Ministry for Communities, Territories, and Infrastructure Development of Ukraine

Housing Repair for People's Empowerment Project (HOPE)

ENVIRONMENTAL AND SOCIAL MANAGEMENT FRAMEWORK

March 2025

Content

Acronyms & abbreviations

CPSD	Comprehensive Plan of Spatial Development
CRP	Comprehensive Recovery Program
C-ESMP	Construction Environmental and Social Management Plan
CSO	Civil Society Organizations
EHSG	Environmental, Health, and Safety Guidelines
ERW	Explosive Remnants of War
ESIA	Environmental and Social Impact Assessment
ESCP	Environmental and Social Commitment Plan
ESHS	Environmental, Social, Health, and Safety
ESIRT	Environmental and Social Incident Reporting Toolkit
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESRS	Environmental and Social Review Summary
ESS	Environmental and Social Standards
FPIC	Free Prior and Informed Consent
GBV	Gender-based violence
GRM	Grievance Redress Mechanism
GPS	General Plan of the Settlement
Grant Agreement	Grant agreement of the Ukraine Relief, Recovery, Reconstruction and Reform Multi-Donor Trust Fund (Housing Repair for People's Empowerment Project (HOPE)) between Ukraine and the International Bank for Reconstruction and Development and the International Development Association (acting as the administrator of the Ukraine Relief, Recovery, Reconstruction and Reform Multi-Donor Trust Fund) dated September 5, 2023 No. TF0C2310
HOPE	Housing Repair for People's Empowerment Project

IDP	Internally displaced persons
Loan Agreement	Loan agreement (Housing Repair for People's Empowerment Project (HOPE)) between Ukraine and the International Bank for Reconstruction and Development dated September 5, 2023 No. 9589-UA
Local PIU	Local Project Implementing Unit
LSG	Local self-government, local authorities
MCTID	Ministry for Communities, Territories and Infrastructure Development of Ukraine (or any legal successor)
MFB	Multi-family buildings
MoF	Ministry of finance of Ukraine
NBU	National Bank of Ukraine
OHS	Occupational Health and Safety
PAD	Project Appraisal Document
PDO	Project Development Objectives
Project Implementing Agency	Ministry for Communities, Territories and Infrastructure Development of Ukraine, Local self-governments
PMT	Project Management Team
POM	Project Operations Manual
PP	Procurement Plan
RDDP	Register of Damaged and Destroyed Property
RDNA	Rapid Damage and Needs Assessment
Resolution No. 381	Resolution of the Cabinet of Ministers of Ukraine dated April 21, 2023 No. 381 "On Approval of the Procedure for Providing Compensation for the Restoration of Certain Categories of Real Estate Damaged as a Result of Hostilities, Terrorist Acts, Sabotage Caused by the Armed Aggression of the Russian Federation Using the eRecovery Electronic Public Service" (as amended after May 30, 2023)
RMA	Regional military administrations
RSA	Regional state administrations
SEA/SH	Sexual exploitation and abuse / sexual harassment
SC	Steering Committee

SEP	Stakeholder Engagement Plan
SFH	Single Family House
TC	Tender Committee
ToR	Terms of Reference
TiP	Trafficking in Persons
TPMA	Third-Party Monitoring Agency
UAH	Ukrainian hryvnia
USD	United States dollar
WB/Bank	The World Bank (International Bank for Reconstruction and Development)

1. Introduction

1.1 Purpose of Environmental and Social Management Framework

The purpose of the Environmental and Social Management Framework (ESMF) for the Housing Repair for People's Empowerment (HOPE) Project, managed by the Ministry for Communities, Territories, and Infrastructure Development of Ukraine (MCTID), is to delineate a structured approach for identifying, assessing, and managing environmental and social (E&S) risks associated with the project's interventions. This comprehensive framework lays out the principles, rules, and procedures necessary for assessing E&S risks and impacts, focusing on strategies for reducing, mitigating, or compensating for adverse effects. The ESMF also specifies the methodologies for estimating and budgeting the costs associated with these measures.

While the project's activities and investments have been outlined for each of its components, given the expansive geographic scope and the prolonged duration of the project, the specific risks and impacts are not fully ascertainable until further details of the targeted multi-family buildings (MFBs) and single-family homes (SFHs) are available. To ensure thorough preparation and address these uncertainties, the ESMF provides a structured approach to guide the environmental and social due diligence processes for the project activities. This ensures that all interventions are managed in a manner that is both environmentally sustainable and socially responsible, aligning with the overarching objectives of the HOPE Project.

Additionally, the ESMF provides detailed information on the parties responsible for addressing project risks and impacts. This includes an assessment of their capacity to manage these risks effectively. Essential information about the specific areas where subprojects are expected to be implemented is included, highlighting any potential E&S vulnerabilities in these areas along with the potential impacts and feasible mitigation measures that could be implemented.

To effectively address these potential adverse risks and impacts, the MCTID, through its Project Management Team (PMT), has developed this ESMF with the goal of ensuring compliance with all pertinent local policies and legislation, as well as meeting the World Bank's environmental and social requirements. The framework serves as a guiding document for developing appropriate mitigation measures to manage any negative consequences arising from the project's activities.

The ESMF document is subject to public consultation and is made available on the official websites of the MCTID and the World Bank. It provides a detailed description of the procedures related to the assessment, management, and monitoring of E&S risks and impacts. This includes the preparation of site-specific Environmental and Social Management Plans (ESMPs)/ESMP templates or ESMP Checklists for varying levels of identified risks—substantial, moderate, and low. Each level is handled in accordance with the established procedures outlined in the ESMF and in alignment with the World Bank's Environmental and Social Standards (ESSs).

Furthermore, the ESMF integrates Labor Management Procedures (LMP), which outline the requirements for ensuring health and safety for all project workers. This part of the framework summarizes the mitigation measures that will be adopted to manage risks related to labor.

In conclusion, the ESMF for the HOPE Project is a critical document that facilitates the responsible management of environmental and social risks, ensuring that the project not only achieves its objectives but also contributes positively to the community and environment.
ESMF's main sections include:

- Description of project components and activities related to environmental and social assessment;
- Identification of relevant national and international (WB) legal requirements and recommendations;
- Assessment of the basic state of environmental and social conditions;
- Assessment of potential environmental and social impacts of the Project;
- Development of the management procedure, implementation of mitigation measures;
- Establishment of a stakeholder engagement procedure;
- Development of the Grievance Redress Mechanism;
- Establishment of the roles and responsibilities of all parties involved in the environmental and social project management of the Project.

- A model of site-specific ESMP, LMP and other relevant annexes

1.2 Project Purpose and scope

The military aggression of the Russian Federation against Ukraine has resulted in significant civilian casualties, the displacement of millions of people, widespread and serious destruction of homes and businesses, and damage to industrial and economic activity.

According to data from the International Organization for Migration, as of the end of October 2023, around 3.7 million Ukrainians were internally displaced within the country.

Among the internally displaced persons (IDPs), 60 percent are women, and almost half of the IDPs aged 18 to 64 have no income. Many more Ukrainians are in need of vital humanitarian assistance, especially as the supply of food and basic services is extremely limited in the war-torn areas. Periodic surveys conducted by the International Organization for Migration show that in response to the increasing income instability, most internally displaced households have reported a reduction in food consumption, and a significant number have reported a reduction in healthcare expenditures

To assess the losses and damage caused by the war, the Government of Ukraine, the World Bank Group, and the European Commission, in cooperation with development partners, conducted a Rapid Damage and Needs Assessment (RDNA3). As of December 31, 2023, direct damages had reached USD 152.5 billion. The most affected sectors are residential, housing and utilities, transport, energy, and industry.

