

# ENVIRONMENTAL MONITORING REPORT

---

Semi-Annual Report: July–December 2021  
March 2022

## 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.

This environmental monitoring report is a document of the borrower. The views expressed herein do not necessarily represent those of ADB's Board of Directors, Management, or staff, and may be preliminary in nature.

In preparing any country program or strategy, financing any project, or by making any designation of or reference to a particular territory or geographic area in this document, the Asian Development Bank does not intend to make any judgments as to the legal or other status of any territory or area.

## Table of Contents

|  |    |
|--|----|
| 1. INTRODUCTION .....  | 1  |
| 1.1. Preamble.....   | 1  |
| 1.2. Headline Information .....                                      | 1  |
| 2. PROJECT DESCRIPTION AND CURRENT ACTIVITIES .....                  | 2  |
| 2.1. Project Description .....                                       | 2  |
| 2.1.1. Job Centers .....   | 5  |
| 2.2. Project Contracts and Management .....                          | 6  |
| 2.2.1. Project environmental management .....                        | 9  |
| 2.3. Project Activities During Current Reporting Period .....        | 10 |
| 2.4. Description of Any Changes to Project Design .....              | 11 |
| 2.5. Description of Any Changes to Agreed Construction methods ..... | 11 |
| 3. ENVIRONMENTAL SAFEGUARD ACTIVITIES .....                          | 12 |
| 3.1. General Description of Environmental Safeguard Activities ..... | 12 |
| 3.1. Grievance Redress mechanism functioning.....                    | 12 |
| 3.2. Site Audits.....  | 13 |
| 3.3. Issues Tracking (Based on Non-Conformance Notices) .....        | 13 |
| 3.4. Trends.....   | 13 |
| 3.5. Unanticipated Environmental Impacts or Risks.....               | 13 |
| 4. RESULTS OF ENVIRONMENTAL MONITORING .....                         | 14 |
| 4.1. Overview of Monitoring Conducted during Current Period .....    | 14 |
| 4.2. Trends.....   | 14 |
| 4.3. Material Resources Utilization .....                            | 14 |
| 4.3.1. Current Period .....  | 14 |
| 4.3.2. Cumulative Resource Utilization .....                         | 14 |
| 4.4. Waste Management .....  | 14 |
| 4.4.1. Current Period .....  | 14 |
| 4.4.2. Cumulative Waste Generation .....                             | 14 |
| 4.5. Health and Safety.....  | 14 |
| 4.5.1. Community Health and Safety .....                             | 14 |
| 4.5.2. Worker Safety and Health.....                                 | 14 |
| 4.6. Training.....   | 14 |
| 4.7. Summary of Monitoring Outcomes .....                            | 14 |
| 5. FUNCTIONING OF THE SEMP .....                                     | 19 |
| 6. GOOD PRACTICE AND OPPORTUNITY FOR IMPROVEMENT .....               | 19 |
| 6.1. Good Practice .....   | 19 |
| 6.2. Opportunities for Improvement .....                             | 19 |
| 7. SUMMARY AND RECOMMENDATIONS .....                                 | 20 |
| 7.1. Recommendations .....   | 20 |

## List of Figures

|  |    |
|--|----|
| Figure 1: Map of Tajikistan Showing the Location of the Six Project Sites..... | 3  |
| Figure 2: Project Environmental Organization Chart .....                       | 10 |

## List of Tables

|   |    |
|---|----|
| Table 1: Location of the Centers and Main Service Sectors .....   | 3  |
| Table 2: Facility and Classroom Usage Plan .....  | 5  |
| Table 3: Selected Occupations by City (District) and Sector for Job Centers .....                             | 5  |
| Table 4: Summary of Civil Works Contracts and works' progress .....   | 8  |
| Table 5: Summary of Environmental Personnel .....   | 10 |
| Table 6: Environmental Safeguards Activities Carried out During Reporting Period (July - December 2021) ..... | 12 |
| Table 7: Grant Agreement Compliance Status .....  | 15 |
| Table 8: Implementation Status of EMP during the pre-construction period .....                                | 18 |

