

Environmental Monitoring Report

PUBLIC

Semi-Annual Report: January – June 2024
July 2024

Tajikistan: Skills and Employability Enhancement Project

Prepared by the Project Administration Group for the Ministry of Labor, Migration, and Employment of the Republic of Tajikistan and the Asian Development Bank (ADB).

CURRENCY EQUIVALENTS

(as of 1 August 2024)

Currency Unit	-	US dollar "\$"
TJS 1.00	=	\$ 0,0943
\$1.00	=	TJS 10,6082

ABBREVIATIONS

CW	—	Civil Works
DRS	—	Districts of Republican Subordination
EA	—	Executing Agency
EMP	—	Environmental Management Plan
ERP	—	Emergency Response Plan
GRM	—	Grievance Redress Mechanism
HSMP	—	Health and Safety Management Plan
IA	—	Implementing Agency
ICT	—	Information and communication technologies
IEE	—	Initial Environmental Examination
ILO	—	International Labor Organisation
ISC	—	Inter-ministerial Steering Committee
IT	—	Information Technology
IUTET	—	International University of Tourism and Entrepreneurship of Tajikistan
LLC	—	Limited Liability Company
M&E	—	Monitoring and Evaluation
MOF	—	Ministry of Finance
MOLME	—	Ministry of Labor, Migration and Employment
PAG	—	Project administration group
PSC	—	Project Supervision Consultant
SAEMR	—	Semi-Annual Environmental Management Report
SEE	—	State Ecological Expertise
SEEP	—	Skills and Employability Enhancement Project
SSEMP	—	Site Specific Environmental Management Plan

NOTES

- (i) The fiscal year of the Government of the Republic of Tajikistan and its agencies ends on December 31
- (ii) In this report, "\$" refers to United States dollars.

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1. INTRODUCTION

1.1. Preamble

1. This is the Sixth Semi-Annual Environmental Monitoring Review (SAEMR) prepared for the Skills and Employability Enhancement Project SEEP and covers the reporting period from January to June 2024. The report describes the status of project implementation, and activities carried out by the Project Administration Group (PAG) with regards to environmental safeguard issues.
2. The contract for CW01 "Construction of Migration Service Center – Bokhtar City, Khatlon Region" was awarded to Limited Liability Company (LLC) "Meliorator". The civil works on package CW-01 commenced on 28 July 2022 and completed on January.
3. CW03 "Construction of Migration Service Center – Khujand City, Sugd Region" was awarded to LLC "Faridun". The civil works on package CW-03 commenced on 28 July 2022.
4. CW05 Lot 1 "Construction of Job Center in Rogun, Districts of Republican Subordination" was awarded to LLC "Iqlimi sof". The civil works on package CW-05 Lot 1 commenced on 15 September 2022 and completed on January 2024.
5. CW05 Lot 2 "Construction of Job Center in Dangara, Khatlon Region" was awarded to LLC "Stroy-center". The civil works on package CW-05 Lot 2 commenced on 13 September 2022. As construction neared completion, there was a need for landscaping the surrounding area and installing a rainwater drainage pipeline. Enhancements near the entrance, including a parking lot and landscaping, received support from the Hukumat of Dangara and other authorities. DDR has been developed for the additional scope of the work.
6. The sub-project CW05/2 focuses on these enhancements as the Job Center construction nears completion, located about 50 meters from the Dangara-Kulob road on a 0.50-hectare undeveloped area. The proposed tasks aim to improve accessibility and parking for visitors, enhancing the Job Center's functionality and convenience. Additional work will be carried out by the original contractor.
7. CW02 "Construction of Migration Service Center -Vose district, Khatlon Region" was awarded to LLC "Binosoz-2015". The civil works on package CW-02 commenced on 25 January 2023.
8. CW04 "Construction of Job Center and Migration Service Center in Dushanbe" was awarded to LLC "Stroy-complex". No construction works started in above mentioned packages. The civil works on package CW-04 Lot 2 commenced on 01 February 2022.

2. PROJECT DESCRIPTION AND CURRENT ACTIVITIES

2.1. Project Description

9. The proposed project is aligned with the following impact: productive employment expanded in line with the *National Development Strategy for the period up to 2030*. The project will have three outputs: (i) Output 1: More inclusive and targeted migration support provided; (ii) Output 2: Access to and relevance of public employment services enhanced; and (iii) Output 3: Planning and management of migration and employment services strengthened. The key activities under each of these outputs are listed below.

- (i) Output 1: More inclusive and targeted migration support provided:
 - New Migration Service Centers for job seekers in overseas labor market and migrant returnees established and equipped.
 - More comprehensive pre-departure orientation program to enhance the living conditions of migrants provided.
 - New pre-employment training program to help the migrants find better jobs developed.
 - Financial literacy and basic information technology (IT) communication skills training for safe remittance transmission and better access to social welfare information provided.
 - Behavior change initiatives for migrants and migrant families piloted.
 - New job counseling services for returning migrants and banned migrations provided.
- (ii) Output 2: Access to and relevance of public employment services improved:
 - New model Job Centers that will provide job seekers with competency-based short-term training established and equipped.
 - Childcare centers provided and stipend program for female job seekers piloted.
 - Soft skills training targeting conscientiousness and agreeableness provided.
 - Job counseling services using IT tools provided.
 - Information and communication technology (ICT) skills and knowledge of Job Center graduates improved to enhance their productivity.
- (iii) Output 3: Planning and management of migration and employment services strengthened:
 - International Labor Organization (ILO) ISCO¹08 introduced and used for the labor market database.
 - Skills and employment survey for the tourism sector piloted.
 - Labor market portal expanded and client tracking survey conducted.
 - Internationally good practices for migration and employment services introduced and disseminated.
 - Awareness of the services of migration centers and job centers promoted.
 - Adult learning center capacity in skills training certification strengthened.

10. **Project facilities for construction or renovation.** The project facilities to be constructed under the project and covered by the Initial Environmental Examination (IEE) consist of three job centers and four migration service centers² (see map in Fig. 1), namely:

- (i) Job Centers
 - Rogun City, Districts of Republican Subordination (DRS).

¹ International Standard Classification of Occupations

² The migration service center in Dushanbe will be part of Job center of Dushanbe.

- Dangara District, Khatlon Region.
 - Dushanbe City.
- (ii) Migration Service Centers
- Bokhtar City, Khatlon Region.
 - Vose District, Khatlon Region
 - Khujand City, Sughd Region.
 - Dushanbe City.

