



FONDI SHQIPTAR I ZHVILLIMIT
ALBANIAN DEVELOPMENT FUND

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN

For the “Rehabilitation of the Saranda staircases”

**City of Saranda
Draft June 2016**

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INTRODUCTION

This sub-project is a component of the proposed Project for Integrated Urban Economic Development, which is expected to play a critical role to pilot and demonstrate an innovative and integrated approach to implement regional development in line with the new National Territorial Development Strategy and the Coastal Management Strategy.

The aim of the project is to rehabilitate the five rows (A, B, C, D, E in the project design, Figure 3) of staircases connecting the seaside promenade with Saranda city.

This Environmental and Social Management Plan captures the rehabilitation of staircases. Another subproject under this umbrella to be implemented in Saranda town is the rehabilitation of the promenade, for which another ESMP will be prepared, once the design is finalized.

The foreseen interventions are as follows:

- Replacement of the staircases
- Installation and improvement of the lighting system of the staircases
- Greening and landscaping

No expropriation and no affected ownership is foreseen for the implementation of this project.

The project design is overseen by the Municipality of Saranda and the contracting authority is the Albanian Development Fund. The project is designed by the joint venture of companies: Openfabric+Cityforster+Symbiotica.

A general layout of the project is given in Figure 1.



Figure 1: General layout of the intervention project

Background of the project

The origins of the town of Saranda date back to the VI century BC, but the town started to get its unique shape in 1930, when the first urban plan was implemented. The first Masterplan of Saranda was developed by an Austrian architect during the governance of King Zog the 1st.

The main vision of this Masterplan was the creation of a harbor town, in harmony with the surrounding landscape. Over the following years, the Austrian plan was followed by an Italian plan, during the Italian occupation of Albania in 1937, as well as many other plans during the communist regime (1960, 1976, 1982). Over the last two decades, the city has undergone rapid development, characterized by urban chaos, thus corrupting its identity.

Over the recent years, there has been a quick development of the construction industry due to increasing tourist demand. The Butrinti Archaeological Park is the main generator of international tourists, which arrive to Saranda via land or via boat trips from Korfu, Greece. This park is situated 18 km away from Saranda city.

Other historical and cultural sites in the project surroundings are:

- The Bazylicum and Synagogue archaeological site, 150 m from the botanic garden (Figure 2), set D of staircases in the project design (Figure 3).
 - o Located near to the City Hall in Saranda, these ruins show that there was a large wealthy Jewish community in Oncheasmos ancient name for Saranda) during the 5th century AD. There was a community center and school in addition to religious activities. The floors have many different mosaics, including animals and also a menorah and other Jewish symbols, which proves that this was a synagogue. The buildings were destroyed either by an earthquake or by Slavic invasion. The synagogue had been converted into a basilica during the 6th century.
- The Monastery of 40 Saints, located 1,2 km from the project site
 - o The 40 Saints Monastery refers to the same story where modern “Saranda” got its name from (Saranda means “40” in Greek). This monastery was built in the 6th century, then was modified over a period of several hundred years. It is comprised of two levels, but the upper one was destroyed in WWII. The monastery was built in honor of 40 Christian martyrs (Roman Soldiers) who were sent to their death in Siberia when they wouldn’t renounce their religion. Visitors can enter the crypt with permission from the town hall in Sarande.