## **ABBREVIATIONS AND ACRONYMS**

|          |   |  |
|----------|---|--|
| ADB      | — | Asian Development Bank                       |
| COVID-19 | — | The Coronavirus Disease                      |
| CW       | — | Civil Works                                  |
| EMP      | — | Environmental Management Plan                |
| GRM      | — | Grievance Redress Mechanism                  |
| IEE      | — | Initial Environmental Examination            |
| ISC      | — | Inter-ministerial Steering Committee         |
| LARP     | — | Land Acquisition and Resettlement Plan       |
| MOLME    | — | Ministry of Labor, Migration, and Employment |
| PAG      | — | Project Administration Group                 |
| SSEMP    | — | Site-Specific Environmental Management Plan  |

## **1. INTRODUCTION**

### **1.1. Preamble**

1. This report represents the Semi - Annual Environmental Monitoring Review (SAEMR) for Skills and Employability Enhancement Project.
2. This report is the 1<sup>st</sup> Environmental Monitoring Report for the project.

### **1.2. Headline Information**

3. This is the first Semi-annual Social Monitoring Report prepared for the Skills and Employability Enhancement Project and covers the reporting period from July to December 2021. The report describes the status of project implementation, activities carried out by the Project Administration Group with regard to environmental safeguard issues. The civil works did not start yet.

## 2. PROJECT DESCRIPTION AND CURRENT ACTIVITIES

### 2.1. Project Description

4. The proposed project is aligned with the following impact: productive employment expanded in line with the *National Development Strategy 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 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 information technology (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 ISCO08<sup>1</sup> 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.

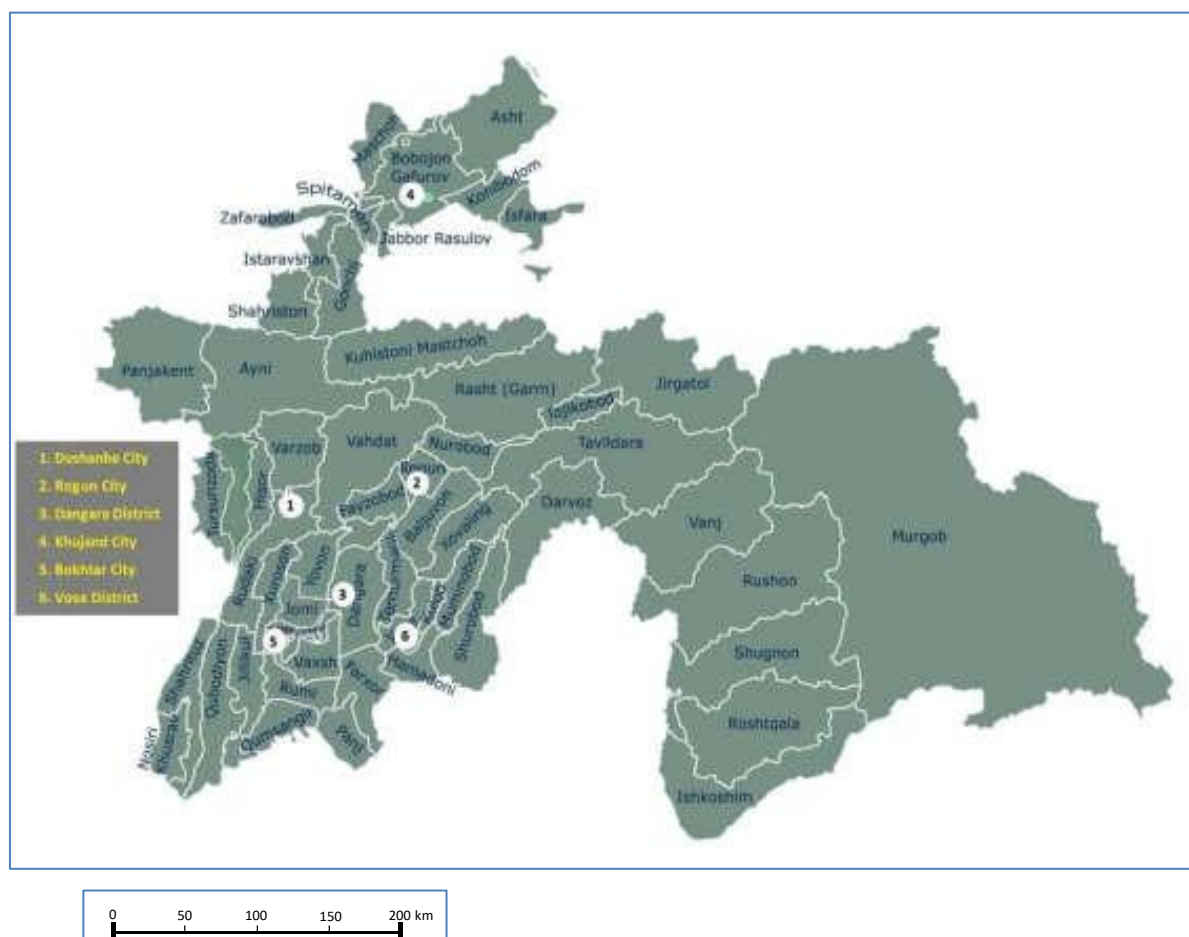
5. **Project facilities for construction or renovation.** The project facilities to be constructed under the project and covered by this IEE consist of three job centers and four migration service centers (see map in Fig. 1), namely:

