REPUBLIC OF MOLDOVA

MINISTRY OF ENERGY

SUSTAINABLE TRANSITION
TO THE ENERGY EFFICIENCY IN MOLDOVA (STEEM)
P500560

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK (ESMF)

MARCH 2024

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Abbreviations and Acronyms

CHP	Central Heating Substation
CERC	Contingent emergency response component
CPF	World Bank Group Country Partnership Framework
DHEIP-1	District Heating Efficiency Improvement Project
EE	Energy Efficiency
ESCP	Environmental and Social Commitment Plan
ESHS	Environmental, Social, Health and Safety
EIA	Environmental Impact Assessment
ESF	Environmental and Social Framework
ESMP	Environmental and Social Management Plan
ESMF	Environmental and Social Framework
ESS	Environmental and Social Standard
EY	European Union
FY	Fiscal Year
GBV	Gender Based Violence
GRM	Grievance Redress Mechanism
GHG	Greenhouse gases
IHS	Individual Heating Substation
IFI	International Financing Institution
LC	Labor Code of Republic of Moldova
LMPs	Labor Management Procedures
MoE	Ministry of Energy
MEPIU	Moldova Energy Projects Implementation Unit
NCSE	National Center for Sustainable Energy
NGOs	Non-governmental organizations
OHS	Occupational Health and Safety
PBCs	Performance-based conditions
PDO	Project Development Objective
TE	Termoelectrica SA
TMP	Traffic Management Plan
SEP	Stakeholder Engagement Plan
SEA	Sexual exploitation and abuse
SH	Sexual harassment
SLI	State Labor Inspectorate
STEEM	Sustainable Transition Through Energy Efficiency in Moldova
WB	World Bank

Executive Summary

The World Bank will be supporting the Republic of Moldova in implementing the Sustainable Transition to the Energy Efficiency Project in the Republic of Moldova (STEEM). The objective of the project is to reduce energy use in existing public buildings and district heating sector in the Republic of Moldova.

The Project will finance the energy efficiency renovation in public in the administrative territorial units from the Republic of Moldova and will finance the upgrading of the district heating system in the Chisinau Municipality by installing individual heating substations (IHSs).

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

Component 1 – EE investments in public buildings (US$48 million - IBRD) includes the following:

Sub-component 1.1. EE renovation in education and central government buildings (US$30 million). This sub-component will finance the retrofit of public buildings focusing on educational facilities, which will include: (i) standard energy efficient retrofit measures, such as thermal insulating of wall and roof, replacing windows and doors, renovation of internal heating system, and replacement of lighting using well-proven technologies and equipment for energy efficiency improvements in end-use application, and (ii) installation of heat pumps, solar thermal collectors and rooftop solar PV if technically feasible and economically viable. The sub-component will test the revolving energy savings mechanism in two public projects based on the EE fund in public buildings to be created by the Government with donor support. Beneficiary eligibility criteria for Subcomponent 1.1, which will be used at the screening stage, include: (i) full ownership by a governmental agency and primary used for public services; (ii) preliminary confirmed structural soundness of the buildings (in terms of structural durability and safety of the construction); stability of the building, no seismic and construction damages; (iii) secured prospective use of the facility, and absence of plans for closure or downsizing or privatization; (iv) no other users occupying the building or parts; and (v) the building has been constructed between 1950 and 2013, as it is expected that relatively new buildings have lower demand for retrofit. Subproject eligibility criteria, which will be confirmed after completion of the energy audit of each subproject, include: (i) the energy audits confirms at least 20 percent energy savings after renovation compared to real consumption and normative demand baseline, an economic payback period of less than ten years, and (ii) no significant capital repairs or mayor renovation over the last five years, to avoid renewed EE intervention for buildings with already better energy performance. In addition, buildings which may trigger ESS5 (land acquisition) will not be eligible for funding.

Sub-component 1.2. District heating upgrades (US$15 million). This sub-component will finance improvements in the heat supply by central district heating (DH) in education facilities and public administration, including the buildings selected under sub-component 1.1. Public buildings will be enhanced through installation of individual DH substations at building level and DH network upgrades using well proven technologies and equipment. The implementation of about 350-400 individual heat substations (IHS) will be implemented under the supervision of the public utility Termoelectrica. DH network up-grades comprise minor DH distribution pipeline replacement (few hundred meters, including valves) from the old central DH heating point to the new building-based HIS.

Sub-component 1.3. Initial capitalization of sustainable mechanism for EE (US$3 million). The sub-component will support on-going Government's efforts to set up a sustainable mechanism for energy efficiency in the framework of the Super ESCO model proposed under development. It will finance: (i) operating costs and marketing activities of the mechanism, and (ii) carrying out energy audits, detailed designs and technical specifications, technical reviews of detailed designs and technical specifications, construction supervision, energy performance certificates and other technical studies. Disbursements for this sub-component will be subject to the legal establishment of a sustainable mechanism in terms and conditions acceptable to the Bank.

Component 2 – Implementation support and technical assistance (US$2 million - IBRD). This component will include: (i) MEPIU staff and operational costs; (ii) capacity building for staff at Ministry of Energy (MoE), National Center for Sustainable Energy (NCSE), Termoelectrica SA (TE) and MEPIU; (iii) supply and installation of Energy information system at NCSE; (iv) support to MoE in the preparation of an Energy Efficiency Action Plan 2024-2030, and (v) other technical assistance, study tours and workshops.

Component 3 – emergency response component (US$0 of IBRD). This component would have zero allocation of financing to allow for rapid reallocation of proceeds of uncommitted financing in the event of an eligible crisis or emergency. For the CERC to be activated, and financing to be provided, the Government of Moldova will need to (a) submit a request letter for CERC activation and the evidence required to determine the eligibility of the emergency, as defined in the CERC manual; (b) have an Emergency Action Plan, including the emergency expenditures to be financed; and (c) meet the environmental and social requirements as agreed in the Emergency Action Plan and related environmental and social instruments.

This Environmental and Social Management Framework (ESMF) has been prepared according to the World Bank's Environmental and Social Standards (ESSs) and national legislation in order to identify the potential environmental and social risks and impacts of proposed Project activities and set out mitigation measures and actions to manage the Project's environmental and social risks and impacts. The procedure sets out the applicable national laws and regulations and the World Bank related policies to the Project and describes arrangements for the implementation of the environmental and social mitigation measures specific for the Project's life cycle.

In the line with the above mentioned, the ESMF is developed in accordance with the Environmental and Social Commitment Plan (ESCP) agreed between the World Bank and Government of Moldova and is to be implemented corresponding to every Project's activity fulfilling the provisions of the Stakeholder Engagement Plan (SEP) developed according to ESS 10, which also describes a project-level Grievance Mechanism (GRM) designed to facilitate receipt and response to feedback and concerns associated with the project. The ESMF is also to be implemented in conjunction with the project Labor Management Procedures (LMPs), developed according to the requirements of ESS2.

The Project Location: The project activities will take place in the districts of the Republic of Moldova and in the Chisinau Municipality and specific locations are not known at this stage. The specific locations of the subprojects will be determined after the process of selecting the beneficiary public institutions will be completed.

Project Potential Environmental and Social Risks and Impacts: The project is not expected to have significant adverse environmental or social risks and/or impacts.

The risks and impacts during the construction stage are specific for small-scale construction works, site-specific, temporary, low in magnitude and manageable in a predictable manner through the implementation of cost-effective mitigation measures in line with the national laws as well as the use of the World Bank Environmental & Social Standards (ESS), Environmental, Health, and Safety Guidelines (EHSG) and Good International Industrial Practices (GIIP). The main environmental and social risks in this regard could be identified as: noise and vibration, dust, waste generation, water, soil and air pollution, asbestos dust pollution, pollutant emission, access restriction and short interruption of district heating (DH) services and possible changes in the study / work program or the location under component 1 in case if some rooms or offices will not be able to be used during the works due to the access restrictions in that part of the building or the works will also affect some offices or classes Due to small construction and rehabilitation works there will be a small number of workers on site for short periods of time. Thus, there is no substantial labor influx during the construction period. The potential labor risks are specifically to small-scale construction works, mitigable through the compliance of the Project's LMPs and of the ESMP checklist or / and site specific ESMP. Some community health and safety risks may be present due to the possible interaction with nearby communities during transport of equipment and machinery or during localized construction activities. Activities associated with small-construction works are unlikely to generate disproportionate impacts on vulnerable groups. Sexual Exploitation, Abuse and Harassment are estimated to be low and mitigable by complying with the Code of Conduct by all Project's workers and operation of a grievance mechanism respecting confidential grievances.

Proposed Mitigation Instruments: i) site-specific risks assessment by using Screening checklist. ESMP Checklists and / or site-specific ESMPs preparation for subproject activities based on performed screening; (ii) Implementation of the site-specific mitigation measures for ensuring the community health and safety, including the staff of the schools and pupils, such as prior and proper information, including SEA/SH, (iii) implementation of the LMP; (iii) SEP implementation.

Stakeholders Engagement. Based on ESS 10 requirements, a *SEP* has been developed. The SEP describes the timing and methods of engagement with stakeholders throughout the life cycle of the STEEM, distinguishing between project-affected parties and other interested parties. The SEP also describes the range and timing of information to be communicated to project-affected parties and other interested parties, as well as the type of information to be sought from them.
The results of the stakeholder engagement activities, including Grievance Redress Mechanism (GRM) will be reported quarterly to World Bank and posted on MEPIU's website.

Implementation Arrangements. The Ministry of Finance (MoF), as the Borrower of the World Bank loan, will enter into an Implementation agreement with the Ministry of Energy, the central administration authority responsible for the project, which will delegate day-to-day implementation to its Moldova Energy Projects Implementation Unit (MEPIU). The MEPIU established under the Government Decision no. 1276 of December 21, 2000, as an independent legal entity, will hold fiduciary, environmental and social responsibilities vis-à-vis the World Bank. The National Center for Sustainable Energy (NCSE) will support the MEPIU in all technical aspects related to sub-component 1.1 and 1.3, while Termoelectrica will provide support in sub-component 1.2. The NCSE and Termoelectrica staff will have close collaboration with the MEPIU during all procurement processes of respective sub-components and monitoring of works.

Monitoring and Reporting. MEPIU, consulting supervision company/consultant will regularly

monitor implementation of this ESMF, both at overall Project level and subprojects level as well as the subprojects during the construction to ensure proper implementation of the ESMP checklist and site-specific ESMP provisions.
The monitoring will be carried out by establishing weekly or bi-weekly working meetings with the contractors, supervision consultants and beneficiaries, if necessary, through regular on-site visits by both the technical supervisors and the MEPIU.
The supervision process will be complemented by WB supervision of the Project. Based on the review of reporting documentation and field visits, the Bank may require changes to the risk category and related project documentation, including the ESMP, Project Operational Manual given by the ESMF, etc.
MEPIU will present its findings and monitoring results to the World Bank in the project progress quarterly reports.
Monthly monitoring reports will be generated by the contractors and/or supervising consultants for reflecting quality and extent of the application of each environmental and social mitigation measure prescribed by the site-specific ESMPs/ESMP Checklist.
If MEPIU becomes aware or was informed by contractors or supervision consultant of a serious incident in connection with the project, which may have significant adverse effects on the environment, the affected communities, the public, or workers, it should notify the World Bank within 48 hours of becoming aware of such incident.

ESMF disclosure and public consultations.
On March 11, 2024 the Environmental and Social Management Framework (ESMF), Stakeholders Engagement Plan (SEP) and Environmental and Social Commitment Plan (ESCP) have been disclosed on the MEPIU web site all three documents in English language for public consultation (https://www.mepiu.md/eng/publicatii) process.

On March 14, 2024 the translated documents into Romanian language (ESMF/SEP/ESCP) have also been disclosed on the MEPIU web site to be accessed by stakeholders and other interested parties within the public consultation process (https://www.mepiu.md/eng/publicatii). MEPIU submitted officially package ESMF(CMMS)/SEP(PIP)/ESCP(PAMS) in both English and Romanian languages with recommendation to the Ministry of Energy, the National Centre for Sustainable Energy and Termoelectrica S.A. to disclosed on their web sites the Project (STEEM)' s environmental and social documents in order to have access stakeholders and other interested parties to the environmental and social information specific for the new Project STEEM.

On March 19, 2024 MEPIU, with the support of the Ministry of Energy, organized public consultation based on disclosed environmental and social documents and were invited the Central Public Authorities (Ministry of Finance, Ministry of Infrastructure and Regional Development, Ministry of Environment, etc.) and International Financing Institutions (UNDP, USAID) and NGOs. Stakeholders and all interested parties have been invited to submit their comments, proposal for improvements and questions to MEPIU by March 31, 2024. The Public Consultation Report and the summary of the received comments and provided answers are attached to the SEP document. As overall conclusion, stakeholders (the Central Public Authorities) and other interested parties approved the new Project STEEM and agreed with the implementation of the new Project 'STEEM" in order to improve quality of services provided in the public buildings by reducing the use of natural resources, the thermic agent and GHG.

1 INTRODUCTION

This Environmental and Social Management Framework (ESMF) follows the World Bank Environmental and Social Framework (ESF) as well as the legislation and regulations Republic of Moldova in order to proper identify and mitigate the environmental, health and safety and social risks and impacts that can be generated by the planned activities and investment under Sustainable Transition Through Energy Efficiency in Moldova Project (STEEM / the Project).

The objective of the ESMF is to assess and mitigate potential negative environmental and social risks and impacts of the Project consistent with the Environmental and Social Standards (ESSs) of the World Bank ESF and national requirements.

More specifically, the ESMF aims to (a) assess the potential environmental and social risks and impacts of the proposed Project and their activities and propose mitigation measures; (b) establish procedures for the environmental and social screening, review, approval, and implementation of activities; (c) specify appropriate roles and responsibilities, and outline the necessary reporting procedures, for managing and monitoring environmental and social issues related to the activities; (d) identify the staffing requirements, as well as the training and capacity building needed to successfully implement the provisions of the ESMF; (e) address mechanisms for public consultation and disclosure of project documents as well as redress of possible grievances; and (f) establish the budget requirements for implementation of the ESMF.

In case decision is made to activate the CERC component an addendum to the ESMF will be prepared and outline an environmental and social risk screening process built on the positive list of activities likely to be financed under the CERC component and identify institutional arrangements for oversight of any additional required due diligence and monitoring measures. The ESMF Addendum will describe the objectives and scope of any additional CERC-financed activities and indicate whether they are new activities or expansion in activities already described in the ESMF. Any additional applicable national laws and regulations that govern that implementation of the CERC-financed activities and description of the institutional roles and responsibilities for their implementation and for the environmental and social assessment and management of risks associated with their implementation will be included in the Addendum. The ESMF addendum will include a positive and negative list of activities to be financed under the CERC and indicate whether they are existing or new activities under the Project. It will describe their scale, scope, potential locations and analyze the potential negative risks and impacts associated with their implementation. It will describe the procedure for screening and addressing the risks and impacts associated with each activity as well as arrangements for monitoring and reporting, grievance redress, consultations and information disclosure, budget and required resources. The project Stakeholder Engagement Plan (SEP) and Labor Management Procedures (LMP) may be updated to describe additional stakeholder analysis, engagement programming and labor requirements as identified after activation of the CERC.

This ESMF should be read together with other plans prepared for the project, including the Stakeholder Engagement Plan (SEP), the Environmental and Social Commitment Plan (ESCP).

2 PROJECT DESCRIPTION

2.1 Project Development Objective

The Project Development Objective is to reduce energy use in existing public buildings and district heating sector in Moldova.

2.2 Project components and activities

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

Table 1: Project's components

Component 1 – EE investments in public buildings (US$48 million - IBRD)	
Sub-component 1.1. EE renovation in education and central government buildings (US$30 million).	This sub-component will finance the retrofit of public buildings focusing on educational facilities, which will include: (i) standard energy efficient retrofit measures, such as thermal insulating of wall and roof, replacing windows and doors, renovation of internal heating system, and replacement of lighting using well-proven technologies and equipment for energy efficiency improvements in end-use application, and (ii) installation of heat pumps, solar thermal collectors and rooftop solar PV if technically feasible and economically viable. The sub-component will test the revolving energy savings mechanism in two public projects based on the EE fund in public buildings to be created by the Government with donor support. Beneficiary eligibility criteria for Subcomponent 1.1, which will be used at the screening stage, include: (i) full ownership by a governmental agency and primary used for public services; (ii) preliminary confirmed structural soundness of the buildings (in terms of structural durability and safety of the construction); stability of the building, no seismic and construction damages; (iii) secured prospective use of the facility, and absence of plans for closure or downsizing or privatization; (iv) no other users occupying the building or parts; and (v) the building has been constructed between 1950 and 2013, as it is expected that relatively new buildings have lower demand for retrofit. Subproject eligibility criteria, which will be confirmed after completion of the energy audit of each subproject, include: (i) the energy audits confirms at least 20 percent energy savings after renovation compared to real consumption and normative demand baseline, an economic payback period of less than ten years, and (ii) no significant capital repairs or mayor renovation over the last five years, to avoid renewed EE intervention for buildings with already better energy performance. In addition, buildings which may trigger ESS5 (land acquisition) will not be eligible for funding.
Sub-component 1.2. District heating upgrades (US$15 million).	This sub-component will finance improvements in the heat supply by central district heating (DH) in education facilities and public administration, including the buildings selected under sub-component 1.1. Public buildings will be enhanced through installation of individual DH substations at building level and DH network upgrades using well proven technologies and equipment. The implementation of about 350-400 individual heat substations (IHS) will be implemented under the supervision of the public utility Termoelectrica. DH network up-grades comprise minor DH distribution pipeline replacement (few hundred meters, including valves) from the old central DH heating point to the new building-based IHS. The sub-component will support on-going Government's efforts to set up a sustainable mechanism for energy efficiency in the framework of the Super ESCO model proposed

	under development. It will finance: (i) operating costs and marketing activities of the mechanism, and (ii) carrying out energy audits, detailed designs and technical specifications, technical reviews of detailed designs and technical specifications, construction supervision, energy performance certificates and other technical studies. Disbursements for this sub-component will be subject to the legal establishment of a sustainable mechanism in terms and conditions acceptable to the Bank.
Sub-component 1.3. Initial capitalization of sustainable mechanism for EE (US$3 million).	This component will be linked to two performance-based conditions (PBCs) to support the creation of a public revolving fund. This component will finance energy efficiency investments in two public pilots to evaluate actual savings and test the legal and contractual arrangements required to set up a revolving mechanism. This activity will be coordinated with the SuperESCO scheme piloted by USAID. Disbursements would be conditioned to the achievement of two regulatory changes: (i) creation of a public revolving fund; and (ii) amendments to the regulations to allow public institutions to deposit monetized energy saving in a revolving fund. PBCs need to be discussed with the government.
Component 2 – Implementation support and technical assistance (US$2 million - IBRD).	
This component will include: (i) MEPIU staff and operational costs; (ii) capacity building for staff at Ministry of Energy (MoE), National Center for Sustainable Energy (NCSE), Termoelectrica SA (TE) and MEPIU; (iii) supply and installation of Energy information system at NCSE; (iv) support to MoE in the preparation of an Energy Efficiency Action Plan 2024-2030, and (v) other technical assistance, study tours and workshops.	
Component 3 – Contingent emergency response component (US$0 of IBRD).	
This component would have zero allocation of financing to allow for rapid reallocation of proceeds of uncommitted financing in the event of an eligible crisis or emergency. For the CERC to be activated, and financing to be provided, the Government of Moldova will need to (a) submit a request letter for CERC activation and the evidence required to determine the eligibility of the emergency, as defined in the CERC manual; (b) have an Emergency Action Plan, including the emergency expenditures to be financed; and (c) meet the environmental and social requirements as agreed in the Emergency Action Plan and related environmental and social instruments.	

2.3. Subprojects Description and Preliminary Selection Process

Under subcomponent 1.1., the project will finance the retrofit of public buildings focusing on educational facilities, which will include: (i) standard energy efficient retrofit measures, such as thermal insulating of wall and roof, replacing windows and doors, renovation of internal heating system, and replacement of inefficient gas and coal boilers by fuel switch to wood pellets, and replacement of lighting, using well proven technologies and equipment for energy efficiency improvements in end-use application, and (ii) if technically feasible and economically viable, advanced energy technologies for space heating, such was heat pumps or solar thermal collectors, and rooftop solar PV to cover own electricity demand. Specific measures for each subproject will be determined based on professional energy audits and designs. Technology risk may occur advanced technology applications on design, installation and O&M at moderate level. Capacity building measures will be important to reduce those risks. Limited additional funding (up to 10 percent of total investment costs per subproject) may be provided to finance 'ancillary measures' to ensure reasonably full renovation or longevity of the investment (e.g., replacement of old gutters and down spouts to ensure that building envelops don't get damaged by water) and a minimum level of improvement of sanitary facilities (i.e. washing rooms).

Based on the results of walk-through energy audits, different renovation strategies were developed for a typical public building. (i) A "deep" renovation package (including window and door replacement, outside walls and roof ceiling insulation, fuel switch from coal and gas boilers to wood pellet boiler, heat network renewal, and improvement of indoor and outdoor lighting by LED) would require an investment of EUR 100 to EUR 120 per square meter and generate 50-60 percent energy savings with a payback period of 8 to 10 years. (ii) An "advanced" renovation package (including the measures of the "deep" package plus with a heat pump instead of boiler replacement, plus a solar rooftop PV system and a solar collector for sanitary hot water if conditions allow) would require an investment of EUR 180 to 220 per square meter and generate 65 to 70 percent energy savings with a payback period of 10-12 years. For about 40 percent of cases, the energy audits suggested switching from coal or gas to electric driven heat pumps. In the case of current heating by electricity, the application of a heat pump is recommended. For another 40 percent, the enhancement of the heat supply by district heating is recommended. Additional heat supply options are repowering of wood heating by pellet boilers. For about 15 percent of cases, the energy audits suggested installation of rooftop solar PV, which will further reduce electricity demand after the renovations.

The conducted energy audits confirmed that a high portion of the public buildings dues not meet the sanitary indoor room conditions (temperature 20°C) according to existing building norms. The analysis of the real energy consumption shows underheating and under-illumination at an average level of 25 percent, compared to the calculated energy demand as of existing building performance. Reasons for that are manifold, comprising, (i) insufficient funding to the facility which leads to forced energy costs savings by reduction of heating, or (ii) buildings are in such bad condition that the norm indoor temperature can technically not be achieved, or (iii) insufficient capacities of heat generation, or (vi) insufficient availability of fuels for individual heating (expensive wood or pellets). The overarching strategy is to achieve indoor room conditions as set by the regulations, thus the real, low energy consumption baseline has been revised into a 'norm demand baseline, which is the basis for determination of energy savings through building retrofit. The following example is used to illustrate in figures: the real consumption baseline for a school is at 192 kWh/ m², representing underheated average 16-17°C room temperature in winter time; the demand to achieve 20°C will be 256 kWh/m², expected energy saving ratio of 55 percent leads to a demand after retrofit of 115 kWh/m², achieving 20°C , energy saving compared to norm baseline is 141 kWh/m². Similar is the case for indoor illumination, which required as per norm for a classrooms 300 lx, but in practice many lamps are not operating or are of low performance, to be replaced by LED lighting systems.

The main focus for energy efficient retrofit is set on educational buildings, in particular schools, justified by the following aspects: (i) educational facilities have the largest share in number, floor area and energy consumption, (ii) enabling room comfort benefits to the highest number of building users; (iii) educational facilities have high baseline energy consumption, compared to other types, such as administrative buildings, which indicates highest energy saving potentials at financially viable results; (iv) option to reduce preparation and transaction costs by bundling of sub-projects of by region, or standard construction type and dealing with one central governmental agency with the overall responsibility and ownership of education facilities; (v) lower risks of technical feasibility of building envelop measures, compared to monumental, administrative (case cultural heritage facades) and complex hospital buildings, and (vi) enabling additional social co-

benefits, as schools are often used for cultural and sport events by the local community. Through energy efficiency measures in school's energy costs can be reduced, which reduces the burden of the facility to manage the mostly insufficient financing of operation expenses by central government funds.

To be eligible, facilities must meet the following basic eligibility criteria: (i) confirmation of public ownership; (ii) structural soundness of the facility (i.e., absence of major structural damages that may jeopardize the integral stability of the building); (iii) absence of plans for closure, downsizing or privatization; (iv) detached, single use buildings to achieve significant energy savings and enable cost reduction benefits, and (v) no major retrofits implemented over the past 5 years.

Under subcomponent 1.2. the heat supply by central district heating (DH) to selected public buildings will be enhanced through installation of individual IHS at building level, which is combined with DH network upgrades, using well proven technologies and equipment. Proper implementation will be ensured through regular supervision by qualified companies and commission testing after completion. Under this subcomponent no interventions are foreseen to increase the performance of DH boilers or switch to cleaner fuel, nor major DH transmission and distribution pipeline replacement to reduce DH losses. DH network up-grades comprise only minor DH distribution pipeline replacement (few hundred meters, including valves) from the old central DH heating point to the new building-based IHS.

The selection of subprojects will be conducted as follow:

A) for public building retrofit component: data of the public building inventory, comprising more than 3.000 facilities have been analyzed, aggregated, grouped on type and ownership and finally ranked on the baseline energy consumption per square meter (kWh/m2). Priority for nomination into the STEEM pipeline A is put on facilities with high specific baseline consumption as that is an indicator for expected high energy savings as result of the retrofit. Additional factors for selection will be determined by the inter-ministerial working group, such as regional distribution balance, facilities of high social importance or high occupation level.

B) The selection of sub-projects that will include the improvement of DH supply service will be undertaken in close coopetition with public utility Termoelectrica, applying technical criteria of demand for DH network balancing, and capacity of DH connection.

2.4 The Project's Beneficiaries

The beneficiaries of the project include:

(a) *Students, teachers and support staff in selected public education buildings.* International experience from similar projects show that energy efficiency improvements have positive impacts on living and working conditions in retrofitted buildings by improving indoor comfort levels, lighting and indoor air quality. The project will support the Government initiative of "Model Schools" which aims to increase resources of schools across the country and education outcomes by merging small schools in a larger central school. Given the scope of the project, the estimated number of clients and staff benefitting from energy efficiency improvements is about 36,000 people, including around 19,000 female beneficiaries.

(b) *Public authorities (public facility administrators and municipalities), and state government).* Energy efficiency improvements are expected to result in energy cost savings for public schools owned by municipalities which will be able to use energy savings to cover needed educational-related expenditures. Additionally, public authorities will benefit from capacity building activities supported under this project.

(c) *Private sector energy service suppliers (construction and design companies, energy auditors, Energy Service Companies, equipment suppliers, etc.).* Various private sector market actors are expected to benefit from the project by building demand for their energy efficiency goods and services, and by enhancing their capacity to prepare, appraise, implement, finance and/or monitor energy efficiency projects through targeted training and technical assistance activities. Specific beneficiaries may include: energy auditors, design and construction companies, equipment suppliers, commercial banks and Energy Service Companies (ESCOs).

2.5 The Project Location

2.5.1 Subcomponent 1.1 Location

This subcomponent will finance the retrofit of public buildings focusing on educational facilities, from the Republic of Moldova. The educational buildings are owned by local public authorities (LPAs), but it will also include buildings owned or managed by central public authorities (CPA) from the Republic of Moldova.

The territory of the Republic of Moldova is administratively organized, into administrative-territorial units: villages, cities, districts/rayons and the autonomous territorial unit Gagauzia (*see Figure 1*).

Figure 1: Administrative -territorial division of the Republic of Moldova

The administrative-territorial organization of the Republic of Moldova[1] and the establishment of the legal framework for villages (communes), sectors and cities (municipalities) and administrative-territorial units (ATUs) are carried out according of the Constitution of the Republic of Moldova (art. 110 & 111) and are carried out in accordance with economic and social needs and cultural, respecting historical traditions, in order to ensure an adequate level of development for all rural and urban localities.

2.5.2 Subcomponent 1.2 Location

The subcomponent 1.2 will be implemented in the city of Chisinau within the following sectors[2]: Ciocana, Riscani, Centru, Buiucani and Botanica, the boundary of the Chisinau Municipality (*see Figure 2*). The district heating is provided in about 4410 buildings form Chisinau, including circa 487 public buildings, 821 businesses, 258 single-family (individual) houses, and over 2844 apartment buildings including more than 210,000 apartments TE also serves hot water to 1591 apartment buildings, 205 public units and 174 commercial enterprises.

The District Heating System (DHS) is the main heating source for the housing sector in Chisinau municipality, where about 500,000 inhabitants rely on this source in providing themselves with living conditions. After several years of poor investments in the system, many parts of the system need be replaced and/or modernized to reduce heat supply costs[3]. There are four main heat and hot water production plants in Chisinau municipality: (i) Source-1/ Combined Heat and Power Plant (CHPP)-2, (ii) Source-2/CHPP-1, (iii) HOB West and (iv) HOB South. The heat networks in Chisinau municipality are shown in the *Figure 3.*

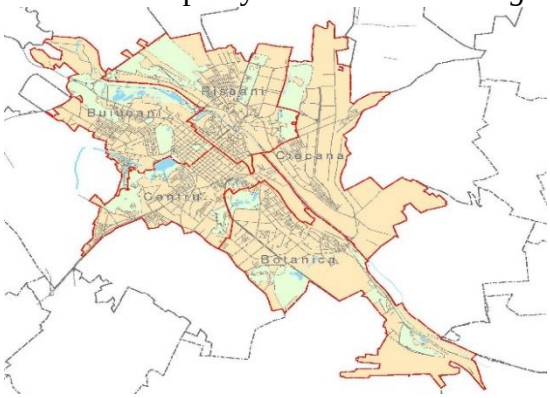

Figure 2:Boundaries of Chisinau Municipality

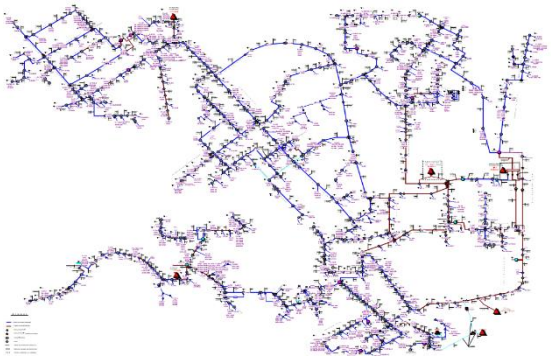

Figure 3:Scheme of heat networks in Chisinau

The joint-venture company Termoelectrica S.A. (TE) is currently the main producer of electricity in cogeneration mode and the single DH producer, supplier and distributor of heat in Chisinau and its suburbs.

[1] Source: Art. 1 of the Law no. 764/2001 Administrative territorial organization of the Republic of Moldova - https://www.legis.md/cautare/getResults?doc_id=138831&lang=ro#
[2] Source: Law no. 136/2016 The Status of the Chisinau Municipality - https://www.legis.md/cautare/getResults?doc_id=130399&lang=ro#
[3] Source: ESIA & ESMF for DHEIP2 - https://termoelectrica.md/wp-content/uploads/2021/06/ESIA-ESMF_SACET2.pdf

3 ENVIRONMENTAL & SOCIAL POLICIES, REGULATIONS AND LAWS

This section includes an overview on national legislation and WB's ESSs relevant for the implementation of the STEEM's activities and identify the gabs between the WB's ESSs and national legislation in order to be covered by Project's specific documents and proper additional actions.

3.1 Legal Framework of Republic of Moldova

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

Table 2: Relevant national laws for the STEEM implementation

Legal document	Relevancy with the Project
Environmental Protection	
Law on the environmental protection # no.1515/1993	Provides basic rules regarding environmental quality conditions, rights and duties of each actor with activities with potential impact to environment.
Law on Environmental Impact Assessment #no.86/ 2014	Establishes the goal of preparing documentation on the Environmental Impact Assessment (EIA), its procedure, coordination and approval, and includes the List of objects and types of activities for which an EIA is compulsory prior to their design. This law could be relevant for Project as the proposed activities are listed in the Annexes 1 or 2 of this law.
Law on green spaces of the urban and rural localities no.591/ 1999	Regulates the identification and delineation of the green areas within the settlements' areas.
The Water Law no.272 /2012	Establishes the legal framework necessary for the water management, protection and use. It is relevant as it specifies the procedures for water use during the construction and operation stages.
Law on air protection no.1422-/ 1997	The law is relevant and requires measures for ensuring the air quality for the activities related to civil works and operations, and also for ensuring the legal requirements for noise during civil works and facility operations
Law on wastes no.*209 /2016*	This is relevant for ensuring the adequate waste management at the level of each institution/company for the solid wastes, including hazardous ones (ABP, asbestos etc.)
Law on taxes for pollution of the environment no.1540 /1998	The law is relevant and is mandatory to be followed during the construction/rehabilitation works.
Labor Conditions and Occupational Health and Safety	
Labor Code no.154 /2003	It is relevant for the project regarding discrimination at work, age of employment, forced labor, child labor, etc. Requirements are included in the LMPs.
Criminal Code #no.98 /2022	It is applicable for the project to be applicable for sexual harassment. The relevant provision is included in the sample of Code of Conduct attached to LMPs.
Law on ensuring equal opportunities between women and men no.5 /2022	It is applicable for the project in order to ensure the equal participation of the men and women during the implementation of the Project activities and during the engagement activities, specifically capacity buildings activities.