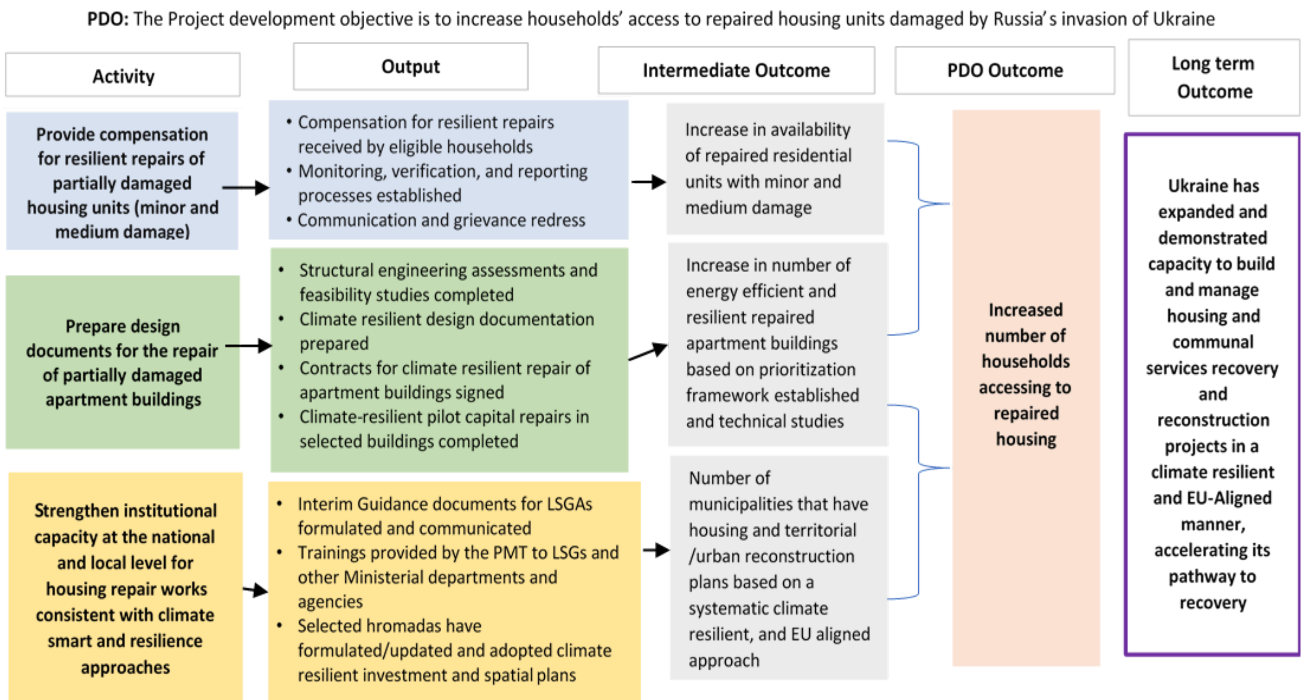
As of the end of December 2023, the total cost of damage to the housing sector is estimated at over USD 55.9 billion, which is almost 11 percent more than in February 2023. Almost 86 percent of the damaged housing is located in MFBs. Three-fourths of the total damaged housing stock consisted of partially damaged properties. Of these, 880,528 units have minor damage (damage of up to 10 percent), and 679,382 units have medium damage (damage of 10–40 percent). The scale of the damage in the housing sector exacerbates the already existing shortage of quality, affordable, and safe housing in Ukraine, which is a serious problem in areas with large numbers of IDPs and returnees. Of the long-term total, USD 72.1 billion is for repair and reconstruction of housing assets under the build back better approach

The project is aimed at meeting the critical needs for the restoration of SFHs and MFBs in territorial communities that have suffered from the occupation or aggression of the Russian Federation, and providing citizens with housing that has been damaged.

1.3 The objectives of the Project

The Project development objective is to increase households' access to repaired housing units damaged by Russia's invasion of Ukraine.

To reach the set objective, the Project is based on the following Theory of Change:



1.4 Project Components

The Project is designed as a "framework project" with a planned financing of USD 800.0 million and consists of the following Components:

Component 1. Repair of residential units with partial damage

The total estimated funding for this Component is USD 590.0 million. At the beginning of the project USD 220.0 million was mobilized for its implementation in accordance with the Grant Agreement and the Loan Agreement. This Component consists of the following parts:

Component 1.1 – Repair of housing units with minor damage

Provides funding for the repair of housing units with minor damage for eligible beneficiaries (applicants) in the amount of up to UAH 200,000 in-line with the list of eligible categories of goods and works.

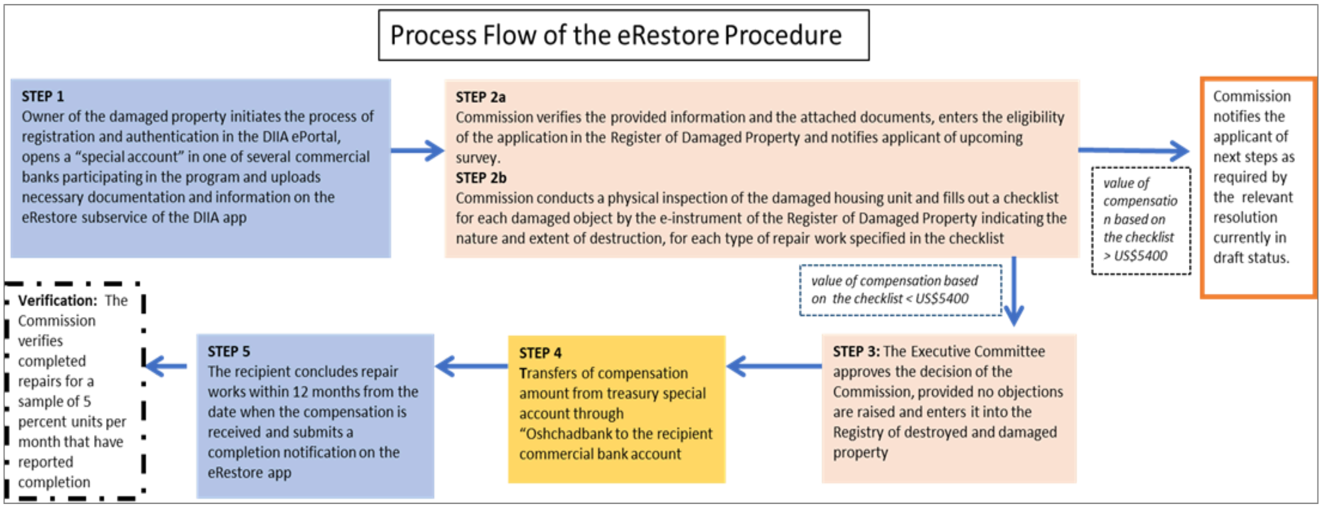
Component 1.2 – Repair of residential units with medium damages

Provides financial support for medium repairs with up to UAH 350,000 for apartments (residential premises) in MFBs (if no damage was inflicted in common areas), and UAH 500,000 for single-family houses (SFHs), in-line with the list of eligible categories of goods and works.

The amount of compensation to be provided depends on the amount of damage caused to the respective residential unit and is determined by the local commission.

The Resolution of the Cabinet of Ministers of Ukraine dated April 21, 2023 No. 381 "On Approval of the Procedure (hereinafter - the Procedure) for Providing Compensation for the Restoration of Certain Categories of Real Estate Damaged as a Result of Hostilities, Terrorist Acts, Sabotage

Caused by the Armed Aggression of the Russian Federation Using the eRestore Electronic Public Service" (as amended after May 30, 2023) (hereinafter - Resolution No. 381) serves as the legal base for the implementation of the compensations program for minor and medium damages, supported under this Component. The Resolution No. 381 defines the mechanism for providing compensation for the restoration of damages as a result of hostilities, acts of terrorism, or sabotage caused by the armed aggression of the Russian Federation, using the electronic public service "e-Recovery".



Eligible expenses under this Component shall be the compensations, which will be transferred to the bank accounts of the beneficiaries through the DIIA platform and will be verified by MCTID. MCTID through PMT will collect and analyze monthly reports of JSC "Oschadbank" on the number of payments made using the e-Recovery electronic public service. Eligibility reports will be sent to the World Bank and will serve as the basis for disbursement of Project funds by the Bank. An audit of the TPMA will be carried out at the end of the repair work and will be the basis for verifying the proper use of funds by the final beneficiaries.

To verify the accuracy of the supporting data and ensure compliance with the compensation procedures specified by Resolution No. 381, e-Recovery of MCTID shall conclude a contract with the TPMA, whose duties are to confirm, through periodic verification reports the transparency of the process and eligibility of expenses incurred by the beneficiaries.