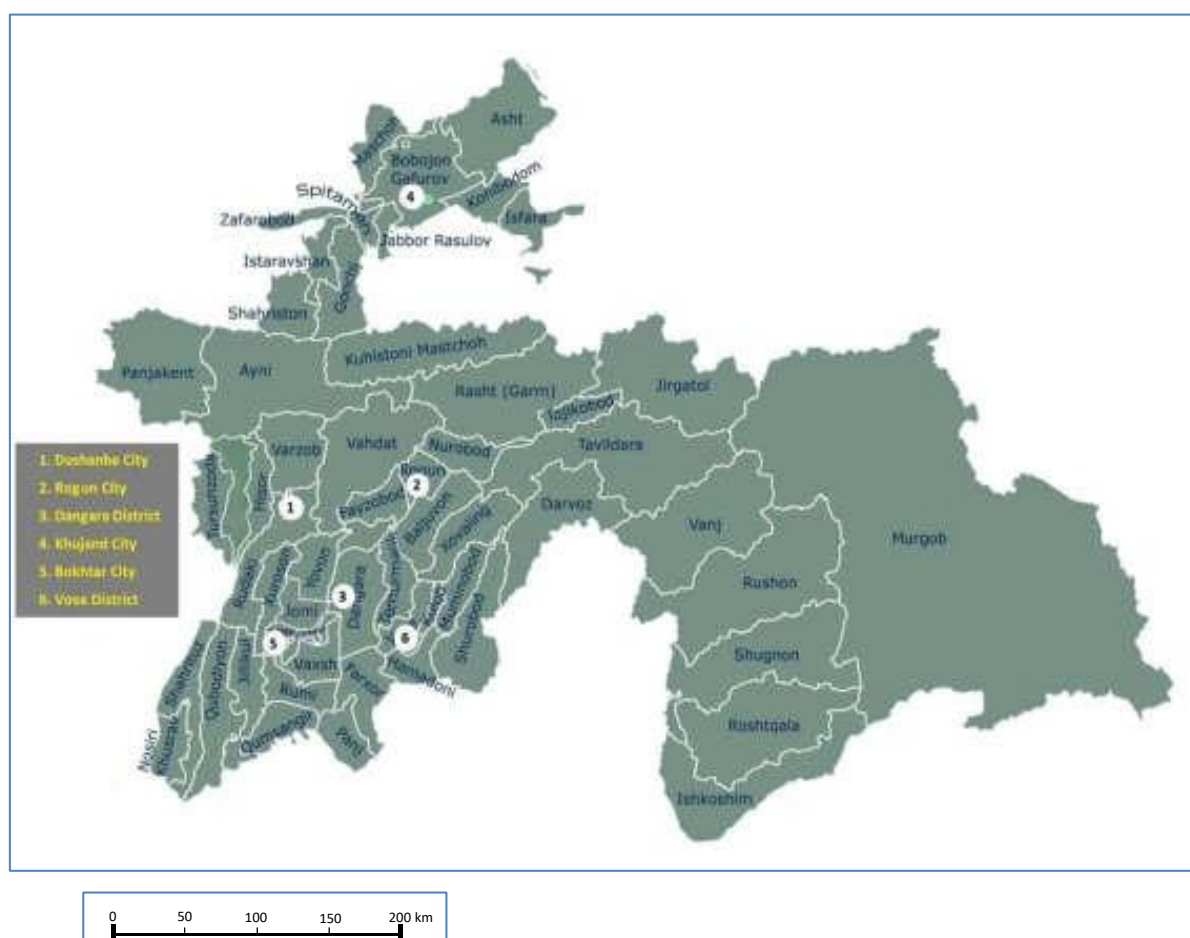


Figure 1: Map of Tajikistan Showing the Location of the Six Project Sites

11. The planned facilities are three Migration Service Centers to be built in existing sites and three new Job Centers to be constructed in unoccupied government-owned land. The location of the Job Centers and Migration Service Centers, the situation at the sites, and the target economic sectors, are shown in Table 1.

Table 1: Location of the Centers and Main Service Sectors

Type of Center	Location of Site	Site Situation	Economic Sectors
Job Center	Dushanbe City (with Migration Service Center function) DRS	New	Tourism and services <ul style="list-style-type: none"> • Housekeeper/cleaner • Waiter/bartender • Hotel and guesthouse manager • Restaurant manager • Multi-lingual travel guide Pre-departure migration service center <ul style="list-style-type: none"> • Pre-departure training • Construction training

Type of Center	Location of Site	Site Situation	Economic Sectors
			<ul style="list-style-type: none"> * Welder (basic) • Plasterer (basic) • Electrician helper (basic)
	Rogun City DRS	New	Energy Electrical line installer and repairer Solar energy equipment electrician Maintenance (repair, replacement) of electrical meters
	Dangara District Khatlon Region	New	Agriculture Field crop and vegetable growers Fruit, vegetable, and related preservers Agriculture machinery repairers Management for small-scale farmers
Migration Service Center	Khujand City Sughd Region	Inside the MOLME site	Pre-departure migration service center <ul style="list-style-type: none"> • Pre-departure training • Construction training * Welder (basic) • Plasterer (basic) • Electrician helper (basic)
	Bokhtar City Khatlon Region	Inside the Vocational School	Pre-departure migration service center <ul style="list-style-type: none"> • Pre-departure training • Construction training * Welder (basic) • Plasterer (basic) • Electrician helper (basic)
	Vose District Khatlon Region	Inside the Vocational School	Pre-departure migration service center <ul style="list-style-type: none"> • Pre-departure training • Construction training * Welder (basic) • Plasterer (basic) • Electrician helper (basic)

12. It is assumed that there will be a maximum of 200 persons accessing the services of the centers at any one time. Skills development will include both theory and practical application. The design will, therefore, cover 50% theory and 50% practical courses. This will apply to all training programs in the Job Centers. For the Migration Service Centers, however, this will only apply to the pre-employment construction trade part. At this stage, it is still undetermined how many will access the construction courses.

13. For the construction pre-employment component of the program for Migration Service Centers, three training spaces are considered, each to hold 10 persons per training session: 10 participants x 3 training spaces x 2 sessions (theory and practical training) = 60 participants. For pre-departure training, 140 trainees are projected.

14. As a general rule, for training rooms for theory, one group is planned to have 20-30 trainees, and for practical training spaces, one group will have 10 trainees. These rooms and spaces will all be in the main building. In addition, external fieldwork training on construction, agriculture, and energy will be conducted at the annex workshop or at the basement of the main buildings (Table 2).

Table 2: Facility and Classroom Usage Plan

Center	No. of Persons Targeted for the Facility	Training Sessions		
		Theory	Practical Training	
		General Classroom	Special Classroom	Workshop
	n	n x 50%	n x 50%	
Job Center	200	100 at 20-30 trainees/class (4-5 classrooms)	70 at 10 trainees per classroom or training unit or space	30 more than 3 training units in the workshop
Migration Service Center	200	100 at 20-30 trainees/class (4-5 classrooms)	70 at 10 trainees per classroom or training unit or space	30 3 training units in the workshop

15. In addition to the training rooms, the Job Centers and Migration Service Centers will also have counseling rooms and multipurpose halls that can be used for large-scale training, exhibition, and seminars good for about 50-60 persons.

2.1.1. Job Centers

16. New Job Centers will be constructed in three cities, which were selected based on their potential for economic growth and the need to create employment in the area. Each Job Center will specialize in a particular economic sector, i.e., energy in Rogun City, agriculture in Dangara, and tourism in Dushanbe. The focus of training within each sector in the Job Centers will be on occupations which are in high demand. The trainings to be provided at the Job Centers will be designed for a shorter period than conventional training and will be intended for job seekers (youth, disadvantaged, and females) who do not want or are not able to attend longer training sessions. The exact duration of training will depend on the occupation, although it is anticipated to range from one to six months. Training will be responsive to local labor market needs and provide practical on-the-job experience. The specific occupations were selected based on greatest employment opportunities in the given locations.

17. It is intended that all clients of the Job Centers are given training in information and communication technology to increase productivity of the job seekers. Training materials will have elements common to all three sectors but will be modified for each industry. Jobseekers will gain rudimentary training on the use of the Internet, Word, and Excel. There could be modules at different levels depending on the client's prior knowledge and interest. Table 3 presents the selected occupations to be provided in Job Centers.

Table 3: Selected Occupations by City (District) and Sector for Job Centers

Sector	City/District	Basic Occupations
Agriculture	Dangara	<ul style="list-style-type: none"> Field crop and vegetable growers Fruit, vegetable, and related preservers Agriculture machinery repairers Management for small-scale farmers
Energy	Rogun	<ul style="list-style-type: none"> Electrical line installer and repairer Solar energy equipment electrician Maintenance (repair, replacement) of electricity meters
Tourism	Dushanbe	<ul style="list-style-type: none"> Housekeeper / cleaner Waiter / bartender Hotel and guesthouse manager Restaurant manager Multi-lingual travel guide

18. The new Job Centers will provide a full range of services for job seekers including: (i) job guidance and provision of information about the local labor market; (ii) technical training in basic skills like general workplace health and safety, use of hand tools, and preparation and cleaning of workplace; (iii) practical technical training for specific skills in the selected priority occupations of targeted industry sectors including industry-based support such as on-the-job training; (iv) development of soft skills and skills aimed at finding a job (e.g., writing a CV, searching for a job, conducting a job interview); and (vi) basic information and communication technology training.

2.2. Project Contracts and Management

19. The project is funded by a grant from the Asian Development Bank (ADB) and Japan Fund for Information and Communication Technology. The project will be implemented by the Ministry of Labor, Migration, and Employment (MOLME) as the project Executing Agency (EA). The PAG established under MOLME will be the Implementing Agency (IA). The PAG will undertake procurement and administer contracts.

