

Kyrgyz Republic

Integrated Dairy Productivity Improvement Project

**(Parent Project P155412 and
Additional Financing P174318)**

Environmental and Social Management Framework

Bishkek

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Index of Contents

1. BACKGROUND.....	5
2. PROJECT OBJECTIVE AND PURPOSES.....	6
3. PROPOSED PROGRAM FINANCING.....	6
4. PROJECT COMPONENTS AND ACTIVITIES.....	7
5. PROJECT LOCATION.....	10
6. PROJECT CATEGORY.....	10
7. SCOPE OF ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK.....	11
8. THE WORLD BANK SAFEGUARDS (PROTECTIVE MEASURES) POLICIES.....	11
9. WORLD BANK’S SAFEGUARD POLICIES AND THEIR RELEVANCE TO PROJECT. ..	12
Table 1. World Bank’s Safeguard Policies and their relevance to the project.....	12
10. PROJECT POTENTIAL POSITIVE AND NEGATIVE IMPACTS, ENVIRONMENTAL AND SOCIAL RISKS.....	13
Table 2. Environmental and social impacts and proposed mitigation measures.....	19
11. IMPLEMENTING ARRANGEMENTS AND EA INSTITUTIONAL CAPACITIES TO PERFORM ENVIRONMENTAL SAFEGUARDS.....	23
12. CONTENT OF CURRICULAR FOR REALIZATION OF ENVIRONMENTAL TECHNICAL ASSISTANCE (TA) ACTIVITIES.....	23
13. ENVIRONMENTAL ASSESSMENT OF POTENTIAL SUB-PROJECTS.....	23
Table 3. Screening categories for proposed types of sub-projects.....	24
14. INTEGRATION OF THE ESMP INTO PROJECT DOCUMENTS.....	26
15. INSTITUTIONAL ARRANGEMENTS FOR ESMF IMPLEMENTATION.....	27
16. ENVIRONMENTAL ASSESSMENT CAPACITY BUILDING ACTIVITIES.....	28
Table 4. Proposed activities on capacity building.....	28
17. GRIEVANCES REDRESS MECHANISM (GRM).....	29
18. GENERAL REQUIREMENTS ON LABOR SAFETY.....	30
19. COMPREHENSIVE MEASURES TO PREVENT THE SPREAD OF DISEASES (ESPECIALLY COVID-19).....	31
20. WASTES MANAGEMENT.....	31
ANNEX 1. INITIAL ENVIRONMENTAL SCREENING CHECKLIST (TO BE COMPLETED BY SUB-BORROWER).....	36
ANNEX 2. ENVIRONMENTAL SCREENING RESULTS CHECKLIST OF PROPOSED SUB-PROJECT (TO BE COMPLETED BY PROJECT ENVIRONMENTAL SPECIALIST).....	37
ANNEX 3. ENVIRONMENTAL SCREENING CHECKLIST.....	39
ANNEX 4. FIELD SITE VISIT CHECKLIST.....	43
ANNEX 5. GRM MECHANISM.....	44
Table 5.1. The Grievance Redress Mechanism within the framework of the Integrated Dairy Productivity Improvement Project.....	47
ANNEX 6: HEALTH AND SAFETY REQUIREMENTS IN THE FIELD OF ANIMAL HUSBANDRY AND WHILE WORKING WITH MILK COOLING TANKS.....	51
ANNEX 7: LABOUR MANAGEMENT PROCEDURES OF THE IDPIP.....	60
ANNEX 8. GENERAL PRINCIPLES FOR THE PREVENTION OF THE SPREAD OF COVID-19	72
ANNEX 9: HAZARDOUS WASTE MANAGEMENT.....	87
ANNEX 10: OTHER LEGISLATIVE AND BY-LAWS. THE LAW OF THE KYRGYZ REPUBLIC “ON THE RATE OF PAYMENT FOR ENVIRONMENTAL POLLUTION (EMISSIONS, DISCHARGES OF POLLUTANTS, WASTE DISPOSAL” (2002) SETS THE	

RATE OF PAYMENT FOR ENVIRONMENTAL POLLUTION IN A CERTAIN AMOUNT PER TON OF POLLUTANTS.....	89
Table 10.1: Standards for ambient air quality (mg / m3).....	89
ANNEX 11. ACTIVITIES SUBJECT TO MANDATORY EIA IN THE KYRGYZ REPUBLIC.	95
Annex 11. 1. Examples of projects eligible for WB financing. This list is not limited to the following activities, and may be updated after preliminary environmental assessment.	96
ANNEX 12: ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (CHECKLIST FORMAT).....	97
ANNEX 13. MINUTES OF PUBLIC HEARINGS AND LIST OF PARTICIPANTS.....	113

ABBREVIATIONS AND ACRONYMS

ABCC	Agribusiness Competitiveness Center
AF	Additional financing
CLMU	Credit Line Management Unit (MOF)
COVID-19	Coronavirus infection of 2019 (an infectious disease caused by new type of coronavirus SARS-CoV-2)
DBG	Dairy Borrowing Groups
EA	Environmental Assessment
EIA	Environmental Impact Assessment
ESMP	Environmental and Social Management Plan
ESMF	Environmental and Social Management Framework
GV	Gender-based violence
HC	Healthcare center
HNP	Health, Nutrition and Population
HS	Health and Safety
HW	Hospital waste
IDA	International Development Association
IPM	Integrated Pest Management
KR	Kyrgyz Republic
LCSP	Local Community Support Plan
MAC	Maximum Allowable Concentration
MOAFIM	Ministry of Agriculture, Food Industry and Melioration
MOF	Ministry of Finance
MOH	Ministry of Health
NGO	Non-Governmental Organization
PPE	Personnel Protective Equipment
SAEPF	State Agency on Environmental Protection and Forestry under the Government of the Kyrgyz Republic
SESA	Sexual Exploitation and Sexual Abuse
SEP	Stakeholder Engagement Plan
SH	Sexual Harassment
TA	Technical Assistance
VC	Value Chain
WB	World Bank
WBG	World Bank Group
WHO	World Health Organization

Introduction

As part of strategy to respond to the COVID-19 crisis, the Government has identified priority actions that can help vulnerable rural households maintain their livelihoods and incomes. For this purpose, additional financing has been requested for the IDPIP to consider opportunities to improve living standards, increase income and make agrifood value chains more sustainable. As part of this, the Government has also requested to expand the geographic scope of the project activities to include beneficiaries in Batken, Jalal-Abad, Naryn and Talas oblasts in addition to Issyk-Kul oblast, thereby ensuring sustainable business growth and job creation on a wider scale.

Including three key regions of the dairy industry in northern Kyrgyzstan, the AF is committed to the integrated development of the dairy industry value chain. The AF will expand the focus of the parent project on increasing productivity to focus more on promoting sustainable income generation by smallholder households and making the dairy value chain more resilient to economic shocks. This is important as households lose access to remittance income and face other economic uncertainties in light of COVID-19. To support sustainable income generation at the smallholder level, the project will help to move up on the quality level (and therefore raising of prices) by improving farming practices for smallholder farmers, improving milk collection and storage for groups of farmers, and providing digital platform for higher quality control and data recording at a milk collection points. In order to increase the resilience of the dairy chain to economic shocks, the project will support market development through improved public and private services for milk VC participants, better accessibility to inputs (such as forage seeds) and the availability of financing for small farmers to support their business activities.

It is expected that the new project will require more institutional capacity, than for implementation of the current parent project, however it will not cause certain additional risks and will not raise the level of existing risks in their current rating. The main risk associated with the additional financing is the uncertain impact of the second wave of COVID-19 in the country and the continuing economic uncertainty following the lifting of the current state of emergency. The additional financing structure has been adjusted to reflect substantive risk mitigation measures and vulnerabilities associated with the economic impact on small dairy households from the COVID-19 pandemic. The project activities will include (i) introducing and gradually adoption of digital technologies, especially for farmer training programs, to remove restrictions on movement; (ii) building the capacity of farmer groups and organizations to advance bottom-up approaches and strengthen social networks to build resilience and address the vulnerability of farmer-farmers exposed to economic shocks; (iii) increased focus on technology adoption in the value chain to improve sustainability in the dairy value chain.

Due to restrictive measures related to the prevention of the spread of the COVID-19 virus, a public hearing of this document was held online. The draft document was posted on websites of the MoAFIM, MoF (<http://agroprod.kg>, <http://minfin.kg>) and sent to local government bodies, government agencies, non-governmental organizations, as well as some companies engaged in the agro-industrial complex and consulting. Feedback and recommendations, received in response to the sent document from 9 to 16 April, have been reflected as appropriate in the final text of framework document.

1. Background

One of the main objectives of the National development strategy of the Kyrgyz Republic for 2018-2040 is to support economic prosperity, human resources development and regional development.

The Government of the Kyrgyz Republic has identified support for regional development as one of the key policy areas for the next four years and in connection with that has turned to the World Bank to provide additional financing for “Integrated Dairy Productivity Improvement Project” (hereinafter referred to as the IDPIP), which is planned for 2021-2024.

The Government has identified priority measures that can help vulnerable rural households maintain their livelihoods and incomes. Additional financing is conditional upon the successful implementation of the parent project and positive feedback of self-government bodies, partners and project beneficiaries. Additional financing was requested for IDPIP to consider ways to improve living standards, increase income and improve the sustainability of agro-food value chains. As part of this, the Government also requested that the geography of project activities be expanded to include beneficiaries in the Batken, Jalal-Abad, Naryn and Talas oblasts, as well as in the Issyk-Kul oblast, thereby ensuring sustainable business growth and job creation on a broader scale.

Due to the fact that the main directions and activities within the framework of additional financing have not changed significantly compared to the main project, and the changes are mainly related to the expansion of the project beyond the Issyk-Kul oblast, including Batken, Jalal-Abad, Naryn and Talas oblasts, ensuring sustainable business growth and job creation, as well as increasing investment in small grants, the environmental and social management framework will also remain unchanged in essence and will be supplemented only when implementing the activities and components of additional project financing, including support and stimulating recovery in the dairy sector after the COVID-19 epidemic.

2. *Project objective and purposes*

The Development Objective of the Project is to contribute to achievement of the Dairy Sector Development Program objectives by supporting key aspects of the program, including feed and fodder development program, on-farm investment support in the project area. The Development Objective of the Additional financing is to increase the productivity of dairy animals, stimulate income generation and increase the sustainability of dairy farmers in certain regions of the Kyrgyz Republic. This is a modification of the initial project development objectives (PDO) and it strengthens the emphasis on revenue generation and sustainability that is needed for stimulation of economic recovery after COVID-19. The additional financing will mainly be used to: (i) focus more on revenue generation and sustainability in project development; and (ii) expand the project's geography beyond the Issyk-Kul oblast to include the Batken, Jalal-Abad, Naryn and Talas oblasts. These oblasts were chosen by the Government because of the relative importance of livestock and milk production, the rural nature of the territories, and the proximity to export markets in Kazakhstan. The AF will also facilitate the expansion of activities in Issyk-Kul to reach additional beneficiaries. Including three key oblasts of the dairy industry in the North of the Kyrgyz Republic, AF aims to develop a comprehensive value chain in the dairy industry. AF will expand the parent project's emphasis on productivity improvement to focus more on promoting sustainable income generation by small-scale farm households and enhancing the resilience of the dairy value chain to economic shocks. This is important as households lose access to income from remittances and face other economic uncertainties in the light of COVID-19. To support sustainable income generation at the level of small farmers, the project will help to move up in the quality level (and therefore raise prices) by improving arable farming for small farmers, improving milk collection and storage for groups of farmers, and providing better quality records for dairy processors. In order to increase the resilience of the dairy chain to economic shocks, the project will support market development through improved public and private services for milk VC participants, better availability of investments (such as feed seeds), and availability of financing for smallholder farmers to support business activities.

3. *Proposed Program financing.*

The Dairy Sector Development program in Batken, Issyk-Kul, Jalal-Abad, Naryn and Talas oblasts is expected to be financed by a number of financiers (including WBG, DFID, and Government of Austria, other donors, private sector and Government). Within this Project approval to provide additional financing (AF) in the amount of 17.0 million USD to the Kyrgyz Republic for the Integrated Dairy Productivity Improvement Project (IDPIP) and for the restructuring of the initial project has been requested. The AF will primarily be used to: (i) focus more on revenue generation and sustainability in project development in response to the economic impacts of COVID-19; and (ii) expand the project's geography beyond Issyk-Kul oblast including Batken, Jalal-Abad, Naryn and Talas oblasts to ensure sustainable business growth and job creation. This AF is part of the

World Bank Group's support for the recovery of the Kyrgyz Republic's economy after the COVID-19 outbreak. The original project is proposed to be restructured to: (i) extend the project's closing date by four years; (ii) adjust the project's development objective to reflect increased focus on revenue generation and sustainability; and (iii) review the results structure by introducing new and modified results indicators and adjusting selected targets to reflect increased investment and revised components. The proposed restructuring is consistent with the original project and does not involve new residual institutional or operational risks. The guarantee category and implementation mechanisms will remain the same.

4. Project components and activities.

The project is composed of the following components:

Component 1: Strengthening Public and Private Services in the Dairy Sector (parent project 1.1 million USD, additional financing 2.6 million USD). Strengthening service delivery systems to support small farmers' achievement of market quality standards for milk and creation and consolidation of farmer linkages with selected dairy processor companies, improving service delivery, ensure the safety of food products and worker health within dairy processing companies and strengthen Kyrgyz export market linkages. The component will consist of four sub-components.

(a) *Sub-Component 1A: Quality Platform for the Milk Value Chain.* The sub-component will promote systems and platforms for improving milk quality from farm to dairy enterprise. The sub-component will support the following activities: (a) technical assistance to scale-up the digital platform for milk quality established under the parent project; (b) grant financing to about 30 jamaats¹ for climate-resilient infrastructure, namely purchase of milk collection and cooling equipment, energy-efficient infrastructure for milk collection centers (e.g. solar panels or photovoltaic water heaters) and milk testing tools, based on the selection and eligibility criteria established in the Project Operations Manual (POM). Improved milk quality is expected to generate higher farm gate prices for smallholder farmers and provide a system for more transparent milk pricing founded on basic milk quality parameters. The parent project was restructured to focus on the adoption of the digital platform for milk collection and provision of equipment for milk collection, cooling, quality control and data recording at milk collection points. The additional financing will take the system piloted in the parent project and expand it to Batken, Jalal-Abad, Naryn and Talas oblasts while also expanding to additional beneficiaries in Issyk-Kul. In the post-COVID-19 context, sub-component activities will directly contribute to higher income generation among project beneficiaries who would be able to receive a price premium for higher quality milk.

(b) *Sub-Component 1B: Support to the Regional Centers for Veterinary Diagnostics.* The sub-component will contribute to the larger strategic goals of the COVID-19 response by improving the capacity of the national veterinary system to monitor and identify animal disease and reduce risks. The sub-component will support the following activities: (a) technical assistance for the Karakol and Balykchy laboratories in Issyk-Kul oblast to facilitate the accreditation process; (b) procurement of necessary critical equipment and technical assistance and capacity-building for veterinary laboratories in Batken, Jalal-Abad, Naryn and Talas. Activities will contribute to the larger strategic goals of the COVID-19 response by improving the capacity of the national veterinary system to monitor and identify animal diseases and reduce risks through testing over 800,000 cattle for brucellosis - a zoonotic disease that transmits from infected cattle and milk to humans and poses serious public health threats to farmers, other value chain actors and raw milk consumers. In addition, the four laboratories will examine over 15 000 milk samples during the project time and generate data on key milk quality and food safety parameters like bacterial contamination and somatic cells in milk that results from the infection in cows' udders by bacteria thus damaging milk taste and reducing food safety. Because veterinary laboratories service the entire livestock sector and are associated with a wider range of animals, project investments will also create positive spillover to the Kyrgyz animal health system. Besides, in international trade, the Kyrgyz State Inspectorate for Veterinary and Phytosanitary Security (SIVPSS) needs to demonstrate

¹ Jamaats are commodity-based cooperatives and associations as stipulated in the Law no. 70 "On Cooperatives", and include community-based dairy farmer associations

its capacity and equivalency with sanitary standards of trading partners in the Eurasian Economic Union (EAEU). The enhanced veterinary capacity to be achieved through the project investments in laboratory upgrading and accreditation will facilitate SIVPSS to demonstrate the required capacity and equivalency.

(c) *Sub-Component 1C: Support to Livestock and Animal Health Service Providers.* The sub-component will support essential services in the dairy sector by expanding access to service providers with a primary focus on artificial insemination but could expand to include input suppliers, feed producers, fodder seed producers, machinery services focusing on fodder and silage production, and veterinary services. The greater amount of the budget will be allocated to AI services using the original IDPIP design where improved genetic material is imported and AI services are delivered on cost sharing basis to farmers. A portion of the budget will be reserved for non-AI services and could include similar model to bulk procure or produce feed/fodder inputs (such as seeds) for sale on cost sharing basis to interested farmers. Given the importance of genetic improvements to dairy cow productivity, the sub-component will also finance a progeny performance recording system (PPRS) based in the Kyrgyz Livestock and Pasture Scientific Research Institute (KLPSRI) as a foundation for continued dairy cattle breed upgrading involving a central server for data recording, animal identification, mobile tools for data capturing and training of breeders, data analysts, extension workers and farmers. Overall, the additional support to service providers is expected to contribute to improved resilience of the dairy sector and to improve dairy cattle productivity through provision of improved genetics, better access to feed, and improved animal health services, which will create positive spillovers for growth of the Kyrgyz dairy industry.

(d) *Sub-component 1D: Strengthening of enterprises to improve market access and ensure worker health and human safety.* A new sub-component added under the additional financing with the objective to increase the capacity of dairy processors to access market opportunities, introduce and adhere to food safety requirements, and implement worker health and safety measures. The sub-component will provide technical assistance and equipment to selected dairy processors to: (i) support processors to standardize their production and equip their laboratories for quality assurance of milk supplies and dairy products; (ii) increase knowledge of markets and market requirements including food safety requirements; (iii) incorporate food safety practices and compliance that may lead to Hazard Analysis and Critical Control Points (HACCP); (iv) develop new products and improve processing, storage, product handling, marketing, and product quality; (v) register brands and obtain needed certifications; (vi) incorporate Nutrition Smart Agriculture (NSmartAG) principles in new product development; (vii) implement worker health and safety measures; (viii) improve energy efficiency of dairy enterprises, and (ix) improve management capacity. Eligible beneficiaries will comprise existing dairy processors that are registered businesses and already active in milk collection and processing. Eligible expenditures will include goods and equipment, personal protective equipment, limited facility improvements, and technical support and capacity-building that will strengthen dairy processors' core operations from a food and worker safety perspective and maintain or expand access to important export markets. Support will be provided to an estimated maximum of 10 processors. The program criteria and methodology will be detailed in the POM covering both sub-components 1C and 1D. The component will also include costs of coordination, communication, outreach and supervision by ABCC. Overall, these investments will support the post-COVID response in terms of supporting the extension of public health measures and widening market access.

Component 2: Increasing on-farm productivity at beneficiary farms (parent project US\$ 1.1 million, additional financing US\$ 3.0 million). The component will promote productivity improvements through on-farm demonstrations of climate-smart practices and technologies and will strengthen smallholder dairy farmers' groups. Investments in the second component are closely linked to and underpin investments in the first component by providing the knowledge and technology base for achieving the production and quality volumes required by processors.

Sub-component 2A: Training and capacity building for farmer groups. The sub-component will support training and capacity building for farmer groups in project regions. The parent project financed a training and capacity-building program for around 6,150 small dairy farmers with the objective of delivering the basic knowledge and skillset for improved dairy cattle productivity and milk quality. The sub-component will support

a technical assistance and training program to be widened in Issyk-Kul and extended to Batken, Jalal-Abad, Naryn and Talas to encompass an additional 10,000 beneficiaries. The farmers will be organized in 400 groups with around 25 farmers per group and about 2-3 farmer field schools per village supplying the local milk collector. The approach will be based on a season-long Farmer Field School system with 11 modules covering the range of relevant topics including improved fodder production and storage; sustainable management of community pastures; efficient feeds and feeding requirements of dairy cattle; integrated pest management (IPM), animal breeding including animal selection and artificial insemination (AI); manure management; climate-resilient livestock shelters and feeding stalls; food safety, animal health and hygiene; milk quality and nutritional value; and management of a small dairy farm business. ABCC will be responsible for supervision and monitoring of the program. As part of the technical assistance and training program, provision will also be made to support institutional development and capacity-building for new producer groups or cooperatives such as pasture committees, groups based around veterinary facilities, and other dairy associations not already included to facilitate technology and information flows as well as market information and access. Overall, the training activities will underpin investments in the first component and allow beneficiaries to adopt the good agricultural practices required to achieve the volume and quality required by milk processors.

Sub-Component 2B: Demonstrations of improved technology on-farm. The sub-component will support the technology demonstration program to the new regions and expand the design to include support for demonstrations at community agriculture service centers. The sub-component will support procurement of goods for selected demonstration farms and community agriculture service centers. The parent project financed technology demonstrations at 244 dairy farms with the objective of demonstrating good animal husbandry practices primarily to farmer group members. Under the additional financing, 400 new demonstration farms will be provided appropriate modern dairy equipment such as milking machines, feed mixers, hygiene materials and some construction materials for climate-resilient shelter and feeding stalls with cost-sharing provided by the co-operating farmer. The demonstration farms will be used as training sites for the farmer field schools (sub-component 2A) in topics such as sustainable pasture management in community pastures, manure management, IPM, processing and storage of fodder, silage making, dairy hygiene, AI, veterinary treatments such as deworming, and animal feeding. Field days will also be held at these sites. Farmers agreeing to host a technology farm would agree to a set of obligations to allow and provide classes on demonstration farm. Hosts will be required to provide co-financing in kind of approximately \$2,500 while the project would provide \$2,000 equivalent through procurement of goods and equipment for the demonstration farm. The farmer will provide the in-kind repayment for training and demonstration within a certain period (1-3 years).

ABCC will identify cooperating farms, coordinate the demonstration schedule, provide training costs and goods and equipment as needed, and will be responsible for supervision and monitoring of the program. Overall, this sub-component will support the training activities for farmer groups, and will contribute to increased milk productivity and quality required by the milk processors supported under component 1.

Sub-Component 2C: Promotion of fodder crop production: The sub-component will promote community-based investments in fodder crop production with the aim of addressing the issues of shortage of winter feed. The sub-component will support the following activities: (a) procurement of high-quality certified seed of fodder crops such as alfalfa, sainfoin, fodder beet, barley and maize, using adapted varieties tested and registered for use in the project areas; (b) procurement of fertilizer (where applicable); and (c) training and technical assistance in quality fodder production for Community Seed Funds. The leguminous crops and fodder beet have the advantage of helping to maintain and improve soil fertility and play an important role in good crop rotation practices. This sub-component will be based on the Community Seed Fund (CSF) approach whereby seeds are initially provided to groups of around 25 farmers in the same village (drawn from the 2 or 3 farmer field schools per village). The value of the seed will be repaid after harvest in the currency of seed and this new seed will be provided to the next set of farmers each year, thus widening the number of beneficiaries. It is anticipated that around 100 CSFs will be formed, generally in the villages with milk collection points and where farmer field schools and on-farm demonstrations will be located (under sub-component 2A and 2B). The distribution of seed will be coupled with provision of fertilizer and use of manure depending on the crop. Where

applicable, the project will support procurement and adaptation of already registered drought resistant seed varieties.

Component 3 Farm level investments (parent project US\$ 2.1 million, additional financing US\$ 10.0 million). The third component will facilitate access to finance and promote investment in dairy production by small-scale producers. The AF will scale up the revolving fund to extend its reach by providing micro-loans to additional beneficiaries. The additional financing will apply the same model used in the parent project and finance Dairy Borrowing Groups to improve dairy animal productivity through productive assets and improvements in dairy husbandry practices in Batken, Issyk-Kul, Jalal-Abad, Naryn and Talas. Micro-loans will promote productive investments, including purchase of high-quality animals, improved animal housing, manure management, drought-resistant feed production, milk cooling and storage, and others. The amount of the micro-loan will be increased from a maximum of US\$1,200 under the parent project to a maximum of US\$1,500 and will target a minimum of an additional 6,400 beneficiaries. The increase in the size of the micro-loan will allow for better sizing of the investment package to include purchase of improved animals and animal husbandry investments. The Revolving Fund will continue to be administered under an arrangement between the Ministry of Finance and the Open Joint Stock Company (OJSC) “Guarantee Fund”, whereby the Guarantee Fund will guarantee micro-loans and manage the Revolving Fund after project closure. The Subsidiary Loan Agreement signed between the Guarantee Fund and the Ministry of Finance will be modified as needed for the AF. As was the case under the parent project, a mobilization company (NGO) will be contracted to assist in the awareness raising, identification and training of Dairy Borrowing Groups. Lessons learned from implementation of the parent project have shown that the identification, due diligence and training of Dairy Borrowing Groups can be time intensive and lead to implementation delays. The Additional Financing will include measures to accelerate the process with additional staff and technology tools to improve the sharing of information. The eligibility criteria for beneficiaries in Dairy Borrowing Groups will remain as in the parent project, which require, among others, that beneficiaries be from low income households as defined as having less than three dairy cows, land plots smaller than 5 ha, and do not have a running business or any other source of income and assets that would not qualify it as a low-income household. The full criteria and implementation modalities will remain as described in the Revolving Fund Operations Manual that was approved by the Bank under the parent project.

Component 4: Project Management (parent project US\$ 0.6 million, additional financing US\$ 1.4 million). This component will cover the costs associated with the project management, monitoring and evaluation and impact assessment. It is expected that Agribusiness Competitiveness Center (ABCC) and the Credit Line Management Unit (CLMU) at the Ministry of Finance will implement the technical assistance and revolving fund activities, respectively. In addition, as under the previous projects, ABCC will be responsible for procurement activities under the project, and CLMU for financial management of the project. With addition of two new oblasts, additional presence of regional offices of the implementing agencies is expected. ABCC will also open regional offices in Batken, Jalal-Abad, Naryn and Talas. The ABCC will closely liaise with the other projects under the program, to ensure that all necessary activities are implemented, and no duplications/overlaps occur.

5. *Project location.*

The project activities (including all investments on the main and additional financing) will be implemented in Batken, Issyk-Kul, Jalal-Abad, Naryn, and Talas oblasts of the country. Part of activities, such as the regulatory (legal) framework will be implemented at the national level. Sub-project implementation locations in rural areas will be chosen during the implementation phase.

6. *Project category.*

In accordance with the Bank’s safeguard policies and procedures, including OP/BP/GP 4.01 “Environmental Assessment”, and OP 4.09 “Pest management” the project belongs to category “B”. As during appraisal it is not possible to identify which subproject will be financed, the current Environmental and Social Management

Framework (ESMF) is prepared which specifies all rules and procedures for Environmental Assessment (EA) of subprojects for components. Generally, for project subprojects of this category it is sufficient to carry out a limited environmental assessment, according to the results of which for some subprojects Environmental and Social Management Plan (ESMP) and a Monitoring Plan (PM) for environmental protection measures may need to be developed. Environmental assessment reports for such subprojects and ESMPs for the proposed financing are subject to the approval of the World Bank project supporting team.

7. *Scope of Environmental and Social Management Framework.*

The purpose of the Environmental and Social Management Framework is to provide the implementation of the World Bank's rules and procedures in accordance with national legislation of the Kyrgyz Republic for project Environmental Impacts Assessment (EIA), identify the significant environmental impacts of the project (both positive and negative), to outline rules and procedure for the sub-projects environmental and social screening and to specify appropriate preventive actions and mitigation measures (including appropriate monitoring plan) to prevent, eliminate or minimize any anticipated adverse impacts on environmental and social environment. The ESMF of the parent project was prepared based on the following: (i) analysis of the existing national legal documents, regulations and guidelines; (ii) World Bank safeguard policies, as well as other WB guiding materials; (iii) experience of ESMFs for similar World Bank projects; and (iv) results of consultations with the representatives of stakeholders.

The ESMF also suggests a series of environmental issues to be included in the proposed project activities - training, preparing and disseminating guidebooks and implementing demonstrational activities on the following: (a) rational manure management; (b) practicing silage production and measures to ensure appropriate handling and disposal of the "silage fluid", and also; (c) TA activities as consultations on conducting EA of selected subprojects. While, SA of subprojects will include such moments, as prevention of involuntary resettlement and the use of child labor, consideration of the needs of vulnerable households, including those headed by women, equal rights for all ethnic groups, if any, in the project areas.

The document has also to specify the implementing arrangements as well as capacity building activities, as needed. Also the ESMF suggests necessary environmental technical assistance (TA) activities to build the local and national capacity with regard to managing environmental impacts of the dairy sector.

This document takes into consideration the experience in environmental and social management accumulated during the implementation of the main project, and includes relevant changes in the procedure of environmental assessment and screening of proposed sub-projects, and grievance mechanism.

8. *The World Bank Safeguards (protective measures) Policies*

Overview. The Project undertakes environmental screening of each proposed sub-project for which it will provide financing in order to determine the appropriate extent and type of environmental assessments (EA) in accordance with the World Bank safeguards policies. On the basis of screening results project proposals are made, which are classified into four categories, depending on the type, location, sensitivity and scale of the project and the nature and magnitude of its potential environmental impacts. These categories are A, B, C, and FI. Just "B" and "C" categories will be considered for financing within this project.

Environmental Impact Assessment of subprojects.

The ESMF contains a section on Environmental Guiding Principles which provides rules and procedures for selected subprojects under the Component 1, 2 and 3 which are to be assessed from environmental and social point according to the World Bank procedures. Based on the results of environmental screening, a decision will be made on the categorization of the subproject proposal and on the need to prepare an ESMP for category B subprojects in a full format or in the simplified format of an ESMP checklist for those subprojects, which has lower risks and similar/recurrent objectives and structure .

9. *World Bank's Safeguard Policies and their relevance to project.*

There are key 10 Environmental and Social World Bank Safeguard Policies on ensuring environmental and social safety, which are aimed at ensuring the identification, minimization and mitigation of potential adverse environmental and social impacts of projects financed by the Bank. The World Bank's Safeguard Policies and their relevance to sub-projects to be funded are indicated in the Table 1 below.

Table 1. World Bank's Safeguard Policies and their relevance to the project

Safeguard (protective measures) Policies	Triggered	Explanation
Environmental Assessment OP/BP 4.01	Yes	This OP is triggered as a series of proposed project activities (upgrading of the veterinary laboratory; investments in improving the animal herd; inputs for pasture improvements; agricultural equipment; farm infrastructure improvement including animal housing, waste management, including demonstration infrastructure in this regard; purchasing of inputs and machinery for feed and fodder production; animal shelter improvement; agro-processing and milk collection and cooling equipment; silage production; etc.) might generate a series of various environmental and social impacts. These impacts would be associated with biodiversity degradation, noise, dust, air and water pollution, health hazards and labor safety issues, etc.). In the case of silage production this might generate significant soil and ground water pollution. All these impacts are expected to be typical for small scale construction/rehabilitation works or for various agricultural processing activities, temporary by nature and site specific and can be easily mitigated by applying best construction and/or agro-processing practices and relevant mitigation measures. To address these impacts the client prepared this Environmental and Social Management Framework (ESMF) aimed at specifying the set of mitigation, monitoring, and manage measures to be taken during the project implementation to eliminate adverse environmental and social impacts, or reduce them to acceptable levels.
Natural Habitats OP/BP 4.04	No	The project is not expected to adversely affect any natural habitats or biodiversity. If any activities that would trigger this safety policy can be identified through the environmental screening procedure, then the project will not support them.
Forests OP/BP 4.36	No	The project will not support any investments in the afforested areas or have any forest plantations.
Pest Management OP 4.09	Yes	Although it is anticipated that project beneficiaries might use some pesticides due to the planting of fodder crops and using acaricides for livestock, the project will not support purchasing and use of any pesticides/ At the same time will support the trainings on safe use of pesticides and acaricides and biological methods of pest control, thus raising public and farmers awareness.
Physical Cultural Resources OP/BP 4.11	No	The project will not affect the sites which can be attributed to cultural resources.
Indigenous Population OP/BP 4.10	No	There are no such categories of population in the project area.

Involuntary Resettlement OP/BP 4.12	No	The project will not support any sub-projects that might trigger involuntary resettlement impacts. Any infrastructure constructed under the project will be: (a) located on land already owned by participants and, (b) will be screened to ensure that it is free of legal onstruction, or informal use or occupation by others who lack formal title.
Safety of Dams OP/BP 4.37	No	The project is not dependent on the performance of any dams; construction or repair of dams will not be conducted within the project
Projects on International Waterways OP/BP 7.50	No	The project will not support any investments which affect international waterways.
Projects in Disputed Areas OP/BP 7.60	No	The project will not invest in the disputed territories

10. Project potential positive and negative impacts, environmental and social risks.

The project as a whole will have a positive environmental and social impact by improving veterinary waste management, contributing to food security; introduction of new technologies and quality standards at enterprises in dairy production, the use of advanced technology and equipment that ensure food safety, the creation of new jobs and an increase in income, contributing to the improvement of socio-economic conditions in rural areas; reducing the risk of food poisoning and diseases transmitted with dairy products; reducing load on pastures, introducing the achievements of agricultural technology; increasing production of mammalian livestock products; improved seed breeding, reduced load on pastures; increasing agricultural production; improving the rural economy; contribution to ensuring the country's food security; improved silage production; improved use of agrochemicals; an increase in dairy production, which will lead to the creation of new jobs and an increase in income; introduction of advanced technologies and methods in dairy production, contribution to poverty alleviation and food security. The introduction of new technologies and quality standards in enterprises, the use of advanced technology and equipment that provide additional value to agricultural products, the creation of new jobs and an increase in income, contributing to the improvement of socio-economic conditions in rural areas, etc. This positive impact will be enhanced through targeted trainings for the project beneficiaries, preparation and dissemination of guidebooks and implementation of demonstration activities on the following: (a) rational manure management; (b) practicing large and/or small scale silage production and measures to ensure appropriate handling and disposal of the “silage liquid”, preventing soil and ground water pollution; (c) promoting Integrated Pest Management while producing fodder (d) preventive measures on COVID-19.

Nevertheless, the proposed project activities under the Veterinary Services and Animal Health and also under On-Farm Investments (upgrading veterinary laboratory; improving the animal herd; investments in improvement of pastures; agricultural equipment, including animal housing, waste management, including demonstration infrastructure in this regard; animal shelter improvement; agro-processing and milk collection, cooling equipment; energy efficient infrastructure for milk collection centers; silage production; etc.) might generate a series of various environmental and social impacts.

The risk of environmental impacts is assessed as moderate. These impacts can be associated with the following: (a) increased pollution with wastes, noise, dust, and air pollution, health hazards and labor safety issues, etc., due to civil works; (b) increased ground and surface waters pollution due to use of agro-chemicals and silage production; (c) threats to human health and wildlife due to improper handling of treated seeds, fertilizers and pesticides; (d) poor quality of dairy products due to improper collection, transportation or storage; (e) the occurrence of a disease of a new coronavirus infection (COVID-19) among employees of the organization (enterprises, farms), with improper organization of work. Aall of them are expected to be typical for small scale construction/rehabilitation works or for various agricultural and diary processing activities, and can be easily mitigated by applying the best construction, farming and/or agro-processing practices and relevant mitigation measures on negative environmental (including sanitary-epidemiological and injurious) and social consequences. The risk of degradation of pastures near villages as a result of possible increasing load of

livestock will be mitigated by the encouraging project beneficiaries to plant and store forage crops, and keeping cattle stalled. Relevant monitoring of the rangelands near villages will be undertaken also.