Legal document	Relevancy with the Project
Law on Occupational health and safety #no.186/2008	It is applicable for the project regarding the occupational health and safety of the direct and contracted workers identified in the LMPs prepared for the project. The requirements are included in the LMPs.
Law on state supervision of public health no.10/2009	It is relevant for the project's activities related to construction / rehabilitation works.
Decision regarding the minimum safety and health requirements for temporary or mobile construction sites no.80/ 2012	It is relevant for the project's activities related to construction / rehabilitation works. Requirements are included in the LMPs.
Quality in the Construction	
Law on quality in construction no.721/ 1996	The provisions of this law are applied to construction and related facilities, hereinafter referred to as the building industry, in the design, construction and building, as well as in the stages of exploitation and interventions to existing buildings and post-utilization them, regardless of their form of ownership, destination, category and class or source of funding, in order to protect people's lives their goods, society and the environment. The law provisions are relevant to project activities and should be reflected in the documents for all proposed civil works.
Law on authorization of the executing the construction works no.163/ 2010	The purpose of this law is to legalize the way of authorizing, approving and verifying the design work, execution or demolition of the buildings and approximate area according to urbanism planning and spatial planning documentation, by applying the system of normative documents in construction and in order to ensure transparency and visibility when issuing administrative acts and creating favourable conditions for the business environment. This law is relevant, and its requirements are applied for all civil works.
Energy Sector	
Law on energy no. 174/ 2017	This law establishes the legal framework for organizing, regulating and ensuring the efficient and safe operation of the energy sectors. The project's activities will be implemented according to the requirements of this law.
Law on electricity no.107/2016	The purpose of this law is to establish a general legal framework for the organization, regulation, ensuring the efficient operation and monitoring of the electric power sector intended to supply consumers with electricity under conditions of accessibility, availability, reliability, continuity, quality and transparency; ensuring free access to the electricity market; promotion of electricity production; ensuring the appropriate balance between supply and demand, the appropriate level of interconnection capacity to facilitate cross-border exchanges of electricity; development of the electricity market and integration into a competitive electricity market; establishing measures aimed at guaranteeing the security of electricity supply; proper fulfillment of public service obligations; ensuring compliance with consumer rights, as well as environmental protection rules. The project's activities will be implemented according to the requirements of this law, specifically component 1.
Law on thermal energy and the promotion of cogeneration no.92/ 2014	This law regulates the activities specific to centralized thermal energy supply systems, aimed at improving the energy efficiency of the entire economy and reducing the negative impact of the thermal energy sector on the environment, including through the use of cogeneration

Legal document	Relevancy with the Project
	technologies. The project's activities will be implemented according to the requirements of this law, specifically component 2.
Law on energy efficiency no.139/ 2018	The purpose of this law consists in creating the premises for establishing national energy efficiency objectives for different time horizons, in accordance with the commitments of the Republic of Moldova, creating the necessary legal framework for promoting the principle of "energy efficiency above all", improving energy efficiency by implementing the measures included in The integrated national plan on energy and climate, the development of the energy services market, as well as the overcoming of energy market deficiencies that prevent the increase of efficiency in the supply of energy and its use." The project's activities will be implemented according to the requirements of this law, specifically component 1.
Law regarding the promotion of the use of energy from renewable sources no.10/ 2016	The purpose of this law is to establish a legal framework for the promotion and use of energy from renewable sources and establishes mandatory national objectives regarding the share of energy from renewable sources in the gross final energy consumption, as well as the share of energy from renewable sources in the final energy consumption in transport. The law defines the rules related to the support schemes, to the guarantees of origin, to the administrative procedures, to the access of energy producers from renewable sources to the networks. The project's activities will be implemented according to the requirements of this law, specifically component 1.
Law on the energy performance of buildings no.128/ 2014	The purpose of this law is to promote the improvement of the energy performance of buildings, taking into account the climatic conditions, the requirements regarding the indoor climate and the cost-efficiency ratio. The project's activities will be implemented according to the requirements of this law, specifically component 1.
Information and Engagement	
Constitution of the Republic of Moldova	It is relevant for the project regarding the aspects related to freedom of expression, consultation and citizens engagement.
Administrative Code of Republic of Moldova, no.116/2018	It is relevant for the stakeholder engagement activities and feedback process of the citizen during the Project implementation.
Law on access to information no.982/2000	This is relevant for ensuring disseminating information about implementation of the project and about potential environmental and social impacts.
Law no.239 / 2008 on Transparency in Decision Making	The law is relevant since it regulates the process of consultation and stipulates that the consultation of citizens, associations established in accordance with the law, other interested parties is ensured by the public authority responsible for drafting the decision.
Social protection	
Law on social assistance #547/2003	This law aims to determine the principles and objectives of social assistance, establish the right to social assistance, social assistance benefits and services, their beneficiaries, as well as the requirements for the staff of the social assistance system. Applicable for the vulnerable groups.
Law on social services #123/2010	This law establishes the general framework for the creation and operation of the integrated system of social services, with the determination of the tasks and responsibilities of the central and local public administration

Legal document	Relevancy with the Project
	authorities, of other legal and physical persons empowered to ensure and provide social services, as well as the protection of the rights of the beneficiaries. Applicable for the vulnerable groups.
Institutional Management	
Law on Government no.136 / 2017	Applicable during project implementation in order to ensure proper collaboration between all governmental institutions to be involved in the project.
Law on local public administration no.436/	Applicable during project implementation in order to ensure proper collaboration between project implementation entities and local public authorities.

3.2 National Environmental and Social Assessment and Permitting Procedure

3.2.1 General

The environmental impact assessment in the Republic of Moldova is governed by the Law no. 86/2014 regarding Environmental Impact Assessment (EIA)[4] and establishes the mechanism for assessing the impact on the environment of certain types of public and private planned activity and the mechanism for assessing biodiversity to ensure the prevention or minimization, at the initial stages, of the significant impact on the environment and the health of the population, as well as for the implementation of the obligations assumed by the Republic of Moldova on the international level.

The Environmental Agency is responsible for E(S)IA process by (i) ensuring the implementation of EIA procedures at the national and trans-boundary level, (ii) identifies stakeholders, as well as the interested public, in order to ensure their participation in the decision-making procedures, (iii) inform the stakeholders, as well as ensure the participation and presentation of the relevant information to them, (iv) examines the information provided by stakeholders and the EIA Report, (v) issues the decision regarding the environmental agreement and, if necessary, issues the Environmental Permit, as well as informs stakeholders about places of the official web page where the Environmental Permit shall be published.
The Environmental Decision or the Permit issued by the Environmental Agency shall be applicable and cascaded to the project's life cycle by taking into consideration ES requirements at the design, construction and operational phases.

3.2.2 The preliminary assessment procedure of the planned activity (national screening procedure)

The Preliminary Assessment Report (PAR) is developed by the initiator based on feasibility and energy audit data specific for the planned activity of the Project by using ES questionnaire and PAR is submitted to the Environmental Agency for examination and issuance of decision. The Environmental Agency can issue the reasoned decision regarding the preliminary assessment, such us: (i) the need to develop the full Environmental and Social Impact Assessment (ESIA) & environmental and Social Management Plan (ESMP) for the planned activities in conformity with the Annex 1 of the law no. 86/2014, (ii) the need to develop the ESIA & ESMP for planned activity according to the Annex 2 of the Law no. 86/2014 and (iii) no need for any ESIA&ESMP.

[4] The law transposes Directive 2011/92/EU: https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32011L0092

Following the examination of the PAR, the Environment Agency informs the initiator, the interested central and local public administration authorities, including the local public authorities within whose scope the planned activity is expected to be implemented, about the issuance of the decision regarding the prior assessment and places its content on its official web page.

The local public administration authority within whose scope the planned activity is expected to be implemented shall place the content of the decision regarding the prior assessment on its official web page and at its headquarters.

The initiator, under the guidance of the Environmental Agency, informs the interested public about the decision regarding the prior assessment, including by publishing an announcement in a local or, as the case may be, national newspaper.

3.2.3 National Permitting System

National Permitting system specific for Project's with significant impacts

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

The planned activity with significant and high impacts shall be performed based on the Environmental Permit issued by the Environmental Agency and by holding Urban Planning Certificates for Design issued by the Local Public Authority of level I & II.

In order to ensure the quality criteria for the designed facility, in the design documentation shall be included, the following essential requirements: **A** - strength and stability; **B** - operational safety; **C** - fire safety; **D** - hygiene, human health, restoration and protection of the environment; **E** - thermal insulation, water repellent and energy saving and **F** - protection against noise and **G** – sustainable use of natural resources. The designer shall develop at the design stage the construction's environmental and social management plans (including OHS aspects) by taking into consideration technical data received the design process and screening criterion data based on notices issued by the State Supervision Agencies (Environmental Agency, Public Health Agency, Construction Supervision Agency, etc.) at the pre-construction stage.

Development of the technical design documentation is performed based on the Urban Planning Certificates for Design (UPCD) issued by the Local Public Authority (LPA) of level I and II and approved the design's technical concept with initial data and technical surveys results, taking into account the solutions adopted in urban planning documentation.

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

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

- Cultural Monuments Protection Notice issued by the Ministry of Culture,
- Environmental Decision or the Environmental Permit issued by the Environmental Agency and other documents.

National Permitting system specific for Project's with Low and Moderate impacts

The Project's with low impacts on environment and social, can be executed without an UPCD and without a Building Permit. The category of these works includes:

a) repairs for fences, roofs, coverings or terraces, if their shape is not changed;
b) replacements and repairs of the floors, interior and exterior carpentry parts, if the shape and dimensions of the gaps are preserved;
c) interior finishing works;
d) exterior finishing works, if the facade elements and color solutions are not changed;
e) replacements or repairs of stoves, installations, systems, equipment and sanitary equipment inside the buildings;
f) replacements or repairs to external connections, related to constructions, within the limits of the property;
g) current repairs of roads, transport accesses, parking lots, sidewalks and stairs, of rainwater collection and drainage systems;
h) routine maintenance works of public roads, periodic maintenance works of public roads, repairs of the infrastructure of land communication routes, with the maintenance of the routes, functions, surfaces, volumetric and technical category of the road;
i) installation of urban furniture;
j) landscaping related to the existing construction;
k) auxiliary constructions, annexes with a constructed area of up to 15 m^2 to private houses, located on private lands;
l) installation of engineering and electronic communications networks and the infrastructure elements associated with these networks (temporary installations, made up of easily removable elements) on or inside buildings, constructions and existing installations, including the existing underground channeling for cables, except in cases in whose installation involves interventions in the resistance structure, new underground laying and the installation or construction of support structures with foundations permanently attached to the ground (pillars, beams, brackets)
m) installation of engineering and electronic communications networks (internal access networks) in the infrastructure (systematized wired routes and technological spaces) for the installation of equipment and other infrastructure elements of internal access networks in buildings;
n) maintenance, repair, replacement and retrofitting of engineering and electronic communications networks and infrastructure elements associated with these networks;
o) connecting subscribers to engineering and electronic communications networks (internal access networks).

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

3.3 World Bank Standards applicable for the Project's activity

3.3.1 The World Bank's Standards

The ESF sets out the World Bank's commitment to sustainable development, through a Bank Policy and a set of Environmental and Social Standards that are designed to support Borrowers' projects, with the aim of ending extreme poverty and promoting shared prosperity. The short summary of several relevant ESSs is presented below.

The Environmental and Social Standards set out the requirements for Borrowers relating to the identification and assessment of environmental and social risks and impacts associated with projects supported by the Bank through Investment Project Financing. The Bank believes that the application of these standards, by focusing on the identification and management of environmental and social risks, will support Borrower in their goal to reduce poverty and increase prosperity in a sustainable manner for the benefit of the environment and their citizens.
The standards will:

(a) support Borrower in achieving good international practice relating to ES sustainability;
(b) assist Borrower in fulfilling their national and international ES obligations;
(c) enhance nondiscrimination, transparency, participation, accountability and governance;
(d) enhance the sustainable development outcomes of projects through ongoing stakeholder engagement

The Borrower will assess, manage, and monitor the ES risks and impacts of the project throughout the project life cycle by applying Environmental and Social Standards[5] (ESSs), as well as the World Bank Group EHS Guidelines[6] so as to meet ESSs requirements in a manner and within a timeframe acceptable to the Bank in order to achieve environmental and social outcomes by:

(a) Conducting an ESA of the proposed project, including stakeholder engagement;
(b) Undertaking stakeholder engagement and disclose appropriate information (ESS no.10);
(c) Developing an ESCP, and implement all measures and actions set out in the legal agreement including the ESCP; and
(d) Conducting monitoring and reporting on the ES performance of the project against the ESSs.

The World Bank's environmental and social standards applicable to project activities are summarized below.

Table 3:Relevant World Bank's ESSs applicable for the planned activities under the Project

E&S Standards	Requirements	Applicability to the Project and establish measures and actions
1. Assessment & Management of Environmental and Social Risks and Impacts[7]	The Standard sets measures and responsibilities for assessing, managing and monitoring ES risks and impacts associated with the Project's life cycle, in order to achieve environmental and social outcomes consistent with ESSs.	**The Standard is applicable for the entire life cycle of the Project** This ESMF is developed according to the ESS1. The ES screening and preparation of the site-specific ES instruments, i.e. Environmental and Social Management

[5] Source: https://projects.worldbank.org/en/projects-operations/environmental-and-social-framework/brief/envirocannmental-and-social-standards
[6] Source: https://documents1.worldbank.org/curated/en/157871484635724258/pdf/112110-WP-Final-General-EHS-Guidelines.pdf
[7] Source: https://thedocs.worldbank.org/en/doc/837721522762050108-0290022018/original/ESFFramework.pdf#page=29&zoom=80

E&S Standards	Requirements	Applicability to the Project and establish measures and actions
		Plan checklist and/or site-specific Environmental and Social Management Plans (ESMPs) will be developed at the design stage of the subprojects. Measures & actions with timeframes for completion of such measures and actions is included in the ESCP.
2. Labor & Working Conditions[8]	The Standard sets out measures and responsibilities design to protect direct & indirect workforce specific for the Project's life cycle including labor-related risks (i) security risks to project workers, (ii) traffic and road safety issues, (iii) inadequate terms & conditions of employment, & (iv) OHS risks.	**The Standard is applicable for the entire life cycle of the Project** The LMPs shall be developed for the Project as part of this ESMF according to the ESS no. 2 and National Laws. Also, the responsibility to implement the LMPs during the Project implementation is included in the agreed Project ESCP.
3. Resource Efficiency, Pollution Prevention & Management[9]	The Standard sets out measures and responsibilities to address resource efficiency and pollution prevention and management throughout the project life cycle including (i) resource consumption, (ii) pollution prevention and (iii) actions to manage environmental significant aspects, etc.	**The Standard is applicable for the entire life cycle of the Project** This ESMF will identify potential risks and impacts and will propose the appropriate mitigation measures. The site-specific risks and impacts will be identified at design stage during the Environmental and Social screening process and the mitigation measures will be applied according to the prepared site specific Environmental and Social Management Plans (ESMPs) at every subproject level under component 1 and 2 of the Project.
4. Community Health & Safety[10]	The Standard sets out measures and responsibilities for addressing health and safety risks for community including security of project activities, equipment, and infrastructure to risks and impacts on project-affected communities.	**The Standard is applicable for the entire life cycle of the Project** This ESMF will identify potential risks and impacts and will propose the appropriate mitigation measures. The site-specific risks and impacts will be identified at design stage during the Environmental & Social screening process and the mitigation measures will be applied according to the prepared site specific Environmental and Social Management Plans (ESMPs) at every subproject level under component 1 & 2 of the Project.
5. Land Acquisition, Restrictions on Land Use and Involuntary Resettlement	The involuntary resettlement should be avoided. Where involuntary resettlement is unavoidable, it will be minimized and appropriate measures to mitigate adverse impacts on displaced persons (and on host communities receiving displaced persons) will be carefully planned and implemented.	**Not applicable for this Project.** The planned investments will be implemented in the existing buildings.
6. Biodiversity Conservation and Sustainable	Based on the environmental and social assessment, the requirements of this ESS are applied to all projects that potentially affect	**Not applicable for this Project.**

[8] Source: https://thedocs.worldbank.org/en/doc/837721522762050108-0290022018/original/ESFFramework.pdf#page=45&zoom=80
[9] Source: https://thedocs.worldbank.org/en/doc/837721522762050108-0290022018/original/ESFFramework.pdf#page=53&zoom=80
[10] Source: https://thedocs.worldbank.org/en/doc/837721522762050108-0290022018/original/ESFFramework.pdf#page=59&zoom=80

E&S Standards	Requirements	Applicability to the Project and establish measures and actions
Management of Living Natural Resources	biodiversity or habitats, either positively or negatively, directly or indirectly, or that depend upon biodiversity for their success. This ESS also applies to projects that involve primary production and/or harvesting of living natural resources.	
7. Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities	This ESS applies to a distinct social and cultural group identified in accordance with paragraphs 8 and 9 of this ESS. In some countries, such groups are referred to as 'Indigenous Peoples'.	**Not applicable for the Republic of Moldova.**
8. Cultural Heritage	The term 'cultural heritage' encompasses tangible and intangible heritage, which may be recognized and valued at a local, regional, national or global level, as follows: • Tangible cultural heritage, which includes movable or immovable objects, sites, structures, groups of structures, and natural features and landscapes that have archaeological, paleontological, historical, architectural, religious, aesthetic, or other cultural significance. Tangible cultural heritage may be located in urban or rural settings, and may be above or below land or under the water; • Intangible cultural heritage, which includes practices, representations, expressions, knowledge, skills—as well as the instruments, objects, artifacts and cultural spaces associated therewith—that communities and groups recognize of their cultural heritage, as transmitted from generation to generation and constantly recreated by them in response to their environment, their interaction with nature and their history.	**Not applicable for this Project.**
9. Financial Intermediaries	This ESS applies to Financial Intermediaries (FIs) that receive financial support from the Bank. Fis include public and private financial services providers, including national and regional development banks, which channel financial resources to a range of economic activities across industry sectors. Financial intermediation also includes provision of financing or guarantees by FIs to other FIs.	**Not applicable for this Project.**
10. Stakeholder Engagement and Information Disclosure[11]	The Standard ensures an engagement with stakeholders throughout the project life cycle, commencing such engagement as early as possible in the project development process and in a timeframe that enables meaningful consultations with stakeholders on project design.	**The Standard is applicable for the entire life cycle of the Project** A SEP was prepared for the Project and is part of the ESF package to be implemented during all Project life cycle. The responsibility to develop and implement a SEP is included in the ESCP.

[11] Source: https://thedocs.worldbank.org/en/doc/837721522762050108-0290022018/original/ESFFramework.pdf#page=111&zoom=80

Once the Project the applicability of WB's ESSs are established, the evaluation of compliance with applicable the World Bank's ESSs and the Republic of Moldova legislation shall be performed.

3.4 Gaps analysis between WB's Standards and National Framework

The scope of the GAP analysis is to established measures and actions in order to prevent compliance-related non-conformities from the World Bank and the Republic of Moldova's CPAs/LPAs authorities implied in the Project's implementation, roles and responsibilities and reporting implementation performances to the World Bank and to the Borrower.

The specific objectives of the evaluation of compliance with World Bank's ESSs (gap analysis) are to determine applicable measures and actions specific for the Project's life cycle to be in line with applicable national ES framework. The scope of the evaluation of compliance with applicable WB's ESSs and national framework is to implement smoothly the Project and avoid compliance-related nonconformities with legal requirements.

Table 4: The GAPs analysis of WB's requirements and national legislation

WB standards and requirements	Relevant national legislation	GAPs and proposed Project actions
ESS 1- Assessment and Management of Environmental and Social Risks and Impacts	Law no. 86/2014 on Environmental Impact Assessment;	The Project with Low or Moderate impacts, which are not included in the Annex 1 and 2 of the law are not subject of an EIA. There are no requirements on all social impacts and risks assessment. If the EIA is not needed, no public consultation is required. The proposed actions are: - To develop this ESMF according to the ESS1 requirements. - To develop a SEP and undertake stakeholder engagement and disclose appropriate information in accordance with ESS 10. - To develop an ESCP and implement all measures and actions set out in the legal agreement including the ESCP. - Conduct monitoring and reporting on the environmental and social performance of the project against the ESSs.
ESS 2 – Labor and Working Conditions	Labor Code of the Republic of Moldova no.154/2003 Law on quality in construction no. 721 /1996 Law on authorization of the executing the construction works no.163 /2010	Overall, the Moldovan OHS legislation is extensive, and generally, in line with the provisions set out in ESS2. No provision on a grievances mechanism for the workers related to all labor aspects, including SEA/HS. No requirement on training of the workers related to SEA/HS. The proposed actions are: - The development of the labor management procedures (LMPs) applicable to the project and attached to the ESMF. These procedures will set out the way in which project workers will be managed, in accordance with the requirements of national law and the ESS 2. The procedures will address the way in which this ESS will apply to different categories of project workers including direct workers, and the way in which the Borrower will require third parties (contracted workers) to manage in accordance with ESS 2. In addition, a Grievance Redress Mechanism for workers will be developed. - The Contractor's will develop their LMPs and will adopt a Code of Conduct on SEA/HS according to the requirements of the Project LMPs.
ESS 3 - Resource Efficiency and Pollution Prevention and Management	Law no. 303/2013 on water supply services; Law on industrial safety of dangerous industrial facilities no. 116 /2012;	Assessment of risks and impacts and proposed mitigation measures related to relevant requirements of ESS 3, including raw materials, water use, air pollution, hazardous materials, and hazardous waste are included within scope of the ESMF, and will be included further in the site-specific ES instruments as relevant.

WB standards and requirements	Relevant national legislation	GAPs and proposed Project actions
	Law on wastes no. 209 /2016; Law on air protection no. 1422/1997.	
ESS 4- Community Health and Safety	Law no.131 /2007 on road safety; Criminal Code of the Republic of Moldova no. 985/2002; Administrative Code of the Republic of Moldova no. 116/2018; Law no. 163/.2010 on authorization of construction works; Law on state supervision of public health no. 10/ 2009.	The national legislation does not include provisions related with pedestrian protection, public consultations, compensation procedures, etc. The proposed actions are: - To anticipate and avoid adverse impacts on the health and safety of project-affected communities during the project life cycle from both routine and non-routine circumstances. - To avoid or minimize community exposure to project-related traffic and road safety risks, diseases and hazardous materials. - To have in place effective measures to address emergency events. - To ensure that the safeguarding of personnel and property is carried out in a manner that avoids or minimizes risks to the project-affected communities. - To develop measures in the Traffic Management Plan (TMP), ESMP. - To establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, including SEA/SH complaints.
ESS 10-Stakeholder Engagement and Information Disclosure	Law on access to information no. 982/2000; Law no. 239 / 2008 on Transparency in Decision Making	Limited legal framework on public disclosure during all implementation stages of the Project. The national legal framework includes requirements on consultation during the environmental impacts' assessment, on participation of citizens in the decision-making process and on possibility to have access to public information. No provision on examination of the anonymous grievances. The proposed actions are: - To develop and implement a SEP as part of the ESF package of this Project, disclosed and consulted on for the Project, consistent with ESS10. The SEP may be updated (and redisclosed) as needed during Project implementation. - To establish, publicize, maintain, and operate an accessible grievance mechanism, to receive and facilitate resolution of concerns and grievances in relation to the Project, including SEA/SH complaints.

According to the GAP analysis, an ESCP, ESMF, including LMPs and SEP shall be developed with proposed measures and actions to ensure compliance with relevant applicable ESSs requirements by promoting shared prosperity and sustainable development.

3.5 World Bank Environmental, Health and Safety Guidelines

The Environmental, Health, and Safety (EHS) Guidelines are technical reference documents with general and industry-specific examples of Good International Industry Practice.
The applicability of the EHS Guidelines should be tailored to the hazards and risks established for each project on the basis of the results of an environmental assessment in which site-specific variables, such as host country context, assimilative capacity of the environment, and other project factors, are taken into account.
When host country regulations differ from the levels and measures presented in the EHS Guidelines, projects are expected to achieve whichever is more stringent. If less stringent levels or measures than those provided in these EHS Guidelines are appropriate, in view of specific project circumstances, a full and detailed justification for any proposed alternatives is needed as part of the site-specific environmental assessment. This justification should demonstrate that the choice for any alternate performance levels is protective of human health and the environment.
The general EHS Guidelines provide the supporting references and good practices related to the following aspects:

1. Environmental
- Air Emissions and Ambient Air Quality - Energy Conservation - Wastewater and Ambient Water Quality - Water Conservation - Hazardous Materials Management - Waste Management - Noise - Contaminated Land
2. Occupational Health and Safety
- General Facility Design and Operation - Communication and Training - Physical Hazards - Chemical Hazards - Biological Hazards - Radiological Hazards - Personal Protective Equipment (PPE) - Special Hazard Environments - Monitoring
3. Community Health and Safety
- Water Quality and Availability - Structural Safety of Project Infrastructure - Life and Fire Safety (L&FS) - Traffic Safety - Transport of Hazardous Materials - Disease Prevention - Emergency Preparedness and Response
4. Construction and Decommissioning
- Environment - Occupational Health & Safety - Community Health & Safety

4 POTENTIAL ENVIRONMENTAL AND SOCIAL RISK IMPACTS AND STANDARD MITIGATION MEASURES

This section discusses the preliminary identification of potential environmental and social risks and impacts that may arise from the implementation of the Project and proposes measures to mitigate them at all stages of the Project activities, during design, construction, and operation. Ultimately, all proposed measures to prevent or mitigate possible adverse effects related to construction will be included by MEPIU in the tender or contract documents, thus becoming mandatory elements of contracts for construction work and construction supervision.

It is important to underscore the fact that the environmental and social impacts identified at this stage are preliminary and generic in nature and will need to be further elaborated in terms of potential for occurrence (likelihood) and severity when the exact locations and sub-projects are known.

4.1 Potential Positive Impacts

Expected annual energy savings are composed of 23,000 MWh form or public building retrofits, and 38,600 MWh from improvement of DH supply, summing up to 61,600 MWh annual energy saving, comprising electricity, boiler fuels and district heating energy. The expected energy savings can be illustrated by translation into reduction of the annual energy consumption of 3,200 single family houses. Another viewpoint is the avoidance of heat and power generation capacities at the level of 14 MW, for a case of a combined heat and power plant.

GHG emission savings estimated in the level of 12,600 tons of CO2 annually, as aggerated by type of used energy and related national emission coefficients. That translates into the avoidance of annual emissions of about 38,000 passenger cars.

The project has the potential to cut energy costs for energy supply the public buildings under norm conditions at EUR 9.3 million annually, as average over 20 years lifetime, which translates into the projects overall simple payback time of 5 years.

Preliminary energy audits have been conducted in 40 representative public buildings and confirm that the buildings energy demand can be reduced between 45 to 65 percent, depending on the level of intervention for retrofit, from standard to advanced. Energy savings by the upgrade of DH supply to public buildings will be achieved through improved control of supply, reduction of DH network losses and lowering the demand of DH supply capacity and will be in the range between 12 to 16 percent of supplied heat. All measures involve commercially available technologies.

The pupils / students focus better when they're comfortable, are more likely to attend classes, and may be less likely to become ill. These qualities all come from classrooms that have proper ventilation, are well-lit, and maintain efficient cleaning schedules.
The correct design of an educational space must favour the conditions for the teaching-learning activity to develop without disturbances, discomfort, or physiological damage, and without affecting the normal comfort conditions required. This situation is relevant, considering the information gathered in recent years by researchers and entities such as UNESCO and the Inter-

American Development Bank (IDB), which support the importance of ensuring good indoor conditions of thermal, acoustic, visual, and air quality comfort in school buildings because they would have a positive impact on the performance and well-being of their users.[12]
The planned investments under component 1 will ensure the improvement conditions for work and study for the education institutions' staff and pupils / students, according to the requirements and best practices related to air quality, overall environmental conditions in the study places, universal access for all groups, including with the vulnerabilities, which will improve the teaching and learning process.

Additionally, the Project will promote private sector participation in developing sustainable solutions for energy efficiency in public building and housing, will support regulatory and institutional development in the energy sector and will seek to address the gender gap concerning women's labor force participation within Moldova's energy sector.

4.2 Potential Risks and Negative Impacts and Mitigation Measures

This section identifies the potentially ES risks and impacts that can arise during the implementation of the specific Project's activities and proposes standard mitigation measures for every identified risk or potential negative impact.

4.2.1 Risks and Impacts during the Design and Construction Stages

The potential environmental and social impacts that could appear during the rehabilitation or retrofitting of existing public buildings for improvement of their energy efficiency (e.g. replacement of roof sheets, windows and facades in schools / kindergartens / municipal buildings, etc.) are associated with noise, dust, air and water pollution, solid/demolition waste management, health hazards and labor safety issues, etc.
Risks are expected to be typical for construction/rehabilitation works for various energy supply or energy efficiency activities in public buildings, temporary by nature and site specific and can be easily mitigated by applying best construction and/or energy supply or energy efficiency practices and relevant mitigation measures.

The *Table* 5 below include the potential impacts and mitigation measures related to the preparation, design and construction stages during the implementation of the component 1 of the STEEM.

[12] https://www.sciencedirect.com/science/article/pii/S0360132323000781

Table 5: Potentially Environmental and Social Risks and Impacts

Component 1: Energy efficiency renovation in public buildings		
Activity / Stage	**Potential Risks and Impacts**	**Mitigation Measures**
Pre-design	Limited knowledge during the selection process on the project and proposed investments	- In identifying subproject activities and beneficiaries, conduct inclusive and accessible consultations with managements of the selected public institutions / buildings, including the educational facilities and public administration. - Provide transparent information on eligibility criteria and selection criteria to the management of beneficiary public buildings, through accessible channels, trusted intermediaries, and in relevant ethnic languages. - SEP implementation.
	Lack of information or awareness on the project and proposed investments	- Provide transparent information on project activities, benefits, and implementation stages to the management and representatives of public buildings (educational facilities and public administration) and community. - Proactively identify, consult with, and reach out to disadvantaged and vulnerable groups (through surveys, consultations, or other means, as appropriate). - Ensure that the grievance/beneficiary feedback mechanism is accessible for all stakeholder groups, providing different intake channels, etc. - SEP implementation that includes the conduction of the awareness campaign and operation of the grievance redress mechanism during the Project implementation.
Design	OHS and Labor Conditions	- Proper ES screening for every subproject, including ESMP checklist development or site-specific ESMP preparation. - SEP and LMPs implementation. - The requirements for labor conditions to be included in the bidding documents and the contracts.
	Community H&S	- Proper ES screening for every subproject, including ESMP checklist development or site-specific ESMP preparation. - The requirements related to community H&S to be included in the bidding documents and the contracts. - SEP implementation, including the information of school workers and pupils on planned works, tentative works schedule and arrangements related to organization of the study process during the construction works, and preliminary instruction on health and safety and GRM operation.
Construction	Occupational health & safety	- Implementation of the site-specific ESMP/ESMP Checklist, including the actions and measures related to safe transportation of the machineries and equipment, proper traffic management, wastes management and discharge of wastewater etc. - MEPIU, TE and contractors will be in touch with the community adjacent to the construction area and will inform about the terms of implementation and the community protection measures (SEP

Component 1: Energy efficiency renovation in public buildings		
Activity / Stage	**Potential Risks and Impacts**	**Mitigation Measures**
		implementation); will inform about the compliance with environmental protection and safety measures, solving complaints/grievances, customer satisfaction, etc. - The Contractor will mitigate the OHS risks by providing training to all workers on basic ESHS risks associated with the proposed construction works and the workers' responsibility. - Set up the construction site with sufficient supplies of clean drinking water, power, and sanitation facilities. - Mandate the use of personal protective equipment (PPE) for workers as necessary (gloves, dust masks, hard hats, boots, goggles, eye, and hearing protection). - Keep worksite clean and free of debris on daily basis. - Provide an on-site first aid kit with bandages, alcohol or non-alcohol antiseptic wipes, dressings, etc. at the construction site. - Keep corrosive fluids and other toxic materials in properly sealed containers for collection and disposal in properly secured areas. - Ensure structural openings are covered/protected adequately. - Secure loose or light material that is stored on roofs or open floors. - Apply electricity good practices such as use of safe extension cords, voltage regulators and circuit breakers, labels on electrical wiring for safety measures, awareness on identifying burning smell from wires, etc. at construction sites and provision of voltage detectors, multi-meters and receptacle testers as per necessary. - Ensure adequate toilet facilities for workers, at least one toilet compartment for every 25 workers, with separate facilities for males and females. - Make sure workers are aware of GRM and can access it. - Implementation of rules and security guidelines and Labor Management Procedures (LMP), including use of individual protection equipment, will be encouraged, and controlled on a regular basis. - Protection of pedestrians, general population - fence the area and prevent access of non-authorized personnel to reconstruction sites. - The construction site area should be lighted during the nighttime. - Regular maintenance of vehicles to minimize potentially serious accidents caused by equipment malfunction or premature failure. - Monitoring of the Contractor ESMP implementation. - SEP and LMPs implementation, including GRM operation. - It is recommended to perform reconstruction activities during the school summer vacations (if possible).