20. The project is consisting of 5 Civil Works (CW) packages,

- Package 1 (CW-01) Construction of Migration Service Center in Bokhtar
- Package 2 (CW-02) Construction of Migration Service Center in Vose
- Package 3 (CW-03) Construction of Migration Service Center in Khujand
- Package 4 (CW-04) Construction of Job Center and Migration Service Center in Dushanbe
- Package 5 -1 (CW-05/1) Construction of Job Center in Rogun
- Package 5 -2 (CW-05/2) Construction of Job Center in Dangara

21. The Initial environmental examination report covering entire scope of the project and final construction design was submitted for review by the PAG to the State Ecological Expertise (SEE) of Committee for Environmental Protection, which issued “environmental appraisal” on 13 August 2021 (Registration No. 542-15 for Construction of Job Center and Migration Service Center in Dushanbe, No. 543-15 for Construction of Job Center in Rogun, No. 544-15 for Construction of Job Center in Dangara, No. 545-15 for Construction of Migration Service Center in Khujand, No. 546-15 for Construction of Migration Service Center in Vose and No. 547-15 for Construction of Migration Service Center in Bokhtar) with following conditions:

- a) Strictly comply with the norms and requirements of the legislation of the Republic of Tajikistan in the field of environmental protection and improvement, Committee on Emergency Situations and Civil Defence under the Government of the Republic of Tajikistan 30.01.2018, SNiP³ 245-71 construction, sanitary and fire protection norms and requirements during carrying out construction works.
- b) During carrying out construction works consider the issue of the intended use of the fertile layer and replanting existing shrubs and saplings or to coordinate their cutting with the environmental protection authorities of the district in accordance with the established procedure.
- c) Establish work regime during construction works.
- d) Landscape the area around the planned building in accordance with the requirements of the rules and regulations of construction of MK RT⁴ 30.01-2018.
- e) Place construction and household waste arising during construction work in the prescribed manner in the official landfill.

22. Summary of civil works contracts and works’ progress is summarized in Table 4.

³ Sanitary norms and rules

⁴ From Tajik – Меъёру қоидаҳои Ҷумҳурии Тоҷикистон (Norms and rules of The Republic of Tajikistan)

Table 4: Summary of Civil Works Contracts and works' progress

Package	Scope	Contractor	Signed	Approval Date			Environmental personnel		Civil Work		DLP	(% Progress as of	
				SSEMP	HSMP	ERP	Environmenta l officer	Health and Safety officer	Start	End		1 Jul 2023	31 Dec 2023
CW-01	Construction of Migration Service Center in Bokhtar	LLC Meliorator	28 June 2022	July 2022	July 2022	July 2022	Toirjoni Davlatjon	Hasan Kayumov	28 July 2022	January 2024	January 2024	99%	100%
CW-02	Construction of Migration Service Center in Vose	LLC Binosoz 2015	22 November 2022	January 2023	January 2023	January 2023	Abdurahim Talbakov	Sherali Rakhmonov	25 January 2023	(December 2023)	Not yet started	73%	98%
CW-03	Construction of Migration Service Center in Khujand	LLC Faridun	18 June 2022	July 2022	July 2022	July 2022	Dovudjon Saidov	Dovudjon Saidov	28 July 2022	January 2024	January 2024	98%	100%
CW-04	Construction of Job Center and Migration Service Center in Dushanbe	LLC Sroy-complex	23 December 2022	February 2023	February 2023	February 2023	Farangis Nazarova	Davlatsho Iskandarov	1 February 2023	(December 2024)	Not yet started	37%	59%
CW-05	Construction of Job Center in Rogun	LLC Iqlimi sof	25 July 2022	September 2022	September 2022	September 2022	Muazama Burkhanova	Yoldash Abdul Sattar	15 September 2022	(August 2024)	Not yet started	75%	90%
	Construction of Job Center Dangara including additional scope of work	LLC Sroy-center	22 July 2022	September 2022	September 2022	September 2022	Ibrohimzoda Tohir	Dilovar Abdulloev	13 September 2022	(August 2024)	Not yet started	87%	99%

Note: The Month/Years in brackets are planned schedule.

HSMP = Health and Safety Management Plan, ERP = Emergency Response Plan, SSEMP = site-specific environmental management plan

2.2.1 Functioning of the SSEMP

23. The SSEMPs will be developed by the Contractor before commencement of civil works. Contractors have been selected for all subprojects at the moment.
24. CW01 "Construction of Migration Service Center – Bokhtar City, Khatlon Region" was awarded to LLC "Meliorator" on 28 June 2022. The Company provided the SSEMP on 5 July 2022 and was approved by PAG on 28 July 2022.
25. The contract for CW03 "Construction Migration Service Center in Khujand" was awarded to LLC "Faridun" on 29 June 2022. The Company provided the SSEMP on 9 July 2022 and was approved by PAG on 28 July 2022.
26. The contract for CW05/1 "Construction Job Center in Rogun" was awarded to LLC "Iqlimi sof" on 25 July 2022. The Company provided the SSEMP on 18 July 2022 and was approved by PAG on 15 September 2022.
27. The contract for CW05/2 "Construction Job Center in Dangara" was awarded to LLC "Stroy-Center" on 22 July 2022. The Company provided the SSEMP on 22 July 2022 and was approved by PAG on 13 September 2022.
28. The contract for CW02 "Construction Migration Service Center in Vose" was awarded to LLC "Binosoz 2015" on 22 November 2022. The Company provided the SSEMP on 12 December 2022 and was approved by PAG on 25 January 2023.
29. The contract for CW04 "Construction of Job Center and Migration Service Center in Dushanbe" was awarded to LLC "Stroy-complex" on 23 December 2022. The Company provided the SSEMP on 5 January 2023 and was approved by PAG on 1 February 2023.

2.2.2 Project environmental management

30. **Executing agency (EA)**: MOLME will be the EA of the project and will be responsible for overall management including, but not limited to:
- Monitoring and supervision of project implementation;
 - Policy coordination and guidance for implementation;
 - Signing of contracts; and
 - Coordination and timely submission of reports to ADB.
31. **Inter-ministerial Steering Committee (ISC)**: The ISC will provide oversight for the project. The ISC will be co-chaired by MOLME and the Ministry of Finance (MOF) of the Republic of Tajikistan and comprised of representatives from other relevant ministries. The manager of the PAG shall participate in ISC meetings. ISC's roles and responsibilities will include, but not be limited to:
- Overall policy guidance;
 - Coordination and liaison with other government agencies and departments
 - Evaluation of project activities and outputs based on quarterly reports,
32. **Project Administration Group (PAG)**: The PAG, established under MOLME, will manage the day-to-day operations of the project as the implementing agency. The PAG will be primarily responsible for procurement and financial management of the project. MOLME will appoint the PAG Director who will supervise PAG operations. The PAG manager and staff will be selected through a competitive procedure and funded by the project. The PAG will have the following staff: PAG Manager and experts in specific areas (financial management, procurement, civil works, training and employment development, migration and labor, environmental

safeguards, monitoring and evaluation (M&E), information technology, and gender) as well as support staff. PAG's roles and responsibilities will include, but not be limited to the following:

- Support MOLME with the implementation of activities and financial management of the project.
- Review and monitoring of project progress.
- Administration of procurement and recruitment of consultants.
- Supervision of consultants to ensure quality in execution of all contracts.
- Establishment of the project M&E framework.
- Preparation of progress reports and baseline and end line surveys.
- Preparation of withdrawal applications and management of the advance account(s).
- Annual audits of project accounts and submission of all required financial statements to ADB and the government.
- Establishment of local level Project Complaints Coordinating Units in accordance with the project's Grievance Redress Mechanism (GRM).
- Compliance with all safeguards, gender, and social requirements and covenants.
- Oversight of the implementation of the communication strategy and liaison with other ministries and government agencies involved in implementation.

33. According to the Project Administration Manual, the Project requires (i) a full-time Environmental Specialist (ii) National Environmental and Social safeguards Consultant and (iii) International Environmental and Social Safeguards Specialist under the PAG.

34. The PAG under MOLME set up by Resolution of the Government of Tajikistan for management of the contracts' implementation hired National Environmental Consultant Mr. Dilshod Dadobaev in August 2021 and Environmental Specialist of PAG Mr. Bekzod Karimov in December 2021 and with the international specialists in environmental and social safeguards in 16 August 2022.