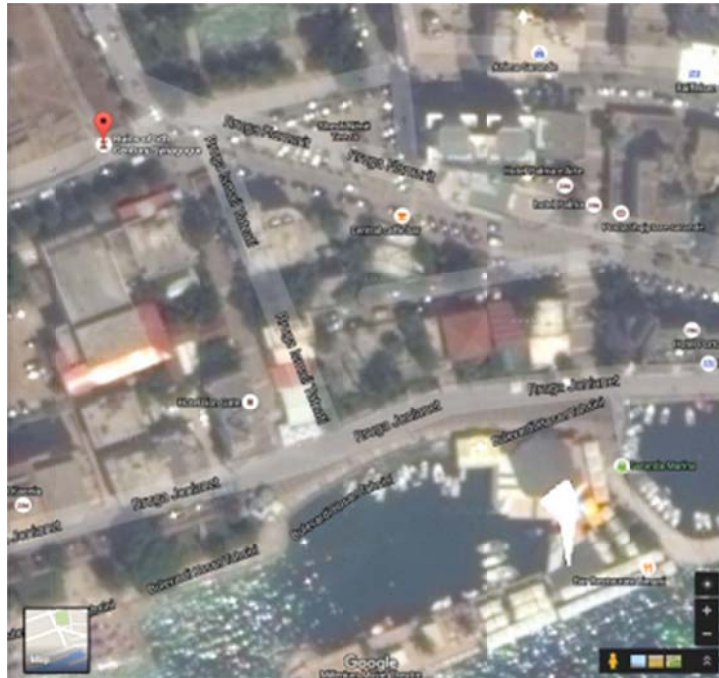


Figure 2: Location of the Synagogue of Saranda

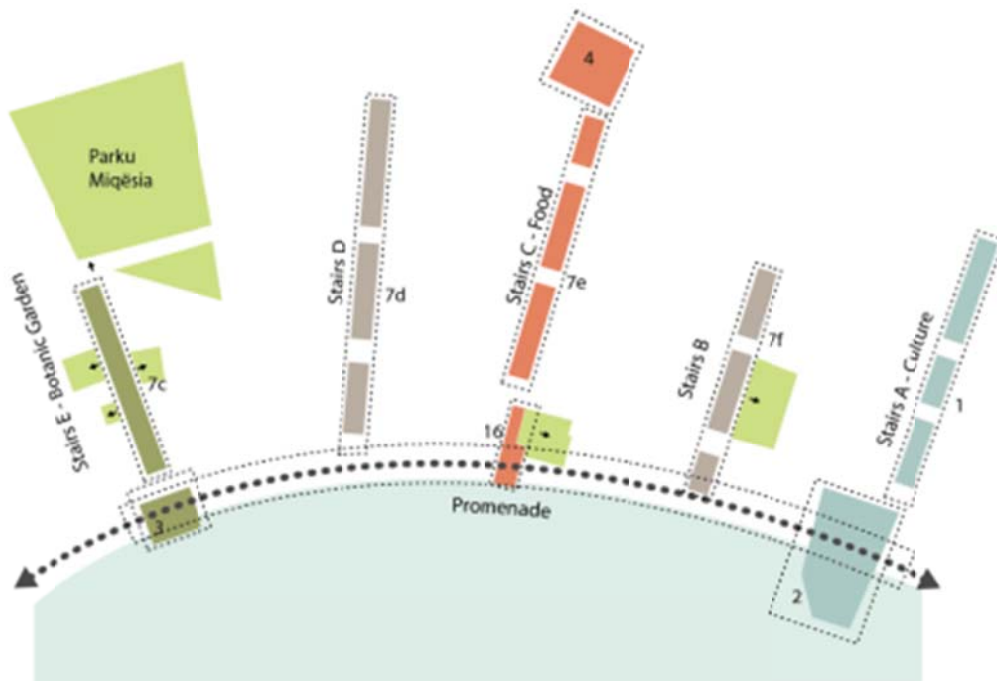


Figure 3: Technical design layout of the project

The existing staircases (Figure 4) currently are in a critical situation regarding maintenance and stability. Moreover, their dimensions change from one staircase to the other.



Figure 4: Current condition of the staircases

This project proposes to replace them with new stairs that will constitute in the same material and dimensions, in order to create unity and improve their esthetic and comfort. There are five rows of staircases in total, each of them with a thematic design (Figure 5).



Figure 5: Project aspects (before and after view of staircases)

Existing environmental and social baseline information

The town of Saranda is located in the Southern part of the Ionian coast of Albania. The town is located between mountains and the sea, highly exposed to sunlight and extended along the coast.

The Saranda Bay is one of the largest of the Ionian coast, with rocky beaches, making it one of the most attractive tourist towns for Albanians and foreign tourists.

Up to this day, Saranda town has 34,106 inhabitants.

Climate

The sub-project site lies in an area of typical Mediterranean climate. The main characteristic of this kind of climate is the wet and not so cold winter and a dry and hot summer, with 330 sunny days per year. Temperatures range from 8-10 °C in winter to 24-26° C in summer.