Additionally, the above-mentioned monitoring will promote adaptive learning. This will involve regular data collection, monitoring and reporting required under this Component for all stages of the compensation process, including on claimant and beneficiary profiles, to help document lessons learned, identify key bottlenecks and related actions for mitigating the consequences, as well as for better consideration of the nuances regarding the beneficiaries at the next stages of the Project implementation. This monitoring mechanism is detailed in Section 7 of the POM. In addition, the Bank will also monitor the effectiveness of the TPMA reports, and TPMA will introduce requested modifications, if necessary, taking into account better targeting, system effectiveness and changes in the circumstances of the war.

Component 2. Design and capital repair of partially damaged Multi-Family Buildings

The total estimated financing of this Component is USD 200.0 million, of which USD 10.0 million has been mobilized for Component 2.1 at the beginning of the project. This Component is designed to be implemented in up to 5 selected territorial communities (LSGs) and consists of the following parts:

Component 2.1 – Preparation of project documentation for partially damaged MFBs

Provides funding for the preparation of technical documentation for partially damaged residential buildings in selected territorial communities. This may include (a) detailed assessments of the design of buildings and structures; (b) technical studies to determine the structural and non-structural performance indicators to the inform feasibility studies and other technical documentation; (c) feasibility studies to determine design options; and (d) detailed design documentation with estimates, scope of work, and procurement documentation for the capital repair of each selected MFBs.

Component 2.2 – Repair of partially damaged MFBs

Provides funding for the capital repair of selected MFBs for which the development of the necessary project documentation will be completed under Component 2.1. For this purpose, the selected LSGs will receive funds from the MCTID in the form of a Subvention to finance contracts with contracting organizations to be concluded by Local PIUs.

Component 2.3 – Support for integrated housing and urban recovery

Provides financial support for the provision of technical assistance (TA) and capacity building to the selected LSGs for the development and updating of documents and data on recovery planning, including, inter alia, the preparation of the Comprehensive Recovery Program (CRP) and the Comprehensive Plan of Spatial Development (CPSD) or the General Plan of the Settlement (GPS), with the aim of providing the framework for phased and spatially coordinated repair works necessary to address multisectoral housing recovery needs using an approach focused on local conditions.

Component 3. Project Management and Capacity Strengthening

This Component finances Project management and strengthening project implementation capacity. It includes financing of (i) TPMA procured by MCTID (through PMT); (ii) MCTID operating costs; (iii) goods, works, and consultancies required to implement the Project activities; (iv) training costs including necessary training to strengthen the capacity of the PMT staff to mainstream climate mitigation and adaptation as part of the Project implementation; and (v) recruitment of consultants required for the project implementation at the MCTID and LSG level (at LSG level upon Bank's approval); (i) expenditures linked to the Project audit.

This Component will also finance necessary TA and local capacity building activities carried out by PMT to advance project implementation. This includes MCTID Consultant fees and operating costs to (i) support capacity within the MCTID to enable the Recovery Support Group to fulfill its duties; (ii) procure necessary TA to formulate and disseminate interim repair, reconstruction, and recovery guidance documents for LSGs, and (iii) formulate necessary processes for housing recovery, to complete the housing recovery program. This support will ensure that all repair and recovery works, investment priorities and plans are aligned with the policy and legal documents critical for the EU-aligned, climate-smart, recovery and reconstruction that are being drafted at the central level.

The total estimated funding for this Component is USD 10.0 million, of which USD 2.5 million has been mobilized for its implementation in accordance with the Grant Agreement.

1.5 Risk rating

For the HOPE project, environmental and social risks are rated as **substantial**, given the complex nature of the activities which involve repair and rehabilitation of housing units within the volatile context of Ukraine's regions affected by military activities. The risks are predominantly linked to construction-related activities that could lead to disruptions, such as increased noise, dust, and potential exposure to hazardous materials, as well as the socio-economic impacts on the disrupted communities.

Environmental and social impacts largely pertain to the civil works necessary for the restoration of residential properties. These include disturbances caused by construction activities, potential generation of waste, and the likely increase in dust and noise pollution. To mitigate these potential risks and impacts, all activities associated with the project, including those financed from local sources, must strictly adhere to the Environmental and Social Management Framework (ESMF) developed for this project. This framework is in alignment with the World Bank Environmental and Social Standards (ESSs) and ensures that all construction is conducted with minimal environmental and social disruption.

1.6 Implementation arrangements

1.6.1 MCTID

MCTID (or any legal successor) shall be responsible for the overall supervision, coordination, and reporting under the Project during the entire period of the Project implementation. The MCTID shall ensure compliance of all activities with the terms of the Project's implementation and the achievement of the PDO indicators. Within its competence, MCTID shall fulfill the obligations under the Grant Agreement and the Loan Agreement, and comply with the procedures set out in Resolution No. 70 of the Cabinet of Ministers of Ukraine dated January 27, 2016.

MCTID shall coordinate with the MoF, other line ministries, agencies, and LSGs to maximize expected results to be delivered by the project.

1.6.2 Project Coordinator

MCTID shall appoint the Project Coordinator(s) at the Deputy Minister(s) level, who shall be responsible for coordination and overall supervision of the project implementation and supervision of PMT and Local PIUs during the project implementation. The Project Coordinator(s) shall ensure the organization, supervision, and control over the project implementation, the timely provision of information and reporting on the achievement of the PDO indicators, as well as signing documents within the scope of the distribution of powers related to its implementation. Additionally, the Project Coordinator(s) shall serve as a liaison with the Bank team and representatives of other government authorities on all points related to the Project. The Project Coordinator shall be authorized to sign the payment documents, including for disbursement of funds.

1.6.3 Project Management Team (PMT)

PMT shall be responsible for the management of all project activities and performing functions to ensure full compliance with the project-related financial, procurement, environmental and social standards, and monitoring and evaluation related to the implementation of all activities under the project. PMT shall comprise the staff in the number and with qualifications and responsibilities acceptable to the Bank. PMT shall be responsible for hiring and managing the TPMA for the purposes of monitoring, verifying expenditures under Component 1 of the project, and reporting on the relevant project results.

The PMT shall be staffed by the independent Consultants hired for the Project in accordance with the Terms of Reference (ToR) acceptable to the Bank.

The PMT shall secure adequate support from a team of Consultants comprising a Team Leader, a Procurement Consultant, a Financial Management Consultant, a Legal Consultant, an Individual consultant for environmental issues (Environmental Consultant), Individual consultant for social issues (Social Consultant), a Project Engineer, and a Monitoring and Evaluation Consultant. These independent Consultants are meant to enhance the capacity of MCTID and its PMT to effectively implement the project and achieve its objectives. The scope of services to be performed by the Consultants and their qualification requirements shall be enlisted in the ToRs agreed upon by the Bank.

Steering Committee (SC) shall be established under Component 2 of the Project to review, select, and approve LSG applications and subsequently MFB clusters within the approved LSGs. The SC shall consist of the representatives of MCTID, MoF and the CSO, the Bank representatives (may attend the meetings as observers).

The composition of the SC shall be approved by the MCTID order.

A SC meeting shall be initiated by the PMT. All SC members shall be notified about the meetings five working days prior to the meeting date.

PMT shall provide organizational support for the activities of the SC and prepare materials for discussion at the SC meetings.

SC meeting shall be deemed valid if at least half of the SC members are present.

The decision of the SC shall be deemed approved if more than half of the SC members present at the meeting vote for it. In the case of an equal distribution of votes, the vote of the chairman of the meeting shall prevail.

A member of the SC who does not support the proposals (recommendations) may express his/her separate opinion in writing, which shall be attached to the minutes of the meeting.

The secretary of the SC meeting, shall prepare the minutes of the meeting and record the details of any proposals made and decisions made. The minutes shall be signed by all SC members who attended the meeting.

1.6.4 Tender Committee (TC)

The Tender Committee is established by the MCTID order and is tasked with the organization preparation, organization and conduct of the procurement activities for goods, works, and services, including the selection of consultants, throughout the Project implementation. The composition of the TC shall comprise the Chairman, the Deputy Chairman, the Secretary, and the members.

The organizational form of the TC's activities is a meeting. The date, time, and place of the meetings shall be determined by the Chairman of TC.

A meeting of the TC shall be deemed valid if at least two-thirds of all the members are present at the meeting.