35. Mr. Bekzod Karimov, the Environmental Specialist of PAG, has voluntarily resigned effective September 1, 2023. Currently, PAG is in the process of recruiting a new Environmental Specialist. However, due to a low number of applicants, the recruitment has been postponed until the first quarter of 2024. In the meantime, the National Environmental Consultant is fulfilling the role of Environmental Specialist for PAG.

36. The PAG is supported by the Project Supervision Consultant (PSC) – Arkon LLC. The contract with Arkon LLC was concluded on 28 June 2022. Environmental Consultant of Project Supervision Consultant is Mr. Isfandiyor Shukurov. Summary of environmental personnel is in

37. .

Table 5: Summary of Environmental Personnel

Environmental Personnel	Allocated PMs	Date of assignment	Name
Environmental Specialist of PAG	Full time	24 Dec 2021 resigned 01 Sep 2023	Bekzod Karimov
National Environmental and Social Safeguards Consultant of PAG	18 PMs (intermittent)	26 Aug 2021	Dilshod Dadobaev
Environmental Consultant of Project Supervision Consultant	Full time	28 June 2022	Isfandiyor Shukurov
International Social Safeguards Consultant	2 PMs (intermittent)	16 August 2022	Monzurul Hoq
International Environmental Safeguards Consultant	2 PMs (intermittent)	16 August 2022	Samuel Sapuay

38. Project Organization Structure and environmental team are shown in the Figure 2 below.

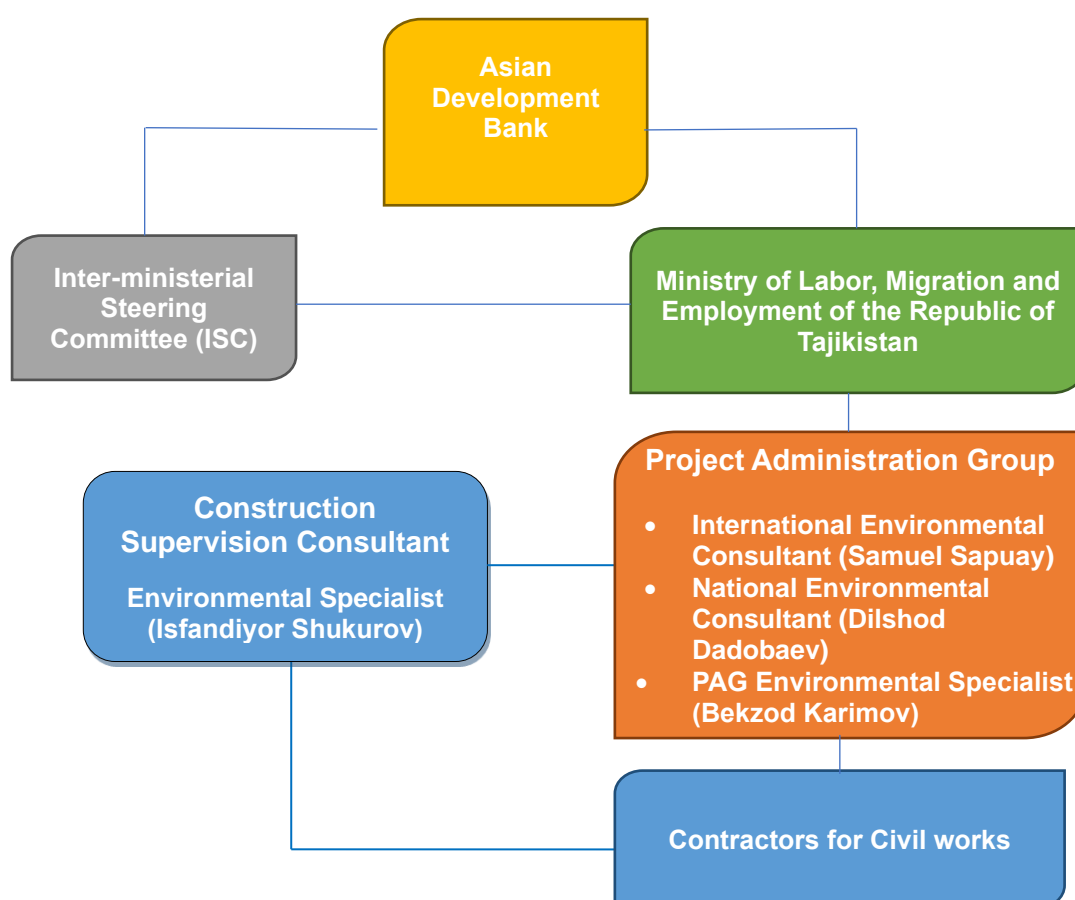


Figure 2. Project Organization Structure and Environmental Team

2.3. Project Activities During Current Reporting Period

2.3.1. CW-01 Construction of Migration Center in Bokhtar.

39. Contractor LLC Meliorator started construction works in July 2022. During the reporting period, construction work on the Construction of Migration Center in Bokhtar has been completed at 100%. No construction works were performed in the reporting period:

2.3.2. CW-03 Construction of Migration Service Center in Khujand.

35. Contractor LLC Faridun started construction works in July 2022. During the reporting period, construction work on the Construction of Migration Service Center in Khujand has been completed at 100%. No construction works were performed in the reporting period:

2.3.3. CW05 Lot-1 Construction of Job Center in Rogun.

36. Contractor LLC Meliorator started construction works in September 2022. During the reporting period, construction work on the Construction of Job Center in Rogun has been completed at 90%. The following construction works were performed in the reporting period:

1. Flooring and Finishing:

- Installation of floor screeds on all levels of the educational building.
- Application of putty to screed internal walls on the fourth floor and staircase of the training center.
- Laying ceramic floor tiles and waterproofing floors.
- Covering stairs with marble tiles.

2. Ventilation and Heating:

- Installation of a comprehensive ventilation system.
- Installation of internal heating systems in the dormitory building.
- Installation of heating system devices and air conditioners.

3. Windows and Ceilings:

- Installation of glass in window frames.
- Installation of suspended ceilings.

4. Electrical and Communication Systems:

- Installation of low-current networks.

5. Doors and Fencing:

- Installation of door blocks.
- Installation of metal fencing and gates.

6. Landscaping:

- Landscaping around the building.



Photo 1: Construction of façade of the building, February 2024



Photo 2: Installing tiles, January 2024

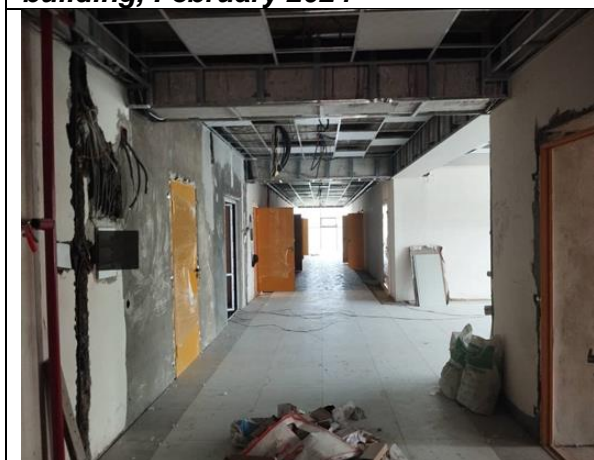


Photo 3: Construction of the ceilings and installation of doors, March 2024



Photo 4: Installation of floor screeds on all levels of the educational building, May 2024

2.3.4. CW05 Lot-2 Construction of Job Center in Dangara

37. Contractor LLC Stroy-center started construction works in September 2022. During the reporting period, construction work on the Construction of Job Center in Dangara including additional scope of work has been completed at 99%. The following construction works were performed in the reporting period:

- Stained Glass Door Installation
- Laminate Flooring Installation
- Heating Radiator Installation
- Wall Painting
- Wall Sanding and Painting
- Lighting Fixture Installation
- Metal Fencing Installation
- Porcelain Tile Laying
- Stained Glass Window Installation
- Landscaping Services
- Paving Stone Installation
- Facade Painting of External Fencing with Travertine Finish