Component 1: Energy efficiency renovation in public buildings		
Activity / Stage	**Potential Risks and Impacts**	**Mitigation Measures**
	Traffic safety	- Signposting, warning signs, barriers and traffic diversions: site will be clearly visible and the public warned of all potential hazards. - Traffic management system and staff training, especially for site access and near-site heavy traffic. Provision of safe passages and crossings for pedestrians where construction traffic interferes. - Adjustment of working hours to local traffic patterns, e.g. avoiding major transport activities during rush hours or times of livestock movement. - Active traffic management by trained and visible staff at the site, if required for safe and convenient passage for the public. - Ensuring safe and continuous access to office facilities, shops and residences during construction activities, if the buildings stay open for the public. - Prepare a Traffic Management Plan (TMP). - The TMP will be coordinated with Municipal Police.
	Temporary severance of access to certain areas on building and disruption modification of school program or study location during civil work activities.	- Identification and establishment of specialized traffic/access routes in the subproject area; installation of barriers and traffic indicators; the access routes will be clearly visible, and the public will be warned of all potential dangers by special signs installed. - Implementation of adequate traffic management measures; training of personnel engaged in traffic, especially for site access and high-tonnage traffic near the site; the arrangement of passages and safe crossings for the people. SEP implementation, including prior information provision on potential service disruptions or changes in the works/study program, proposed solutions and new arrangements if any, particularly for vulnerable groups, and GRM operation under the subproject/project.
	Short - time interruption of heating & hot water supply.	- Carrying out construction works outside the heating season to avoid heat interruption. - Disconnection with water supply only from strict necessity, no more than 2 hours and with a preventive notice for the residents - Implementation of the ESMP checklist and/or Site-specific ESMP. - SEP implementation, including GRM.
	Influx of construction workers into local communities	- At this stage it is not anticipated the major influx of workers into local communities. If during the project implementation, the contractors will need to accommodate the workers near the construction site, additional measures regarding the conditions for the workers and the impact on the community will be identified and agreed. - LMPs and SEP implementation.
	Labor risks for workers involved in the	The potential labor risks are specifically to small-scale construction works, mitigable through the compliance of the developed Project's LMPs; LMP developed by every Contractor to be involved in the Project and of the site-specific ESMP. The activities involving significant risks to labor rights, health and

Component 1: Energy efficiency renovation in public buildings		
Activity / Stage	**Potential Risks and Impacts**	**Mitigation Measures**
	construction works, including OHS	safety of employees, and child or forced labor will to be excluded from Project financing. The LMP developed by Contractors will provide the data on workers to be involved in the Project, including age (under the age of 18 years). - LMPs and SEP implementation.
	Gender Based Violence, Sexual Exploitation, Abuse and Harassment	- A Code of Conduct is suggested for workers to ensure compliance with requirements to combat Sexual Exploitation, Abuse and Harassment. The requirement on Code of Conduct and training for workers will be included the contracts to be signed with the contractors and supervision consultants. - LMPs and SEP implementation, including the information/additional trainings of the school workers and pupils related to SEA/SH, available channels at national level and project level for this type of grievances.
	Emergencies, accidents and incident	The relevant requirements and recommendations for the prevention and management of emergency situations will be developed. Emergency response documentation should contain the contact information in case of emergency situations for each workplace, displayed prominently and accessible to all staff. Contact information for emergency situations should include phone numbers and ways to notify the local authorities and services of what to do in the event of a fire, traffic accident, health emergency, release of hazardous materials, etc. The Contractor will be responsible for taking all reasonable and precautionary measures to ensure that fires do not occur because of the construction works. Open fires at the construction site will be prohibited and the Contractor shall ensure that basic fire-fighting equipment is available at the construction site. The detailed design and construction and rehabilitation of any infrastructure should take due account of natural disaster risks. The Contractor will inform MEPIU on some emergencies, accidents or incidents and the proposed corrective or mitigation measures no later than 24 hours from the date of the emergency.
	Waste generation	- Store solid waste temporarily on-site in a designated place prior to off-site transportation and disposal. - Dispose of waste at designated place identified and approved by local authority. Open burning or burial of solid waste shall not be allowed. It is prohibited for the contractor(s) to dispose of any debris or construction material/paint in environmentally and culturally sensitive areas (including watercourses, natural habitats, & cultural sites). - To the degree feasible, recyclable materials such as wooden plates for trench works, steel, site holding, packaging material, etc., shall be segregated and collected on-site from other waste sources for reuse or recycle (sale). - Follow site-specific ESMP.

Component 1: Energy efficiency renovation in public buildings		
Activity / Stage	**Potential Risks and Impacts**	**Mitigation Measures**
	Hazardous wastes, including the asbestos waste	- The hazardous wastes management in Republic of Moldova complies with Law on wastes #209 of Jul 29, 2016, Art. 20 (on control of hazardous wastes) and Art. 59 (on management of the asbestos wastes). As per local practice, the generation, collection, transport, storage and treatment of hazardous waste is carried out on the basis of the authorization for waste management, in compliance with the conditions established in the authorization, and ensuring the record and control of hazardous wastes, ensuring traceability, starting with their production and to the final destination/disposal. - Asbestos waste will be collected separately, packaged, labelled, stored and disposed of in a waste warehouse located in a place specifically designated for the disposal of asbestos waste. - The requirements and measures when handling asbestos will be complied by Contractor (*Annex 6 to this ESMF*). - The contractor shall have an authorization in accordance with the mentioned law or to contract an authorized company for the management of the hazardous wastes, including the asbestos waste.
	Noise and vibration	- Development, implementation, and monitoring of the site-specific ESMP for construction stage. - Specific preliminary measures: Organization of the works that would generate the most noise and vibrations outside study/work hours, vacations or on weekends. Minimizing operating time of the rustling equipment idling; Using the modern equipment and mechanisms with the low level of noise and vibration; Covering the motor casings of generators, air compressors and other similar equipment; Providing personal protective equipment (PPE) to all workers.
	Dust	- Development, implementation, and monitoring of the site-specific ESMP for construction stage. - The mitigation measures will include the following: Organizing work in a such a way to reduce the quantity of dust by using water to spread the construction site; Providing PPE to workers for dust protection; Installing signs for informing drivers about possible risk connected with dust on the local road; Covering truck bodywork with awnings while transportation of raising dust freights.
	Air pollution	- Air pollution may be caused by emissions from vehicles, mechanization, excavation of soil, dismantling of the old equipment and constructions, transportation of demolition / construction materials, removing of vegetation layer in some cases, and during the final interior and exterior works. The interior works (painting, surface preparation) can generate dust which contain hazardous substances that could be inhaled by workers. The Contractor ESMP will include the measures to avoid or minimize the air pollution, such as establishing the ban on use at construction of the materials and substances emitting cancerogenic and toxic substances in the atmosphere; minimizing an operating time of motor transport engines idling; organizing the passing of control by all vehicles concerning CO emissions and smoke; Establishing the ban on combustion of solid wastes.
	Equipment safety	- All Contractors' equipment must comply with applicable Law no.116/2012 on Industrial safety and must hold authorization and competent personnel to manage industrial equipment like as cranes, crane

Component 1: Energy efficiency renovation in public buildings		
Activity / Stage	**Potential Risks and Impacts**	**Mitigation Measures**
	Personal Protective Equipment (PPE)	lifts, etc. - All equipment must be well maintained and in good state of operation. - LMPs implementation.
	Water and Soil Pollution	Water pollution control: - Erosion and sediment controls, like silt fences, can prevent sediment from running off construction sites. - Proper disposal of wastewater. - Use of spill kits to manage and clean up accidental spills. Solid pollution control: - Proper storage of materials to prevent contamination of the land. - Immediate cleanup of any spills or leaks. - Landscape and revegetate cleared areas as soon as possible.
	Biodiversity impacts (Impact on trees, bushes, grass)	It is not expected impacts on biodiversity under implementation of this component, but construction works shall be organised without removal and damage of the biodiversity without coordination the planned activity with Public Local Authority, Environmental Agency and SE Moldsilva.
	Cultural heritage	A Chance Find Procedure is attached to this ESMF (*Annex 7*).

In addition to the identified potential risks and impacts related to design and construction works, the several risks can be related to the implementation of the technical assistance activities. The *Table 6* below include the potential impacts and mitigation measures related to the implementation of technical assistance activities under the STEEM.

Table 6: Potentially Environmental and Social Risks and Impacts of Technical Assistance Activities

Implementation support and technical assistance		
Activity / Stage	**Potential Risks and Impacts**	**Mitigation Measures**
Creation of a public revolving fund; (ii) Amendments to the regulations to allow public institutions to deposit monetized energy saving in a revolving fund; (iii) Capacity buildings activities	Lack of information and improper communication between the implementation entities, services providers, and beneficiaries.	SEP implementation that includes the conduction of the awareness campaign and operation of the grievance redress mechanism during the Project implementation.
	Lack of information or awareness on the project and proposed activities	

4.2.2 Potential Cumulative Impacts

The proposed activities under the Component 1 (subcomponents 1.1 and 1.2) will not generate cumulative impacts on the energy efficiency renovation in public buildings in the Republic of Moldova's Districts and upgrading the district heating system in the Chisinau Municipality. They will not interact with other construction activities within internal construction site of beneficiaries and in Public Buildings in Districts with other infrastructure development projects from adjacent areas, and no other cumulative environmental and social aspects, that could have a negative impact on the community and the environment in the construction area are identified. The overall project interventions, as finally expected, will: improve technical capacity of the beneficiaries and increase energy efficiency in public buildings and the district heating system, reduce technological loses and ensure better control of natural resources use and pollutants emission.

4.2.3 Risks and Mitigation Measures Specific to Disadvantaged and Vulnerable Groups

Considering the planned investment under the STEEM project, the groups of people can be considered disadvantaged or vulnerable during the implementation of the subcomponents 1.1. and 1.2.

The following groups can be considered potential vulnerable under subcomponent 1.1 and 1.2:

- Biological and social orphans.
- Children/Parents with severe physical and sensory disabilities.
- Roma communities.
- Ukrainian refugee children and their parents
- Children from families with low income.
- Teachers with disabilities.
- Illiterate parents /Parents and children from ethnic minorities.

The vulnerabilities of these groups can be caused by the incapacity or the limited possibilities to have access to the information on Project's activities.
Lack of interest in Project related information and which can lead to ignoring important information for health and safety.

The design and construction of social infrastructure objects must be adapted to the needs of people with disabilities.

The responsible authorities have the obligation to authorize the operation of objects of public utility only under the conditions of compliance with the regulations in the field, so that people with disabilities have unrestricted access to them.[13]

Other potential vulnerable group can be considered the women from energy sector and women who want to adopt STEM careers.
The representation of women in the energy sector remains disproportionately low. This disparity can hinder the progress of women currently in the field, as well as those aspiring to embark on STEM careers. Such imbalances may stem from the misguided belief that STEM fields are predominantly male domains. This project is dedicated to fostering and encouraging the participation of women in the energy industry through a series of targeted activities.

The strategy for information and engagement of the vulnerable groups are described in the SEP, including the engagement of relevant institutions, authorities and NGOs that can support the information provision to the vulnerable groups and to support the implementation entities in work with these groups during the Project implementation. The implementation entities will ensure continuous information provisions and engagement using the various channels and methods, including school open days, trainings, internships program etc.

4.2.4 Potential Impacts during the Operation Stage

During the operational phase of retrofitted facilities impacts on the air quality are not expected if the heating system is properly installed and energy efficient. Taking in consideration that the adapted facility will be provided with thermal insulation, new windows and door(s), the loss of energy and consequently need for heating will be minimized, which will lead to decreased fuels consumption and minimization of the impact on air quality.

If the heating system in retrofitted facilities uses oil as fuel, regular maintenance of the installed boiler should be envisaged according to the previously prepared Plan for maintenance of the equipment, in order to minimize emissions of exhaust gases from the combustion of oil fuel. However, in case the sub-project proposes replacement of old fossil fuel heating system, it shall be replaced only with renewable energy sourced system; natural gas is also accepted as eligible fuel in such case.

During the operational phase, facilities will generate relatively small amounts of urban wastewaters, which will be discharged either into the centralized sewage system or treated separately in-situ (in the absence of a centralized sewage system).

At this phase the household wastes are expected to be generated, which will also include recyclable wastes such as paper, glasses, plastic bottles, lighting bulbs, packaging waste from cleaning products, batteries, electric and electronic equipment, etc. All these wastes shall be managed though contracting specialized licensed communal services for collection,

[13] Art 18 Law Regarding the social inclusion of persons with disabilities in the Republic of Moldova with changes 2024 year №60 of 30.03.2013

transportation and reuse of packaging waste, waste from electric and electronic equipment, etc. As for the solid (non – hazardous) waste generation, the beneficiaries shall possess signed contracts with municipal communal enterprises for its collection, transportation, and disposal to the landfill. In case the project participant, especially a municipality, possess facility for inert waste recycling or may be able to reuse items which are not classified as hazardous waste, it shall be discussed and proposed within the site-specific ESMP.

During the operation stage it is not expected the impacts on community health and safety. The communities' grievances during the operation stage will be addressed according to the Administrative Code of the Republic of Moldova no.116/2018. The labor condition and OHS aspects will be managed according to the national legislation in force. The SE/HS aspects will be addressed by the beneficiaries according to the Labor Code of the Republic of Moldova no. 154/2003 and Criminal Code of the Republic of Moldova no.985/2002.

5 PROCEDURES AND IMPLEMENTATION ARRANGEMENTS

5.1 Environmental and Social Risk Management Procedures

The scope of the risk assessment procedure is to determine and assess risks and opportunities that are relevant to the Project's life cycle associated the project context and needs and expectation of stakeholders.
The risk assessment objectives are the following:

- To identify, evaluate and manage risks and impacts of the project in a manner consistent with WB's ESS no. 1 and applicable national ES laws;
- To adopt a mitigation hierarchy approach to: (a) Anticipate and avoid risks and impacts; (b) Where avoidance is not possible, minimize or reduce risks and impacts to acceptable levels; (c) Once risks and impacts have been minimized or reduced, mitigate; and (d) Where significant residual impacts remain, compensate for or offset them, where technically and financially feasible;
- To adopt differentiated measures so that adverse impacts do not fall disproportionately on the disadvantaged or vulnerable, and they are not disadvantaged in sharing development benefits and opportunities resulting from the project;
- To utilize national environmental and social institutions, systems, laws, regulations and procedures in the assessment, development and implementation of projects, whenever appropriate;
- To promote improved environmental and social performance, in ways which recognize and enhance Borrower capacity.

In this context, the process of implementation of this ESMF includes the following activities related to the ES risks and impacts identification and management at subprojects levels:

Table 7:Project Cycle and E&S Management Procedures

Project Stage	E&S Stage	E&S Management Procedures
a. Assessment and Analysis: Subproject identification	Screening	- During the subproject identification, ensure subproject eligibility by referring to the ***Exclusion List*** below. - For all activities, use the ***Screening Form in Annex 1 and Annex 2*** to identify and assess potential environmental and social risks and impacts, and identify the appropriate mitigation measures for the subproject. - Identify the documentation, permits, and clearances required under the national legislation.
b. Pre-construction and Design: Planning for subproject activities, including human and budgetary resources and monitoring measures	Planning	- Based on ***Screening Form*** adopt and/or prepare relevant environmental and social procedures and plans: site-specific ESMP for "moderate" ES risk subprojects and site-specific ESMP Checklist for "low" ES risk subprojects. - For subprojects requiring Environmental and Social Management Plans (ESMPs), submit the first 5 ESMPs for prior review and no objection by the World Bank prior to initiating bidding processes and/or launching activities (for subproject activities not subject to bidding).

		- For subprojects requiring ESMP Checklists, submit the first 3 ESMPs for prior review and no objection by the World Bank prior to initiating bidding processes and/or launching activities (for subproject activities not subject to bidding). - For the rest of site-specific ESMPs / ESMP Checklists the WB will only check randomly these during regular missions. - Ensure that the contents of the ESMPs / ESMP Checklists are shared with relevant stakeholders in an accessible manner and consultations are held with the affected communities in accordance with the SEP. - Complete all documentation, permits, and clearances required by national legislation. - Train staff responsible for implementation and monitoring of ESMPs. - Incorporate relevant environmental and social procedures and plans into contractor bidding documents; train contractors on relevant procedures and plans.
c. Implementation, Monitoring and Reporting: Implementation support and continuous monitoring for projects	Implementation	- Ensure implementation of plans through site visits, regular reporting from the field, and other planned monitoring. - Track grievances/beneficiary feedback. - Continue awareness raising and/or training for relevant staff, contractors, communities, staff of the beneficiary institutions etc. - Develop and submit the regular reports to World Bank, the relevant government institutions and other stakeholder.

5.1.1 Environmental and Social Screening Procedure

The E&S Screening procedure comprises of two stages-process: (1) Initial screening by using the Exclusion List below; and (2) Screening the proposed activities to identify the approach for E&S risk management.

I. Exclusion List:

As a first step, all proposed activities should be screened to ensure that they are within the boundaries of the Project's eligible activities, and they are not considered as activities listed on the E&S Exclusion List in the table below.

(i) Sub-project activities in the case they may cause significant impacts for which it would be necessary a full ESIA, according to national Law #86/2014 (Category A with high-risk subprojects);

(ii) Any activities which would have an irreversible and substantial environmental and social impact and correspond to a World Bank Categories – High Risk or Substantial Risk Projects. Consequently, only Moderate Risk and low Risk projects are eligible for financing under the Project. This means that the Project will not finance activities for which a Full Environmental Impact Assessment is required as per WB ESS 1.

(iii) Sub-project activities located in protected areas, critical habitats or culturally or socially sensitive areas recognized under national regulations (i.e., on natural areas

protected by state, core areas of ecological network, national register of monuments etc.) (Ref.: ESS6 and ESS8 of ESF);

(iv) any activities that may cause permanent or temporary physical or economic displacement of owners or users of any plot of land resulting in loss of or damage to assets including standing crops, structures or other improvements to the land (Ref.: ESS 5);

(v) any activities involving forced or child labor, reported or significant concern for sexual exploitation and abuse or sexual harassment (Ref.: ESS2 of ESF)

(vi) Any of the activities listed in the World Bank Group - IFC Exclusion List given below.

The principle of avoidance usually applies for subprojects that (a) can create significant loss or damage to nationally important physical cultural resources, critical natural habitats, and critical natural forests; (b) require amount of land acquisition, resettlement, and/or loss of assets; and/or (c) classification as substantial or high risks according to WB's ESF risk classification. Such subprojects would not likely be eligible for financing under the Project.

II. Screening:

As a second step, the MEPIU will use the E&S Screening Form from *Annex 1 and Annex 2* to identify and assess relevant environmental and social risks specific to the subprojects and identify the appropriate mitigation measures.
MEPIU will also identify the documentation, permits, and clearances required under the legislation of Republic of Moldova.

The screening should be done at the initial stage of the subprojects selection. Based on the description of the EE activities and on their potential environmental impacts, and using described above criteria the MEPIU will decide which project category should be attributed. For that purpose, it should be used a special Environmental Screening Checklist (see Annexes 1 and 2). This document will be attached to all submitted subprojects.

As mentioned above, in the case of **"low"** risk subprojects with small scale EE activities MEPIU will prepare site-specific ESMP Checklists (as presented in Annex 3) to follow good construction and housekeeping practices along with requirements related to occupational health and safety issues, avoiding all potential environmental impacts. The selected Contractor will have to apply and prepare Contractor's ESMP Checklist for the respective subproject's activities.

In the case of **"moderate"** risk subprojects with more significant impacts and /or related to hazardous wastes and materials, MEPIU will prepare site-specific ESMPs as indicated in Annex 4 for identifying and defining the mitigation measures to be implemented during the EE activities. The selected Contractor will have to apply and prepare Contractor's ESMP for the respective subproject's activities.

Those subprojects categorized as "**substantial**" or "**high**" risks are not eligible for financing under STEEM Project.

The ESMP/ESMP Checklist will become a part of the construction works contracts and the required mitigation measures would constitute an integral part of the subproject implementation.

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 energy efficiency, construction, health protection, safeguard laws and rules as well as on environmental protection.

The ES procedures during the screening, procurement, design, construction and monitoring and reporting and specific institutional and staff responsibilities related these aspects will be included in the Project Operational Manual (POM) and other documents if relevant.

5.1.4 Disclosure and Consultation

All prepared ES instruments (ESMP checklists or / and site-specific ESMPs) will be published on the websites of MEPIU and other involved institutions in the Project implementation and on the websites of the beneficiaries. The ES instruments are subject to consultation with the identified stakeholder at subproject level.

5.1.5 Implementation and Monitoring

Implementation and monitoring are the systematic measurement of how a sub project is performing and is part of the overall supervision of the subproject.

The screening reports during the initial phase (first five site-specific ESMPs, and respectively, first three site-specific ESMPs) will be approved by the WB until sufficient experience will be established at the level of MEPIU; further, the screening reports for "moderate" of "low" risks subprojects the WB will only check randomly these during regular missions. If the subproject has moderate or low environmental and social concerns, MEPIU will ensure that all the risk mitigation measures are incorporated in the ES risk management instrument **before starting the procurement process for the works contract(s).**

The preparation and implementation of ESMPs is expected to cost only a small fraction of total subproject preparation cost, as most mitigation measures will be very generic, off-the-shelf, and implementable without specialized skills, experience or equipment.

The proper and timely implementation of the environmental, social, health and safety mitigation measures will be monitored during the subproject implementation.
Environmental and social monitoring system starts from the grant preparation and implementation phases through the operation phase in order to prevent negative impacts of the subproject and observe the effectiveness of mitigation measures. This system helps the WB and the Client/MoE to evaluate the success of mitigation as part of project supervision and allows taking an action when needed.

MEPIU, consulting supervision company/consultant will regularly monitor implementation of this ESMF, both at overall Project level and subprojects level as well as the subprojects during the construction to ensure proper implementation of the ESMP checklist and site-specific ESMP provisions.

The monitoring will be carried out by establishing weekly or bi-weekly working meetings with the contractors, supervision consultants and beneficiaries, if necessary, through regular on-site visits by both the technical supervisors and the MEPIU.

If any problems in implementation are noted during the monitoring, they will inform the relevant contractor and jointly take the corrective actions.

The Contractors and supervision consultants will report regularly to MEPIU the ES requirements implementation. Additional information can be requested or discussed with the beneficiary institutions.

Environmental and social monitoring to be implemented by the MEPIU has to provide information about key environmental and social aspects of the subprojects, particularly the environmental and social impacts and the effectiveness of taken mitigation measures.

MEPIU is also responsible for processing, addressing and monitoring complaints and other feedback, including that on environmental and social issues.

Throughout the Project implementation stage, MEPIU will continue to provide training and awareness raising to relevant stakeholders, such as staff, selected contractors, and communities, to support the implementation of the environmental and social risk management mitigation measures. An initial list of training needs is proposed below, in Section 5.3.

The supervision process will be complemented by WB supervision of the Project. The WB project team will also visit the subproject sites as part of the project supervision, if appropriate and expedient. The Bank has the right to request additional materials during the monitoring to clarify the state of facilities and risks. Based on the review of reporting documentation and field visits, the Bank may require changes to the risk category and related project documentation, including the ESMP, Project Operational Manual given by the ESMF, etc.

Reporting

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

Documenting outcomes of the environmental and social supervision of subprojects is mandatory.

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

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

The Project's progress reports will be submitted regularly (i.e. quarterly) as specified in the Environmental and Social Commitment Plan (ESCP) and Project Operation Manual (POM), starting from the effective date (Effective Date), and shall be submitted no later than 20 working days after the end of each reporting period throughout the entire period of the Project implementation.

If MEPIU becomes aware or was informed by contractors or supervision consultant of a serious incident in connection with the project, which may have significant adverse effects on the environment, the affected communities, the public, or workers, it should notify the World Bank within 48 hours of becoming aware of such incident. A fatality is automatically classified as a serious incident, as are incidents of forced or child labor, abuses of community members by project workers (including gender-based violence incidents), violent community protests, or kidnappings.

5.2 Implementation Arrangements

Implementation Entities: The Ministry of Finance (MoF), as the Borrower of the World Bank loan, will enter into an Implementation agreement with the Ministry of Energy, the central administration authority responsible for the project, which will delegate day-to-day implementation to its Moldova Energy Projects Implementation Unit (MEPIU). The MEPIU established under the Government Decision no. 1276 of December 21, 2000, as an independent legal entity, will hold fiduciary, environmental and social responsibilities vis-à-vis the World Bank. The National Center for Sustainable Energy (NCSE) will support the MEPIU in all technical aspects related to sub-component 1.1 and 1.3, while Termoelectrica SA will provide support in sub-component 1.2. The NCSE and Termoelectrica SA staff will have close collaboration with the MEPIU during all procurement processes of respective sub-components and monitoring of works. The MEPIU includes 12 in-house staff including: Director, Monitoring and Evaluation Expert, Electrical engineer, Environmental engineer, Procurement Specialist, two financial management experts and lawyer. The MEPIU plans to recruit five additional staff to strengthen key positions, i.e. procurement and social development, to implement the project while maximizing synergies with current staff engaged with on-going projects.

The MEPIU's environmental and social specialists will coordinate all Environmental and Social Assessment activities and to ensure adequate implementation of ESMF and site specific ESMP checklist and /or ESMP requirements, including LMPs and SEP provisions.

Overall, the role of the environmental and social specialists are, but not limited to: (i) provide assistance to the project's beneficiaries and contractors to determine the environmental and social risks and impacts that can be generated by proposed activities supported under the Project as well as prescribe the required mitigation actions to be taken; (ii) conduct screening and ensure that due environmental and social work (ESMP check list and site-specific ESMP) are prepared for the proposed investments; (iii) properly implement the LMPs and SEP, (iii) monitor and report on a regular basis the effects on the environment and on social issues that financed

activities may provoke and ensure that mitigation is carried out. The environmental and social specialists also must regularly and selectively visit subprojects and ensure proper environmental and social monitoring for Project activities.

MEPIU will include the provisions of the ESMF, including LMPs, SEP and GRM in the following documents:

- Project Operations Manual;
- Bidding and procurement documents;
- Construction and supervision contracts for individual subprojects, both in the specification and in the bill of quantities; Contractors will be required to include the cost of implementation of environmental and social activities in their financial proposals;

Beneficiaries and Contractors. The planned investments and activities will be carried out by Contractors/Consultants selected through the bidding process. They should operate in full compliance with national environmental and social legislation and with the ESMF and ESMP checklist or site specific ESMPs requirements. Further, the contractors are obliged to follow regulative requirements of the national law and WB's ESSs and requirements related to traffic safety, occupational health and safety; fire safety; environmental protection; community health and safety and stakeholder engagement. All ES management associated activities will be financed by the contractors. The contractors will also be requested to designate a person in charge of environmental, social, health and safety issues and for implementing this ESMP and site-specific ES instruments. The consolidated roles and responsibilities of a main project stakeholders are presented in *Table 11* below).

In addition, the Contractor will prepare the following specific plans:

1. The Contractor ESMP for the construction works to be carried out - as per requirements and specifications of the ESMP checklist and site-specific ESMP developed at Project level;
2. Own LMPs, including OHS Plan;
3. Traffic Management Plan to be agreed with the local Traffic Police;
4. Emergency and Response Capacity Plan (includes situations of accidental pollution, emergency and first aid equipment, list of useful emergency telephone numbers, etc.);
5. Solid Waste Management Plan, including hazardous wastes.

Table 8: Implementation Arrangements

Responsible Party	Responsibilities
World Bank	a) Review, acceptance and disclose ESMF, SEP, ESCP on WB's official website; b) Review the site-specific ESMPs for first 5 subprojects and site-specific ESMP Checklists for first 3 subprojects c) Review labor management procedures; d) Conduct implementation support and supervision missions in order to ensure that the Project is following WB ESS requirements.
MEPIU's Environmental and Social Specialists	a) Prepare and submit for Bank review and approval, and implement the ESMF activities, including LMPs, SEP and GRM; b) Disclose the ESMF and ESCP; c) Prepare ESMP checklist and/or site-specific ESMP according to ESMF, Submit ESMPs to the WB for prior review, Perform the quality control and review of ESMP; d) Disclose ES instruments and incorporate ES requirements into bidding

Responsible Party	Responsibilities
	documents; e) Environmental and social monitoring in the field; f) Perform inspections of the implementation of the ES instruments by the construction contractor and beneficiaries, make recommendations and decide whether additional measures are needed or not; g) In case of non-compliance, ensure that the contractor eliminates the noncompliance; h) Hold consultation meetings, and prepare and distribute leaflets or other informative documents to inform communities, on Project, and its impacts and construction schedule; i) Set up a GRM, monitor and address grievances related to the project under specified timelines; j) Manage the grievance redress mechanism, including the grievances received from project workers; k) Provide guidance to the construction contractor and engineering supervision firm; l) Summarize the environmental and social issues related to project implementation to WB in regular progress reports; m) Be open to comments from affected groups and local environmental authorities regarding environmental aspects of project implementation. Meet with these groups during site visits, as necessary; n) Coordinate and liaise with WB supervision missions regarding; environmental and social safeguard aspects of project implementation.
Beneficiary institutions / Management of the public buildings and education facilities	a) Disclose the ESMF, ESCP, SEP, LMPs documents on their websites and place summary information notes on their information boards; b) Provide Technical data to MEPIU for preparing bidding document; c) Provide Technical data for Contractor to prepare detailed design; d) Conduct with Contractor and State Authorities (environment, sanitary and firefighting representatives) inspection on construction locations; e) Attend at public consultation and provide information to all interested parties; f) Manage GRM at local / subproject level and reporting to MEPIU; g) Be open to comments from affected groups and local environmental authorities regarding environmental aspects of project implementation; h) Collaborate with MEPIU in monitoring and reporting the Project performance and progress.
Contractor	a) Develop for Contractor ESMP and LMP, TMP, etc. b) Implement ES requirements on site; c) Implement LMPs; d) Monitor site activities on a regular basis (daily, weekly monthly etc.); e) Prepare the ES progress reports for the review of MEPIU, including GRM at subproject level and grievances for workers
Construction Supervision Engineer/Consultant	a) Supervising and monitoring of all contract provisions that must be ensured and respected; b) Providing an oral or written instruction to the Contractor; c) Controlling and checking of compliance with the instructions given on any matter related to the Contract; d) Checks compliant to the Standard conditions of contract, alongside other routine activities, shall supervise the Contractor`s Environmental and Social performance and verify compliance with E&S Instruments. e) Issuing to the Contractor (at any time) instructions and additional or modified Drawings which may be necessary for the execution of the Works and the remedying of any defects, all in accordance with the Contract; f) Performing regularly site visits on construction sites and prepare conformity reports, including ES aspects etc. g) Prepare the ES progress reports for the review of MEPIU, including GRM operation

5.3 Proposed Training and Capacity Building

Successful implementation of the Project will depend, among others, on the effective implementation of the environmental and social risk management measures outlined in this ESMF. Training and capacity building will be necessary for the key stakeholders in order to ensure effective implementation of the ESMF, LMPs, SEP, ESCP and other environmental and social documents. To the extent possible, training on environmental and social risk management will be integrated into the project cycle and operational procedures. Given the need to raise awareness among project workers and stakeholders at many levels, a cascading model is proposed where information will follow from the national level to the field levels.

An initial training approach is outlined in the table below.

Table 9:Proposed Training and Capacity Building Approach

Level	Responsible Party	Audience	Topics/Themes that May Be Covered
National level	World Bank	Staff responsible for overall implementation of ESMF	ESMF and approach: - Identification and assessment of E&S risks - Selection and application of relevant E&S risk management measures/instruments - E&S monitoring and reporting - Incident and accident reporting - Application of LMP, including Code of Conduct to be developed and adopted prior to Project implementation, incident reporting, SEA/SH - Application of SEP and the grievance/beneficiary feedback mechanism
Regional/local level	MEPIU	Beneficiaries Contractors Management and workers Supervisions Consultants	ESMF and approach: - Identification and assessment of E&S risks - Selection and application of relevant E&S risk management measures - E&S monitoring and reporting - Incident and accident reporting - Application of LMP, including Code of Conduct to be developed and adopted prior to start of Project implementation, incident reporting, SEA/SH, - Application of SEP and the grievance/beneficiary feedback mechanism - Workers' grievance redress.
Community level	Contractors Supervision Consultants	Community members, including staff of the schools and pupils	- Basic OHS measures and Personal Protective Equipment - Community health and safety issues - SEA/SH issues, prevention, measures - Grievance redress - Workers' grievance redress

5.4 Estimated Budget

The budget for the implementation of the present ESMF shall be covered under project design and implementation mechanisms and the types of costs that may be additional costs under the ESMF budget, as well as the implementation budget for SEP implementation specific for preparation and implementation phases.

The following table lists estimated cost items for the implementation for the ESMF, which have been included in the overall project budget:

Table 10: ESMF Implementation Budget

Activity/Cost Item	**Potential Cost (USD)**
Trainings for staff (venue, travel, refreshments etc.).	30,000.00
Trainings for contractors (SHS, STD, HIV/AIDS, etc.)	50,000.00
Printing of awareness raising materials / GRM (Communication process)	100,000.00
Software for data collection / supervision / monitoring / grievance redress	20,000.00
Preparation of site-specific ESMPs & other specific plans (Public Consultation Process)	20,000.00
Cost of obtaining clearances or permits	5,000.00
Implementation of site-specific ESMPs & other specific plans (Public Consultation Process)	25,000.00
E&S staff (for different levels) including fraud & corruption for LPAs (beneficiaries)	25,000.00
Travel and accommodation budget for environmental and social staff site visits	25,000.00
External monitoring or supervision consultant	
TOTAL	300,000.00

6 STAKEHOLDER ENGAGEMENT, DISCLOSURE, AND CONSULTATIONS

In accordance with the environmental and social policies of the WB, the Borrower, through MoE MEPIU, should ensure open dialogue, public consultations, timely and full access by all stakeholders to information related to Project's activities.

A separate SEP for the Project has been prepared and discussed with the relevant stakeholders, based on the World Bank's Environmental and Social Standard 10 on Stakeholder Engagement.