The Representatives of the PMT may be invited to participate in the TC meeting to provide clarifications and explanations on the point to be discussed at the meeting.

Meetings of the TC shall be held when necessary and in accordance with the procurement deadlines defined in the relevant PPs project documents.

Decisions on issues considered at the TC meetings shall be made by a simple majority of votes of the TC members present at the meeting. In the case of the equal distribution of votes, the vote of the chairman shall prevail.

1.6.5 TPMA for Component 1

TPMA shall review, validate, and report to MCTID and the Bank through the PMT about the overall implementation of the relevant project activities under Component 1, and provide support to MCTID and the Bank to provide enhanced supervision for any issues that may arise during implementation, as requested by the MCTID and the Bank.

TPMA shall be responsible to independently monitor, verify, and report to MCTID and the Bank on all the Project's activities under Component 1, including but not limited to the status of project implementation and compliance with financial, environmental, social, and other relevant management procedures. As part of the reporting duties, TMPA shall compile lessons learned across all activities and offer recommendations for their resolution, leading to improved implementation of the project.

Within the scope of the Component 1 activities of the Project, the TPMA Consultant shall verify actions in compliance with the Resolution No. 381 of April 21, 2023, and its subsequent amendments. This shall include:

a. Establishment and composition of the special commissions on compensation provision (commission);

b. Commission decision making process – review of application processing, acceptance/rejection practices, cost estimations and validation, consultative services and grievance redressal;

c. Actual repairs work performance and fiduciary services in procurement, safeguards and financial management monitoring including verification that the projects' procurement and financial management arrangements comply with the Bank requirements, and that the physical implementation of projects is in accordance with signed contracts and approved safeguards instruments which are prepared based on the requirements of the Bank's safeguards policies and relevant laws and regulations of Government of Ukraine.

Based on a sample of all applications, both approved and denied, as agreed with the Client, the Consultant shall report on the progress and efficacy of the processes in place for compensation approval and disbursement, outputs and results as outlined in Component 1. In addition, the consultant shall, based on site visits and samples examined, report on the overall progress and compliance of activities under Component 1 of the project. The reporting shall comply with the following:

a. **Outputs/results:** (1) assess intermediate (applications, processes, and works in progress) and achieved results, e.g. number of repairs carried out, amount of compensations received, etc.; (2) timeliness of the payments made to the applicant; (3) deviation from the agreed processes potentially leading to violation of the policies which must be brought to the attention of the Bank immediately; (4) any issues that are relevant for this aspect of monitoring and reporting.

b. **Works:** (1) quality of the completed works including safeguards aspects; (2) cost and time control including physical and financial advances; (3) safety and security of employees and OHS measures in place, (4) work progress, issues during repair and how/if these are solved; (ii) verification of completed works and their assessment against the application details and timeline and the funds received for; (iv) challenges faced by beneficiaries, communities, municipalities and their commissions and other relevant entities coupled with mitigation strategies.

c. **Goods:** the adequacy of compliance with initial requirements.

Monitoring, validation, and reporting shall be carried out by the TPMA at the municipal or territorial level at which the commission is created with coverage of all municipalities. Monitoring, validation, and reporting, the Consultant shall use a minimum of 10 percent (for each territorial community) sample of submitted applications (approved and denied) or 30 applications (larger of the two). Enhanced validation review shall be required where over 5 percent of ineligible expenses from the approved applications are reported.

In addition, the Bank will also monitor the effectiveness and functioning of the established implementation mechanisms, including based on the results of the TPMA reports, and will update them as necessary, taking into account better targeting, system effectiveness and changing circumstances of war.

TPMA Consultant shall conduct site visits and random inspections. Verification audits shall be organized by the LSGs, and enhanced verification audits shall be conducted for LSGs with more than 5 percent of improper expenditures.

TPMA arrangements, including the threshold trigger for increased verification of 5 percent and clear guidance on categorization of "ineligible expenses", will be agreed accordingly with MCTID. The definition of "ineligible expenses" will be clarified at the next steps of project implementation.

Annex 1 to the Resolution No. 381 dated 21/4/2023 provides the list of groups of construction goods that may be purchased by the recipient through the compensation. The sale of construction goods of other groups is forbidden.

Annex 2 to the Resolution No. 381 provides the list of works to be performed to restore the facility's operational capability.

The ToR detailing the TPMA arrangements shall be agreed to by the Bank.

Under Component 2.2, additional monitoring tools shall be defined upon Banks' approval.

1.6.6 Local Self-Governments (LSG) and Local Project Implementation Unit Local PIU

LSGs shall submit applications for participation in the selection process under Component 2 and ensure adequate implementation of all activities under Component 2 in the selected clusters.

Each selected LSG under Component 2 shall establish a Local PIU, which shall be responsible for day-to-day management and implementation of the relevant part of the project at the local level. Local PIU shall coordinate its activities with PMT at MCTID.

Each Local PIU, at minimum, shall include the following Specialists: (a) Leader of the Local PIU; (b) Financial Management Specialist; (c) Procurement Specialist; (d) Engineer; and (e) Environmental Specialist, and (f) Social Specialist. Each of these specialists must meet the minimum qualification criteria acceptable to the Bank. If considered necessary, additional staff shall be mobilized at Local PIUs to promote satisfactory delivery of project activities.

1.6.7 Local Self-Governments (LSG) Compensation local Commissions

The establishment of compensation commissions[1] is mandated by the relevant bodies within village, town, city, or district councils, as well as by military or civil-military administrations of the locality. These commissions are tasked with addressing compensation for properties damaged due to military actions, terrorist acts, or sabotage driven by the armed aggression of the russian federation against Ukraine.

Commissions Purpose to handle compensation issues related to property damages from combat operations, terrorist acts, and sabotage. The commission serves as an advisory body accountable to the authorized body ensuring compliance with regulations and includes representatives from the authorized body and the public, with at least one-third being public representatives. A specialist in construction and architecture, or someone with construction experience, is mandatory. The commission's powers include:

- Providing comprehensive compensation information and consultation.
- Reviewing applications.
- Verifying eligibility for compensation.
- Performing background checks related to security and criminal offenses.
- Requesting additional verifications from law enforcement.
- Instructing compensation recipients on necessary restoration works.
- Making decisions on applications based on established procedures.
- Other responsibilities as defined by their operational mandate.

[1] https://zakon.rada.gov.ua/laws/show/381-2023-%D0%BF#Text

2. Policy, legal and regulatory framework

2.1 Overview of National Legislation Relevant for the Project

Ukrainian legislative and regulatory framework that regulates environmental issues consists of international conventions, agreements, protocols, and treaties ratified by the Verkhovna Rada; laws; resolutions and orders of the CMU; orders of Ministries. Numerous norms, rules, standards and guidelines, often collectively referred to as regulations, are to be approved by the CMU resolutions and orders of different Ministries.

Provisions of numerous executive bodies (ministries, state institutions, state inspections, state services and other central executive bodies), which determine obligations of relevant governmental body and its branches at the regional (oblast and district) level, are also important.

Key legal instruments relevant to the HOPE project include:

An overview of the legal framework of Ukraine in the field of environmental protection, occupational health and safety, and public issues is presented below.

- The Law of Ukraine “On Environmental Protection” (1991). The Law contains general provisions on the protection of the natural environment and ensuring the safety of human health.
- Law of Ukraine on Labour Safety (1992) defines the basic provisions for the implementation of the constitutional right of employees to protect their life and health at work and safe and healthy working conditions.
- Law of Ukraine on Waste Management (2022): Replacing the older waste management law, this recent legislation aligns with contemporary waste management practices, essential for managing construction and demolition waste generated by the project.
- Law of Ukraine on Compensation for Destroyed and Damaged Property and the State Registry of Damaged and Destroyed Property (2023), which regulates the compensation process for destroyed and damaged housing caused by the war in Ukraine
- Law of Ukraine on Ensuring Sanitary and Epidemiological Well-being of the Population (1994) This Law regulates social relations arising out of ensuring sanitary and epidemic safety, determines respective rights and obligations of the state bodies, enterprises, institutions, organizations and citizens, sets forth procedure for organization of the state Sanitary and Epidemic Service and execution of state sanitary-epidemic supervision in Ukraine.
- Law of Ukraine on Urban Planning Activities (2011). This Law establishes legal and organizational basis of urban-planning activities and is aimed at providing stable development of the territories taking into account the state, public and private interests.
- Resolution #381 (2023), the Government of Ukraine adopted outlining the procedure of compensation for the housing damaged due to the hostilities. The Resolution is one of the bylaws adopted on implementation of the Law on Compensation.
- Law of Ukraine on Housing Fund Management (2023): is the central regulatory act governing the reconstruction of real estate and the mechanism for paying compensation for housing damaged or destroyed as a result of the war.
- Law of Ukraine on Construction Norms and Regulations (2010): Sets standards for construction safety, efficiency, and compliance.