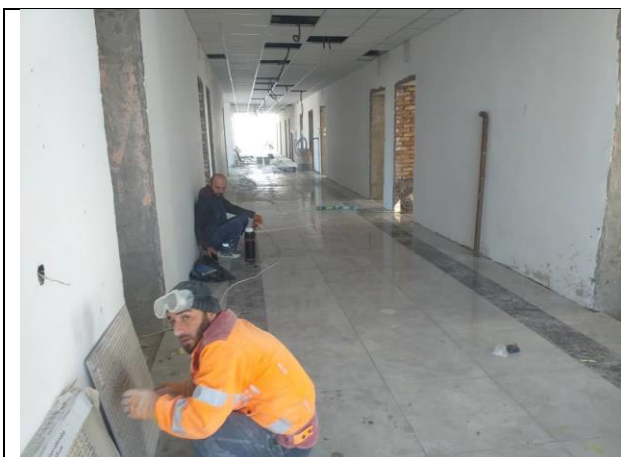


Photo 5: Installation ceramic tiles on the floor, January 2024



Photo 6: Installation sanitary units, March 2024



Photo 7: Landscaping of the territory, March 2024



Photo 8: Installation of staircase railings, May 2024

2.3.5. CW02 Construction of Migration Service Center in Vose

Contractor LLC Binosoz-2015 started construction works in January 2023. During the reporting period, construction work on the Construction of Migration Center in Bokhtar has been completed at 98%. The following construction works were performed in the reporting period:

- Laminate flooring installation
- Interior wall painting
- Stair railing installation
- Porcelain stoneware slab installation on staircase landings
- Concrete work for educational building sites
- Paving stone installation in front of buildings
- Construction of fencing wall
- Tray concreting
- Concrete road screed installation



Photo 9: Tray Concreting, February 2023



Photo 10: Paving Stone Installation, March 2024



Photo 11: Construction of fencing wall, May 2024



Photo 12: Façade painted, June 2024

2.3.5. CW04 Construction of Job Center and Migration Service Center in Dushanbe

40. Contractor LLC Story-complex started construction works in February 2023. During the reporting period, construction work on the Construction of Migration Center in Bokhtar has been completed at 37%. The following construction works were performed in the reporting period:

- Plastering block A and B
- Concreting core block A
- Masonry walls block A and B



Photo 13: Plastering, April 2024



Photo 14: Floor reinforcement, April 2024



Photo 15: Installation of decorative elements on the facade, May 2024



Photo 16: Construction of a landing, June 2024

2.4. Description of Any Changes to Project Design

41. The initial scope of work encompassed the construction and enhancement of the campus, as well as the establishment of the Job Center in Dangara. Upon completion of the construction, an urgent need arose for landscaping the surrounding area and installing a drainage system for rainwater management. It was identified that expanding the open space near the entrance gate was essential, with a particular focus on developing a parking lot for the Employment Center and improving the overall landscaping.

42. This initiative received backing from both the Hukumat of Dangara and the EA and IA. Recommended additional objectives aim to enhance accessibility to the Job Center and improve parking conditions for individuals commuting to the facility. These enhancements are vital for

optimizing the functionality and usability of the Job Center. By prioritizing improvements to driveways and parking facilities, we can significantly increase efficiency and convenience for both visitors and staff.

43. The additional work will be carried out by the same contractor who was originally responsible for constructing the Employment Center in Dangara. A due diligence report has been prepared to outline the proposed additional work.

2.5. Description of Any Changes to Agreed Construction methods

44. No changes were made to agreed construction methods during the reporting period.

3. ENVIRONMENTAL SAFEGUARD ACTIVITIES

3.1. General Description of Environmental Safeguard Activities

45. To ensure that the contractors comply with the requirements of the Environmental Management Plan (EMP), PAG prepared and provided the following specification clauses into the bidding documentation:

- List of environmental management requirements to be budgeted by the bidders in their proposals.
- Environmental clauses for contractual terms and conditions.
- IEE and EMP in English and Russian⁵ languages.

Table 6: Environmental Safeguards Activities Carried out During Reporting Period (January - June 2024)

Environmental Safeguard Activities	
International environmental consultant of PAG (Mr. Samuel Sapuay)	
-	Review of Semiannual Environmental Monitoring Report
National environmental consultant of PAG (Mr. Dilshod Dadobaev)	
-	Conducted an independent site visit on the project site
-	Review all documents and reports regarding the integration of environmental including contractor's environmental action plan
-	Ensured the construction methods proposed by the contractor like SSEMP for carrying out the works are satisfactory,
-	Ensured inspection of contractor's construction equipment; safety of the works, property, personnel, and general public;
-	Prepare the Semi Annual Environment Monitoring Report (SAEMR),
-	Ensured the corrective actions are implemented by the deadline.
-	Ensured interaction with government agencies and organisations
-	Conducted site visits, to audit of implementation of SSEMP and EMP
-	Audit the corrective actions are implemented by the deadline.
Environmental specialist of the construction supervision company (Mr. Isfandiyor Shukurov)	
-	Site visit, to audit of implementation of SSEMP and EMP
-	Preparing monthly report

3.2. Issues Tracking (Based on Non-Conformance Notices)

46. Table 7 summarizes implementation Status of Corrective Actions proposed in the reporting period. All issues from the previous period were closed during the previous monitoring period (by 31 December 2024).

Table 7: Implementation Status of Corrective Actions proposed during the monitoring period (June – December 2023)

Package	Issue	Required Action	Responsibility	Timing (Target Dates)
All packages	Some workers not wear PPE	Control wearing full set of PPE	All contractors	1 February 2024

⁵ All people speak Russian and better understand technical and technical terms in Russian than Tajik.

3.3. Trends

47. Some trends can be identified from the previous SAEMRs. The following table shows the number of issues identified in each period and the percent of closed issues at the end of the period.

Table 8: Trends on issues as per semiannual monitoring reports

SAEMR Number and period	Unsolved Issues from previous periods	No of issues identified in the period	Total	No of issues Closed	% of issues Closed
1 st SAEMR, January-June 2020	0	0	0	0	0%
2 nd SAEMR, July-December 2020	0	10	10	7	70%
3 rd SAEMR, January-June 2021	3	3	6	4	65%
4 rd SAEMR, January-June 2021	1	1	2	1	50%

3.4. Unanticipated Environmental Impacts or Risks

48. No any unanticipated environmental impacts and risks have been identified in the current period.

4. STATUS OF COMPLIANCE WITH COVENANTS

48. Status of compliance with environmental safeguards related covenants in the Project's Grant Agreement signed between Republic of Tajikistan and ADB on 21 October 2020⁶ is summarized in Table 8.

Table 8: Grant Agreement Compliance Status

Schedule	Paragraph	Covenant	Compliance Status
3	3	The Recipient shall not award any Works contract which involves environmental impacts until: a) All the relevant environmental permits required under the laws and regulations of the Recipient for conducting such Works have been issued to the relevant contractors;	Complied with All contractors will obtain relevant permit before commencement of works All contractors obtained: <ul style="list-style-type: none"> • construction permit from local administration • construction waste disposal permit from the local Departments of environmental protection
3	3	b) the Project Executing Agency has incorporated the relevant provisions from the EMP into the Works contract	Complied with The IEE and EMP are the parts of all Bidding documents and Works' contracts and included as annexes to the contracts
3	3	c) the Project Executing Agency obtained the final approval of the IEE from the relevant environment authority of the Recipient.	Complied with The State Ecological Expertise (SEE) of Committee for Environmental Protection (CEP), which issued "environmental appraisal" on 13 August 2021
3	5	Environment The Recipient shall ensure or cause the Project Executing Agency to ensure that the preparation, design, construction, implementation, operation and decommissioning of the Project and all Project facilities comply with (a) all applicable laws and regulations of the Recipient relating to environment, health and safety;	Complied with According to the legislation of the Republic of Tajikistan, all relevant state authorities in the field of safety, health and environmental protection have checked the compliance of the project with all relevant law and regulations stage of the feasibility study of the project
3	5	(b) the Environmental Safeguards;	Complied with SEE of CEP checked compliance of the project with Environmental safeguards and issued "environmental appraisal" on 13 August 2021
3	5	(c) all measures and requirements set forth in the IEE, the EMP, and any corrective or preventative actions (i) set forth in a Safeguards Monitoring Report, (ii) which are subsequently agreed between ADB and the Recipient.	Complied with Implementation status of and compliance with all measures and requirements set forth in the IEE and EMP, and all corrective or preventative actions will be reflected in the SAEMRs
c3	9	The Recipient shall make available or cause the Project Executing Agency to make available necessary budgetary and human resources to fully implement the EMP and the LARP.	Complied with There are five hired specialists under this clause, one of them is Environmental Specialist, National and International Environmental Consultants and National and International Social and Resettlement Specialists for the PAG. The PAG hired