- (i) Job Centers
  - Rogun City, District of Republican Subordination.
  - Dangara District, Khatlon Province.

---

<sup>1</sup> ISCO – The International Standard Classification of Occupations

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



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

6. 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<br>(with Migration Service Center function)<br>Regional Republic Subordination | New            | Tourism and services <ul style="list-style-type: none"> <li>• Housekeeper/cleaner</li> <li>• Waiter/bartender</li> <li>• Hotel and guesthouse manager</li> <li>• Restaurant manager</li> <li>• Multi-lingual travel guide</li> </ul> Pre-departure migration service center <ul style="list-style-type: none"> <li>• Pre-departure training</li> </ul> |

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

7. 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 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.

8. 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.

9. 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%   |  |
| <b>Job Center</b>       | 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 |
| <b>Migration Center</b> | 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           |

10. 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

11. 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.

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

13. 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 (Curriculum Vitae), searching for a job, conducting a job interview); and (vi) basic Information and Communication Technology training.

## **2.2. Project Contracts and Management**

14. 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 EA. The Project Administration Group (PAG) established under MOLME will be the Implementation Agency. The PAG will undertake procurement and administer contracts. MOLME will nominate candidates for the position of PAG Manager, who will monitor and guide day-to-day implementation. The PAG Manager and key staff will be selected through a competitive procedure and financed by the project under the recurrent cost category. A Project Steering Committee will be set up to provide overall guidance on project implementation.

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

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

16. Tender for all packages is scheduled for the first-second quarter of 2022.

17. The national 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 of Committee for Environmental Protection, which issued “environmental appraisal” on August 13 2021 (Registration No. 542-15 for Construction of Job Center and Migration Center in Dushanbe, No. 543-15 for Construction of Job Center in Rogun, No. 544-15 for Construction of Job Center Dangara, No. 545-15 for Construction of Migration Center in Khujand, No. 546-15 for Construction of Migration Center in Vose and No. 547-15 for Construction of Migration 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, Ministry of Emergency Situations of The Republic of Tajikistan 30.01.2018, SNiP<sup>2</sup> 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.

---

<sup>2</sup> SNiP – Sanitary Norms and Rules (Санитарные Нормы и Правила)

- d) Landscape the area around the planned building in accordance with the requirements of the rules and regulations of construction of MK JT<sup>3</sup> 30.01-2018.
  - e) Place construction and household waste arising during construction work in the prescribed manner in the official landfill.
18. Summary of civil works contracts and works' progress is summarized in
19. Table 4.