Stakeholder engagement process specific for the Project's life cycle will ensure transparent and inclusive Project implementation in order to improve the environmental and social sustainability of projects, enhance project acceptance, and make a significant contribution to successful project design and implementation.

The SEP identify the Project-affected parties (PAP) and other interested parties of all Project's components, described the information and engagement tools and methods which should be used by the implementation entities such us public consultation, group meetings, workshops, leaflets, information boards, letters, emails, websites, reports and a specific Grievance Redress Mechanism at Project level.

Also, the SEP defines clear roles, responsibilities and authority specific for the Project's life cycle as well as designate specific personnel to be responsible for the implementation and monitoring of stakeholder engagement activities.

Implementation arrangements for the SEP, including the monitoring of output and outcome results will be the responsibility of MoE and the MEPIU for each Project's component.

MEPIU will monitor the SEP implementation in accordance with the requirements of the WB ESF and will ensure the collection of information for regular project reporting. This will include the component output measures on ESF risks and GRM reports.

This ESMF, as well as the SEP and the Environmental and Social Commitment Plan (ESCP) that have been prepared for this project, have been disclosed in draft for the stakeholder consultations on the website of the Ministry of Energy, MEPIU, NCSE, Termoelectrica SA on Quarter no.1 of year 2024.

ESMF Disclosure
All interested parties have been invited to submit virtually their comments and questions to MEPIU until March 31, 2024.
The information notes on the Project description and potentially environmental and social impacts, summary of ESMF and announcement on public consultation were submitted to all institution that will participate in the Project implementation, other governmental and potential beneficiary institutions.

ESMF Consultations

On March 14, 2024 all documents (ESMF/SEP/ESCP) were disclosed on the MEPIU web site to be accessed by stakeholders and other interested parties within the public consultation process (https://www.mepiu.md/eng/publicatii).

7 GRIEVANCE REDRESS MECHANISM

For the purposes of this Project, a Grievance Redress Mechanism is a process for receiving, evaluating, and addressing project-related grievances from Project affected parties and other interested parties at the level of the project.

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

GRM scope and use

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

GRM's users: Project beneficiaries, project workers, identified project affected parties, as well as the broadercitizens can use the GRM related to project activities.

GRM's management: The GRM for STEEM Project will be managed by the MEPIU.

Roles and Responsibilities for GRM
The responsibilities for the management of the GRM system include the following and may be updated from time to time in consultation with the ministerial management team and the World Bank task teams:

- Overall management of the GRM system;
- Developing and maintaining awareness-building;
- Collection of complaints;
- Recording complaints
- Notification to the complainant on the receipt and timeline to review a complaint;
- Sorting/categorization of complaints;
- Thorough examination of the issues, including the causal link between project activities and allegeddamage/harm/nuisance;
- Decision-making based on such examination;
- Processing appeals or continuous communication with complainants with the purpose to resolveissues amicably;
- Publishing responses to complaints, unless otherwise is requested by complainants due to privacyor other concerns;
- Organization and implementation of information materials and awareness campaigns;
- Reporting and feedback on GRM results.

Procedures - Grievance Resolution Framework

Grievances submission
Project Level: The Project's stakeholders can submit any type of feedback related to all Project's activities, including complaints, to MEPIU, using the following channels:

Moldova Projects Implementation Unit (MEPIU)
Chisinau,1, Alecu Russo St., office 163
Tel: (+373) 22 496790 Fax: (+373) 22-49-67-90
Email: mepiu@mepiu.md
Verbal complaints addressed to Project staff could be recorded in writing by the receiver

Subprojects level: Any type of feedback related to implementation of component 1 can be submitted to the management of public institutions or to the persons to be appointed by the managers to be responsible for the implementation of the subproject.

The Contractors that carry out the work will receive and solve the grievances related to works only. The contractor will guide the stakeholders to submit the other type of grievances to institution management. The Contractors will inform weekly MEPIU on received and solved grievances.

Also, the grievances related to subcomponent 1.2 can be submitted to" Termoelectrica" S.A. using the following channels:

"Termoelectrica" S.A.
Chisinau, 6, Tudor Vladimirescu st.
Tel: (+373) 22 43-64-59 Fax: (+373) 22 49-50-97
Email: anticamera@termoelectrica.md
Call center: 1300
Viber: (+373) 069 444 144
Verbal complaints could be recorded in writing by the receiver

The GRM procedure will be updated based on data provided by management of the beneficiary public buildings for every subproject, including the appointed person for GRM management at subproject level, available communication channels with the pupils, parents, teachers and contact data.

Grievances may be submitted anonymously using the dedicated phone numbers or installed mailboxes. All anonymous grievances and complaints should be addressed and recorded as well as other grievances and complainants, Confidentiality must be ensured in all cases, including the case when the person submitting the appeal choses anonymity.

The Project treats sensitive and confidential complaints, including those related to Sexual Exploitation and Abuse/Harassment (SEA/SH) in line with the WB ESF Good Practice Note on SEA/SH.][14] For GBV, and particularly for SEA/ SH complaints, there are risks of stigmatization, rejection and reprisals against survivors.

[14] *https://thedocs.worldbank.org/en/doc/e2ff01be0f07c82d73bc0c5e7ddf394f-0290032022/original/ESF-Good-Practice-Note-on-Addressing-SEA-SH-in-HD-Operations-First-Edition-September-16-2022.pdf*

Taking into account the standards regarding the prevention of SEA/SH, which, in accordance with the requirements of the World Bank, must be observed in all projects financed by the World Bank, these standards will be observed, and responsibilities take action to raise awareness on the prevention and suppression of SEA/SH. The Project staff and contractors will be informed of oversight principles and SEA/SH risk prevention at all stages of the Project implementation.

GRM will ensure access and confidentiality of a complaint filing mechanism and will allow an applicant not to be afraid of possible retaliation. These complaints will be handled without any delay and all those responsible wills be held accountable. The SEA / SH issues will require adoption of certain additional measures:

- Gender sensitivity will be sought in the employment of Social Specialist, who will work at MEPIU.
- Social specialists will be informed about SEA/SH issues.
- In addition to the socio-cultural characteristics and non violent communication ways in the training of workers, SEA/SH will also be on the agenda. Worker training will include the following information on SEA / SH:
    - Definition of violence against women in national and international documents;
    - Types of violence (physical, sexual, economic, emotional);
    - Legal sanctions;
- The grievance mechanism will be accessible and ensure the confidentiality of personal information.
- Information activities will be carried out to inform women about the mechanism
- The confidentiality principle of the grievance mechanism will be repeated in all information materials.

Grievances receipt and recording

The person receiving the grievance will complete a grievance form (*see Annex 1*) and will record the grievance in the Grievance Tracking Register, kept under STEEM.

The MEPIU's social specialist will have the responsibility to record the grievances received at Project level and to include in the Project Grievance Tracking Register all Project grievances, included those received at subproject by TE, managers of public/ administrative buildings and education facilities, and contractors and supervision consultants. The appointed persons by the beneficiary institutions, Contractor and supervision consultants at subproject level will have the responsibility to manage the grievances, including their reception, recording and monitorization of the resolution.

The Social specialist will inform the MEPIU's director on every received grievance both at Project level and subproject level (based on information reported by beneficiary institutions, contractors and consultants) and will agree together the proposed action and measures if necessary, and on other team's members or institutions to be involved in order to solve the grievance and to respond to the complainant/ applicant.

Acknowledgement and follow-up.

Once the investigation process has been established, the social specialist / appointed persons at subproject level enters this data into the Grievance Tracking Register and informs the complainant that his/her grievance was received, and the timeframe expected for the response. The information provided to complainant would also include, if required, the likely procedure if complaints had to be escalated outside the MEPIU and the estimated timeline for each stage

The number and type of suggestions and questions should also be recorded and reported so that they can beanalyzed to improve project communications. Once a month, the Social Specialist should submit to MEPIU's Director a list of all complaints received at Project and subproject levels, the follow-up required, and the status of complaints from the previous month ("on-going" or "addressed").

Grievance Closure

The timeline for response to a grievance will not exceed 14 working days. The term can be justified extended up to 20 working days (the complainant will be informed about extension).

A grievance will be "closed" when a resolution satisfactory to all parties has been reached. In certain situations, however, it is possible to "close" a grievance even if the complainant is not satisfied with the outcome. This could be the case, for example, if the complainant is unable to substantiate a grievance, or if there is an obvious speculative or fraudulent attempt.

In such situations, the efforts to investigate the complaint and to arrive at a conclusion will be well documented and the complainant will be advised of the situation.

If the complainant is not satisfied by the response or the proposed solution, he/she may appeal to court.

The results of investigation and the proposed response to the complainant will be presented for approval to MEIU's director. Once a decision hasbeen made and the complainant informed, the social specialist / appointed persons describes the actions to be taken in the grievance form (see Annex 1), along with the details of the investigation and the findings.

The answers to the anonymous grievances will be placed on MEPIU web site and on information boards at subproject level.

Appeal Mechanism

The GRM will have provisions to appeal if the grievances are not resolved satisfactorily. The GRM would not prevent access to judicial and administrative remedies.

According to the Constitution of Republic of Moldova all citizens shall be entitled to refer to public authorities by way of petitions formulated only on behalf of the signatories. Legally established organizations shall have the right to lodge petitions exclusively on behalf of the bodies they represent.

The requirements on appeal mechanism in Republic of Moldova will be described in the GRM regulation for the project to be developed prior to start of the Project implementation.

Monitoring and Reporting

Monitoring refers to the process of tracking grievances and assessing the progression toward resolution. MEPIU will develop and maintaining a grievance register and maintain records of all steps taken to resolve grievances or otherwise respond to feedback and questions.

MEPIU will monitor grievances routinely as part of the broader management of the Project. This entails good record keeping of the grievances raised throughout the life of the Project.

All involved parties / appointed persons at subprojects level will direct all grievances to MEPIU and their resolution status if it was decided to solve these grievances at subproject level. The grievances that cannot be solved at subproject level by appointed persons will be taken over by MEPIU for subsequent resolution.

The MEPIU's social specialist will compile the information provided from subprojects and will develop quarterly reports to Project's management and to the World Bank.

When receiving feedback, including grievances, the following is defined:

- Type of appeal;
- Category of appeal;
- People responsible for the execution of the appeal;
- Deadline of resolving the appeal;
- Agreed action plan.

These grievance reports will be developed based on Grievance Recording, Grievance Tracking Registers and results of other consultation and engagement activities and will include:

- The number of grievances logged in the proceeding period by level (at project or subproject level) and category and type.
- The number of the solved grievances, including the answers provided to the questions, requests for information, suggestions and proposals and other received feedback through the Project's GRM.
- The number of the grievances under examination.
- The number of the grievances with the accepted resolution.
- The number of the grievances with the partially accepted resolution.
- The number of the grievances with the not accepted / rejected resolution.
- The most frequent questions and requests/suggestion/proposals or feedback.
- The planned or carried out actions and measures based on received feedback, such as for example: informational materials development on specific subjects, additional information provided using the social media channels and the internal groups on Viber or WhatsApp, groups meetings or workshop with a specific stakeholders group etc.

This GRM can be revised and updated based on the proposals, comments and suggestions received both form the participants in the GRM operation and Project's beneficiaries and stakeholders.

Information on GRM

Information about the GRM will be publicized as part of the initial program consultations and disclosure in all the participating institutions. Brochures/leaflets will be distributed during consultations and public meetings, and posters will be displayed in public places, on information boards and mailboxes such as in public buildings that benefit from project's investments etc. Information about the GRM will also be posted online at the websites of MEPIU, TE, NCSE. The overall grievance resolution framework will include six steps described below.

Grievance Mechanism for Project's Workers

A grievance Mechanism for Project's workers will be established under the STEEM project according to the provision of the World Bank's ESS2. The objective of this procedure is to settle the grievance between an employer and employee or between employees bilaterally before the

intervention of a formal court, except in cases where the grievance constitutes a criminal offense that requires notifying law enforcement. Under the provisions of ESS2, the project will provide a grievance mechanism for all direct and contracted workers to raise workplace concerns. Workers will be informed of this grievance mechanism at the time of recruitment and the measures put in place to protect them from any reprisal for its use. The project will put in place measures to make the worker grievance mechanism easily accessible to all project workers.

The Contractors should consider streamlined procedures to address specific worker grievances, which would allow workers to quickly report labor issues, such as a lack of PPE, lack of proper procedures or unreasonable overtime, and allow the project to respond and take necessary action. The MEPIU's social specialist and environmental, health and safety specialist will also provide overall implementation and capacity building support on resolving all workers grievances. They will also include workers grievance status in the progress report.

The Grievance Mechanism for Project's workers are detailed in the Labor Management Procedures prepared for the Project.

World Bank's corporate Grievance Redress Service

The Project affected communities and individuals may submit their complaint to the WB's independent Inspection Panel, which determines whether harm occurred, or could occur, as a result of WB non-compliance with its policies and procedures. Complaints may be submitted at any time after concerns have been brought directly to the World Bank's attention, and Bank Management has been given an opportunity to respond. For information on how to submit complaints to the World Bank's corporate Grievance Redress Service (GRS), please visit https://www.worldbank.org/en/projects-operations/products-and-services/grievance-redress-service. For information on how to submit complaints to the World Bank Inspection Panel, please visit www.inspectionpanel.org.

ANNEXES

Annex 1: Environmental Screening Checklist

ENVIRONMENTAL SCREENING CHECKLIST

Part 1

1. **Project Name:**

2. **Brief Description of sub-project** to include: nature of the project, project cost, physical size, site area, location, property ownership, existence of on-going operations, plans for expansion or new construction.

3. **Will the project have impacts on the environmental parameters** listed below during the construction or operational phases? Indicate, with a check, during which phase impacts will occur and whether mitigation measures are required.

Environmental Component	Construction Phase	Operational Phase	Mitigation Measures
Terrestrial environment			
Soil Erosion & Degradation: Will the project involve ploughing/ plant cultivation on the slopes?			
Habitats and Biodiversity Loss: Will the project involve use or modification of habitats (pasturing on and ploughing up the steppe areas, cutting or removal of trees or other natural vegetation, etc.)			
Land degradation: Will the project apply pesticides?			
Land, habitats & ecosystems degradation: In case of cattle production, will the project contribute to land, habitats and ecosystems degradation?			
Land & soil degradation: Will the project involve land excavation?			
Generation of solid wastes, including toxic wastes?			
Biodiversity and Habitats Loss: Will the project located in vicinity of protected areas or other sensitive areas supporting important habitats of natural fauna and flora?			
Land Erosion & Degradation: agricultural crop production & plantation crop production - will the project presume appropriate agricultural practices?			
Biodiversity Loss: enlargement of area under the agricultural crop production			
Soil & underground water pollution			
Land degradation, water pollution & aesthetics: Construction			
Other impacts			
Air quality			
Will the project provide pollutant emissions?			
Will the project generate specific air pollution (dioxins, furans, etc.)			
Aquatic environment			
Water Quantity: will the project involve water use?			
Water Quality / Pollution: Will the project contribute to surface water pollution			
Underground and Surface Water Pollution: Will the project applies pesticides and inorganic fertilizers contributing to surface water pollution?			
Loss of Biodiversity: Will the project involve introduction of alien species (e.g., in case of aquaculture projects)?			

Environmental Component	Construction Phase	Operational Phase	Mitigation Measures
Loss of Biodiversity: Will the project located in vicinity of protected area or wetlands supporting both local avifauna and birds on passage?			
Degradation of natural aquatic ecosystems			
Weeds, pests, diseases: will the project contribute to spreading of weeds, pests and animal and plant diseases?			
Sedimentation of water bodies			
Other impacts			

4. For the environmental components indicated above, and using the information provided in the *table* below **describe the mitigation measures that will be included during the construction (C) or operational (O) phase of the project or both (B)**

Environmental Component	Phase (C, O or B)	Mitigation Measures

5. **Examples of Mitigation Measures** (for more detailed description of listed below and other potential mitigation measures refer to *Annex*es E, F & G)

Environmental Component	Mitigation Measures
Terrestrial ecosystems	
Soil Erosion & Degradation: Will the project involve ploughing/ plant cultivation on the slopes stimulating soil erosion and landslides?	1) Ploughing across the slope 2) Contour tillage 3) Avoid creation of new terraces since it is linked with loss of topsoil, etc.
Habitats and Biodiversity Loss: Will the project involve use or modification of habitats (pasturing on and ploughing up the steppe areas, cutting or removal of trees or other natural vegetation, etc.)	1) Avoiding use of remained natural or semi-natural steppe areas for pasturing and crop production 2) Avoid, where possible, cutting of trees and other natural vegetation, etc. 3) Minimize loss of natural vegetation/ Maximal preservation of vegetation during construction
Land degradation: Will the project applies pesticides?	1) Use of less harmful (non-persistent) pesticides 2) Not to apply more pesticides than needed 3) To ensure appropriate pesticides handling to avoid contaminated surface runoff, etc.
In case of cattle production, will the project contribute to land, habitats and ecosystems degradation?	1) Not to exceed pastures' capacity (on degraded lands this is 0,3-0,5 conv. cap/ ha; on good lands – 1,5 conv. cap/ per ha) and avoid overgrazing 2) Where possible, use of stabling 3) To develop sawn pastures 4) Where possible, to fence grazing areas to use them subsequently, giving to others possibility to restore, etc. 5) Not to graze in natural areas in early spring and late autumn, etc.
Land & soil degradation: Will the project involve land excavation?	1) To dislocate excavated topsoil to adjacent agricultural lands
Generation of solid wastes, including toxic wastes?	1) Wastes reuse and recycling 2) Disposal on authorized landfills including on special toxic wastes disposal sites
Biodiversity and Habitats Loss:	1) Consideration of alternative locations, where possible

Environmental Component	Mitigation Measures
Will the project located in vicinity of protected areas or other sensitive areas supporting important habitats of natural fauna and flora?	2) Careful timing of works and work seasonally, as appropriate: to avoid construction during breeding season 3) Where possible, to fence the area under construction to lessen occasional disturbance on habitats and biodiversity 5) Use natural meadows and grasslands rather for mowing than grazing 4) Inform personnel about importance of adjacent environmentally important area, if any, etc.
Land Erosion & Degradation: Agricultural Crop Production & Plantation Crop Production - Will the project presume appropriate agricultural practices?	1) Appropriate crop rotation: fallow land – wheat – maize – sunflower – lucerne – lucerne (2 years long) – legumes (pea, haricot, etc.) / wheat maize, etc./ or rye- maize-sunflower-Lucerne-Lucerne-legumes-rye, etc 2) Plowing and tillage: plowing across the slope & contour tillage 3) On lands which are subject to erosion preferable cultivation of plants with require dense sawing (e.g. wheat, rye, etc.) and avoid cultivation of tilled crops (e.g., maize, sunflower), 4) Orchards: creation of grass strips between the rows, deep cultivation between the rows, 5) Where possible, to prefer agricultural land arrangement as follows: areas with cultivated crops alternated with areas used for pasturing and orchards, etc.
Biodiversity Loss: enlargement of area under the agricultural crop production	Where possible, to plant (or maintain) green corridors to ensure movement of terrestrial fauna
Soil & underground water pollution	1) Fuel and lubricants: use of specially arranged sites (with concrete floor) for their handling and storage to avoid their leakages into the soil and runoff into water bodies 2) Pesticides: see above 3) Use of special platforms and tanks with a waterproof bottom for accumulation of manure and preparing of organic fertilizers, etc.
Land degradation, water pollution & aesthetics: Construction	1) Careful selection of location for and planning of the project 2) To minimize construction site's size and design work to minimize land affected, 3) Where possible, to execute construction works during dry season to avoid excessive contaminated runoff 4) Properly arranged waste disposal sites 5) Cleaning of construction site, replacing the lost trees, re-vegetation of work area, etc.
Other impacts?	Other measures?
Air quality	
Will the project provide pollutant emissions?	1) Use of approved methods and techniques to prevent and control emissions (e.g. absorption) 2) Where possible, enclosure of dust producing equipment, and use of local exhaust ventilation 3) Where possible, arrange barriers for wind protection (if raw material is stored and processed in open areas) 4) Where possible, use of fuels with a low sulfur content, such as natural gas or liquefied petroleum gas and use of low-sulfur raw material 5) Where possible, installation of dedicated filtration systems, etc.
Will the project generate specific air pollutants (furans, dioxins)?	1) Selection of materials or processes with no or low demand for VOC-containing products 2) Where possible to substitute the use of solvents and other materials which have a high VOC content 3) Where possible, to install and modify equipment to reduce solvent use in manufacturing process 3) To execute strict primary and secondary control of air emissions, etc.
Aquatic Ecosystems	

Environmental Component	Mitigation Measures
Water Quantity: will the project involve water use?	1) To ensure natural flow of water/ minimum disruption of natural streams flows 2) To install water meters to control and minimize water use 3) Avoid or minimize surface water abstraction in case downstream the wetland is situated. etc.
Water Quality / Pollution: Will the project contribute to surface water pollution	1) a. For small rural enterprises: to install local wastewater treatment facilities (e.g., septic tanks) b. For big enterprises: not to exceed established limits of pollutants in effluents 2) To minimize water and mud collection 3) Where possible, to renovate existing sewerage system/ ensure connection to municipal sewerage system 4) To arrange properly waste disposal sites
Underground and Surface Water Pollution: Will the project applies pesticides and inorganic fertilizers contributing to surface water pollution?	1) See above 2) Where possible, to plant at least bush vegetation down slope to reduce pollutants surface runoff into water bodies
Loss of Biodiversity: Will the project involve introduction of alien species (e.g., in case of aquaculture projects)?	1) Where possible, to avoid introduction of alien species 2) In case of use of already introduced alien species to ensure their non-coming into natural ecosystems, e.g., during water discharge from the ponds, etc.
Loss of Biodiversity: Will the project located in vicinity of protected area or wetlands supporting both local avifauna and birds on passage?	1) Not to exceed established limits of pollutants in effluents and emissions 2) To avoid or minimize construction and operational activities during breeding and migration periods, etc.
Degradation of natural aquatic ecosystems	1) Avoid application of pesticides in the strip with width of 300 m along the natural surface water bodies, 2) Avoid cutting of trees and other natural vegetation along the water bodies 3) Avoid coming of alien species into natural water bodies, 4) Properly arranged waste disposals sites, etc.
Weeds, pests, diseases: will the project contribute to spreading of weeds, pests and animal and plant diseases?	1) Avoid cultivation of plant mono-culture on agricultural lands 2) Appropriate pest management 3) Giving the priority to the agro-technical and biological measures for the control of weeds, pests, and diseases, 4) In cattle farms, to adhere established veterinary rules to prevent or minimize animal diseases, etc.
Sedimentation of water bodies	1) To avoid excessive soil erosion: see above 2) Minimize soil processing 3) Provide retention/ sedimentation ponds, as necessary 4) To control reed harvesting (to avoid over-harvesting)
Other impacts?	Other measures?
Socio-economic environment	
Compliance with health and safety legislation, including on preventing child labor, forced labor and preventing GBV, sexual abuse, exploitation and harassment	1) Are PPEs provided to workers? (Work Utility & Safety Overalls & Coveralls, masks, work boots/shoes). 2) What arrangements have been put in place in response to occupational safety and health requirements? a. workplace training provided upon work commencement b. water spaying twice a day during construction to avoid dust c. permanent ventilation of internal areas c. signed contracts with all workers and provisions are in accordance with law requirements, including timing of work d. Code of Conduct and awareness sessions conducted on prevention of sexual exploitation and harassment e. Emergency telephone line (0 8008 8008) to report on GBV, sexual harassment

Environmental Component	Mitigation Measures
	on printed simple paper or posters is placed on visible places 3) How often health and safety training is conducted for personnel? 4) Is there an Occupational Health and Safety Plan available for inspection by the PIU representative? 5) Are workers aware where to lodge complaints pertaining to working conditions? 6) Are minors noticed on site? What is their age? 7) Has a health and safety officer been appointed at site? Are there arrangements put in place for workers to wash their hands with soap? Are sanitizers provided? Do workers wear masks/have they been provided with medical masks? 8) Is there an Accident Registry available on the site? 9) Is there a first aid box available and does it contain the first-aid items? How often it is supplemented with additional items? 10. Observe if health and safety measures are in place to prevent accidents caused by improper management of risks related to falls, slips, electrocution, exposure to chemicals, improper management of pesticides, improper operating heavy machinery, etc.
Does the project community have access to information about the project, including information where and how to lodge complaints related to non-compliance with environmental protection practices?	If yes, anticipated public concerns, e.g., project location, waste disposal sites, harmful emissions into environment, aesthetic arrangement of site under construction activities etc.
Are vulnerable groups supported to enhance their access to the project benefits?	Are there outreach measures designed? Are campaigns customized to reach vulnerable groups, including female-run farms/enterprises?

Annex 2: Social Screening checklist

Potential Social Impacts/Risks	Yes	No	Not known	Details
1. Will the subproject intervention include new physical construction work?				
2. Does the subproject intervention include upgrading or rehabilitation of existing physical facilities?				
3. Is the intervention likely to cause any permanent damage to or loss of housing, other assets, resource use?				
4. Does this subproject require private land acquisitions?				
5. Is there any physical displacement of persons due to activities/constructions?				
6. Does this project involve resettlement of any persons?				
7. Will there be loss of /damage to agricultural lands, standing crops, trees?				
8. Will there be loss of incomes and livelihoods?				
9. Does the applicant/subproject have measures in place to prevent and mitigate loss of employment/jobs?				
10. Will the subproject require labor force for new activities?				
11. Does the applicant have measures in place (corporate policies/corporate statement/code of conduct) to ensure respect of labor rights, operational safety, and health procedures?				
12. Does the sub-project have measures in place: Code of Conduct, registry of all workers on site, policies aimed at combating child labor/forced labor, GBV, SEA[15]/SH[16], sexual abuse and harassment?				
13. Do activities of subprojects have any issues/risks related to illegal or informal employment?				
14. Does the subcontractor have temporary, seasonal employees? What is the form of contracting them? Does it intend to hire seasonal / temporary workers? What is the legal age of employment at this enterprise?				
15. Will disadvantaged & vulnerable groups (including socially marginalized communities such as Roma, elderly, homeless, ethnic minorities) be impacted or benefit by the subproject intervention?				
16. How can the subproject entities demonstrate that the subproject activities will provide equally and fair services without any discrimination against women, people with disabilities, elderly or socially vulnerable individuals and groups? Has it employed in the past workers from these categories?				
17. Will the activities of the subproject take place in proximity to women or children (e.g. school environment) or other vulnerable groups, requiring additional mitigation measures?				
18. Will the activities of subprojects be likely to have any issues/risk related to gender-based violence and sexual harassments? Is this enterprise willing to adopt Code of Conducts and provide adequate information on how to receive support on GBV, sexual abuse and harassment?				
19. Does the subproject include social entrepreneurship activities[17]?				
20. Has the local population or any NGOs expressed concern about the proposed activities?				
21. Does the subproject have measures to prevent the spread of COVID-19 in order to ensure Occupational Health and Safety of their workers?				

[15] *Sexual exploitation:* any actual or attempted abuse of a position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. *Sexual abuse:* actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. Sexual abuse is a broad term, which includes a number of acts including rape and sexual assault, among others.

[16] Any form of unwanted verbal, non-verbal, or physical conduct of a sexual nature with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating, or offensive environment. This may include unwelcome sexual advances, or requests for sexual favors, and may take place through online activity or mobile communications as well as in person.

[17] Ref: The Law #845/1992 on entrepreneurship activities –https://www.legis.md/cautare/getResults?doc_id=135032&lang=ro

Overall assessment of potential impacts and proposed mitigations measures, if any:

Annex 3: Site Specific Environmental & Social Management Plan (ESMP) Checklist for Construction and Rehabilitation Activities

Site Specific ESMP Checklist for Construction and Rehabilitation Activities

PART 1: INSTITUTIONAL AND ADMINISTRATIVE				
Country/City/Region				
Project title				
Scope of project and activity				
Institutional arrangements (Name and Contacts)	WB Project Team leader	Project Management	Local Counterpart and/or Recipient	
Implementation arrangements (Name and Contacts)	Supervision	Local Counterpart Supervision (if any)	Local Inspectorate Supervision (if any)	Contactor
SITE DESCRIPTION				
Name of site				
Description of site location				
Who owns the land?				
Geographic description				
LEGISLATION				
Identify national legislation & permits that apply to projectactivity				
PUBLIC CONSULTATIONS				
Identify when / where the public consultation process took place				

PART 2: ENVIRONMENTAL AND SOCIAL SCREENING			
Will the site activity include/involve any of thefollowing potential issues and/or impacts:	Activity and examples ofpotential issues and/or impacts	Status If Yes for any	Additional references
	1. Building rehabilitation 2. Site specific vehicular traffic 3. Increase in dust andnoise from demolition and/or construction 4. Construction waste	[ ] Yes [ ] No	See Section **B** below
	Individual wastewatertreatment system 1. Effluent and / or discharges intoreceiving waters	[ ] Yes [ ] No	See Section **C** below
	Historic building(s) anddistricts 1. Risk of damage to known /unknown historical or archaeological sites	[ ] Yes [ ] No	See Section **D** below
		Hazardous or toxic materials - Removal and disposal of toxic and/or hazardous demolition and / or construction waste - Storage of machine oils and lubricants	[ ] Yes [ ] No
		Traffic and PedestrianSafety - Site specific vehicular traffic - Site is in apopulated area	[ ] Yes [ ] No

PART 3: MITIGATION MEASURES		
ACTIVITY	**PARAMETER**	**GOOD PRACTICES MITIGATION MEASURES CHECKLIST**
A. General conditions	Notification and Worker Safety	a) The local construction and environment inspectorates and communities have been notified ofupcoming activities b) The public has been notified of the works through appropriate notification in the media and/orat publicly accessible sites (including the site of the works) c) All legally required permits (to include not limited to land use, resource use, dumping,sanitary inspection permit) have been acquired for construction and/or rehabilitation d) All work will be carried out in a safe and disciplined manner designed to minimize impacts onneighboring residents and environment. e) Workers' will comply with international good practice (always hardhats, as needed masks andsafety glasses, harnesses and safety boots) f) Appropriate signposting of the sites will inform workers of key rules and regulations to follow.

B. General Rehabilitationand /or Construction Activities	Air Quality	a) During interior demolition use debris-chutes above the first floor b) Keep demolition debris in controlled area and spray with water mist to reduce debris dust c) Suppress dust during pneumatic drilling/wall destruction by ongoing water spraying and/orinstalling dust screen enclosures at site d) Keep surrounding environment (sidewalks, roads) free of debris to minimize dust e) There will be no open burning of construction / waste material at the site f) There will be no excessive idling of construction vehicles at sites g) The debris will be transported in a safety manner and in a covered transport
	Noise	a) Construction noise will be limited to restricted times agreed to in the permit b) During operations the engine covers of generators, air compressors and other powered mechanical equipment should be closed, and equipment placed as far away from residential areas as possible
	Water Quality	a) The site will establish appropriate erosion and sediment control measures to prevent sedimentfrom moving off site and causing excessive turbidity in nearby streams and rivers
	Waste management	a) Waste collection and disposal pathways and sites will be identified for all major waste typesexpected from demolition and construction activities. b) Mineral construction and demolition wastes will be separated from general refuse, organic,liquid and chemical wastes by on-site sorting and stored in appropriate containers. c) Construction waste will be collected and disposed properly by licensed collectors d) The records of waste disposal will be maintained as proof for proper management as designed. e) Whenever feasible the contractor will reuse and recycle appropriate and viable materials (except asbestos)
C. Individual wastewater treatment system	Water Quality	a) The approach to handling sanitary wastes and wastewater from building sites (installation orreconstruction) must be approved by the local authorities b) Before being discharged into receiving waters, effluents from individual wastewater systemsmust be treated in order to meet the minimal quality criteria on wastewater treatment c) Monitoring of new wastewater systems (before/after) will be carried out
D. Historic Buildings	Cultural Heritage	a) If the building is a designated historic structure, very close to such a structure, or located in a designated historic district, notify and obtain approval/permits from local authorities and address all construction activities in line with local and national legislation b) Ensure that provisions are put in place so that artifacts or other possible "chance finds" encountered in excavation or construction are noted, officials contacted, and works activities delayed or modified to account for such finds.
E. Toxic Materials	Asbestos management	a) If asbestos is located on the project site, mark clearly as hazardous material b) When possible, the asbestos will be appropriately contained and sealed to minimize exposure c) The asbestos prior to removal (if removal is necessary) will be treated with a wetting agent to minimize asbestos dust d) Asbestos will be handled and disposed by skilled & experienced professionals e) If asbestos material is be stored temporarily, the wastes should be securely enclosed insideclosed containments and marked appropriately f) The removed asbestos will not be reused.