⁶ ADB. Grant Agreement (Special operations) for Skills and Employability Enhancement Project (21 October 2020): <https://www.adb.org/projects/documents/taj-51011-003-grj-0>

Schedule	Paragraph	Covenant	Compliance Status
			Project CSC team which has an Environmental Specialist with EHS compliance responsibility.
3	10	Safeguards - Related Provisions in Bidding Documents and Works Contracts The Recipient shall ensure or cause the Project Executing Agency to ensure that all bidding documents and contracts for Works contain provisions that require contractors to: <p>(a) comply with the measures relevant to the contractor set forth in the IEE, the EMP and the LARP (to the extent they concern impacts on the respective affected people under the Environmental Safeguards, the Involuntary Resettlement Safeguards and the Indigenous Peoples Safeguards during construction), and any corrective or preventative actions set forth in (i) a Safeguards Monitoring Report, or (ii) subsequently agreed between ADB and the Recipient;</p>	Complied with Contracts under bidding include EMPs cleared by ADB, and applicable conditions of national IEE clearances listed under para. 19.
3	10	(b) make available a budget for all such environmental and social measures;	Complied with This item included in the bidding documents and contracts of all civil work packages.
3	10	(c) provide the Recipient with a written notice of any unanticipated environmental, resettlement or indigenous peoples risks or impacts that arise during construction, implementation or operation of the Project that were not considered in the IEE, the EMP and the LARP;	Complied with This requirement is included in the bidding documents and contracts of all civil work packages.
3	10	(d) adequately record the condition of roads, agricultural land and other infrastructure prior to starting to transport materials and construction; and	Complied with This requirement is included in the bidding documents and contracts of all civil work packages.
3	10	(e) reinstate pathways, other local infrastructure, and agricultural land to at least their pre-project condition upon the completion of construction.	Complied with This requirement included in the bidding documents and contracts of all civil work packages.
3	11	Safeguards Monitoring and Reporting The Recipient shall do the following or cause the Project Executing Agency to do the following: (a) Submit semi-annual Safeguards Monitoring Reports to ADB and disclose relevant information from such reports to the respective affected people under the Environmental Safeguards, the Involuntary Resettlement Safeguards and the Indigenous Peoples Safeguards promptly	Complied with Starting second half of 2021, PAG is submitting SAEMRs to ADB. The information from this SAEMR will be translated into Russian language ⁷ and disclosed at the website of the project. ⁸ The SAEMR for January-June 2022 was disclosed in the IA website in both Russian and English. ⁹

⁷ All people speak Russian and better understand technical and technical terms in Russian than Tajik

⁸ www.seep.tj

⁹ [https://seep.tj/files/3/Information%20materials/Ru/20231017%20TAJ-G0714_9207%20EMoR%20\(2022%20Jan-Jun\)_PYC.pdf](https://seep.tj/files/3/Information%20materials/Ru/20231017%20TAJ-G0714_9207%20EMoR%20(2022%20Jan-Jun)_PYC.pdf)

5. RESULTS OF ENVIRONMENTAL MONITORING

5.1. Result of site audits

49. During the reporting period, numerous site visits were conducted. Overall, compliance with environmental and safety regulations is deemed satisfactory; nevertheless, instances were noted where workers failed to wear Personal Protective Equipment (PPE). After receiving a verbal warning, the discrepancies were promptly rectified.



Photo 17: CW05/2: Worker not wear PPE and coveralls, March 2024



Photo 18: CW05/2 Workers wear PPE, March 2024

5.1. Water quality monitoring

50. No instrumental measurements of water quality are foreseen for this Project according to IEE/EMP. The Project does not impact water bodies as all works will be implemented at the relevant distance from water sources. During field visits to the sub-project sites, there were no spills or discharge of contaminants at construction sites and in water objects observed.

5.2. Air quality monitoring

51. In sub-projects, air quality measurements were not conducted during the reporting period. This was based on the absence of any complaints or concerns raised by the community or stakeholders regarding air quality issues. The lack of reported problems indicated that the air quality was perceived to be satisfactory.

5.3. Noise monitoring

52. In sub-projects, noise measurements were not conducted during the reporting period. This was primarily due to the absence of any complaint or concerns raised by the community regarding noise levels. Throughout this timeframe, stakeholders and community members did not express any dissatisfaction or report disturbances related to noise, which indicated that the acoustic environment was generally perceived as acceptable and within normal limits.

5.4. Flora and fauna monitoring

53. Monitoring of fauna is not foreseen for this Project according to IEE/EMP. All works take place within the fenced urbanized area.

5.5. Material Resources Utilization

54. The only Construction of Job Center and Migration Service Center in Dushanbe contractor track resource utilization. Other Contractors have been instructed to conduct resource usage tracking and provide information on a monthly basis. Details on water and electricity consumption by Contractor of The Construction of Job Center and Migration Service Center in Dushanbe is provided in Table below.

Subproject	Electrical energy consumption <i>kW</i>	Water consumption <i>m³</i>
Construction of Job Center and Migration Service Center in Dushanbe	5014	172800

5.6. Waste management

55. Construction works promote generation of different type of wastes starting from garbage, recycle waste, household waste and construction and demolition debris. Waste Management Plan was developed by Contractors and approved by SEEP PAG.

56. Construction wastes are accumulated on site in special isolated areas divided by hazardous, domestic and construction waste. The waste is being removed from construction sites by authorized personnel only in accordance with the safety regulations. Generated waste amount is presented in Table .

Table 9: Waste generation in the reporting period

Subproject	Household waste	Hazardous waste
	(<i>m3</i>)	(<i>m3</i>)
CW-01 Construction of Migration Service Center in Bokhtar	0	-
CW-02 Construction of Migration Service Center in Vose	135	-
CW-03 Construction of Migration Service Center in Khujand	0	-
CW-04 Construction of Job Center and Migration Service Center in Dushanbe	649	
CW-05 Lot 1: Construction of Job Center in Rogun	181	
CW-05 Lot 2: Construction of Job Center in Dangara	65	-

5.7. Health and Safety

57. The Contractors took all precautions at all construction points for health and safety of the workers and the people of the surroundings in accordance with the Health and Safety Plan submitted by the Contractors and approved by the PAG. Health and Safety measures were continuously taken care and checked in all construction points by the health and safety manager of the Contractor and checked by the Environmental and social staff of the PAG. No accidents or incidents have been recorded during the period.

5.8. Summary of Monitoring Outcomes

58. Status of compliance with the Project EMP for postconstruction (CW01 and CW03) and construction (CW02, CW04, CW05/1 and CW05/2) periods attached to IEE is summarized in Tables 10, 11, and 12 respectively.

