

**Republic of Kazakhstan**  
**Ministry of Healthcare and Social Development**

E4711

**Developing Skills for the Labor Market**

**CONTENTS**

- 1. General Project and Site Information**
- 2. Safeguards Information**
- 3. Mitigation Measures**
- 4. Monitoring Plan**

**Description of the project**

The proposed PDO is to improve employment outcomes and skills of target beneficiaries and to improve access to relevant TVET and higher education programs.

The project consists of three components:

1) **Component 1. Building the Foundation of a National Qualifications System.** The objective of this component is to enhance the institutional capacity for improving the quality assurance and relevance of pre-employment vocational and technical education and in-service training. This will be achieved by establishing the key building blocks of a national qualifications system that is well aligned with labor market demands. This component consists of the following sub-components:

- expansion and operationalization of occupational standards;
- modernization of educational and training standards and curriculum;
- enhancing independent qualifications assessment and award system.

2) **Component 2. Enhancing Skills for Improved Employment Outcomes and Productivity.** The purpose of this component is to provide more relevant and quality training to unemployed, unproductively employed, and current employees in need of training, as well as to enhance access to improved employment services. This component consists of the following sub-components:

- improve employment services, including the integration, analysis, and use of labor management information system data;
- improve the quality of workforce training;
- enhance access to quality workforce training.

3) **Component 3. Project management and monitoring and evaluation**

A Project Management Unit (PMU) will be financed within the MHSD to manage the day-to-day implementation of the project. Monitoring and evaluation activities will be financed, as well as information and knowledge sharing activities.

## **Environmental Management Plan (EMP)**

### General Guidelines for use of EMP checklist:

EMP checklist format is developed to provide a more streamlined approach to environmental management in minor rehabilitation or small-scale works, in the health, education and public services sectors as well as for field investigations and related small scale temporary works. The checklist-type format has been developed to provide “example good practices” and is designed to be easy to apply and compatible with safeguard requirements.

this is a general EMP checklist, serving as the Environmental Management Framework for the Project level, and detailed EMP Checklists will be prepared for sub-projects as needed.

The EMP checklist-type format attempts to cover typical core mitigation approaches to civil works contracts with small, localized impacts. It is accepted that this format provides the key elements of an Environmental Management Plan (EMP) or Environmental Management Framework (EMF) to meet World Bank Environmental Assessment requirements under OP 4.01. Thus, the intention of this checklist is to serve as an Environmental Management Framework for the Project level, and detailed EMP Checklists will be prepared for sub-projects as needed..

The checklist has three sections:

Part 1 includes a descriptive part that characterizes the project and specifies in terms the institutional and legislative aspects, the technical project content, the potential need for capacity building program and description of the public consultation process. This section could be up to two pages long. Attachments for additional information can be supplemented when needed.

Part 2 includes an environmental and social screening checklist, where activities and potential environmental issues can be checked in a simple Yes/No format, and for each “yes” response the reader is referred to the appropriate section of Part 3.

Part 3 provides standard mitigation measures for the activities and issues listed in Part 2. All relevant mitigation measures should be taken to comprise the Environmental Mitigation Plan for the particular project. Any mitigation measures which are not relevant to the project can be deleted or crossed out. Project-specific mitigation measures can also be added if appropriate.

Part 4 represents the monitoring plan for activities during project construction and implementation. It retains the same format recommended for EMPs proposed under normal Bank requirements for Category B projects.

It is the intent of this checklist that Part 3 and Part 4 be included into the bidding documents for contractors, priced during the bidding process and diligent implementation supervised during works execution.