In addition, the project will contribute to strengthening of existing institutional capacity to ensure effective EA, appropriate implementation of ESMP and monitoring systems. Special attention will be given to activities that may result in water, soil and air pollution, as well as degradation of soil, vegetation cover and natural habitats, emission of significant amounts of greenhouse gases into the atmosphere, release of significant amounts of gases into the atmosphere, and the use of significant amounts of hazardous pesticides. Recommended basic environmental modules, as part of training for farmers, will further reduce environmental risks.

Climate change..

Livestock is one of the main sources of greenhouse gases in agriculture. The project will undertake relevant measures to reduce the greenhouse gases emission through the Farmer Field School system, which includes the modules of improved fodder production and storage; efficient feeds and feeding requirements of dairy cattle; effective manure management; climate-resilient livestock shelters and feeding stalls; and sustainable management of community pastures. Under the additional financing, 400 new technology demonstration farms will provide appropriate modern equipment, including feed mixers, hygiene materials and some construction materials for climate-resilient shelter and feeding stalls, technologies for manure management, processing and storage of fodder, and silage making.

Social impacts. It is expected that negative social impacts during the construction phase will be minimal, and they will be limited by disturbances caused by noise, vibration and possibly some traffic disruption in residential areas located in the vicinity of or around construction sites, as well as restricting or blocking public access to houses, land plots or other private property and social facilities. Local residents may not be notified in advance about upcoming works and a temporary interruption in the provision of municipal or communication services due to construction work. It is likely that project-affected individuals, and especially women, will experience anxiety caused by inappropriate behavior by employees of organizations (enterprises/farms), coming from outside for sub-project implementation especially if such behavior runs counter the accepted cultural norms of a given locality: or by observing the negative impacts of the work carried out, though they will know how to voice their frustrations/concerns and make suggestions through the project GRM.

Social risk is assessed as moderate. Like environmental risks, the main areas of social risk are: (i) risks associated with the spread of virus among employees of the organization (enterprises, farms); (ii) risks associated with the spread of COVID-19 among the general population; (iii) risks to workers involved in construction and management of facilities under construction; and (iv) rehabilitation of existing demonstration farm / household buildings. The main social concerns are: (i) providing a calm environment to avoid panic/conflict caused by false rumors and social unrest, (ii) ensuring adequate and prompt access to appropriate and timely health services, training in hand hygiene and the use of personal protective equipment (that is, a practice that is independent of ability to pay or other factors); and (iii) anticipating and resolving of problems resulting from the quarantine of people. Most of these impacts and the associated risks can be addressed in an effective and comprehensive communication program covering interaction with stakeholders throughout the whole project cycle. The risk of social conflict between farmers/farmer groups is expected to be low due the eligibility criteria developed for the grant program with preference given to vulnerable groups

Involuntary resettlement. The minor construction works foreseen by the project are related only to the repair and restoration of existing buildings; however, no impact is expected in the form of land acquisition ,r forced resettlement. In the event of such impacts , the project will not support financing for such activities. The same approach will be applied to the land occupied or used by farmers in case it will be required for improved pastures.

Gender. Women are faced with a range of barriers to their entrepreneurship and employment opportunities in agriculture. In particular, although Kyrgyz women play an important role in animal husbandry, men are generally considered as livestock owners. Female-headed households are less likely to own livestock than male-

headed households (41 percent versus 56 percent).² Even in the same household, where it is informed that men and women are collecting fodder and feed livestock, men tend to engage in activities that are physically harder (e.g. sheep shearing, raising of cattle), and they usually control the income from the sale of animal products. In the meantime, women are taking on tasks that are closer to home, where they can continue to carry out their household and childcare duties, such as milking, milk processing and wool preparation.³ Lack of technical skills, business knowledge of women and limited access to financial services are major barriers to their entrepreneurship and employment opportunities.

Human and financial capital constraints that hinder women's entrepreneurship and employment opportunities include a lack of technical skills, business knowledge and limited access to financial services. Women tend to have less access to agricultural extension services and marketing information. They seem to acquire the skills to manage "small-scale projects in agriculture, crafts and trade," but they do it on their own or through the technical assistance and training provided by the projects. Women do not appear to have regular access to the advice and experience provided by the agricultural extension and consulting program.⁴ While men and women face some common problems in accessing finance, such as high interest rates, there are some constraints that women feel more strongly. Women's limited ownership of key assets impairs their ability to provide welfare. Physical access to financial institutions can also be more difficult for women, given their more limited mobility and less time availability (due to childcare, etc.).

The project will aim to address the above gender gaps (lack of technical and business skills and access to financial products and services), as well as their elimination in the agricultural sector that hinder women's productivity and entrepreneurship: (i) under Component 2 by facilitating women's access to improved agricultural resources and services. This will be pursued by focusing on the organization of women-led and women-centered Farmer Field Schools with services considering women's work schedules and other responsibilities in order to maximize women's participation. Also, an awareness raising training for women will be considered as one of the ways to provide them with skills to get a better control and use of their earnings instead of handing over to male heads of a household, traditionally common for rural areas, (ii) under Component 3, through a targeted focus on female-led households and female dairy farmers in the provision of microcredit, and by establishing specific women-centered capacity to develop business plans to ensure that candidates for financial support include women in their management and / or membership. The project will also include performance indicators to monitor these actions.

The project is designed to create positive social benefits by contributing to increased livelihood opportunities and employment opportunities among rural households, especially among youth and women. The parent project included citizen engagement through their participatory approaches to assess needs, monitor service delivery and feedback, and mobilize the community to create training and dairy borrowing groups. This is expected to continue with additional financing and will include ongoing monitoring of beneficiary grievance redress measures. The grievance redress mechanism of the parent project is fully adjusted and functional. Sex-disaggregated data will be reflected in the current reporting. (Feedback mechanism is described in detail in Annex 5).

When implementing the project, one of the risks associated with ethnic groups and violation of gender balance is the exclusion of these groups and individuals from participation in determining of the investment priorities of the village.

Like the main Project, the AF will be implemented in the territories of Aiyl Aimaks bordering with neighboring Kazakhstan and China. The main risks associated with border disputes and ethnic tensions in connection with the residence of a national minority (Kazakhs), which may be exacerbated in the event of a downturn in the socio-economic sphere of the country, such as (i) social and ethnic splitting; (ii) migration and youth

² Food and Agriculture Organization of the United Nations (FAO). 2016 National Gender Profile of Agricultural and Rural Livelihoods – the Kyrgyz Republic. May be bought at: <http://www.fao.org/3/a-i5763e.pdf>

³ Food and Agriculture Organization of the United Nations (FAO). 2016 National Gender Profile of Agricultural and Rural Livelihoods – the Kyrgyz Republic. May be bought at: <http://www.fao.org/3/a-i5763e.pdf>

⁴ Food and Agriculture Organization of the United Nations (FAO). 2016 National Gender Profile of Agricultural and Rural Livelihoods – the Kyrgyz Republic. May be bought at: <http://www.fao.org/3/a-i5763e.pdf>

unemployment and lack of opportunities for young people; (iii) family quarrels and gender-based violence; (iv) frittering away natural resources and impacts on the environment, land and water resources, including competition and cross-border disputes over scarce resources; (v) the expected deterioration in the quality of key social services; and (vi) the limited capacity of local institutions. However, the relevance of these risks is expected to be relatively low as projects interventions are small scale. Nonetheless, monitoring over them will be maintained all through the project cycle.

The main potential risk of gender-based violence aggravation in project areas where an integral part is the production of construction and rehabilitation works. Projects (subprojects involving people and resources may possibly cause unpredictable changes in the communities in which they are implemented. The project can aggravate existing risks of gender-based violence in society or even entail new ones. Since facilities are spread over large areas and implemented in remote, scattered, hard-to-reach areas, they may increase the risk of potential abuse of power against women in the absence of timely reporting on issues. Possible location of projects near a school route or pedestrian access that is used by the public, including women for their daily activities, also carries risks.

Measures on reducing gender-based violence. To reduce gender-based violence as well as prevent sexual abuse/harassment (SEA/SH), the project plans at the beginning to conduct explanatory work among employees of organizations (enterprises, farms). To mitigate and prevent the aforementioned gender-related occurrences, the current active Feedback Mechanism (FM)/GRM in the ABCC can be used. The GRM will be guided by the WB GBV Guidance Note and build in the relevant steps for handling gender related complaints including gender-based violence, sexual abuse/ harassment. These steps allow safe and confidential reporting: survivors will be able to report sexual abuse /harassment without being identified publicly. Information about a SEA/SH allegation, and, in particular, the identity of the survivor and those involved, will be protected at all times. The SEA/SH cases will be logged separately from other cases and will not include identifiable information in a logbook. A separate coding system for names will be created and stored in a locked cabinet. The complaint logbook will also be stored in a different locked cabinet. Only those having a role to play in the response to an allegation (i.e.GBV service providers) will receive case level information, Thus complete confidentiality will be ensured when registering and resolving complaints of this nature.

The population is notified of the FM/GRM at the stage of public hearings. The grievance handling for SEA/SH cases will be outlined in an agreed upon **Accountability and Response Framework**'(detailed plan by which the contractor will implement the GBV Action Plan outlined in the ESMP). (WB GBV GPN, para. 56 and114)

o mitigate the impact of the Project on ethnic groups and women's participation, the project will provide for the creation of target groups to participate at all stages of the discussion and selection of the village priority proposals..

Vulnerable or disadvantaged subgroups among the project beneficiaries. The national poverty rate remains high. It has risen after independence, reduced rapidly in the early 2000s, stabilized at around 30% between 2008 and 2015, and then dropped to 25.4% in 2016. A significant part remains vulnerable: in 2015, the income of 35% of the population was in the range between the national poverty line and an indicator is 1.5 times higher than this level. Increasing and decreasing mobility of income has raised in recent years, and there has been higher decreasing mobility than increasing mobility between 2010 and 2015, suggesting that social protection is not able to sustain people's incomes during difficult times. Moreover, analysis of the poor population shows that only a small proportion of the poor people receive social assistance, although many poor households have one or more pensioners using a contributory (based on inpayments) pension system.

Households affected by labor migration. In the Kyrgyz Republic, many settlements are subject to external and labor migration. The main destinations are Russia, Kazakhstan, Turkey and South Korea. Children of labor migrants remain in the care of their relatives. Many children of migrants do not have access to social services because their parents have not formalized custody. A generation of abandoned children has been around for a long time. According to the Ministry of Labor and Social Development (MLSD), there are 102,406 children in the Kyrgyz Republic whose parents are in labor migration. 16 787 of them are children of internal migrants, and 85 619 children have parents who went to work abroad. These children have problems with school performance, hygiene and health, cognitive and emotional development. Children without parental care sometimes become victims of violence. They are more often exploited. The children of migrants are “unseen”, as many of them do not have civil registration documents. There is no practice of official registration of custody.

Returned migrant workers. Probability of labor migration is higher among younger employable citizens from small families. The average age of Kyrgyz workers abroad is 29, and they are most likely from southern regions where low economic growth is a strong driving factor. About 43% of the workers who expatriated to Russia received some kind of secondary education, although not all received a higher education. Fewer than 6% of migrants intend to live in Russia on a permanent basis, but 44% believe they will work there for a long period, which limits their ability to contribute to social insurance system of the Kyrgyz Republic.

The COVID-19 pandemic negatively affected not only to the health of the citizens of the Eurasian Union, it also affected the labor market, because the extraordinary measures that were taken by the countries of the union, although they were aimed at preventing the spread of infection, led to the closure of many enterprises, where citizens of the Kyrgyz Republic worked. At the same time, it is not entirely correct to focus only on the fact that there is an unprecedented outflow of our citizens from Russia. Attention should be paid to the fact that the bulk of labor migrants who arrived from Russia are aware of the complexity of the current situation and hope to return to the Russian Federation.

Internal migrants are also a vulnerable group. Internal migration is also an important phenomenon in the Kyrgyz Republic, reflecting the uneven economic development of the country. Changes in the structure of the economy have caused (and continue to cause) significant movement of people between cities, as well as between the countryside and the city. However, this process is not simple administratively: internal migrants need official permission to settle in a new settlement. Unauthorized persons cannot register for local services, including social security.

Within the framework of the project, vulnerable groups of the population (female-headed households, returned migrants, internal migrant workers, the unemployed, mothers of many children, single mothers, persons with disabilities, etc.) will be provided with comprehensive support for all activities implemented - free training and advice on integrated cattle breeding, access to concessional loans, artificial insemination of cows and heifers, the organization of the sale of high-quality milk to processing plants, access to high-quality forage seeds, provision of information on advanced technologies of animal husbandry and fodder production.

Under the Component 2 “Increasing on-farm productivity at beneficiary farms” these groups, along with other farmers, will also benefit from, training of farmers in proper livestock and farm management, including (i) housing, general care and handling of animals; (ii) animal health, farm hygiene and cleaner milk production; (iii) organization of cattle breeding; (iv) organization of cleaning, storage and use of manure; (v) collection, cooling and processing of milk; (vi) farm accounting, will be provided free of charge, directly organized in the village.

Criteria for participation in the project:

- Availability of 1 to 5 dairy cows;
- Availability of a premise / barn for keeping animals;
- Availability of land for growing forage crops;
- Land plot should be no more than 5 hectares;
- Willingness of the farmer to participate in project activities.

As part of the “Farm Level Investments” under Component 3, the provision of interest-free and unsecured sub-loans to small farmers and milk collectors for the purchase of cattle, materials and small equipment for the purpose of increasing the milk productivity.

Criteria for participation in the project:

- Availability of 1 to 3 dairy cows;
- Land plot should be no more than 5 hectares;
- Lack of debt on loans, borrowings;
- Desire of the farmer to participate in the project;
- Provision of a 10% cash co-financing contribution.

Borrowers will be organized into joint liability groups of 6-8 people. (Any unpaid amounts by individual group members should be covered by other group members). The training will be organized directly in the village. The project is open for participation in program activities of female-headed households, low-income families, returned labor migrants, widows, single mothers, persons with disabilities, and other vulnerable groups.

Examples of potential project impacts and proposed mitigation measures are shown in the *Table 2* below.

Table 2. Environmental and social impacts and proposed mitigation measures

<i>Proposed activities</i>	<i>Expected environmental and social impacts (positive and adverse)</i>	<i>Measures to prevent/mitigate negative impacts</i>
1	2	3
<i>Component 1: Strengthening Public and Private Services in the Dairy Sector</i>		
Veterinary points and laboratories operation - bio-safety and waste management	<p><u>Positive.</u> Improving veterinary waste management, contribution to ensuring of food security.</p> <p><u>Negative.</u> Inadvertent spread of the animal diseases due to improper handling of samples, violation of analytical protocols and safety measures and etc.; improper management of waste generated in upgraded laboratory; lack of staff skills (qualifications) and etc.</p>	<p>A complete and functioning laboratory biorisk management system will help to ensure that the laboratory is in compliance with applicable local, national, regional, and international standards and requirements for biosafety and laboratory biosecurity.</p> <ul style="list-style-type: none"> - Management of waste generated in upgraded laboratory facilities using existing national guidelines that are consistent with international good practice; Support of the means and methods for the proper transportation and disposal of biological waste. - Trainings for staff on advanced laboratory methods and etc.
Purchase of equipment to measure, register and monitor milk quality in milk collection points	<p><u>Positive impact:</u> Each farmer who uses collection points will receive timely information when the quality of delivered milk is not adequate and will be able to figure out the problem leading to bad quality. Than he/she will undertake proper corrective measures improving productivity of the farm.</p> <p>Reducing the risk of poisoning and diseases transmitted with dairy products.</p> <p>There is a risk of waste or unregulated processing and distribution of dairy products from milk rejected at collection points into the distribution network.</p>	<p>Risk assessment and development of recommendations for the disposal and use of substandard milk rejected at collection points.</p>
Provision of equipment for collecting, cooling, quality testing and data entry in milk collection points	<p><u>Positive.</u> The introduction of the new technologies & quality standards in the dairy industry enterprises, the use of advanced machinery and equipment to ensure food safety, the creation of new jobs and increased incomes, a contribution to the improvement of socio-economic conditions in rural areas, etc. Reducing the risk of poisoning and diseases transmitted with dairy products.</p>	

<p>Purchase of energy efficient infrastructure for milk collection centers (solar panels or photovoltaic water heaters)</p>	<p><i>Positive.</i> The introduction of the new technologies & quality standards in the dairy industry enterprises, the use of advanced machinery and equipment, generation of solar energy is free and inexhaustible; it can be obtained stably and without risk to the environment. Installation of power plants does not harm the soil and its surface; solar panels are serviced using simple and harmless actions, processes (repair, washing of panels with water); long battery life and maintainability have a positive effect on the environment, contributing to the improvement of socio-economic conditions in rural areas, etc. Social: Reducing energy consumption, electricity consumption. Saving! Provision with warm and cold water during the cold season.</p>	
<p>Component 2: On-farm Productivity Enhancement</p>		
<p>Demonstration farms/household and high quality fodder production, feeding practices</p>	<p><i>Positive.</i> Reduced load on pastures, introduction of advances agricultural techniques, increased mammalian livestock production; creation of new jobs, contribution for ensuring of food security, contribution to poverty reduction in rural area and generally, to improvement of socio-economic conditions in rural areas, etc. <i>Negative.</i> increased ground and surface waters pollution due to improper use of agro-chemicals; increase in livestock wastes due to improper farm management, increase in the release of greenhouse gases into the atmosphere both as a result of improper use of manure and as a result of the use of coal, fuel oil and other fossil fuels for heating. Social: During construction works, impacts on communities such as noise, vibration, gas emissions, harassment by outside labor to women, child forced labor. During operation, unpleasant odor, noise and insufficient water supply to the village are expected due to the use of large amounts of water. Cows will be taken to pastures; while driving they may interfere residents in road.</p>	<ul style="list-style-type: none"> - Introduction of advances agricultural techniques for fodder production and hay preparation, feeding practices; - Proper storage of hay and fodder; -Application of adequate technological solutions for the disposal and use of animal waste and effluents; -Alternative energy sources. -Provide with safety measures for workers; - Hiring of workers from local residents; -Conducting training for construction workers and informing about the code of conduct and signing a commitment to comply with the code of conduct; - rational use of water, timely cleaning and manure removal, ventilation, provision of PPE, exclusion of child labor and forced labor. -Exclusion of child labor under the age of 14 by obtaining written commitments from parents not to compel work and absence from school. Provision of sanitary and hygienic conditions (shower, toilet, place for eating) - Fire safety provision. - Fencing of the territory.
<p>Purchasing seeds, other inputs, equipment</p>	<p><i>Positive.</i> Better seed reproduction, reduction of load on pastures; increased agricultural production; increased rural income; improvement of rural economy; contribution to country's food security, etc.</p>	<ul style="list-style-type: none"> - Use of certified crop seeds that do not contain seeds from invasive alien species;

	<p><u>Negative.</u> Threats to human health and wildlife due to improper handling of treated seeds, fertilizers and pesticides; risk for introduction of genetically modified plant seeds: transfer of introduced genes to other species (possibly weedy or invasive), unanticipated impact on beneficial insects, or increased pest resistance.</p>	<p>-The introduction of GMO crops should be assessed for compliance with the existing host country regulatory framework for such introductions; - Proper storage of seeds</p>
Establishment of sites for silage production	<p><u>Positive.</u> Better silage production, introduction of advances agricultural techniques, increased mammalian livestock; creating new jobs, contribution to ensuring of food security, contribution to poverty reduction in rural area and generally, to improvement of socio-economic conditions in rural areas, etc.</p> <p><u>Negative.</u> In the case the silage is located on uninsulated basis there is a possibility for soil and ground water contamination.</p> <p>Social: Unpleasant odor from silage, close proximity of farms to houses of residents. Silage gets into water supply sources in the food chain of residents through water, agricultural products from contaminated soil.</p>	<p>To avoid the negative impact and to protect the soil and underground waters, it is extremely important to meet a few requirements:</p> <p>(i) Proper Location of silos. Trenches/furrows for filling and storing silage must be built on areas protected from accumulation of precipitations, especially floods;</p> <p>(ii) Silos' sealing. The trenches must be well sealed, both its foundation as well as the walls, with concrete walls and/or thick polyethylene film;</p> <p>(iii) Proper cleaning of site from silos;</p>
Component 3: <i>On-farm Investments</i>		
Use of artificial fertilizers to improve the production of forage	<p><u>Positive.</u> Better agro-chemicals usage; improved soil quality, increased agricultural production; increased rural income; rural economy improved; contribution to country's food security, etc.</p> <p><u>Negative.</u> -Increased ground and surface waters pollution due to use of agro-chemicals; Consumption of crops with high levels of pesticide residues; soil degradation/ Reduction in soil organic carbon.</p> <p>- Ground and surface water contamination and therefore threats to health of local and downstream water consumers; damage to aquatic ecosystems, loss of biodiversity.</p> <p>- Air pollution -emissions of greenhouse gases from chemical fertilizers which contribute to global warming resulting in climate change.</p>	<p><u>For Fertilizers application</u></p> <p>-Apply organic matter, such as manure, to replace chemical fertilizers; -Incorporate manure into the soil or apply between growing crops to improve plant utilization of nutrients and thereby reduce nutrient loss, etc.</p>
Preparation and application of manure-based fertilizers	<p><u>Positive.</u> Soil improvement, increase in organic carbon.</p> <p><u>Negative.</u> Increase in the flow of greenhouse gases into the atmosphere, soil pollution by pathogens and weeds.</p>	<p>-Application of adequate technologies for preparation and use of fertilizers on manure. -Training of farmers in suitable technologies.</p>
Purchase of agro-processing, milk collecting and cooling equipment and associated small scale	<p><u>Positive.</u> Increased dairy production, which would result in creation of new jobs and increased income; introduction of advanced dairy technologies and techniques, contribution to poverty reduction and food safety. Introduction of new technologies & quality standards at enterprises, use of advanced machinery & equipment, providing</p>	<p>To prevent contamination of wastewater: -Avoid milk, product, and by-product losses; -Install grids to reduce or avoid the introduction of solid materials into the wastewater drainage system;</p>

<p>construction and rehabilitation activities</p>	<p>additional value to produced agricultural production, creating new jobs and increased incomes, contribute to improvement of socio-economic conditions rural areas, etc.</p> <p><i>Negative.</i> Increased ground and surface waters pollution due to use of chemicals; increased concentrations of pollutants in wastewater effluents and emissions to air, mostly dust and odor, emissions to air (dust/ particulate matter, often toxic substances), acoustic, vibration, water and energy consumption. Use of toxic construction materials, for example asbestos containing.</p>	<p>-Adopt best-practice methods for facility cleaning systems, using approved chemicals and / or detergents with minimal environmental impact and compatibility with subsequent wastewater treatment processes;</p> <p>-Where possible and subject to sanitary requirements, segregate solid process waste and non-conforming products; etc.</p> <p>- Prohibition on the use of hazardous building materials.</p>
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11. *Implementing arrangements and EA Institutional capacities to perform environmental safeguards.*

Ministry of Agriculture, Food Industry and Melioration and the Ministry of Finance will be the Implementing Agencies for the project. The Agribusiness Competitiveness Center (ABCC) and the Credit Line Management Unit (CLMU) of the Ministry of Finance will be responsible for the implementation of the project activity. The ABCC and CLMU have prior extensive experience in implementing Bank-financed projects. Similar to the previous projects, CLMU will be responsible for project-related procurement activities, financial management as well as for Environmental Assessment. The evaluation of the Implementing Agencies' institutional capacity has shown that CLMU has some basic capacities to perform its duties concerning EA and enforcing the ESMF provisions. It possesses a position of one environmental specialist in staff, who is skilled and experienced enough and is also informally responsible for social safeguards. Nevertheless, this person working now only in Issyk-Kul region will not be able to cover additional responsibilities under AF activities in additional regions of Batken, Jalal-Abad, Talas and Naryn due to the remoteness of these regions and increasing amount of work. There is need for hiring additional safeguards specialists for Batken, Jalal-Abad, Naryn and Talas who will work under the leadership of the existing specialist and receive on-the-job training from this person. The position of the last will be renamed to the Senior safeguard specialist with updated terms of reference accordingly. In this regard the Project will support additional training activities for the safeguards staff members to ensure the safeguards requirements and the ESMF provisions would be fully implemented.

12. *Content of curricular for realization of environmental Technical Assistance (TA) activities*

As specified above dairy sector potential impacts and impacts of the project activities can be directly mitigated by applying a series of measures, among them are also raising public awareness and providing training on management of environmental problems for all involved parties. In this regard the project would support a series of training, preparing and disseminating guidebooks and implementing demonstration activities on sector environmental related issues. The relevant consultants from national institutes and NGOs as well as international consultants agreed with the World Bank project team will be hired to develop relevant training modules and conduct such training as:

Effective and sustainable manure management - animal waste management systems (proper collection, transport, storage, treatment, and utilization to reduce migration of contaminants to surface water, groundwater, and air); internationally recognized guidance, such as that published by FAO; feeding diets for livestock, measures to calculate and reduce greenhouse gases generation and emission follow, other pollution preventive measures and etc.

Practicing large and/or small scale silage production and measures to ensure appropriate handling and disposal of the "silage liquor", preventing soil and ground water pollution - silage production techniques and the timing of their application; special guidebook to produce quality hay and avoid the risks etc.

Promoting Complex (Integrated) Pest Management in fodder production - adverse environmental impacts and risks of chemical pesticides; principles of the Integrated Pest Management and alternative pest management strategies; pest control methods; IPM approaches and good management practices and etc.

Sustainable management of dairy-processing related environmental problems - occupational health and safety hazards related dairy-processing; recognizing of mentioned risks and typical mitigation measure, etc. preventive measures on emissions and other contaminants etc.

Integrated environmental assessment of project activities - methods and approaches for identifying environmental risks and organizing measures to prevent and mitigate them, drawing up of environmental management plans.

13. *Environmental Assessment of potential sub-projects*

The ESMF will serve as a guiding document for conducting Environmental Assessment (EA) of the sub-projects and to ensure consistency with national environmental requirements as well as World Bank policy. Accordingly, it is proposed that each demonstrational activity under any component and proposed sub-project for "On-Farm Investments" (referred to as "Investments") will be assessed for its environmental impacts. EA

will be included into the standard cycle of project development on all investments financed within project, starting from the initial identification of investments with further review and approval by technical personnel of CLMU and finishing with the implementation of investments under the supervision of Project Safeguards Specialist. Each project proposal will contain a preliminary description of potential impacts including: likelihood of its impact on the quality of land and soil, air, natural habitat, forests, rare or endangered biological species, potential damage to the water courses or underground sources of water, etc. The project is not expected to adversely affect any natural habitats, forests or biodiversity existing in the project-affected areas. However, if any activities that has a potentially adverse direct or indirect impact on biodiversity and forests can be identified through the environmental screening procedure, then the project will not support them. Moreover, if natural resources are used within the project, one will specify whether it will cause accumulation of wastes and pollutants that usually appear during rehabilitation works and other processes. Whether the project includes activities on agricultural pest control that would employ chemicals, etc. A series of workshops under the supervision of a Senior Safeguards Specialist will be organized to enhance the potential of applicants for environmental assessment. Depending on the nature and scale of impact, the Project Safeguards Specialist will inform sub-project initiators on the need for environmental assessment documentation. In those cases when potential risks are insignificant they will be addressed via well-known generic mitigation measures to be specified in the sub-project proposal.

The key steps in the EA process is given below:

Step 1. Environmental Screening: Screening of each proposed project is to be undertaken on the base of Environmental Screening Checklist in order to determine the appropriate extent and type of Environmental Assessment and the attribution of the project category and respectively, environmental risk that might be generated (e.g. from moderate to low risk – by the Category B sub-projects, and from low to no risk - by the Category C sub-projects). Generally, as described above, the significance of impacts and the selection of environmental and social hazard category, is defined by safeguard specialist of the project, depending on the *type* and *scale* of the sub-project, the *location* and *sensitivity* of environmental issues, and the *nature* and *magnitude* of the potential impacts. Examples of sub-projects that fall under Categories B and C are provided in the *Table 3 below*.

Table 3. Screening categories for proposed types of sub-projects

Proposed activities	Suggested Environmental Category	Remarks	Proposed EA instrument
Purchase of seeds, other inputs, equipment	C		Selective monitoring after filling the Environmental Screening Checklist
Organization of sites for the production of silage	C/B		For category B: ESMP checklist; full ESMP for those sites located in complicated and relatively risky biophysical conditions
Demonstration of high quality fodder production, hay preparation, feeding practices in farms/household	C		Selective monitoring after filling the Environmental Screening Checklist
Upgrading the regional veterinary laboratories	B		ESMP checklist
Training of farmers in rational manure management and animal husbandry practices	C	These activities do not require environmental screening	

Purchasing and installing of small milk collection and cooling equipment	C/B	In the case of installing equipment in the existing premises without civil works it will be category C and with such works – Category B	For Category B – ESMP checklist
Purchase of energy efficient infrastructure for milk collection centers (solar batteries or photoelectric boilers)	C/B	In the case of installing equipment in the existing premises without civil works it will be category C and with such works – Category B	For Category B – ESMP checklist
Purchasing of small equipment to measure, register and monitor milk quality in milk collection points	C	Equipment to be used at the existing premises of milk collection points	Selective monitoring after filling the Environmental Screening Checklist
Refurbishing or re-equipping for installing agro-processing/diary production equipment	C/B	Depending on the scale of civil works it might be Category C or B	For Category B – ESMP checklist; full ESMP for those sites located in complicated and relatively risky biophysical conditions
Purchasing of cattle and improving of premises for animal	C/B	In the case of construction of shelters (premises) involving civil works – Category B	For Category B – ESMP checklist; full ESMP for those sites located in complicated and relatively risky biophysical conditions
Purchasing of small appliances for feed and fodder (forage) production	C		Selective monitoring after filling the Environmental Screening Checklist

Depending on the nature and scale of the impacts, the Project Safeguards Specialist will screen applications and assign the environmental category, informing Project involved parties about the documentation required (filling Annex 2 and 3 with the results of the screening). Based on the results of the screening, the proposed EA instruments would be one of the following: (a) no further EA actions is required in the case of sub-projects with environmental category C, with selective monitoring on separate sub-projects during their implementation; (b) Environmental and Social Management Plan (ESMP) as a form of checklists for projects with minor impacts, particularly those falling under Category B that have typical risks originated from small scale construction and rehabilitation Investments; (c) full ESMP for sub-projects of Category B proposed to be implemented in complicated biophysical conditions with relatively higher and various risks. ESMPs in “full form” should ensure that these risks are properly addressed and integrated mitigation measures and monitoring activities proposed accordingly (e.g. for sites located on (or close to) steep slopes, portable water sources, fertile soils, forest lands, natural reserves, etc/ . The results of the environmental screening are recorded and maintained by the Project Safeguards Specialist.

In the case of Investments classified as Category B, the Project Safeguards and Environmental Specialist will review the project and its potential impacts and may conduct a subsequent site visits for additional observation. The Project Safeguards Specialist will sign the field visit check list (*Annex 4*).

Step 2: Preparation of Environmental Management Plan for sub-projects: In the cases of Category B sub-projects in accordance with Kyrgyz Republic legislation and WB requirements the ESMP consists of the set of mitigation, monitoring, and institutional measures to be taken during implementation and operation to eliminate adverse environmental and social impacts, offset them, or reduce them to acceptable levels.

The content of the ESMP reflects the environmental mitigation measures as well as the monitoring and institutional strengthening measures to be applied during the project implementation in order to reduce the negative environmental impact. For projects with medium environmental risk (Category B), an ESMP can be an effective means of integrating the activities needed to effectively mitigate environmental impacts.

The ESMP format provides for the division of the project cycle into three stages of activities: preparation, implementation and operation. For each phase, the team on development of activities identifies all significant impact aspects to be expected based on environmental screening or more detailed follow-up research (if required). For each aspect of impact, mitigation measures are identified and listed. It also calculates the costs of carrying out mitigation measures, disaggregated by installation (investment expenses) and operating (outgoings) environmental tools and techniques. The ESMP also sets out institutional obligations for the installation and operation tools and methods of environmental mitigation impact. For example, in the case when the project would involve typical different small scale construction and rehabilitation investments for upgrading of veterinary laboratory, it is proposed to use an ESMP checklist”, (Annex 12). The ESMP Checklist includes the environmental and social screening and mitigation measures in a simple Yes/No format.

Step 3: Supervision, Monitoring and Reporting: During the project implementation, the ABCC and CLMU will ensure that the environmental mitigation measures are implemented. In the case of non-compliance, the Project Safeguards Specialist as needed will investigate the nature and reason for noncompliance, and a decision is taken about what is needed to bring Investment into compliance, or whether financing should be suspended.

A Monitoring Plan (MP) can be useful to verify compliance with the requirements, commitments and control of monitoring of expenditures of the mitigation measures implementation identified during the environmental assessment analysis or as part of the assessment of Category B projects. Like the ESMP, the project cycle in the Monitoring Plan is divided into three phases. The monitoring plan includes the basic information necessary for high-quality and reliable monitoring: Subject of monitoring, Location of monitoring, Method of monitoring parameters, ensuring constructiveness of comparisons, Necessary and most effective frequency and methods of monitoring, Reason for monitoring of a particular parameter (what does it note about environmental impact?).

In addition to these elements, the costs associated with monitoring (both investment and regular) and institutional obligations are determined. Upon completion of the Monitoring Plan development and after being brought into the context of the project implementation, the ABCC / CLMU will request reports from the implementers at appropriate times and include the results in their periodic reports to the WB and provide with the results to Bank staff during supervision missions.

The status of compliance with agreed environmental mitigation measures is to be reported by the CLMU/ABCC in their regular (quarterly) reports on project implementation. In the case of non-compliance, the CLMU/ABCC investigate the nature and reasons for non-compliance, and a decision has to be made on what is needed to bring a sub-project into compliance, or whether financing should be suspended.

The ABCC/CLMU make available information on monitoring of environmental management plans and mitigation measures in its routine reporting on project implementation to the World Bank and during periodic Bank supervision missions.

14. Integration of the ESMP into project documents.

The ESMF and ESMPs provisions will form part of the project documents. ESMPs will be included in contracts for proposed activities as an integral annex. The ESMF provisions will be used for the following purposes:

- (a) Inclusion of the ESMF requirements in the Project Operational Manual;

- (b) Inclusion of Environmental Guidelines in implementation of training activities for individual sub-projects;
- (c) Specifying of ESMF follow-up responsibility within the CLMU and ABCC;
- (d) Specifying mitigation measures during the implementation of the proposed activities;
- (e) Monitoring and evaluation of mitigation/preventive measures identified in the site-specific review and in the ESMP. The necessary mitigating measures would constitute integral part of the subproject implementation including the contracts binding the contractors to carry out the environmental obligations during construction works.