- On November 8, 2017, the Cabinet of Ministers of Ukraine approved the Ukrainian National Waste Management Strategy until 2030. The strategy identifies the main directions of state regulation in the field of waste management for the coming decades, taking into account the European approaches to waste management set out in the EU Directives.
- Law of Ukraine on Environmental Impact Assessment (2017). The Law establishes general provisions on environmental impact assessment. It should be noted that this law applies only to those activities that require an environmental impact assessment (EIA) in accordance with parts two and three of Article 3 of the said law. The activities planned within the framework of this project do not fall under these categories and therefore do not require an EIA. Environmental and social risk management for the project will be governed exclusively by the Environmental and Social Management Framework (ESMF).
- The Law of Ukraine "On protection of the population and territories from emergencies of man-caused and natural character" (2000) defines organizational and legal bases of protection of citizens of Ukraine, foreigners and stateless persons staying on the territory of Ukraine, protection of industrial, social facilities and environment from man-made and natural character emergencies.
- The Law of Ukraine "On Atmospheric Air Protection" (1992). This Law is aimed at preserving and restoring the natural state of the atmosphere, creating favorable conditions for life, ensuring environmental safety and preventing the harmful effects of the atmosphere on human health and the environment.
- Water Code of Ukraine (1995). The Water Code, in combination with measures of organizational, legal, economic and educational impact, contributes to the formation of water and environmental law and environmental safety of the population of Ukraine, as well as more efficient, scientifically sound use of water and its protection from pollution, clogging and depletion.
- The Labor Code of Ukraine (1971) The labor code of Ukraine determines the legal basis and guarantees of implementation by citizens of Ukraine of the right to dispose of the capability to productive and creative activity.
- Law of Ukraine on the basics of urban development (1992). The Law defines various legal, economic, social and organizational provisions for urban development activities aimed at ‘forming a full-fledged living environment while ensuring the protection of the natural environment, rational use of nature and preservation of cultural heritage’.
- Law of Ukraine on Regulation of Urban Development Activities (2011). Since the adoption of this Law, numerous regulatory acts defining the requirements for the construction industry have been amended. This Law establishes the legal and organizational framework for urban development and aims at ensuring the sustainable development of territories, taking into account state, public and private interests.
- Law of Ukraine on Improvement of Settlements" (2005). The Law establishes the powers of authorities at various government levels (CMU, Council of Ministers of the Autonomous Republic of Crimea, local state administrations, local self-governments).
- Law of Ukraine on Local Self-Government in Ukraine (1997). The Law defines responsibilities of local self-governments, including elected bodies (councils) and executive authorities. Law of Ukraine on Protection of Cultural Heritage (2000). This Law regulates legal, organizational, social and economic relations in the field of protection of cultural heritage for the purpose of preservation, use of cultural heritage objects in public life, protection of the traditional nature of the environment for present and future generations.
- Labor Code of Ukraine (1972);
- Law of Ukraine on Wages No. 108/95-VR dated March 24, 1995.

- Law of Ukraine on Organization of Labor Relations under Martial Law (2022) determines the features of civil service, service in local self-governments, labor relations of employees of all enterprises, institutions, and organizations in Ukraine regardless of the form of ownership, type of activity, and industry affiliation, representative offices of foreign economic entities in Ukraine, as well as persons working under an employment contract concluded with natural persons (hereinafter - employees) during the period of martial law introduced in accordance with the Law of Ukraine on the Legal Regime of Martial Law.
- Law of Ukraine on Information (1992). This law envisages that core principles of information relations include securing the rights to information, publicity and availability of information, freedom in exchanging the information, authenticity and completeness of information. The main areas of the state information policy are ensuring that every person has access to the information, ensuring that the activity of public authorities is open and transparent.
- Law of Ukraine on Access to Public Information (2011). This Law determines procedures for exercising and securing the right of every person to access to information of public interest possessed by government agencies and other providers of public information as identified by this Law.
- The Law of Ukraine "On Citizens Appeal" (1996). This law governs the procedures for Ukrainian citizens to submit appeals, complaints, and proposals to public authorities, local self-government bodies, and officials. It ensures the right of citizens to participate in the governance process by addressing their concerns, suggestions, and grievances through formal channels.
- The Law of Ukraine "On Regulation of Urban Planning Activity"(2018). This law provides the legal framework for urban development and planning activities in Ukraine.

The list of current regulatory legal acts on environmental protection was updated by the adoption on December 30, 2021, of the new DBN A.2.2-1:2021: Composition and content of environmental impact assessment materials, which entered into force on September 1, 2022. These standards set the requirements for the composition and content of the environmental impact assessment section of the design documentation for new construction, reconstruction and major repairs of buildings and structures of any purpose and their complexes. Also, these standards are applied to the design decisions taken, taking into account the justification of economic, technical, organizational, sanitary and other measures, aimed at ensuring environmental safety during the construction and operation of buildings and structures of any purpose and their complexes.

Some of the Laws of Ukraine are discussed below.

The Constitution of Ukraine, as the starting point of the entire legal framework, according to which every citizen has the right to a safe and healthy environment and to compensation for damage caused by violation of this right.

Everyone is guaranteed the right of free access to information on the state of the environment, the quality of food and household goods, as well as the right to disseminate it. Such information may not be kept secret by anyone. (Article 50, CC).

Law of Ukraine "On Environmental Protection" is the basis for comprehensive regulation of public relations in the field of protection, use and reproduction of natural resources, ensuring environmental safety, prevention and elimination of negative impact of economic and other activities on the environment, conservation of natural resources, genetic fund of living nature, landscapes and other natural complexes, unique territories and natural objects associated with historical and cultural heritage.

The main principles of environmental protection are the priority of environmental safety requirements, the obligation to comply with environmental standards, standards and limits for the use of natural resources in the implementation of economic, management and other activities, guaranteeing an environmentally safe environment for human life and health, the obligation to evaluate environmental impact, publicity and democracy in decision making, the implementation of which affects the state of the environment.

Relations in the field of environmental protection in Ukraine are regulated by this Law, as well as land, water, forest legislation, legislation on subsoil, on the protection of atmospheric air, on the protection and use of flora and fauna and other special legislation.

The Law on Environmental Impact Assessment (hereinafter referred to as the EIA Law) came into force on December 18, 2017. The Law sets legal and organizational policies for an environmental impact assessment (EIA/OVD) with a view to avoid and prevent environmental damage, ensure environmental safety, environmental protection, rational use and restoration of natural resources, in the process of decision-making on economic activities likely to cause a significant impact on the environment, taking into account state, public and private interests.

As part of the EIA/OVD process, the environmental authorities need to be provided with an assessment of the environmental effect and the report will be subject to public discussion. Based on this, environmental authorities provide their opinion on the assessment. A report on the environmental impact assessment, a report for public discussion, and an opinion of environmental authorities forms the basis for local authorities to issue a relevant permit.

This law introduces a new European model of the Environmental Impact Assessment (EIA) procedure instead of the abolished Environmental Assessment in order to approximate European standards, namely the control of the degree of environmental pollution, regulatory access to environmental information and participation in decision-making citizens' rights to a safe environment.

The DBN A2.2-1:2021, which delineates the composition and content requirements for Environmental Impact Assessments (EIA). Officially adopted on December 30, 2021, and effective as of September 1, 2022, which outlines the standards and requirements for conducting environmental impact assessments for construction projects.

The Law of Ukraine "On Regulation of Urban Planning Activity" establishes the legal and organizational foundations of urban planning activity and aims at ensuring the sustainable development of territories taking into account state, public and private interests.