## EMP Checklist for Construction and Rehabilitation Activities

### PART 1: GENERAL PROJECT AND SITE INFORMATION

<b>INSTITUTIONAL &amp; ADMINISTRATIVE    ИНСТИТУЦИОНАЛЬНЫЙ И АДМИНИСТРАТИВНЫЙ</b>				
Country	<b>Republic of Kazakhstan</b>			
Project title	<b>Developing Skills for the Labor Market</b>			
Scope of project and activity	The project may include small scale works for renovation of buildings. Renovations would only include minor refurbishment like rewiring, painting, partitioning, etc. No building layout extensions, replacement of structural elements and other heavy duty works are foreseen.			
Institutional arrangements (Name and contacts)	WB (Project Team Leader)	Project Management	Local Counterpart and/or Recipient	
Implementation arrangements (Name and contacts)	Safeguard Supervision	Local Counterpart Supervision	Local Inspectorate Supervision	Contractor
<b>SITE DESCRIPTION</b>				
Name of site	Information will be defined at the stage of specification of sub-projects			
Describe site location	Information will be defined at the stage of specification of the project		Attachment 1: Site Map [Y [X ] N	
Who owns the land?	Information will be defined at the stage of specification of sub-projects			
Description of geographic, physical, biological, geological, hydrographic and socio-economic context	Information will be defined at the stage of specification of sub-projects			

Locations and distance for potential material sourcing	Information will be defined at the stage of specification of sub-projects
<b>LEGISLATION</b>	
Identify national & local legislation & permits that apply to project activity	The principal legal instruments regulating the management of natural resources in Kazakhstan are: Ecological code RK Water code RK Law RK "Architectural, Town-planning and Construction Activity in RK" Law RK "Fire Safety" CN PK 1.02-03-2011 The Order of development, coordination, the statement and structure of project documentation on construction CNR RK 4.01-02-2009 Construction Norms and Regulations Water supply. External networks and constructions
<b>PUBLIC CONSULTATION</b>	
Identify when / where the public consultation process took place	The EMP checklist will be published on the website of Ministry of Healthcare and Social Development, <a href="http://www.mzsr.gov.kz">http://www.mzsr.gov.kz</a> on 18 December, 2014 Formal announcement on the website will invite general public to comment and give suggestions on the document. Contact email and phone numbers will be provided.
<b>INSTITUTIONAL CAPACITY BUILDING ЗДАНИЕ ИНСТИТУЦИОНАЛЬНОГО ПОТЕНЦИАЛА</b>	
Will there be any capacity building?	[ N or [X ]Y

## PART 2: ENVIRONMENTAL/SOCIAL SAFEGUARDS SCREENING

	<b>Activity/Issue Деятельность/Проблема</b>	<b>Status</b>	<b>Triggered Actions</b>
Will the site activity include/involve any of the following??	A. Building rehabilitation / general construction	<input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> No	See Section <b>A</b> below
	B. Individual wastewater treatment system	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	See Section <b>B</b> below
	C. Historic building(s) and districts	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	See Section <b>C</b> below
	D. Acquisition of land <sup>1</sup>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	See Section <b>D</b> below
	E. Hazardous or toxic materials <sup>2</sup>	<input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> No	See Section <b>E</b> below
	F. Impacts on forests and/or protected areas	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	See Section <b>F</b> below
	G. Handling / management of medical waste	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	See Section <b>G</b> below
	H. Traffic and Pedestrian Safety	<input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> No	See Section <b>H</b> below
	I. Site Investigation Works Preparation	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	See Section <b>I</b> below
	J. Site Investigation Works Execution	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	See Section <b>J</b> below

<sup>1</sup> Land acquisitions includes displacement of people, change of livelihood encroachment on private property this is to land that is purchased/transferred and affects people who are living and/or squatters and/or operate a business (kiosks) on land that is being acquired.

<sup>2</sup> Toxic / hazardous material includes but is not limited to asbestos, toxic paints, noxious solvents, removal of lead paint, etc.