---

<sup>3</sup> MK JT – Standards and Regulations of The Republic of Tajikistan (Меъёру Қоидаҳои Ҷумҳурии Тоҷикистон)

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

| Package | Scope   | Contractor   | Signed | Approval Date |               |     | Environmental personnel |                           | Civil Work |         | (%) Progress as of |             |
|---------|---|--------------|--------|---------------|---------------|-----|-------------------------|---------------------------|------------|---------|--------------------|-------------|
|         |   |              |        | SSEMP         | COVID-19 HSMP | ERP | Environmental officer   | Health and Safety officer | Start      | End     | 30 Jun 2021        | 31 Dec 2021 |
| CW-01   | Construction of Migration Center in Bokhtar                 | Not selected | n/a    | n/a           | n/a           | n/a | n/a                     | n/a                       | Q3 2022    | Q3 2024 | 0%                 | 0%          |
| CW-02   | Construction of Migration Center in Vose                    | Not selected | n/a    | n/a           | n/a           | n/a | n/a                     | n/a                       | Q3 2022    | Q3 2024 | 0%                 | 0%          |
| CW-03   | Construction of Job Center and Migration Center in Dushanbe | Not selected | n/a    | n/a           | n/a           | n/a | n/a                     | n/a                       | Q3 2022    | Q3 2024 | 0%                 | 0%          |
| CW-04   | Construction of Migration Center in Khujand                 | Not selected | n/a    | n/a           | n/a           | n/a | n/a                     | n/a                       | Q3 2022    | Q3 2024 | 0%                 | 0%          |
| CW-05   | Construction of Job Center in Rogun                         | Not selected | n/a    | n/a           | n/a           | n/a | n/a                     | n/a                       | Q3 2022    | Q3 2024 | 0%                 | 0%          |
|         | Construction of Job Center Dangara                          | Not selected | n/a    | n/a           | n/a           | n/a | n/a                     | n/a                       | Q3 2022    | Q3 2024 | 0%                 | 0%          |

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

COVID-19 HSMP = COVID-19 Health and Safety Management Plan, ERP = Emergency Response Plan, SSEMP = site-specific environmental management plan

### 2.2.1. Project environmental management

20. **Executing agency (EA)**: Ministry of Labour, Migration and Employment of the Republic of Tajikistan (MOLME) will be the Execution Agency 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.

21. **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 of the Republic of Tajikistan and comprised of representatives from other relevant ministries. The manager of the Project Administration Group (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,

22. **Project Administration Group (PAG)**: The PAG established under MOLME and 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, 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 Monitoring and Evaluation 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.

23. According to the PAM, 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 Project Administration Group under MOLME (PAG).