All contractors will be required to use environmentally acceptable technical standards and procedures during carrying out of works. Additionally, contract clauses shall include requirements towards compliance with all national construction, health protection, safeguard laws and rules as well as on environmental protection.

15. Institutional arrangements for ESMF implementation

Ministry of Agriculture, Food Industry and Melioration and the Ministry of Finance are the Implementing Agencies for the project. The Agribusiness Competitiveness Center (ABCC) and the Credit Line Management Unit (CLMU) of the Ministry of Finance will be responsible for implementation of the project activity.

The CLMU/ABCC will be involved in the process of project implementation from the very beginning, at the project's appraisal stage. Project Safeguards team consisting of Senior Safeguard specialist and four Safeguard specialists (working correspondingly in Issyk-Kul and Batken, Jalal-Abad, Talas and Naryn regions) evaluate project proposals to attribute them a WB Category and determines type of Environmental Assessment to be conducted for project, reviews the set of documents prepared by sub-borrowers (sub-projects' screening question checklists as well as all necessary permits needed for project implementation) completes, evaluates and approve checklists on Environmental Screening. In case of non-compliance with presumed mitigation measures during project implementation, the CLMU can make a decision on suspending of financing.

During sub-project appraisal the Project Safeguards Specialist will have to ensure that proposed sub-projects are in compliance with World Bank policy and requirements and all agreed environmental laws and standards of the KR, as certified by the relevant local or national authorities of the Kyrgyz Republic. All relevant documents and permits should be kept in each sub-borrower document file maintained by the CLMU, and be made available for review by WB representatives.

Project Safeguards Specialists. The Project will promote the existing Environmental specialist to a Senior safeguards specialist and hire two additional safeguards specialists who will be in charge of compliance monitoring with the financial agreement regarding the EA process, including conducting the selection process in each of the three project regions. The Project Safeguards Specialists will assist the project beneficiaries in necessity with consultation and is responsible for reporting to both the Government and the World Bank on ESMF implementation.

The role of the team of the Project safeguards will be the following: (i) providing assistance to the project beneficiaries to determine the exact impacts that can be generated by proposed activities as well as prescribing in specific terms the required mitigation actions to be taken; (ii) organization of conducting environmental screening and ensuring EA for all sub-projects; (iii) monitoring and reporting on a regular basis the effects on the environment that financed activities may provoke and to ensure that mitigation specified in the Environmental Management Plans is appropriately carried out; (iv) raising awareness on environmental issues and strengthen capacity of project interested parties toward ensuring that potential environmental impacts could be recognized, avoided or at least minimized through mitigation. (v) raising awareness on issues of the prevention of the new coronavirus infection COVID-19.

In this regard among the tasks which will be performed by Project Safeguards team of three specialists, the following will be important: preparation of training programs and organization of training workshops on compliance with protective measures (environmental safety policies) of the World Bank and their compliance with national environmental legislation, environmental impact assessment, etc.; organize preparation of a reference manual which would include the list of national environmental legislation, list of economic activities

requiring permits, compliance procedures and/or compliance inspections; organize delivery of training through a series of seminars to the target audience on the project environmental issues.

16. *Environmental Assessment capacity building activities*

Within the Component 2 of the project for successful implementation, the ESMF will support of information dissemination activities and training on the following issues (*Table 4*).

ABCC and CLMU staff awareness raising. As the ABCC and CLMU will be trained on environmental issues of the sector as well as on EA rules and procedures.

Training of mobilization company employees. The main function of MC is to train DBG members and support in preparation of application. They also will be responsible for ensuring all borrowers will fill out the environmental screening forms and respectively, for identifying potential sub-projects environmental issues. So it is recommended that each MC would designate a staff which would be trained on environmental issues. The training will cover the following issues: (a) National and World Bank requirements for environmental assessment; (b) screening and scoping procedures including checklists of potential environmental impacts of the agricultural production and agro-processing activities; (c) main provisions of environmental management plans for proposed sub projects, including mitigation measures and monitoring.

Requirements for sub-borrowers. The next most critical group to be exposed to the importance of the environment concerns includes farmers and entrepreneurs from agricultural and agro-processing sectors who will be receiving the sub-loans, and whom consultations should be provided on use of better available methods to prevent/mitigate impact from the fodder production and agro-processing technologies. The workshops for this group would include environmental awareness and a practical exercise to observe and learn about sustainable and the best available techniques in fodder production and dairy sector and agro-processing activities.

Training for the Project Safeguards Specialist. In the case of hiring additional safeguards specialists for works on additional financing in Batken, Jalal-Abad, Naryn and Talas oblasts, their training should cover the following issues: (a) National legislation and World Bank requirements for environmental assessment; (b) screening and scoping procedures including checklists of potential environmental impacts of the proposed activities and potential agro-processing activities; (c) main provisions of environmental and social management plans for proposed sub-projects, including mitigation and monitoring. Field studies also may be included to the training program.

Table 4. Proposed activities on capacity building

TRAINING REQUIRED AND TARGET GROUP	PURPOSE		
<i>Environmental issues for on-farm investments</i>			
Environmental awareness workshop for ABCC and CLMU staff	To ensure that the staff of these bodies are aware about importance of the environment and know how to recognize the impacts that various funded activities may have on the environment.		
Project safeguards specialist	To provide Project Safeguards Specialist with knowledge on the screening of the projects.		
Sub borrowers/project beneficiaries	Environmental awareness and a practical exercises to observe and learn about sustainable pasture management and best available techniques in dairy and agro-processing		
Mobilization company (MC)	How to identify sub projects that may fall into one of the Bank’s environmental categories, and, to identify activities that may affect the environment and in filling the environmental screening checklists		
<i>Ensuring bio-safety and waste management and preventing inadvertent spread of the animal diseases</i>			
Representatives of regional veterinary laboratory	Laboratory waste management on the basis of training and upgrading of laboratory infrastructure and equipment according to		

	“International Best Practice in Safety of Research Laboratories” developed by the US National Institutes of Health; use of Personal Protective Equipment; Safe disposal of waste and contaminated materials; Treatment of hazard waste in accordance with regulations and administrative instructions and etc.		
Field demonstrations with use of IPM improved technologies and use of pesticides, silage preparation			
Representatives of oblast and rayon agricultural departments; participating farmers (project beneficiaries)	Field demonstrations on Pest problems diagnosed and related IPM opportunities in fodder production, pest management practices, including agricultural, physical, biological and chemical control methods		
Representatives of oblast and rayon agricultural departments; participating farmers (project beneficiaries)	Field demonstrations on proper Silage preparation and pollution prevention measures		
Specialists and public awareness related to livestock environmental issues: Trainings			
Target groups / participants	Subjects of training modules		
Representatives of oblast and rayon agricultural departments; Participating farmers (project beneficiaries); Environmental inspectors; Representatives of local authorities; Non-governmental organizations	Management of environmental and social impacts in the livestock sector, including disposal of dead animal remains. Silage production and proper environmental management. Pesticides characteristics used for the production of fodder; pest control measures, including approaches for IMP. Used agricultural, physical, biological and chemical methods of pest control in agricultural lands. Safety issues while pesticides handling (transportation, use and storage). Sustainable manure management, responsibilities, manure management plans.		
Preparation and dissemination of information materials			
Preparation, printing and dissemination of different guidebooks	a. Silage production; b. Manure management c. IMP and agro-chemicals use. d. Environmental issues in the veterinary sector e. Dairy processing and environmental problems		

17. *Grievances Redress mechanism (GRM)*

Achieving the project objectives will require continuing consultations and exchange of information and knowledge. Transparency, consultations and feedback mechanisms with the beneficiaries will be a key part of the project. Facilitating participation of beneficiaries and feedback will be one of the key tasks of the project staff in the field.

A GRM mechanism operating at the national and regional levels will allow the project beneficiaries to provide feedback on issues related to project activities. In order to enhance satisfactory results of the project, a grievance redress mechanism for resolving grievances that arise among the project beneficiaries during the project implementation and to provide feedback to them has been developed and will be implemented.

Any grievances, disputes, as well as proposals arising during the project implementation should be reviewed and resolved and monitored in accordance with the standards established in this GRM).

The GRM is a set of specific procedures for identifying, evaluating, methodically and expeditiously reviewing complaints, disputes with the project beneficiaries, and proposals arising during the project implementation, and their resolution and monitoring.

The general process for redress of grievances from the beneficiaries (hereinafter “applicant/applicants”) of the project is as follows:

At the initial stage, the beneficiaries will be provided with information on the procedure and terms of consideration and processing of grievances and proposals:

- Information on the GRM will be posted on information stands of the project in the state oblast administration of the Batken, Issyk-Kul, Jalal-Abad, Naryn and Talas oblasts, as well as in each participating Ayil okmotu;
- Information leaflets will be prepared and printed within the framework of the project, with a brief explanation of the procedures and terms of consideration and resolution of complaints and proposals, as well as the content of all contact data;
- Information leaflets will be distributed by the employees of the regional office of the ABCC in Karakol, Batken, Jalal-Abad, Naryn and Talas during meetings with the project beneficiaries;
- Information leaflets will be distributed by consulting companies hired to implement project components, during meetings with the project beneficiaries;
- Information on the GRM will be posted on the official websites of the ABCC, MOAFIM, MOF, Plenipotentiary Representatives of the Government of the Kyrgyz Republic in the Batken, Issyk-Kul, Jalal-Abad, Naryn and Talas oblasts.

Any complaints and proposals received at all levels must be documented and registered in the register of complaints and proposals. This Log should be maintained at all levels of consideration of applications submitted by applicants.

The GRM functioning, including the form for filing a complaint/proposal, instructions for maintaining a register of complaints and proposals are outlined in the *Annex 5*.

18. *General requirements on labor safety*

Most of the project works will be small and are likely to be carried out by the project beneficiaries themselves do not require the labor safety management. In particular this concerns such activities as purchasing and installing an equipment and energy efficient infrastructure, purchasing seeds, fodder production, etc. However, some activities like establishing silage sites, manure management, rehabilitation of veterinary points need specific requirements, which will be reflected in the site-specific ESMPs. These peculiarities will be identified at the stage of the subproject screening and included in the ESMP if relevant. At such facilities, monitoring of working conditions should be carried out, including an assessment of possible impact and risks: air pollution of the working area with aerosols and gases; psychophysical factors, assessment of living conditions, catering and medical services, waste management. All labor protection requirements are also regulated by national legislation.

Each site if appropriate, will have a designated person responsible for health and safety issues, including ensuring the safety of workers and local population. Any cases of accidents will be immediately reported to the ABCC / CLMU and the World Bank. In case of minor incidents or shortcomings, the responsible persons will draw up a prescription for the executors, in case of repeated incidents or shortcomings, financing may be suspended until the issues are eliminated. More detailed requirements for labor protection for some types of investments are given in *Annex 6*

“Health and Safety requirements in the field of animal husbandry and while working with milk cooling tanks” and Annex 7 “Labour Management Procedures”

19. Comprehensive measures to prevent the spread of diseases (especially COVID-19).

Based on the experience of a number of projects in the Kyrgyz Republic and other countries, the World Bank has developed general principles to prevent the spread of COVID-19 and other diseases. These principles are reflected in Annex 8 and include additional health and safety obligations, specific requirements for work permits, general hygiene issues, waste disposal and disinfection issues, use of personal protective equipment, and others.

20. Wastes management

Hazardous wastes management. During construction work, hazardous waste containing asbestos and mercury can be generated. Asbestos-cement wastes and materials can be presented in the form of slate covering the roof of the building, as well as possibly asbestos-cement pipes or parts thereof. Mercury is found in fluorescent lamps that are used as lighting in buildings.

Risks when handling with asbestos. Asbestos is a naturally occurring fibrous material that has been widely used in buildings and other infrastructure in the 20th century due to its strength and resistance to fire and heat. Asbestos is commonly used in corrugated roofing sheets and asbestos cement pipes.

All types of asbestos fibers pose a risk to human health. Generally, the greater risk arises when working directly with asbestos or when degradation of asbestos-containing material occurs, such as broken edges of asbestos-cement pipes or broken roofing sheets. Therefore, certain precautions are required as outlined in Annex 9.

Risk in handling with mercury-containing wastes. Mercury is a substance of the first hazard class, it is recognized as a substance that has a significant adverse neurological and other effects on human health. Depending on the amount of mercury and the duration of its intake into the body, acute and chronic poisoning is possible. Women and children are most sensitive to mercury poisoning. Requirements for disposal of mercury-containing waste are set out in Annex 9.

Biological and veterinary wastes management. The Resolution of the Government of the Kyrgyz Republic dated June 18, 2015 No. 377 “On approval of the priority veterinary and sanitary requirements for the prevention of animal diseases” regulates the requirements for the safety of biological wastes. According to these requirements, biological waste generated as a result of the activities of livestock enterprises, animal origin products processing enterprises, as well as natural and man-made disasters, are subject to collection, disposal and destruction. Collection, utilization and disposal of biological waste are mandatory for animal owners, regardless of the method of farming, as well as organizations, enterprises of all forms of ownership involved in the circulation of animals, animal feed and animal products. The document details the requirements for storage, transportation, destruction of biological waste. Also, the LSI regulates the requirements for facilities that utilize or destroy biological wastes, as well as for neutralization and destruction technologies. The regulatory legal act defines responsibility for compliance with veterinary and sanitary requirements for the safety of biological wastes.

According to the Article 28 “On Veterinary Medicine” of the Law of the Kyrgyz Republic.

- Biological wastes are subject to collection, utilization and destruction under conditions that fully ensure the prevention of the occurrence and spread of animal diseases, excluding their harmful effects on the

environment, in compliance with veterinary rules and in accordance with the procedure established by local authorities.

- Bodies of state veterinary inspection keep records of the places of disposal and destruction of biological waste and control over the observance of veterinary rules during the disposal and destruction of said wastes.
- Destruction of biological wastes by burial in the soil, dumping them into water bodies, into garbage containers, removal to polygons and landfills is prohibited
- The presence of a cremator for the disposal of biological wastes is the basis for registration as an object of negative impact on the environment. The biological waste cremator is a source of emission of pollutants into the air. Therefore: emissions from the biological wastes of cremator should be taken into account in the inventory of emissions of pollutants into the air. All processes of using the cremator are regulated by the veterinary legislation of the Republic.
- All processes of utilization of biological wastes are controlled by the state veterinary service locally.

Biological safety and disposal of animal carcasses. There are no animal carcass processing plants in the Kyrgyz Republic. Removal of animal carcasses is carried out by means of burial or biothermal decomposition. Animal owners are required by law to inform the veterinarian about the death of the animal, the veterinarian must conduct an inspection and come to a conclusion about the cause of death, bacterial or viral, and decide if other tests are required. In the event that analyzes are not required, the removal of the carcass is carried out either through burial in official burial grounds, or sent to a biothermal disinfection facility (Beccari pit). According to official data, there are 93 burial grounds and 47 Beccari pits in the republic. Burying animals in other places is prohibited.

After the splitting of collective and state farms, burial grounds and bio-thermal facilities were transferred to the jurisdiction of rural municipalities (ayil okmotu), and a widespread shortage of financial and other resources in ayil okmotu caused their deplorable state and disuse. In practice, many peasants do not report the death of animals and dispose of the corpses at their convenience. The latter may involve the illegal processing of such carcasses for commercial food, which exposes consumers to high risks. Frequently population diseases are reported caused by food purchased from local markets.

Basic requirements for the protection of nature from pollution by sewage and industrial waste from farms. When designing the construction and reconstruction of livestock farms, it is necessary to provide for: sewerage for the disposal of industrial wastewater (urine of animals, wastewater from washing of equipment, roots of tubers, etc.), as well as household wastewater (for mechanized manure removal to sewerage system for the removal of industrial wastewater is not designed).

- Wastewater from isolators, quarantines, as well as from the slaughterhouse and utilization sections is collected by an independent sewer network and is disinfected before being released into the general network.
- Manure from isolators and quarantines should be collected and stored (at least one month) in separate manure storage facilities or at sites that can be placed in the isolator's or quarantine's own courtyard. Disinfection, transportation and disposal of such manure are carried out in accordance with veterinary legislation.
- Solutions of pesticides from animal processing sites are collected in slurry tanks and, if necessary, neutralized, and then taken out.
- Agricultural irrigation fields are provided for receiving wastewater for fertilization and irrigation of crops. The use of wastewater for irrigation is not allowed in areas with a groundwater table at a depth of less than 1.25 m.

Biological ponds are used as independent treatment facilities in accordance with the design assignment. The average depth of water in biological ponds should be taken depending on local conditions, but not more than

1 m and not less than 0.5 m. Animal corpses are taken to a raw materials collection point to be sent to a plant for the production of meat and bone meal. From the raw material collection points, the corpses are taken to the veterinary and sanitary (utilization) plant for the production of meat and bone meal in special vehicles of the plant. In the absence of a plant, animal carcasses can be disposed of (autoclaved) in special boilers in the utilization sector of the slaughterhouse, followed by feeding to other species of animals or obtaining technical products. The corpses of animals that have died from especially dangerous diseases are subject to destruction by burning in corpse incinerators.

In order to prevent the spread of a contagious disease that has arisen on the farm, sick or suspected animals are isolated in a treatment isolator or subjected to forced slaughter.

Pest control system.

Despite the fact that the project does not envisage widespread use of pesticides and herbicides, this problem requires a special approach in order to properly apply pesticides and herbicides in the project regions. Thus, the project takes into account OP 4.09. "Pest Control". In this regard, one of the challenges is to promote an integrated approach to pest management and to raise awareness among beneficiaries on the dangers of pesticides. Therefore, the following recommended measures to improve pest control are given.

There is no special law in the Kyrgyz Republic that would fully regulate the management of any chemical substances, including pesticides, at all stages of their life cycle. Pesticide legal regulations can be found in various regulations. The main one is the Law of the Kyrgyz Republic "On chemization and protection of plants" dated January 25, 1999 #12, as well as the Instruction on the safe use, keeping and storage of pesticides in agricultural production, approved by the Regulations of the Government of the Kyrgyz Republic of July 5, 2011 No.361. It should be noted that there is no pesticide production in the Kyrgyz Republic. POPs-free pesticides permitted for use are imported by various commercial organizations for the needs of agriculture.

The specially authorized body in the field of chemicalization and plant protection is the Department of Chemicalization, Protection and Quarantine of Plants under the Ministry of Agriculture and Food Industry and Melioration of the Kyrgyz Republic (MOAFIM KR). It carries out activities for the implementation of state policy in the field of protecting agricultural plants from pests, diseases and weeds, as well as carrying out phytosanitary quarantine measures.

The goal of the DCPQP is to ensure phytosanitary safety and safe handling of pesticides and agrochemicals, as well as to increase the productivity of crop production.

At the same time, packaged chemicals of unknown origin or production of China, Pakistan, India are openly sold on the markets. Their uncontrolled use in agriculture is increasingly leading to serious disturbances in various parts of the ecosystem, deteriorating the basic properties of soil, water, air, vegetation and food, thereby affecting the health of the population. Failure in assessing of the harmful effects of used counterfeit and contraband pesticides on human health and the environment.

The demand and range of pesticides and their movement is controlled by the plant protection service. A pesticide or agrochemical is entered into the State catalog of pesticides and agrochemicals permitted for use on the territory of the Kyrgyz Republic, which is maintained by the DCPQP.

The legislation does not contain special requirements for the distribution (allotment) of pesticides. The Law "On Chemicalization and Plant Protection" in Article 17 establishes that individuals and legal entities engaged in wholesale and retail trade have the right to purchase and sell pesticides and agrochemicals that have passed state registration and are included in the State catalog of pesticides and agrochemicals Permitted for use on the territory of the Kyrgyz Republic. Limited use pesticides are sold only by citizens with special professional training. Sale (resale) of empty containers from pesticides and agrochemicals is not allowed.

The distribution of imported pesticides by regions of the republic is carried out taking into account the structure

of the cultivated areas. The demand and range of pesticides and their movement are controlled by the plant protection service.

Storage of pesticides and agrochemicals is permitted in specialized storage facilities intended only for their storage. Bulk storage of pesticides is prohibited.

There is no need to dispose of newly imported pesticides, since their need and supply is strictly regulated. At the same time, there are facts of import and use of counterfeit and contraband pesticides and agrochemicals. The existing monitoring does not provide with the necessary laboratory control over the used counterfeit and contraband pesticides.

Recommended measures to improve pest control

Given the current insect pest management situation described above, the ESMF recommends a three-pronged approach to prevent or minimize any potential damage to public health or the environment caused by the use of pesticides (including herbicides and insecticides).

- ***Subproject screening.*** The first element of this approach is the requirement of environmental screening for all project interventions, which potentially need the purchase or use of pesticides, and, if necessary, the preparation of a specific Environmental Impact Management Plan to eliminate any potential negative environmental impacts. During the sub-grant screening, the environmental impact of the interventions financed under the Project will be examined, in particular if project beneficiaries might purchase and use pesticides using their own financing outside the scope of project investments in order to maximize the benefits they can realize from project investments.. The relevant site-specific ESMPs will include measures to prevent or minimize any negative impact from the use of pesticides.

- ***Information dissemination and training.*** The second element is to provide farmers and livestock breeders with information, advice and training on the proper and effective use of pesticides and acaricides, and to promote the use of environmentally friendly pest management alternatives. Within the framework of the project, it is important to promote public awareness, advisory services and training programs, reaching a wider range of farmers and communities with the provision of necessary information in order to raise awareness of the beneficiaries about the dangers of pesticides, as well as the provision of information on best practices for the safe use and handling of pesticides.

- ***Monitoring.*** The third element includes selective environmental monitoring in cases where it is necessary to detect the impact of the use of questionable chemicals. Under the ESMP, the ABCC will conduct observations and monitor the use of any pesticides, herbicides or insecticides on farms or investments initiated by the communities where the project is being implemented, and, where the use of forbidden chemicals suspected will conduct testing of soil and water quality in terms of pesticide residues in the soil or groundwater runoff (e.g. . To carry out this analysis, it will be necessary to involve specialists from the SAEPF laboratory, as well as from the DCPQP laboratory for the necessary analysis of the quality of water and soil.

To mitigate possible negative impact of the use of pesticides the additional activities will be directed to alternative environmentally friendly methods of pest control, reducing dependence on synthetic chemical pesticides. Development of a separate Pest Management Plan is not planned, but the project will support training activities for farmers to build knowledge and capacity on the use of biological and environmentally sound pest management practices. This training will be provided by the ABCC or by contracted training provider as an option (under subcomponents 2A and 2B). The project will not finance the purchase of pesticides.

Access to information and public consultation

The ABCC / CLMU will be responsible for the publication of environmental and social documentation developed for the purposes of the IDPIP. This documentation includes this ESMF, as well as ESMPs developed for individual subprojects. Consultation with project stakeholders, especially the local community, who will

be directly affected by the Project, is a mandatory requirement when developing an ESMP. Public comments will be taken into account in these draft documents prior to their final approval. This ESMF will be published in Russian and English on the ABCC / CLMU websites, and other relevant media, and will be discussed with all IDPIP stakeholders. A consultation process for each sub-project will be undertaken prior to the commencement of work and the mobilization of any equipment at the sub-project site with significant environmental and social impacts.

Public consultation can be carried out virtually using an IT platform (skype, zoom, website, newsletter, web platform, etc.), which will provide two-way communication and a session of answering questions. Comments will also be available through similar IT platforms.

The consultation process includes providing information on the sub-project to affected communities and making such information available to other stakeholders. This information will be presented in an understandable language, and will also be accessible and understandable for various groups of people in the community. Information can be posted in public places, local government buildings, published in local print media, broadcast on the radio or during public meetings. The timing and manner of disclosure may vary depending on the particular needs of the affected communities, but information should be disclosed as early as possible. The GRM project mechanism will be a tool for collecting and responding to stakeholder feedback during project implementation.

Annex 1. Initial Environmental Screening Checklist (to be completed by Sub-borrower)

(Address of the borrower and works performance place, description of loan objectives, purchased materials and equipment are described in general loan application)

1. If construction or repair of any structures is expected, please describe

--

2. Have you received all the necessary permits (provide a list of obtained permits)

--

3. May the project have an environmental impact? Write “yes” in the appropriate field of the table where adverse effects may occur.

Item	Environmental component	Possible impact	
		Construction Phase	Operational Phase
1	Will the work cause soil erosion or damage to the fertile soil layer?		
2	Is there a river or lake near the place of work? If yes, indicate the distance from the place of work to the shore		
3	Will there be impacts on vegetation (cutting trees or shrubs) or habitats of wild animals and birds?		
4	Can the project lead to diseases of agricultural animals? If yes, indicate which permits are obtained.		
5	Is it being planned to work with surface or groundwater (irrigation, artesian wells)? If yes, indicate which permits are obtained.		
6	Is it being planned to dismantle asbestos-containing materials (slate, thermal insulation).		
7	Can project work lead to social conflicts?		

4. If in any question of the table the answer was “yes”, please, describe mitigation measures to be implemented during the construction or operation of the project.

Item	Impact mitigation measures

Applicant _____

signature

Date _____

Annex 2. Environmental Screening Results Checklist of proposed sub-project (to be completed by Project Environmental Specialist)

ENVIRONMENTAL ASSESSMENT OF THE APPLICANT'S PROJECT (Full Name)

1. Is the application on the list of projects which is not accepted for financing?

2. Have all required permits been received?

3. Will works be carried out in a natural area of protection or body of water? If yes, did the ES check on place or was not there need for such a check?

4. Environmental impact category (B or C)

5. Are negative environmental impacts expected? If YES, are there enough proposed mitigations?

6. Are there funds in the budget to implement mitigation measures?

7. Is project agreed with Review Committee? (If YES – the date of the Committee decision)

Annex: Initial Environmental Screening Checklist submitted by the applicant (Name)

Conclusion of the ES:

Environmental Specialist (Full Name) _____

signature

Date _____

Annex 3. Environmental Screening Checklist

Part 1

(to be completed by Sub-borrower just for sub-projects of category "B")

1. Environmental licenses and permits *(in accordance with the requirements of the national legislation and relevant to proposed activities)*

	Necessary (+) Not necessary (-)	Available (+) Not available (-)	Confirmation by a specialist of PFI (agree/not agree)
Permit for special water use and wastewater discharge			
Permit for emission to the atmosphere			
Permit for wastes disposal			
Permit for use wild flora and fauna			
Sanitary permit for exploitation			
Permit of sanitary and veterinary authorities			
Others, in accordance with national legislation (indicate)			

2. Planned expenses for environmental protection *(for environmental control and environmental pollution and / or for the use of natural resources; please fill out the table)*

Expenditure	Total, calculated for the year, soms	Last payment, date / soms
1.		
2.		
3.		

Applicant _____

signature

Date _____

Annex 3.1.

Part 2

(to be completed by Project Environmental Specialist while checking of sub-project)

1. **Has an Environmental Action Plan been developed?** *(yes or no)* _____

2. **Will the project comply with the required standards for air emissions and waste generation?**
(yes or no) _____
If “no”, is it necessary to obtain an appropriate permit? _____
3. **Is an Environmental Monitoring Plan required?** *(yes or no)* _____
If yes, was it developed? *(yes or no)* _____
Is it approved by the ES of the project? *(yes or no)* _____
4. **Have a necessary environmental permits and licenses been obtained?** *(yes or no)* _____
If “no”, which documents are needed _____
5. **Does the enterprise comply with environmental regulations?** *(yes or no, not possible to determine)* _____
6. **Environmental monitoring of sub-project** *needed /unneeded (run through unneeded).*
If needed, than indicate the periodicity of monitoring _____
7. **Payments for environmental pollution** *(run through unneeded)*

Need to be paid / Not needed	Paid / not paid	Amount of payment

8. **Environmental Management Plan** *Needed / Unneeded (run through unneeded)*
If needed, attach ESMP.
9. **Additional materials to sub-project** (photo, schemes, designs and etc.)

_____ (enumerate and attach).
10. **Which additional measures are recommended by sub-borrower, participating financial institute, director of credit line?**

11. **Conclusions and recommendations:**

Environmental specialist (full name) _____

signature

Date _____

Annex 3.2.

**Part 3
Social screening checklist**

<input type="checkbox"/> Category “B”. Limited impact. Exclude from financing.	Prepared (credit specialist)
	Name and signature:
	Description:
	Date:
	Approved (credit specialist, social and environmental specialist):
<input type="checkbox"/> Category “C”. Without influence.	Name and signature:
	Description:
	Date:

Social impact assessment

Potential social impacts	Yes	No	Provide details / amount, if it is possible
Social impacts			
1. Will project activities include new manual construction works?	If yes, note		
2. Do the activities include improvement or rehabilitation of existing facilities?	If yes, note		
3. Is the selected work site free of encumbrances and owned by the public / government / community?	If yes, note		
4. Do the activities of the sub-project result in restricting access to other residents / pedestrians / commerce and trade?	If yes, note		
5. Is land available for mobilization and transportation of construction materials within the existing site / is it possible to pass through?	If yes, note		
6. Is there any temporary or permanent physical movement of people due to construction?	If yes, note		
7. Will the intervention cause unintended consequences such as accidents / damage to neighboring buildings?	If yes, note		
8. Are there any vulnerable groups that may be adversely affected (including indigenous people) as a result of project interventions?	If yes, note		
9. Will there be criteria (the presence of cows no more than 3 heads, a land plot of no more than 5 hectares, no debt on loans, loans, provision of a 10% co-financing contribution in cash), are women-headed households available for	If yes, note		

participating in the project, families that have lost income from outside? Returned migrant?			
10. Will sub-borrowers be organized into groups of joint responsibility from among vulnerable groups (returned migrants, disabled people, unemployed, mothers of many children, single mothers, etc.) to obtain a loan?	If yes, note		
11. Will sub-project / construction activities cause destruction / unrest among local residents?			
12. Will access roads to residential and commercial buildings be available during construction? Will pedestrian walkways and sidewalks be blocked?			
13. Will the implementation of the planned construction not affect the health of the population and will harm anyone?			
14. Will there be a loss of income and livelihoods for someone due to project activities?			
15. Will be there loss / damage to farming land, unharvested crops, trees?			
16. Will be the access to facilities, services or natural resources be blocked permanently or temporarily for people?			
17. Does the project lead to loss of employment / job?			
18. Will the subproject cause protests and concerns among residents?			
19. Will living conditions, values and lifestyle of the population be adversely affected?			
20. Does the project area carry a significant risk of gender-based violence (GBV) and sexual exploitation (SE)?			

Please, provide with a preliminary social risk category for your project activity (“B” or “C”) _____

If social assessment is required, what specific issues need to be addressed? _____

Dates and estimated cost of social assessment? _____

Annex 4. Field Site Visit Checklist

Applicants name of sub-project: _____

Date /Time of visit: _____

Address: _____

Participants of site visit: _____

Current activity in the site

- What is the area of the site to be used for sub-project activities?
- What is the current use of the site? Are there any structures on the site?

Environmental Situation

- Are there sensitive sites nearby? (Nature reserves, cultural sites, and historical landmarks)?
- Are there water sources on the site?
- What are the neighboring buildings (e.g. schools, dwellings, industries) and land uses? Estimate distance.

Permits

- Does the site require licenses or permits to operate the type of activity proposed? Are these available for inspection?
- What authorities have jurisdiction over the site (e.g., health, forestry)?

Water quality issues

- Does the proposed activity use water for any purposes (give details and estimate quantity). What is the source? Is there a drainage system on site for surface waters of sewage?

Soils

- What is the ground surface (agricultural land, pasture, etc.)?
- Will the project damage soils during construction or operations, performed within project?

Biological environment

- Describe vegetation cover on the site.
- Note potential negative impact on flora and fauna at the given territory if project proceeds.

Visual Inspection Procedures

- Try to obtain a site map or make a sketch to mark details.
- Take photos, if permitted.
- Walk over as much of the site as possible, including boundaries, to note adjacent activities.
- Note any odors, smoke or visual dust emissions, standing water, etc.
- Note any signs of recent destruction of crops or physical structures.

Annex 5. GRM mechanism

Achieving the project objectives will require continuing consultations and exchange of information and knowledge. Transparency, consultations and feedback mechanisms with the beneficiaries will be a key part of the project. Facilitating participation of beneficiaries and feedback will be one of the key tasks of the project staff in the field.

A GRM mechanism operating at the national and regional levels will allow the project beneficiaries to provide feedback on issues related to project activities. In order to enhance satisfactory results of the project, a grievance redress mechanism for resolving grievances that arise among the project beneficiaries during the project implementation and to provide feedback to them has been developed and will be implemented.

Any grievances, disputes, as well as proposals arising during the project implementation should be reviewed and resolved and monitored in accordance with the standards established in this Grievances Redress Mechanism (GRM). The Bank will provide necessary training and technical backstopping support for responsible staff on management of the project specific GRM throughout the implementation.

The GRM is a set of specific procedures for identifying, evaluating, methodically and expeditiously reviewing complaints, disputes with the project beneficiaries, and proposals arising during the project implementation, and their resolution and monitoring. GRM will guild in resolution of grievances that arise from safeguards including management of labor, working conditions, and the relevant steps for handling complaints including gender-based violence, sexual abuse/harassment and other forms of issues that may need attention.

The general process for redress of grievances from the beneficiaries (hereinafter “applicant/applicants”) of the project is as follows:

At the initial stage, the beneficiaries will be provided with information on the procedure and terms of consideration and processing of grievances and proposals:

- Information on the GRM will be posted on information stands of the project in the state oblast administration of the Batken, Issyk-Kul, Jalal-Abad, Naryn and Talas oblasts, as well as in each participating ayil okmotu;
- Information leaflets will be prepared and printed within the framework of the project, with a brief explanation of the procedures and terms of consideration and resolution of complaints and proposals, as well as the content of all contact data;
- Information leaflets will be distributed by the employees of the regional office of the ABCC in Batken, Karakol, Jalal-Abad, Naryn and Talas during meetings with the project beneficiaries;
- Information leaflets will be distributed by consulting companies hired to implement project components, during meetings with the project beneficiaries;
- Information on the GRM will be posted on the official websites of the ABCC, MOAFIM, MOF, Plenipotentiary Representatives of the Government of the Kyrgyz Republic in the Batken, Issyk-Kul, Jalal-Abad, Naryn and Talas oblasts.

Any complaints and proposals received at all levels must be documented and registered in the register of complaints and proposals. This Log should be maintained at all levels of consideration of applications submitted by applicants.

The form for filing a complaint/proposal is indicated in paragraph II. The instructions for maintaining a register of complaints and proposals are outlined in the paragraph III. The form of the Log is indicated below.