Flora, fauna and biodiversity

Since the sub-project is situated within an urban area, flora and fauna species are not found randomly within the site. However, the vegetation in the town of Saranda is characterized of bushes and low vegetation species such as *Quercetea ilicis*, *Phlomis fruticosa*, *Urginea maritima*, *Pistacia lentiscus*, *Pyrus*, *Amigdaliformis*, *Quercus coccifera*, *Palurus spina-christi*, *Brachi podium sp*, *Malcolmia maritima*, *Asparagus*, *Saponaria*, *Colutea arboreshens*, *Juniperus comunis*, *Laurus nobilis*, *Spartum junceun*, *Phyllyrea media*

Fauna

The sub-project area is not rich in fauna species. Insects species are frequently found, which populate the typical flora of the area.

Hydrology and surface waters

The sub-project site is situated near the coastline, directly connected to the Ionian sea. The water quality, based on measurements performed by the National Environmental Agency, reported in the National State of Environment Report, 2015, appears to have improved 50% in Saranda beach compared to the previous year. In 2015, a new water treatment plant for Saranda is being installed, which will further improve the quality of water in the Saranda coastline.

Local community

The stairs are situated in the center of Saranda town, connecting the waterfront walkway to the upper parts of the town. The stairs are frequently used during local inhabitants and visitors, especially during the tourism season, which is July-August. On both sides of the 5 sets of stairs, there are a number of approximately 90 small businesses (around 15-20 on each set of stairs) and some apartments. The businesses consist of bars, 4-5 hotels and restaurants and some souvenir shops and markets, one lawyer's office, the post and telephone offices.

Analysis of Possible Environmental Impacts

Rehabilitation of the Saranda staircases is not expected to cause significant environmental impacts and those that are likely to occur will be readily mitigated through good construction practices and adequate environmental mitigation measures, described in detail in the Environmental and Social Management Plan below (Table 1).

The environmental impacts associated with this project are divided into the construction phase and operational phase.

Construction phase:

Specific materials (stones that will be used for mosaic design of the staircases) are expected to be used during the implementation of this project. It will be clearly stated in the tender documents that the materials must be obtained from licensed suppliers/quarries.

No asphalt will be used during this rehabilitation project. Works will consist mainly in replacement of existing tiles and stones that the staircases consist in.

Air quality and noise generation

Construction activities including general construction and transport to and from the site may cause dust emissions in the atmosphere, temporarily reducing air quality in the area during the construction works. Noise during construction will be caused as a result of loading and discharging of vehicles and material transport. No heavy machinery are expected to be used during construction (i.e. no excavating, digging, etc.).

Archaeological and cultural heritage

The project site is not a cultural or heritage site. However, the Synagogue is located within 150 m from the sub-project site. This heritage site is surrounded by a protecting wall and accidental damage is unlikely.

Geology and soils

No impact on geology and soils is foreseen during this project.

The lighting that will be used will not consist of a large base and it mostly consists in the installation of pavement level lights that will enhance the esthetical value of the plants.

Generation of construction waste

During the implementation of the works, since the stones of the pavement will be replaced, a certain amount of waste will be generated.

Hydrology, surface and ground waters

The existing drainage and sewage system in Saranda city is recently installed. However, since the project area is limited to the staircases, no environmental impacts are foreseen to occur on surface and underground waters, in the project site.

Habitat and biodiversity

The intervention is situated within a highly inhabited urban settlement and also a tourist attraction. Considering the fact that the project site is also situated near the sea, this ESMP will elaborate the mitigation measures to avoid the impacts on the sea habitat during construction activities.

Local community and socio-economic impacts

During the construction phase, impacts on social activities and small businesses situated along the staircases will be negative. The **works will not take** place during the highest tourist influx of the year, which is July-August, since the project site is a highly favorite tourist attraction.

Operation phase:

During the operation phase, minor environmental impacts are foreseen. All impacts foreseen to occur during the operation phase are presented in the Environmental and Social Management Plan.

Summary of recommended mitigation measures for Saranda Stairs

In addition to the impacts identified in the ESMP table and detailed corresponding mitigation measures, below are highlighted the mitigation measures that are considered most important due to the specificities of this project:

- **Waste (recycling and disposal)**
 - o Since one of the main impacts of this project is the solid waste that is produced during the removal of the existing stones and tiles, it is crucial that before the construction phase, actions must be taken in cooperation with the Saranda Municipality and other actors currently performing similar activities, or are in need of stone materials, for recycling these materials. The remaining solid waste that cannot be recycled, will be disposed off in the nearest landfill, as assigned by Saranda Municipality (The Bajkaj Landfill, constructed with funds from the World Bank.