	Toxic / hazardous waste management	a) Temporarily storage on site of all hazardous or toxic substances will be in safe containerslabeled with details of composition, properties and handling information b) The containers of hazardous substances should be placed in and leak-proof container to prevent spillage and leaching c) The wastes are transported by specially licensed carriers and disposed in a licensed facility. d) Paints with toxic ingredients or solvents or lead-based paints will not be used
F. Traffic and Pedestrian Safety	Direct or indirect hazards to public traffic and Pedestrians by construction activities	a) In compliance with national regulations the contractor will ensure that the construction site is properly secured and construction related traffic regulated. This includes but is not limited to - Signposting, warning signs, barriers and traffic diversions: site will be clearly visible and the public warned of all potential hazards - Traffic management system and staff training, especially for site access and near-site heavy traffic. Provision of safe passages and crossings for pedestrians where construction traffic interferes. - Adjustment of working hours to local traffic patterns, e.g. avoiding major transport activities during rush hours or times of livestock movement - Active traffic management by trained and visible staff at the site, if required for safe and convenient passage for the public. b) Ensuring safe and continuous access to office facilities, shops and residences during renovation activities, if the buildings stay open for the public.
Social risk management	Labor safety management	Establish a grievance mechanism for workers Developing an emergency procedure in order to keep under control potential risks Notification and Incident investigation and nonconformity treatment
	Human health, occupational safety	Ensure collective and individual protective measures (work clothes, masks, shoes), when needed. Conduct regular instructing of personnel on health and occupational safety requirements

Part 4 Monitoring Plan

Phase	**What** (Is the parameter to be monitored?)	**Where** (Is the parameter to be monitored?)	**How** (Is the parameter to be monitored?)	**When** (Define the frequency / or continuous?)	**Why** (Is the parameter being monitored?)	**Cost** (if not included in project budget)	**Who** (Is responsible for monitoring?)
During activity **preparation**							
During activity **implementation**							

Annex 4: Site Specific Environmental & Social Management Plan (ESMP) Content

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN CONTENT

The content of the sub-project ESMP will include the following:

Mitigation

The ESMP identifies measures and actions in accordance with the mitigation hierarchy that reduce potentially adverse environmental and social impacts to acceptable levels. The plan will include compensatory measures, if applicable. Specifically, the ESMP:

- identifies and summarizes all anticipated adverse environmental and social impacts (including those involving indigenous people or involuntary resettlement);
- describes with technical details each mitigation measure, including the type of impact to which it relates and the conditions under which it is required (e.g., continuously or in the event of contingencies), together with designs, equipment descriptions, and operating procedures, as appropriate;
- estimates any potential environmental and social impacts of these measures; and takes into account, and is consistent with, other mitigation plans required for the project (e.g., for involuntary resettlement, indigenous peoples, or cultural heritage).

Monitoring

The ESMP identifies monitoring objectives and specifies the type of monitoring, with linkages to the impacts assessed in the environmental and social assessment and the mitigation measures described in the ESMP.

Specifically, the monitoring section of the ESMP provides (a) a specific description, and technical details, of monitoring measures, including the parameters to be measured, methods to be used, sampling locations, frequency of measurements, detection limits (where appropriate), and definition of thresholds that will signal the need for corrective actions; and (b) monitoring and reporting procedures to (i) ensure early detection of conditions that necessitate particular mitigation measures, and (ii) furnish information on the progress and results of mitigation.

Capacity Development and Training

To support timely and effective implementation of environmental and social project components and mitigation measures, the ESMP draws on the environmental and social assessment of the existence, role, and capability of responsible parties on site or at the agency and ministry level.

Specifically, the ESMP provides a specific description of institutional arrangements, identifying which party is responsible for carrying out the mitigation and monitoring measures (e.g., for operation, supervision, enforcement, monitoring of implementation, remedial action, financing, reporting, and staff training).

To strengthen environmental and social management capability in the agencies responsible for implementation, the ESMP recommends the establishment or expansion of the parties responsible, the training of staff and any additional measures that may be necessary to support implementation of mitigation measures and any other recommendations of the environmental and social assessment.

Implementation Schedule and Cost Estimates

For all three aspects (mitigation, monitoring, and capacity development), the ESMP provides (a) an implementation schedule for measures that must be carried out as part of the project, showing phasing and coordination with overall project implementation plans; and (b) the capital and recurrent cost estimates and sources of funds for implementing the ESMP. These figures are also integrated into the total project cost

tables.

Integration of ESMP with Project

The Borrower's decision to proceed with a project, and the Bank's decision to support it, are predicated in part on the expectation that the ESMP (either stand alone or as incorporated into the ESCP) will be executed effectively. Consequently, each of the measures and actions to be implemented will be clearly specified, including the individual mitigation and monitoring measures and actions and the institutional responsibilities relating to each, and the costs of so doing will be integrated into the project's overall planning, design, budget, and implementation.

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN CONTENT

Part I - Mitigation plan (Table)

Environmental and Social Management Plan Format

Environmental and Social Elements	Impact	Mitigation Measure(s)[18]	Cost[19]		Institutional Responsibility	
			Install	Operate	Install	Operate
CONSTRUCTION Phase						
Environmental Component						
Soils						
Water Resources						
Air Quality						
Fauna and Flora						
Social Component						
Aesthetics and Landscape						
Human Communities						
Traffic						
Land acquisition/Resettlement						
Job/Income losses						
Health and safety						
Historical and Cultural Sites						
Safety and health of staff and population,						
GBV, SEA/SH, forced labor, child labor						
OPERATION Phase						
Environmental Component						
Soils						
Water Resources						
Air Quality						
Fauna and Flora						
Social Component						
Aesthetics and Landscape						
Human Communities						
Historical and Cultural Sites						

[18] Activities requiring financial expenses are to be included in BoQ.

[19] Cost of mitigation activities is defined by a contractor in relevant items in bidding documents.

Environmental and Social Elements	Impact	Mitigation Measure(s)[18]	Cost[19]		Institutional Responsibility	
			Install	Operate	Install	Operate
Safety and health of staff and population						
GBV, SEA/SH, forced labor, child labor						
DECOMMISSIONING Phase						
Environmental Component						
Social Component						

Part II - Monitoring plan (Table)

Environmental and Social Monitoring Plan Format

Phase	**What** parameter is to be monitored?	**Where** will the parameter be monitored?	**How** will the parameter be monitored?	**When** will the parameter be monitored?	**Why** is the parameter being monitored?	Cost		Institutional Responsibility	
						Install	*Operate*	*Install*	*Operate*
Pre-Design and Design									
Construction									
Operation									
De-commissioning									

Annex 5: Labor Management Procedures

1. Introduction

1.1.Purpose of Labor Management Procedures

- These Labor Management Procedures (LMPs) are prepared for the STEEM in accordance with the requirements of the WB's Environmental and Social Framework and in particular with Environmental and Social Standard 2 (ESS2).

- The LMPs reflect the commitment of Government of Republic of Moldova as the Borrower to develop and implement labor management procedures for project's workers in all identified categories (direct workers, contracted workers, primary supply workers) to ensure compliance with the ESS2.

- LMPs will comply with relevant national laws, regulations and standards for labor and working conditions and World Bank's ESS2, and where there are differences the more stringent provisions will be applied.

- LMPs is included in the Environmental and Social Management Framework (ESMF) and adopted not later than thirty (30) days after effectiveness and shall be applied throughout Project implementation.

- The LMPs identify the main labor requirements and risks associated with the Project and help the Borrower to determine the resources necessary to address labor issues. LMPs are initiated prior to hiring of relevant worker force and are reviewed and updated throughout the development and implementation of the Project.

1.2.Objectives of the Labor Management Procedures

The objectives of these procedures are to:

- Promote fair and equitable labor practices for fair treatment, non-discrimination and equal opportunity of workers;
- Protect workers' rights and promote healthy, safe and secure work conditions;
- Prevent the use of all forms of forced labor and child labor;
- Provide project workers with accessible means to raise workplace concerns;
- Ensure the management and control of activities that may pose labor-related risks at workplaces.

2. Overview of Labor Use within the Project

2.1.Type of Workers

In line with requirements of ESS2, the term "Project's workers" refers to:

1. *Direct workers:* People employed or engaged directly by the Borrower (including the project proponent and the project implementing agencies) to work specifically in relation to the project;

2. *Contracted workers:* People employed or engaged through third parties to perform work related to core functions of the project, regardless of location;

3. *Primary supply workers:* People employed or engaged by the Borrower's primary suppliers;

4. *Community workers:* People employed or engaged in providing community labor.

ESS2 applies to project workers including full-time, part-time, temporary, seasonal and migrant workers.

In the context of the above-mentioned, it is expected that Project will engage the following categories of project workers as defined by ESS2:

Direct workers: In this category are included the Project's implementation entities: MoE[20], MEPIU, NCSE under component 1 and 3 implementation and TE as a beneficiary of the component 1.
MEPIU is the implementation unit for the day-to-day management of IFIs-funded projects of the Ministry of Energy (MoE). Generally, MEPIU will have the fiduciary responsibilities (disbursement, financial management, procurement management, project monitoring & evaluation, environmental and social aspects), particularly will monitor the application of ESSs of the World Bank during project implementation, including ESS2 and will play a liaison role between the Government and WB.

MEPIU will assign a dedicated team for STEEM implementation, including the environmental, health and safety and social specialists, according to the Project's implementation needs.

For the implementation of this Project TE and NCSE will appoint the staff to provide support to MEPIU during the selection process of the public buildings to be financed under the Project, during the bidding / procurement process, specifically technical specification preparation, selection and evaluation procedures, design development and monitoring of the civil works contracts.

Other consultants/specialists will be contracted as mentioned above according to the Project's implementation needs.

Contracted Workers (people employed or engaged by third parties to perform work related to core functions of the project): Contracted workers would be hired under the design, supply, installation and technical supervision contracts. Each Contractor might need engagement of multiple subcontractors. The subcontractors' workforce will be also considered as contracted workers. Migrant workers are not expected to be employed but considering the considerable number of refugees from Ukraine in Moldova, can be expected the involvement of the refugees as contracted workers. Also, some internal migrants, i.e. workers from other regions of Moldova may be employed as construction workers outside their area of residence.

There is no intent to use voluntary community labor for implementation of activities planned under the Project. Community members to be engaged by the Contractors in the construction works will be managed as "contract workers".

[20] *Where government civil servants are working in connection with the project, whether full time or part time, they government civil servants, except for the provisions of paragraphs 17 to 19 (Protecting the Work Force) and paragraphs 24 to 30 (Occupational Health and Safety).*

At the stage of the STEEM preparation it is not expected the engagement in the implementation of the Project's activities of primary supply workers as defined under ESS2.

2.2.Number and Characteristics of Project Workers

Number of Project Workers: The total number of the Project workers will be estimated after the completion of the energy audits under component 1 considering that the number of the workers under this component is conditioned by necessary works to be carried out and the case where the works will be carried out in several construction sites simultaneously. The planned activities under component 2 will involve up to 10 workers per site. An estimated number of over 50 persons (to be specified) will be hired either as individual consultants or staff to provide technical assistance services (trainings, capacity buildings, development of the documents, design development etc.) under the components 1 and 2of the Project.

Direct Workers. Total number of MEPIU's employees, including the consultants and specialists from NCSE and TE, dedicated to this project, is estimated at about 15-25 persons.

Contracted Workers. The exact number of project contracted workers, to be employed, is not defined at this stage. However, it is estimated that the total number of contracted workers to be involved could be between 150 - 200 persons for the implementation of the components 1, and 2 of the Project.

Considering the nature of the project works and the previous experience in the projects implemented by MEPIU and TE, it is expected that the number of female workers will not exceed 25% of the total number of workers involved in the implementation of the Project (specifically under component 2of the project).

The civil works Contractors can hire the construction workers for undertaking civil works under component 1, including managerial staff, technical staff, skilled and unskilled workers (manual digging, if necessary, drivers of special vehicles, users of welding equipment, etc.). This aspect will be taken into account in the information activities regarding Occupational Health and Safety (OHS), LMPs, including Grievance Redress Mechanism (GRM) for workers and Gender Based Violence (GBV) aspects, training performed by the Contractors for all workers and monitoring of the implementation of the LMPs and Environmental and Social Management Plans (ESMPs).

2.3.Timing of Labor Requirements

The direct workers will be hired on a full-time or on part-time basis for the entire Project period. Other experts/consultants will be hired on demand basis throughout the Project implementation period. The time input of contracted workers will be defined at a later stage. However, it is clear that they will be engaged depending on the implementation of various project components and sub-components on specific time slots.

The establishment of the labor timing and sequencing of the contracted workers is ongoing. This section can be filled once the sequencing of labor of the contracted workers, the implementation and procurement plans are finalized.

3. Assessment of Key Potential Labor Risks and Mitigation Measures

3.1.Key Labor Risks

Potential risk	Description
Labor and OHS risks for direct workers	It is expected that the labor risks associated with the direct workers will be low, given the fact that Project implementing entities have high awareness of national labor legislation and the provisions of the Moldovan Labor Code (LC). Moreover, the type of work to be carried out by the direct workers does not entail high vulnerability to abuse of labor rights or OHS risks. The OHS risks can be specifically for office works, such as: repetitive work, like computer use; sitting for long periods; poorly designed workstations; lifting, handling and moving office equipment and supplies; tripping on objects on the floor or power cords; workplace bullying, harassment and occupational violence; work-related stress and mental exhaustion/professional burnout.
Occupational Health and Safety (OHS)	OHS risks related to the small construction activities under the component 1of the Project, such as exposure to physical, chemical and biological hazards during construction activities, including use of heavy equipment, trip and fall hazards, exposure to noise and dust, falling objects, exposure to hazardous materials and exposure to electrical hazards from the use of tools and machinery. The workers will be exposed to occupational health and safety hazards, primarily including, but not limited to: Lack of awareness on occupational health and safety requirements such as the use of personal protective equipment and safe workplace practices; Electrical works; Exposure to chemicals (as paints, solvents, lubricants, and fuels); Excavations hazards; Lifting of heavy structures; Exposure to construction airborne agents (dust, silica and asbestos); Welding hazards (fumes, burns and radiation).
Labor Influx	The labor influx can be moderate under component 1 considering that the works can be various and lasting several months. Thus, there is no substantial labor influx during the construction period.
Forced Labor	The planned civil works under the Project are small scale. Thus, the risk of forced labor is not expected. Nonetheless, the contracts signed with Contractors will include the requirements on prohibition of use the forced labor, and Project staff in charge of Contractors supervision will monitor and report the absence of forced labor.
Child Labor	Risk of child labor is assessed as low-moderate and preventable. The construction activities will involve hazardous work and therefore persons under the age of 18 will not be eligible for employment under the Project. The Project's activities will be supervised and inspected in order to monitor and prevent risk of child labor.
Informal work	There may be some risk of local workers failing to receive equitable benefits from participation in labor arrangements if their participation in the provision of unskilled labor is not formally contracted but occurs through undocumented arrangements. This risk is readily mitigated by ensuring that all labor arrangements involve clear contracts and remuneration between the Contractors and the employees through written labor contracts.
Road-traffic safety	The construction and rehabilitation works will require to brought to the sites the necessary, materials, equipment and machinery using the existing public roads and country roads. The Contractors will develop Environmental and Social Management Plan (C-ESMP) that will include a traffic management plan, and road-traffic safety plan in order to ensure the safety materials and equipment transport for all roads' users, community members and workers.
Gender based violence	Risk of gender-based violence (GBV) is assessed as low and preventable risk. Incidents have not been reported on previous implemented projects. Therefore, the GBV aspect in the Project implementation will focus on prevention of GBV (physical violence - such as slapping, kicking, hitting, or the use of weapons; emotional abuse - such as systematic humiliation, controlling behavior, degrading

Potential risk	Description
	treatment, insults, and threats; sexual violence etc.) between the project workers, between the project workers and the community.
Sexual Exploitation, Abuse and Harassment	The activities planned under the Project are small scale and localized and there are no anticipated movements of workers to local areas or other circumstances that would increase risk of sexual exploitation and abuse and sexual harassment (SEA/SH). These risks are estimated to be low and mitigable by complying with the Code of Conduct by all Project's workers and operation of a grievance mechanisms respecting confidential grievances. A SEA/SH grievance mechanism will be established under the project.

3.2. Risk Mitigation Measures

The implementing entities will ensure that GBV risks are adequately prevented and mitigated. The prevention measures will include: Code of Conduct for all employees to be included in labor contracts, GBV-sensitized grievance mechanism drawing on the existing national referrals system, awareness raising of all employees and community members on GBV risks and mitigation measures. Also, all Project sites will be subject to a site-specific OHS risk assessment and management plans which will be described, with mitigation measures, in a site-specific Environmental and Social Management Plan (ESMP). The site-specific ESMPs will be prepared based on E&S risk screening. The ESMPs will identify specific risks, including OHS risks, at the project location.

E&S risk screening will be carried out for all sub-projects that will imply civil works. All sub-projects where significant risks are identified, will have a sub-project ESMP which will include OHS measures as needed.

The Contractors responsible for the civil works will be required to prepare a OHS plan and traffic management plan for site works as part of Contractor's ESMP, including (a) assessment of risks including work accidents, hazardous substances, risks associated with the location; risks related to site camps etc.; (b) measures to ensure safe working around construction machinery; (c) measures to ensure safe working at heights; (d) measures to ensure safe handling of hazardous materials; (e) personal protection equipment to be provided, including type and number; (f) location, facilities and layout of site camps; (g) first aid provisions on site; (h) accident and emergency procedures including location of relevant health facilities and (i) training provision to the workers.

4. Brief Overview of Labor Legislation: Terms and Conditions

This section sets out the key aspects of national labor legislation, regarding the working terms and conditions.

The overview focuses on legislation, which relates to the items set out in ESS2, paragraph 11 (i.e. wages, deductions and benefits). The LC will be applied in relation to all project workers.

A brief overview of the legislation in terms of wages, deductions and benefits is summarized below:

Wages and Deductions

The amount and form of remuneration in Moldova is determined by the individual labor contract. The wage is paid at least monthly. The Government of Moldova sets the guaranteed minimum wage of MDL 5000 (approx. 280 USD) as of January 01, 2024, for a full work schedule of 169 hours (on average per month), which represents MDL 29.58 per hour. The employers usually deduct the income tax and the health and social insurance contributions automatically from the wages, and transfer them to the fiscal authorities. The total amount of deductions cannot exceed 50 percent from the wage to be paid to the employee.

Working Hours

The Moldovan LC envisages a regular 40-hours work week (Art. 95 of the LC). The work is set at up to 24 hours per week for individuals aged up to 16 and 35 hours per week for those aged 16-18, as well as for individual working in hazardous sectors of the economy. The daily duration of the working time for the individuals with severe disabilities is established according to the medical certificate, within the limits of the normal daily working time. However, this category of individuals is entitled to benefit of a working time reduced up to 30-hours per week, without diminishing of salary rights and other rights provided by the legislation in force (Art. 96 of the LC).

Rest Breaks

Employees are entitled to a lunch break of at least half an hour each workday. The exact duration of the lunch break rest is stipulated in the collective labor agreement or the internal regulations of the entity. Meal breaks, with the exceptions specified in the collective labor contract or entity internal regulations, shall not be included in the working time. The duration of the daily break, that is the time between the end of the working program and the start of the work program the following workday cannot be less than the double duration of the daily working time (Art. 107 of the LC). Weekly rest is granted for 2 consecutive days, usually Saturday and Sunday.

Leaves

The right to annual leave is guaranteed to all employees. The work year for which the annual rest leave is granted constitutes 12 calendar months from the date of employment of the employee (Art. 113 of the LC). All the employees are entitled to be paid annual rest leave, with duration of minimum 28 calendar days. The leave it is granted to employees after the expiration of 6 months of work at the respective unit and does not include a period of temporary disability, and maternity leave. In addition, employees may request up to 120 calendar days of unpaid leave with a justification and agreement from the employer. The employees engaged in short-term or seasonal works, upon termination of the individual employment contract, will benefit of an allowance established by Government for unused leave days (Art. 281 of LC).

Overtime Work

An employer can order overtime work in case that is related to national defense or emergencies. Normally, at employer's request, employees can perform overtime work up to 240 hours during the calendar year (Art. 104 of the LC). Employers must keep a record of the work performed outside the normal working hours. It is accepted that in the collective labor contract or in the individual labor contract the possibility of compensating the additional work hours with paid free hours is provided, with the written agreement of the parties. In this case, the free hours will be granted within 30 days of performing the additional work.

Labor Disputes

The LC of Moldova includes provisions that allow workers to resolve individual and collective disputes between the employer and the employee(s) over the terms and conditions of a labor agreement or other aspects of work, including occupational and labor safety (Art. 288, 357-361). The disagreements and disputes may be solved through conciliation. A conciliation commission should be set not later than three days from the registration of the labor dispute and conflict. The commission should notify the parties in writing within five days from reaching an agreement on how to settle the dispute. If the parties do not agree with the recommendations of this commission, the conflict shall be settled in court.

Discrimination

Moldova has made substantial progress to improve its legislative framework on nondiscrimination in recent years, but that there are outstanding issues relating to the legal definition giving expression to "equal pay for work of equal value" *(Law No. 5/ 2006 regarding ensuring equal opportunities between women and men*). Few complaints relating to discrimination are brought forward in practice, indicating shortcomings in the implementation and enforcement of relevant laws. Overall, both by global and regional standards, Moldova performs relatively well on measures of gender equality in employment. However, the Moldovan Equality Council and international observers have raised concerns regarding the prevalence of gender discrimination, particularly in relation to pregnancy and maternity. Also, the National Trade Union Confederation (NTUC) reported frequent cases of employers denying employment to pregnant women, since such employment was associated with additional benefits payable after childbirth. The Equality Council and the ILO have also reported discrimination issues in relation to Roma persons, persons with disabilities, older workers and on the basis of health status and language.

Sexual Harassment

Sexual Harassment is defined in Article 173 of the Criminal Code of the Republic of Moldova no.985/2002, LC and Law no. 5/ 2006 regarding ensuring equal opportunities between women and men. Sexual harassment is defined as *"any form of physical, verbal, or nonverbal behavior that violates the dignity of a person or creates an unpleasant, hostile, degrading, or humiliating atmosphere in order to induce sexual intercourse or other unwanted sexual acts through threats, coercion or blackmail".* According to article 173 of the Criminal Code, such conduct is punished by a fine in the amount of 650 to 850 conventional units or community service for 140 to 240 hours, or imprisonment for up to three years.

Violence against Women

Moldova's national legislation covers gender equality, domestic violence, sexual harassment, sexual and physical assault, marital rape, mandatory reporting and sex-disaggregated data collection. Domestic violence and marital rape were criminalized by means of an amendment to the Criminal Code of the Republic of Moldova in 2010. The Law on Preventing and Combating Family Violence no..45/2007 tackles domestic violence, covering responsibilities for the police, judiciary, probation services, legal aid, health, social protection and victims' rights to counselling for physical, psychological and social rehabilitation. It also establishes procedures for the creation of centers for the rehabilitation of victims.

The Parliament approved on October 14, 2021 the ratification of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention). By ratifying the Convention, the Moldovan authorities duly undertake to prosecute violence against women, allocate resource to ensure the operation of crisis centers, 24/7 hotline, shelters for victims of violence, provide psychological and legal assistance, and other measures.

There is currently an emergency telephone line (0 8008 8008): accessible 24/24 hours a day, offering victim counseling services, information in conditions of anonymity and confidentiality, managed by the International Center "La Strada".[21]

Overall progress in the area includes the following improvements in legislation:

- Law no. 196/2016, which introduces emergency restriction orders by amending Law on Preventing and Combating Family Violence no..45/2007;
- Law no. 71/2016, which: (i) prohibits of the use sexist language by amending the Law on the Press, the Law on Advertising and the Audiovisual Code of the Republic of Moldova ; (ii) establishes a minimum quota of 40 per cent for the representation of women candidates on the electoral lists of political parties by amending the Electoral Code no.1381/1997; and (iii) introduces paternity leave for a period of 14 days by amending the Labour Code of the Republic of Moldova, in 2016.
- Institutional and policy framework were improved aimed at accelerating the elimination of discrimination against women and promoting gender equality, such as the adoption or establishment of the following:
- National strategy on preventing and combating violence against women and domestic violence (2018–2023) and the action plan for its implementation (2018–2020);
- National strategy for preventing and combating trafficking in human beings (2018–2023) and the action plan for its implementation (2018–2020);
- National programme on sexual and reproductive health and rights (2018–2022);
- Third national human rights action plan (2018–2022);
- National programme on the implementation of Security Council resolution 1325 (2000) on women and peace and security (2018–2021) and the national action plan for its implementation.

5. Brief Overview of Labor Legislation: Occupational Health and Safety

The Moldovan LC as well as the Law on Occupational Health and Safety no. 186/2008 (OHS) set the framework for occupational health and safety in Moldova. Several Government orders and decisions detail how these are to be implemented and outline the list of hazardous industries and occupations in the country. Overall, the Moldovan OHS legislation is extensive, and generally, in line with the provisions set out in ESS2, paragraphs 24 to 30, the main challenge being the implementation and enforcement of these provisions.

Employers' Obligations

Article 198 of the LC envisages that each business entity or organization should have internal regulations that outline, among other things, the occupational health and safety provisions of the organization. Articles 9 and 10 of the Law on OHS makes the employers responsible for ensuring the health and safety of the employees, for identifying and preventing work-related risks, for informing and training staff on the risks and organizational OHS provisions. The employer must provide the necessary means and equipment and adapt the working environment to prevent and minimize the occupational risks. Article 11 mandates the employer to assign at least one trained individual within the organization responsible to ensure the compliance with the OHS provisions. The employer may set a collective OHS committee made up of both employee and employer's representatives to supervise the OHS arrangements in the workplace.

[21] http://lastrada.md/

In case of emergencies, the employer must take immediate action to provide emergency response and evacuation of workers from the premises/site (Art. 12 of the OHS law).

Specifically, in accordance with the Law on OHS, each legal entity is obliged to have a set of documents in the chapter on occupational health and safety at the unit:

1. Appointment order of persons responsible for safety and health at work at the unit;
2. Establishing the duties in the field of occupational health and safety of the head of the unit, designated workers (occupational safety and health specialist) or external occupational health and safety service, workplace managers, specialists and workers through a regulation in the post;
3. Certificates regarding the attestation of persons responsible in the field of safety and health at work:
    - Certificate of attestation at the 1st level of qualification in the field of OSH (8 hours) for the persons who will carry out on-the-job and periodic training at the unit (unit manager and workplace managers);
    - Certificate of attestation at level 2 qualification in the field of OSH (40 hours) for the person who will carry out the general introductory training at the unit (OSH specialist);
    - Certificate on first aid training for persons responsible for providing first aid within economic units;
4. Evaluation of occupational risk factors at the workplace with the preparation of the following documents:
    - The order regarding the assessment of professional risks;
    - Instruction (Methodology) for the assessment of professional risks;
    - Professional risk assessment forms for all functions and jobs;
    - Conclusion regarding the assessment of professional risks;
    - Making employees aware of the professional risk assessment forms.
5. Annual protection and prevention plan:
    - The order regarding the approval of the protection and prevention plan;
    - Protection and prevention plan.
6. Order approving the safety and health instructions at work;
7. Safety and occupational health instructions for all functions and works carried out in the unit;
8. Register of occupational health and safety instructions;
9. Personal training sheets in the field of safety and health at work for all employees;
10. Registers:
    - The training register for the assignment of the 1st electrical safety group of non-electrotechnical personnel;
    - Register of trainings on fire protection
    - Register for granting individual protective equipment to workers;
    - Register of registration of work accidents at the enterprise.
11. Action plan in case of serious and immediate danger;

Other occupational health and safety requirements at the unit:

- Security indicators (warning, mandatory, prohibition indicators, etc.);
- Medical kits at each workplace;
- Fire extinguishers;
- Information panel regarding safety and health at work;
- Personal protective equipment if necessary;
- Evacuation schemes if necessary;

- Medical examination of workers.

- ***Employees' Rights and Obligations***

Employees have the right and obligation to inform the employer of any emerging hazard or malfunctioning equipment as well as make suggestions on how to improve the OHS rules at the workplace. Employees have the right to refuse to work if the working place does not meet the OHS requirements. They are entitled to be informed and trained about the occupational risks and be provided the required protective gear by the employer at the employer's expense.

6. Responsible Institutions and Staff

State Labor Inspectorate (SLI) is an administrative authority subordinate to the Ministry of Health, Labor and Social Protection. SLI coordinates at the national level the observance of normative acts in the field of labor relations and safety and health at workplace. Also, SLI exercises state control over compliance with legislative acts and other normative acts in the field of labor relations at enterprises, institutions and organizations, with any type of ownership and legal form of organization, at natural persons who employ employees, as well as in the central and local public administration authorities.

MEPIU will have the overall responsibility for the implementation of all labor related aspects of the Project, including LMPs implementations. The MEPIU's team is already in place and helping to implement the ongoing DHEIP-2, PSDP and MEEP. As mentioned above, the MEPIU will hire the additional environmental, health and safety and social safeguards specialists to monitor the enforcement of the WB's Environmental and Social Safeguards Standards (if necessary). Alternatively, the functions may be reallocated to the existing consultants. The MEPIU's Interim Director will be responsible for implementing the LMPs concerning the direct workers and will ensure that relevant requirements of this LMPs are included in the Project Operations Manual, Bidding Documents and Contracts for all further contracted works.
MEPIU will be responsible for the following aspects of the LMPs:

- Implementing the LMPs;
- Ensuring that the contractors/the consultants/ managers of the public buildings comply with the LMPs;
- Monitoring that the contractors meet the labor and OHS obligations toward the contracted and subcontracted workers, as required by the Moldovan legislation in force and ESS2;
- Monitoring the implementation of the developed LMPs and ESMPs by Contractors and Sub-contractors;
- Monitoring compliance with occupational health and safety norms at all workplaces in line with the national occupational health and safety legislation;
- Monitoring and implement training on LMPs and OHS for Project workers (if necessary);
- Ensuring that the grievance redress mechanism for Project workers is established and implemented and that workers are informed of its purpose and how to use it;
- Address risks of sexual exploitation and abuse (SEA)/sexual harassment (SH) and GBV.

The Contractors/Consultants/ Supervision consultants (contracted workers) will be responsible for the following:

- To obey the requirements of the national legislation and the LPMs;
- To employ or appoint qualified environmental, social, occupational health and safety expert(s) to manage ESHS issues;
- To prepare and implement their labor management procedure (Contractor's LMP) and Contractor's ESMP (including OHS provisions), which will apply to the contracted workers including sub-contractors and primary supply workers who work on the Project. These procedures and plans will be submitted to MEPIU for review and approval before the Contractors is allowed to mobilize the teams to the site;
- To ensure all documentation related to environmental and social management, including the LMP, is available for inspection at any time by the MEPIU;
- To ensure safety of site equipment, laborers and daily workers attending to the construction site and safety of citizens for each subproject site, as mandatory measures;
- To maintain records of recruitment and employment of contract workers (including subcontractors) with age verification to avoid child labor;
- To provide induction and regular training to contract workers on environmental, social, and occupational health and safety compliances. The Contractors/Consultants will be fully responsible to ensure that their workers know and are trained on their obligations with respect to GBV, safe disposal of wastes, reporting of communicable diseases, if they contract any, use of equipment, GRM procedures and the working conditions under the project;
- To require the primary supplier to identify and address risks of child labor, forced labor and serious safety issues for primary supply workers. To communicate clearly the job description and the employment conditions to all workers to be involved in the Project's works and activities;
- To have a system for regular review and reporting on labor, and occupational safety and health performance;
- To comply with the provisions of the GRM dedicated for workers;
- To ensure that all contracted and subcontracted workers understand and sign the Codes of Conduct prior to the commencement of works, take all other measures to prevent the risks of sexual exploitation and abuse (SEA)/sexual harassment (SH) as specified in the Contractor's LMP/ESMP and supervise compliance with such measures;
- Report to MEPIU on labor welfare and occupational health and safety performance.

When the Contractor(s) are known, these LMPs can be updated, to include additional details about the companies, hired workforce and other, as necessary.

7. Policies and Procedures

This section sets out information on OHS, reporting and monitoring and other general project policies related to the management of project-related labor pool.

All the contractors under the Project will have to comply with the Moldovan OHS legislation and the LC, as well as the provisions set under the WB's ESS2. The Contractors/Consultants will have to prepare or adjust their internal regulations, in case they do not comply with the current legislation. They will also make them known and available to their staff and workers. The internal regulations of the Contractors will cover the following aspects:

Non-discriminatory Nature of Employment

All the workers hired under the Project, whether direct, contracted or sub-contracted, will be employed based on the principles of non-discrimination. As per Article 8 of the Moldovan LC, any discrimination based on gender, age, race, ethnicity, political option, social origin, residence, handicap, status or trade union activity, as well as other criteria not related to his/her professional qualities, shall be prohibited.

Terms of Employment

All workers will have **written contracts** describing terms and conditions of work, including but not limited to the anticipated duration of the contract (if any); the place of work, or where the work is mobile, the main location; housing and accommodation provisions and payment required, if any; provisions regarding food and payment required, if any; hours of work, rest breaks, leave entitlements, and other related matters; rules relating to overtime and overtime compensation; the disciplinary procedures that are applicable to the worker, including details of representation available to the worker and any appeals mechanism; details of grievance procedures, including the person to whom grievances should be addressed; and any collective bargaining arrangements that apply to the worker (GN 10.1 of the ESS2).Workers will sign the employment contract in two originals. The terms and conditions of employment will be available at the work sites. Every worker, when employed, will be briefed on the contents of the contract; the internal regulations of the institution; the work safety and OHS arrangements at the workplace. All employees will be informed about the possibility to request a copy and to study these internal documents in more detail.

Employee Rights and Obligations

The Moldovan legislation specify, among others, that the employees have the right to a safe working environment; lunch breaks and rest days; timely payment of wages and salaries; the right to appeal to employers, trade unions and authorities in case of labor disputes; the right to associate freely.