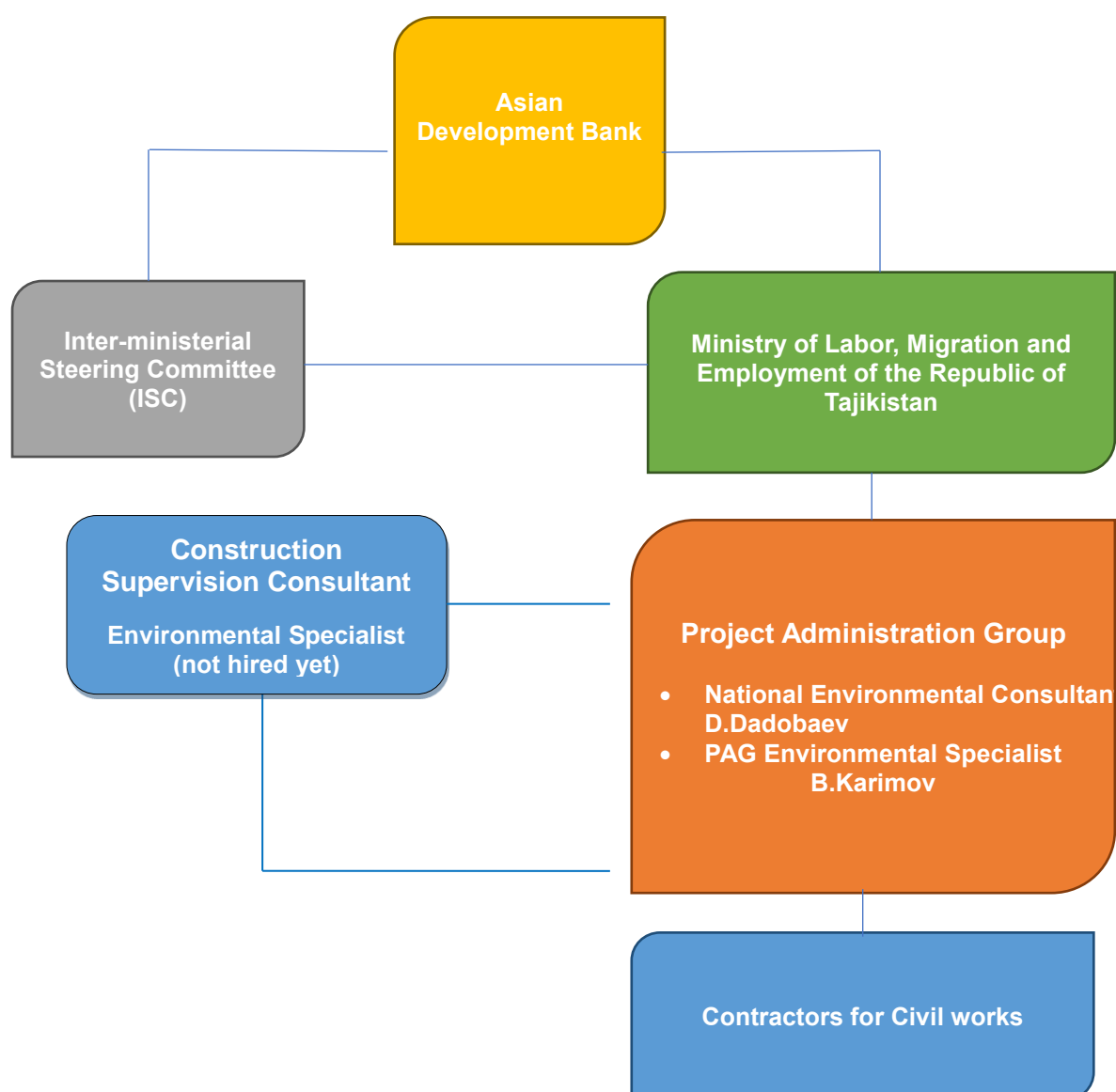
24. The Project Administration Group under MOLME set up by Resolution of the Government of Tajikistan for management of the contracts implementation hired National Environmental Consultant Mr. D.Dadobaev in August 2021 and Environmental Specialist of PAG Mr. Bekzod Karimov in December 2021. Hiring of individual International Environmental and Social Safeguards Specialist envisaged at second quarter of 2022. Signing contract with Construction Supervision Consultant envisaged in second Quarter of 2022. Summary of environmental personnel is in Table 5.

**Table 5: Summary of Environmental Personnel**

| Environmental Personnel  | Allocated PMs         | Date of assignment         | Name             |
|--|-----------------------|----------------------------|------------------|
| Environmental Specialist of PAG                                | Full time             | 24 Dec 2021                | Bekhzod Karimov  |
| International Environmental and Social Safeguards Consultant   | 2 PMs (intermittent)  | To be appointed in 2022 Q2 | n/a              |
| National Environmental and Social Safeguards Consultant of PAG | 18 PMs (intermittent) | 26 Aug 2021                | Dilshod Dadobaev |

CSC = construction supervision consultant, PAG = Project Administration Group

25. Project Organization Structure and environmental team are shown in the Figure 4 below.



**Figure 2: Project Environmental Organization Chart**

### 2.3. Project Activities During Current Reporting Period

26. N/A - no civil works commenced.

## **2.4. Description of Any Changes to Project Design**

27. In the reporting period, the design of the Job and Migration Centers is being carried out and at this stage no changes are observed.