- Chance find items of cultural and historical interest
 - o According to the Albanian law, in case of any chance findings during excavation and general works, the works will cease immediately, the area will be secured and the relevant authorities will be informed within three days of said finds. The authorities will have fifteen days to respond and indicate what measures need to be taken to proceed with the works. Excavations during the construction phase will be supervised by archaeologists of the Institute of Cultural Monuments.

- Traffic management/ access of local community during construction activities
 - o Specific attention must be paid to the management of construction works in order to not disturb pedestrian pathways, especially for the local inhabitants and businesses.

- Measures include performance of works only on half of the stairs lengthwise and allowing free passage ways for locals at the other half of the road and stairs, if feasible.
- In order to avoid impacts on local community, works **will** be implemented outside the tourism season, which is from **July-August**.
- Other concerns
- Special attention must be paid to management of waste and leakage into the waterway, since the project is situated near the coast. For temporary, short storage of wastes, select an area on impermeable surface, away from any potential leaking into the watercourse. Collect and adequately manage all wastes in a timely manner.

Implementation arrangement for ESMP

All mitigation measures listed in the ESMP table at the end of this document will be monitored during implementation of works.

The Albanian Development Fund will be the contracting authority for the implementation of this subproject, which will be funded by the World Bank. The responsibilities of ADF during implementation include, among others, the fulfillment of the criteria set out in the Environmental and Social Management Plan. The ADF unit consisting of dedicated environmental and social specialists will monitor the work site weekly and provide a check list for each site visit on the fulfillment of criteria as set out in the ESMP plan. The ADF environmental unit will prepare monthly environmental reports, tackling all problems noted during the site visits and providing recommendations and measures to be taken.

No environmental permit is required by Albanian Law and therefore periodical reporting to the National Environmental Agency is not mandatory.

Construction works will be supervised by a licensed supervisor for this type of works, as well as by the Municipality of Saranda.

However, since environmental and social safeguards instruments are considered an integral and important component during implementation of World Bank financed projects, monitoring and reporting will be performed as requested.

ESMP Capacity building

The construction operator and/or supervisor must be fully aware of the ESMP provisions and trained regarding its implementation. The ADF staff will provide training on ESMP implementation and reporting, in line with the World Bank guidelines and the Environmental and Social Management Framework.

Reporting and monitoring

The supervising engineer/contractor will report on the implementation of the ESMP to the ADF monthly as well as on the implementation of works. The report must include a chapter on environmental performance, based on ESMP items. The content of the report will be agreed with ADF. In case of accident or negative impact on the environment (not predicted by the ESMP) the supervising engineer will report to ADF immediately.

The Municipality of Saranda, will closely monitor the work site during project implementation in line with national legislation requirements and address any issues considered important due to the site being a cultural site.

Public information and disclosure

The right of the public to be informed is a mandatory process requested by the Aarhus convention, of which Albania is a signatory party.

Upon approval of project financing, the Municipality of Saranda, in cooperation with the ADF, will make available to the public the technical project for public review.

Since this project does not require an environmental permit, the public consultation for EIA is not mandatory by Albanian law. However, in line with the World Bank operational policies (OP 4.01 and disclosure of information), the draft ESMP will be disclosed in local language in Saranda (Saranda municipality and on the ADF website) and consulted together with the project ESMF in Tirana before project appraisal. Feedback that is gathered based on the public consultation organized before appraisal, will be taken into account in the latest version of the ESMP.

Monitoring

Monitoring of environmental impacts and correct implementation of mitigation measures is required by the World Bank.

All mitigation measures listed in the ESMP table at the end of this document will be monitored during implementation of works.

The ADF unit will monitor the work site weekly and provide a check list for each site visit on the fulfillment of criteria set out in the ESMP plan. The ADF environmental unit will prepare monthly environmental reports, tackling all problems noted during the site visits and providing recommendations and measures to be taken.

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Reporting

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Project regulatory mechanisms

In addition to periodical reports submitted by the contractor and/or supervising engineer to ADF, the ADF environmental and social personnel assigned to monitor the correct implementation of environmental and social safeguards, will perform bi-weekly monitoring visits to project site during construction phase and report to ADF management. Reporting and regulatory mechanisms must be clearly outlined in the Environmental and Social Safeguards Framework.