Occupational Safety and Health

According to national legislation, the obligations of the employer are to provide a healthy work environment; the obligation to assign an individual who will be responsible for the OHS arrangements at work and on site; describe and explain the main risks of the work involved to the employee; train the employees and workers on the OHS arrangements at the enterprise; provide appropriate protective equipment, clothing and gear to mitigate the potential risks; record and report the work incidents on site; ensure that first-aid help is available on site and have emergency and evacuation protocols in place and explain to the staff and workers for emergency cases.

Sexual Exploitation and Abuse/Sexual Harassment

Contractors are required to address the risk of gender-based violence by providing training and awareness raising sessions for the workers to refrain from any unacceptable conduct towards local community members, particularly women. Moreover, the Contractors are obliged to inform their workers about the legal consequences and punishment by law of sexual harassment and gender-based violence.

In addition, the above statement, each of the Contractor and construction companies shall include GBV prevention to their labor management plans and Code of Conduct on preventing sexual exploitation and abuse / sexual harassment.

General requirements at Workplaces

According to the Government Decision of the Republic of Moldova no. 80/, 2012 regarding the minimum safety and health requirements for temporary or mobile sites, the Contractor must provide workers with good hygiene standards, with fresh drinking water, clean beds, enough blankets, restrooms and showers, clean bedrooms, good illumination, lockers, proper ventilation, safe electrical installation, fire and lightening protection, separate cooking and eating areas. The recreation and / or accommodation rooms must be equipped with a sufficient number of tables and chairs, corresponding to the number of workers. If there is no room for recreation and / or accommodation, other facilities must be made available to workers so that they can use them during work interruption.

Useful References

A complete labor guide for employers and contractors is available on the website of Moldovan Labor Inspectorate at: https://ism.gov.md/ro/content/ghid-pentru-angajatori. Article 199 of the LC provides the minimum structure of the internal regulations of an enterprise. Sample internal regulations for contractors can be found by following the link: http://editurastatistica.md/sites/default/files/2019/Regulament%20intern%20I.S.%20Editura%20de%20Imprimate%20STATISTICA.pdf

8. Age of Employment

According to Art. 46 paragraph (2) of the LC, the legal age of employment is 16 years old. The person can conclude an individual employment contract upon reaching the age of 15, with the written consent of the parents or legal representatives, if, as a result, their health, development, training and professional training will not be endangered. Work of persons under the age of 18 years old is not allowed during night (Art. 103 para.5), overtime work (art. 105 para.1), during rest days (Art. 110 para. 3) and national holidays (Art. 111). Manual lifting and carrying by minors of weights exceeding the maximum standards established for them is not permitted in accordance with art. 255 of the LC.

The minimum age for employment under the project is 18 years. Therefore, the Contractors will not hire individuals less than 18 years. They will be required to verify the age of all workers. If a child under the minimum age is discovered working under the project, the relevant supervisor will take the required actions to terminate responsibly the employment of the child, considering the best interest of the child and apply relevant warnings and remedies to ensure contractor compliance.

9. Terms and Conditions

The terms and conditions of employment applied to all the types of project workers shall be governed by the internal regulations of contractors and suppliers in line with the Moldovan LC and other national labor-related legislation. These terms and conditions will be clearly mentioned in the written contracts for all type of workers, whether full-time or part-time, and be made known to project workers prior to contract signature.

The working hours are 40 per week for all workers. The number of weekly overtime hours and the payment of overtime shall be governed by the provisions of the Moldovan LC, which is in line with the ESS2.

There is no project-wide collective labor agreement.

Table 3: Gap Analysis between World Bank ESS 2 and legislation of the Republic of Moldova related to labor and workers / employees' rights

Labor related risk	WB ESS 2	Provision in the legislation of Moldova	Gap in the national legislation	Action to be taken under the Project
Health and safety	To promote safety and health at work.	Law no. 186/2008 on H&S	Adequate provisions exist in the national legislation to impose clear requirements	LMP is applicable to all entities involved in the Project
Discrimination at the workplace	To promote fair treatment, non-discrimination and equal opportunity of Project workers.	Provision on equal pay for equal work in the LC. Art. 8 LC on non-discrimination	Adequate provisions exist in the national legislation to impose clear requirements	LMP and law requirements should be strictly complied with.
Sexual harassment at the workplace	To protect Project workers, including vulnerable workers such as women, persons with disabilities, children, migrant workers, contracted workers, community workers and primary supply workers.	Art. 173 of the Criminal Code of the Republic of Moldova no. 985/2002; Law no. 121/2012 on Ensuring Equality, the LC, Law no. 140/2001 on the State Labour Inspectorate, the Press Law and Broadcasting code.	Adequate provisions exist in the national legislation to impose clear requirements.	The Code of Conduct should be applied by all entities involved in Project implementation.
Use of child labour and forced labour	To prevent the use of all forms of forced labour and child labour.	The legal age of employment is 16; minors aged 15 can be hired with written consent of parents/tutors	There is a gap related to age of employment.	Under this project the age of employment is 18. During site visits the issue should be monitored. Activities that involve significant risk of child or forced labour will not be financed under the Project.
Freedom of association	To support the principles of freedom of association and collective bargaining of Project workers in a manner consistent with national law.	Art. 357-361 of Labour Code of the Republic of Moldova no.154/2003	The national legislation adequately covers the issue.	LMP and law requirements should be strictly complied with.
Lack or limited information	To provide Project workers with accessible means to	Law on access to information no.982/2000.	The national legislation adequately covers the issue.	SEP developed under the Project.

	raise workplace concerns.	Law on transparency in the decision-making no. 239/2008. and Law on access to information of public interest no. 148/2023	Generally, in practice public authorities incur penalties for failure to comply to this requirement.	

The analysis from the table below shows that there are few gaps between the ESS2 provisions and the national legislation. All unidentified gaps can be covered by the documents prepared for the Project.

10. Grievance Redress Mechanism for Workers

The GRM for workers will be established by the beginning of the Project implementation and will be maintained over the Project life. MEPIU will be the main body for receiving, recording and tracking resolution of grievances.

Information about the existence of the GRM will be readily available to all Project workers through notice boards and other means, as needed. Also, the GRM will be described in workers' induction trainings, which will be provided to all Project workers.

The Contractors will be required to comply with the GRM provisions and to inform their workers, and sub-contractor(s), and display publicly on worksite the information about this GRM.

The GRM for the workers will include:

- A channel to receive grievances such as comment/complaint form, email, a telephone hotline that might also be anonymous;
- Stipulated timeframes to respond to grievances;
- A register to record and track the timely resolution of grievances;
- A responsible person/committee to receive, record and track resolution of grievances.

The mechanism will be based on the following principles:

- The process will be transparent and allow the workers to express their concerns and file grievances.
- There will be no discrimination against those who express grievances and all the grievances will be treated confidentially.

MEPIU will keep abreast of grievances resolutions and will reflect the information and data on received grievances, including those received from the Project workers (respecting the confidentiality of the complainants if requested), in the progress reports to be submitted to WB.

This GRM will not prevent workers to use the procedure provided in the Moldovan Labor Legislation.

The detailed information on GRM for workers, will be included in the contracts' terms and conditions after the completion and adoption of the regulation on GRM operation.

The Project treats sensitive and confidential complaints/grievances, including those related to SEA/SH in line with the WB ESF Good Practice Note on SEA/SH.[22] For GBV, and particularly for SEA/ SH grievances, there are risks of stigmatization, rejection and reprisals against survivors. The GRM will employ a survivor centered approach and assist SEA/SH survivors by referring them to a qualified GBV Services Provider(s) for support immediately after receiving a complaint directly from a survivor. The complaint will also be logged after receiving the survivor's consent to do so. A green-line is available for women and girls suffering from domestic abuse, victims of trafficking in human beings, victims of sexual exploitation: 0 8008 8008. The list of GBV service providers/ NGOs is available www.stopviolenta.md[23].

The emergency line 112 service also will redirect all calls coming from women-victims of domestic violence to the Trustline for Women and Girls, in the cases when the beneficiary refuses police intervention or is in a state of crisis and requires emotional support and psychological counselling. The redirection will also happen when the beneficiaries will need information about their rights and the services available to them. This is possible since December 2020, when La Strada and 112 emergency service have signed an agreement of collaboration, under which La Strada have inclusively offered training support and capacity building for the 112 operators in the field of domestic and sexual violence.

Under the Project, the grievances received from the Project's workers will be solved under the GRM that will operate through following three levels:

Level 1. Supervision Consultants for Project civil workers. The supervisors/ Grievance Focal Point(s) will be responsible for collecting grievances from direct workers as well as Contractors` workers. The channels for grievance submission will be disclosed for all direct and contracted workers supporting implementation of civil works and technical assistance activities under the Project. Supervision consultants should ensure that Contractors publish at worksites the information related to the procedure of grievance lodging and resolution.

Level 2. MEPIU. Complainants have the possibility to submit grievance to MEPIU as follows:

By Email: mepiu@mepiu.md

Postal address: Chisinau,1, Alecu Russo St., office 163

By telephone: (+373) 22 496790

Level 3. Ministry of Energy. Complainants submit online a grievance on the following link: https://energie.gov.md/ro/content/petitii-online.

The timeline for response will not exceed 30 working days.

MEPIU through the collaboration of all involved parties and authorities mentioned above will coordinate and monitor the responses to all complaints/grievances related to Project implementation.

World Bank Grievance Redress System

[22] https://thedocs.worldbank.org/en/doc/632511583165318586029002202O/original/ESFGPNSEASHinmajorcivilworks.pdf
[23] https://stopviolenta.md/index.php?do=feedback

Communities and individuals who believe that they are adversely affected by a World Bank (WB) supported project may submit complaints to existing project-level grievance redress mechanisms or the WB's Grievance Redress Service (GRS). The GRS ensures that complaints received are promptly reviewed in order to address project-related concerns. Project affected communities and individuals may submit their complaint to the WB's independent Inspection Panel which determines whether harm occurred, or could occur, as a result of WB non-compliance with its policies and procedures. Complaints may be submitted at any time after concerns have been brought directly to the World Bank's attention, and Bank Management has been given an opportunity to respond. For information on how to submit complaints to the World Bank's corporate Grievance Redress Service (GRS), please visit *http://www.worldbank.org/en/projectsoperations/products-and-services/grievanceredress-service*. For information on how to submit complaints to the World Bank Inspection Panel, please visit www.inspectionpanel.org.

11. Contractor Management

Under the proposed Project, procurement would be carried out in accordance with the WB Procurement Regulations for Investment Project Financing (IPF) Borrowers – Procurement in IPF of Goods, Works, Non-Consulting and Consulting Services, issued on July 1, 2016 and revised on November 1, 2016 and August 1, 2018, according to which all provisions referring to labor and occupational, health and safety requirements of WB's ESSs shall be complied. Also, the Project shall comply with the Moldovan national legislation.

Thus, during the selection process of the design and construction Contractors, who will engage contracted workers, MEPIU may review the following information:

- Information in public records, for example, corporate registers and public documents related to violations of applicable labor law, including reports from labor inspectorates and other enforcement bodies;
- Business licenses, registrations, permits, and approvals;
- Documents related to a labor management system, including OHS issues, for example, labor management procedures, code of conduct etc.;
- Identification/evaluation of labor management, safety and health personnel, their qualifications and certifications;
- Workers' certifications/permits/training to perform required work;
- Copies of previous contracts with the contractors and suppliers, showing the provisions and terms reflecting ESS2.

MEPIU will monitor the performance of Contractor(s) in relation to the contracted workers. This may include periodic audits, inspections, and/or spot checks of project locations or work sites and/or of labor management records and reports compiled by Contractors. Requirements of this LMPs will be included in the contract provisions and requirements and MEPIU will provide verbal and written warnings where non-conformances are identified and formal application of remedies where works are not back in compliance within stipulated timeframes.

Contractors' labor management records and reports may include: (a) a representative sample of employment contracts or arrangements between third parties and contracted workers; (b) reports related to safety inspections, including fatalities and incidents and implementation of corrective actions; (c) records related to incidents of non-compliance with the national law; and (d) records of training provided for contracted workers to explain labor and working conditions, OHS provisions and GRM for workers under the Project.

12. Community Workers

No community workers will be involved under the Project's works/activities.

13. Primary Supply Workers

MEPIU doesn't intend directly to procure any primary supply contracts. The Contractor who subcontracts the supply of materials and equipment for the implementation of project works will be responsible to include the same conditions and specifications on LMPs and Environmental, Social, Health and Safety (ESHS) aspects into its subcontracting agreements.

14. Monitoring and Reporting

The Contractors will report to the MEPIU on monthly basis on the implementation of the Contractor's LMP and Contractor's ESMP. Based on the received information, the implementation entities (MEPIU) will develop and submit quarterly the progress report regarding ESHS performance of the Project, including implementation of the LMPs and ESM

Annex 6: Requirements and measures when handling asbestos

Organizational measures

The use of ACM as a new material in construction or renovation activities will be not supported under the project.

Existing facilities where the ACM will be replaced/removed should apply a series of mitigation measures and monitoring activities which would ensure a proper handling of these materials avoiding any potential impacts on the workers' health. At the initial stage of project implementation, the contractor should identify the locations where the ACM is present, its condition (e.g., whether it is in friable form or has the potential to release fibers), define the procedures for supervision and monitoring as well as, develop procedures on avoiding ACM destruction, and conduct training of its staff in handling the ACM.

Before starting work and even before submitting a tender for work with materials containing asbestos, an employer must take a number of different steps. By planning and preparing the work procedures carefully, an employer can avoid exposing workers to risks, e.g. as a result of improvisation or disruption of the work process, and thus provide the basis and the necessary conditions for safe completion of the work.

The most important measures are: (i) the notification to the authorities, (ii) the risk assessment and (iii) the work plans.

In addition, employees must be given the opportunity to have a medical examination. Moreover, before starting with demolition and refurbishment work the companies should give proof of their expertise.

The more conscientiously the employers and their workers observe these rules, the smoother and therefore the more economically the work can be carried out.

Working instructions

These measures and activities are briefly specified also in the site-specific ESMP/ESMP Checklist and would include the following steps and requirements:

a. Determine if the project could include the replacement, maintenance or demolition of: (a) Roofing, siding, ducts or wallboard; (b) Thermal insulation on pipes, boilers, and ducts; and (c) Other potentially asbestos-containing materials.

b. Once the presence of ACM in the existing infrastructure has been presumed or confirmed and their disturbance is shown to be unavoidable, incorporate the following requirements in the civil works to be performed:

- prior to any removal and disposal of ACMs the method and location of ACM disposal shall be approved by the MEPIU and the applicable regulatory agency

ii identification of ACMs should be conducted by a qualified asbestos inspector to identify any ACMs present in the buildings; the survey will include visual inspections
iii containment of interior areas where removal will occur;
iv protection of walls, floors and other surfaces with plastic sheeting;
v providing decontamination facilities (showers) for workers and equipment;
vi removal of the ACM using wet methods and promptly placing the material in impermeable containers;
vii final clean-up with special vacuums and dismantling of the enclosure and decontamination facilities in a careful manner;
viii disposal of the removed ACM and contaminated materials in an approved landfill, burying it;
ix inspection and air monitoring during the civil works by an entity independent of the contractor removing the ACM (might be done by environmental and/or sanitary inspectors);

Immediate Action

On discovering ACM on a Project site, the contractor must:
a) Stop all work within a 5 m radius of the ACM and evacuate all personnel from this area;
b) Delimit the 5 m radius with secure fencing posts, warning tape and easily visible signs warning of the presence of asbestos;
c) If the site is in an inhabited area, place a security guard at the edge of the site with instructions to keep the general public away;
d) Notify the MEPIU's Environmental Specialist and arrange an immediate site inspection.

Personal Protective Equipment (PPE)

All personnel involved in handling ACM must wear the following equipment, provided by the contractor:
a) Disposable overalls fitted with a hood;
b) Boots without laces;
c) New, strong rubber gloves;
d) A respirator is not normally required if there are only a few pieces of ACM in a small area, and if the ACM is damp;
e) There must be no smoking, eating or drinking on a site containing ACM.

Disposal

ACM should be disposed of safely at a local hazardous-waste disposal site if available, or at the city municipal dumpsite after making prior arrangement for safe storage with the site operator.

- The Contractor must arrange for the disposal site operator to collect the sealed asbestos waste containers as soon as possible and store them undisturbed at the disposal site.
- At the end of construction Contractors must arrange for the disposal site operator to bury all ACM containers in a separate, suitably sized pit, covered with a layer of clay that is at least 250 mm deep.

Personal Decontamination

At the end of each day, all personnel involved in handling ACM must comply with the following decontamination procedure:

- At the end of the decontamination operation, clean the boots thoroughly with damp rags;
- Peel off the disposable overalls and plastic gloves so that they are inside-out and place them in a plastic sack with the rags used to clean the boots;
- If a disposable respirator has been used, place that in the plastic sack, seal the sack and place it in an asbestos waste container.
- All personnel should wash thoroughly before leaving the site, and the washing area must be cleaned with damp rags afterwards, which are placed in plastic sacks as above

Working instructions are an indispensable component of staff training. They point out the risks to the workers and explain to them the protective measures required.
Whilst the work plan is primarily addressed to supervisors, the working instructions are intended for the workers themselves, identifying the risks, the corresponding protective measures and their expected behavior. Information relating to their workplace and tasks enables workers to act safely in full awareness of the risks.

Working instructions should be concisely and clearly formulated, so that all employees can understand them. They should be displayed at the place of work where they are clearly visible. The staff should observe the working instructions of the employer. The instructions must give information on: (i) the type of work and specific tasks, (ii) the hazardous materials containing asbestos, (iii) personal protective equipment, (iv) necessary protective and hygienic measures, (v) what to do in the case of breakdowns, accidents and other emergencies, (vi) how to deal with waste For simple tasks this information can be included in the work plan, which then replaces the working instructions.

The MEPIU should require the contractors to provide training of workers and supervisors, adequate equipment and supplies for the scope of works, including adequate closing, gloves and respirators.
These issues and requirements should be reflected in the contract clauses. These clauses should also specify the selected contractor notifies the relevant authorities (environment and/or sanitary inspections) of the removal and disposal and cooperates fully with representatives of the relevant agencies during all inspections and inquiries.
The removal and disposal of ACM as well as all other EMP measures have to be included in both the technical specifications and bill of quantities (BoQs).

Annex 7: Chance Find Procedure

Purpose

A Chance Find Procedure is a project-specific procedure which is to be followed if previously unknown cultural heritage is encountered during project activities. The Chance Find Procedure sets out how chance finds associated with the project will be managed. The procedure includes a requirement to notify The Ministry of Culture and the National Archaeological Agency of found objects or sites by cultural heritage experts; to fence off the area of finds or sites to avoid further disturbance; to conduct an assessment of found objects or sites by cultural heritage experts; to identify and implement actions consistent with the requirements of WB ESS8 and national law; and to train project personnel and project workers on chance find procedures.

The Chance Find Procedure aims to: (i) Protect physical cultural resources from the adverse impacts of physical investment activities and support their preservation, (ii) Promote the equitable sharing of benefits from the use of Physical Cultural Resources; and (iii) Raise awareness of all construction workers and management on site regarding the potential for accidental discovery of cultural heritage resources.

This Chance Find Procedure therefore intends to provide MEPIU and their contractors with an appropriate response in accordance with the relevant national legislation and international good practice. As such, all contracts for civil works will include this Chance Find Procedure.
In order for the Chance Find Procedure to be effective, the site manager must ensure that all personnel on the proposed development site understand the Chance Find Procedure and the importance of adhering to it if cultural heritage resources are encountered. In addition, training or induction on cultural heritage resources that might potentially be found on site should be provided by MEPIU.

Description of the procedure

The procedure describe that should be followed if cultural resources are discovered when undertaking small-scale construction activities, civil works and/or renovation activities.
Prior to project implementation, MEPIU is responsible for siting and designing project activities to avoid significant adverse impacts to cultural heritage. The environmental and social risks and impacts identification process at the screening stage should help determine whether the proposed location of a project is in areas where cultural heritage is expected to be found, either during construction or operations.

In such cases, in line with ESMF, MEPIU will develop provisions for managing chance finds through a chance find procedure which will be applied in the event that cultural heritage is subsequently discovered. MEPIU and construction contractors will make sure not to disturb any chance find further until an assessment by competent professionals is made. Where necessary, this will include national qualified experts from the Ministry of Culture and the National Archaeological Agency and civil society organisations, as well as traditional knowledge holders and other people from the area who should be consulted on whether disclosure of information is desirable, since there are situations in which disclosure may compromise the safety or integrity of the cultural heritage in question and/or endanger the sources of information.

Procedures for accidental discovery of cultural resources (chance finds)

This Chance Finds Procedure covers the actions to be taken from the discovering of a heritage site or item to its investigation and assessment by a professional archaeologist or other appropriately qualified person to its rescue or salvage.

If cultural resources (e.g. archaeological sites, historical sites, remains, objects, graveyards or individual graves) are discovered when undertaking small-scale construction activities, civil works and/or renovation activities, the following procedure will be executed:

1. Halt the construction activities around the chance find to avoid any (or further) damage;
2. Report the discovery to your supervisor or the Environmental Control Officer (or project equivalent) immediately;
3. Delineate and fence the discovered site or area and provide a 25 meters buffer zone around all sides of the find;
4. Secure the site to prevent any damage or loss of removable objects. In cases of removable antiquities or sensitive remains, a night guard will be arranged until the responsible local authorities or the Ministry of Culture, or the National Archaeological Agency (NAA), if available, can take over;
5. Forbid any removal of the objects by the workers or other parties;
6. Note the type of archaeological materials you think you have encountered, their location (GPS) and if possible, the depth below the surface the find occurred;
7. Photograph the exposed materials, preferably with a scale (e.g. a file binder, coin, rules etc.);
8. Notify the Ministry of Culture and the National Archaeological Agency responsible for national tangible and intangible heritage immediately (within 24 hours or less);
9. Responsible local authorities would oversee protecting and preserving the site before deciding on subsequent appropriate procedures. This would require a preliminary evaluation of the findings to be performed by the National Archaeological Agency. The significance and importance of the findings should be assessed according to the various criteria relevant to cultural heritage; these include the aesthetic, historic, scientific or research, social, and economic values;
10. Decisions on how to handle the finding shall be taken by the responsible authorities. This could include changes in the physical investment layout (such as when finding an irremovable remain of cultural or archaeological importance) conservation, preservation, restoration, and/or salvage;
11. Implementation for the authority decision concerning the management of the finding shall be communicated in writing by relevant local authorities;
12. The mitigation measures could include the change of proposed Project design/ layout, protection, conservation, restoration, and/or preservation of the sites and/or objects;
13. Construction work at the site could resume only after permission is given from the responsible local authorities concerning safeguard of the heritage; and
14. The physical investment proponent is responsible for cooperating with the relevant local authorities to monitor all construction activities and ensure that the adequate preservation actions are taken and hence the heritage sites protected.
15. In addition, MEPIU is obliged to declare the chance find discovery at the earliest possible date to the Ministry of Culture and the national Archaeology Agency.

References

1. World Bank's Environmental and Social Standard2 - Labor and Working Conditions;

2. World Bank's Guidance Note for Borrowers on Environmental and Social Standard2 - Labor and Working Conditions (https://documents1.worldbank.org/curated/en/149761530216793411/ESF-Guidance-Note-2-Labor-and-Working-Conditions-English.pdf);

3. World Bank's Good Practice Note - Environment & Social Framework for IPF Operations – Road safety;

4. World Bank's Good Practice Note - Environment & Social Framework for IPF Operations Assessing and Managing the Risks of Adverse Impacts on Communities from Project-Related Labor Influx;

5. World Bank's Concept Note on a proposed loan in the amount of $55.0 million to the Republic of Moldova for an Agriculture Governance, Growth and Resilience Investment Project (P170035);

6. Labor Code of the Republic of Moldova no. 154/2003, modified in August and September of year 2022;

7. Law on Occupational Health and Safety no. 186/2008;

8. Law No. 5 of 09-02-2006 regarding ensuring equal opportunities between women and men;

9. Government Decision no. 80 of February 9, 2012 regarding the minimum safety and health requirements for temporary or mobile construction sites.

PUBLIC CONSULTATION REPORT

Specific for the new Project STEEM with signatures of paricipants

REPUBLIC OF MOLDOVA

Sustainable Transition Through Energy Efficiency in Moldova (STEEM) (P500560)

PUBLIC CONSULTATION REPORT

Developed by:

Moldova Energy Projects Implementation Unit (MEPIU)

March, 2024

1. Introduction

The World Bank will be supporting the Borrower (the Ministry of Finance) in implementing the Sustainable Transition to the Energy Efficiency Project in the Republic of Moldova (STEEM). The objective of the project is to reduce energy use in existing public buildings and district heating sector in the Republic of Moldova.

The Project will finance the energy efficiency renovation in public buildings in the administrative territorial units from the Republic of Moldova and also will finance the upgrading of the district heating system in the Chisinau Municipality by installing individual heating substations (IHSs).

The project activities will take place in the districts of the Republic of Moldova and in the Chisinau Municipality and specific locations are not known at this stage, because public buildings are not selected based on technical criteria (feasibility study & energy audits) developed by Consultants.

The initial discussions were held with the Ministry of Education and the National Centre for Sustainable Energy and Termoelectrica S.A. with the support of the partners UNDP Moldova and USAID to start the public buildings selection process within the and additionally, the World Bank and MEPIU started the process of developing the Project's STEEM And NGOs, to bring progress in the preparation of environmental and social documentation to the STEEM project, to provide information on the importance, role, objectives, components and beneficiaries of the project, about the main possible environmental and social impacts and proposed mitigation measures, identified at the project proposal stage.
According to the requirements of the Environmental and Social Framework (ESF) established by the World Bank with the commitment to sustainable development, it has been established that the Borrower will assess, manage and monitor the ES risks and impacts of the project during the life cycle of the project by applying the Environmental Standards and Social (ESS) as well as the World Bank Group EHS Guidelines, so as to meet the ESS requirements in a manner and within a time frame acceptable to the Bank to achieve environmental and social results.
For this purpose, the following documents were developed:
(a) Conducting an environmental and social assessment of the proposed project, including stakeholder involvement;
(b) Engagement of interested parties and disclosure of appropriate information (SSE no. 10);
(c) developing an ESCP and implementing all measures and actions provided for in the legal agreement, including the ESCP; and
(d) Conduct monitoring and reporting on project ES performance against ESSs.

Stakeholder involvement formally ensured through public hearings involving all stakeholders. The records of these public consultations, announcements on the official pages of the institutions involved, minutes and lists of participants, etc. they will be presented to the BM who will submit them in the operational portal for their own records. Records, including minutes, must be made publicly available at the local headquarters for the resident's information in a format suitable for disclosure (i.e., without personal data).

2. Public disclosure

In the initial stage of the public consultation, the Central Public Authorities (CPAs) and other interested parties were disclosed documents and presented specific information regarding the applicable environmental and social framework and energy efficiency measures and equipment for the new Project STEEM, roles and responsibilities of the Ministry of Energy, MEPIU, the National Center for Sustainable Energy and Termoelectrica SA, other responsible entities and beneficiaries of project.
A general presentation about the Energy Efficiency Policy of the Republic of Moldova in the field was made by the Ministry of Energy.
MEPIU made a general presentation about the role, purpose, objectives, components, benefits, and beneficiaries specific for the new Project STEEM and about the documents developed at the initial stage, such as: Stakeholder Engagement Plan (SEP), Environmental and Social Management Framework (ESMF) and Environmental and Social Commitment Plan (ESCP).

3. Public consultation process

The public consultation meeting was scheduled to be jointly organized by the Ministry of Energy and MEPIU, on March 19, 2024, in the On-line format, by ZOOM.
In order to organize the meeting, MEPIU submitted the following documents to the Ministry of Energy (MoEn):
1. The official letter for organizing public consultations with web site (place) where the STEEM's environmental and social documents have been disclosed;
2. List of central public institutions (CPAs) and other stakeholders recommended for participation in public consultations;
3. The draft Agenda for public consultation process and coordinated with the Ministry of Energy;
4. The draft STEEM Documents translated into Romanian language (SEP, ESMF and ESCP) were disclosed on MEPIU web site.

The presenters from the Ministry of Energy and MEPIU were as follow:

- Mr. Nicolae Olari, Ministry of Energy, Head of Energy Efficiency Directorate;
- Mr. Ruslan Surugiu, Acting Director, MEPIU;
- Mr. Anatol Burlacu, Environmental & H&S Specialist, MEPIU.

The public consultation event has been organized by the Ministry of Energy together with MEPIU team as follow:

- Mrs. Tatiana Urmas, Ministry of Energy, consultant of Energy Efficiency Directorate
- Mrs. Ala Rotaru, Social Specialist, MEPIU;

Table 1: Total number of participants at the Public Consultation process

Institutions	Men	Women	**Total**
Ministry of Energy	5	1	**6**
MEPIU	3	2	**5**
Ministry of Infrastructure and Regional Development	3	2	**5**

Ministry of Health	1	0	**1**
National Centre for Sustainable Energy	1	1	**2**
UNDP Moldova and USAID (MESA)	1	1	**1**
Termoelectrica SA	5	0	**5**
Local Public Congres	1	0	**1**
NGO - AO ”Educație pentru dezvoltare”	1	**0**	**1**
Total	***21 (75%)***	***7 (25%)***	***28***

Total number of participants at meeting was – 28, from which 25 % - women and 75% men.

At the public consultation event the following topics were presented by the representative of the Ministry of Energy and by MEPIU, using PPT presentation with inputs of the Project STEEM data:

- Context and objectives of the new Project STEEM;
- Scope and importance of the Project STEEM;
- The components of the Project STEEM;
- The environmental and social draft documents (ESMF, SEP, ESCP);
- Beneficiaries of the Projects and the main benefits of the Project;
- Energy efficiency measures envisaged within the Project;
- Communication process specific for the project life cycle of the Project;
- Grievances redress mechanism (GRM) procedure for the Project STEEM;
- Story of success from the DHEIP-1 for installation of IHSs in the Chisinau City;
- Contact information for receiving a feed-back for consultation process for the Project STEEM.

4. Main comments and proposals

Participants at the public consultation events, addressed the following questions:
1. Question: Mr. Olari N. (MoEn) - What is the deadline for examining and submitting proposals/comments to the disclosed ESMF/SEP/ESCP on the MEPIU website?
Answer: Mr. Burlacu A. (MEPIU) – Participant can submit proposals or comments until the end of March (March 31, 2024).
2. Question: Mr. Razlovan I. ("Termoelectrica" JSC) - The Project STEEM represents a loan from World Bank and how will Component 1.2 be financed and are beneficiaries determined?
Answer: Mr. Surugiu R. (MEPIU) -All the Project beneficiaries and the financing method of the STEEM Components will be established in the final project proposal, estimated elaborated / finalized by the WB at the end of May 2024, and proposed to the Government of the Republic of Moldova for ratification, estimated in August 2024.
3. **Question: Mr. Olari N. (MoEn) -** Will energy audits be carried out on the Project objects, according to the national legislation?
Answer: Mr. Surugiu R. (MEPIU) – Detailed Energy Audits and Feasibility Studies will be carried out by specialized and competent companies based on Technical Specifications and tenders, according to the requirements of the applicable legislation.

4. **Question: Mr. Surugiu R. (MEPIU) -** Are representatives of the Ministry of Education and Research (MER) present at the event, given that the main beneficiaries of the project are the buildings of public educational institutions, and MER has an important role in this respect?
Answer: Mr. Olari N. (MoEn) - Ministry of Education and Research (MER) received the invitation to participate in public consultations but there was not information about not participation at the public consultation event.
5. **Question: Mr. Olari N. (MoEn) -** When will the implementation of the STEEM Project begin?
Answer response: According to the project documentation, the Project will start in 2025.
6. **Question: Mr. Olari N. (MoEn) -** When and who will obtain the Environmental Agreement or Decision from the Environment Agency?
Answer: Mr. Burlacu A. (MEPIU) - The Environmental and Social Management Framework (ESMF), disclosed on MEPIU website, described the procedure for compliance with the applicable environmental and social legislation of the Republic of Moldova, especially with regard to environmental impact assessment procedures. At the feasibility stage of the project, MEPIU will develop and obtain all necessary documents from the Environment Agency (Environmental Decision or Agreement for the planned activity).
7. **Question: Mr. Colun V. (MoEn) -** Will the STEEM project include only energy efficiency measures in public buildings or also priorities for renewable energy?
Answer: Mr. Surugiu R. (MEPIU) - The project STEEM included both options for including EE measures and renewable energy equipment.
8. Question: Mr. Olari N. (MoEn) - Is it necessary for all participants to sign the minute of the Public Consultation event electronically or physically?
Answer: Mr. Burlacu A. (MEPIU) – Public consultation minute must be signed by all participants either electronically or physically.

5. Conclusion

Following discussions during public consultations, it was found that the project is welcome for the Republic of Moldova by implementing energy efficiency measures in public buildings in order to reduce consumption of natural resources (fuel) and environmental pollution, ensuring the quality of the educational process by raising the level of assimilation of knowledge by pupils and students in a healthy and comfortable study environment.