## **2.5. Description of Any Changes to Agreed Construction methods**

28. Construction works did not start in the reporting period.

### 3. ENVIRONMENTAL SAFEGUARD ACTIVITIES

#### 3.1. General Description of Environmental Safeguard Activities

29. The IEE was submitted by PAG (MOLME) to State Ecological expertise of the Committee for environmental protection under Government of Tajikistan (CEP) for getting their positive conclusion (clearance) on 13 August 2021.

30. To ensure that the contractors comply with the requirements of the 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 Russian<sup>4</sup> languages.

**Table 6: Environmental Safeguards Activities Carried out During Reporting Period (July - December 2021)**

| Environmental Safeguard Activities                                |
|---|
| <b>PAG environmental specialist (Mr. Bekzod Karimov)</b>          |
| - Participation in preparation of Environmental Monitoring Report |
| <b>National Environmental consultant Dilshod Dadobaev</b>         |
| - Preparation of Environmental Monitoring Report                  |
| - Participation in preparation of bidding documentation           |

#### 3.1. Grievance Redress mechanism functioning.

31. Grievance redress procedures in the process of becoming. Letters for establishing GRC have been sent to Local Hukumats in December 2021. The GRM will be available to allow GRC to provide effective and systematic mechanism in responding to queries, grievances and complaints from APs and stakeholders.

32. The time period required for the GRC to review submitted claims or grievances is 14 calendar days, which is considered a reasonably efficient process for review, assessment, approval or rejection, and the provision of relevant feedback to claimants. If the case is complex or requires more detailed investigation (e.g. inspection by technical experts or legal opinion from the state or certified private entities) the complaint review period may be extended to 30 calendar days or more, if necessary. In such cases, written notification should be sent to the complainant explaining the reasons for extension, describing the process and indicating the expected dates for the delivery of the results of the revision.

33. If the complaint is not resolved within the set timeframe, or the complainant is not satisfied with the GRC decision, s/he can appeal at the country level GRM. The country level GRC focal person will register the complaint/appeal, issue a written note with information on the timeframe for grievance resolution (14 to 30 days, depending on the complexity of the case) and initiate a review of the complaint. The focal person should initiate the grievance review and convene the GRC meeting no later than 5 days since the complaint was registered as eligible for the GRM. All supporting documents - photo and video materials, required certificates, legal opinions, technical expert opinions if practicable - should be prepared prior to the meeting. The minutes of each meeting should be agreed and signed by all members of the GRC no later than 3 days following the gathering.

34. All enquiries/grievances related to the Project will be addressed with the participation of the PAG. The GRM covers issues related to social, environmental and other safeguard issues under the ADB The Safeguard Policy Statement 2009 and applicable laws of Tajikistan. Letters for establishing project and country level GRCs issued and GRCs in the process of establishing

<sup>4</sup> All people speak Russian and better understand technical and technical terms in Russian than Tajik.



### **3.2. Site Audits**

35. N/A: during the current reporting period, no inspections were carried out by the Environmental specialists as no construction works were started.

### **3.3. Issues Tracking (Based on Non-Conformance Notices)**

36. N/A: due to the fact that no any construction activities were carried out, during the current reporting period no issues were tracked.

### **3.4. Trends**

37. N/A: this report is the first semi-annual environmental monitoring report

### **3.5. Unanticipated Environmental Impacts or Risks**

38. N/A: due to the fact that no construction activities were carried out and no unanticipated environmental impacts and risks were identified.

## **4. RESULTS OF ENVIRONMENTAL MONITORING**

### **4.1. Overview of Monitoring Conducted during Current Period**

39. N/A: due to the fact that no construction activities were carried out and no environmental measurements have been undertaken during the current reporting period.