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Table 1: Environmental and Social Management Plan

Part A: Mitigation Plan

A. Environmental and Social Mitigation Plan

Phase	Issue	Mitigating measure	Cost (EUR)		Institutional responsibility		Comments (e.g. secondary impacts)
			Install	Operate	Install	Operate	
<u>Pre-construction</u>	<i>Cleaning up of the work site from inert materials, dirt</i>	In consultation with the Municipality of Saranda, provide an appropriate method for recycling construction materials and scrap metal materials.	NA	500	ADF/Municipality of Saranda	Contractor	As provided in BOQ
<u>Construction</u>	<i>Materials supplied from illegal or unauthorized sites may exert pressure on the natural resources</i>	use existing and licensed stones quarries; requirement for official approval or valid operating license	NA	N/A	stone quarry	Contractor to obtain all permits	No asphalt will be used during the reconstruction activity Specific stones will be used according to the technical project
<u>Construction</u>	<i>Dust generated during transport of stone or aggregate materials</i>	wet or cover truck load	NA	NA	Construction Contractor	Construction Contractor	To be specified in bid documents
<u>Construction</u>	<i>Dust generated during construction works</i>	water construction site and material storage sites as appropriate	NA	70/month	Construction Contractor	Construction Contractor	To be specified in bid documents.
<u>Construction</u>	<i>Air pollution and noise from machinery on site, transport and combustion on site</i>	Do not allow vehicles or machinery to idle on site Use attested and proper equipment No open burning or combustion of any sort allowed on site	100/month		Construction Contractor	Construction Contractor	
<u>Construction</u>	<i>Noise disturbance to humans and animals</i>	Check that noise emitted during rehabilitation of the pedestrian road does not exceed the national norms set out in regulations.	Minimal		Construction Contractor	Construction Contractor	To be specified in bid documents.
<u>Construction</u>	<i>Traffic that may create noise, vehicle exhaust, road congestion on and around the site</i>	Arrange for material transport at hours of minimum traffic. Use alternative routes to minimize traffic congestion. Works to be performed alternatively on half of the road length in order to allow pedestrians to pass	50/month		Construction Contractor: Transport manager and Truck operator	Construction Contractor: Transport manager and Truck operator	
<u>Construction</u>	<i>Traffic disruption during construction activity</i>	Traffic management plan with appropriate measures to redirect traffic and is easy to follow; in	NA	minimal	Construction Contractor	Construction Contractor	Measures to be included in the Traffic management Plan (Bid documents)

Phase	Issue	Mitigating measure	Cost (EUR)		Institutional responsibility		Comments (e.g. secondary impacts)
			Install	Operate	Install	Operate	
		cooperation with the local authorities, include traffic police					
<u>Construction</u>	<i>Vehicle and pedestrian safety</i>	Appropriate lighting and well defined safety signs.	minimal		Construction Contractor	Construction Contractor	
<u>Construction</u>	<i>Water and soil pollution from improper material storage, management and usage of construction machinery</i>	organize and cover material storage areas; isolate concrete, asphalt and other works from watercourse by using scaled formwork; isolate wash down areas of concrete and asphalt trucks and other equipment from watercourse by selecting areas for washing that are not free draining directly or indirectly into watercourse; Install leak control equipment Ensure proper waste management on site in order to prevent pollution Have a leak control mechanism in place and emergency interventions to control spills	6,000	50.month	Construction Contractor	Construction Contractor	Attention must be paid to properly implement mitigation measures regarding protection of marine environment from construction waste, runoff and leaks during construction activities, since the project site is situated on the coastline.
<u>Construction</u>	<i>Water and soil pollution from improper disposal of waste materials</i>	Dispose waste material at appropriate designated location protected from runoff, in cooperation with the municipality of Saranda. For temporary, short storage of wastes, select an area on impermeable surface, away from any potential leaking into the watercourse. Collect and adequately manage all wastes in a timely manner, including dredged material that can only be disposed of at locations approved by the municipality	as specified in bid documents	100/month	Construction Contractor	Construction Contractor	Most of the waste generated can be recycled and it will be recommended to take appropriate measures in cooperation with the Municipality to properly reuse the removed stones and tiles.