Table 12: Implementation Status of EMP during the construction period (CW01, CW02, CW03, CW04, CW05/1, and CW05/2)

Subject	EMP Requirement (list all mitigation measures specified in the EMP and SEMP)	Compliance Attained				Comment on Reasons for Partial or Non-Compliance	Required Action and Target Dates to Achieve Compliance
		CW02	CW04	CW05/1	CW05/2		
Temporary disruption of existing community roads, pathways, and access to areas in the vicinity of schools, village offices, market places and meeting halls	Walking access will be maintained to the affected properties and access routes will be temporarily lined with timber or similar material. Particular attention will be given to ensuring safety along roads and paths used by pedestrians, students, faculty and staff of the school.	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection		
	Side street parking of construction vehicles on prolonged basis will not be allowed.	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection		
	The contractor will be required to immediately rehabilitate the excavated areas and any damaged road and path sections.	Yes	Yes	Yes	Yes		
Air pollution: dust and air emissions from earthworks and movement of vehicles	Prior to start of any civil works, the Contractor will obtain measurements of air quality of the site to serve as baseline air parameters.	Yes	Yes	Yes	Yes		
	The contractor will be required to cover materials with tarpaulin or other suitable materials while in transit to avoid spillage of materials.	Yes Visual site	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection		

Subject	EMP Requirement (list all mitigation measures specified in the EMP and SEMP)	Compliance Attained				Comment on Reasons for Partial or Non-Compliance	Required Action and Target Dates to Achieve Compliance
		inspection					
	Earthen roads, particularly roads near residences and through the town core area, will be moistened during dry and dusty conditions.	Yes Watering logs	Yes Watering logs	Yes Watering logs	Yes Watering logs		
	Speed limits will be imposed on construction vehicles.	Yes	Yes	Yes	Yes		
	Construction equipment and vehicles will be regularly maintained to control air emissions during vehicle operation.	Yes Equipment maintenance logs	Yes Equipment maintenance logs	Yes Equipment maintenance logs	Yes Equipment maintenance logs		
Noise and vibration caused by the operation of construction equipment will cause excessive noise, resulting in nuisance to the school and communities.	Prior to start of any civil works, the Contractor will obtain measurements of noise level of the site to serve as baseline parameters.	Yes	Yes	Yes	Yes		
	Construction activities, particularly operation of noise generating equipment, will be limited to the daytime.	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection		
	Stationary equipment producing high noise levels, such as diesel generators, will be positioned as far as practical from sensitive receptors as listed below: Bokhtar City – Dormitory and Technical school adjacent to the site; Dushanbe City – Residential units and small commercial shops	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection		

Subject	EMP Requirement (list all mitigation measures specified in the EMP and SEMP)	Compliance Attained				Comment on Reasons for Partial or Non-Compliance	Required Action and Target Dates to Achieve Compliance
	near the site; Khujand City – MOLME Office/Technical School adjacent to the site and the residential units near the proposed location of the Center; Rogun City – Temporary Military Camp about 400 meters from the proposed site of the center; Vose District – Technical Vocational School adjacent to the proposed site of Center and the small commercial shops and residential units surrounding the site of the proposed center.						
	Temporary barriers will be erected around construction sites especially near the Dormitory and Technical school in Bokhtar; MOLME Office/ Technical School in Khujand City; and the Technical Vocational School in Vose District.	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection		
	Noise suppression devices will be installed in noise generating equipment.	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection		
	Drivers will be required to minimize blowing of horns and to comply with speed limits.	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection		

Subject	EMP Requirement (list all mitigation measures specified in the EMP and SEMP)	Compliance Attained				Comment on Reasons for Partial or Non-Compliance	Required Action and Target Dates to Achieve Compliance
Clearing of vegetation. Poor planning and execution of tree clearing/vegetation removal in the subproject sites can result in loss of vegetation and a deterioration of the general landscape.	Cutting of trees will be undertaken as per approved design and only upon approval of relevant authorities. The cutting of trees will be avoided as much as possible and damage to native vegetation minimized.	Yes	Yes	Yes	Yes		
	Landscaping and planting of trees/vegetation will be implemented at the sites of the proposed facilities.	Yes	Yes	Yes	Yes		
Location of camps and employment of local labor. There is a potential for conflict to develop with local communities should they be marginalized by the introduction of outside workers who then enjoy an enhanced economic status in comparison to the local communities. The risk of contracting and spreading of HIV and STI's is also a projected impact of the proposed development.	Workers from the local communities will be preferentially offered employment as unskilled labor.	Yes	Yes	Yes	Yes		
	Workers will also be required to undergo regular check-up to minimize the risk of contracting and spreading of HIV and STI's.	Yes	Yes	Yes	Yes		
	Camps will be sited a good distance away from nearby settlement areas to avoid social conflicts.	Yes	Yes	Yes	Yes		
Provision of adequate living conditions within campsite; Poor health of workers; Loss of worker productivity may result from the absence of	Workers will be provided with adequate housing, sanitation and recreational facilities.	Yes	Yes	Yes	Yes		

Subject	EMP Requirement (list all mitigation measures specified in the EMP and SEMP)	Compliance Attained				Comment on Reasons for Partial or Non-Compliance	Required Action and Target Dates to Achieve Compliance
appropriate living conditions within the project area.	The contractor will provide acceptable camp facilities with potable water, sanitation and washing facilities, kitchen and adequate cooking facilities, nutritionally adequate food rations and recreational facilities to either meet requirements of the relevant labor regulations of RT or an acceptable international standard, whichever is the higher.	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection		
Camp water heating and cooking – use of wood for fuel	The contractor will provide gas and kerosene for water heating and cooking.	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection		
	The collection and use of fuel wood will be limited.	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection		
	Sanctions will be imposed on workers not complying.	Yes	Yes	Yes	Yes		
Chance discovery of archaeological and cultural sites. Loss of cultural values	No known sites. PAG will be notified immediately of chance discoveries and the relevant GOT agency advised.	Yes	Yes	Yes	Yes		
Use of Hazardous Materials. Contamination of the soil and nearby water courses may result	Ensure that safe storage of fuel, other hazardous substances.	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection		

Subject	EMP Requirement (list all mitigation measures specified in the EMP and SEMP)	Compliance Attained				Comment on Reasons for Partial or Non-Compliance	Required Action and Target Dates to Achieve Compliance
from the utilization of hazardous materials. Improper handling, storage or utilization of hazardous materials poses a significant health risk to the workers and residents of nearby settlement areas. Damage to vegetation and crops may occur as a result of contamination from the hazardous materials.		n					
	Hydrocarbon, toxic material and explosives (if required) will be stored in adequately protected sites consistent with national and local regulations to prevent soil and water contamination.	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection		
	Equipment/vehicle maintenance and refueling areas will be confined to areas in construction sites designed to contain spilled lubricants and fuels. Such areas shall be provided with drainage leading to an oil-water separator that will be regularly skimmed of oil and maintained to ensure efficiency.	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection		
	Fuel and other hazardous substances shall be stored in areas provided with roof, impervious flooring and bund/containment wall to protect these from the elements and to readily contain spilled fuel/lubricant.	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection		
	Segregate hazardous wastes (oily wastes, used batteries, fuel drums) and ensure that storage, transport and disposal shall not cause pollution and shall be undertaken consistent with national and local regulations.	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection		
	Ensure all storage containers are in good condition with proper labeling.	Yes	Yes	Yes	Yes		

Subject	EMP Requirement (list all mitigation measures specified in the EMP and SEMP)	Compliance Attained				Comment on Reasons for Partial or Non-Compliance	Required Action and Target Dates to Achieve Compliance
		Visual site inspection	Visual site inspection	Visual site inspection	Visual site inspection		
	Regularly check containers for leakage and undertake necessary repair or replacement.	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection		
	Store hazardous materials above flood level.	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection		
	Discharge of oil contaminated water shall be prohibited.	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection		
	Used oil and other residual toxic and hazardous materials shall not be poured on the ground.	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection		
	Used oil and other residual toxic and hazardous materials shall be	Yes	Yes	Yes	Yes		

Subject	EMP Requirement (list all mitigation measures specified in the EMP and SEMP)	Compliance Attained				Comment on Reasons for Partial or Non-Compliance	Required Action and Target Dates to Achieve Compliance
	disposed of in an authorized facility off-site.	Visual site inspection	Visual site inspection	Visual site inspection	Visual site inspection		
	Adequate precautions will be taken to prevent oil/lubricant/hydrocarbon contamination of river channels.	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection		
	Ensure availability of spill clean-up materials (e.g., absorbent pads, etc.) specifically designed for petroleum products and other hazardous substances where such materials are being stored.	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection		
	Spillage, if any, will be immediately cleared with utmost caution to leave no traces.	Yes	Yes	Yes	Yes		
	Spillage waste will be disposed at approved disposal sites.	Yes	Yes	Yes	Yes		
	All areas intended for storage of hazardous materials will be quarantined and provided with adequate facilities to combat emergency situations complying with all the applicable statutory stipulation.	Yes	Yes	Yes	Yes		
	The contractor will be required to display Material Safety Data Sheets (MSDS) in all work areas and to train workers in the safe	Yes	Yes	Yes	Yes		