### **PART 3: MITIGATION MEASURES**

<b>ACTIVITY</b>	<b>PARAMETER</b>	<b>MITIGATION MEASURES CHECKLIST</b>
0. General Conditions	Notification and Worker Safety	<ul style="list-style-type: none"> <li>(a) The local construction and environment inspectorates and communities have been notified of upcoming activities</li> <li>(b) The public has been notified of the works through appropriate notification in the media and/or at publicly accessible sites (including the site of the works)</li> <li>(c) All legally required permits have been acquired for construction and/or rehabilitation</li> <li>(d) The Contractor formally agrees that all work will be carried out in a safe and disciplined manner designed to minimize impacts on neighboring residents and environment.</li> <li>(e) Workers' PPE will comply with international good practice (always hardhats, as needed masks and safety glasses, harnesses and safety boots)</li> <li>(f) Appropriate signposting of the sites will inform workers of key rules and regulations to follow.</li> </ul>
A. General Rehabilitation and /or Construction Activities	Air Quality	<ul style="list-style-type: none"> <li>(a) During water drilling destruction dust shall be suppressed by ongoing water spraying and/or installing dust screen enclosures at site</li> <li>(b) The surrounding environment shall be kept free of garbage and solid waste (clay) to minimize dust.</li> <li>(c) There will be no open burning of construction / waste material at the site</li> <li>(d) There will be no excessive idling of construction vehicles at sites</li> </ul>
	Noise	<ul style="list-style-type: none"> <li>(a) Drilling noise will be limited to restricted times agreed to in the permit</li> <li>(b) During operations the engine covers of generators, air compressors and other powered mechanical equipment shall be closed, and equipment placed as far away from residential areas as possible</li> </ul>
	Water Quality	<ul style="list-style-type: none"> <li>(a) The site will establish appropriate erosion and sediment control measures such as e.g. hay bales and / or silt fences to prevent sediment from moving off site and causing excessive turbidity in nearby water runoffs.</li> </ul>
	Waste (отходы) management	<ul style="list-style-type: none"> <li>(a) Waste collection and disposal pathways and sites will be identified for all major waste types expected from all activities.</li> <li>(b) Solid waste will be collected and disposed properly in accordance with Environmental Legislation of RA</li> <li>(c) The records of waste disposal will be maintained as proof for proper management as designed.</li> <li>(d) Whenever feasible the contractor will reuse and recycle appropriate and viable materials.</li> </ul>
B. Wastewater treatment system	Water Quality	<ul style="list-style-type: none"> <li>(a) The approach to handling sanitary wastes and wastewater from drilling sites must be approved by the local authorities</li> <li>(b) Monitoring of new wastewater systems will be carried out</li> <li>(c) Site vehicles and machinery will be washed only in designated areas where runoff will not pollute natural surface water bodies.</li> </ul>
C. Historic building(s)	Cultural Heritage	<ul style="list-style-type: none"> <li>(a) If the building is a designated historic structure, very close to such a structure, or located in a designated historic district, notification shall be made and approvals/permits be obtained from local authorities and all construction activities planned and carried out in line with local and national legislation.</li> <li>(b) It shall be ensured that provisions are put in place so that artifacts or other possible "chance finds" encountered in excavation or construction are noted and registered, responsible officials contacted, and works activities delayed or modified to account for such finds.</li> </ul>