Phase	Issue	Mitigating measure	Cost (EUR)		Institutional responsibility		Comments (e.g. secondary impacts)
			Install	Operate	Install	Operate	
<u>Construction</u>	<i>Potential contamination of soil and water from improper maintenance and fueling of equipment</i>	proper handling of lubricants, fuel and solvents by secured storage; ensure proper loading of fuel and maintenance of equipment; collect all waste and dispose to permitted waste recovery facility. In the case of leakage the contaminated soil should be collected and as hazardous waste disposed. The waste should be collected in separate containers. Have a leak control mechanism in place and emergency interventions to control spills	as specified in bid documents	100/month	Construction Contractor	Construction Contractor	The municipality of Saranda must provide a written permission for an appropriate waste disposal site.
<u>Construction</u>	<i>Interruption of surface and underground drainage patterns during construction, creating of standing water.</i>	In line with approved design, maintain natural drainage pattern.	as specified in bid documents	minimal	Construction Contractor	Construction Contractor	
<u>Construction</u>	<i>Workers safety</i>	<i>provide workers with safety instructions and protective equipment (glasses, masks, helmets, boots, et ; safe organization of bypassing traffic</i>	as specified in bid documents	minimal	Construction Contractor	Construction Contractor	
<u>Construction</u>	<i>Impact on vegetation, trees, meadows, etc.</i>	<i>The clearing of vegetation shall be kept to a minimum, with replacement planting planned and conducted, and shall be done in coordination with the measures for protection of habitats and river banks.</i>	NA	According to the national environmental regulations, for 1 tree that is cut, 3 must be planted	Construction Contractor; Forestry Directorate,		No clearing of vegetation is foreseen, since there is no widening of the stairs
<u>Construction</u>	<i>Chance finds items of</i>	In case of any chance findings	NA	In case of	Construction		

Phase	Issue	Mitigating measure	Cost (EUR)		Institutional responsibility		Comments (e.g. secondary impacts)
			Install	Operate	Install	Operate	
	<i>cultural/historical interest.</i>	during excavation and general works, the works will cease immediately, the area will be secured and the relevant authorities will be informed within three days of said finds. The authorities will have fifteen days to respond and indicate what measures need to be taken to proceed with the works.		chance finds, the project owner will pay for all required investigations	Contractor, ADF, municipality of Saranda		
<u>Construction</u>	<i>Labour and working conditions</i> <i>a)Disease prevention and health examinations</i> <i>b)Creation of additional workplaces</i> <i>c)Workforce accommodation</i> <i>d)Workers safety on site</i>	a) Preventative health examinations for workers, training on disease prevention, provision of education/ information and health related to reduce sexually related disease. b) Informing of local population on vacancies. Maximum possible involvement of local labour c) Accommodation needs will be assessed in all worker camps. Ensure standard for accommodation d) provide workers with safety instructions and protective equipment (glasses, masks, helmets, boots, etc); b)Provision of construction workers training c) Grievance mechanism for workers to raise reasonable workplace concerns (comments or complaints)	As specified in BOQ	minimal	Contractor, ADF	Contractor	It is a legal requirement to provide protective equipment for safety at work
<u>Operation /</u>	<i>Noise disturbance to local</i>	Limit activities to daylight working	Minimal	minimal	Maintenance	Maintenance	to be specified in maintenance

Phase	Issue	Mitigating measure	Cost (EUR)		Institutional responsibility		Comments (e.g. secondary impacts)
			Install	Operate	Install	Operate	
Maintenance	<i>population</i> and workers caused by regular and scheduled maintenance works on the staircases.	hours (as agreed with local authorities.)	minimal	minimal	Contractor/LGU	Contractor/LGU	contract documents-Technical Specifications for realization of maintenance works, in cooperation with the municipality