Along with the technical, environmental and social information, presented during the public consultation meeting by the organizers of the event, the participants were urged to contribute to the improvement of the Environmental and Social Management Framework, SEP and ESCP for the Project STEEM by accessing and reading the documents disclosed on the websites of the Central Public Authorities (CPAs), other interested parties and International Financing Institutions (UNDP, USAID, etc.) involved in the implementation of the Project (Minister of Energy, Ministry of Education, NCSE, TE, LPAs, etc.) and sending comments and proposals to MEPIU to improve the framework procedure, etc., **by 31 March 2024.**

6. Appendixes

6.1 Proposed Agenda for Public Consultation Process

Agenda of the Public Consultation

	Date	19.12.2022	
	Time	14.00-15.00	
	Location	On line through ZOOM	
	Consultants/ moderators	Ministry of Energy and MEPIU	
	No. of participants	28	Women 7 (25%) and Men 21 (75%)
	Topics presented by Consultant	Based on coordinated and approved Agenda	
	Questions raised and/or received proposals of participants:	***8***	
	Minutes signed by all participants		

6.1 Letters and mails issued by MEPIU for organization of Public Consultation

MINISTERUL ENERGIEI
AL REPUBLICII MOLDOVA

UNITATEA CONSOLIDATA PENTRU IMPLEMENTAREA
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ucipe

Nr. 03/1-149 din 11. 03 2024

Ministerul Energiei

Prin prezenta, Unitatea Consolidată pentru Implementarea şi Monitorizarea Proiectelor în Domeniul Energeticii (UCIPE) se referă la propunerea de proiect: "Tranziţia Durabilă către Eficienţa Energetică în Moldova" (STEEM), susţinută de către Banca Mondială.

În scopul informării autorităţilor publice centrale de specialitate asupra scopului, obiectivelor şi componentelor proiectului, urmare a şedinţei de lucru din 06 martie 2024 cu UCIPE, Banca Mondială a recomandat organizarea consultărilor publice pentru STEEM.

Astfel, UCIPE solicită respectuos suport din partea Ministerului Energiei privind organizarea consultărilor publice cu autorităţile publice centrale de specialitate şi altor organizaţii (conform listei propuse, se anexează), pînă la data de 20 martie 2024 recomandată de către Banca Mondială, prin stabilirea datei şi orei şedinţei şi dispunerea unui local pentru desfăşurarea evenimentului în cauză.

Totodată, UCIPE expune disponibilitate de cooperare cu Ministerului Energiei la stabilirea agendei şi la procedura de organizare a consultărilor publice.

Persoanele de contact: Ala Rotaru, specialist pe aspecte sociale, tel. 22 496 790, e-mail: ala.rotaru@mepiu.md şi Anatol Burlacu, specialist pe aspecte de mediu şi securitate a muncii, tel. 22 496 790, e-mail: anatol.burlacu@mepiu.md.

Anexă: Lista autorităţilor publice centrale şi organizaţiilor pentru participare la consultările publice - *pe o filă*

Cu respect,

Director interimar **Ruslan SURUGIU**

Ex. Ala Rotaru
tel. 22 496 790, e-mail: ala.rotaru@mepiu.md

MINISTERUL ENERGIEI AL REPUBLICII MOLDOVA

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ucipe

Anexă: Lista autorităților publice centrale și organizațiilor pentru participare la consultările publice:

1. Banca Mondială din Moldova
2. UNDP Moldova
3. Cancelaria de Stat - Direcția planificare strategică și priorități
4. Ministerul Energiei
5. Ministerul Finanțelor
6. Ministerul Afacerilor Externe și Integrării Europene
7. Ministerul Infrastructurii și Dezvoltării Regionale
8. Ministerul Mediului
9. Ministerul Muncii și Protecției Sociale
10. Ministerul Sănătății
11. Ministerul Educației și Cercetării
12. Ministerul Dezvoltării Economice și Digitalizării
13. Ministerul Culturii
14. Congresul Autorităților Publice Locale
15. Agenția Proprității Publice
16. Centrul Național pentru Energie Durabilă
17. Unitatea Consolidată pentru Implementarea și Monitorizarea Proiectelor în Domeniul Energeticii
18. S.A. „Termoelectrica"
19. AO „Green City Lab Moldova"
20. AO „Alianța pentru Eficiență Energetică și Regenerabile"
21. AO „Educație pentru Dezvoltare" (AED)

De la: "Tatiana Urmaș" <tatiana.urmas@energie.gov.md>
Către: "secretariat" <secretariat@me.gov.md>, "secretariat" <secretariat@ms.gov.md>, "secretariat" <secretariat@social.gov.md>, "cancelaria" <cancelaria@mediu.gov.md>, "cancelaria" <cancelaria@mf.gov.md>, "secretariat" <secretariat@midr.gov.md>, "office" <office@app.gov.md>, "office" <office@cned.md>, "aeer" <aeer@aeer.md>, "info" <info@calm.md>, "office" <office@greencity.md>, "ala rotaru" <ala.rotaru@mepiu.md>, "mepiu" <mepiu@mepiu.md>, "info" <info@aed.ong>, "tatiana besliu" <tatiana.besliu@gov.md>, "cancelaria" <cancelaria@gov.md>, "mihail lupu" <mihail.lupu@undp.org>, "moldova contact" <moldova_contact@worldbank.org>, "virginia bilici" <virginia.bilici@undp.org>, "inga podoroghin" <inga.podoroghin@undp.org>, "MARIANA BOTEZATU" <mariana.botezatu@tetratech.com>, "fism office" <fism.office@gmail.com>, "manole balan" <manole.balan@aee.md>, "ion muntean" <ion.muntean@aee.md>, "ruslan surugiu" <ruslan.surugiu@mepiu.md>, "denis tumuruc" <denis.tumuruc@energy-community.org>, "droscovan" <droscovan@gmail.com>, "irina plis" <irina.plis@eumayors.eu>, "cancelaria" <cancelaria@mec.gov.md>, "nicolae zaharia" <nicolae.zaharia@sinergetika.org>, "silvia pana-carp" <silvia.pana-carp@undp.org>, "Oleg Bursuc" <obursuc@gmail.com>, "directorgeneral" <directorgeneral@termoelectrica.md>, "glingean nicolae" <glingean.nicolae@termoelectrica.md>, "sajin alexandru" <sajin.alexandru@termoelectrica.md>, "buruiana alexandru" <buruiana.alexandru@termoelectrica.md>, "andrei gutu" <andrei.gutu@termoelectrica.md>
cc: "Nicolae Olari" <nicolae.olari@energie.gov.md>, "Denis Bosii" <denis.bosii@energie.gov.md>

Trimis: luni, 18 martie, 2024 13:44:13
Subiect: Re:proiect: "Tranziția Durabilă către Eficiența Energetică în Moldova" (STEEM)
Mult stimate Doamne,
Mult stimați Domni,

Vă mulțumim că v-ați înregistrat la consultările privind propunerea de proiect: ***"Tranziția Durabilă către Eficiența Energetică în Moldova" (STEEM).***

Găsiți atașat acestui email agenda evenimentului și ceva informație adițională. La fel, furnizăm mai jos și linkul de acces.
mepiu@mepiu.md приглашает вас на запланированную конференцию: Zoom.

Tema: Proiect: "Tranziția Durabilă către Eficiența Energetică în Moldova" (STEEM)

Время: 19 мар. 2024 14:00 Кишинев
Войти Zoom Конференция
https://us06web.zoom.us/j/85883294371?pwd=opZgajivP4laVqglcODGmB1XUo4jLZ.1
Идентификатор конференции: 858 8329 4371
Код доступа: 826294
Vă reamintim că **evenimentul va avea loc online, pe 19 martie 2024, ora 14.00**

From: Tatiana Urmaș <tatiana.urmas@energie.gov.md>
Sent: Friday, March 15, 2024 11:08 AM
To: secretariat@me.gov.md; secretariat@ms.gov.md; secretariat@social.gov.md; cancelaria@mediu.gov.md; cancelaria@mf.gov.md; secretariat@midr.gov.md; office@app.gov.md; office@cned.md; aeer@aeer.md; info@calm.md; office@greencity.md; cancelaria@termoelectrica.md; ala.rotaru@mepiu.md; mepiu@mepiu.md; info@aed.ong; tatiana.besliu@gov.md; cancelaria@gov.md; mihail.lupu@undp.org; moldova_contact@worldbank.org; virginia.bilici@undp.org; inga.podoroghin@undp.org; mariana.botezatu@tetratech.com; fism.office@gmail.com; manole balan <manole.balan@aee.md>; ion muntean <ion.muntean@aee.md>; ruslan surugiu <ruslan.surugiu@mepiu.md>; denis tumuruc <denis.tumuruc@energy-community.org>; nicolae zaharia <nicolae.zaharia@sinergetica.com>; droscovan@gmail.com; irina.plis@eumayors.eu; irina.plis@aeer.md; cancelaria@mec.gov.md
Cc: Nicolae Olari <nicolae.olari@energie.gov.md>; Carolina Novac <carolina.novac@energie.gov.md>; Denis Bosii <denis.bosii@energie.gov.md>
Subject: proiect: "Tranziția Durabilă către Eficiența Energetică în Moldova" (STEEM)

Buna ziua stimați colegi,

Prin prezenta, Vă informăm despre organizarea unei consultări a părților interesate privind propunerea de proiect: ***"Tranziția Durabilă către Eficiența Energetică în Moldova" (STEEM)***, susținută de către Banca Mondială.
Proiectul este aliniat cu obiectivul general al Cadrului de Parteneriat pentru Republica Moldova al Grupului Băncii Mondiale, pentru perioada 2023-2027, pentru a sprijini dezvoltarea verde, rezistentă și incluzivă a țării, prin stabilirea măsurilor de eficiență energetică și atenuarea schimbărilor climatice, prin urmare, este în concordanță cu strategiile țării în domeniile eficienței energetice și de mediu.
Consultarea are drept scop informarea instituțiilor responsabile despre obiectivele, beneficiile și componentele propunerii noi de proiect: ***"Tranziția Durabilă către Eficiența Energetică în Moldova"*** .

Evenimentul va avea loc online, pe 19 martie 2024, ora 14.00, pe platforma Zoom.

În acest context, solicităm respectuos confirmarea participării reprezentantului/reprezentanților instituției la eveniment, la adresele de e-mail: tatiana.urmas@energie.gov.md și ala.rotaru@mepiu.md
până la data de **18.03.2024**.

Agenda acestuia o găsiți anexată.

Link-ul de acces, precum și informația tehnică de conectare va fi remisă ulterior.
Cu respect,
Tatiana Urmaș
Direcția Eficiență Energetică
tel: (022) 250 - 690
E-mail: tatiana.urmas@energie.gov.md
MD-2012 mun. Chișinău, Piața Marii Adunări Naționale, 1
website: energie.gov.md

From: Tatiana Urmaș <tatiana.urmas@energie.gov.md>
Sent: Monday, March 18, 2024 2:57 PM
To: secretariat <secretariat@me.gov.md>; secretariat <secretariat@ms.gov.md>; secretariat <secretariat@social.gov.md>; cancelaria <cancelaria@mediu.gov.md>; cancelaria <cancelaria@mf.gov.md>; secretariat <secretariat@midr.gov.md>; office <office@app.gov.md>; info <info@calm.md>; office <office@greencity.md>; ala rotaru <ala.rotaru@mepiu.md>; mepiu <mepiu@mepiu.md>; info <info@aed.ong>; tatiana besliu <tatiana.besliu@gov.md>; cancelaria <cancelaria@gov.md>; mihail lupu <mihail.lupu@undp.org>; moldova contact <moldova_contact@worldbank.org>; virginia bilici <virginia.bilici@undp.org>; inga podoroghin <inga.podoroghin@undp.org>; MARIANA BOTEZATU <mariana.botezatu@tetratech.com>; fism office <fism.office@gmail.com>; manole balan <manole.balan@aee.md>; ion muntean <ion.muntean@aee.md>; ruslan surugiu <ruslan.surugiu@mepiu.md>; denis tumuruc <denis.tumuruc@energy-community.org>; droscovan <droscovan@gmail.com>; irina plis <irina.plis@eumayors.eu>; cancelaria <cancelaria@mec.gov.md>; nicolae zaharia <nicolae.zaharia@sinergetika.org>; silvia pana-carp <silvia.pana-carp@undp.org>; Oleg Bursuc <obursuc@gmail.com>; directorgeneral <directorgeneral@termoelectrica.md>; glingean nicolae <glingean.nicolae@termoelectrica.md>; sajin alexandru <sajin.alexandru@termoelectrica.md>; buruiana alexandru <buruiana.alexandru@termoelectrica.md>; andrei gutu <andrei.gutu@termoelectrica.md>

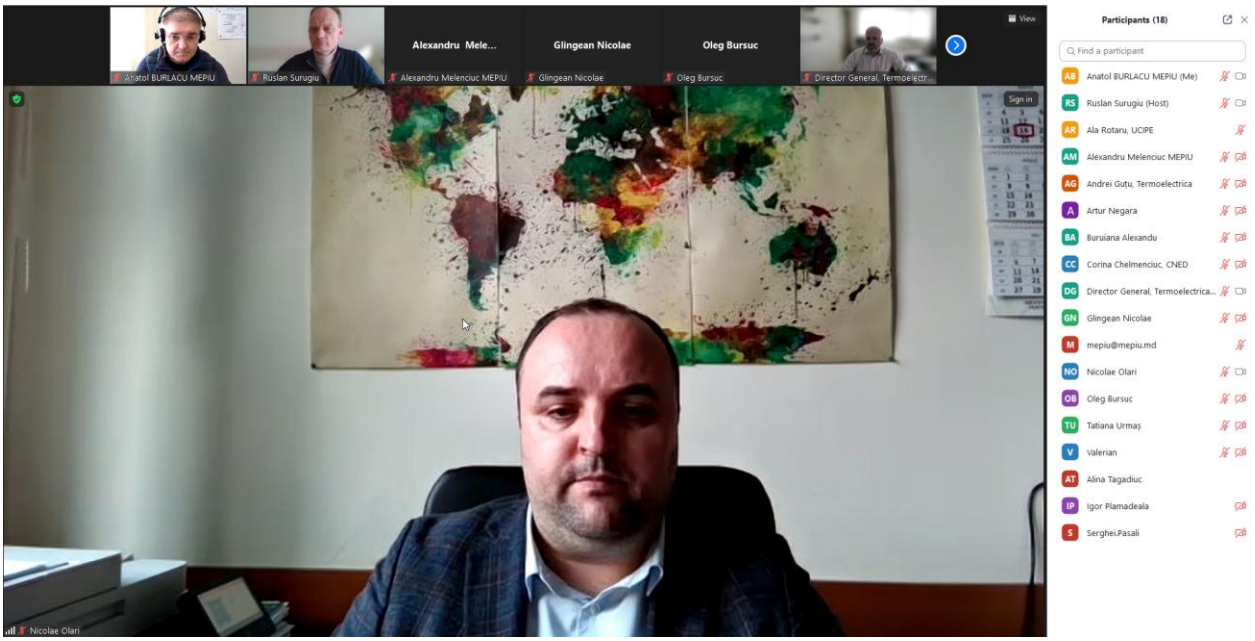
Cc: Nicolae Olari <nicolae.olari@energie.gov.md>; Denis Bosii <denis.bosii@energie.gov.md>
Subject: Re: proiect: ”Tranziția Durabilă către Eficiența Energetică în Moldova” (STEEM)

Găsiți atașat acestui email **Procedura Cadru de Management de Mediu și Social și alte documente aferente Proiectului STEEM, tradusa în limba Română.**
Deasemenea documentele de mediu și sociale pot fi accesate de pe site-ul UCIPE în ambele limbi, link: https://www.mepiu.md/rom/publicatii .

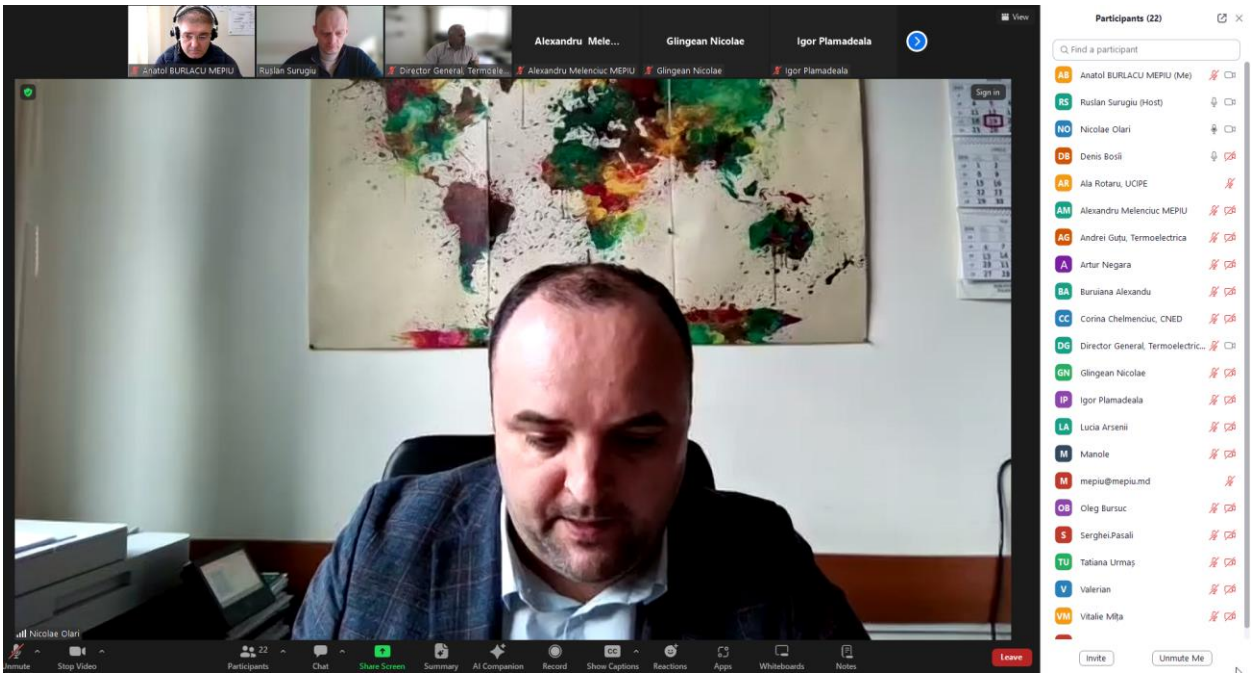
Cu respect,
Tatiana Urmaș
Direcția Eficiență Energetică
tel: (022) 250 – 690
E-mail: tatiana.urmas@energie.gov.md
MD-2012 mun. Chișinău, Piața Marii Adunări Naționale, **1**
website: energie.gov.md

6.2 Public consultations process with pictures

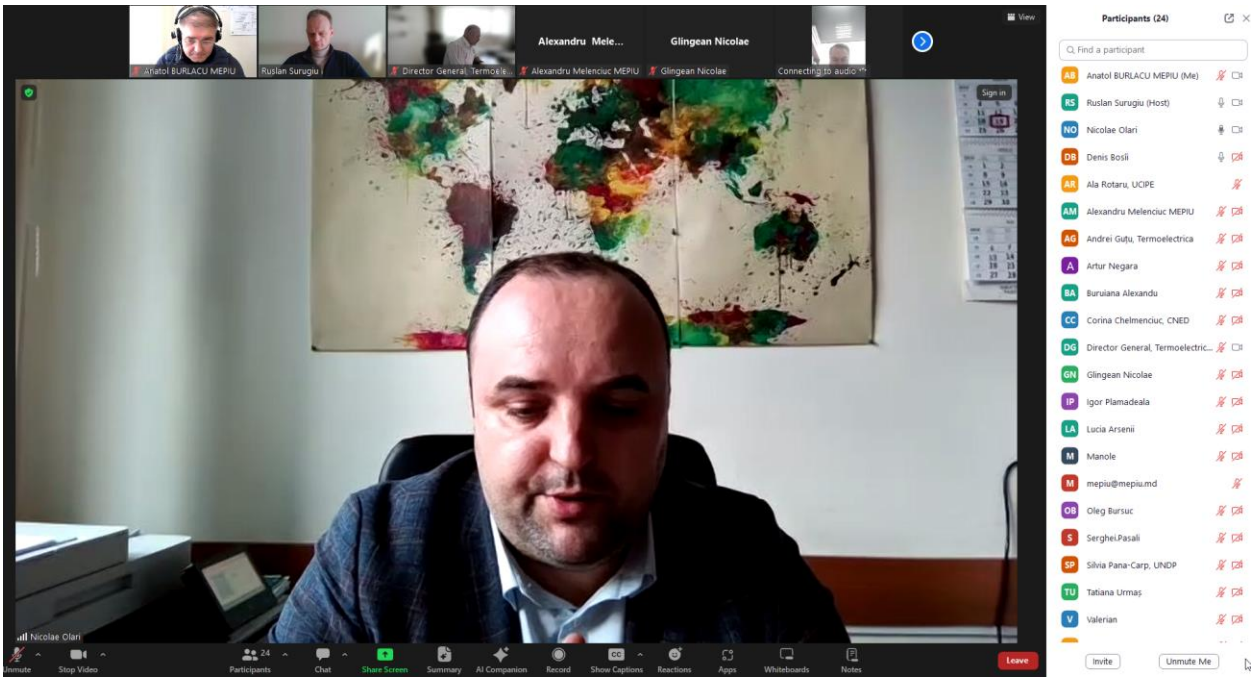
Cuvânt de salut din partea reprezentantului Ministrului Energiei Dl. Nicolae Olari



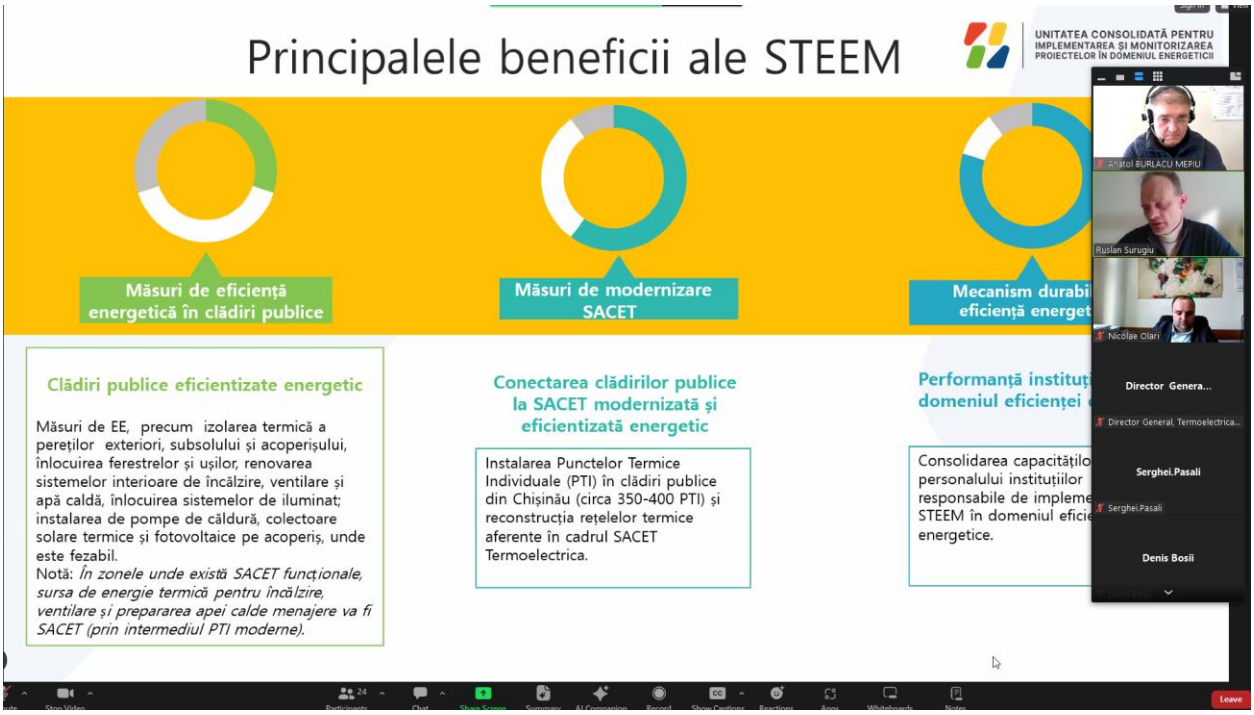
Prezentarea **Strategia Națională de Dezvoltare ”Moldova Europeană 2030”**



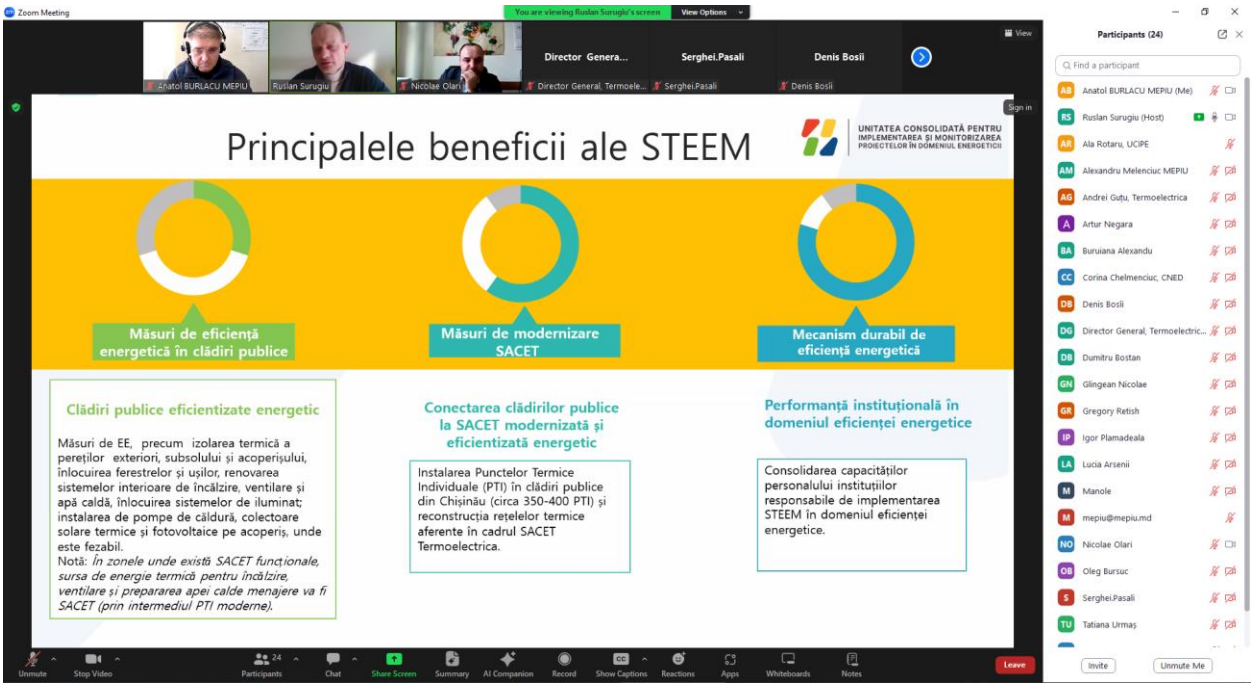
Prezentarea Obiectivelor de Dezvoltare Durabilă în Republica Moldova

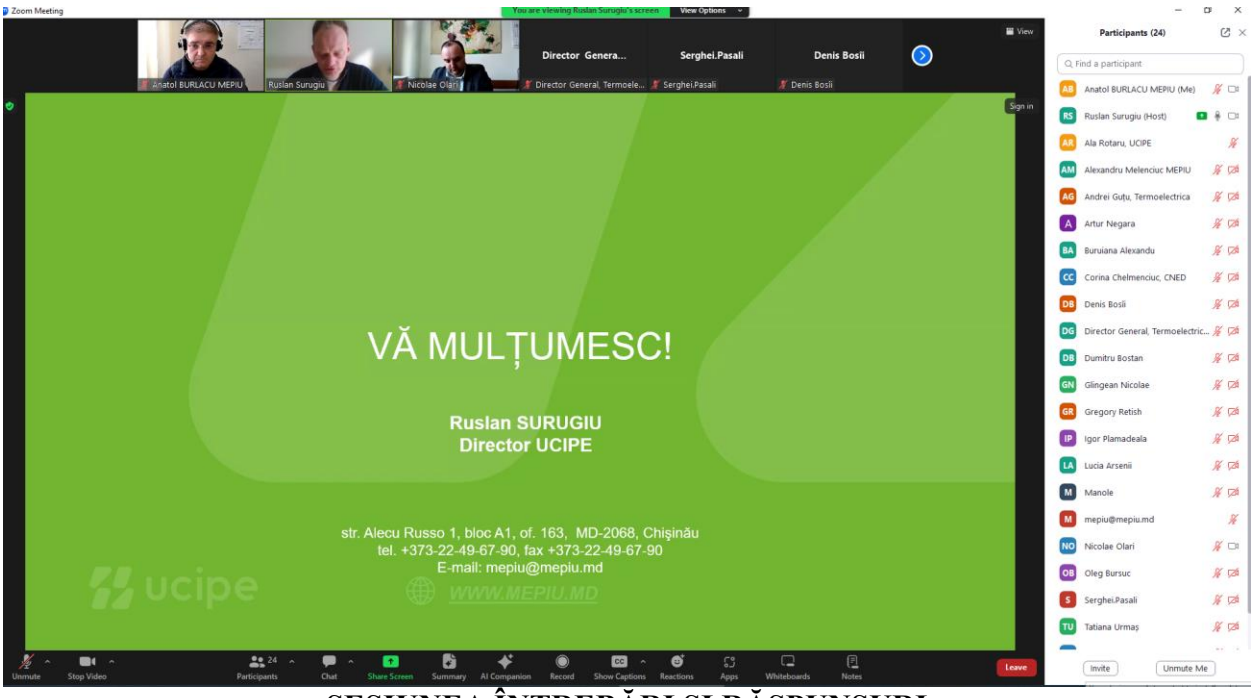


Prezentarea procedurii cadrul de mediu și Social specific Proiectului STEEM prezentată de către Directorul UCIPE dl. Ruslan Surugiu


Principalele beneficii ale STEEM
UNITATEA CONSOLIDATĂ PENTRU IMPLEMENTAREA ȘI MONITORIZAREA PROIECTELOR ÎN DOMENIUL ENERGETICII
Măsuri de eficiență energetică în clădiri publice
Măsuri de modernizare SACET
Clădiri publice eficientizate energetic
Măsuri de EE, precum izolarea termică a pereților exteriori, subsolului și acoperișului, înlocuirea ferestrelor și ușilor, renovarea sistemelor interioare de încălzire, ventilare și apă caldă, înlocuirea sistemelor de iluminat; instalarea de pompe de căldură, colectoare solare termice și fotovoltaice pe acoperiș, unde este fezabil.
Notă: În zonele unde există SACET funcționale, sursa de energie termică pentru încălzire, ventilare și prepararea apei calde menajere va fi SACET (prin intermediul PTI moderne).
Conectarea clădirilor publice la SACET modernizată și eficientizată energetic
Instalarea Punctelor Termice Individuale (PTI) în clădiri publice din Chișinău (circa 350-400 PTI) și reconstrucția rețelelor termice aferente în cadrul SACET Termoelectrica.
Anatol BURLACU MEPIU
Ruslan Surugiu
Nicolae Olari
Director Genera...
Serghei.Pasali
Denis Bosii

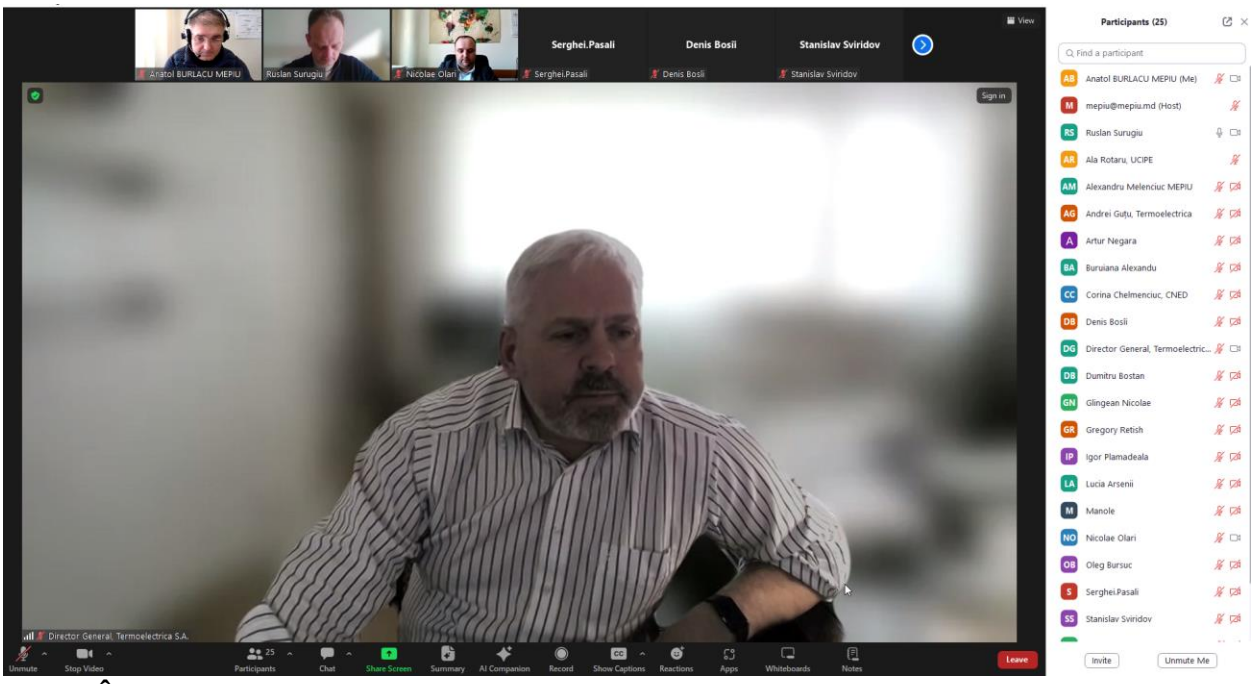

Director Genera...
Serghei.Pasali
Denis Bosii
Participants (24)
Investiții în eficiența energetică
UNITATEA CONSOLIDATĂ PENTRU IMPLEMENTAREA ȘI MONITORIZAREA PROIECTELOR ÎN DOMENIUL ENERGETICII
Măsuri de Implementare a STEEM, planificate pentru Componenta 2
Măsuri de modernizare SACET
Instalarea PTI în clădiri publice și reconstrucția rețelelor termice aferente
Îmbunătățirea eficienței și calității serviciilor de termoficare – pentru încălzire, ventilare și prepararea apei calde menajere în clădiri
Puncte Termice Individuale (PTI) în clădiri publice