### **4.2. Trends**

40. N/A: due to the fact that no construction activities were carried out and no trends which may be developing.

### **4.3. Material Resources Utilization**

#### **4.3.1. Current Period**

41. N/A: no construction activities were carried out during reporting period.

#### **4.3.2. Cumulative Resource Utilization**

42. N/A: no construction activities were carried out during reporting period, no resources yet utilized.

### **4.4. Waste Management**

43. N/A: no construction activities were carried out during reporting period, no waste were generated.

#### **4.4.1. Current Period**

44. N/A: no construction activities were carried out during reporting period, no waste were generated.

#### **4.4.2. Cumulative Waste Generation**

45. N/A: no construction activities were carried out during reporting period, no waste were generated.

### **4.5. Health and Safety**

#### **4.5.1. Community Health and Safety**

46. N/A: due to the absence of construction works, there are no issues.

#### **4.5.2. Worker Safety and Health**

47. N/A: no construction activities were carried out during reporting period.

### **4.6. Training**

48. No environmental safeguard related training activities undertaken in this period.

### **4.7. Summary of Monitoring Outcomes**

49. Status of compliance with environmental safeguards related covenants in the Project's Grant Agreement signed between Republic of Tajikistan and ADB on 21 October 2020<sup>5</sup> is summarized in Table 7.

---

<sup>5</sup> 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>

**Table 7: Grant Agreement Compliance Status**

| Schedule | Paragraph | Covenant  | Compliance Status   |
|----------|-----------|---|---|
| 3        | 3         | The Recipient shall not award any Works contract which involves environmental impacts until:<br>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, ongoing   |
| 3        | 3         | b) the Project Executing Agency has Incorporated the relevant provisions from the EMP into the Works contract   | Complied, ongoing   |
| 3        | 3         | c) the Project Executing Agency obtained the final approval of the IEE from the relevant environment authority of the Recipient.  | Complied<br>The State Ecological Expertise of Committee for Environmental Protection, which issued "environmental appraisal" on August 13 2021                |
| 3        | 4         | The Recipient shall not award any Works contract which involves involuntary resettlement impacts, until the Recipient has prepared and submitted to ADB the final LARP based on the Project's detailed design, and obtained ADB's clearance of such LARP.   | Complied  |
| 3        | 5         | <b>Environment</b><br>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<br>(a) all applicable laws and regulations of the Recipient relating to environment, health and safety;  | Ongoing   |
| 3        | 5         | (b) the Environmental Safeguards;   | Ongoing   |
| 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.  | Ongoing   |
| 3        | 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, ongoing   |
| 3        | 10        | <b>Safeguards - Related Provisions in Bidding Documents and Works Contracts</b><br>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:<br>(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; | Complied, ongoing<br>Contracts under bidding include EMPs cleared by ADB and applicable conditions of national IEE clearances listed under para.17 on page 6. |

| Schedule | Paragraph | Covenant   | Compliance Status   |
|----------|-----------|--|---|
| 3        | 10        | (b) make available a budget for all such environmental and social measures;  | Complied, ongoing   |
| 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, ongoing   |
| 3        | 10        | (d) adequately record the condition of roads, agricultural land and other infrastructure prior to starting to transport materials and construction; and  | Complied, ongoing   |
| 3        | 10        | (e) reinstate pathways, other local infrastructure, and agricultural land to at least their pre-project condition upon the completion of construction.   | Complied, ongoing   |
| 3        | 11        | <b>Safeguards Monitoring and Reporting</b><br>The Recipient shall do the following or cause the Project Executing Agency to do the following:<br>(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 upon submission,   | Complied<br>The information from this Semiannual Environmental Monitoring Report will be translated into Russian language <sup>6</sup> and disclosed at the website of the project <a href="http://www.seep.tj">www.seep.tj</a> []. |
| 3        | 11        | (b) if any unanticipated environmental and/or social risks and impacts arise during construction, implementation or operation of the Project that were not considered in the IEE, the EMP and the LARP. promptly Inform ADB of the occurrence of such risks or Impacts, with detailed description of the event and proposed corrective action plan;  | Complied, ongoing   |
| 3        | 11        | (d) report any actual or potential breach of compliance with the measures and requirements set forth In the EMP or the LARP promptly after becoming aware of the breach; and.  | Complied, ongoing   |
| 3        | 11        | (d) prepare and submit to ADB a LARP implementation report once all activities, measures and requirements set forth in the LARP are duly accomplished.   | Complied, ongoing   |
| 3        | 13        | <b>Labor Standards. Health and Safety</b><br>The Recipient shall ensure and shall cause the Project Executing Agency to ensure that the core labor standards and the Recipient's applicable laws and regulations are complied with during Project implementation. The Recipient shall include specific provisions in the bidding documents and contracts financed by ADB under the Project requiring that the contractors, among other things:<br>(a) comply with the Recipient's applicable labor law and regulations and incorporate applicable workplace occupational safety norms; | Complied, ongoing   |
| 3        | 13        | (b) do not use child labor;  | Complied, ongoing   |
| 3        | 13        | (c) do not discriminate workers in respect of employment and occupation;   | Complied, ongoing   |
| 3        | 13        | (d) do not use forced labor;   | Complied, ongoing   |
| 3        | 13        | (e) allow freedom of association and effectively recognize the right to collective bargaining; and   | Complied, ongoing   |