FIRST LEVEL. The first step in the process of operational grievances (complaints) and proposals consideration will be the application of the applicant to the regional representatives of the project, working in consulting companies hired to implement the project components (hereinafter referred to as “partner organizations”). The

applicant can file a grievance (complaint) or a proposal as follows:

- In the form of an oral or written request, including by email, by phone, or via SMS, WhatsApp messages.
- A complaint in oral, written or electronic form must be registered in the Register of Grievances (Complaints) and Proposals of the partner organization.
- If the problem cannot be resolved with the satisfaction of the applicant within 3 working days from the moment of registration of the complaint, or if the consideration of the complaint of the applicant and the resolution of the problem is not within the competence of the partner organization, the problem is transferred to the next level.
- In this case, the applicant must submit his/her complaint/proposal in writing to the regional office of the ABCC in Batken, Jalal-Abad, Karakol, Naryn or Talas or the head office of the ABCC, or to the CLMU, depending on the area of the issue raised.
- Partner organizations should inform the applicant about this and assist the applicant in preparing and sending the application to the regional office of the ABCC in Batken, Jalal-Abad, Karakol, Naryn and Talas, the head office of the ABCC and CLMU, depending on the issue that has arisen.
- Partner organizations should regularly collect, summarize and submit in regular reports to ABCC and CLMU information on any incoming complaints and proposals, including an analysis of different types of complaints.
- Partner organizations should be in constant contact with the regional office of the ABCC in Batken, Jalal-Abad, Karakol, Naryn and Talas regarding the issues of complaints and proposals received from the beneficiaries.

SECOND LEVEL. The applicant's application must be submitted in writing to the regional offices of the ABCC in Batken, Jalal-Abad, Karakol, Naryn and Talas including:

- By email (an electronic mailbox will be established directly for complaints and feedback, such as for example: grm-karakol@agromarket.kg);
- Through SMS or WhatsApp messages. A separate phone number will be provided for the GRM purposes. This number will be used on working days as a “hot line” for the beneficiaries of the project via SMS or WhatsApp messages.
- A complaint in writing or electronically should be registered in the Log for registering complaints and proposals and should be considered within 5 working days from the date of registration.
- In order to application cases that cannot be resolved within 5 working days, an applicant submits his/her complaint/proposal on any issue related to the project implementation process, in writing to the head office of the ABCC and/or CLMU, depending on the area of the issue.
- Staff of the regional ABCC office in Batken, Jalal-Abad, Karakol, Naryn and Talas should provide assistance to the applicant in preparing and sending the application to the head office of the ABCC and/or CLMU.
- The responsible officer of the regional office of the ABCC in Batken, Jalal-Abad, Karakol, Naryn and Talas should regularly collect, summarize and provide information on incoming complaints and proposals in monthly reports, including an analysis of various types of complaints and proposals, and submit it to the responsible officers of the ABCC head office and/or CLMU.

THIRD LEVEL. The applicant's application must be submitted in writing at the head office of the ABCC and/or CLMU (depending on the area of the issue), including:

- By e-mail (electronic boxes will be established specifically for complaints and feedback, for example, grm-abcc@agromarket.kg for the ABCC, grm-clmu@piu.kg for the CLMU);
- A complaint in written or electronic form should be registered in the Log for registering complaints and proposals and should be considered within 7 working days from the moment of registration.

1.1. In cases where special examination (expertise), (or) requesting additional materials or taking other measures are required, the deadlines for the resolution of complaints can be extended, but not more than

15 calendar days. The decision on this is taken by the head of the regional office of the ABCC, the ABCC director, the CLMU director and is reported to the applicant in written (electronic) form.

- 1.2. In the event that resolution of the issues raised in the written (electronic) application falls within the competence of several bodies, state bodies, local government bodies or officials, a copy of the application within 3 working days from the date of registration should be sent to the relevant state bodies, local self-government bodies or relevant officials. In this case, the complaint is processed within the time limits established in accordance with the Law of the Kyrgyz Republic of May 4, 2007, No. 67 “On the Procedure for Considering Citizens' Applications.”

II. The form of filing a complaint.

- 2.1. The applicant, in his/her oral or written application, including in an electronic form, indicates his/her name, first name, patronymic, postal address, e-mail address to which the response should be sent, a contact phone number (home-, work-, cell- phone number) and sets out the essence of the statement or the complaint, puts a personal signature and the date.
- 2.2. The application, complaint, proposal of the applicant must be justified. If necessary, documents supporting the applicant's arguments are attached to them. Electronic copies can also be attached to the electronic application, including scanned electronic documents, Internet addresses where electronic files are placed (electronic documents, photo and video materials).
- 2.3. When considering an application, the applicant has the right to confidentiality and anonymity of the submitted complaint. A note on this is made in the log for registering complaints and proposals at all levels.

III. The Log for registering complaints and proposals of the applicants. Any complaint or proposal of the applicant, whether oral or written, is subject to registration in the Log for registering complaints and proposals.

- 3.1. The Log will be maintained in electronic form (in the Excel table). The form of the Log is provided in Annex No. 6;
- 3.2. The date of receipt is indicated in the Log, and the incoming registration number is assigned. Each complaint must have an individual identification number, and progress in the consideration of each complaint should be reflected in the Log.
- 3.3. In this journal, it is necessary to indicate the responsible officers for the decision of each individual complaint/proposal, and record the dates of filing the complaint/proposal and the response to the complainant regarding his/her complaint/proposal, the closing date of the complaint in this Log.
- 3.4. Responsible staff for the resolution of each individual complaint/proposal must provide response to the applicant within the time frame established by this manual and provide a copy of the response to the responsible person for maintaining the Log of complaints and proposals for marking the status and closing date of the complaint/proposal.
- 3.5. Copies of replies to the written complaints and proposals of the applicants must be bound in a separate folder and be kept with the person responsible for maintaining the log for registering complaints and proposals.
- 3.6. Persons responsible for maintaining the Log for registering complaints and proposals:
 - a) In offices of the ABCC in Batken, Jalal-Abad, Karakol, Naryn and Talas the responsibility for maintaining a log for registering complaints and proposals on all components of the project will be entrusted to the environmental specialist;
 - b) In the ABCC, a monitoring and evaluation specialist will be responsible for maintaining a log for registering complaints and proposals for components 1 and 2 of the project, and;
 - c) At the CLMU, the responsibility for maintaining a log for registering complaints and proposals on the component 3 of the project will be borne by the contracts administration specialist.
 - d) Partner organizations appoint their own staff responsible for keeping a Log for registering complaints and proposals of the beneficiaries, and will submit this information to the ABCC, CLMU, and ABCC regional office in Batken, Jalal-Abad, Karakol, Naryn and Talas.

- IV. Additional sources of information for feedback and work with complaints. ABCC and CLMU may consider using and working with additional sources of information for the purposes of the GRM and feedback from the public, for example:
- 4.1. An official project page can be established in social networks, for example, www.facebook.com, that can serve as a platform for dissemination of information on the project activities, including the possibility for applicants to file an appeal;
 - 4.2. Cooperation with local media in Batken, Issyk-Kul, Jalal-Abad, Naryn, Talas oblasts for the dissemination of information on project activities, including information on processing of complaints and proposals.
 - 4.3. Establishment of anonymous boxes for complaints and feedback on information stands of the project in the involved ayil okmotu, as well as in the state administration of the oblast. In this case, information from boxes can be collected during monitoring visits of employees of both the regional and central offices of ABCC, CLMU and further processed in accordance with the provisions of this mechanism.
- V. Monitoring of complaints and proposals. Staff of partner organizations, responsible staff of the head office of the ABCC, and CLMU regional offices of the ABCC in Batken, Jalal-Abad, Karakol, Naryn and Talas who will be duly trained by the ABCC with guidance from the WB team will
- 5.1. Maintain direct communication with the applicant;
 - 5.2. Provide a regular report to management, and maintain a database on the number and status of received complaints and proposals;
 - 5.3. Draw up an analysis of the types of complaints and comments, as well as make proposals aimed at reducing the number of complaints.
 - 5.4. In the course of field monitoring, the project staff will necessarily review and monitor implementation of the GRM. The GRM data will be collected, summarized and presented in the quarterly reports of the ABCC and CLMU, including an analysis of the various types of complaints.
 - 5.5. In the course of World Bank project support missions, in order to respond to project feedback and adaptation of the project procedures, complaints will be discussed, in the event of harm to beneficiaries. It is also proposed to review and monitor complaints and proposals under the platform for public-private dialogue under the State Oblast Administration in Batken, Issyk-Kul, Jalal-Abad, Naryn and Talas oblasts.
 - 5.6. The ABCC director and the CLMU director will monitor the entire process of reviewing and responding to complaints and proposals on time, and provide a regular report on monitoring of complaints and proposals to the World Bank and other stakeholders of the project.

Table 5.1. The Grievance Redress Mechanism within the framework of the Integrated Dairy Productivity Improvement Project

To whom is the complaint filed	Form of submission	Complaint management procedure	Time for consideration of complaints
<p>THE FIRST LEVEL <u>Partner Organizations</u> Head of the Partner Organization: Address: Tel.: Fax: E-mail address: Officer responsible for maintaining the GRM Log:</p>	<p>Verbal Written In electronic format</p>	<p>1. Partner organizations register complaint/proposal in the Log for registration of complaints and proposals. The form of the Log is provided in Annex No. 1. ; 2. Maintain and monitor the process of reviewing and responding to complaints; 3. Monthly they are reporting in writing to the regional offices of the ABCC in Batken, Jalal-Abad, Karakol, Naryn and Talas to the head office of the ABCC, to the CLMU on the status of work with complaints.</p>	<p>3days</p>
<p>THE SECOND LEVEL <u>Regional offices of the ABCC in Karakol, Naryn, Talas</u> Head of the Regional Office: Address: Tel: Fax: E-mail address: Officer responsible for maintaining the GRM Log:</p>	<p>in written form in electronic form</p>	<p>1. The ABCC offices in Batken, Jalal-Abad, Karakol, Naryn and Talas register a complaint in the Log for complaints and proposals. The form of the Log is provided in Annex No. 1; 2. Maintain and monitor the process of reviewing and meeting the complaints; 3. Consideration of the complaint may require additional verification of the issue, including collection of additional documents. 4. Report on a monthly basis in written to the ABCC/CLMU (depending on the nature of the issue) on the status of work with complaints.</p>	<p>5 days 15 days</p>

<p>THE THIRD LEVEL <u>ABCC</u> Head of the ABCC: Address: Tel: Fax: E-mail: Responsible officer for maintaining the GRM Log:</p>	<p>In written form In electronic form</p>	<p>1. A complaint is registered in the Log for registering complaints and proposals. The form of the Log is provided in Annex No.1.;</p> <p>2. In case of validity of the complaint, consultations with the complainant are conducted and corrective measures are being developed;</p> <p>3. Consideration of the complaint may require additional verification of the issue, including collection of additional documents.</p> <p>4. The GRM data are collected, summarized and provided in quarterly reports, including analysis of various types of complaints.</p>	<p>7 days</p> <p>15 days</p>
<p>THE THIRD LEVEL <u>CLMU</u> Head of the CLMU: Address: Tel.: Fax: E-mail address: Responsible officer for maintaining the GRM Log:</p>	<p>In written form In electronic form</p>	<p>1. A complaint is registered in the Log for registration of complaints and proposals. The form of the Log is provided in Annex No.1.;</p> <p>2. In case of validity of the complaint, consultations with the complainant are conducted and corrective measures are developed;</p> <p>3. Consideration of the complaint may require additional verification of the issue, including collection of additional documents.</p> <p>4. The GRM data is collected, summarized and provided in quarterly reports, including analysis of various types of complaints.</p>	<p>7 days</p> <p>15 days</p>

Table 5.2. Form of the complaints and grievances log book

<i>Identification number of complaint</i>	<i>Date of receipt of the complaint</i>	<i>Name and contact data of complainant</i>	<i>Gender Man/Woman</i>	<i>Brief description of complaint</i>	<i>Responsible employee for solution of issue</i>	<i>Progress in resolving of the complaint</i>	<i>Date of complaint closure</i>	<i>Note</i>
---	---	---	-------------------------	---------------------------------------	---	---	----------------------------------	-------------

1								
2								
3								

Annex 6: Health and Safety requirements in the field of animal husbandry and while working with milk cooling tanks

To work independently as a livestock farmer is allowed to:

- at least eighteen years old;
- male or female, except for pregnant and lactating women and women with children under one year of age;
- who past:
- preliminary (upon hiring), periodic (during employment, but at least once a year) and extraordinary (if necessary) medical examination, having the necessary preventive vaccinations and admitted for health reasons to the specified work;
- introductory and primary at the workplace (upon hiring), repeated (during employment, but at least once every six months) and unscheduled (if necessary) instruction on labour protection;
- introductory and primary at the workplace (upon hiring), repeated (during employment, but at least once every six months) and unscheduled (if necessary) fire-prevention training, as well as training in the fire-technical minimum (upon hiring to the work and during work, but at least once a year);
- internship (upon hiring or transferring to work, as well as during a break in work for more than one year);
- primary (upon hiring), periodic (during employment, but at least once a year) and extraordinary (if necessary) testing of knowledge on labour protection issues.

The livestock breeder / farmer is obliged to comply with labour protection requirements, as well as the rules of conduct on the territory of the organization, in production, auxiliary and household premises, use and correctly apply of personal and collective protective equipment, immediately inform the work manager about any situation that threatens the life or health of the livestock breeder and others, an accident that occurred at work, deterioration of their health, to assist in taking measures to provide the necessary assistance to victims and deliver them to a health care organization.

It is not allowed to be a breeder in a state of alcoholic intoxication or in a state caused by the use of narcotic drugs, psychotropic or toxic substances, as well as drinking alcoholic beverages, using narcotic drugs, psychotropic or toxic substances at the workplace or during working hours, smoking in unidentified places.

Livestock breeder / farmer in the process of work may be exposed to the following hazardous and (or) harmful production factors:

- moving machines and mechanisms;
- moving parts of production equipment;
- moving products, fabricated parts, materials;
- crumbling structures;
- increased or decreased temperature of surfaces of equipment, materials;
- increased or decreased air temperature of the working area;
- increased or decreased air humidity in the working area;
- increased voltage value in the electrical circuit, the closure of which can occur through the human body;
- increased level of static electricity;
- increased noise level at the workplace;
- insufficient illumination of the working area;
- sharp edges, burrs and roughness on the surfaces of work pieces, tools, equipment and machinery;
- location of the workplace at a considerable height relative to the ground (floor);
- chemical (toxic, irritant, carcinogenic);
- increased dust and gas content of the air in the working area;
- biological - when interacting with animals;
- as well as the severity and intensity of work.

The breeder / farmer should be able to use, know the location and, if necessary, apply fire extinguishing agents; know the explosive and fire hazardous properties of substances used or present in the performance of work,

rendering of services; know the procedure for actions and notifications in the event of a fire or explosion in accordance with the appropriate plan for the evacuation of people and material assets in case of fire.

The livestock breeder / farmer immediately notifies the work manager of all detected malfunctions of equipment, devices, tools, violations of the technological process.

The breeder / farmer should be able to provide first aid to victims of industrial accidents.

The livestock breeder / farmer must know and observe the requirements for personal hygiene when performing work, providing services (wash hands and face with soap, eat in designated places, drink water from drinking water sources, take a shower, change into clean clothes and shoes).

The livestock breeder / farmer is responsible for violation of the requirements of this instruction in accordance with the law.

Labour protection requirements before starting work

The breeder / farmer should:

- check the availability of PPE of the appropriate size and their suitability for use (the presence of all buttons, locks, snap buttons, velcro fastener, laces and other elements; no scuffs, holes, loose seams, cracks, breakages);
- put on PPE, buttoning, gluing and tying all the elements they have;
- check the completeness and serviceability of equipment, fixtures and tools, the efficiency of ventilation systems, local lighting, collective protection means (protective grounding (grounding) of electrical equipment, protective, safety, brake, automatic control, alarm and others);
- check the condition of raw materials, blanks, semi-finished products, components;
- in case of shift work, receive a workplace from the personnel of the previous shift, having familiarized with the relevant entries in the shift log, and only after eliminating the existing inconsistencies (shortcomings) to start work.

Labour protection requirements when performing work

The livestock breeder / farmer must use PPE appropriate to the nature of the work being performed and providing a safe working environment in accordance with the chapters below of this manual.

Preparation of fodder in feed rooms

- Before starting up the equipment of the feed room, make sure that no work is being carried out on it and give the set signal. Start the cars at idle speed.
- Put in feed to the machine evenly. Make sure that no foreign objects get into the machine along with the feed.
- Push the processed feed under the pressing drum or into the mouth of the receiving hopper when the machine is running, only using a pusher with a handle with a length of at least 1 m.
- When the feed chopper is in operation, do not stand against the direction of the crop discharge, as solid object can fall into the crop and cause injury.
- If the crushing chambers, pipes or cyclones are clogged with feed, stop the machine, turn off the power supply, hang a sign on the starter "Do not turn on! People are working." and clean it.
- Spilled water, oil, fuel and other products on the floor should be immediately removed or sprinkled with neutralizers and absorbers (sand, sawdust), followed by cleaning.
- Clean up spilled acids, alkalis, prepare disinfectant solutions in filter masks with a box "B".
- After loading the feed mixer tank (digester), the loading door must be tightly closed.
- Steam is supplied with tightly closed caps of necks and hatches with constant pressure and tightness control.
- It is prohibited to leave the working mixing steamers, digesters, conveyors unattended and entrust their supervision to someone without the permission of the work supervisor.
- Before opening the cover of the mixing steamers (boilers), close the steam valve, reduce the pressure at the inlet to the container to atmospheric, clean the condensate drain hole and make sure that condensate

and steam come out of it without pressure. Open the lid carefully, standing to the side to which it opens. When performing work, personal protective equipment for the visual organs and skin should be used.

- Before draining condensate from the mixing steamer, make sure that there are no people opposite the drain hole.
- When performing work, make sure that the feed mixture does not fall on the floor or deck of the mixer platform. The spilled mixture is to be immediately removed, the slippery floor is sprinkled with sand or sawdust, then cleaned.
- In case of intensive steam generation during the unloading of feed from mixer-steamers and digesters, ensure intensive ventilation of the room.
- Work inside the mixing tanks (digesters) is allowed only with the permission of the work supervisor according to the permit after taking measures to prevent accidental start of the mixer (removing the fuse, drive belt (chain), disengaging the mixer drive clutch).
- When working with hot water, aggressive liquids, prevent their splashing, carry them in a container with a closing lid, use personal protective equipment (glasses, gloves, apron, boots, and respirators).
- Operations for preparation of concentrated and combined feeds (drying, crushing of grain and components, dosing, mixing) are controlled remotely from a common control panel.
- When remote control of mechanisms, working bodies, individual machines of technological lines (conveyors, valves), remote from the employee or located in another room and served by two or more workers, the system of automatic pre-start and (or) post-start alarm (sound, light) with duration of (5-15) seconds.
- Grain raw materials and feed components must comply with the requirements for raw materials in terms of humidity, temperature, degree of grinding, and must not have impurities.
- Machines and equipment should be put into operation according to a predetermined signal and in a sequence determined by technological maps.
- Before starting the engine, it is necessary to perform a test rotation of the working parts of the machine to check whether foreign objects have fallen inside.
- Input of the fodder to the chopper should be made only after the rotor has reached the operating mode. Prolonged idling is not allowed.
- To clear clogged working parts, reverse stroke is activated. If the blockage cannot be eliminated in this way, the working parts are cleaned with scrapers specially provided for this purpose when the electric drive is de-energized.
- If pipes and cyclones are clogged with fodder, stop the machine.
- It is not allowed to work on shredders with an unbalanced rotor and loose working parts.
- Fodder should be supplied evenly for grinding. If necessary, use wooden pushers to push the fodder. The pusher handle must have a limiter for entering the intake neck, and the length of the working part should be less than the depth of the intake neck.
- During operation of the crusher, dust is not allowed in the joints of the transport pipes with the crusher body and the cyclone. The damper must tightly close the neck of the cyclone, and the dust collector must not be damaged.
- In order to reduce dust formation during free fall of feed from guide chutes or conveyor belts, it is necessary to use devices that exclude dust and spreading of feed (drainage arms, aprons made of dense fabric).
- Work with components (protein, mineral, medicinal additives) should be carried out with a working aspiration system or local ventilation using personal protective equipment for the respiratory system, eyes, and skin.
- Clearing of the working parts of the equipment from clogging is allowed only when the equipment is turned off and completely stopped, using measures to prevent accidental start of the machine. A sign "Do not start! People are working."
- Maintenance of storage bins and mixers should be carried out from platforms with fencing at least of 1m height. The uplifts formed in storage bins and mixers should be brought down using specially made devices.
- The dryer must be equipped with temperature control devices.
- It is not allowed to operate the unit with a faulty regulating millivoltmeter, in case of absence of static

voltage relief device, absence of exhaust ventilation in the flour storing room and local ventilation at the loading ports.

- It is not allowed to reignite the furnace without preliminary purging of the combustion chamber for 5 minutes.
- At the end of the drying of grass fodder and when the machine is stopped, in order to avoid spontaneous combustion, it is necessary to clean the dryer drum from grass residues.
- Areas where powdery or grass dust accumulates on equipment, sites and building structures of the drying station should be cleaned up with a wet method every shift. Dust accumulation on the roof of the premises is not allowed.
- Moving and rotating parts of crushers that pose a danger to workers must be covered with protective covers.
- Inspection doors of crushers and grinders should be opened and closed without the use of tools, protective covers - with the use of tools.

Working with feeding machine

- The livestock breeder / farmer serving the fodder dispensers must know their structure, the rules of operation and labor protection.
- Receiving capacities for fodder with hatches, necks, open bins, located at a height accessible for service personnel or animals to enter, must have protective gratings or fences.
- It is necessary to cross the conveyors along the equipped transitional bridges with handrails.
- When moving the mobile feeding machine in the area close to the animals, it is necessary to install fences to prevent injury.
- During operation, the feeding machine is immediately stopped in the case of:
 - accident (or its threat);
 - the appearance of fire and smoke in the electric motor, wires of ballast, protective equipment;
 - strong vibration;
 - breakage of any units and parts;
 - the appearance of voltage on the body of technological equipment;
 - significant decrease in engine speed.
- when parked, the feeding machine must be braked.
- when disconnecting and connecting traction chains, devices should be used that prevent the tool from breaking and throwing out under the action of the chain.

When working on feeding machine, it is prohibited to:

- ✓ overload feeding machines with fodder in excess of the established rate;
- ✓ turn the tractor relative to the longitudinal axis of the dispenser by an angle greater than 45 °;
- ✓ be in the body of the feeding machine with the tractor engine running;
- ✓ to transport people in the body of the feeding machine and on the trailed device;
- ✓ work with removed protective fences;
- ✓ to be near the working bodies during the work of the feeding machines;
- ✓ stand under an open tailgate and place any objects on the conveyors;
- ✓ work with a weakened pull chain and bent scrapers;
- ✓ aggregate the feeding machines one after the other.

Work on hoisting mechanisms

- When working on hoisting mechanisms, truck cranes for loading, it is necessary to comply with labor protection requirements when operating hoisting cranes.
- Before starting the work of the lifting mechanism, it is necessary to check:
 - serviceability of its braking mechanism and limit switch;
 - absence of damage and bare areas on the electric cable and control buttons;
 - reliability of the cable;
 - serviceability and reliability of the operation of the shutter unit of the lock on the loading hook;

- designation of carrying capacity;
- when lifting and moving a freight with a lifting mechanism, it is necessary to be only behind the moving freight. It is prohibited to lift and move loads exceeding the weight of the mechanism;
- at the end of the work, the lifting mechanism is put under the canopy, the switch is turned off, and the push-button box is placed in a lockable box.

Manure removal

To ensure safety during operation and maintenance of conveyors, the following requirements must be followed:

- do not conduct cleaning, tensioning a chain, fastening and lubrication work while the conveyor is running;
- prohibit tensioning chain of the manure conveyor with devices not specified in the operating manual;
- do not operate the conveyor with the drive guard and tensioning devices removed;
- do not stand on the conveyor chains and sprockets;
- the swivel sprockets of the scraper conveyors must have a self-cleaning device and easy-opening mesh fences to protect people and animals from injury;
- scraper conveyors, belt conveyors and manure dumping hatches should be protected by protective grates. The opening of the inclined conveyor in the cold season is closed with a shield or apron made of heavy fabric;
- start of the conveyor into operation is carried out by an employee responsible for its operation, with a conditional signal and in the absence of foreign objects or animals on the conveyor;
- to start and stop the manure conveyor or delta scraper, it is necessary to use a remote control with duplicate buttons in opposite parts of the room;
- manure conveyor pits at the junction of the horizontal and inclined branches must have fences and a device for automatic cleaning of scrapers during the overloading process;
- electrical equipment installed in an open area must be securely covered with casings and shields that protect it from snow and rain;
- it is forbidden to let animals into and out of the room while the conveyor is running;
- maintenance of conveyors is carried out only after disconnecting them from the power supply, stopping completely and taking measures to prevent accidental start;
- the electrical circuit of the machines must provide protection against overloads and short circuits. In the event of an overload due to technological reasons, an overload protection is installed, providing automatic unloading or shutdown.

Cattle maintenance

- Livestock breeders with minor wounds, abrasions and skin diseases may only be allowed to work with the permission of a medical staff and in the case of their compliance with the necessary protective measures.
- On the outside of the pen (stall) for animals with a restless or angry disposition, yellow sign plates should be posted, warning of the danger when coming close to these animals. Letters must be at least 35 mm high, 16 mm wide, and 3 mm thick lines.
- When examining untied animals, and other animal welfare measures, it is necessary to use appropriate devices for their fixation (splints, fixation machines).
- The handling with bulls should be gentle, confident, firm. Timid and hesitant handling develops in them the reflex of persecution of a person.
- Bulls should be kept in specially designated areas without blank partitions between the animals. In stockyards, breeding bulls should be tied in spacious, individual, robust pens.
- Tying of breeding bulls in stalls requires a strong double-sided harness. The harness must be made of a round-link welded chain of general purpose with a caliber of at least 11 or other materials of equal strength. The harness should be loose enough not to restrict movement or tighten the bull's neck when lying down. A belt or felt must be placed under the metal chain of collar.
- The chain element of the harness should be connected to the collar with an automatic snap hook.

- Every bull intended for reproduction at the age of 6–8 months should have a ring inserted into the nasal septum, which is pulled by a belt to the horns. The ring should only be used for driving the breeding bull with a stick. It is preferable to use a stick-carrier with a remote control of the ring retainer.
- It is necessary to take breeding bulls for a walk on a leash and always with a stick-carrier at least 2 m long, which is fixed to the nose ring. It is forbidden to bring out breeding bulls without a carrier. It is not allowed to take cows for a walk at the same time as bulls.
- To walk bulls, special platforms with a device for compulsive mechanical driving of harnessed animals, electrical installations for active exercise of animals and circular walking areas with manual induction of movement should be used. These devices must be strong enough to exclude the possibility of people being among animals and injuring people and animals.
- For breeding bulls that do not tolerate forced exercise, for excited animals, individual yards for passive exercise should be arranged. Animals in such a yard should be tied up with a strong chain, secured at one end to a strong stand near the entrance and with a carbine at the other end for the collar ring. The length of the chain should be 2 m shorter than the length of the longest diagonal of the walking yard.
- Wooden plates need to be screwed onto horns and rectangular eyecups made of leather with dimensions of 30 x 40 cm to be put on of breeding bulls with a savage disposition. The eyecups should be fixed on the head with straps so that the viewing area would be minimal, but sufficient for the bull to move freely. Eyecups make impossible for bulls to calculate their movements. Such bulls should be taken for a walk by two livestock breeders on the leash.
- During the run of bulls-producers, it is necessary to close the gates of walking and stockyards, remove all obstacles in the path of the bulls and take measures to prevent them deviating from the route.
- On outdoor yards, no more than one breeding bull is allowed to walk on a leash. To take the bull out of the individual courtyard, the livestock breeder must, without going into the courtyard, hook the bull with a stick-carrier to the nose ring and only then unhook the carabiner of leash and open the outlet door. Bulls that do not allow the carrier stick to be freely hooked on the nose ring should be tied additionally with a chain connected to the collar and freely passed through the nose ring.
- Bulls should not be kept in the general herd on summer pastures (except for distant pastures).
- Breeding bulls should be cleaned and washed after fixing them on a short leash. In this case, the animals are given a small amount of food. It is necessary to closely monitor the behaviour of the animal during cleaning.
- When cleaning the feeders and feeding, the head of the breeding bull should be fixed with a chain with a carabiner (the breeder must be in the feed passage). When keeping the bull in the pen (stall), fodder into the feeders must be placed only from the side of the feed passage.
- When feeding a breeding bull with a restless disposition, special care should be taken not to turn your back to it in case of close contact.
- Before accustoming a bull-producer to new people, it should be kept on a reduced diet for several days. Caring for a bull of new faces should begin by feeding it with tasty food.
- If a bull-producer with a strict disposition shows negative reactions in relation to the livestock breeder caring for him, the latter needs to change his clothes. In cases where this does not help, another breeder needs to be asked from the same room to serve the bull, additionally studying the nature of the animal's behaviour.
- In order to eliminate the already developed violent behaviour, the bull-producer must be transferred to a new place.
- Workers who have frequent contact with breeding bulls are prohibited to attend during preventive and therapeutic procedures that are painful for the bull, when trimming hooves, trimming horns, inserting nose rings.
- It is necessary to obtain seed from a bull-producer in special machines that ensure the safety of people.
- The area near the fixing machine should be covered with mats made of corrugated rubber sheet or soft asphalt to prevent slipping.
- Above the racks of aggressive cows, a safety warning sign with the explanation "Caution! Butting cow!" or "Caution! Kicks! "
- Horns of butting cows should be sawed off as directed by a veterinarian.
- When raising calves by the group sucking method, it is forbidden to use butting and violent cows as

nurses.

- When keeping cows and young animals tied, the tether should be strong, loose enough so as not to impede movement and not to tighten the animal's neck.

Serving of animals with contagious diseases

- The breeder should be familiar with the safety requirements for handling with contaminated material and caring for animals.
- If an animal is detected by infectious diseases, the livestock breeder is obliged to inform the head of the organization about this, to take measures to isolate the animals.
- The entrance to the territory of the isolation ward, where sick animals are kept, is prohibited for employees who are not directly related to the service of animals. At the entrance to each room for animals and inside the rooms, disinfectants are arranged between the sections in the form of boxes with sawdust, soaked in a disinfectant solution. The edges of the disinfection barriers are arranged flush with the floor or with a smooth transition to its level.
- All overalls and safety footwear are subject to mandatory disinfection.
- Eating, drinking and smoking while working on farms affected by contagious diseases is prohibited. To provide workers with drinking water outside of the production facilities, tanks with boiled water are installed.
- Washing, disinfection, gassing of vehicles and containers should be carried out in hermetically sealed and insulated chambers with devices for draining waste into a sump and sewage system without the use of manual labour.
- Chambers for washing, disinfection and gassing are equipped with self-ventilation, which ensures their ventilation for (5-10) minutes, light boards "Do not enter" and "Chamber is ventilated", interlocked with the entrance doors and ventilation.

Labour protection requirements upon completion of work

The breeder / farmer should:

- disconnect from the network (turn off), disassemble, clean and lubricate the corresponding devices, machines, mechanisms, equipment, tools and apparatus;
- clean up the workplace (garbage (waste) in the appropriate places (containers), devices, tools and equipment in specially designated places);
- make notes in the shift protocol, indicating the identified inconsistencies (shortcomings), etc.;
- observe personal hygiene measures (wash hands and face with soap, eat in designated places, drink water from water supply sources of drinking, take a shower, change into clean clothes and shoes);
- immediately notify the work manager of any deficiencies that affect labour safety identified during work.

Labour protection requirements in emergency situations

- In the event of a fire, it is necessary to stop work, turn off the electrical equipment, immediately inform the fire department by phone 101 (if there is a telephone connection) and the work manager, ensure the evacuation of people and start extinguishing the fire with the available fire extinguishing means designed for the type of fire that has arisen.
- In the case of gas smell in the room:
- warn people in the room about the inadmissibility of using open fire, smoking, turning on and off electric lighting and electrical appliances;
- open windows (vents, transoms) and ventilate the room;
- immediately inform the supervisor of the work, and, if necessary, call the emergency gas service workers by phone 104.
- If the floor is contaminated with a large amount of spilled flammable and combustible liquids:
 - ✓ spilled liquid should be covered with sand (sawdust);
 - ✓ remove scattered sand (sawdust) in a place specially designated for this type of waste;
 - ✓ remove residues of these liquids with a rag or other absorbent material and wipe the floor dry;
 - ✓ Place used rags in a place specially designated for this type of waste.

- ✓ In case of injury, use a first-aid kit, keep, if possible, the place of injury in the condition it was in at the time of injury, immediately inform the supervisor.

In case of an accident at work, it is necessary:

- quickly take measures to prevent the impact of traumatic factors on the victim (electric shock, squeezing weights and others), provide the victim with first aid, call medical workers to the incident site by phone 103 or deliver the victim to a healthcare organization;
- immediately report the incident to the supervisor.
- In case of emergencies and accidents at work, it is necessary to ensure the safety of the situation before the investigation begins, if this does not pose a danger to the life and health of people.
- In case of unlawful actions of other persons, immediately inform the work manager about this, and if necessary, call the police officers by phone 102.
- All measures to eliminate emergency situations with dangerous goods (fire, leakage, spillage of hazardous substances, damage to containers, etc.) must be carried out taking into account the specifics of the goods and observing the safety measures specified in the emergency card for dangerous goods.

Introduction and safety rules when working with milk cooling tanks.

This work instruction contains basic information for installation, operation and maintenance of closed type milk cooling tank. Closed-type milk cooling tanks are designed to collect, cool and store milk. Milk cooling tanks are installed in the form of stationary installations or as mobile milk collection points. The operation of the milk cooling tanks requires specially trained service personnel. Milk cooling tanks are complex technical devices, so if they are serviced by unskilled workers, this can lead to injury or equipment breakdown. This is due to the fact that the milk cooling tanks consists of containers that keep liquids and gases under high pressure, and also due to the fact that there is electrical equipment under high voltage (220 and 380 volts). Therefore, in order to use the milk cooler, the operating personnel must have a certain qualification, experience, familiar with this manual, who have been instructed on health and safety, labour protection, safety rules.

Open type milk cooling tanks. Safety during installation, use and maintenance. General safety precautions: During use of milk cooling tanks it is necessary to be familiarized with a certain package of documents, which includes: Rules for the design and safety of operation of refrigeration systems, Rules for the design of electrical installations, Inter-industry rules on labour protection during the operation of freon refrigeration plants, Inter-industry rules on labour protection during the operation of electrical installations. Working with refrigerants includes:

- freon R 22 belongs to the 1st group of refrigerants, and to class A (non-toxic),
- it is forbidden to smoke and use open sources of fire in the room where the refrigerant is stored or used,
- the high temperature causes decomposition of refrigerants, while the release of complex substances, which include sulphur and chlorine, which can have a strong odour and irritate the mucous membrane of the respiratory tract, therefore, in case of fire, it is necessary to use gas masks.
- it is strictly prohibited to use open flames and smoke in engine rooms

Working with freon in a milk cooler tank includes:

1. Prevention of contact with the skin, this causes frostbite
2. Preventing freon from leaking and installing, since although it has no toxicity, when it enters the lungs it displaces air, causing suffocation
3. During repair work related to unsoldering joints, freon should be removed from the systems and it is imperative to ventilate the premises.

