

Annex 6 The Site Inspection Report

The present site inspection checklist (general) shall be used by the Contractors' OHS representative for checking site working conditions on sites and by the CSE for evaluation the compliance with the requirements (operating criterion) of the present document, and not limited to.

No.	Operational criterion	Requirements	Remarks/ Nonconformity
1	Stability and solidity	Is report of verification present on site? SOPs?	
2	Energy distribution installations	Is report of verification present on site? PTW? SOP?	
		Are there a lock and tag system installed on sites?	
3	Emergency routes and exits	Are emergency routes and exists established on sites?	
4	Fire detection and fire fighting	Are fire detection and firefighting equipment present on sites?	
		Are there an emergency register present on sites? Plan?	
		Is emergency equipment maintained properly? Proofs	
5	Ventilation	Are offices and other facilities properly ventilated?	
		Are there devices for air quality measurement present on construction sites?	
6	Exposure to particular risks (Noise & vibration)	Are personnel equipped with special PPE for hearing protection?	
		Are there a collective measure for hearing protection?	
		Are there a vibration measurement program with mitigation measures?	
7	Temperature	Are PPE provided on construction sites taking into consideration atmospheric conditions (summer &winter)?	
8	Natural & artificial lighting of workstations, rooms and traffic routes on the site	Are sites equipped normally with lighting?	
		Do personnel work shifts? Is storage area and other contractor's facilities ensured with sufficient lighting?	
9	Doors and gates	Are doors and gate in good working conditions in order not to create obstacles for workforce?	
10	Traffic routes — danger areas	Are installed on construction site speed limit and traffic signs?	
11	Loading bays and ramps	Is develop a special SOP for lading bays and ramps?	
12	First aid	Is firsts aid equipment and kit present on site?	
		Is the med evacuation Plan present on site?	
		Is the list of emergency situation present on sites?	
		Is the first aid procedure present on sites?	
		Are personnel for rendering first aid competent?	
13	Sanitary equipment	Are sanitary equipment present on site and are in satisfaction hygiene conditions (portable toilets, etc.)?	
14	Showers and washbasins	Are showers and washbasins present on sites?	
15	Falling objects	Are falling objects procedure (SOP) present on sites?	
		Are working on heights PPE present on sites?	
		Are PPE for working at heights maintained & checked?	
		Are collective measures for working at heights present on sites?	
16	Falls from a height	Are personnel able to perform work on heights? Please provide medical records.	

		Is a PTW issued for this activity and all measures are insured for finishing task in safety conditions?	
		Are special PPE for working at height present on construction sites and maintained, checked and in order to execute the work?	
		Does the worker have a special device for keeping all tools in order to prevent falling objects from heights?	
		Are collective barriers installed on construction site to prevent falling form height (protection barriers, net, etc.)?	
17	Scaffolding and leaders	Are SOP present on sites? PTW?	
		Are PPE present on sites, scaffolding verification program and training for working on heights plan?	
		Are there a leader's safety and training plan present on site?	
18	Lifting equipment	Are lifting equipment operators competent to perform tasks?	
		Are there maintenance records for liftin equipment present on sites?	
		Are personnel for handling load certified?	
		Is a PTW issued for lifting activity?	
19	Installations, machinery, equipment	Are installations, machinery and equipment well maintained and ready for work? PTW? SOP?	
		Are there installed traffic signs on construction sites and other places (storage area, etc)?	
20	Excavations and earthworks	Are there present a SOP present on sites? PTW	
		Are there installed on construction sites measures for supporting embankment?	
		are enough fresh air in excavation trenches or ventilation?	
		Are there present a protection program for protection human falling in trenches?	
		Are there present a leader to exist form the trenches?	
		Are there provided measure to prevent flooding the excavated trenches?	