<sup>6</sup> All people speak Russian and better understand technical and technical terms in Russian than Tajik

| Schedule | Paragraph | Covenant  | Compliance Status |
|----------|-----------|---|-------------------|
| 3        | 13        | (f) disseminate, or engage appropriate service providers to disseminate, information on the risks of sexually transmitted diseases, including HIV/AIDS <sup>7</sup> , to the employees of contractors engaged under the Project and to members of the local communities surrounding the Project area, particularly women. | Complied, ongoing |

50. Status of compliance with the Project EMP for pre-construction period attached to IEE is summarized in Table 8.

<sup>7</sup> HIV/AIDS – Human Immunodeficiency Virus / Acquired Immunodeficiency Syndrome

**Table 8: Implementation Status of EMP during the pre-construction period**

| Subject   | Mitigation / Management Measures   | Implementation Responsibilities         | Monitoring       | Compliance Status  |
|---|--|---|------------------|--|
| <b>Pre-Construction</b>   |  |   |                  |  |
| Impact on land acquisition and community assets<br>Loss of community assets due to land acquisition and damage to properties. | The centers will be constructed on State-owned land. The access roads will be designed to the minimum necessary width within the right of way (ROW) when feasible.   | PAG/Design and Supervision Consultant   | N/A              | complied   |
| Impact on historical and archaeological sites<br>Damage to relics and artefacts during the conduct of the works.              | The contractor will ensure that the work force is briefed that in the event of accidental finds of relics, they should immediately cease any works in the area and promptly report the find to their supervisor. | PAG / Design and Supervision Consultant | Accidental finds | no contractors selected yet.<br>The condition will be included to the contracts with contractors |

## **5. FUNCTIONING OF THE SEMP**

51. The site-specific environmental management plan will be developed by the Contractor after selection of Contractor. No civil works will be commenced before the approval of SEMP of Contractor by PAG.

## **6. GOOD PRACTICE AND OPPORTUNITY FOR IMPROVEMENT**

### **6.1. Good Practice**

52. N/A: no construction works were commenced.

### **6.2. Opportunities for Improvement**

53. N/A

## **7. SUMMARY AND RECOMMENDATIONS**

- 54. No construction works has been started in reporting period.
- 55. The environmental management team for the implementation of environmental safeguards requirements is almost established by all parties, except Contractor.
- 56. GRM is established, no complaints received within reporting period.

### **7.1. Recommendations**

- 57. The SSEMP should include specific Health and Safety plan regarding the COVID-19. SSEMP should be submitted by Contractor and approved by PAG at least 30 days before commencement of civil works.
- 58. Contractor should hire environmental specialist, appoint Health and safety engineer.
- 59. Other permits/agreements regarding the disposal of any hazardous waste, siting of Contractor's office etc. should be taken/concluded as per national environmental legislation requirements and put to the record folder of PAG.