Combustion of the refrigerant is strictly prohibited, as this causes the release of harmful gases

- If the concentration of freon vapors in the room has increased, then the oxygen concentration decreases, and, therefore, oxygen starvation may occur, which leads to negative health consequences,

- In the engine room of the milk cooler tank, general exchange ventilation is required, which ensures the removal of gases and heat in accordance with SanPin standards,
- Cylinders and systems with freon are under high pressure, therefore it is strictly forbidden to heat them,
- In the process of filling systems with freon, it is strictly forbidden to heat the cylinders by any means, as local overheating may occur,
- It is forbidden to fill the entire internal capacity of the system or cylinder with freon, filling should take place no more than 80 percent of the maximum volume.

First aid when exposed to freon on the human body:

- In the first-aid kit in the room where the milk tank cooler is located, there should be ammonia, valerian, baking soda, penicillin ointment or Vishnevsky's ointment, sterile napkins, bandage, cotton wool, wooden spatulas and dark glasses,
- In the process of working with freon, it is necessary to exclude its contact with the mucous membrane of the eye, on the skin, for this you should use glasses and gloves,
- If a person is poisoned with freon, then he must be taken out into fresh air or a ventilated warm room, then clothing that restricts breathing should be removed, as well as clothing contaminated with freon. After that, it is necessary to warm the victim with heating pads, let him breathe oxygen for half an hour, let the ammonia inhale, give him strong tea or coffee.
- If liquid freon gets on the skin, it is necessary to moisten it with cold water, but if serious frostbite occurs, then you should go to the hospital,
- In case of irritation of the mucous membranes, rinse with a 2% solution of alkali (baking soda),
- If freon from the milk cooler tank gets into your eyes, you should quickly rinse with running water, and after that you need to put on safety glasses, no bandages are required.

When working with electrical equipment, the following rules must be observed:

- Installation and commissioning works are carried out in accordance with the Rules for the Construction of Electrical Installations and the Rules for the Technical Operation of Electrical Installations by consumers.
- Milk cooler electric motors, compressor drives, control cabinets, tank housings must be grounded by connecting them with neutral wires of power supply networks (zero) and with main grounding lines of premises,
- Operation of equipment without grounding is prohibited,
- Work with electrical wiring, repair work with electrical equipment is allowed to be carried out only by electricians who have at least 3 qualification groups for safety,
- Repair work on electrical equipment is carried out only when voltage is removed from the control panel,
- When inspecting the interior of the refrigeration compressor, you can only use lighting fixtures whose lamps have a voltage of no more than 36 Volts.

When working with compressed gases, observe:

1. It is forbidden to smoke and use open flames in places where condensing units are used and maintained,
2. Opening of refrigeration compressors, apparatus and pipelines is allowed only after the freon pressure has dropped to one atmosphere and remains so for ten minutes,
3. Welding and soldering is carried out in compliance with the safety rules, windows and doors must be open, and continuous operation of the fan is required,
4. Before welding or soldering installations that run on freon, it is necessary to remove it and blow them with dry air.

THE KYRGYZ REPUBLIC

“Integrated Dairy Productivity Improvement Project”

LABOUR MANAGEMENT PROCEDURES

September 2020

Content

INTRODUCTION.....	63
1.1. General information about the project	63
1.2. Project components	63
1.3 Environmental and social aspects	64
2. OVERVIEW OF LABOR USE ON THE PROJECT	64
2.1. Types of labor resources	64
2.2. Number of project workers	64
2.3. Description of project workers	64
2.4. Schedule of attracting the necessary labor force	65
3. ASSESSMENT OF KEY RISKS ASSOCIATED WITH LABOR RESOURCES	65
4. BRIEF OVERVIEW OF NATIONAL LEGISLATION	66
4.1. National Labor Code: Conditions of Employment	66
4.2. Summary of National Legislation: Occupational Health and Safety	66
5. ESS2 AND GAPS IN GOVERNMENTAL REGULATIONS.....	66
5.1. World Bank Environmental and Social Standards (ESS): Standard 2.....	66
5.2. Gaps in government regulations	67
6. RESPONSIBLE STAFF.....	68
7. POLICIES AND PROCEDURES	69
8. AGE OF EMPLOYMENT	70
9. TERMS AND CONDITIONS.....	70
10. GRIEVANCE MECHANISM.....	70
10.1. GRM of project workers	70
10.2 World Bank Complaints System.....	71
11. CONTRACTOR MANAGEMENT	71
ANNEX 8. GENERAL PRINCIPLES FOR THE PREVENTION OF THE SPREAD OF COVID-19 .	72
ANNEX 8.1. ACKNOWLEDGEMENT FORM AND REPORT TEMPLATE FOR PREPARATION TO	
COVID-19 (WITH EXAMPLE FROM THE MAIN PROJECT)	77
ANNEX 8.2. INFECTION CONTROL AND PREVENTION PROTOCOL	82
ANNEX 8.3. SEV / SH TECHNICAL NOTE FOR COVID-19 OPERATIONS	84
ANNEX 8.4. LIST OF RESOURCES USED: GUIDE TO COVID-19	85
ANNEX 9: HAZARDOUS WASTE MANAGEMENT.....	87
ANNEX 10: OTHER LEGISLATIVE AND BY-LAWS. THE LAW OF THE KYRGYZ REPUBLIC	
“ON THE RATE OF PAYMENT FOR ENVIRONMENTAL POLLUTION (EMISSIONS,	
DISCHARGES OF POLLUTANTS, WASTE DISPOSAL” (2002) SETS THE RATE OF PAYMENT	
FOR ENVIRONMENTAL POLLUTION IN A CERTAIN AMOUNT PER TON OF POLLUTANTS.	89
ANNEX 11. ACTIVITIES SUBJECT TO MANDATORY EIA IN THE KYRGYZ REPUBLIC.	95
ANNEX 11. 1. EXAMPLES OF PROJECTS ELIGIBLE FOR WB FINANCING. THIS LIST IS NOT	
LIMITED TO THE FOLLOWING ACTIVITIES, AND MAY BE UPDATED AFTER PRELIMINARY	
ENVIRONMENTAL ASSESSMENT.	96
ANNEX 12: ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN (CHECKLIST FORMAT)	
....	97
ANNEX 13. MINUTES OF PUBLIC HEARINGS AND LIST OF PARTICIPANTS	113

Abbreviations and Acronyms

ABCC	Agribusiness Competitiveness Center
AP	Activity Policy
CLMU	Credit Line Management Department
DDR	Due Diligence Report
DF	Demonstration Farm
EOHSG	Environmental Occupational Health and Safety Guidelines
ES	Environmental Specialist
ESA	Environmental and Social Assessment
ESF	Environmental and Social Framework
ESMM	Environmental and Social Management Model
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Standards
FS	Feasibility study
GRC	Grievance Redress Coordinator
GRM	Grievance Redress Mechanism
GRS	Grievance Redress Service
LC	Labor Code
LMP	Labour Management Procedure
M&E	Monitoring and Evaluation
MCP	Milk Collection Points
MoAFIM	Ministry of Agriculture, Food Industry and Melioration
MoF	Ministry of Finance
NGO	Non-Governmental Organization
OHS	Occupational Health and Safety
POM	Project Operational Manual
PPE	Personal Protective Equipment
S&H	Safety and Hygiene
WB	The World Bank

INTRODUCTION

1.1. General information about the project

Project Development Objective under the Additional Financing is to increase the productivity of dairy animals, stimulate income generation and increase the sustainability of dairy farmers in certain regions of the Kyrgyz Republic. The additional financing will strengthen the emphasis on revenue generation and sustainability that is needed for stimulation of economic recovery after COVID-19.

The additional financing will:

Expand the geographical coverage of the project to include the Batken, Jalal-Abad, Naryn and Talas oblasts. These oblasts were chosen based on the relative importance of livestock and dairy production in these regions and/or their geographic proximity to export markets in Kazakhstan.

Expand the scale of activities in the Issyk-Kul oblast to cover additional beneficiaries.

Contribute to the integrated development of the dairy industry value chain in the north of the republic.

The project is being developed taking into account the new World Bank Environmental and Social Principles (ESP), which came into effect on October 1, 2018, replacing the World Bank's Social and Economic Policy. In accordance with the ESP, all World Bank Borrowers have agreed to comply with ten Environmental and Social Standards (ESSs) that apply to all World Bank-financed projects. Recognizing the importance of ESSs, the Project intends to use them to identify, assess and manage the environmental and social risks and consequences associated with investment projects. Based on the Bank's assessment, environmental and social risks were categorized as "Moderate risk". Based on this, the ABCC / CLMU (Implementing Organization) has developed several key mitigation tools. One of the mentioned standards - ESS2 - regulates labor relations and working conditions. In accordance with this standard, Borrowers are required to develop a Labour Management Procedure (LMP). The LMP allows the Borrower to identify the main requirements and risks associated with the workforce and understand what resources it needs to address the related issues. LMP is an updated document. This means that it is prepared at the stage of project preparation, and then revised and updated in the course of its development and implementation. The document indicates the types of labour resources that will be involved in the implementation of the project, and methods of managing these resources.

1.2. Project components

Executive agencies of the project: MOAFIM KR, Ministry of Finance of the KR.

Implementing agencies: Agribusiness Competitiveness Center (ABCC), responsible for the implementation of components 1 and 2 of the Project, Credit Line Management Unit under the Ministry of Finance of the Kyrgyz Republic (CLMU), responsible for the implementation of component 3 of the Project.

Much of the original design of the project will remain unchanged, but additional activities are also proposed to improve service quality, ensure food safety and health of dairy processing personnel, and strengthen linkages within the Kyrgyz export markets. Based on the purpose of the project from a development point of view, the following components and key activities are proposed for the project:

Component 1: Strengthening Public and Private Services in the Dairy Sector

Sub-Component 1A: Quality Platform for the Milk Value Chain.

Sub-Component 1B: Support to the Regional Centers for Veterinary Diagnostics.

Sub-Component 1C: Support to Livestock and Animal Health Service Providers.

Sub-component 1D: Strengthening of enterprises to improve market access and ensure worker health and human safety.

Component 2: Increasing on-farm productivity at beneficiary farms

Sub-component 2A: Training and technical assistance for farmer groups.

Sub-Component 2B: Technology demonstrations on-farm and at community agriculture service centers.

Sub-Component 2C: Scaling-up of technologies

Component 3: Farm level investments

Component 4: Project Management

1.3 Environmental and social aspects

The environmental and social aspects of this project are governed by the World Bank's environmental and social management policies. With respect to labor issues, the project will adopt practices in line with the World Bank's new environment and social standards - ESS2, which regulates labor relations and working conditions. In accordance with this standard, Borrowers are required to develop a Labour Management Procedure (LMP). The LMP allows the Borrower to identify the main requirements and risks associated with the workforce and understand what resources it needs to address the related issues. LMP is an updated document. This means that it is prepared at the stage of project preparation, and then revised and updated in the course of its development and implementation. The document indicates the types of labor resources that will be involved in the implementation of the project, and methods of managing these resources.

OVERVIEW OF LABOR USE ON THE PROJECT

In accordance with the ESS standard 2, all workforce is divided into the following categories: main workers, contract workers, workers from the local community (local residents) and workers of main suppliers. At the stage of drafting the concept of the project, it is assumed that the main employees (employees of the ABCC / CLMU, employees of the enterprise, farmers) and contract workers (employees of suppliers / contractors for installation and commissioning) will be involved in its implementation. This section provides a description of these types of labor resources, based on the available information:

2.1. Types of labor resources

Key workers

The ABCC / CLMU, headed by a director will carry out key tasks (coordination of activities, fiduciary management, monitoring and evaluation, preparation and reporting). The ABCC / CLMU will employ staff responsible for:

- General tasks: financial management, procurement, monitoring and evaluation, ensuring compliance with established requirements;
- Technical tasks: support of institutions and departments (divisions) involved in the implementation of project components;
- General project support: office manager, translator, driver.
- ABCC/CLMU staff is not public employee - they will be hired to implement the project.

Contract workers

For small commissioning and installation works at milk collection points under subcomponent 1.1 (a contractor is designated under the contract), subcomponent 2.2 construction/reconstruction of demonstration farms and under Component 3 contracted workers are not expected to be attracted, the labor force of the beneficiaries is not numerous, construction works will be carried out by the subsidiary households.

2.2. Number of project workers

Key workers. Preliminarily, the total number of the ABCC / CLMU employees will be 24 people, however, after launching of the project, it will be updated.

Contracted workers. At this stage, there is no exact data on the total number of employees under the contract. Number will become known after launching of the project.

2.3. Description of project workers

The ABCC / CLMU will be headed by a director, and will include the coordinators of components 1,2,3 financial management specialists, an accountant, procurement specialists, a monitoring and evaluation

specialist, construction safety specialists, livestock specialists, agricultural specialists and administrative staff (support and translation).

Taking into account that repair and construction works will be small under subcomponent 1.1, beneficiaries for the reconstruction and construction of milk collection points (MPCs), demonstration farms (DFs) will attract medium-skilled labor from the labor exchange (from vulnerable groups, returned labor migrants). Most likely, these workers will be male (this is especially connected to low-skilled workers).

2.4. Schedule of attracting the necessary labor force

During the implementation of the project, the main employees of the ABCC / CLMU will work full-time throughout the year. Additional experts / consultants will be recruited as required. The exact schedule for attracting employees under the contract will become known only at later stages, but already it can be said that they will be involved in the implementation of various sub-components for clearly defined periods of time.

Contracted workers for general construction work will be recruited as needed. Typically, the building season lasts from April to October, however, depending on the weather, it can be longer or shorter. Thus, the mobilization of labor for the performance of certain repair and construction works remains at the discretion of the contractor (depending on the type of work and the season). The working day should not exceed 8 hours; at the same time, employees should be provided with a rest break (at least 1 hour).

ASSESSMENT OF KEY RISKS ASSOCIATED WITH LABOR RESOURCES

Potential risks are summarized in this section based on the available information.

Risks associated with contracted workers at the sub-project level... No construction work is foreseen for most of the components of the proposed project and no major risks are expected. Only within the framework of sub-component 1.1, small-scale repair works will be carried out by local contractors, for which it is possible that contracted workers from local residents (vulnerable groups) will be involved. In accordance with the World Bank Procurement Rules, all contractors will be required to enter into written contracts with their employees that comply with the ESS2 standard (especially with regard to the use of child and forced labor).

Labor influx and related gender-based violence (GBV) as well as the risk of child labor. Given the small scale of construction work under the sub-projects and the fact that the ABCC / CLMU is guided by the Labor Code, which prohibits the use of forced labor (Article 10), such risks are considered to be low. Since the repair and construction work on subcomponent 1.1, 2.2 and Component 3 will be small in scale and will be monitored by the ABCC / CLMU, there will be no risk of forced labor. Contracts with contractors will include a mandatory clause prohibiting the use of forced labor, and ABCC / CLMU staff supervising the work of the respective contractors will monitor and submit reports confirming that such labor is not being used.

Occupational Health and Safety (OHS) risks are easy to mitigate and will depend on the type of sub-project work. All contractors involved in small-scale repair and construction works under subcomponent 1.1, 2.2 and Component 3 will be required to prepare (in writing) and implement workforce management procedures, including procedures for creating and maintaining a safe work environment in accordance with ESS 2 requirements. In accordance with the Environmental and Social Risk Management Plan (ESMP), all contractors working under subcomponent 1.1, 2.2 and Component 3 will be required to ensure that their workers use basic protective equipment, to provide safety training and other preventive measures as outlined in the Environmental and Social Management Framework (ESMF).

Risks related to employment conditions. Workers will be hired by the ABCC / CLMU - directly (within the framework of contracts with consultants or service providers). Practice shows that construction contractors enter into employment contracts with their employees that provide for one-time payments for the provision of a certain type of service or performance of a certain work. The period of time for which employees will be involved will be limited to a few months.

Risks associated with overtime work. There is a certain risk that, in accordance with established practice, some of the hours worked will not be counted and workers will not be compensated for overtime. In accordance with the Labor Code of the Kyrgyz Republic, with the consent of the employer, as compensation for overtime work, key employees will be provided with additional hours of rest on other days (Article 174). To mitigate this risk, the project will educate key workers about their rights and introduce a Grievance Redress Mechanism.

BRIEF OVERVIEW OF NATIONAL LEGISLATION

National Labor Code: Conditions of Employment

The legislation of the Kyrgyz Republic regulating labor protection is based on the Constitution of the Kyrgyz Republic and includes the Labor Code, the Law “On Labor Protection” and other regulatory legal acts of the Kyrgyz Republic are set out in more detail in *Annex 10*.

Summary of National Legislation: Occupational Health and Safety

The right to occupational safety and health is established by the Constitution of the Kyrgyz Republic. In accordance with Article 42, citizens of the Kyrgyz Republic have the right to freedom of work, to dispose of their ability to work, to choose a profession and occupation, to work safety and conditions that meet safety and hygiene requirements, as well as the right to receive wages not lower than the subsistence level established by law of minimum subsistence level.

A section on occupational health and safety (OHS) is also contained in the Labor Code of the Kyrgyz Republic, which was adopted on July 1, 2004. It establishes the employer's obligations in terms of ensuring labor safety, provides for state regulation in the field of labor safety and prescribes the obligations of the employee himself in terms of OHS. The employee is guaranteed of labor safety, training and instruction, sanitary conditions, sanitary-household and medical-preventive services. The Code covers issues of creation and operation of labor protection services; investigation and registration of industrial accidents and occupational diseases; payments of benefits and compensations for special working conditions. On August 1, 2003, the Law of the Kyrgyz Republic “On Labor Protection” came into force, which establishes the legal framework governing the relationship between employers and employees, and is aimed at creating working conditions that ensure the protection of life and health of employees at the workplace. The law establishes the main directions of state policy in the field of labor protection and principles of state management of labor protection.

Providing access for employees of state bodies responsible for labor protection and social insurance, and representatives of public monitoring for checking working conditions and labor safety measures in organizations and to investigate industrial accidents and occupational diseases.

On their part, employees are required to undergo initial (upon admission to work) and further periodic medical examinations, training and periodic briefing on safety requirements (Article 12), as well as participate in medical and recreational activities offered by a medical institution, if paid by the employer (Article 16).

ESS2 AND GAPS IN GOVERNMENTAL REGULATIONS

World Bank Environmental and Social Standards (ESS): Standard 2

The World Bank’s stipulations related to labor are outlined in its ESS2. Implementing agency promotes sound worker-management relationships and provides safe and healthy working conditions. Key objectives of the ESS 2 are to:

- Promote safety and health at work;
- Promote the fair treatment, nondiscrimination and equal opportunity of project workers;
- Secure protection of project workers, including vulnerable workers such as women, persons with disabilities, children (of working age, in accordance with this ESS) and migrant workers, contracted workers, community workers and primary supply workers, as appropriate;

- Prevent the use of all forms of forced labor and child labor;
- Support the principles of freedom of association and collective bargaining of project workers in a manner consistent with national law; and
- Provide project workers with accessible means to raise workplace concerns.

The ESS2 standard is applicable to project workers, including full-time, visiting, temporary, seasonal and migrant workers. If, in one way or another, government employees are involved in the implementation of the project (as permanent or incoming employees), then the terms of their employment are governed by the existing agreement or employment agreement with the relevant government body, unless they have been officially transferred to the project staff. The ESS2 standard is not applicable to government officials.

Working conditions and labor relations management. The ABCC/CLMU will develop and implement internal labor management procedures applicable to the project. These procedures will set out the way in which project workers will be managed, in accordance with the requirements of national law and this ESS. The procedures will address the way in which this ESS will apply to different categories of project workers including direct workers, and contracted workers.

Project workers will be provided with clear and understandable information and documentation on the conditions of their employment. It will set out their rights under national laws and ESS requirements (including collective agreements) - rights related to working hours, wages, overtime, compensation and benefits. This information will be provided at the very beginning of work, as well as when significant changes are made to the working conditions.

For more information on the World Bank's Environmental and Social Standards, please visit: www.worldbank.org/en/projects-operations/environmental-and-social-framework/brief/environmental-and-social-standards and <http://projects-beta.vsemirnyjbank.org/ru/projects-operations/environmental-and-social-framework/brief/environmental-and-social-standards...>

5.2. Gaps in government regulations

Comparative table of the World Bank OHS requirements and government regulations of the Kyrgyz Republic:

ESS and Topic	Major WB requirements	Major requirements / gaps in the regulatory framework of the Kyrgyz Republic
A. Working conditions and labor relations management	Written labour management procedures. Conditions of employment. Non-discrimination and creation of equal opportunities. Workers' organizations. Preparation of Labour Management Plans, including contractors' ESMP.	It is mandatory to have written employment contracts that include procedures and conditions of employment. There are requirements for non-discrimination and equal opportunities. There is no legal requirement for workforce management plans.
B. Workforce protection	Child labor prohibition. Forced labor prohibition.	It is forbidden to use child labor (children under 14 years old). It is forbidden to use forced labor.
C. Grievance mechanism	A grievance redress mechanism (GRM) should be	There is no specific GRM for employees working under individual employment contracts.

	developed and implemented for key and contract workers.	Grievance registration and follow-up procedure is provided for in the Law “Appeals of Citizens”.
D. Occupational Health and Safety	Each project requires a detailed procedure. Requirements regarding the protection of workers, training of workers, official registration of accidents, preparation of action plans in the event of emergencies, resolving issues. Monitoring the fulfillment of OHS requirements.	A separate and detailed procedure is not developed for individual projects. Requirements for the protection of workers, training of workers, official registration of accidents, and preparation of action plans in the event of emergencies.
E. Workers category	Specifies categories of workers	No such classification is provided
F. Minimum age of workers	The minimum age for employment is 14 years. A child between the ages of 14 and 18 can be employed or engaged only under certain conditions.	Employment permissible for 14 plus age, but only with the permission of the guardian. It is forbidden to involve children aged 14-18 years in work under difficult and unsafe working conditions.

RESPONSIBLE STAFF

ABCC / CLMU will be controlled directly by the Ministry of Agriculture, Food Industry and Melioration of the Kyrgyz Republic (MoAFIM) and the Ministry of Finance of the Kyrgyz Republic (MoF) and / or report an authorized employee of MOAFIM KR and MOF KR. The ABCC / CLMU Coordinator will carry out the day-to-day coordination of the project activities, including relations with key employees, contractors and suppliers.

The Safeguards Specialist performs the following functions:

- Ensures the implementation of this Labour management procedure;
- Ensures that construction contractors adhere to the Labour management procedure and (before starting work on the site) prepares health and safety plans;
- Ensures that contracts with contractors are prepared in accordance with the provisions of this LMP and the ESMM of the project, in the manner provided in the Project Operations Manual (POM);
- Conducts appropriate monitoring - ensures that contractors comply with their obligations and OHS requirements in relation to contractors’ and subcontractors’ employees, which are established by the legislation of the Kyrgyz Republic and contracts between ABCC / CLMU and contractors;
- Monitors contractors’ and subcontractors’ adherence to labor management procedures;
- Ensures that occupational health and safety standards in the workplace are consistent with the legislation of the Kyrgyz Republic in the field of occupational health and safety;
- Conducts appropriate monitoring and trainings for project workers on LMP and OHS;
- Ensures that a grievance mechanism is developed and implemented, and that employees are informed about its purpose and how to use it;
- Conducts regular monitoring and prepares reports on the effectiveness of the occupational health and safety system;
- Monitors compliance with the Employees Code of Conduct.

When preparing standard contracts with contractors (NGOs and construction contractors), ABCC / CLMU will include requirements in terms of LMP and OHS. Contractors are required to:

- Comply with Labour management procedures and health and safety requirements that are consistent with the ESMM provided in contracts with ABCC / CLMU.
- Have an approved OHS plan which they are obligated to implement
- Monitor contractors' compliance with Labour management and health and safety requirements.
- Maintain a record of workers on contract and compliance with the terms of their employment.
- Share (in an accessible form) job responsibilities and conditions of employment to all employees.
- Ensure that every worker hired by a contractor / subcontractor knows a telephone number, email address and website where they can file a complaint with the ABCC / CLMU.
- To familiarize employees with the requirements related to labor protection; conduct regular trainings on the right to safe working conditions (which is guaranteed by the legislation of the Kyrgyz Republic), the risks associated with their work, and measures to reduce these risks to an acceptable level.
- Conduct (jointly with the Safeguards Specialist) training on Labour management and safety procedures to ensure effective work of subcontractors.
- Ensure that all contractor and subcontractor employees understand and agree to the Code of Conduct before starting work; monitor compliance with this Code.

POLICIES AND PROCEDURES

According to the Labor Code, recruitment and subsequent relations with workers will be based on the principles of non-discrimination and ensuring equal opportunities. The project will not discriminate in any way with respect to any aspect of the employment relationship, including recruitment, compensation, conditions of work and employment, access to training, promotions and termination of employment. In order to ensure fair treatment to all employees, contractors will comply with the following measures specified in the POM, and the M&E Specialist of the ABCC / CLMU will monitor accordingly:

- Recruitment procedures will be transparent, publicly available and non-discriminatory; they will be the same for everyone, regardless of ethnic, religious and gender identity, sexual orientation of the applicant and whether he has physical limitations;
- Job applications will only be considered if they are submitted under a formal procedure established by contractors;
- Before hiring, clear job responsibilities will be circulated outlining the skills required for each job;
- Contracts will be signed with all employees, including a description of the working conditions (in this case, the conditions will be additionally explained to the employees);
- When hiring unskilled labor, preference will be given to residents of the surrounding areas (at least 50%);
- Employees will be advised in advance of the expected termination of the employment contract - at least two months before termination;
- Contract workers will not be required to pay any recruitment fees. If there is any payment related to hiring, the Employer will pay it;
- Depending on the origin of the employer and the employee, the terms of employment will be prepared in two languages: the state language and a language that is understandable to both parties;
- For workers who may find it difficult to understand the written documentation, the terms of employment contained therein will be explained orally;
- It should be noted that no language-related issues are expected within the project. However, if necessary, employees will be provided with interpretation;
- For foreign workers, a work permit is required, allowing them to work in Kyrgyzstan;
- Workers involved in construction work must be at least 18 years old. This requirement will be included in contracts between ABCC / CLMU and construction contractors;
- Normal working hours should not exceed 40 hours per week. Taking into account the five-day working week, the daily working hours will be determined by internal regulations approved by the employer in agreement with the employee representatives (based on the approved working week).

Contractors / suppliers will need to:

- Comply with national laws and regulations and this Labour management procedure;
- Keep records of the hiring and subsequent work of contracted workers;
- In an accessible form, explain to contracted employees under the job responsibilities and conditions of employment;
- Introduce a system to ensure regular monitoring and reporting on labor relations and occupational health and safety.

AGE OF EMPLOYMENT

The Kyrgyz Republic law prohibits anyone under the age of 18 from performing “unhealthy or heavy” work and establishes special requirements for leave, working hours and other working conditions. The employer ensures not to employ anyone under the age of 18 for construction work. Employees under the age of 18 are allowed to work in industries that do not pose a risk to human health; at the same time, the following reduced working hours is provided for them: employees aged 14 to 16 - no more than 24 hours a week, from 16 to 18 years - no more than 36 hours a week.

Contractors / suppliers will need to find out and verify the age of all workers. To do this, workers will be required to provide official documentation, which may include a birth certificate, national identification card, passport, medical records or documents from the place of study. If it is determined that in the project a young person who has not reached the minimum working age is taking part, measures will be taken immediately to terminate the employment relationship with this young person in such a way as to protect his interests as effectively as possible.

TERMS AND CONDITIONS

This document will set out the terms and conditions of employment that are applied to the staff of the ABCC / CLMU. These internal rules governing labor relations will be applied to all employees of the ABCC / CLMU who will work under the project (key employees). The terms and conditions of recruitment of incoming key staff will be determined in individual contracts.

The exact number of employees under the contract is still unknown. It will become clear when the project starts.

The Labour management procedure of a contractor will set out the terms of employment of subcontractor workers. These conditions will at least comply with this labor management procedure and the Labor Code of the Kyrgyz Republic. These will be specified in the model contracts used by the ABCC / CLMU under this project, set out in the Project Operational Manual, and comply with this ESMF and the ESMM of the project.

In addition to the listed specialists, ABCC / CLMU will engage individual consultants for the work - as many as necessary to assist in the implementation of specific project activities. All of these consultants will be familiar with the policies and procedures of the World Bank, and after the launch of the project will provide additional support in its implementation.

GRIEVANCE MECHANISM

GRM of project workers

All key and contracted workers will be offered a Grievance Redress Mechanism (GRM) whereby they will be able to report their concerns to management. At the time of recruitment, all workers will get acquainted of this mechanism, as well as the protections against any reprisals that may be applied against those who use this mechanism. To make the grievance mechanism available to all project workers, the necessary measures will be taken to meet the requirements of the ESS2 standard.

The GRM for workers will mainly operate at two levels: at the PIU level and at the ministry level (MOAFIM KR). It should be noted that the GRM is not an alternative / replacement for legal mechanisms for receiving and resolving complaints. It is created to help solve problems and find solutions to labor complaints without having to go to a higher authority. At the same time, in accordance with the legislation of the Kyrgyz Republic, all employees have the right to seek a solution for their complaints through judicial / legal mechanisms. The Project's grievance mechanism does not prevent staff from using judicial procedures.

Step by step procedures of the GRM complying with the standards of ESS2 was developed in the parent project before the start of the project, and is included in the Project Operational Manual (POM). A three-level grievance mechanism will be implemented in the additional financing of the project.

Any complaints and suggestions received at all levels should be documented and recorded in the register of complaints and suggestions. This log should be kept at all levels of consideration of applications submitted by applicants. The step-by-step GRM procedure is set out in *Annex 5*.

10.2 World Bank Complaints System

Project staff can submit grievances through existing grievance mechanisms proposed at the project level or directly to the World Bank's Grievance Redress Service (GRS). The GRS will review the complaints received as soon as possible in order to resolve the project-related issues of concern. Project staff can submit a complaint to an independent World Bank panel, which determines whether any harm (or could be any harm) has resulted from the WB's failure to comply with its own policies and procedures. Complaints can be filed at any time after the issues of concern have been brought to the attention of the World Bank and the Bank has been given the opportunity to take appropriate action. Information on how to file complaints with the World Bank Grievance Redress Service is available at:

<http://www.worldbank.org/en/projectsoperations/products-and-services/grievance-redress-service...>

Information on how to file complaints with the World Bank Inspectorate is available on the website www.inspectionpanel.org

CONTRACTOR MANAGEMENT

Construction contracts and other agreements will include provisions related to labor relations, occupational health and safety, which are in line with the standard World Bank Procurement Rules and the requirements of the Kyrgyz Republic law.

The ABCC / CLMU will regulate and monitor the contractors' activities in relation to their contract workers, with particular emphasis on compliance by contractors with their contractual agreements (commitments, assurances and guarantees) and Labour management procedures. This may include periodic audits, inspections and / or spot checks on projects and work sites, as well as contractor documents and reports related to labour management.

Verifiable documents and contractor reports related to human resources management may include: templates for employment contracts or agreements between third parties and contract workers; records of complaints received and decisions made; safety inspection reports (including fatalities and other incidents, and corrective actions); records of non-compliance with national legislation; records related to the organization of briefings, the purpose of which is to educate contracted workers about the risks associated with occupational health and safety and preventive measures.

Annex 8. General principles for the prevention of the spread of COVID-19

SOCIAL AND ENVIRONMENTAL PRINCIPLES / PROVISIONAL SAFEGUARD GUIDELINES

RESTRICTIONS RELATED TO COVID-19 DURING CONSTRUCTION WORK / IMPLEMENTATION OF PROJECTS RELATED TO CONSTRUCTION.

In projects with construction / civil construction often a large number of workers are employed, including suppliers and support staff. These may include workers from international, national, regional and local labor markets. They may have to live indoors at construction sites, live in communities close to construction sites, or return to their homes after work. Different contractors may constantly be on the site, performing different work, each with their own workers. Supply chains can include international, regional and national suppliers that facilitate the regular flow of goods and services for the project (including supplies needed for the project such as fuel, food, and water). Thus, there will also be a regular flow of individuals from each of the parties, who will enter and leave the site, provide support services such as food delivery, cleaning services, equipment, supplies of materials, as well as specialist subcontractors engaged to perform certain works. Given the complexity of the situation and the fact that a large number of workers are in one place, the likelihood of the spread of infectious diseases in construction projects is extremely serious, as are the consequences of such a spread. Projects may face a large number of workers getting sick, which will increase the burden on the health care system in the project, will have implications for local emergency and health services and can put construction progress and project timeline at risk. This kind of effect will be increased if the number of workers is large and / or the project is located in remote or underserved areas. In such circumstances, the relationship with the community can be strained or difficult and conflicts can arise, especially if people feel they are vulnerable to illness as a result of a project or have to compete for limited resources. Therefore, the Project must take appropriate precautions to avoid the spread of infection in local communities.

Occupational health and safety commitment / management of organizations will need to:

take all necessary precautions to maintain the health and safety of personnel in organizations;
appoint an on-site health and safety officer who will have the authority to give instructions to maintain the health and safety of all personnel who are permitted to enter and / or work on the site and to take protective measures to prevent accidents;
ensure, in cooperation with local health authorities, the constant presence of medical personnel on site and at any construction site, the availability of first aid equipment, isolation wards, ambulances and any other specified medical services;
ensure that appropriate measures are taken to comply with all necessary requirements for improving living conditions and hygiene are met and for preventing epidemics.

The special conditions of the Bank include a number of relevant requirements for the management of organizations, namely:

conduct training on labor protection and safety measures for the personnel of organizations;
for organization personnel to implement workplace procedures requiring employees to report unsafe or unhealthy work situations;
empower the organization's personnel to report work situations that, in their opinion, are not safe or healthy, and to withdraw themselves from such work situations which, in their opinion, have a reasonable basis and pose an immediate and serious danger to their life or health (without any harassment for reporting or firing);
require the adoption of measures to prevent or minimize the spread of diseases, including measures to prevent or minimize the transmission of infectious diseases, which may be associated with the influx of temporary or permanent labor on a contract basis;
provide an easily accessible grievance redress mechanism at workplace;

The contractor should prepare a detailed profile of the project workforce, key work activities, schedule of such activities, various contract terms and work shifts (for example, 4 working weeks - 4 weeks of rest). This should include a breakdown of workers into those who live at home (i.e. workers from the community), workers who live in the local community, and workers who live on site. Where possible, workers who may be

at greater risk from COVID-19, those with serious health problems, or who may be otherwise at risk should also be identified.

Consideration should be given to ways to minimize movement within and outside the facility (construction site). This could include extending existing contracts to avoid workers returning home to affected areas, or conversely returning workers to site from affected areas.

Site workers are required to minimize contact with people near the site and, in some cases, are prohibited from leaving the site during the term of their contract to avoid contact with local residents.

Consideration should be given to requiring workers temporarily residing in the community to move to their permanent place of residence, if any, where they would be subject to the same restrictions.

Community workers who return home daily, weekly or monthly will be more difficult to manage. They must undergo a health check upon entering the facility (as stated above) and, at some point, circumstances may result in them either having to reside at the facility (construction site) or not going to work.

ENTRY / EXIT TO / FROM THE SITE (CONSTRUCTION SITE) AND CHECK BEFORE STARTING

Entry to / exit from site must be controlled and documented for both workers and others, including support personnel and suppliers. Possible measures could include:

Creation of a control system for entry / exit from the facility, enclosing the facility with boundaries and determining the place of entry / exit (if they do not already exist). Entry / exit to the facility must be documented.