Part B: Environmental and Social Monitoring Plan

Phase	What activity/impact is to be monitored?	Where will be monitored?	How is to be monitored?/ type of monitoring equipment	When is to be monitored? (frequency of measurement or continuous)	Why is the parameter to be monitored? (optional)	Indicators	Cost		Institutional responsibility	
							Install	Operate	Install	Operate
Pre-Construction	possession of official approval or valid operating license for stone quarries and other material supply subjects	on location of stone quarry	inspection of all necessary documents	before work begins	to ensure sustainable use of materials	possession of official approval or valid operating license	NA	NA	Quarry Operator	Quarry Operator
Construction	Covering or wetting down transported materials that can generate dust, such as stone, sand or gravel	job site – each vehicle	supervision	continuously	ensure minimal disruption to air quality	Covered truck load Report from the supervising engineer	NA	minimal	ADF	Supervision Contractor Supervision Contractor
Construction	Congestion on site, disruptions to traffic patterns, complaints on traffic management	On the site	Visual supervision	regularly by supervision	To ensure minimal disruptions to the local traffic	Number of complaints received		minimal	a) ADF	Supervision Contractor
Construction	Damage to soil structure, landslides and slips, embankments	job site	supervision	unannounced inspections during work, after heavy raining	To ensure minimal impacts on soil	land slips, erosion, damaged embankments	NA	minimal	ADF	minimal
Construction	Noise disturbance to human and animal population, and workers on site	job site; nearest homes	noise meter and analyzer, inspection	once for each machine and equipment when works start and on complaint	b- assure compliance of performance with environment, health and	Nr of grievances recorded	minimal	minimal	ADF	Supervision Contractor
Construction	Air pollution parameters of dust, particulate matter	At and near job site	Sampling by authorized agency	Upon complaint	To ensure no excessive emissions during works	Nr of grievances recorded, reports of REA	minimal	100/month	ADF	Supervision Contractor
Construction	water and soil quality (suspended solids, oil and grease)	At and near job site (upstream and downstream)	Sampling by authorized agency Visual inspection of leaks or runoff	Upon complaint or spill/leak into the river	To ensure no excessive emissions during works	Nr of grievances recorded, reports of REA	minimal	minimal	ADF	Supervision Contractor
Construction	Safety signage in place	At and near job site	Visually by supervisor	Regularly	To ensure clear posting of safety signs	Number of signs	minimal	ADF	Supervision Contractor	minimal

Construction	Disposal of waste materials at authorized site	On site for timely collection and disposal on final disposal site	Through official designation of the commune, visually	Before start of works and regularly	To ensure proper waste management	Designation from municipality, amounts of waste removed	minimal	ADF	Supervision Contractor	minimal
Construction / Workers safety	Protective equipment (glasses, masks, helmets, boots, et ; organization of bypassing traffic.	job site	inspection	unannounced inspections during work		number of on-job accidents recorded	NA	minimal	Supervision , ADF	Supervision Contractor
Construction/ Destruction of crops, trees meadows etc	loss of/impact on vegetation	job site	Supervision, photographic reports	during material delivery and construction		Reports of frequent visits on site by the Env. Expert	NA NA	minimal minimal	Supervision Contractor, ADF	
Construction/Chance find items	Cultural properties	Job site	Expert visits from Institute for Cultural Monuments, regular supervision	continuous		Catalogue of items found, including photographic and textual documentation	Should be part of the regularly scheduled activities	minimal	Supervision Contractor, ADF, ICM	Supervision Contractor, Cultural Directorate, ADF
Operation Vehicle and pedestrian safety when there is no construction activity	visibility and appropriateness	at and near job site	observation	once per week in the evening		Number of warning signs installed, number of accidents recorded	minimal	minimal	LGU	maintenacne Contractor
Increase of domestic solid waste due to increased number of visitors to the site	Visual impact	At or near job site	visits on site and communication with local authorities	Once per every two days by the LGU for maintenance reasons	For aesthetical reasons	Lack of waste on the ground, empty waste bins	Should be part of the regularly scheduled activities by the LGU		LGU	LGU

<i>a)Disease prevention and health examinations</i>	1) Health examinations for workers, 2) training on disease prevention, including STD	At or near job site	visits on site and communication with workers and community	Once a week by ADF	To ensure proper implementation of health and safety requirements	Knowledgeable workforce on procedures, Equipped with safety equipment	Should be part of the regularly scheduled activities	Minimal	ADF, supervisor, contractor	supervisor, contractor
<i>b)Creation of additional workplaces</i>	1)Informing of local population on vacancies 2)Involvement of local labour									
<i>c)Workforce accommodation</i>	1)Accommodation needs will be asesse 2)standard for accomodation									
<i>d)Workers safety on site</i>	1)safety instructions and protective equipment (glasses, masks, helmets, boots, etc); safe 2)organization of bypassing traffic 3)Availability of grievance mechanism and grievance focal point									