This law is the key that regulates all types of construction work, specifies what documentation should be prepared for different types of construction projects by different classes of consequences (responsibility) and how the examination of such documentation is conducted.

2.1.1 Occupational health and safety

The Ukrainian legal framework on labor protection and OHS is advanced. The Constitution of Ukraine stipulates the right for labor and for opportunity to earn for living by performing jobs that were chosen freely (article 43). The article 43 of the Constitution guaranties safe and healthy occupational environment, wages not lower that determined by the Law; prohibits employment of women and minors for occupations that pose health hazards. Also, the article 43 stipulates citizens' protection from unlawful dismissal from a job and stipulates timely remuneration for completed job. The right of employees to go on strike is also guaranteed by the Constitution (article 44). The Article 45 of Constitution guaranties the right for breaks, leaves and rest. The social protection to workers is also guaranteed by Article 46 of the Constitution.

The Law of Ukraine on Labour Safety defines the basic provisions for the implementation of the constitutional right of employed citizens to ensure occupational health in the course of their employment, as well as to proper, safe and healthy working conditions. In addition to many other provisions of the law, employees must receive training in occupational health and safety, as well as personal protective equipment. In the case of industrial accidents, the law provides that the employer is obliged to organize investigations and keep records in accordance with the procedure established by the CMU Resolution (No. 1232 of 30.11.2011).

Law of Ukraine On Protection of Populations and Territories from Technogenic and Natural Emergencies this Law defines the organizational and legal bases of protection of citizens of Ukraine, foreigners and stateless persons who are in the territory of Ukraine, protection of objects of industrial and social purpose, environment from of man-made and natural emergencies.

In addition, the various building codes, sanitary standards and norms should be taking into account when the renovation of EI buildings are considered. Some relevant of the state building codes of Ukraine, sanitary rules and industry regulations are listed below:

DBN A.3.2-2-2009 OSBP "Occupational Safety and Industrial Safety in Construction. Substantive provisions";

DBN B.2.6-33:2008 Construction of buildings and structures. Construction of Envelope with exterior heat insulation. Requirements for Design, Installation and Operation

DBN B.2.6-31:2006 Construction of buildings and structures. Thermal Insulation of Buildings

DBN A.2.2-3: 2013 "Composition and content of project documentation for construction";

DBN B.1.2-7-2008 «Basic requirements for buildings and structures. Fire Security";

DBN B.1.2-9-2008 «Basic requirements for buildings and structures. Safety of operation »;

DBN B.1.2-10-2008 «Basic requirements for buildings and structures. Noise protection »;

DBN B.1.1-31: 2013 "Protection of territories, buildings and structures from noise";

DSTU-N Б B.1.1-27: 2010 "Building climatology";

DSTU-N Б B.1.1-33: 2013 "Guidance on the calculation and design of noise protection of rural areas" - NAPS A.01.001-14 "Rules for fire safety in Ukraine";

DSN 3.3.6.039-99 "State sanitary standards of industrial general and local vibration";

DSanPiN 2.2.4-171-10 "Hygienic requirements for drinking water intended for human consumption"

2.1.2 Social Protection Framework

Ukraine has been a member state of the ILO since 1954 (as part of the former USSR) and since 1991 as an independent state. Ukraine has ratified 71 ILO International Labour Standards (Conventions), including the eight fundamental and four priority Conventions. The government plans to ratify 8 more ILO Conventions to comply with the Europe Social Charter. Social protection, safety and labor standards are governed by the following sets of laws:

○ Law on mandatory state social unemployment insurance (2000)
○ Law on state social aid to indigent families (2000)
○ Law on state aid to families with children (1992)
○ Law on mandatory state social insurance against industrial accident and occupational disease that caused (1999), Law on rates of contributions under mandatory state social insurance against industrial accidents and occupational disease which cause disability.
○ Law on vocational education (1998)
○ Cabinet of Ministers Resolution № 1266 on calculating the average wage (income, cash collateral) to calculate the payments on mandatory state social insurance (2001)
○ Law of Ukraine "On compulsory state social insurance against temporary disability and covering costs related to childbirth and funeral needs" # 2240-III (2001)
○ Law of Ukraine "On mandatory State Pension Insurance", # 1058-IV (2003), amended in 2004-2012.

Protection, Support and Integration of IDPs

In view of the russian invasion to Ukraine, the following legislative measures were adopted in regards to social protection and non-discriminatory labor standards related to internally displaced persons since 2014:

- Law on ensuring rights and freedoms of internally displaced persons (2014)
- Law on amendments to certain legislative acts of Ukraine regarding strengthening social protection of internally displaced persons Adopted on (2015)
- Cabinet of Ministers Resolution № 509 on registration of IDPs (2014)
- The procedure for providing assistance for accommodation to internally displaced persons, approved by the Resolution of the Cabinet of Ministers of Ukraine dated March 20, 2022, No. 332 "Certain issues of providing assistance for accommodation to internally displaced persons."

2.2 Institutional Framework for Environmental Management

Environmental issues at the political level are dealt with by the Ministry of Environmental Protection and Natural Resources of Ukraine is the main (leading) authority within the system of central executive bodies responsible for environmental protection, the rational use, restoration, and preservation of natural resources, state control over land use and protection, environmental safety, nature conservation, waste management, the formation, preservation, and utilization of the ecological network, geological exploration, and ensuring the rational use of mineral resources, which, inter alia, formulates and implements State policy in the areas of environmental protection as well as ecological environment and within the limits of the powers provided by law, radiation, biological and genetic safety. At the same time, the Ministry of Environmental Protection and Natural Resources of Ukraine, ensures formulation and implementation of State policy in the areas, as follows: geological study and rational use of subsoil; implementation of state supervision (control) in environmental protection, rational use, reproduction and protection of natural resources; implementation of state geological control, as well as the preservation of the ozone layer, management of adverse anthropogenic impact on adaptation to climate change, and meeting the requirements of the UN Framework Convention on Climate Change and its Kyoto Protocol, the Paris Agreement.

At the strategic level, environmental policy priorities are defined in the Basic Principles (Strategy) of the State Environmental Policy of Ukraine for the period until 2030, approved by the Law of Ukraine dated February 28, 2019 No. 2697-VIII.

The main authority in the system of central executive authorities providing formulation and implementation of state regional policy, state policy in the sphere of improvement of settlements, construction, urban development, spatial planning of territories and architecture; state policy in the sphere of technical regulation in construction, as well as providing the formulation of state policy in the sphere of architectural and construction control and supervision; policy in the sphere of control of housing and utility services and policy in sphere of energy efficiency of buildings is the Ministry of Communities, Territories and Infrastructure Development of Ukraine.

Environmental policy is directly implemented by various State agencies, services and administrations (such as the State Environmental Inspectorate of Ukraine, the State Service of Geology and Subsoil of Ukraine, the State Water Resources Agency of Ukraine, oblast state administrations/oblast military administrations, etc.) or local authorities.

The State Environmental Inspectorate of Ukraine (SEI) is the central executive authority, whose activities are directed and coordinated by CMU through the Ministry of Environmental Protection and Natural Resources of Ukraine, and which implements State policy of State supervision (control) in the sphere of environmental protection, rational use, reproduction and protection of natural resources. Among the main tasks of the State Environmental Inspectorate are to exercise, within the powers provided by law, State supervision (control) of compliance with the requirements of the legislation, in particular, on waste management, hazardous chemicals, pesticides and agrochemicals.

Within large cities, local authorities monitor the state of the natural environment (garbage collection, street cleaning, green areas, etc.) through their Departments for Urban Improvement and Preservation of the Natural Environment (the names of these departments may vary from city to city, but their functions are very similar).

The Prosecutor's Office of Ukraine, in particular, the Prosecutor General's Office of Ukraine and the regional prosecutors' offices has in its structure a specialized environmental prosecutor's office (as a structural subdivision). It carries out pre-trial investigation and public accusations in criminal proceedings concerning criminal offenses in the field of environmental protection.

2.3 International conventions ratified by Ukraine

There are five international environmental conventions that are directly relevant to health procurement and waste management. As a member of the global community, Ukraine can be a party to international conventions that impose certain obligations and responsibilities on those who sign them.