ACTIVITY	PARAMETER	MITIGATION MEASURES CHECKLIST
<b>D.</b> Acquisition of land	Land Acquisition Plan/Framework	(a) If expropriation of land was not expected but is required, or if loss of access to income of legal or illegal users of land was not expected but may occur, that the Bank’s Task Team Leader shall be immediately consulted. (b) The approved Land Acquisition Plan/Framework (if required by the project) will be implemented
<b>E.</b> Toxic Materials	Asbestos management	(a) If asbestos is located on the project site, it shall be marked 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 inside closed containments and marked appropriately. Security measures will be taken against unauthorized removal from the site. (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 containers labeled with details of composition, properties and handling information (b) The containers of hazardous substances shall be placed in an leak-proof container to prevent spillage and leaching (c) The wastes shall be 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
<b>F.</b> Affected forests, wetlands and/or protected areas	Protection защита	(a) All recognized natural habitats, wetlands and protected areas in the immediate vicinity of the activity will not be damaged or exploited, all staff will be strictly prohibited from hunting, foraging, logging or other damaging activities. (b) A survey and an inventory shall be made of large trees in the vicinity of the construction activity, large trees shall be marked and cordoned off with fencing, their root system protected, and any damage to the trees avoided (c) Adjacent wetlands and streams shall be protected from construction site run-off with appropriate erosion and sediment control feature to include by not limited to hay bales and silt fences (d) There will be no unlicensed borrow pits, quarries or waste dumps in adjacent areas, especially not in protected areas.
<b>G.</b> Disposal of medical waste	Infrastructure for medical waste management	(a) In compliance with national regulations the contractor will insure that newly constructed and/or rehabilitated health care facilities include sufficient infrastructure for medical waste handling and disposal; this includes and not limited to: <ul style="list-style-type: none"> <li>▪ Special facilities for segregated healthcare waste (including soiled instruments “sharps”, and human tissue or fluids) from other waste disposal; and</li> <li>▪ Appropriate storage facilities for medical waste are in place; and</li> <li>▪ If the activity includes facility-based treatment, appropriate disposal options are in place and operational</li> </ul>
<b>H</b> Traffic and Pedestrian Safety	Direct or indirect hazards to public traffic and pedestrians by construction activities	(b) In compliance with national regulations the contractor will insure that the construction site is properly secured and construction related traffic regulated. This includes but is not limited to <ul style="list-style-type: none"> <li>▪ Signposting, warning signs, barriers and traffic diversions: site will be clearly visible and the public warned of all potential hazards</li> <li>▪ 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.</li> <li>▪ Adjustment of working hours to local traffic patterns, e.g. avoiding major transport activities during rush hours or times of livestock movement</li> <li>▪ Ensuring safe and continuous access to office facilities, shops and residences during renovation activities, if the buildings stay open for the public.</li> </ul>

ACTIVITY	PARAMETER	MITIGATION MEASURES CHECKLIST
<b>H.</b> Site Investigation Works Preparation	Respecting property rights	(a) Ensuring owner's written or verbal consent before accessing site (b) Notification of owners of commencement of works, if required prepare and sign a works completion handover protocol (c) Notification of owners of all activities and any site damages (d) Notification of owners of termination of works, if required prepare and sign a works completion handover protocol
<b>I.</b> Site Investigation Works Execution	Protection of natural environment and biodiversity	(a) Minimizing staff presence and vehicle traffic, (b) Sticking to existing roads and tracks as much as possible, (c) Backfilling test pits and boreholes, (d) Protecting surface and groundwater resources (e) Preventing any harvesting of plants or poaching of wildlife by site personnel (f) Restoring surface and vegetation where it has been significantly disturbed (g) Taking out all waste after completion of the assignment (h) Executing safety routing for staff and by-passers, securing work areas and restricting access during hazardous activities (e.g. during use of explosives for seismic investigations)

## PART 4: MONITORING PLAN

---

<b>Phase</b>	<b>What</b> (Is the parameter to be monitored?)	<b>Where</b> (Is the parameter to be monitored?)	<b>How</b> (Is the parameter to be monitored?)	<b>When</b> (Define the frequency / or continuous?)	<b>Why</b> (Is the parameter being monitored?)	<b>Cost</b> <b>стоимость</b> (if not included in project budget)	<b>Who</b> (Is responsible for monitoring?)
<b>During activity preparation</b>	site access management availability of waste disposal facilities notification and access agreement with owners	at the site and its vicinity	check if design and project planning foresee diligent procedures	before launch of construction	safety of general public, timely detection of waste disposal bottlenecks	marginal, within budget	Contractor, PMU
<b>During activity implementation</b>	waste and wastewater handling treatment of natural environment safety of personnel and passers-by	on site	visual / analytical if in doubt visual / research in toxic materials databases	daily / continuous	public and workplace health and safety ensuring proper waste management and disposal ensuring protection of natural environment	marginal, within budget;	Contractor, PMU
<b>During activity completion</b>	restoration of natural environment, backfilling of pits and holes, revegetation complete waste removal and orderly disposal handover protocol with owners	on site and in immediate neighborhood, close to potential impacted residents or temporary land users (such as herdsmen)	visual and by consultation with local land users and land owners	after completion of works until final compliance is achieved	avoidance of negative impacts on ground/ surface waters avoiding scarred landscape, ensuring protection of vegetation, soil conservation, erosion control and biodiversity protection	marginal, within budget	Contractor, PMU