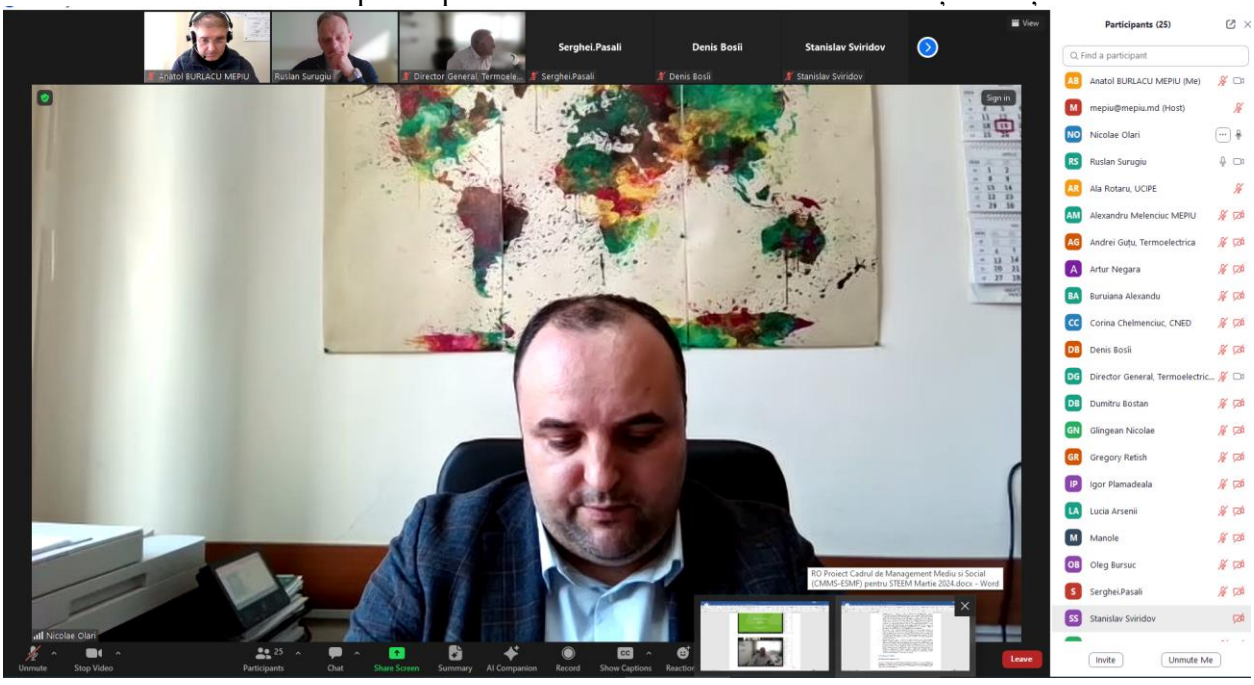


SESIUNEA ÎNTREBĂRI ȘI RĂSPUNSURI

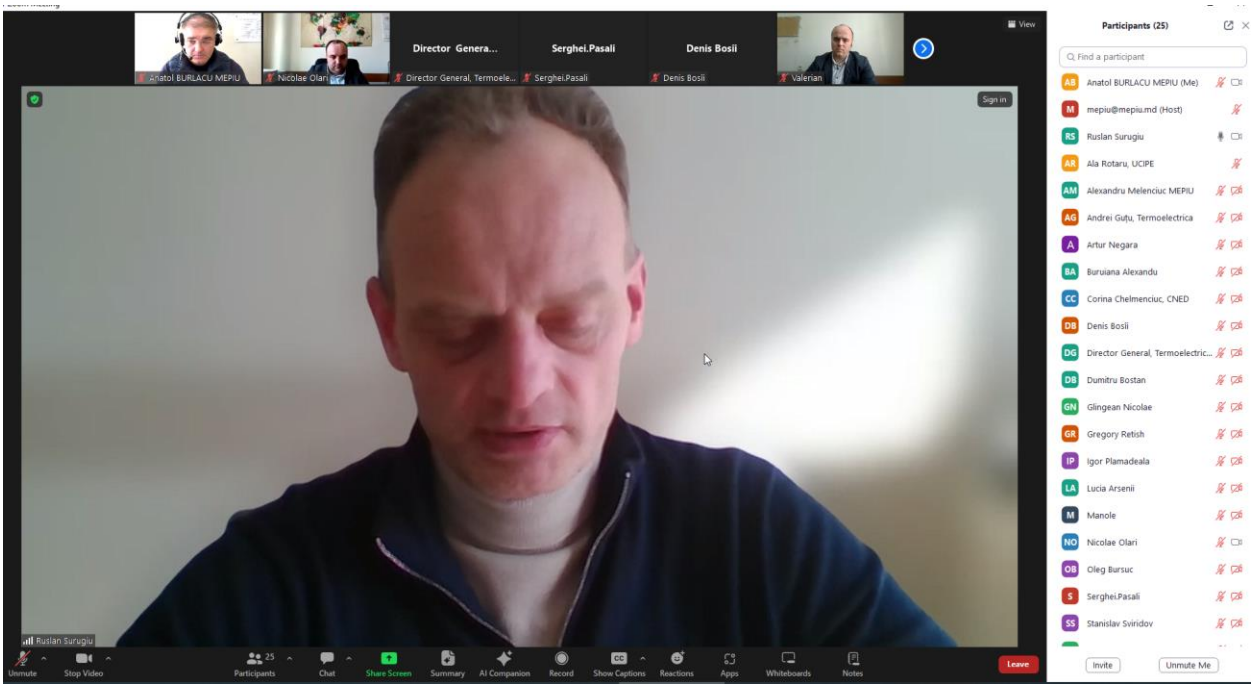
1. **Întrebare de la Termoelectrica SA**: Cine va finanța componenta 2 ?
2. **Răspuns UCIPE**: Aspectul financiar va fi discutat cu Ministrul Finanțelor ulterior, după aprobarea Proiectului de către Banca Mondială și ratificarea de către Republica Moldova



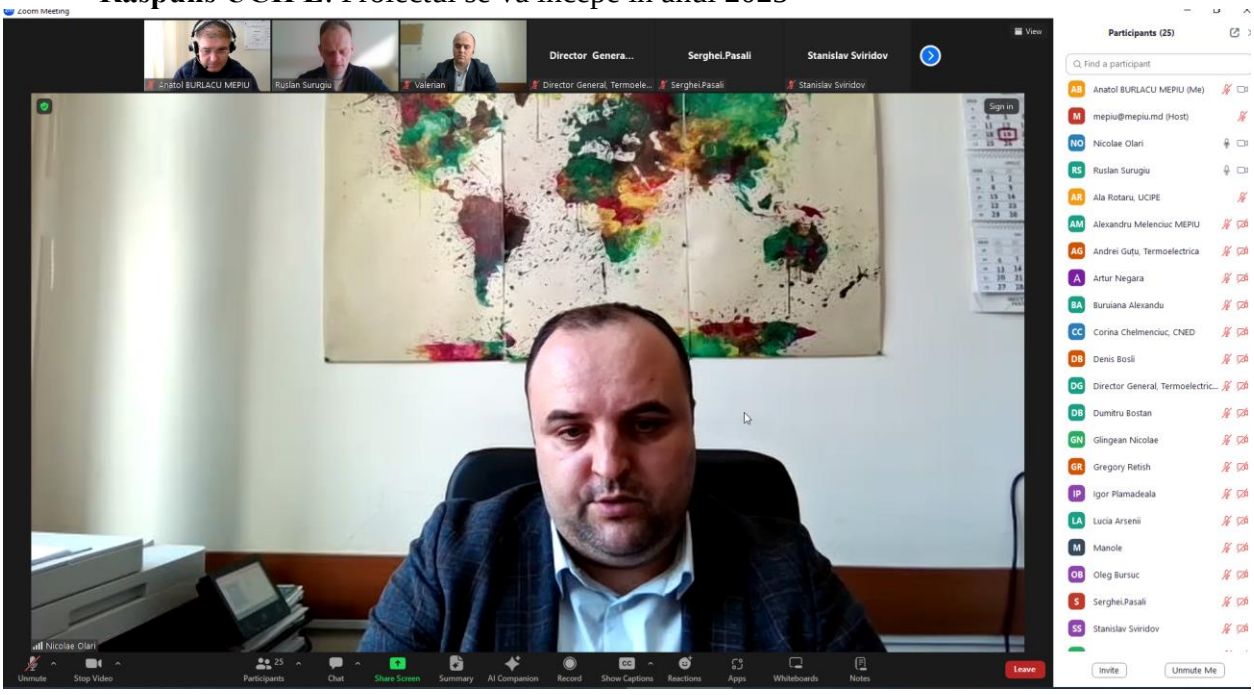
2. **Întrebare de la Ministrul Energiei**: Cum va fi realizat auditurile la beneficiari clădirilor publice?
   Răspuns UCIPE: Auditurile Energetice și Studiile de Fezabilitate vor fi realizate în detaliu de către companii specializate în baza de Caiet de Sarcini și licitații



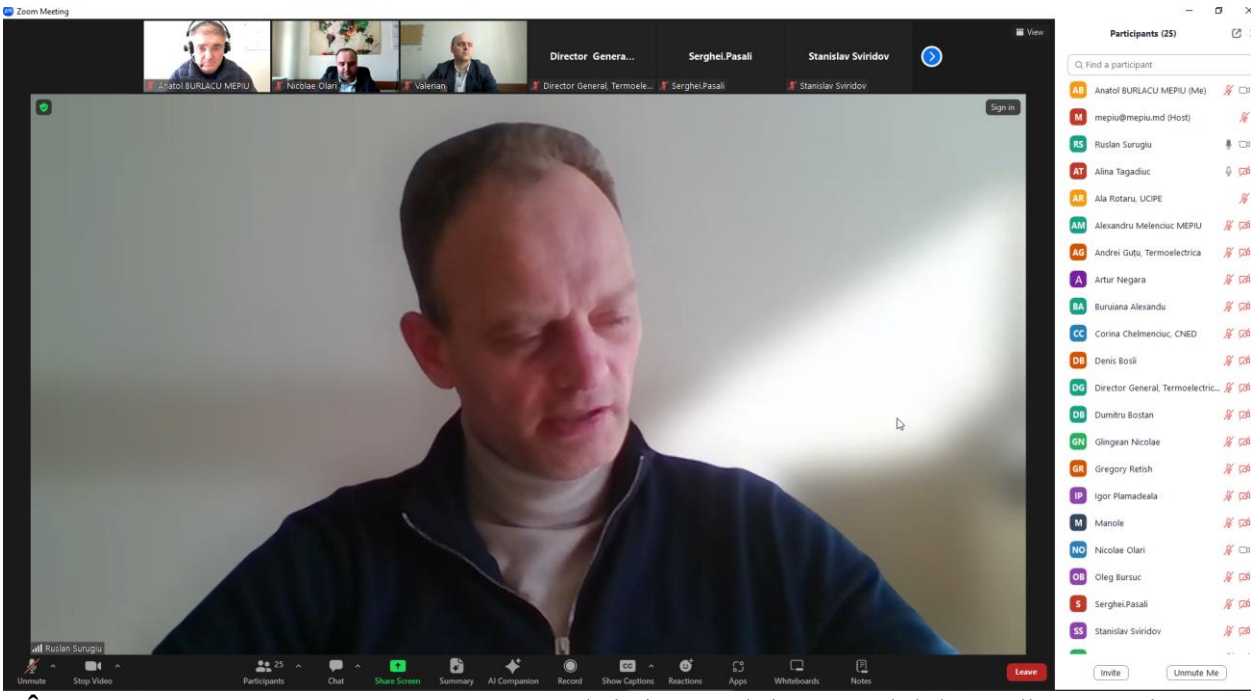
Concretizare din partea UCIPE: La etapa de definitivare a listei beneficiarilor un rol important i-l are Ministrul Educației pentru a aproba lista și a o include in Proiectul STEEM



3. **Întrebare din partea Ministrului Energiei**: Când se va începe proiectul?
   Răspuns UCIPE: Proiectul se va începe în anul 2025

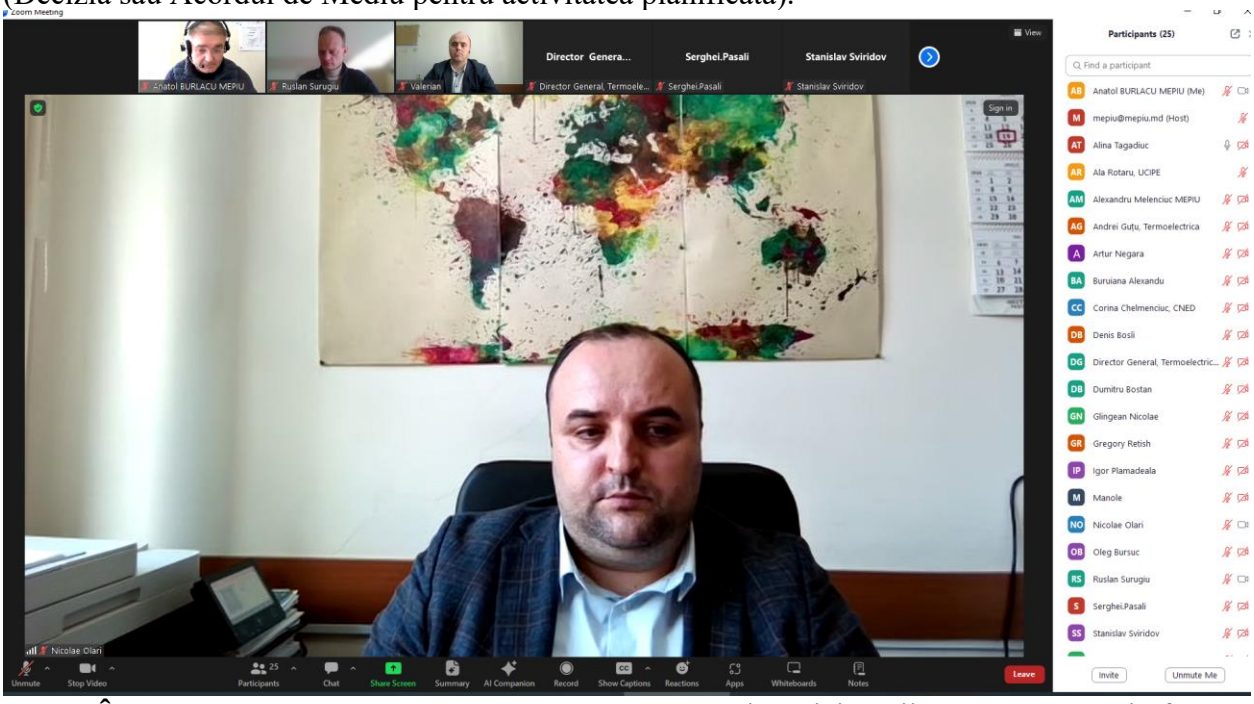


Concretizare din partea UCIPE: Este necesar de avut o comunicare transparenta si deschisa cu Ministerul Educației pentru a definitiva lista instituțiilor publice și aproba



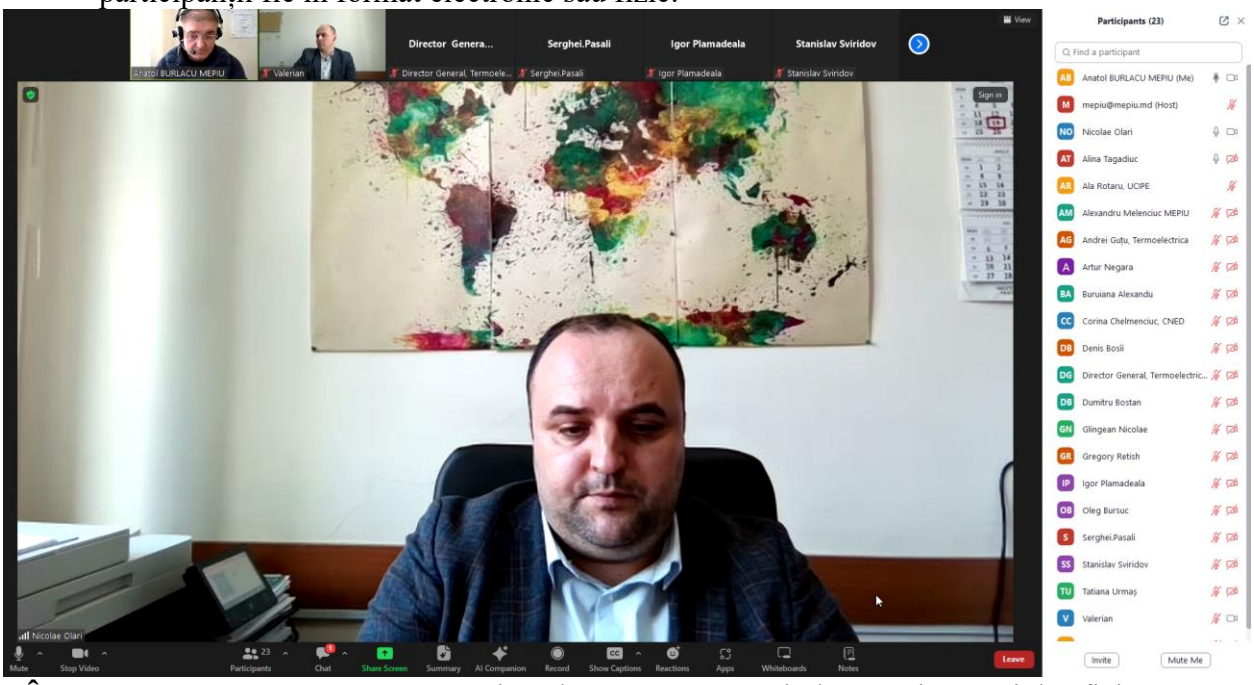
4 **Întrebare de la Ministerul Energiei**: Când și cine va obține Acordul de Mediu au Decizia de la Agenția de Mediu?

Răspuns UCIPE: În Procedura Cadru de Mediu și Sociala publicata pe pagina web a UCIPE este descrisă procedura de conformare de mediu și socială a Republicii Moldova, iar la etapa de fezabilitate UCIPE va elabora și va obține toate documentele necesare de la Agenția de Mediu (Decizia sau Acordul de Mediu pentru activitatea planificată).



5 **Întrebare Ministrul Energiei**: Este necesar ca toți participanții sa semneze PV in format electronic sau fizic?

Răspuns UCIPE: PV a ședinței de consultări publice trebuie sa fie semnat de către toți participanții fie în format electronic sau fizic.



6 **Întrebare Ministerul Energiei**: Proiectul STEEM va cuprinde numai măsuri de eficiență energetică în clădirile publice sau și surse de energie regenerabile?
Răspuns UCIPE: Proiectul STEEM prevede măsuri de eficiență energetică în clădirile publice, dar și măsuri de energie regenerabile.

6.3 Public Consultation Minute signed by Organizers

PROCESUL-VERBAL nr. 1 din 19 martie 2024

al şedinţei consultărilor publice asupra propunerii de proiect:
"Tranziţia Durabilă către Eficienţa Energetică în Moldova" (STEEM)

Organizatorii consultărilor publice: Ministerul Energiei (MEn) de comun cu Unitatea consolidată pentru monitorizarea şi implementarea proiectelor în domeniul energetic (UCIPE).

Proiectul "Tranziţia Durabilă către Eficienţa Energetică în Moldova" (STEEM) este aliniat cu obiectivul general al Cadrului de Parteneriat cu Ţara pentru Republica Moldova al Grupului Băncii Mondiale, pentru perioada 2023-2027, pentru a sprijini dezvoltarea verde, rezistentă şi incluzivă a ţării, prin stabilirea măsurilor de eficienţă energetică şi atenuare a schimbărilor climatice, prin urmare, este în concordanţă cu strategiile ţării în domeniile eficienţei energetice şi de mediu.

Documentele de mediu şi sociale, elaborate de către UCIPE şi prezentate în cadrul consultărilor publice (Procedura Cadru de Management de Mediu şi Socială (CMMS/ESMF), Planul de Implicare a Părţilor Interesate (PIP/SEP) şi Planul de Angajament de Mediu şi Socială (PAMS/ESCP)) au scopul de a divulga informaţia de mediu şi socială publicului interesat şi altor părţi interesate, sunt publicate pe paginile web a UCIPE, CNED, Termoelectrica S.A., iar părţile interesate pot furniza comentarii sau propuneri pentru îmbunătăţirea procedurii cadru de mediu şi socială în forma scrisă la UCIPE.

Documentele au fost elaborate în limba engleză, traduse în limba română şi plasate pe pagina web a UCIPE[1].

I. Au participat la consultările publice -reprezentanţii instituţiilor (părţile interesate):

Nr.	Denumirea entităţii publice/organizaţiei
1	Ministerul Energiei
2	UCIPE
3	Ministerul Infrastructurii şi Dezvoltării Regionale
4	Ministerul Sănătăţii
5	Centrul Naţional pentru Energie Durabilă (CNED)
6	UNDP Moldova
7	„TERMOELECTRICA" S.A.,
8	Congresul Autorităţilor Publice Locale Moldova (CALM)
9	AO "Educaţie pentru dezvoltare"
10.	Proiectul: „Securitatea Energetică a Republicii Moldova" (MESA)

În total la eveniment au participat – 26 persoane.

II. Agenda consultărilor publice:

1. Cuvânt de salut cu privire la direcţiile şi politicile Republicii Moldova în domeniul eficienţei Energetice - Dl Nicolae OLARI, Ministerul Energiei, şef Direcţie eficienţă energetică

[1] Sursa: https://www.mepiu.md/rom/publicatii

2. Prezentarea propunerii de proiect: "Tranziţia Durabilă către Eficienţa Energetică în Moldova" - dl Ruslan SURUGIU, UCIPE, Director interimar
3. Prezentarea aspectelor generale ale documentele pe aspecte de mediu şi sociale, elaborate pentru propunerea de proiect STEEM – Dl Anatol BURLACU , UCIPE, specialist aspecte mediu
4. Întrebări şi propuneri

III. Discuţii în cadrul consultărilor publice:

1. **Întrebare: Dl Olari N. (MEn)** – care este termenul de examinare şi de prezentare al propunerilor/obiecţiilor, la documentele pe aspecte de mediu/sociale, plasate pe pagina oficială al UCIPE?

Răspuns : Dl Burlacu A. (UCIPE) – pînă la finele lunii martie (31 martie 2024).

2. **Întrebare: Dl Razlovan I. („Termoelectrica" SA)** – proiectul reprezintă un împrumut de la Banca Mondială, cum se va finanţa Componenta 1.2 şi dacă sunt stabiliţi beneficiarii?

Răspuns : Dl Surugiu R. (UCIPE) –Toţi beneficiarii proiectului şi modul de finanţare al Componentelor STEEM, vor fi stabilite în propunerea finală de proiect, estimativ elaborată/definitivată de către BM la finele lunii mai 2024, şi propus Guvernului Republicii Moldova spre ratificare, estimativ în august 2024.

3. **Întrebare: Dl Olari N. (MEn)** – Vor fi realizate auditurile energetice la obiectele din cadrul Proiectului, conform legislaţiei ?

Răspuns: Dl Surugiu R. (UCIPE) -Auditurile Energetice şi Studiile de Fezabilitate vor fi realizate în detaliu de către companii specializate în baza de Caiet de Sarcini şi licitaţii, conform cerinţelor legislaţiei.

4. **Întrebare: Dl Surugiu R. (UCIPE)** – Sunt prezenţi la eveniment reprezentanţii Ministerului Educaţiei şi Cercetării (MEC), dat fiind faptul că beneficiarii principali ai proiectului sunt clădirile instituţiilor publice de educaţie, iar MEC are un rol important în acest sens?

Răspuns: Dl Olari N. (MEn) - Ministerului Educaţiei şi Cercetării (MEC) a primit invitaţia pentru participare la consultările publice. Nu cunoaştem care este cauza lipsei acestora

5. **Întrebare: Dl Olari N. (MEn)** - Când se va începe implementarea Proiectului STEEM?

Răspuns UCIPE: Conform documentaţiei de proiect, în anul 2025.

6. **Întrebare: Dl Olari N. (MEn)** - Când şi cine va obţine Acordul de Mediu sau Decizia din partea Agenţiei de Mediu?

Răspuns : Dl Burlacu A. (UCIPE) În Procedura Cadru de Mediu şi Sociala, publicata pe pagina web a UCIPE, este descrisă procedura de conformare cu legislaţia aplicabilă de mediu şi socială a Republicii Moldova, în special cu privire la procedurile de evaluare al impactului asupra mediului. La etapa de fezabilitate al proiectului, UCIPE va elabora şi va obţine toate documentele necesare de la Agenţia de Mediu (Decizia sau Acordul de Mediu pentru activitatea planificată).

7. **Întrebare: Dl Colun V. (MEn)** - Proiectul STEEM va cuprinde doar măsuri de eficienţă energetică în clădirile publice sau şi pe priorităţi pentru energie regenerabilă?

8. **Întrebare: Dl Olari N. (MEn)** - Este necesar ca toţi participanţii sa semneze PV in format electronic sau fizic?

Răspuns: Dl Burlacu A. (UCIPE) - PV a şedinţei de consultări publice trebuie sa fie semnat de către toţi participanţii fie în format electronic sau fizic.

IV. Rezumatul şedinţei

Urmare al discuţiilor în cadrul consultărilor publice, s-a constatat că proiectul este binevenit pentru Republica Moldova prin implementarea măsurilor de eficientă energetică în clădirile publice în scopul reducerii consumurilor de resurse naturale şi poluarea mediului, asigurând calitatea procesului de învăţământ prin ridicarea nivelului de asimilare a cunoştinţelor de către elevi într-un mediu de studiu sănătos şi confortabil.

De rând cu informaţia tehnică şi mediu şi socială, prezentată în cadrul şedinţei de consultări publice de către organizatorii evenimentului, participanţii au fost îndemnaţi să contribuie la îmbunătăţirea Procedurii Cadru de Mediu şi Sociale şi restul documentelor destinate Proiectului STEEM prin accesarea şi lecturarea documentelor divulgate pe paginile web a entităţilor implicate în implementarea Proiectului (Ministrul Energiei, UCIPE, CNED, TE, etc.) şi trimiterea în adresa UCIPE a comentariilor şi a propunerilor pentru a îmbunătăţi procedura cadru ş.a., **până la data de 31 martie 2024**.

Au contrasemnat:

Ministerul Energiei:	OLARI Nicolae, şef Direcţie	
UCIPE	SURUGIU Ruslan, director interimar	
Ministerul Infrastructurii şi Dezvoltării Regionale	ZAIAŢ Artiom, consultant principal	
Ministerul Sănătăţii	PAŞALÎ Serghei, consultant principal	
CNED	MUNTEAN Ion, director	
„Termoelectrica" S.A.	RAZLOVAN Iurie, director general interimar	

6.4 Public Consultations Minute signed by Participants (stakeholders)

Lista participanților la consultările publice la propunerea de proiect: "Tranziția Durabilă către Eficiența Energetică în Moldova" (STEEM). 19 martie 2024, ora 14-00

Nr. d/o	Nume, prenume	Instituția, funcția	Coordonatele (tel. e-mail)	Semnătura (după caz electronică)
1.	Olari Nicolae	Ministerul Energiei, șef Direcție eficiență energetică	022 250 665 nicolae.olari@energie.gov.md	
2.	Urmaș Tatiana	Ministerul Energiei, consultant principal Direcție eficiență energetică	022 250 690 tatiana.urmas@energie.gov.md	
3.	Colun Valerian	Ministerul Energiei, expert	valerian.colun@energie.gov.md	
4.	Bosîi Denis	Ministerul Energiei, consultant principal	denis.bosii@energie.gov.md	
5.	Arsenii Lucia	Ministerul Energiei, expert	lucia.arsenii@energie.gov.md	
6.	Vitalie Mița	Ministerul Energiei, expert	vitalie.mita@energie.gov.md	

Lista participanților la consultările publice la propunerea de proiect: **"Tranziția Durabilă către Eficiența Energetică în Moldova" (STEEM),** 19 martie 2024, ora 14 00				
Nr. d/o	**Nume, prenume**	**Instituția, funcția**	**Coordonatele (tel. e-mail)**	**Semnătura (după caz electronică)**
7.	Surugiu Ruslan	UCIPE, Director interimar	0 22 49 67 90, ruslan.surugiu@mepiu.md	
8.	Burlacu Anatol	UCIPE, specialist pe aspecte mediu, securitatea muncii	0 22 49 67 90, anatol.burlacu@mepiu.md	
9.	Rotaru Ala	UCIPE, specialist pe aspecte sociale	0 22 49 67 90, ala.rotaru@mepiu.md	
10.	Melenciuc Alexandru	UCIPE, specialist suport implementare/managementul contractelor	0 22 49 67 90, alexandru.melenciuc@mepiu.md	
11.	Panfili Tatiana	UCIPE, asistent de proiect	0 22 49 67 90, tatiana.panfili@mepiu.md	

Lista participanților la consultările publice la propunerea de proiect: **"Tranziția Durabilă către Eficiența Energetică în Moldova" (STEEM)**, 19 martie 2024, ora 14 00

Nr. d/o	Nume, prenume	Instituția, funcția	Coordonatele (tel. e-mail)	Semnătura (după caz electronică)
13.	Razlovan Iurie	„TERMOELECTRICA" S.A., Director general (interimar)	directorgeneral@termoelectrica.md	
14.	Glingean Nicolae	„TERMOELECTRICA" S.A., Consilier al conducatorului intreprinderii	0 22 436 542 glingean.nicolae@termoelectrica.md	
15.	Sajin Alexandru	„TERMOELECTRICA" S.A., Consilier al conducătorului întreprinderii	022 43 64 60, sajin.alexandru@termoelectrica.md	
16.	Buruiana Alexandru	„TERMOELECTRICA" S.A., Inginer-şef în industria prelucrătoare	022 38 53 50, buruiana.alexandru@termoelectrica.md	
17.	Guţu Andrei	„TERMOELECTRICA" S.A., Şef secţie în domeniul dezvoltării si planificării	022 43 65 15, andrei.gutu@termoelectrica.md	

Lista participanților la consultările publice la propunerea de proiect: **"Tranziția Durabilă către Eficiența Energetică în Moldova" (STEEM),** 19 martie 2024, ora 14 00				
Nr. d/o	**Nume, prenume**	**Instituția, funcția**	**Coordonatele (tel. e-mail)**	**Semnătura (după caz electronică)**
	Muntean Ion	CNED, Director	ion.muntean@cned.md	
17	Balan Manole	CNED, Director adjunct	manole.balan@cned.md manole.balan@cned.gov.md	
18	Chelmenciuc Corina	CNED, specialist Șef Secție FEERM	corina.chelmenciuc@cned.gov.md	

Lista participanților la consultările publice la propunerea de proiect: **"Tranziția Durabilă către Eficiența Energetică în Moldova" (STEEM)**, 19 martie 2024, ora 14 00

Nr. d/o	Nume, prenume	Instituția, funcția	Coordonatele (tel. e-mail)	Semnătura (după caz electronică)
19.	Plămădeală Igor	Ministerul Infrastructurii și Dezvoltării Regionale, consultant principal, Secția programe de dezvoltare regională și locală	022 250 532 igor.plamadeala@midr.gov.md	
20	Tagadiuc Alina	Ministerul Infrastructurii și Dezvoltării Regionale, consultant superior, Direcția politici și reglementări în domeniul construcțiilor și locuințelor	022 250 678 alina.tagadiuc@midr.gov.md	
21.	Negară Artur	Ministerul Infrastructurii și Dezvoltării Regionale, consultant principal, Direcția politici în domeniul aprovizionării cu apă și sanitație	022 250 655 artur.negara@midr.gov.md	

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Nr. d/o	Nume, prenume	Instituția, funcția	Coordonatele (tel. e-mail)	Semnătura (după caz electronică)
22.	Serghei Pașali,	Ministerului Sănătății, Consultant principal al Serviciului Infrastructură și Logistică	068932499 serghei.pasali@ms.gov.md	
23.	Pana-Carp Silvia	PNUD Moldova, Programme Analyst, Climate Change, Environment and Energy Cluster	22 269 121; 22 220 045, silvia.pana-carp@undp.org	
24.	Oleg Bursuc	AO "Educație pentru dezvoltare", manager de Proiect "Competențe pentru o tranziție ecologică durabilă"	069372152 oleg.bursuc@aed.ong	
25.	Igor Cristal	Congresul Autorităților Publice Locale (CALM)	022 22-35-09 info@calm.md	
26.	Gregory Retish	Proiectul Securitatea Energetică a Republicii Moldova (Moldova Energy Security Activity - MESA)	gregory.retish@tetratech.com.	
27.	Stanislav Sviridov	Proiectul Securitatea Energetică a Republicii Moldova – MESA	stanislav.sviridov@tetratech.com	