The Vienna Convention for protection of ozone layer and the Montreal Protocol on ozone-depleting substances are an international treaty aimed at ending the use of ozone-depleting substances (ozone-depleting substances - ODS). This is the first international convention of any type that has reached universal ratification. This Convention and its Protocol are relevant for procurement in the health care sector and medical waste management, since a number of ODS are still manufactured and used in laboratories and the pharmaceutical industry, such as refrigerators used for vaccines, refrigeration equipment for refrigerators, etc. Therefore, it is important to first make sure that there are alternatives that do not contain ODS, available for purchase, or that waste containing these substances is properly treated and disposed of. The Vienna Convention was ratified by Ukraine on June 18, 1986.

The Basel Convention related to the control of transboundary movements of hazardous wastes and their disposal aims to protect human health and environment from the negative effects of hazardous wastes. This Convention is relevant for procurement in the health care sector and medical waste management, as it aims to reduce waste generation, promote environmentally sound waste management practices, and restrict the transboundary movement of hazardous wastes. The Convention defines four streams of hazardous medical waste and determines how they should be treated and disposed of. The Basel Convention was ratified by Ukraine on October 8, 1999; and entered into force on January 6, 2000.

The Stockholm Convention on persistent organic pollutants (POPs) aims to protect human health and environment from the harmful effects of POPs by eliminating and/or controlling the production, trade, use and release of POPs. This Convention applies to procurement in the health care sector and medical waste management, as unintentional POPs (uPOPs) may be generated during medical waste incineration. To avoid generation of POPs, the Convention recommends using non-incineration technologies or having incinerators of appropriate quality, meeting national and international standards for uPOPs emissions. The Stockholm Convention was ratified by Ukraine on September 25, 2007; and entered into force on December 24, 2007.

The Rotterdam Convention on the prior informed consent procedure for certain hazardous chemicals and pesticides in international trade, promotes the joint responsibility of exporting and importing countries for the protection of human health and the environment from the harmful effects of certain hazardous chemicals and pesticides and provides for the exchange of information on such chemical substances. Although the Convention does not cover pharmaceuticals and medical waste, some of the pesticides listed in the annexes are still procured in some cases by international health organizations. The Convention was ratified by Ukraine on December 6, 2002.

The Minamata Mercury Convention is the latest international treaty aimed to protect human health and environment from anthropogenic and mercury emissions. This Convention applies to procurement in the health care sector and medical waste management, as the health sector is one of the main sources of mercury emissions from medical waste incineration. The convention calls for the purchase of mercury-free alternatives in health care and for the implementation of appropriate solutions in the field of waste management. MEPNR has prepared the draft Law of Ukraine ‘On Ukraine's accession to the Minamata Convention on Mercury’, which was sent for approval to the relevant central executive authorities.

In addition to the above-mentioned five international environmental conventions, within the framework of the Project, it is possible to repeatedly refer to the following:

The Aarhus Convention on access to information, public participation in the decision-making and access to justice in environmental matters. The purpose of the convention is to assist member countries in establishing rights of citizens (individuals and their associations) to environmental information ('access to environmental information'). This may include information on the state of the environment, policies or measures taken, as well as on human health and safety where this can be affected by the state of the environment. In addition, the Convention requires public authorities to actively disseminate the environmental information they possess. After ratifying the Convention, the county committed itself to ensuring citizens' access to environmental justice. The obligation is to provide a package of guarantees allowing citizens to apply to a national court to verify whether the public authority has complied with the law and the relevant legislative requirements. Ratified by Ukraine on July 6, 1999.

2.4 Legal regulation of access to information and public participation

In Ukraine, access to environmental information was ensured after the Parliament ratified the Aarhus Convention on Access to Information, Public Participation in Decision-Making, and Access to Justice in Environmental Matters in 1999. The Ministry of Ecology and Natural Resources of Ukraine (which existed prior to the establishment of the Ministry of Environmental Protection and Natural Resources of Ukraine) has developed several regulatory legal acts specifying the provisions of this Convention.

Detailed requirements for the organization of public hearings on environmental issues can also be found in CMU Resolution No. 1122 of July 18, 1998 'On Approval of the Procedure for Public Hearings on the Use of Nuclear Energy and Radiation Safety' (on the activities of radiation hazardous facilities), and in the Procedure for the development of urban planning documentation, approved by the Order of the Ministry of Regional Development, Construction and Housing and Communal Services of Ukraine No. 290 of November 16, 2011 (on the development of master plans of cities and master schemes of territorial planning). But these requirements do not apply to the Project.

General instructions on how public hearings should be organized in the case of a full-scale environmental impact assessment are described in the Procedure for Public Hearings in the Environmental Impact Assessment, approved by CMU Resolution No. 989 of December 13, 2017. This Procedure was developed within the framework of the Law of Ukraine 'On Environmental Impact Assessment'.

In 2011, the Verkhovna Rada of Ukraine adopted the Law of Ukraine 'On Access to Public Information'. This Law covers a much broader area, but it also defines environmental information issues (art. 13, para 2). According to this article, not only government authorities, but also economic entities must provide information (if they possess it) on the state of the natural environment, the quality of food and consumer goods, disasters, natural disasters and other events that may threaten the health and well-being of citizens.

Local governments are responsible for organizing public consultations, and different procedures have been agreed in different territorial communities (large and small cities, villages). As a rule, public hearings may be convened by the local self-government either on its own initiative or at the request of community representatives. Such hearings can be held at any level: in villages, small and large cities. Decisions of such hearings are considered recommendations.

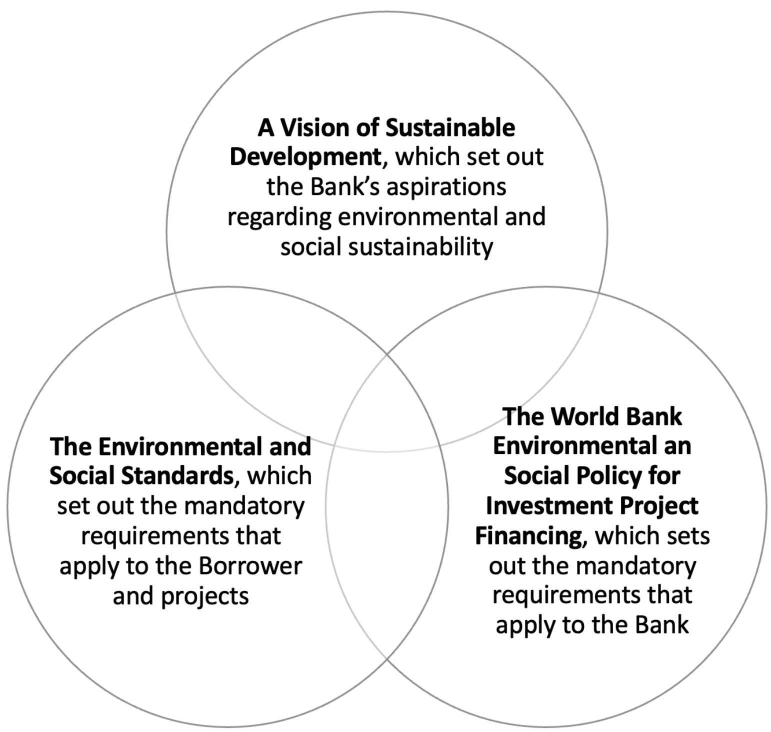
The procedure of public consultations on the formation and implementation of state policy was approved by CMU Resolution No. 996 dated November 3, 2010 'On ensuring public participation in the formation and implementation of state policy'. This procedure establishes that all ministries, other central authorities, regional and district administrations must have Public Councils.

This resolution also states that the authority must organize mandatory public hearings on specific topics (proposed legislation; State and regional programs; budget execution reports), as well as other public consultations requested by civil society organizations active in the region. The Public Council can also initiate public hearings and plays an important role in their preparation. Public consultations are organized 'to involve citizens in the activities of the Government in order to provide them with access to information on the activities of the authorities, to ensure publicity, openness and transparency of the above-mentioned authorities.' The decisions of such hearings are considered recommendations.