Training of security personnel in the (enhanced) system that has been put in place to secure the facility and control entry and exit; training in the behavior required of them to enforce such a system and any specific COVID-19 action.

Training of personnel who will control the entrance to the facility, providing them with the resources they need to document employee entry, conduct temperature checks, and record any employee who is denied entry.

Confirmation that workers are fit for work (relevant references) before they enter the facility or start to work. Although procedures to do this should already be in place, particular attention should be paid to workers with serious health problems or those who may be otherwise at risk. Consideration should be given to the demobilization of personnel with serious health problems.

Checking and recording temperatures of workers and other people entering the facility or requiring them to report on themselves before or after entering the facility.

Conduct daily pre-shift briefings for workers, with a focus on COVID-19, including cough etiquette, hand hygiene and distancing measures, using demonstrations and methods with the involvement of others.

During daily briefings, remind employees to self-manage possible symptoms (fever, cough) and to inform their supervisor or COVID-19 coordinator if they have symptoms or feel unwell.

Preventing a worker from returning from an infected area or after contact with an infected person to a facility for 14 days, or (if this is not possible) isolating such a worker for 14 days.

Preventing the sick worker from entering the facility, referring them to local health facilities if necessary, or requiring them to be isolated at home for 14 days.

GENERAL HYGIENE ISSUES

General hygiene requirements should be notified, verified and include:

Training of workers and staff at the site about the signs and symptoms of COVID-19, how it spreads, how to protect themselves (including regular hand washing and social distancing), and what to do if they or others have symptoms (for more information see site of [WHO COVID-19 advice for the public](#)).

Placing posters and signs throughout the construction site, with images and text in local languages.

Ensuring the availability of hand washing products filled with soap, disposable paper towels and closed trash cans at key locations throughout the facility, including at entrances / exits to work areas; where there is a toilet, a canteen, or where food is distributed or drinking water is provided; in the working room; at places

where garbage is collected; in shops; and in common places. If hand washing products are not available or are not appropriate, arrangements should be made to provide them. An alcohol-based disinfectant can also be used (60-95% alcohol based if possible).

Review and assess worker placement conditions in light of the requirements, which are set out in the [IFC / EBRD workers placement guidelines: procedures and standards](#), which provide with valuable guidance on worker placement good practices.

Allocation of part of the premises for workers for preventive quarantine (self-isolation), as well as for a more formal isolation of personnel who may be infected (see clause (f)).

CLEANING (DISINFECTION) AND DISPOSAL

Carrying out regular and thorough disinfection (cleaning) of all work facilities, including offices, living quarters, canteens, common areas. Consideration of cleaning protocols for major construction equipment (especially if operated by different workers), including the following:

Provide cleaning personnel with appropriate cleaning equipment, materials and disinfectant.

Investigate general disinfection systems, train cleaning personnel in appropriate disinfection procedures and the required frequency in areas of high utilization or high risk.

Where cleaning personnel are required to disinfect areas that have been or are suspected to be contaminated with COVID-19 by providing them with appropriate PPE: gowns or aprons, gloves, eye protection (masks, goggles, or face masks) and boots or closed working shoes. If appropriate personal protective equipment is not available, cleaning personnel should be provided with the best available alternatives.

Training of cleaning staff (cleaners) in proper hygiene (including hand washing) before, during and after cleaning work; how to use PPE safely (if necessary); in waste control (including for used PPE and cleaning materials).

Any health-care waste generated by caring for sick workers should be safely collected in designated containers or bags, handled and disposed of in accordance with appropriate requirements (e.g. national, WHO) If burning of health-care waste is required, this should be as limited in time as possible. Waste should be reduced and sorted in such a way that only the least amount of waste is burned (for more information see [WHO Provisional Guidelines on Water Supply, Sanitation and Waste Management for COVID-19](#)).

REGULATION OF WORKING METHODS

Consider changes to workflows and timelines to reduce or minimize communication between workers, realizing that this can affect the project timeline. Possible measures could include:

Reducing the size of workgroups.

Limiting the number of workers in the workplace (construction site) at any time.

Shift to a 24-hour work shift (rotation), if possible.

Adapting or reorganizing work processes for specific work activities and tasks to provide social distancing, and training workers in these processes.

Continuing of normal (regular) safety training, with adding specific recommendation on COVID-19. Training should include the correct use of regular PPE. Although, at the time of writing of this notes, general guidelines are those that for construction workers PPE specific for COVID-19 is not required, they should be kept in sight (for more information see. [WHO Provisional Guidelines for Rational Use of Personal Protective Equipment \(PPE\) for COVID-19](#)).

Revision of working methods to reduce the use of construction PPE, in case of a shortage of consumables or the need for PPE for medical workers or cleaning personnel. This could include, for example, trying to reduce the need for dust masks, checking that the water spray systems are in good working order and technical condition, or decreasing the speed limit for dump trucks.

Organization (where possible) of working breaks in open areas at the facility.

Consider re-planning of the dining room and staged meals to provide social distancing and staged access to and / or temporarily restrict access to recreational activities that may exist at the facility, including gyms.

At some point, it may be necessary to revise the overall project schedule to assess the extent to which it needs to be adjusted (or stopped altogether) to reflect reasonable working practices, the potential impact on both workers and the community, and the availability of supplies per government recommendations and instructions.

PREVENTIVE PRECAUTIONS

Prepare an area in advance where patient can be isolated. (Guidelines for installing of isolation wards are provided in [WHO Provisional Guidelines for Quarantining Individuals in the Context of Prevention of Coronavirus Disease \(COVID-19\)](#)).

The isolation rooms should be located away from work areas and current work activities. Where possible, workers should be provided with one well-ventilated room (windows and doors open). In cases where this is not possible, isolators should allow at least 1–2 meters between workers in the same room, separating workers with curtains if possible. Sick workers should be restricted in movement, avoiding common areas and premises, and should not allow visitors until specialized health workers arrive. If they need to use common areas (eg kitchens or canteens), they should only do so if there are no affected workers and the area / equipment should be disinfected before and after use.

If COVID-19 infection is suspected, field health workers should follow [WHO Provisional Guidelines for the Prevention and Control of Infections during Care for Suspected Novel Coronavirus \(nCoV\) Infection](#).

An assessment of the current stock of protective equipment should be carried out in advance, and PPE (Personal Protective Equipment) should be prepared in the field. Includes medical PPE such as gowns, aprons, medical masks, gloves and eye protection. (For more information see [WHO Provisional Guidelines for Rational Use of Personal Protective Equipment \(PPE\) for COVID-19](#)).

If PPE is not available due to a global shortage, management should agree on alternatives (with which to replace) and try to acquire them. Alternatives commonly found on construction sites include dust masks, construction gloves, and safety goggles. While these items are not recommended, they should be used as a last resort if medical personal protective equipment is not available.

Respirators (Artificial Lung Ventilation devices) are usually not available in the workplace, and in any case, intubation should only be performed by experienced medical personnel. If a worker is seriously ill and cannot breathe on his own, he should be referred immediately to a local hospital (see (g) below).

Consider existing methods of handling health care waste (used disposable syringes, needles, etc.), including storage and disposal systems (for more information, see [WHO Provisional Guidelines on Water Supply, Sanitation and Waste Management for COVID-19](#) and [WHO Guidelines for the Safe Management of Health Care Wastes](#)).

Appointing of sick workers to local health services. Preparation includes:

Obtain information on the resources and capabilities of local health services (facilities) (eg, number of beds, availability of trained staff and basic necessities).

Conduct preliminary discussions with specific healthcare providers to agree on what to do if referral of sick workers is needed.

Finding out how the sick worker will be transported to the medical facility and checking the availability of such transportation.

Establishing an agreed protocol for communication with local emergency medical services.

A procedure should also be prepared for the knowledge of the project management, what actions should be taken in the event of a fatal case / death of a worker with COVID-19. While the normal procedures under the project will continue to apply, COVID-19 may cause other problems due to the infectious nature of the disease.

The Contractor / Project shall liaise with the relevant local government authorities to coordinate the proposed activities, including any reporting or other requirements in accordance with domestic legislation.

IN THE EVENT OR DISTRIBUTION OF A VIRUS

If a worker has symptoms of COVID-19 (eg, fever, dry cough, fatigue), they should be removed from work immediately and quarantined on site.

If testing is available at the facility (workplace), the worker should be tested at the facility. If the test is not available in the workplace, the worker should be taken to local health facilities for the test (if testing is available).

If the COVID-19 test is positive or the test is not possible, the worker must remain isolated. This will be either in the workplace or at home. If the isolation will take place at home, the worker must be transported to his home using the project transport.

Large-scale disinfection procedures with high alcohol disinfectants should be carried out in the worker's area prior to any further work on the site. The tools used by the worker must be disinfected with special means and the disposal of PPE accordingly.

Employees (that is, employees with whom the sick employee was in close contact) must stop working and must be quarantined for 14 days, even if they do not show symptoms.

The family and other close associates of the worker should be self-isolated for 14 days, even if they do not show symptoms.

If COVID-19 is confirmed by an employee at the workplace, visitors should be prohibited from entering the facility, and work groups should be isolated from each other as much as possible.

If workers live at home and have a family member with confirmed or suspected COVID-19 disease, the worker must isolate himself and not be allowed to the project site for 14 days, even if he has no symptoms.

Workers should be paid for the entire period of illness, isolation or quarantine, or, in those cases where they are required to stop working, in accordance with national legislation.

Required medical care for an employee (whether in the workplace, at a local hospital or clinic) must be paid by the employer.

CONTINUITY OF SUPPLY AND ACTIVITIES WITHIN THE PROJECT

Where there is a spread of COVID-19, either on-site or in a community, access to the workplace (construction site) may be restricted, as well as the movement of materials.

Identify back-up (replacement) staff in case key people in the project management (PIU, chief engineer, contractor, subcontractors) get sick; tell who these people are so people are aware of the steps that have been taken.

Carrying out a proper documentation procedure so that people know who they are and do not rely on the knowledge of one person.

Examine the supply system for the necessary energy, water, food, medicine and cleaning (disinfection) equipment, consider how this might affect and what alternatives are available. A proactive overview of international, regional and national supply chains is essential, especially those supplies that are critical to the project (eg. fuel, food, medical, cleaning and other supplies). Scheduling a temporary suspension for vital goods for 1 to 2 months may be appropriate for projects in more remote areas.

Placing orders for / purchasing vital materials. If not, consider alternatives (if available).

Consider the existing security measures and whether they would be adequate in the event of temporary suspension of normal project operation.

Consider at what point it might be necessary to significantly reduce the workload or completely stop work, and what needs to be done to prepare for this and resume work when it becomes possible or feasible.

Annex 8.1. Acknowledgement form and report template for preparation to COVID-19 (with example from the main project)

I confirm with my handwritten signature that I have read the Regulations of the Regional Office of the ABCC “IDPIP” on the environmental safety of COVID-19, and received a copy of the text of the Regulations.

No.	Full name	Position	Date	Signature

REPORT TEMPLATE FOR PREPARATION TO COVID-19 (with example from the main project)

The COVID-19 report must follow the template below. Be sure to provide a breakdown by different sub-projects, construction sites and / or contractors. Analyze nonconformities and assess their causes, as well as necessary adjustments.

Refer to the guidance documents provided earlier - COVID-19 Review Documents (Borrower's Guidelines and Contractor's Guidelines) on construction works, Emergency Planning Advisory Note for Existing Operations - Examples of mitigation measures / practices to prevent / containment of the spread of COVID-19, etc.

GENERAL INFORMATION
Name of the project / subproject, Date of the report Integrated Dairy Productivity Improvement Project Date of report:
Provide identifying information Project ID: IDPIP
COVID-19 Protection Requirements / Guidelines issued by all levels of government bodies
On March 24, 2020, the Decree “On the introduction of an emergency state on the territory of Bishkek of the Kyrgyz Republic” was signed, for the period from 08:00 on March 25, 2020 to 08:00 on April 15, 2020. On March 24, 2020, the Decree “On the introduction of an emergency state on the territory of Osh, Nookat and Kara-Suu rayons of the Osh oblast of the Kyrgyz Republic” was signed for the period from 08.00 hours on March 25, 2020 to 08.00 hours on April 15, 2020. On April 14, 2020, the Decree was signed on the extension of the state of emergency in certain cities and rayons of the country (Bishkek and Osh, Nookat and Kara-Suu rayons of Osh oblast, Jalal-Abad city and Suzak rayon of Jalal-Abad oblast) until April 30, 2020. On April 14, 2020, the Decree “On the introduction of an emergency state on the territory of Naryn and the At-Bashy rayon of the Naryn oblast of the Kyrgyz Republic” was signed for the period from 08:00 on April 15, 2020 to 08:00 on April 30, 2020. In order to prevent the spread of COVID-19, the IDPIP issued an order on remote operation from March 23, 2020 until the epidemiological situation for coronavirus infection improves. On April 28, 2020, the Decree “On amendments to some decisions of the President of the Kyrgyz Republic” was signed. The decree extended the state of emergency in Bishkek, Osh, Jalal-Abad and At-Bashy rayon of the Naryn oblast until May 10 inclusive.
Brief description of activities / sub-projects that are active, stopped or partially active
Describe the level of activity for each project / sub-project (ongoing construction work on sites, etc.), as well as the type of construction work (if ongoing) and the number of workers at each site separately and for each sub-project / contractor collectively. At the moment, the construction of demonstration farms (DF) of 2019 is being completed: <i>Roof covering works with metal corrugated board Uch-Kainar v. of Ak-Suu rayon completed even before the start of emergency, quarantine.</i>

Work on laying a pipeline for connecting a water supply network in a demonstration farm in Ak-Kochkor village of Dzhetty-Oguz rayon was completed even before the start of the emergency, quarantine. Construction work on demonstration farms of 2019 in Tyup rayon - completed

ESTIMATION OF PERFORMANCE CHARACTERISTICS

Employee placement information

For each sub-project / contractor, please provide information on how many workers live in work camps, how many live in dwellings, hotels, etc .; how many lives in their private homes.

Currently, there is no one at the construction site. Contractor employees live in their own houses.

Transportation from where from / to build. sites and for other reasons related to construction work

If employees need to get to / from construction sites from their place of residence, indicate the mode of transport (public transport, own car, ordered by an employer, etc.)

ABOUT Organized transport / own car.

PREPARATIONS / RESPONSIBILITIES

(b) Site Entry / Exit and Work Start Checks

Describe the measures taken to ensure entry procedures and medical checks.

(c) General hygiene

Describe what are the general hygiene requirements applicable to the workforce associated with the project (both the IDPIP and project workers) and how these requirements are communicated

Consultations were held with pilot dairy processing enterprises, project beneficiaries, contractors, regional representatives of the Project on the importance of preventive measures to prevent the spread of the COVID 19 virus and the need for sanitary and hygienic measures at construction sites of sub-projects.

IDPIP sent dairy processing companies, project beneficiaries, contractors and project workers instructions on the prevention of corona viral infection at construction sites, as well as pilot milk processing plants, project beneficiaries and contractors issued internal orders "On the approval of a management notification scheme in the event of incidents at sites construction, on compliance with the requirements of precautionary measures for COVID-19".

Official information materials about COVID-19 and links to sources developed by the Republican command office and international organizations are regularly sent to the regional representatives of the Project, who, for their part, send them to the stakeholders of the target communities through Whatsapp messengers, e-mail, etc. Also, a regulation has been prepared through Whatsapp messengers, e-mail and directors of pilot milk processing enterprises, project beneficiaries and regional representatives, project employees for the use of PPE, calcium hypochlorite and special equipment for the use of street disinfection.

(d) Cleaning and waste disposal

Provide an overview of cleaning protocols (including disinfection) for all facilities, including offices, living quarters, dining rooms, common areas, and major construction equipment.

No construction work is currently underway. But, own households / farmers, milk collectors are actively involved in the disinfection of roads, streets of settlements, including milk collection points.

(e) Adjusting work practices

Describe what changes have been made to workflows and timelines to reduce or minimize communication between employees

Under field conditions, yard mobile collection of milk, work allows to maintain the required distance. Employees of pilot dairy processing enterprises in milk collection points (MCP) worked no more than 3-5 people at a distance of 2-3m, as directed by the local authorities.

(f) Projecting medical services

Please provide an assessment of whether the existing medical services at the project site are adequate, taking into account the existing infrastructure (size of the medical center, number of beds, isolation wards), medical personnel, equipment and materials, procedures and training. If not, please describe what steps were taken to update.

Medical supervision of the working personnel is carried out by the local polyclinic, the workers are provided with all protective and disinfection agents, as well as medicines.

(g) Local medical and other services

Provide an overview of the resources and capabilities of local health services, and what procedures are in place for when sick workers should be referred. The presence of a nearby medical facility for referral of the patient and the conclusion of an agreement between the Contractor and the institution.

Where should workers go if they have symptoms? Find out from contractors the nearest centers where one can turn.

In the near future, there will be work in the Batken, Jalal-Abad, Naryn and Talas oblasts.

At the first onset of symptoms, they can go to the Rayon Hospitals in Batken, Jalal-Abad, Naryn.

To the rayon hospital in Talas.

(h) Cases or spread of the virus

Describe what is planned to be done to treat a person who becomes ill or exhibits symptoms that may be associated with the COVID-19 virus

Initial isolation in the district FDG, then delivery to the nearest hospital, followed by taking tests for COVID-19. Finding out a possible sites of infection and identifying recent contacts with others and isolating suspects in COVID-19.

(i) Continuity of delivery and project activities

Assess whether the COVID-19 limitation will impact supply chains and what steps will be taken to ensure business continuity. Indicate critical stocks.

Currently, there are delays in the supply of materials and equipment, as most suppliers have closed outlets and warehouses for materials, some of the available materials are being supplied online. There are also increases in prices for materials due to the rise in the US dollar.

(j) CONTINUOUS PLANNING ON OPENING

Responses to COVID-19 can be presented in many ways - as an emergency plan, as an addition to an existing emergency plan and preparedness for work, or as separate procedures. Describe how such measures are presented for each individual sub-project / contractor and when such plan / procedures became effective.

IDPIP sent instructions to dairy processing enterprises, project beneficiaries, contractors / farmers / regional representatives and project workers in the event of an emergency, this instruction will also be accompanied by the regulation of the corona virus infection at construction sites, as well as contractors issued internal orders on the approval of the notification scheme of Management staff in case of accidents at construction sites, on compliance with the requirements of precautionary measures COVID-19 ".

Awareness and communication

(k) Training and communication with workers

Workers should be made aware of the procedures that have been established by the project and their own responsibilities for carrying out those procedures. Provide a description of awareness / preparedness exercises (issuance of specific work instructions, public announcements of medical check-up procedures, access to a health center, etc.) for the workforce.

The IDPIP sent dairy processing enterprises, project beneficiaries, contractors and project workers a regulation for the prevention of corona viral infection at construction sites, as well as contractors issued internal orders "On the approval of a notification scheme for the management team in case of accidents at construction sites, on compliance with the requirements of precautionary measures for COVID-19".

(l) Communication and contact with the community

The community may be concerned about the presence of non-local workers or the risks that the presence of workers at the project site poses to the community. Describe the risk-based procedures to be followed to communicate with local community stakeholders.

Alerting the local population, public hearings on-line via the Whatsapp messenger, by creating a group in the messenger of stakeholders, individuals with the help of regional representatives of the ABCC and employees of pilot enterprises.

Grievance redress mechanism

The grievance / M&E log associated with the project should include an additional column for monitoring complaints / reports / complaints related to COVID-19. Please provide an update on the number of COVID-related FM log entries since the last regular report.

In order to prevent the spread of COVID-19, the IDPIP AF has been working remotely since March 25, 2020, and the GRM M&E of the IDPIP as well.

All communication links are working; requests received by the GRM are recorded in the FM Excel table. (ABCC mail, M&E mail, whatsapp, phone)

Specifically, within the framework of the FM, there was no information about COVID-19, but should be noted that all the ongoing projects of the ABCC informed their beneficiaries and other stakeholders of the project about the prevention of COVID-19. Measures have been taken in the Kyrgyz Republic to contain the spread of COVID-19, and information about COVID-19 has been disseminated in all rayons of the country.

On the recommendation of the World Bank, a line on COVID-19-related appeals will be added to the FM reports.

At this time, the ABCC has not received any complaints related to COVID-19 through the FM.

(m) COVID-19 REPORTING

COVID-19 Cases - Confirmed and Suspected / Investigated

Provide information on employees associated with the project who are confirmed or suspected of being infected with the COVID-19 virus: number, date of isolation, severity of case. No personal information should be provided!

Contractor workers and ABCC workers as of May 4, 2020 have no symptoms of COVID-19. Two employees of the Karakol regional office are isolated as a contact person.

Reporting mechanisms

ESIRT requires the reporting of disease outbreaks. The ABCC / Contractor must report the outbreak following ESIRT guidelines for a “serious” incident. The borrower is informed of any problems or concerns in assisting infected workers at the project sites, especially if the infection rate is approaching 50% of the workforce. Confirm that these reporting requirements are accepted by the appropriate / responsible personnel within the ABCC / Contractor's organizational structure.

Contractors issued an order with an approved notification scheme in the event of an incident. In May 2020, the ABCC recommended that dairy processing enterprises, project beneficiaries and contractors issue internal orders “On the approval of the notification scheme for the management team in the event of incidents at construction sites, on compliance with the COVID-19 precautionary measures.” All dairy processing enterprises, project beneficiaries and contractors that are working must issue this order.

Annex 8.2. Infection control and prevention protocol

(adapted from CDCP “Interim Guidelines for the Prevention and Control of Infections” for patients with confirmed COVID-19 or those who are being screened for COVID-19 in healthcare facilities)

MEDICAL INSTITUTIONS

1. Minimize the likelihood of exposure (staff, other patients and visitors)

- Upon arrival, ensure that patients with symptoms of respiratory infection are in a separate, isolated and well-ventilated waiting area of the MF and provide the patient with a face mask.
- During the visit, ensure that all patients are following respiratory hygiene, cough management, hand hygiene, and isolation procedures. Provide verbal instructions at check-in and provide ongoing reminders using understandable signs with images and captions in local languages. Provide with waiting rooms and wards with alcohol-based hand sanitizers (60-95% alcohol), wipes and face masks
- Provide maximum patient isolation. If separate rooms are not available, separate all patients with curtains. Place in one room only those patients who are definitely infected with COVID-19. No other patients should be placed in the same room with anyone else.

2. Observe standard precautions

- Train all staff and volunteers to take standard precautions: assume that everyone is potentially infected and behave accordingly. Minimize contact between patients and others in the hospital: health care workers should be the only people who have contact with patients, and such contact should be limited to key personnel only. The decision to discontinue a precautionary measure must be made on a case-by-case basis with the local health authorities.

3. Staff training

- Educate all staff and volunteers about the symptoms of COVID-19, how it is spread and how to protect it. Educate the correct use and disposal of personal protective equipment (PPE), including gloves, gowns, face masks, eye protection and respirators (if available), and make sure they understand these rules. • Train the maintenance staff (cleaners) as much as possible an effective cleaning procedure for MF: use an alcohol-based cleaner to wipe down all surfaces; rinse tools with soap and water, and then wipe them with an alcohol-based cleaner; dispose of garbage by incineration, etc.

4. Organization of access and movement of visitors

- Establish procedures for managing, monitoring, and briefing visitors.
- All visitors must comply with respiratory hygiene when they are in common areas of the MF - otherwise they must be removed from the premises.
- Do not allow visitors to enter wards containing persons with confirmed diagnosed or suspected of COVID-19. The use of alternative means of communication should be encouraged, such as using mobile phones. The only exceptions are situations that require caring for the elderly and terminally ill people, as well as children in need of emotional care. During this time, visitors must use PPE.
- All visits should be scheduled and supervised, and once visitors are inside the facility, they should be instructed to restrict movement inside the premises.
- Visitors should be asked to monitor their symptoms for at least 14 days and report signs of acute illness.

CONSTRUCTION WORK CONDITIONS IN AREAS WITH CONFIRMED COVID-19 CASES

1. Minimize the likelihood of exposure

- Any worker with symptoms of respiratory illness (fever + cold or cough) and potentially exposed to COVID-19 should be removed from the site immediately and tested for the virus at the nearest local hospital.
- Close colleagues and those living in the same room with such an employee should also be removed from the site and tested.
- Project management should identify the nearest hospital with testing facilities, refer workers and pay for the test if it is not free.
- Individuals being screened for COVID-19 should not return to work on the project site (construction site) until the test results are available. During this time, they must continue to receive their daily wages.
- If an employee is diagnosed with COVID-19, he / she should continue to receive wages throughout the treatment period until recovery (whether at home or in the hospital).

- If project workers live at home, any worker whose family member is confirmed or suspected of having COVID-19 should be removed from the project site and quarantined for 14 days and still be paid daily wages, even if he has no symptoms.

2. Personnel training and precautions

- Educate all personnel about the signs and symptoms of COVID-19, how it spreads, how to protect it, and the need for testing if symptoms are present. Provide an opportunity to answer questions and dispel any myths.
- Use existing reporting procedures to encourage workers to report symptoms - such as a severe and ongoing cough with a high fever - displayed by their colleagues if they refuse to volunteer to be tested.
- Provide masks for the face and other appropriate PPE of all project workers upon entering the project site (construction site). Anyone with signs of respiratory illness that is not accompanied by a high fever should be required to wear a face mask.
- Provide hand washing products (washstands), soap and alcohol-based hand sanitizer, and make it mandatory to use them when entering and leaving the project site (construction site) and during breaks using understandable signs with pictures and signs in local languages.
- Train all workers in respiratory, cough and hand hygiene using demonstrations and collaborative methods.
- Train cleaners in effective cleaning and waste disposal procedures.

3. Access and distribution control

- In case of confirmation of COVID-19 disease by an employee at the project site, it is necessary to limit the number of visitors from this site, and the work teams must be maximally isolated from each other;
- Before starting any further work in the area where the sick worker was, it is necessary to carry out extensive cleaning procedures using cleaning agents with high alcohol content.

Annex 8.3. SEV / SH Technical Note for COVID-19 Operations

Teams of specialists working on Health, Nutrition and Population (HNP) operations within the fight with the COVID-19 pandemic conducted an initial Sexual Exploitation and Violence / Sexual Harassment (SEV / HA) risk assessment and included an interim clause in the packages that during the implementation of the project, measures will be taken to reduce the risk of SEV / SH. The following information is intended as a technical guide to assist teams in supporting customers in deploying such measures. It has been prepared taking into account the extraordinary nature of these operations and the principles of good practice for SEV / SH risk mitigation. This note does not cover the development of a broader GBV program, which may also include some of the HNP activities. It focuses exclusively on eliminating the risk of SEV / SH, caused by the activities of the project itself and not by the broader SEV / SH risks caused by the COVID pandemic.

- **Teams are not required to conduct SEV / SH risk assessments** taking into account the emergency and the information already available about the increased risk of SEV / SH during humanitarian disasters.
- **Projects should focus on the implementation of the following minimum set of measures, which should be reflected in the ESMF:**

PIU / PCU staff will sign Codes of Conduct. Codes of conduct should not be subscribed to by other health care personnel during crises if information about inappropriate behavior is widely disseminated. Publish or otherwise disseminate messages that explicitly prohibit SEV / SH during the provision of health care - regardless of whether the health workers are guilty or victims.

This may include developing, adapting, translating and distributing communication materials (via local radio, posters, banners, etc.) that describe inappropriate behavior in relation to SEV / SH and, where appropriate, links to existing staff rules for civil servants who may already be accepted. Key messages should be disseminated with an emphasis on the following: i) No sexual or other service can be requested in exchange for medical care; ii) Medical personnel are prohibited from engaging in sexual exploitation and abuse; iii) Any case or suspicion of sexual exploitation and abuse can be reported by (indicate hotline number or communication / feedback mechanism with citizens).

This can be briefly reminded in the daily medical protocol briefings.

This will not include, for example, the physical signing of Codes of Conduct by healthcare professionals, which would be too time consuming or otherwise impossible in an emergency.

Provide health care providers with information on where to access psychosocial support and emergency care services (in the health care system).

Information about which institutions provide psychosocial and emergency health services should be widely disseminated through the health system.

Where appropriate, this will also include the exchange of information on specialized agencies (“One-Stop Service Centers”, “Gender-Based Violence Centers of Excellence” and accessible helplines) where relevant services can be accessed. Where appropriate (eg ME), updated maps showing these sites are maintained at the country level by the Inter-Agency GBV Coordination Group, usually led by UNFPA, and made available quickly.

This will not include additional mapping of the services provided by the project as a separate work.

Promote two-way communication between health authorities and communities to enable the identification of information on SEV / SH cases and to inform about strengthening SEV / SH measures as needed.

Establish public feedback mechanisms for health care providers focusing on overall service delivery (including adequacy of response and areas for corrective action), and this will also cover SEV / SH. The Stakeholder Engagement Plan (SEP) will be an effective mechanism for generating and monitoring community feedback - in particular, so that appropriate mechanisms are in place to deal with SEV / SH. Such feedback mechanisms should be developed in consultation with affected communities (in particular women and girls) in order to determine the preferred alternative to personal complaints (e.g. by phone, over the Internet, etc.) Any changes to traditional complaint mechanisms should be sufficiently highlighted by the communities in the appropriate languages and through appropriate sources (eg, forum posts, radio announcements, social media, community groups, etc.).

This could include developing additional quick guidelines on how to handle SEV / SH complaints when working with existing GRMs or using hotlines (where COVID-19 response work builds on existing health operations with functioning complaint mechanisms) or in cases where new GRMs are created within the project.

If there is an opportunity to do more and go beyond SEV / SH risk mitigation, teams should consult the Gender Mainstreaming Manual for HNP Operations prepared by the Gender Resource Team. Additional Resource: Temporary Technical Note “PROTECTING AGAINST SEXUAL EXPLOITATION AND ABUSE (SEA) DURING COVID-19 PANDEMIC” Version 1.0 March 2020.

Annex 8.4. List of resources used: Guide to COVID-19

Given the rapidly evolving COVID-19 situation, a version of this resource list will be regularly updated and posted on the World Bank's COVID-19 operations internet pages (<http://covidoperations/>).

WHO leadership

Public recommendation

• WHO's advice to the public - including on social distancing, respiratory hygiene, self-isolation and seeking health care - can be found on this WHO website: <https://www.who.int/emergencies/diseases/novel-coronavirus-2019/advice-for-public>

Technical guidelines

- Prevention and control of infections during the provision of medical care for suspected new coronavirus (nCoV) infection, published on March 19, 2020.
- Recommendations to Member States for Improving Hygiene Practices, published on April 1, 2020.
- Center for Severe Acute Respiratory Infections, published March 28, 2020
- Infection prevention and control in healthcare settings (with a focus on resource-limited settings), published 2018.
- Coronavirus Disease 2019 (COVID-19) Laboratory Biosafety Manual, published March 18, 2020.
- Laboratory Biosafety Manual, 3rd Edition, published 2014.
- Laboratory Testing for COVID-19 Including Sample Collection and Shipping Published March 19, 2020
- Priority Laboratory Testing Strategy for 4C Transmission Scenarios, published March 21, 2020.
- Infection Prevention and Control for Safe Handling of Corpses in COVID-19, published March 24, 2020.
- Key Considerations for Traveler Repatriation and Quarantine for COVID-19 Outbreak, published February 11, 2020.
- COVID-19 Preparedness, Prevention and Control for Refugees and Migrants in a Non-Camp Setting, published April 17, 2020.
- Coronavirus Disease (COVID-19) Outbreak: Rights, Roles and Responsibilities of Health Workers, Including Key Occupational Safety and Health Considerations, published on March 18, 2020.
- Oxygen Sources and Distribution for COVID-19 Wastewater Treatment Plants, published April 4, 2020.
- Risk Communication and Community Engagement (RCCE) Action Plan Guidelines for COVID-19 Preparedness and Response, published March 16, 2020.
- Human Quarantine Considerations for Coronavirus Infection (COVID-19) Containment, published March 19, 2020.
- Operational Considerations for COVID-19 Case Management in Healthcare Facilities and Communities, published March 19, 2020.
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- Preparing Your Workplace for COVID-19, posted March 19, 2020.
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WORLD BANK GROUP LEADERSHIP

• Technical Note: Public Consultation and Stakeholder Engagement in World Bank Supported Operations Subject to Restrictions on Public Meetings, published on March 20, 2020.

- Technical Note: Using the Military to Assist in COVID-19 Operations posted March 25, 2020
- ESD / Safeguards Interim Note: COVID-19 Aspects Considered in Construction Projects / Works, published April 7, 2020.
- SES / Z Technical Note for Integrated COVID Response Operations, published March 2020.
- Interim Guidelines for IFC Clients on the Prevention and Management of COVID-19 Health Risks in the Workplace, published April 6, 2020.
- Interim Guidelines for IFC Clients on COVID-19 Worker Support, published April 6, 2020.
- IFC Guidelines for Business Management in Crisis: Facing the COVID-19 Pandemic, published April 6, 2020.
- WBG HBOS Guidelines for Health Care Facilities, published April 30, 2020.

ILO GUIDANCE

- ILO: Frequently Asked Questions about Standards and COVID-19, published March 23, 2020 (contains a compilation of answers to the most frequently asked questions regarding international labor standards and COVID-19)

IFI MANAGEMENT

- ADB: Managing Infectious Health Care Waste During COVID-19 Pandemic
- IsDB Guidelines for Investing in Infrastructure COVID-19 Projects: Rapid Risk Profile and Decision-Making Framework • KfW DEG: A Guide for Employers in a COVID-19 Environment, published March 31, 2020
- CDC Group: A Guide for Employers in a COVID-19 Environment, published March 23, 2020.

Annex 9: Hazardous waste management

The most likely risk in the project is the recovery and transportation of waste slate roofing and possibly asbestos-cement pipes or parts thereof, which will be transferred by the Contractor for their further disposal. The personnel who will be involved in the disposal of the ACM will be at risk of exposure to asbestos. The World Bank's Guidelines for the Management of Asbestos and Asbestos-Containing Materials state that repair or removal and disposal of asbestos-containing materials should only be performed by specially trained personnel.

The requirements of the legislation of the Kyrgyz Republic on handling ACMs are mandatory for all types of work related to the release of asbestos-containing dust, and apply to:

use and application of asbestos-containing products and materials for technical needs;

new construction, expansion, reconstruction, technical re-equipment, repair, conservation and demolition of buildings constructed with the use of asbestos-containing materials;

transportation and storage of asbestos, asbestos-containing materials and products;

production and use of construction and road materials based on by-products resulting from the extraction and processing of asbestos-containing raw materials;

technological processes of loading, unloading, laying ballast and other work performed on asbestos-containing ballast during repair, current maintenance, construction of railway tracks (second tracks or new railway lines), conditions of its storage and transportation.

Compliance with the requirements of these rules is mandatory for legal entities, individuals and citizens carrying out:

construction, reconstruction, technical re-equipment, as well as repair, conservation and demolition of buildings, structures, installations, railways and highways and other special-purpose structures using asbestos-containing materials.

medical services to workers exposed to asbestos and materials containing asbestos due to their occupation.