Annex 7: Incident Investigation Report

Incident details

Incident number:
Date and time:
Location/Site:
Area:
Type of Incident:
Activity at the time of Incident:
Contractor name (if contractor is involved):

Consequences:

Events Leading to the Incident:

Description of the Incident:

Environment Incident Details (if applicable):

Type of substances ☐ Solid ☐ Liquid ☐ Gas
Terrain affected ☐ Land ☐ Water ☐ Air
Nature of Substance:
Quantity discharge:
Quantity recovered:
Control measures taken, including the clean up:

Property Damage Details (if applicable)

Type of facility:
Type of Plant/Equipment:
Equipment Tag No.
Cost of the damage:
Description of Damage: (Photos of the damaged equipment can be attached separately if applicable

Vehicle Incidents Details (if applicable):

Company vehicle involved:
Non company vehicle involved:
Note: when a company employee is driving any vehicle is consider as company vehicle

Journey Information:

Location of Incident:
Origin:
Destination:
Kms from origin

Vehicle Details:

Vehicle s Reg. No._____ Type:_____Make/Model:_____

Driver s Details:

Name:
Age:
Sex:
Name of Contractor:
Driving License No.
Expiry Date:
Speed of the vehicle at the time of accident (approx.):
Speed limit at the accident spot:

Road condition		Good		Poor		Surfaced		Unsurfaced		Rainy
Weather		Clear		Poor visibility		Windy		Storm		Dark
Lighting		Dawn		Day light		Low sun		Dusk		

Witness Inquiry Details

Numbers of persons inquired:
Name of the persons inquired:
Designation:
Date of Enquiry:
Time (24 h format):
Location:
Witness statement (attach if required):
Address of the witness:

Results of the Investigations:

Annex 8: The Nonconformity and Corrective Actions Report

Part A: Nonconformity Report			
Non-conformance (To be completed by NCR Preparer or Auditor):			
Title of NCR:			
NCR Number:		**Date Issued:**	
NCR Prepared By:		**NCR Issued To:**	
Job Title		**Job Title**	
CS Engineer		**Contractor**	
EHSS Expert		**Subcontractor**	
Details of the Non-conformance (To be completed by NCR Preparer or Auditor)			
Major ☐		**Minor** ☐	
Description Insert a clear and concise description of the Non-conformance identified and any additional supporting documents (such as reports, drawings, photographs, etc.) evidencing the situation/problem identified, and attach to the NCR.			
Requirement relating to the Non-conformance Insert details of the relevant governance document(s) such as contract, procedure, specification or standard, as applicable (including any Document Reference Numbers)			
Part B: Classification of aspects and dangers			
For reporting/benchmarking purposes, Non-conformances are classified into at least one of six categories. Tick the most appropriate options below			
	To be completed by NCR Preparer or Auditor		
	1	**Materials**	
	2	**Machine & equipment**	
	3	**Measurement (monitor and control by management)**	
	4	**Manpower (training included)**	
	5.	**Methods (workmanship included)**	
	6	**Health and safety**	
	7.	**Environment and Social**	
Details of the Root Cause Documentation Refer any internal meetings, investigations, audits that took place to identify and confirm root cause and attach any relevant records (Minutes, reports etc.)			
Time table:			
Proposed by: Name: Date:			
Reviewed by: Name: Signature: Date:			
Part C: Remedial (Correction) and Corrective Action(s) to address Non-conformance			
Correction Actions (To be completed by the Responsible Manager) Insert a clear and concise description of the Correction (Remedial Action to be taken to rectify the Major Non-conformance identified)			

Proposed by **Name of Responsible Manager:**		**Job Title:**	
Planned Completion Date: (Specify an appropriate and realistic date)		**Signature:**	
Reviewed by (Name of NCR Issuer or Issuer Line Manager)	**Date:**	**Signature**	
Corrective Action(s) (To be completed by Responsible Manager): Please insert details of the Corrective Action to be taken to prevent recurrence of the identified Non-conformance.			
Proposed by: **Name of Responsible Manager:**		**Job Title:**	
Expected Timescale: (Specified date; monthly; periodic; on-going; etc.)		**Signature:**	
Reviewed by (Name of NCR Issuer or Issuer Line Manager)	**Date:**	**Signature**	
Part D: Closure of Non-conformance			
Verification of completion of the Corrective Action(s) (To be completed by NCR Preparer or Auditor)			
Verified Complete (Select as applicable)	**Yes** □ **No** □	**The Corrective Action(s) above have been satisfactorily completed by the relevant Responsible Manager.**	
Comments:			
Verified by NCR Preparer or Auditor:			
Name:		**Date:**	
Job Title:		**Signature:**	
Reviewed/Approved by: (Lead Auditor, Quality Manager or other Senior Manager as per applicable NCR Procedure)			
Name:		**Date:**	
Job Title:		**Signature:**	