Subject	EMP Requirement (list all mitigation measures specified in the EMP and SEMP)	Compliance Attained				Comment on Reasons for Partial or Non-Compliance	Required Action and Target Dates to Achieve Compliance
	use of these materials, including the provision of protective equipment for handling these substances.						
	The contractor shall designate properly trained staff in-charge of storage sites for hazardous materials. Entry will be allowed only under authorization.	Yes	Yes	Yes	Yes		
Generation of construction waste - Generation of excavated soil	Surplus excavated material/cut soil from construction will be used as backfill material for low-lying areas identified by local authorities.	Yes	Yes	Yes	Yes		
Generation of construction wastes –solid and inert. Solid wastes, inert construction wastes, during construction will result in the pollution of land and receiving water bodies.	Appropriate segregation bins or areas for construction wastes will be provided.	Yes	Yes	Yes	Yes		
		Visual site inspection	Visual site inspection	Visual site inspection	Visual site inspection		
	The storage of all hazardous materials including fuels will be secure and controlled.	Yes	Yes	Yes	Yes		
	Recyclable construction wastes, such as wood, steel, and scaffoldings, will be reused or sold to junk shops.	Yes	Yes	Yes	Yes		
Community health and safety Accidents to surrounding communities from vehicles passing through the subproject	Solid waste will be collected and disposed in the approved disposal site in the district.	Yes	Yes	Yes	Yes		
	That trucks and other vehicles are maintained in a safe operating condition.	Yes	Yes	Yes	Yes		
	All drivers and machinery operators act responsibly.	Yes	Yes	Yes	Yes		

Subject	EMP Requirement (list all mitigation measures specified in the EMP and SEMP)	Compliance Attained				Comment on Reasons for Partial or Non-Compliance	Required Action and Target Dates to Achieve Compliance
area.	All loads are to be secured and all loads with fugitive materials (e.g., excavated soil and sand) are to be covered with tarpaulins.	Yes	Yes	Yes	Yes		
Occupational health and safety Hazards from operating and using machinery. Direct hazards to the machine operators and to workers working in the vicinity of the machine. Hazards to workers exposed from heavy materials being lifted by cranes. Refueling hazards. Exposure to hazardous chemical materials. Traffic accident hazards.	The contractor will be required to implement the construction health and safety plan in accordance with the World Bank <i>EHS Guidelines</i> (http://www.ifc.org/ehsguidelines) as a minimum standard.	Yes	Yes	Yes	Yes		
	The contractor will appoint an environment, health, and safety officer to ensure implementation of the plan.	Yes	Yes	Yes	Yes		
	The plan will include the following at a minimum: • Provision of first aid facilities readily accessible by workers;	Yes	Yes	Yes	Yes		
	• Provision of personal protective equipment (PPEs), such as hard hats, gloves, rubber boots, etc.;	Yes	Yes	Yes	Yes		
	• Mandatory wearing of PPEs while working on-site;	Partial	Partial	Partial	Partial	Workers equipped with PPE but not wearing	Resolved on June 2023
	• Establishment of safety signs/reminders in strategic areas within the construction area;	Yes	Yes	Yes	Yes		
	• Installation of sufficient lighting at night;	Yes	Yes	Yes	Yes		
	• Ensuring that vehicle and equipment operators are properly licensed and trained;	Yes	Yes	Yes	Yes		

Subject	EMP Requirement (list all mitigation measures specified in the EMP and SEMP)	Compliance Attained				Comment on Reasons for Partial or Non-Compliance	Required Action and Target Dates to Achieve Compliance
	<ul style="list-style-type: none"> Providing staff with training on communicable disease and HIV/AIDS prevention; 	Yes	Yes	Yes	Yes		
	<ul style="list-style-type: none"> Workers to be provided with safe working environment including: <ul style="list-style-type: none"> Erect warning signs and barriers around work areas; 	Yes	Yes	Yes	Yes		
	<ul style="list-style-type: none"> <ul style="list-style-type: none"> No drugs or alcohol allowed on-site; 	Yes	Yes	Yes	Yes		
	<ul style="list-style-type: none"> <ul style="list-style-type: none"> Noise and dust to be controlled; 	Yes	Yes	Yes	Yes		
	<ul style="list-style-type: none"> <ul style="list-style-type: none"> All workers provided with safety equipment appropriate for the task in which they are employed; 	Yes	Yes	Yes	Yes		
	<ul style="list-style-type: none"> <ul style="list-style-type: none"> To be supplied on-site for workers: Potable water, chemical toilet, changing place with clothes storage, and washing and showering facilities; 	Yes	Yes	Yes	Yes		
	<ul style="list-style-type: none"> <ul style="list-style-type: none"> Work statements prepared for each activity; 	Yes	Yes	Yes	Yes		
	<ul style="list-style-type: none"> <ul style="list-style-type: none"> Prior to entering the site for first time, workers to be inducted to site and site hazards explained together with explanation of work site safety procedures; 	Yes Training logs	Yes Training logs	Yes Training logs	Yes Training logs		
	<ul style="list-style-type: none"> <ul style="list-style-type: none"> Medical and first aid facilities provided together with a person qualified in first aid. 	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection	Yes Visual site inspection		

Table 11: Implementation Status of EMP during the pre-construction period (CW01 and CW03)

Subject	EMP Requirement (list all mitigation measures specified in the EMP and SEMP)	Compliance Attained		Comment on Reasons for Partial or Non-Compliance	Required Action and Target Dates to Achieve Compliance
Impact on community health and safety from access and intrusion of unauthorized personnel.	Watchmen/security personnel will be hired to secure the facilities on a 24- hour basis. This will minimize the safety risks to the community.	Yes Watchman hired	Yes Watchman hired		

5.9. Training

59. Training on H&S-related issues, on-site monitoring, regular health and safety instructions, are conducted on-site by Contractors' H&S specialists.

60. Contractors conducts regular briefings at the site among his work personnel to ensure safety during construction. Such briefs are important to remind the workers on the necessity of maintaining a safe work environment. HSE induction training was provided to the contractor's relevant staff. Daily tool boxes were carried out. Relevant training given to the personnel involved in the hazardous waste handling.

5.10. Complaints

61. Grievance redress system is established in April 2022 in Bokhtar, in July 2022 in Dangara, in March 2022 in Khujand, in February 2022 in Rogun, in June 2022 in Vose and in December 2022 in Dushanbe. Information boards with contact numbers. Informational meetings on GRM with communities have been conducted February March and June of 2022. There was also a meeting conducted with the administration and students of the International University of Tourism and Entrepreneurship of Tajikistan on GRM in December 2022.

62. There is a complaints logbook at all construction sites. Complaint logbooks are also available in jamoats, lyceum administrations and the employment center in Khujand on whose territory construction is underway. Informational board with GRM contacts installed all sites. There was no complaint received from communities due to construction activities.

6. SUMMARY AND RECOMMENDATIONS

6.1 Summary

63. LLC "Meliorator" has completed the construction works under the the CW01 contract for the construction of the Migration Service Center in Bokhtar City, Khatlon Region. Additionally, LLC "Faridun" has completed the construction works under the CW03 contract for the Migration Service Center in Khujand. The defect liability period has commenced for both projects.

64. LLC "Iqlimi Sof" is progressing with the CW05/1 contract for the construction of the Job Center in Rogun. Meanwhile, LLC "Sroy-Center" is advancing on the CW05/2 contract for the Job Center in Dangara. Additionally, LLC "Binosoz-2015" is working on the CW02 contract for the Migration Service Center in the Vose district of the Khatlon Region. Lastly, LLC "Sroy-Complex" is actively engaged in the CW04 contract for the construction of both the Job Center and Migration Service Center in Dushanbe. All companies are continuing their construction efforts.

65. The environmental management team, responsible for ensuring compliance with environmental safeguards requirements, has been established by most of the parties involved. The GRM (Grievance Redress Mechanism) is also established and fully functional, and no complaints have been received during this reporting period. The issues identified during this monitoring period are summarized in Table 9.

Table 9: Issues identified during the monitoring period

Package	Issue	Required Action	Responsibility	Timing (Target Dates)
All packages	Some workers not wear PPE	Control wearing full set of PPE Conduct training on wearing PPE	All contractors	Resolved 2024