Safety requirements for working with asbestos and asbestos-containing materials

When asbestos is present on the project site, it should be clearly identified as a hazardous material. Materials containing asbestos should not be cut or broken, as this will generate dust. During renovation, all workers should avoid crushing / damaging asbestos-containing waste, store such waste in designated areas within the construction site, and dispose of it properly in a dedicated or disposal site.

If asbestos-containing waste is to be temporarily stored on site, it must be properly contained in sealed containers and appropriately labeled as hazardous. Precautions should be taken to prevent any unauthorized removal of such waste from the site.

All asbestos-containing materials should only be handled and disposed of by qualified and experienced personnel. Personnel must wear appropriate personal protective equipment (masks, protective gloves and protective clothing). When handling asbestos waste, workers must wear special protective clothing, gloves and respirators. Before removing (if necessary) asbestos from the site, it should be treated with a wetting agent to minimize the release of asbestos dust. The removed asbestos should never be reused.

In the work area presence of people who are not directly related to the work is prohibited.

All workers in the production and use of asbestos should be informed about the hazardous properties of asbestos to health.

All workers must be provided with personal protective equipment: respirators, helmets, goggles, protective shoes.

When loading and unloading asbestos-containing materials, hooks and other sharp devices are not used so as not to destroy them.

Do not allow the discharge of asbestos-containing materials from any height when dismantling the roof and loading and unloading.

In case of destruction of asbestos-containing materials during work, it is necessary to moisten the generated waste in order to prevent the formation of dust.

Collect small asbestos-cement waste in a container and store it covered until it is removed from the construction site.

Transportation of asbestos-cement materials to the place of their disposal or storage in vehicles should be carried out, excluding their fall and damage;
In case of falling and destruction of asbestos-containing materials on their way to the place of disposal or storage, it is necessary to clean the area from parts and take them to the place of disposal or storage.
After unloading at the landfill, asbestos-containing waste must be covered from above with a layer of earth of at least 2m.

Mercury-containing waste management

All mercury-containing wastes containing mercury must be collected and returned for the subsequent recovery of mercury in specialized enterprises.

Electricians, electrical fitters are allowed to work on the replacement and collection of used mercury-containing lamps after testing their knowledge and passing instructions on safety measures when performing this type of work.

The main condition for the replacement and collection of used mercury-containing lamps is to maintain their tightness. Collection and storage of mercury-containing waste should be carried out in a specially equipped room. Storage of mercury-containing waste should be carried out in compliance with safety and health regulations.

Containers for collecting and storing lamps are whole cardboard boxes from fluorescent lamps, cardboard, plywood boxes, chipboard boxes, plastic and paper bags. Packaged used lamps and other mercury-containing waste should be stored on racks to avoid damage to the packaging.

Collection and storage of broken mercury-containing lamps should be carried out in a sealed, steel container with carrying handles and marking "For broken mercury-containing waste". It is forbidden to brake, take waste containing mercury to a landfill and other places not intended for placing hazardous waste.

Transportation of mercury-containing waste should be carried out by specialized transport. In its absence, transportation is carried out by other means of transport, excluding the possibility of creating emergency situations, causing harm to the environment and human health.

When transporting mercury-containing wastes, it is necessary to ensure that they are placed in correct rows to avoid damage to containers in transit, loss of mercury and contamination of vehicles and areas with mercury. Broken lamps should be transported in sealed containers with carrying handles. Throwing packages when loading is not allowed. Packages should be stacked in such a way that more durable containers are in the lower rows.

Annex 10: Other Legislative and By-Laws. The Law of the Kyrgyz Republic “On the rate of payment for environmental pollution (emissions, discharges of pollutants, waste disposal” (2002) sets the rate of payment for environmental pollution in a certain amount per ton of pollutants.

Law of the Kyrgyz Republic “On Water” regulates relations in the field of use and protection of water resources (waters), prevention of environmentally harmful impact of economic and other activities on water bodies and water facilities and improvement of their condition, strengthening the rule of law in the field of water relations. The law regulates the quantity and quality of water discharged into nature, prohibits the discharge of industrial, household and other waste and waste water into water bodies.

Law of the Kyrgyz Republic “On licensing” (1997-2011). According to this law, a license is required to carry out the following activities: (1) processing, placement and destruction of toxic materials and substances, including radioactive materials; (2) transportation (including across the border) of toxic industrial waste.

Ambient air quality standards are given in *Table 10.1*.

Table 10.1: Standards for ambient air quality (mg / m³)

Name of substance	Extremely permissible concentration	Average daily concentration	Class of danger
Total weighed particles	0.15	0.05	3
Sulfur dioxide (SO ₂)	0.5	0.05	3
Carbon monoxide (CO)	five	3	4
Nitrogen dioxide (NO ₂)	0.085	0.04	2
Nitrogen oxide (NO)	0.40	0.06	3
Tetraethyl lead	0.0001	0.00004	1
Source: hygienic standards GN “Maximum permissible concentrations of pollutants in the ambient air of populated areas”, approved by the DGKR dated April 11, 2016 No. 20. Annex 17.			

Water quality standards defined under 3 general categories: fisheries, drinking water and wastewater discharge. Water quality standards include: (i) Hygienic standards GN “Maximum permissible concentrations (MPC) of chemicals in water of water bodies of domestic, drinking and cultural and domestic water use”, approved by the DGKR dated April 11, 2016 No. 20. Annex 16.

(ii) Hygienic standards GN “Approximate permissible levels (APL) of chemicals in water of water bodies for household, drinking and cultural and domestic water use”, approved by the DGKR dated April 11, 2016 No. 20. Annex 20.

International conventions

The Kyrgyz Republic has ratified the following international conventions in the field of environmental protection management:

1. Aarhus Convention on Access to Information, Public Participation in Decision-Making and Access to Justice in Environmental Matters, 1998;
2. Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal, 1996;
3. Convention on Biological Diversity 1996;
4. Convention on Long-Range Transboundary Air Pollution, 2000;
5. United Nations Framework Convention on Climate Change 2000;

6. Rotterdam Convention on the Prior Investigation Procedure for Consent for Certain Hazardous Chemicals and Pesticides in International Trade, 2000;
7. Vienna Convention for the Protection of the Ozone Layer 2000;
8. Montreal Protocol on Substances that Deplete the Ozone Year 2000;
9. Stockholm Convention on Persistent Organic Pollutants, 2002; 10. Convention on Environmental Impact Assessment in a Transboundary Context (Espoo Convention), 2001;
11. Ramsar Convention on Wetlands 2003;
12. UN Economic Commission for Europe Convention on Access to Information, Public Participation in Decision-Making and Access to Justice in Environmental Matters, accession year: 2001;
13. UN Convention to Combat Desertification in Those Countries Experiencing Serious Drought and / or Desertification, Particularly in Africa, year of accession: 1999;
14. Convention on International Trade in Endangered Species of Wild Fauna and Flora, year of accession: 2006;
15. Cartagena Protocol on Biosafety Year of accession: 2005;
16. Convention concerning the Protection of the World Cultural and Natural Heritage, year of accession: 1995.

In accordance with the regulatory legal acts of the Kyrgyz Republic, the requirements of the national labor legislation are adequate and protect the rights of the employee.

The Government of the Kyrgyz Republic pursues a unified state policy in the field of labor protection, determines the functions of ministries and departments, coordinates and controls their activities to ensure healthy and safe working conditions. Local state administrations and local self-government bodies ensure the implementation of state policy in the field of labor protection within their competence in the respective territory.

The main objectives of the Labor Code of the Kyrgyz Republic (as amended by the Laws of the Kyrgyz Republic of December 31, 2019 No. 150) are the establishment of state guarantees of labor rights and freedoms of citizens, the creation of favorable working conditions, the protection of the rights and interests of workers and employers. Labor legislation is aimed at creating the necessary legal conditions for achieving optimal coordination of the interests of the parties to labor relations, as well as the interests of the state.

The main tasks of labor legislation are the legal regulation of labor and relations directly related to them:

- on labor organization and labor management;
- for employment with this employer;
- on vocational training, retraining and advanced training of personnel directly from this employer;
- on social partnership between employers, employees and government bodies, local governments, collective bargaining, concluding collective contracts and agreements;
- on the participation of representative bodies of employees and employers in the establishment of working conditions and the application of labor legislation in cases provided for by law;
- on supervision and control over the observance of labor legislation (including labor protection legislation);
- for the resolution of labor disputes.

Also, in accordance with the Labor Code, the terms of labor contracts are established.

Article 55. Contents of the employment contract. Labor contracts are concluded:

- 1) for an indefinite period;
- 2) for a specified period of not more than 5 years (fixed-term employment contract), unless another period is established by this Code and other laws.

A fixed-term employment contract is concluded in cases where it is provided for by laws, and also when labor relations cannot be established for an indefinite period, taking into account the nature and conditions of the forthcoming work, including:

- with heads, deputy heads and chief accountants of organizations, regardless of their organizational and legal forms and forms of ownership;
- for the duration of temporary (up to 2 months), as well as seasonal work, when, due to natural conditions, work can be performed only during a certain period of time (season);
- to carry out urgent work to prevent accidents, catastrophes and eliminate their consequences and other emergencies;

- to carry out work that goes beyond the normal activities of the organization (reconstruction, installation and commissioning works, audit), as well as for work related to a deliberately temporary (up to 1 year) expansion of production or the volume of services provided;

Article 58. Employment contract conclusion and filing of an employment contract.

The current labor law provides only a written form of the contract. A written contract is a legal document and can be used to protect the rights of an employee in the event of a labor dispute.

In accordance with article 14 of the Labor Code of the Kyrgyz Republic if an employment contract was not properly drawn up with the employee, but he/she, with the knowledge of the employer or his authorized person, began to perform labor functions, the employment contract is considered concluded from the day when the employee actually began to work.

At the same time, the employer is not released from the obligation to legally formalize the employment contract.

Article 60. Invalidity of Labour contract

An employment contract is recognized by the court as invalid if it is concluded: 1) under the influence of deception, threats, as well as on extremely unfavorable conditions for the employee due to a combination of difficult circumstances;

2) for the species, with no intention to create legal consequences (a sham employment contract);

3) a person who is not able to understand the meaning of his actions;

4) a citizen recognized as incapacitated due to mental illness or dementia. Recognition of the contract as invalid does not entail the employee's loss of the right to annual leave, monetary compensation for unused vacation days upon dismissal, the inclusion of the worked period in the insurance period and other benefits.

Article 61. Invalidity of certain provisions of labour contract

Certain conditions of an employment contract are considered invalid if they: 1) worsen the employee's position in comparison with the conditions provided for by this Code, other regulatory legal acts containing labor law norms, collective agreements, agreements or local regulations containing labor law norms;

2) Discriminatory. The invalidity of individual terms of the employment contract does not entail the invalidity of the employment contract as a whole.

Law of the Kyrgyz Republic on labor protection dated August 1, 2003 No. 167 (*As amended by the Laws of the Kyrgyz Republic from April 17, 2009 No. 127, October 31, 2014 No. 149, July 26, 2016 No. 142*) protects all categories of workers without exception. This Law establishes the legal framework for regulating relations in the field of labor protection between employers and employees and is aimed at creating working conditions that meet the requirements for preserving the life and health of employees in the process of working.

This Law applies to:

- employers;

- employees who are in labor relations with employers;

- foreign citizens and stateless persons working in organizations under the jurisdiction of the Kyrgyz Republic. In addition, those and others are subject to the provisions of international treaties that have entered into force in the manner prescribed by law, to which the Kyrgyz Republic is a party.

Article 7. Guarantees of the right of workers to work in conditions that meet the labor protection requirements

The state guarantees employees the protection of their right to work in conditions that meet the requirements of labor protection and industrial sanitation.

The working conditions stipulated by the employment contract must comply with the requirements of regulatory legal acts on labor protection.

At the time of the suspension of work by the authorized state body, determined by the Government of the Kyrgyz Republic, due to violation of labor protection requirements through no fault of the employee, his place of work (position) and average earnings are retained.

If the employee refuses to perform work in the event of a danger to his life and health, with the exception of cases stipulated by the labor legislation of the Kyrgyz Republic, the employer is obliged to provide the employee with another job for the period of elimination of such danger.

If the provision of other work for objective reasons is impossible, the employee's downtime until the danger to his life and health is eliminated is paid by the employer in accordance with the labor legislation of the Kyrgyz Republic.

If the employee is not provided with personal and collective protective equipment (in accordance with the norms), the employer is not entitled to demand that the employee perform his job duties and is obliged to pay for the downtime that arose for this reason in accordance with the labor legislation of the Kyrgyz Republic.

The employee's refusal to perform work in the event of a danger to his life and health due to violation of labor protection requirements or from performing heavy work and work with harmful or hazardous working conditions not provided for by the employment contract does not entail disciplinary proceedings or termination of employment contracts initiated by the employer.

In the event of harm to the life and health of an employee in the performance of his labor duties, compensation for this harm is carried out in accordance with the labor legislation of the Kyrgyz Republic. In order to prevent and eliminate violations of the legislation of the Kyrgyz Republic on labor protection, the state ensures the organization and implementation of state supervision and control over compliance with labor protection requirements and establishes the responsibility of the employer and officials for violation of these requirements.

Article 14. Provision of employees with personal protective equipment

At work with harmful or hazardous working conditions, as well as at work performed in special temperature conditions or associated with pollution, workers are issued with certified personal protective equipment, washing and neutralizing agents in accordance with the standards approved in the manner determined by the Government of the Kyrgyz Republic. The acquisition, storage, washing, cleaning, repair, disinfection and neutralization of personal protective equipment for employees are carried out at the expense of the employer.

Code of the Kyrgyz Republic “On Children” dated July 10, 2012 No. 100 *(As amended by the Law of the Kyrgyz Republic of April 27, 2017 No. 64, March 30, 2018 No. 33, April 24, 2019 No. 56)*

Chapter 2 Rights and interests of children, guarantees of their provision

1. Children from the age of 14 have the right to conclude an employment contract with the written consent of one of the parents and persons replacing them, or the territorial subdivision of the authorized body for the protection of children and, in their free time from school, participate in socially useful work that does not interfere with the process of his education, accessible to them for health and development that does not harm their health, physical, moral and mental state, and also have the right to professional training. This right is ensured in the manner prescribed by law through the system of institutions of primary labor (vocational) training.

2. The procedure for concluding and terminating an employment contract and other features of the regulation of the labor of employees under 18 years of age are established by labor legislation.

Article 15. Use of child labor

1. It is forbidden to accept or involve a child to perform any work that may pose a danger to his health or serve as an obstacle to his education or damage his health and physical, mental, spiritual, moral and social development.

2. The exploitation of child labor in the worst forms of appearance, as well as forced labor of children in any form at enterprises, institutions and organizations, regardless of the form of ownership, including in cooperatives, peasant and farms, is prohibited.

3. It is prohibited to use child labor in work with harmful or hazardous working conditions, underground work, at night, as well as work, the performance of which may harm their health and moral development (gambling, work in night entertainment establishments, production, transportation and trade in alcoholic beverages, tobacco products, narcotic and toxic drugs, etc.).

4. It is forbidden for children to lift, carry and move weights that exceed the limits established for them. The list of jobs where the use of child labor is prohibited, as well as the maximum norms of severity, are approved in the manner established by the Government of the Kyrgyz Republic.

Chapter 3 Bodies in the field of ensuring the rights and interests of children

Article 19. Competence of local state administrations in the field of ensuring the rights of the interests of children. Local state administrations in the field of ensuring the rights and interests of children exercise

the following competences: coordinate the activities of territorial subdivisions of state bodies in the field of ensuring the rights and interests of children; exercise, within their competence, control over the observance of the rights and interests of children in the relevant territory. On December 30, 2003, No. 244, the KR Law “On Ratification of “CONVENTION No. 182 On Prohibition of Immediate Measures to Eliminate the Worst Forms of Child Labor” was adopted. The Kyrgyz Republic, being a party to international treaties, has ratified a number of international acts - the Forced Labor Convention and the Slavery Convention. Kyrgyz Republic adopted the **Kyrgyz law** dated March 17, 2005 No. 55 (*January 11, 2018 N 2*) “**On preventing and combating human trafficking**”. This Law defines the organizational and legal framework for the prevention and combating of trafficking in persons, the procedure for coordinating the activities of bodies engaged in combating trafficking in persons, establishes a system of measures to protect and provide assistance to victims of trafficking in persons.

Objectives of this Law

The objectives of this Law are:

- prevention of activities related to illegal export and trafficking in persons;
- fight against illegal export and human trafficking;
- protection and assistance to victims of illegal export and human trafficking.

Chapter 2. Basics of organizing activities to prevent and combat trafficking in persons

Article 6. Subjects Carrying Out Activities to Prevent and Combat Trafficking in Human Beings

The main subject of management of activities to prevent and combat trafficking in persons and provide it with the necessary funds and resources is the Government of the Kyrgyz Republic.

The executive authorities organize the work of subordinate bodies for the implementation of the legislation of the Kyrgyz Republic, which regulates the issues of preventing and combating trafficking in persons.

Subjects carrying out activities to prevent and combat trafficking in persons within their competence are:

- bodies of the prosecutor's office;
- bodies of internal affairs;
- an authorized body in the field of foreign affairs, diplomatic missions and consul institutions of the Kyrgyz Republic;
- the authorized body in the field of ensuring national security;
- the authorized body in the field of guarding and protecting the state border;
- the authorized body in the field of customs;
- the authorized body in the field of labor and social development;
- the authorized body in the field of education and science;
- the authorized body in the field of public health protection;
- the authorized body in the field of migration;
- local state administrations;
- local government bodies within the delegated state powers.

Entities participating in the prevention, detection and suppression of trafficking in persons within their competence are other executive authorities, the list of which is determined by the Government of the Kyrgyz Republic.

In the event of reorganization or renaming of the executive authorities listed in this article, their functions in the field of preventing and combating trafficking in persons shall be transferred to their successors.

Coordination of the activities of the bodies to prevent and combat trafficking in persons is carried out by the authorized body.

Also, Kyrgyzstan has ratified the Conventions of the International Labor Convention concerning labor protection.

List of some Conventions:

- ◆ ILO Convention 17 of 1925 “On workers' compensation in case of accidents at work”;
- ◆ ILO Convention 97 “On Migrant Workers of 1949”;
- ◆ ILO Convention 105 of 1957 “On the Abolition of Forced Labor”;

- ◆ ILO Convention 182 of 1999 "On the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor";
- ◆ ILO Convention 184 of 2001 "On Occupational Health and Safety in Agriculture".
- ◆ ILO Convention 167 of 1988 "On safety and health in construction";
- ◆ ILO Convention 129 of 1969 "On Labor Inspection in Agriculture";
- ◆ ILO Convention 29, 1930, "On Forced Labor";
- ◆ ILO Convention 45 of 1935 "On the use of women's labor in underground work";
- ◆ ILO Convention 47 of 1935 "On the forty-hour work week";
- ◆ ILO Convention 77 of 1946 "On the medical examination of adolescents in industry";
- ◆ ILO Convention 78 of 1946 "On medical examination of adolescents in non-industrial work";
- ◆ ILO Convention 79 of 1946 "On night work of adolescents in non-industrial work";
- ◆ ILO Convention 90 (Revised) 1948 "On Night Work of Adolescents in Non-Industrial Work";
- ◆ ILO Convention 124 of 1965 "On the medical examination of young people for underground work";
- ◆ ILO Convention 138 of 1973 "On Minimum Return for Employment";

Annex 11. Activities subject to mandatory EIA in the Kyrgyz Republic.

Activities subject to mandatory EIA in the Kyrgyz Republic

1. Energy facilities:

- 1) combined heat and power plants, thermal power plants, hydroelectric power plants;
- 2) industrial installations for the production of electricity, steam, hot water;
- 3) lines of pipelines supplying gas, oil and oil products, heat;
- 4) high-voltage power lines;
- 5) warehouses of oil and oil products, gas, solid fuel;
- 6) ash dumps.

2. Reservoirs.

3. Enterprises for the extraction and processing of oil, oil products, gas.
4. Production of building materials (cement, asphalt, slate, asbestos-cement pipes and others).

5. Agriculture and forestry:

- 1) projects for the intensification of agriculture;
- 2) projects for the organization and reorganization of rural land holdings;
- 3) projects for the management of water resources for agricultural purposes;
- 4) projects of land reclamation in order to change the type of land use;
- 5) poultry, livestock, fish breeding complexes;
- 6) land reclamation projects.

6. Mining industry:

- 1) prospecting and exploration, experimental and operational work;
- 2) extraction of mineral raw materials (marble, basalt, salt, sand, gravel, clay and others);
- 3) coal mining;
- 4) mining of ores;
- 5) processing of ores;
- 6) production of non-ferrous, rare, precious metals;
- 7) disposal and burial of waste, including hazardous and toxic.

7. Metalworking industry:

- 1) machine-tool production;
- 2) production of semiconductor materials;
- 3) enterprises for the repair of aviation, railway transport;
- 4) production of radio and television equipment;
- 5) foundry and metal rolling production.

8. Glass production.

9. Manufacture of pharmaceutical, biological, protein products.

10. Chemical production.

11. Food industry:

- 1) production of fats and oils;
- 2) production of meat and dairy products;
- 3) sugar production;
- 4) tobacco production;
- 5) production of wine and vodka products;
- 6) alcohol production:
- 7) beer production;
- 8) production of canned food.

12. Textile, leather, paper industry:

- 1) primary processing of wool and skins;
- 2) production of chipboards, cardboard, fibreboards;
- 3) leather production;
- 4) paper production;
- 5) dyeing production;
- 6) rubber production.

13. Warehouses of toxic, hazardous, radioactive substances.
14. Facilities for the treatment of waste water, flue gases.
15. Groundwater intakes.
16. Water supply systems of populated areas, irrigation and drainage systems.
17. Construction of roads and railways.
18. Airports, airfields, test sites, inland shipping ports, autodromes.
19. Construction of recreational and tourist facilities.
20. Organization of industrial units.
21. Sewer networks.
22. Mountain lifts and cable cars.
23. Utilization, processing and burial of industrial and household waste.
24. Gas stations.
25. Service stations and pre-sale preparation of vehicles.

Activities not subject to EIA in the Kyrgyz Republic

Routine building renovation.

Internal construction work.

Small construction within a master plan previously subject to EIA.

Research and development that does not pose a threat and danger to the environment.

Purchases that do not require actions that negatively affect the environment.

Construction of houses, social, cultural and communication facilities that do not pose a threat (for example, connecting to central heating, water supply and sewerage systems).

Annex 11. 1. Examples of projects eligible for WB financing. This list is not limited to the following activities, and may be updated after preliminary environmental assessment.

Examples of projects, eligible for WB financing

The category of the project proposal is established based on the primary environmental screening by the local community initiating a project proposal at the stage of the selected the priority and preparation of the proposal, in accordance with the following approximate categorization. At the next stage, the Project Safeguards Specialist clarifies the established category of the project proposal and provides further recommendations for the development of the Environmental and Social Management Plan.

Category “B” - Average potential impact.

An environmental management plan may be required.

- Organization of gardening or arable land on an area of over 5 hectares, or on mountain slopes;
- Processing of agricultural products, food industry
- Livestock (livestock breeding, processing of animal and poultry meat, slaughterhouses).
- Small-scale industrial production, trade, retail, service provision
- Warehouses and storage facilities.
- Renovation and rehabilitation of community infrastructure
- Renovation / repair of public buildings

Category “C” - Low potential impact

- Purchase of agricultural consumables and agricultural machinery;
- Purchase of improved varieties of seeds, seedlings;
- Purchases that do not require actions that negatively affect the environment and social environment;
- Application of approved pesticides / herbicides;
- Gardening or agriculture on an area of up to 5 hectares in flat areas;
- Maintenance;

Examples of projects not eligible for WB financing

Storage of hazardous substances.

Production or sale of hazardous substances containing, for example, carcinogenic, mutagenic or teratogenic properties, including creosote and chlorinated solvents.
 Storage and packaging of pesticides and herbicides.
 Heating and energy supply by burning fossil fuels locally (coal, fuel oil, used automobile and tractor oils, as well as transformer oils).

Projects that do not comply with the fundamental principles of the WB policy

Production and processing of tobacco products.
 Production, distribution or sale of illegal pesticides.
 Sale of natural products from the CITES list.
 Any activity with significant use of radioactive materials.
 Application or production of chlorine / fluorocarbons (CFCs).
 Manufacture of products containing polychlorinated biphenyls (PCBs).

Annex 12: Environmental and Social Management Plan (checklist format)

The Environmental and Social Action Plan Checklist Form is designed to provide “examples of good practice” during implementation of project and construction, is easy to use and is consistent with safety requirements. The template for the checklist is to cover typical approaches to major mitigation measures in relation to contracts with low local impact. It is assumed that this form presents the key elements of the Environmental Action Plan (EAP) or the Environmental Protection Framework (EPF), which must meet the World Bank’s requirements for environmental assessment, within the framework of OP 4.01. The purpose of the development of this checklist is to use it by contractors for the production of small-scale works as a guide, as well as an integral part of the tender documents, carrying out the production of small-scale works in the framework of projects financed by the World Bank.

The checklist contains 3 sections:

Part 1. Contains a narrative that describes the project and identifies the institutional and legislative aspects, the technical composition of the project, the possible need for a capacity development program, as well as a description of the public consultation process. This part can be up to 2 pages of text. If necessary, applications with additional information can be specified.

Part 2. Contains a checklist for environmental and social screening in which activities and possible environmental issues can be checked in a simple way (“Yes” or “No”). If an activity or question is prompted by a “Yes” answer, a link is made to the relevant section in the table below, which clearly articulates the control and mitigation measures.

Part 3. Provides a plan for monitoring activities during project implementation and construction. It retains the EAP form for the usual World Bank requirements for Category “B” projects. This checklist provides for the inclusion of Part 2 and Part 3 in the tender documents for contractors, with prices determined during the tender process and implementation supervision during the execution of works.

Section 1: INSTITUTIONAL AND ADMINISTRATIVE ARRANGEMENTS			
Country			
Name of the project			
Scope of project and activities			
Institutional arrangements (Name and contacts)	The World Bank (Project Team Leader(s))	Project Management	Local Counterpart and/or Recipient

Implementation arrangements (Name and contacts)	Safeguard Supervision	Local Counterpart Supervision	Local Inspectorate Supervision	Contractor
SITE DESCRIPTION				
Name of the site				
Legal address of the site				Annex 1: Site Map <input type="checkbox"/> Yes <input type="checkbox"/> No
Who owns the site?				
LEGISLATION				
National legislation and permits applicable to the project activity				
INSTITUTIONAL CAPACITY BUILDING				
Will there be capacity building activities?	<input type="checkbox"/> No or <input type="checkbox"/> Yes, if YES, then capacity building program is attached			

SECTION 2. Measures to reduce environmental impact			
Will the site activity include / involve any of the following:	Activity	Status	Additional references
	Building rehabilitation	<input type="checkbox"/> Yes <input type="checkbox"/> No	See Section B below
	Contamination of the topsoil with household fecal waste	<input type="checkbox"/> Yes <input type="checkbox"/> No	See Section C below
	Building of historical and cultural heritage	<input type="checkbox"/> Yes <input type="checkbox"/> No	See Section D below
	Handling hazardous substances and materials	<input type="checkbox"/> Yes <input type="checkbox"/> No	See Section F below
	Road-traffic safety	<input type="checkbox"/> Well <input type="checkbox"/> No	See Section G below
	Electricity and heat consumption	<input type="checkbox"/> Well <input type="checkbox"/> No	See Section H below
	The risk of emergencies (fires, damage to engineering communications)	<input type="checkbox"/> Well <input type="checkbox"/> No	See Section I below
	Veterinary waste management	<input type="checkbox"/> Well no	See Section J below
ACTIVITY	PARAMETER	MITIGATION MEASURES CHECKLIST	
A. General conditions	Notification and Worker Safety	<p>Local (regional) executive and administrative authorities, local residents were notified of the upcoming rehabilitation and reconstruction works.</p> <p>All the legally required permits for the renovation have been obtained.</p> <p>All work is carried out in compliance with the current legislation on architectural and construction activities in order to minimize the negative impact on the environment and public health.</p> <p>Workers will be provided with personal protective equipment in accordance with international practice and the requirement of occupational health and safety during construction work. Temporary storage sites for hazardous substances (materials) are isolated from the exposure to atmospheric precipitation. Briefings on how to handle hazardous substances and materials will be provided periodically.</p> <p>Appropriate installation of information boards at the facility will be carried out to inform workers about the basic rules and regulations that they need to follow.</p>	
B. General Rehabilitation and / or Construction Activities	Air Quality	<p>The preferred use of an electric drive for compressors. Timely maintenance of vehicles, control of emissions at the service station. Use of welding equipment with the lowest emission of pollutants.</p> <p>Reducing dust during pneumatic drilling or wall demolition by continuously spraying water and / or installing a dust screen.</p> <p>Purchase of a container for collecting street and yard wastes.</p> <p>The site should not be idle construction equipment with the engines running.</p>	
	Water consumption and sewerage	<p>Introduction of a rational water consumption regime for drinking, household needs. Using a drinking water purification system or using imported bottled drinking water.</p> <p>Wastewater discharge in accordance with legal requirements.</p>	

		Timely maintenance of water consumption and sewerage networks.
	Noise	Execution of work strictly during working hours (no earlier than 7.00 and no later than 23.00) on weekdays. Periodic monitoring of the noise level at the border of the sanitary protection zone, which should not exceed 50 dB. During operation the engine hatches on generators, compressors, and other power equipment should be closed and equipment installed as far away from residential areas as possible. Delivery of large-capacity cargo is carried out only during working hours (from 7.00 to 23.00) on weekdays.
	Terrain disturbance	Refueling of construction equipment at the construction site should not be carried out. Minor repairs carried out only at service stations. An inventory of growing trees should be made and any possibility of damage to these trees should be prevented.
	Waste management	In construction areas, the organization of container for solid municipal waste collection and the arrangement of sites for temporary storage of construction waste to be used and buried should be provided. Neutralization of liquid laboratory waste up to the maximum permissible concentration (MPC) values established in each settlement. In case of inconsistency with the MPC values, the wastewater treatment is organized. The procedure for handling construction and solid municipal waste should be defined in the design documentation.
C. Veterinary waste management	Infrastructure for handling veterinary waste	In accordance with national regulations, the project implementing agency will ensure that the re-equipped and refurbished veterinary laboratories have sufficient funds to handle and dispose of veterinary waste; this should include at least: - Separate collection of veterinary waste from other waste (contaminated instruments, sharp objects, liquids); - Adequate containers and storage locations for such waste; - If such waste is to be handled on site, appropriate disposal measures are to be provided.
	Animal waste. Laboratory and veterinary waste	Animal waste is subject to collection, utilization and destruction under conditions that fully ensure the prevention of the occurrence and spread of animal diseases, excluding their harmful effects on the environment, in compliance with veterinary rules and in accordance with the procedure established by local authorities; disposal of expired vaccines and other hazardous materials in accordance with international procedures; provide procedures for the safe storage and administration of vaccines; carrying out explanatory work and informing the population about zoonotic diseases, to prevent

		feeding of affected animal organs to dogs and cats: especially the liver and lungs, in order to prevent the further spread of echinococcosis.
	Anthrax burial grounds and other animal burials	It is necessary to conduct an inventory of animals in order to register and give a special protection status to burials with anthrax and other burials. Places should be marked on community maps where grazing should be prohibited. A national strategy and a Strategic plan for anthrax control in the Kyrgyz Republic for 2012-2016 were developed.
D. Handling hazardous / toxic substances and materials	Collection and disposal of asbestos	<ul style="list-style-type: none"> - Clear marking of temporary waste storage sites. Where possible, asbestos should be placed in suitable sealed containers to minimize exposure. Isolation of temporary storage sites from the effects of precipitation. - Use of personal protective equipment by workers. Availability of means to eliminate spills and placers of hazardous substances. - Conducting briefings on the procedure for handling hazardous substances and materials. Use of raw materials and materials that are not hazardous to the environment and human health - Prior to removal (if necessary), materials containing asbestos will be wetted to minimize asbestos dust. <p>Engage qualified and experienced specialists in the handling and disposal of asbestos.</p> <ul style="list-style-type: none"> - If asbestos-containing waste is temporarily stored on site, it should be properly placed in sealed containers and labeled as hazardous material. Take safety measures to protect asbestos or asbestos-containing materials from unauthorized removal from the site. - The removed asbestos will not be reused.
	Collection and disposal of toxic / hazardous materials	<p>For temporary storage of hazardous and toxic substances at the site, such substances must be placed in reliable containers, which must indicate the composition and properties, as well as information on handling such substances;</p> <p>Containers with hazardous substances should be placed in hermetically sealed containers to avoid leaks and leaching;</p> <p>Transport waste to official landfills and dispose of surplus excavated material at sites agreed with local authorities. Do not use paints with toxic ingredients or solvents, or lead-based paints.</p>
E. Labor process management	Public Relations Management	<p>A local contact person is appointed within the contractor's team who is responsible for liaising with the local community, as well as receiving regards / complaints from the local community.</p> <ul style="list-style-type: none"> - Conduct consultations with local communities to identify and proactively resolve potential conflicts between external workers and the local population

		<ul style="list-style-type: none"> - Raise awareness of the local community about the risks of sexually transmitted diseases in the presence of external workers; local communities will also take part in such awareness raising activities. (As far as possible, schedule work outside the irrigation season to avoid / minimize disruptions to work. As necessary, the public will be informed of construction schedules, work schedules, service interruptions, bypass routes, temporary bus routes, schedules of blasting works and demolition works, etc. - Limit construction work at night. If necessary, carefully schedule night work and notify the affected community in advance. - Properly mark and fence off the area. - Do not allow temporary storage of construction materials and waste on cultivated land or private property of any type. - Allocate places for temporary storage of construction materials and waste, so as not to impede the free movement of vehicles and pedestrians.
	Labour Management	<p>As far as possible, do not locate worker camps in close proximity to local communities</p> <ul style="list-style-type: none"> - Locate and manage worker camps in consultation with neighboring communities - As much as possible recruit unskilled or low-skilled workers from local communities. - Where possible, train workers to improve the quality of community participation in project implementation - Provide latrines (toilets and hand washing areas) on site with sufficient hot and cold water, soap and hand dryers. - Establish temporary septic tanks for any seasonal workers' camp, without contaminating nearby watercourses - Raise awareness among workers about the general principles of community relations management;
	Gender and female violence	<p>The contractor must ensure that his personnel are informed of the consequences of gender-based violence, sexually transmitted diseases and obscene behaviors. With local residents, in particular with young men, explanatory work was carried out on the prevention of indecent behavior in relation to the contractor's personnel and informed about the legal consequences of damage to the contractor's property, etc.</p>

	Child labour	The contractor must ensure that children under 16 are not involved in construction work on the project. The local government of the regional department of social protection (a subdivision of the Ministry of Labour and Social Protection of the Kyrgyz Republic), in close cooperation with local governments, will inform local communities about the consequences of child labor and school dropouts.
	Labor resources	As far as possible, the local population will be involved in the work. All employees are to comply with the requirements of the Code of Conduct; a mechanism for submitting of complaints and suggestions will be created for the population. The introduced grievance mechanism for contractors will work equally.
F. The risk of a new coronavirus infection (COVID-19) among employees of the organization (enterprises, farms).	COVID-19 prevention awareness and worker safety in organizations.	<p>Compliance with the requirements of legislative technical, hygienic and organizational measures for environmental safety and labor protection on the basis of the current legislative and other regulatory acts of the Kyrgyz Republic.</p> <ul style="list-style-type: none"> - Conduct health and safety training for the Contractor's personnel (including project workers and any other personnel that the Contractor uses at the site / facility, including personnel and other employees of the Contractor and Subcontractors, as well as any other personnel who assist the Contractor in carrying out project activities); - Implement workplace procedures for Contractor personnel requiring employees to report unsafe or unhealthy work situations; - To give the Contractor's personnel the right to report work situations that, in their opinion, are not safe or healthy, and to withdraw themselves from such work situations, which, in their opinion, have a reasonable basis and pose an immediate and serious danger to their life or health (without any harassment for reporting or firing); - Require the adoption of measures to prevent or minimize the spread of disease, including measures to prevent or minimize the transmission of infectious diseases that may be associated with the inflow of temporary or permanent labor on a contract basis; - To familiarize all employees of contractors / employees involved with the safety regulations and action plan in case of infection / detection of COVID-19.
G. Contamination of the topsoil with household fecal waste	Surface layer of soil	Designing site, taking into account the characteristics of the landscape and carrying out land reclamation. Installation of dry closets and cabins. Organize timely maintenance of dry closets.
H. Building of historical and cultural heritage	External and internal building structures	Obtain prior permission from the Ministry of Culture, Information and Tourism of the Kyrgyz Republic for construction work.

I. Road-traffic safety	Direct or indirect threats to public transport and pedestrians during construction works	In accordance with the requirements of the legislation on architectural and construction activities, the contractor guarantees that the construction site will be fenced and construction work is clearly regulated in this area. - Warning signs for the public and public transport about all potentially hazardous work will be displayed and visible. - Safe passages and crossings will be created in places of movement of public transport and people. The work of contractor will be organized out of peak hours. - Also, safe and uninterrupted access of the population to social and cultural facilities, trade and medicine will be ensured during the entire period of the construction organization's operation.
J. Electricity and heat consumption	Depletion of natural resources. Indirect emission of greenhouse gases (when electricity and heat are consumed from external sources)	Maintaining the rational use of electrical and thermal energy. Use of energy-saving appliances and equipment.
K. The risk of emergencies (fires, damage to engineering communications)	Property damage, illness, loss of life, air pollution, water resources, soil and health impact	Compliance with fire safety requirements, timely maintenance of engineering communications Development of an emergency response plan.

PART 3: MONITORING PLAN							
Stage / project activities	WHAT is the parameter to be monitored?	WHERE is the parameter to be monitored?	HOW is the parameter to be monitored?	WHEN (specify frequency / or on an ongoing basis?)	WHY is the parameter being monitored?	Cost (if not included in the project budget)	WHO is responsible for monitoring?
During project implementation							
Health and Safety of workers	- Construction workers use special clothing and personal protective equipment; - Strict compliance with the rules of operation of construction equipment	Construction site	Visual observation and analysis of the submitted documentation	During construction and in accordance with government regulations related to ensuring of	Reduce the likelihood of injuries and accidents for builders	PIU costs as part of project implementation costs	PIU Company Technical Supervision Consultant

	<p>and the use of personal protective equipment;</p> <ul style="list-style-type: none"> - Strict compliance with the laws and regulations of the KR governing construction work; - Availability of basic fire-fighting tools and means; <p>Availability of records on training and receipt of instructions on labour safety</p>			occupational health and safety			State Inspectorate for Environmental and Technical Safety
Provision with construction materials	<ul style="list-style-type: none"> - Purchase of construction materials from a registered supplier 	At the supplier's office or warehouse	Verification of documents	During contracting	Provide technical instructions regarding the facility and its safety for human health	PIU costs as part of project implementation costs	PIU
Transportation of construction materials and waste Construction machinery movement	<ul style="list-style-type: none"> - Technical condition of vehicles and equipment; - Protection of cargo in a vehicle with help of special upholstery; - Compliance with the established time and routes of transportation 	<ul style="list-style-type: none"> - Construction site; - Routes for transportation of construction materials and waste 	Survey of roads adjacent to a construction site in the direction of the route	Sudden checks during working and non-working hours	<ul style="list-style-type: none"> - Limit soil and air pollution from emissions; - Limit noise and vibration inconveniences for local communities; - Minimize traffic violations. 	Included in contractor costs	<p>PIU</p> <p>Company</p> <p>State traffic inspectorate</p> <p>Technical Supervision Consultant</p> <p>State Inspectorate for Environmental and Technical Safety</p>

Maintenance of construction equipment	<ul style="list-style-type: none"> - Washing vehicles and construction equipment outside the construction site or at a maximum distance from natural streams; - Refueling or lubricating of construction equipment outside the construction site or at a predetermined point; - Instructions for the technical operation of the construction equipment service center: Hard impermeable floor covering or adsorbent (fine gravel, membrane); Sufficient space and impervious barriers around fuel containers; Fixed fire extinguishing equipment. 	Construction site and adjacent construction and installation base (if any)	Activity inspection	During the operation of the equipment	<ul style="list-style-type: none"> - Avoid contamination of water and soil with oil products due to equipment operation; - Timely localize and reduce the expected damage in the event of a fire 	Included in contractor costs	Company Technical Supervision Consultant
Construction waste generation	<ul style="list-style-type: none"> - Temporary storage of construction waste in specially designated areas; - Timely disposal of waste to officially designated sites 	Construction site; Waste disposal site	Activity inspection	Periodically during construction and after completion	<ul style="list-style-type: none"> - Prevent pollution of soil, surface and ground waters; - Avoid accidents at the construction site due to scattered fragments of 	Included in the costs of contractors, businesses, breeder / farmer.	PIU Company Municipality

					building materials and debris; - Maintain the aesthetic appearance of the construction site and its surroundings		Technical Supervision Consultant State Inspectorate for Environmental and Technical Safety
Household waste generation	<ul style="list-style-type: none"> - Placement of containers for waste collection at the construction site and construction base (if any) - Agreement with the relevant municipality for the regular disposal of household waste 	Construction site and construction and installation base (if any)	Visual observation	Total period of construction	Prevent soil and water pollution from household waste	Included in the costs of contractors, businesses, breeder / farmer.	PIU Company Municipality Technical Supervision Consultant State Inspectorate for Environmental and Technical Safety
Reconstruction and improvement of the construction site	<ul style="list-style-type: none"> - Final cleaning of the construction site 	Construction site	Activity inspection	Construction completion period	Reduce the loss of landscape aesthetic value due to construction work	Included in costs for contractors, businesses, breeder / farmer	PIU Company Municipality Technical Supervision Consultant

							State Inspectorate for Environmental and Technical Safety
Generation of non-hazardous construction waste	<ul style="list-style-type: none"> - Temporary storage of construction waste in specially designated places; - Timely garbage disposal to officially authorized places 	Construction site; Landfill site	Verification of works and analysis of supporting documents for the collection and transportation of waste	Periodically, during construction and after its completion	<ul style="list-style-type: none"> - Prevent pollution of soil, surface and groundwater; - Prevent accidents at the construction site due to scattered fragments of building materials and construction waste; - Preserve the aesthetic appearance of the construction site and the surrounding area 	Included in costs for contractors, businesses, breeder / farmer No specific additional costs: included in the general responsibilities of the municipality	PIU Municipality
Waste generation from dismantling of deteriorated equipment	<ul style="list-style-type: none"> - Temporary storage of dismantled equipment or metal structures in specially designated areas; - Transportation of dismantled equipment or metal structures to a 	Construction site / installation site Processing enterprise	Verification of works	Periodically, during construction / installation and after completion	<ul style="list-style-type: none"> - Prevent pollution of soil, surface and groundwater; - Prevent accidents at the construction site due to scattered discarded 	Included in costs for contractors, businesses, breeder / farmer	PIU

	metal processing plant.				materials and equipment; - Preserve the aesthetic appearance of the construction site and the surrounding area		
Generation of construction waste containing asbestos as a result of roof replacement	<ul style="list-style-type: none"> - Removal of roofing sheets containing asbestos with minimal crushing to prevent dust formation; - Spraying roofing sheets with water during removal to minimize dust generation; - Temporary storage of dismantled roofing sheets covered in a specially designated place; - Timely removal of roofing sheets in closed freight transport to a special place for disposal; - Backfilling with asbestos-laden waste at the final disposal site; - The use of special clothing and personal 	Construction site; Landfill site	Verification of works Analysis of supporting documents for the collection and transportation of garbage	Periodically, during construction and after its completion	<ul style="list-style-type: none"> - Prevention of harm to the health of construction workers and other people who may enter the construction site; - Preventing health hazards for waste disposal workers and others who may enter the waste disposal site 	Included in the costs of contractors, businesses, farmer No specific additional costs: included in the general responsibilities of the municipality	PIU Municipality

	protective equipment (goggles and respirators) by workers and employees responsible for working with waste containing asbestos at every stage						
Toxic waste generation from replacement of mercury lamps	<ul style="list-style-type: none"> - Strict separation of used mercury lamps and other types of waste accumulated in public buildings; - Preparation of toxic waste for temporary storage by placing in containers and full labeling (composition details, substances and information on disposal); - Recycling and disposal by a contractor licensed to dispose of waste 	<ul style="list-style-type: none"> - Territory of public buildings; - Processing plant 	Visual inspection	Periodically, during storage and processing of toxic waste	Prevent soil and water pollution	Included in costs for contractors, businesses, breeder / farmer	<p>PIU</p> <p>State Inspectorate for Environmental and Technical Safety</p>
Public works (construction / installation / reconstruction)	The parameters are prescribed in the building permit - all special building conditions imposed by various authorities	Project documentation; Construction permit	Part of the regular checks carried out by PIU	During construction / installation and before the issuance of the Operation Permit	Regular inspections are prescribed in the construction permit to ensure compliance with environmental requirements according to the laws and regulations of the	Included in contractor costs	<p>Construction Manager</p> <p>PIU</p>

					Kyrgyz Republic and the ESMP		
	Air quality and noise	On the construction site	Visually	Under construction	Prevent environmental pollution and health impacts of workers	Included in contractor costs	Construction Manager PIU
	Wastewater	On the construction site	Visually	Under construction	Prevent environmental pollution and health impacts of workers	Included in contractor costs	Construction Manager PIU
Planning and restoration work at the construction site	Final cleaning of the construction site and permanent access roads, as well as the necessary landscape design and landscaping	Construction site	Verification of works	Final construction period	Reduce the loss of aesthetic value to the landscape as a result of construction work	Included in contractor costs	Construction Manager ABCC
During operation							
Equipment operation and maintenance	Regular maintenance of facilities is carried out	Territory of public buildings	On-site inspection	The entire period of operation	Keeping the facility in a safe and working condition	Should be included in the budget for the operation and maintenance of the enterprise	Public buildings administration
Operation and maintenance of equipment for agricultural processing, milk collection and cooling and	Regular maintenance of facilities is carried out	Territory of public buildings	On-site inspection	The entire period of operation	Keeping the facility in a safe and working condition	Should be included in the budget for the operation and maintenance of the enterprise	Public buildings administration

related construction and rehabilitation activities of a small volume							
Livestock waste	Regular maintenance of facilities is carried out	Territory of public buildings	On-site inspection	The entire period of operation	Slaughter workshops. Installation of Becceri pits in each aiyl aimak. Public awareness raising, training, information dissemination.	Should be included in the budget of the Breeder / Farmer, Local Government	Bodies of state veterinary inspection
Emergency preparedness	Availability of fire-fighting equipment in accordance with the regulatory requirements of the Kyrgyz Republic	Territory of public buildings	Periodic checks	The entire period of operation of the site	<ul style="list-style-type: none"> - Reduce risks for workers and visitors - Avoid disruptions and inconvenience to workers and visitors 	Should be included in the budget for the operation and maintenance of the enterprise	<p>Public buildings administration</p> <p>State Inspectorate for Environmental and Technical Safety</p>

Annex 13. Minutes of public hearings and list of participants

Протокол Онлайн общественного слушания по обсуждению Рамочного документа экологического и социального управления (РДЭСУ) в рамках Дополнительного финансирования проекта Всемирного Банка « Комплексное повышение производительности молочного сектора в Иссык-Кульской, Нарынской и Таласской областях Кыргызской Республики », реализуемого ЦКА/ОУКЛ в Иссык-Кульской области .

Дата: 13.04.2021 года

Время и место проведение : 14:00 часов Иссык-Кульская область

Повестка дня:

1. Обсуждение проекта Рамочного документа экологического и социального управления (далее РДЭСУ), подготовленного для Дополнительного финансирования проекта « Комплексное повышение производительности молочного сектора в Иссык-Кульской, Нарынской и Таласской областях Кыргызской Республики », реализуемого ЦКА/ОУКЛ в Иссык-Кульской области .

Модератор встречи : Садырбек кызы Алтынкуль специалист по охране окружающей среды ЦКА/ОУКЛ

Участники встречи: Список участников из 33 человек прилагается к протоколу.

Садырбек кызы Алтынкуль приветствовала участников встречи, рассказала о проекте РДЭСУ. Отметила, что у участников была возможность ознакомиться с данным документом, т.к. ранее он был отправлен электронный вариант документа на электронные адреса участников. Также было акцентированно внимание участников встречи на то, что согласно стандартам Всемирного Банка необходимо учитывать и управлять экологическими и социальными мерами.

Далее Садырбек кызы Алтынкуль рассказала, что раскрытие информации для заинтересованных сторон о рассматриваемом документе является одним из требований всемирного Банка. Доступной форме изложен материал проектного документа РДЭСУ посредством голосовых сообщений. И добавила, что настоящая встреча является хорошей возможностью, при необходимости, внести на рассмотрение предложения по дополнению или уточнению РДЭСУ.

Асанов М.О.- [И.О ответственный секретарь а/о с.Тепке Ак-Суйского района](#): В период реализации 2-ой Фазы проекта могут ли повторно получить кредит фермеры с.Тепке Ак-Суйского района? Сохранятся ли те же условия в сборе и заполнении документов на получение кредита?

Садырбек кызы А - СООС ЦКА/ОУКЛ : Если в проектную территорию кредитной линии войдет данное село, то могут получить фермеры которые ранее не получали кредит по проекту. Фермеры, которые получили кредит не могут получить снова, потому что они еще не погасили действующий кредит на приобретение КРС. Процедуры получения кредита останетса прежним более удобным и мобилизованным в селах.

Кадыров Жакыпай- [Фермер/сдатчик молока с. Кереге-Таш Ак-Суйского района](#): По Компоненту 2 проект будет обучать 10000 человек, а сколько из них будут обучаться фермеры Иссык-Кульской области? У меня нет замечаний и предложений по данному документу, желаю команде успешной реализации проекта в нашем регионе.

Искеев Т.Ч. - Специалист по животноводству КРО ЦКА: После проведения анализа, будет ясно количество обучающих групп по трем областям.

Уразбеков Эрмек- [Иссык-Кульский государственный центр ветеринарной и экспертной диагностики г.Каракол](#): Для начала хочу поблагодарить команду, которая реализовала 1-ую Фазу проекта и пожелать успехов в реализации 2-ой фазы проекта. Проектом оказана помощь ветеринарной лаборатории г.Каракол в оснащении новейшими оборудованием. Химикотоксикологические и пищевые отделы лаборатории еще не полностью оборудованы, предусмотрено ли в продолжении проекта дополнительное оснащение лаборатории?

Садырбек кызы А СООС ЦКА/ОУКЛ: Будет оказана техническая помощь лабораториям в Караколе и Балыкчи, Иссык-Кульская область, в целях содействия процессу аккредитации.

Жолдошбаев Айбек - [Частный ветеринар](#): Приятно слышать, что во 2-ой Фазе проекта фермерам будет доступно получить кредит на приобретение племенного скота. Хотелось бы чтобы фермеры, которые обучались по Компоненту 2 приоритетно первым получали кредит, чем фермеры которые не обучались. Фермеры, которые прошли обучение могут комфортно содержать племенной скот в своих домохозяйствах.

Садырбек кызы А СООС ЦКА/ОУКЛ: Мы примем ваши сведения и обсудим с командой ЦКА и ОУКЛ.

Жолдошбаев Айбек- [Частный ветеринар](#): Какая сумма предусмотрено для поддержки региональным центрам ветеринарной диагностики? По данному рамочному документу у меня больше нет вопросов, полностью поддерживаю и желаю успехов команде реализации проекта.

Садырбек кызы А СООС ЦКА/ОУКЛ: Подкомпонент 1В: Поддержка региональных центров ветеринарной диагностики (ДФ - 0,9 млн.долл.США)

Жолдошбаев Айбек- [Частный ветеринар](#): Поднял вопрос о проведении мероприятий по профилактике болезней животных и противоэпизоотических мероприятий? Возможно ли проектом ввоз замороженной семени других пород например, Симменталь ?

Искеев Т.Ч. Специалист по животноводству КРО ЦКА: Для этого специально существует государственная служба, которая занимается данными задачами у проекта другие задачи и цели. Всемирным банком одобрена порода бурой швицкой породы, как улучшитель местного скота и алатауской породы

Апсаматов А.Т.- [Частный ветеринар](#): Хочу отметить, что при будущем мобилизации обучающих групп по Компоненту 2 и Компоненту 3 надо будет дать четкое разъяснение мобилизаторам при формировании групп. В Тонский район будет ли установлен охладитель

танкер в ПСМ? По рамочному документу у меня нет замечаний и предложений, я полностью одобряю и желаю успехов команде в реализации данного проекта.

Искеев Т.Ч Специалист по животноводству КРО ЦКА: Мы примем ваши сведения. Да, будет.

Темирова Н.А.- НПО « Успех» с.Семеновка Иссык-Кульский район: К сожалению, я не смогла принять участие в свое время, но прочитав рамочный документ и прослушав презентацию, поддерживаю его и одобряю.

Аалы уулу Каныбек- Инженер по сырью ЗАО «Сут-Булак»: Хочу отметить ,что команда проекта успешно реализовала 1-ую Фазу проекта. Верим что в продолжении проекта многим фермерам и переработчикам проект окажет поддержку в развитии молочного сектора. Предусмотрено ли, в лабораториям гг Каракол и Балыкчы приобрести за счет проекта оборудование по определению антибиотиков в молоке, так как возникают трудности при отправке и делать анализы в г. Бишкек независимым лабораториям. Намного удобнее было делать их в гг.Каракол и Балыкчы?

Искеев Т.Ч. Специалист по животноводству КРО ЦКА: В ветеринарных лабораториях гг.Балыкчы и Каракол делают анализы на определение антибиотиков в молоке.

Уразбеков Эрмек: После получения аккредитации ветеринарной лаборатории мы можем официально выдавать заключения.

Кадуев Майрамбек- Сборщик с. Кичи-Жаргылчак района Джеты-огузского района: Проектом были оснащены пункты сбора молока (ПСМ) в регионах Иссык-Кульской области. Предусмотрено ли во 2-ой Фазе проекта приобретение весов и счетчиков для ПСМ?

Искеев Т.Ч. Специалист по животноводству КРО ЦКА: Такими мелкими оборудованиями должен обеспечить молокоперерабатывающий завод. Проектом не предусмотрено.

Ошоев Мурат - Частный ветеринар: По рамочному документу у меня нет вопросов. Относительно кредита у меня есть обращение фермеров, что проект может по договоренности с крупными фермерами приобретать племенных коров и выдавать фермерам не в деньгами, а уже коровами.

Осконбаева Кымбат- Фермер/сдатчик молока с. Чолпон Ак-Суйского района: У меня нет замечаний и предложений по данному документу, желаю команде успешной реализации проекта в нашем регионе.

Эсекеев Омурбек - Осеменатор с.Ак-Булак Ак-Суйского района: У меня нет замечаний и предложений по данному документу, желаю команде успешной реализации проекта в нашем регионе.

Жолдошбаев Нурлан-Заместитель начальника Регионального управления по городам Чолпон-Ата, Балыкчы, Тонскому и Иссык-Кульскому районам Государственной инспекции по экологической и технической безопасности при Правительстве КР: В документе

отражены все смягчающие меры по мерам безопасности и охране труда и социальные аспекты что очень радует. По данному рамочному документу у меня больше нет вопросов, полностью поддерживаю и желаю успехов команде реализации проекта.

Джумашев Шергазы Султанбекович - Начальник Управление по градостроительству и архитектуре Иссык-Кульской области: Документ объемный и много информации изложено, незначительные строительные работы в частных домохозяйствах будет, радует, что отвода земель не будет и переселения. У меня нет замечаний и предложений по данному документу. Команде ЦКА желаю успешной реализации проекта.

Садырбек кызы Алтынкуль поблагодарила за встречу и предложила завершить онлайн встречу.

Р Е Ш И Л И

Собрание поддерживает Рамочный документ экологического и социального управления проекта ДФ « Комплексное повышение производительности молочного сектора в Иссык-Кульской, Нарынской и Таласской областях Кыргызской Республики», реализуемого Центром конкурентоспособности агробизнеса и Отделом Управления кредитной линии при Министерстве Финансов, что население Иссык-Кульской области желает и готово к реализации данного проекта.

Председатель собрания

[Заведующий отделом регионального развития](#)

АППШКР Иссык-Кульской области :
Секретарь собрания:

Ахмедшарипов А.А.
Садырбек кызы А

Протокол

Онлайн общественного слушания по обсуждению Рамочного документа экологического и социального управления (РДЭСУ) в рамках Дополнительного финансирования проекта Всемирного Банка “Комплексное повышение производительности молочного сектора ”, реализуемого ЦКА/ОУКЛ в Нарынской области

Дата : 14.04.2021года

Время и место проведение : 14:00часов в Нарынской области

Повестка дня:

1. Обсуждение проекта Рамочного документа экологического и социального управления(далее РДЭСУ), подготовленного для Дополнительного финансирования проекта « Комплексное повышения производительности молочного сектора в Иссык-Кульской, Нарынской и Таласской областях страны Кыргызской Республики» , реализуемого ЦКА/ОУКЛ в Нарынской области.

Модератор встречи : Садырбек кызы Алтынкуль специалист по охране окружающей среды ЦКА/ОУКЛ

Участники встречи: Список участников из 36 человек прилагается к протоколу.

Садырбек кызы Алтынкуль приветствовала участников встречи, рассказала о проекте РДЭСУ. Отметила, что у участников была возможность ознакомиться с данным

документом, т.к. ранее он был отправлен электронный вариант документа на электронные адреса участников. Также было акцентированно внимание участников встречи на то, что согласно стандартам Всемирного Банка необходимо учитывать и управлять экологическими и социальными мерами.

Далее Садырбек кызы Алтынкуль рассказала, что раскрытие информации для заинтересованных сторон о рассматриваемом документе является одним из требований всемирного Банка. Доступной форме изложен материал проектного документа РДЭСУ посредством голосовых сообщений. И добавила, что настоящая встреча является хорошей возможностью, при необходимости, внести на рассмотрение предложения по дополнению или уточнению РДЭСУ.

Мусуралиев М.К.- [Нарынский областной сектор системы идентификации, отслеживания животных и контроль болезни животных – заведующий сектором](#) : Отдельно в проекте нет компонента по ветеринарному управлению? Возможно ли проектом проведение мероприятий по профилактике болезней животных и противоэпизоотических мероприятий?

Садырбек кызы А- СООС ЦКА/ОУКЛ: В рамочном документе отражены вопросы по управлению биологическими и ветеринарными отходами.

Искеев Т.Ч.- Специалист по животноводству КРО ЦКА: Для этого специально существует государственная служба, которая занимается данными задачами у проекта другие цели и задачи.

Эсенканова Акылбубу - [Сборщик с. Мин-Булак](#): У нас есть небольшой цех по переработке молока, сможем ли мы получить через проект оборудование или приобрести племенных коров?

Садырбек кызы А – СООС ЦКА/ОУКЛ: Вы можете воспользоваться услугами Компонентом 3 на приобретение оборудования и приобретение КРС.

Имербаева Каныкей - [Фермер/сдатчик](#): Какая сумма кредита и на какой срок выдается?

Садырбек кызы А - СООС ЦКА/ОУКЛ : Инвестиционное финансирование с графиком погашения до трех лет, в целях предоставления фермерам и сборщикам молока возможности закупать более продуктивных животных для улучшения своего поголовья, улучшать условия содержания скота, приобретать оборудование для испытания качества молока, закупать оборудование для производства кормов.

Турганбаева Гулумкан - [Сборщик](#): Приемщики молока могут ли за счет проекта получить молоковоз? Когда начнется кредитование населения?

Искеев Т.Ч.- Специалист по животноводству КРО ЦКА: Нет, мы будем оснащать пункты сбора молока танкером охладителем. Вы можете воспользоваться услугами Компонентом 3 на приобретение оборудования при групповом потреблении.

Урмат Омурбеков- [Пастбищный комитет Кочкорского района](#): Все было понятно, у меня нет замечаний и предложений по данному документу, желаю команде успешной реализации проекта в нашем регионе.

Рахатбек уулу Эркин- [Управление по градостроительству и архитектуре Нарынской области – Начальник](#): По рамочному документу у меня нет вопросов, проект хороший и нужный для реализации в нашем регионе и я полностью поддерживаю и желаю успехов команде в реализации проекта.

Турдукеев Жаныбек Дюшеналиевич- [Заместитель начальника Регионального управления по городу Нарын.Ат-Башинскому, Ак-Талинскому, Нарынскому и Тогуз-Торойскому районам Государственной инспекции по экологической и технической безопасности при Правительстве КР](#): Все было понятно изложено, у меня нет замечаний и предложений по данному документу, желаю команде успешной реализации проекта в нашем регионе.

Жээнбек кызы Гульзат.- [Фермер/сдатчик с.Жан Булак](#): У меня есть помещение по приему молока, хотела написать минипроект по получению оборудования и приобретению племенных коров, я воспользуюсь вашим проектом и буду плодотворно сотрудничать с вами.

Айтакунов Жолдош Абдрасулович - [ЖАК « Нарын-Сут Азык»](#): Я полностью одобряю этот проект, было бы хорошо, если молоко сдатчики имели все необходимые приборы для проверки качества молока. Потому, что в данный момент качество молока желает лучшего.

Жанболотова Эльвира Багалиевна- [Аппарат полномочного представительства Правительства КР в Нарынской области- заведующий отделом социального развития и мониторинга](#): Данный проект хороший и нужный для реализации в нашем регионе и я полностью поддерживаю и желаю успехов команде в реализации проекта.

Озгоршова Айгерим- [Фермер/сдатчик](#): Мне проект понравился, и я поддерживаю данный проект, желаю команде успешной реализации проекта в нашем регионе.

Далее Сапаров Адыл Сотоевич -[1 заместитель губернатора Аппарат полномочного представительства Правительства КР в Нарынской области](#) поблагодарил всех участников общественного слушания и выразил благодарность директору ЦКА Бекову Торогул Ниязовичу и его команде. Надеемся на дальнейшее взаимовыгодное сотрудничество!
Садырбек кызы Алтынкуль поблагодарила за встречу и предложила завершить онлайн встречу.

Р Е Ш И Л И

Собрание поддерживает Рамочный документ экологического и социального управления проекта ДФ « Комплексное повышение производительности молочного сектора в Иссык-Кульской, Нарынской и Таласской областях Кыргызской Республики», реализуемого Центром конкурентоспособности агробизнеса и Отделом Управления кредитной линии при Министерстве Финансов, что население Нарынской области желает и готово к реализации данного проекта.

Председатель собрания

[Заведующий отделом регионального развития](#)

АППШКР Нарынской области :

Секретарь собрания:

Беккедиев Ж.Р.

Садырбек кызы А.

Протокол
Онлайн общественного слушания по обсуждению Рамочного документа экологического и социального управления (РДЭСУ) в рамках Дополнительного финансирования проекта Всемирного Банка “Комплексное повышение производительности молочного сектора в Иссyk-Кульской, Нарынской и Таласской областях страны”, реализуемого ЦКА/ОУКЛ.

Дата : 15.04.2021 года

Время и место проведения : 14:00 часов в Таласской области

Повестка дня:

1. Обсуждение проекта Рамочного документа экологического и социального управления (далее РДЭСУ), подготовленного для Дополнительного финансирования проекта « Комплексное повышения производительности молочного сектора в Иссyk-Кульской, Нарынской и Таласской областях страны Кыргызской Республики» в Таласской области.

Модератор встречи : Садырбек кызы Алтынкуль специалист по охране окружающей среды ЦКА/ОУКЛ

Участники встречи: Список из 32 человек прилагается к протоколу.

Садырбек кызы Алтынкуль приветствовала участников встречи, рассказала о проекте РДЭСУ. Отметила, что у участников была возможность ознакомиться с данным документом, т.к. ранее он был отправлен электронный вариант документа на электронные адреса участников. Также было акцентированно внимание участников встречи на то, что согласно стандартам Всемирного Банка необходимо учитывать и управлять экологическими и социальными мерами.

Далее Садырбек кызы Алтынкуль рассказала, что раскрытие информации для заинтересованных сторон о рассматриваемом документе является одним из требований всемирного Банка. И добавила, что настоящая встреча является хорошей возможностью, при необходимости, внести на рассмотрение предложения по дополнению или уточнению РДЭСУ.

Гульнара Исбасарова - [НПО «Эльназ»:](#) Учитывается платежеспособность субзаемщика, нет задолженности и количество кредита тоже имеет значение, например если в него больше 5-ти кредитов, нужно посмотреть его способности возможности возврата кредита ?

Садырбек кызы А- СООС ЦКА/ОУКЛ : При формировании групп нанятая мобилизационная компания будет проверять платежеспособность каждого субзаемщика.

Мамытова Дилдекан- [НПО «Красный полумесяц»:](#) Какая процентная ставка кредита и собственный вклад? Групповое потребление или индивидуальное? Можем ли поделиться вашей презентацией с фермерами в других регионах Таласской области? У меня нет замечаний и предложений по рамочному документу. Нам понравился ваш проект, будем ждать реализации вашего проекта в нашем регионе, желаю успехов команде ЦКА.

Садырбек кызы А- СООС ЦКА/ОУКЛ : Заемщик может получить безпроцентный и беззалоговый кредит с 10% собственным вкладом на индивидуальное потребление или на групповое потребление при этом должен состоять в группе солидарной ответственности.

Касенов Айыстан.- СРГИ « Ай-Кол»: Кто всё будет организовывать группы заемщиков ? А О или пастбищный комитет? Мои дети, каждый хочет получить кредит, могут составить 1 группу? Если проживает в городе, а прописан в селе? Выдача денег наличными?

Садырбек кызы А- СООС ЦКА/ОУКЛ: Нанятая мобилизационная компания будет формировать группы заемщиков производителей молока в регионах на проектных территориях. Нет, они могут быть в разных группах и в отдельных домохозяйствах. С одного домохозяйства получает только один человек. Заемщик должен проживать в селе и прописан. Выдаются деньги наличными и в сомах.

Турукманова Зарина- [Кризисный центр « Аялзат»:](#) С какими банками вы работаете? Или у вас неформальное банковское учреждение или полу формальное? Солидарная ответственность, чем ещё подкрепляется, залог или ещё что-то, так как все же есть риски невыплаты? Та же самая пандемия или карантин могут отрицательно сказаться на платежеспособности? Какой срок выдачи и погашения кредита?

Садырбек кызы А- СООС ЦКА/ОУКЛ : Работать будем с государственным банком. Группы будут формироваться в солидарную ответственность беззалога. Думаю нет, потому что все производители независимо от пандемии принимают молоко у фермеров сдатчиков. Погашение кредита ежеквартальная и это удобно будет, для субзаемщика. Кредит выдается сроком на три года.

Акматов Арген - [Сборщик:](#) За 150,000сомов сейчас невозможно купить племенной скот с документами. Например, у нас есть 7доеных коров, мы можем получить кредит на строительство коровника, или на корм? Собранные справки и документы будут проверяться на наличие земли и скота?

Садырбек кызы А - СООС ЦКА/ОУКЛ: Нет, вы являетесь крупным фермером поэтому не подходите под критерии среднего фермера. Для получения кредита должно быть от 1 до 3 дойных коров и земельного надела до 5 га. Эти критерии одобрены Всемирным банком. Да будут проверяться Подтверждающим комитетом, а после они выдают решение на одобрение получения кредита.

Мураталиев Артык Ашырмамбетович- [Управление по градостроительству и архитектуре Таласской области – Начальник:](#) Все изложено понятно и доступно. По данному рамочному документу у меня нет вопросов, полностью поддерживаю и желаю успехов команде ЦКА в реализации проекта в Таласской области.

Токобаев Саткын- [ЗАО Талас Сут:](#) Могут ли осеменаторы Таласской области получить кредит на приобретение материалов и оборудования по искусственному осеменению?

Садырбек кызы А- СООС ЦКА/ОУКЛ: Нет, могут получить кредит на приобретение племенного скота, строительство коровника, измерительных приборов, охладителя танкера или кормов для животных.

Жумаев Сайранбек Кенешбекович - [Региональное управление по городу Нарын.Ат-Башинскому, Ак-Талинскому, Нарынскому и Тогуз-Торойскому районам Государственной инспекции по экологической и технической безопасности при Правительстве КР: Все изложено понятно и доступно. Экологические и социальные аспекты учтены в полной мере, я одобряю данный документ. Желаю команде успешной реализации проекта.](#)

Байдовлетова Назгуль - [НПО ЗИОМ Здоровье и образование молодежи](#): Спасибо за информацию, проект хороший, если будут обучены средние слои населения и будут применять на практике, используя данный проект, то это дает возможность среднему населению построить свой не большой но все таки свой бизнес. У меня нет замечаний и предложений по данному документу, желаю команде успешной реализации проекта в нашем регионе.

Садырбек кызы Алтынкуль поблагодарила за встречу и предложила завершить онлайн встречу.

Р Е Ш И Л И

Собрание поддерживает Рамочный документ экологического и социального управления проекта ДФ « Комплексное повышение производительности молочного сектора в Иссык-Кульской, Нарынской и Таласской областях Кыргызской Республики», реализуемого Центром конкурентоспособности агробизнеса и Отделом Управления кредитной линии при Министерстве Финансов, что население Таласской области желает и готово к реализации данного проекта.

Председатель собрания:

[Заведующий отделом регионального развития](#)

АППШКР Таласской области

Медетбеков К.М.

Секретарь собрания:

Садырбек кызы А.



Регистрационный лист
ОБЩЕСТВЕННОГО СЛУШАНИЯ ПО РДЭСУ В РАМКАХ ДОПОЛНИТЕЛЬНОГО ФИНАНСИРОВАНИЯ ПО ПРОЕКТУ ВВ
«КОМПЛЕКСНОЕ ПОВЫШЕНИЕ ПРОИЗВОДИТЕЛЬНОСТИ МОЛОЧНОГО СЕКТОРА В ИССЫК-КУЛЬСКОЙ ОБЛАСТИ»
(КППМС)
В ИССЫК-КУЛЬСКОЙ ОБЛАСТИ

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