2.5 World Bank Environmental and Social Standards relevant to the Project

Activities under this Project like all other WB financed projects since 1 October 2018 will be implemented under the new Environmental and Social Framework (ESF) Policy, and in accordance with its new Environmental and Social Standards (ESS).
The Framework sets out the Bank's commitment to sustainable development, through a Bank Policy and a set of 10 ESS that are designed to support Borrowers' projects, with the aim of ending extreme poverty and promoting shared prosperity.

The Bank's Framework consists of three parts as shown in the diagram below:



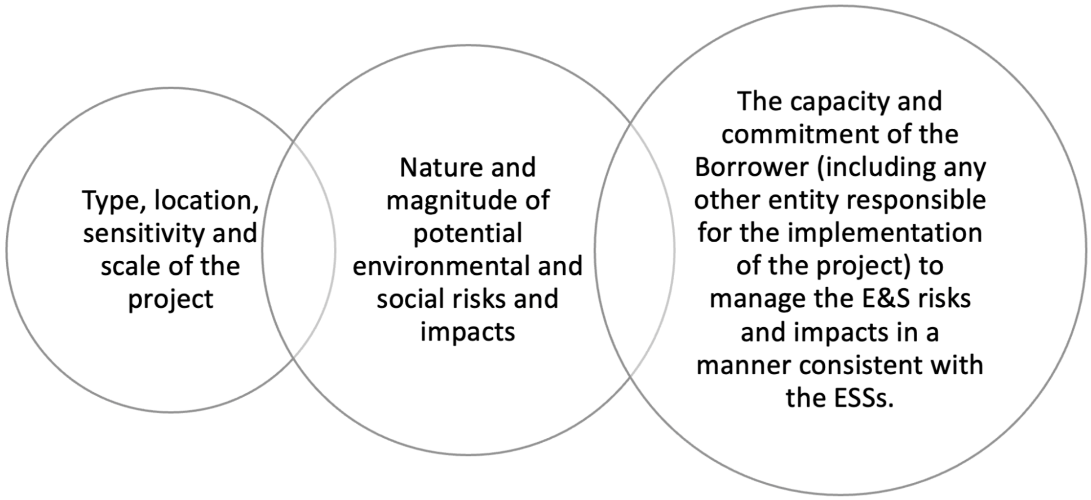
The Bank committed to support the Borrowers in the development and implementation of environmentally and socially sustainable Projects, as well as to increase environmental and social capacity of the Borrowers in the assessment and management of environmental and social risks and consequences of the Project.

Risk classification

The Bank classifies all projects into one of four classifications; the project's activities risk rating on environment is described in the table below:

Risk rating	Risk description
High Risk	Risks have a large geographic footprint; have strong synergistic or cumulative effects with other initiatives and involve mitigation or management measures which are complex or unproven; they are beyond the direct control of the operation. The operation is likely to have adverse environmental impacts that are sensitive, diverse, and/or unprecedented.
Substantial Risk	These risks will be less diverse or complex and, while they may be more predictable, many such risks are still beyond the direct control of the operation. The operation may have potential adverse environmental impacts, but these are less severe. Such impacts could be on environmentally or socially sensitive areas, but the operation is less likely to have a large footprint and impacts will be site-specific, less divers and complex and will have less potential for strong synergistic or cumulative impacts.
Moderate Risk	These risks are well understood and expected to be limited in impact. The operation may have some adverse environmental and social impacts. Such impacts would tend to be away from environmentally or socially sensitive areas. The operation may also have some adverse effects on gender, vulnerable groups, poverty, equity.
Low Risk	There are few or no risks of adverse impacts, the project footprint is small, and activities present little or no direct impacts.

In determining appropriate risk classification, the Bank takes into account relevant issues such as:



Other areas of risk may also be relevant to the delivery of E&S mitigation measures and outcomes, depending on the specific project and the context in which it is being developed. These could include legal and institutional considerations; the nature of the mitigation and technology being proposed; governance structures and legislation; and considerations relating to stability, conflict, or security.

To this end, the World Bank has identified specific ESSs aimed at avoiding, minimizing, reducing or mitigating the adverse risks and consequences of the Project implementation. World Bank Projects must comply with the ESS.

The table below provides an overview of ESS and their applicability to this Project:

Environmental and Social Standards (ESS)		**Application on the Project**
ESS1	Assessment and Management of Environmental and Social Risks and Impacts	**Yes**
ESS2	Labor and Working Conditions	**Yes**
ESS3	Resource Efficiency and Pollution Prevention and Management	**Yes**
ESS4	Community Health and Safety	**Yes**
ESS5	Land Acquisition, Restrictions on Land Use and Involuntary Resettlement	No
ESS6	Biodiversity Conservation and Sustainable Management of Living Natural Resources	**Yes**
ESS7	Indigenous People	No
ESS8	Cultural Heritage	**Yes**
ESS9	Financial Intermediaries	No
ESS10	Stakeholder Engagement and Information Disclosure	**Yes**

As can be seen from the table, seven out of ten ESSs are considered relevant to the Project. However, these standards can be reevaluated whenever new information/activities become available.

According to these standards, the Project is to be implemented, and the MCTID will comply with them throughout the Project life cycle, as follows:
ESS1 – *Assessment and Management of E&S Risks and Impacts.* ESS 1 is applied to all projects supported by the Bank through the Investment Project Financing mechanism. The objective is to identify, evaluate and manage E&S risks and impacts associated with each stage of the Project, in order to achieve E&S outcomes consistent with Bank requirements.

Within ESS1, the Borrower is obliged to:

- Conduct an E&S assessment of the proposed project, including stakeholder engagement.
- Undertake stakeholder engagement and disclose appropriate information in accordance with ESS10.
- Develop an Environmental and Social Commitment Plan (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.

The environmental and social assessment will be proportional to the risks and impacts of the project and will assess in an integrated way all relevant direct, indirect and cumulative E&S risks and impacts throughout the project life cycle, including those specifically identified in the ESS2-10. The E&S assessment process shall apply mitigation hierarchy according to which: (a) risks and adverse impacts needs to be anticipated and to the extent possible avoided, while positive impacts and benefits for the community and physical environment need to be maximized, (b) where avoidance is not possible, minimize or reduce risks and impacts to acceptable levels; (c) residual adverse impacts and risks need to be removed or mitigated to the acceptable level; (d) where significant residual impacts remain, compensate where technically and financially feasible.

This ESMF is prepared for this Project in accordance with the provisions of ESS1.

ESS2 – *Labor and Working Conditions*. ESS2 regulates working conditions, and the scope of its application depends on the type of employment relations between the Borrower and project workers. The term "project worker" is related to:

a) 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 (direct workers);

b) people employed or engaged through third parties to perform work related to core functions of the project, regardless of location (contracted workers); (c) people employed or engaged by the Borrower's primary suppliers (primary supply workers); and (d) people employed or engaged in providing community labor (community workers).

ESS2 objectives are:

- To promote basic principles and rights in the field of work.
- To promote safety and health at work and requires that all works should be carried out with observation of construction safety measures.
- To promote the fair treatment, nondiscrimination and equal opportunity of project workers.
- To protect project workers, including vulnerable workers such as women, persons with disabilities, and migrant workers, contracted workers, community workers and primary supply workers.
- To prevent the use of all forms of forced labor and child labor.

- To support the principles of freedom of association and collective bargaining of project workers in a manner consistent with national law.
- To provide project workers with accessible means to raise workplace concerns, and provides for a grievance redress mechanism (GRM) for employees working on a project.

The project must be carried out in accordance with the requirements of ESS2, in a manner acceptable to the World Bank, including through the implementation of adequate occupational health and safety measures (including emergency preparedness and response measures), consideration of complaints for employees and application of requirements to work personnel.

A Labor Management Procedure (will be prepared for the Project in accordance with the provisions of ESS2 and will become an integral part of this ESMF. In accordance with LMP, every person involved in the Project must be formally employed or have a valid contract. It is also important that every employee or consultant is aware of GRM and has the opportunity to lodge a complaint if necessary.

ESS3 - ***Resource Efficiency and Pollution Prevention and Management.*** Sets out the requirements to address resource efficiency and pollution prevention and management throughout the project life cycle consistent with Good International Industrial Practice (GIIP)[2]. Applicability of this EES is established during environmental and social assessment. The Borrower shall be obliged to apply technically and financially feasible measures to improve efficient consumption of energy, water and raw material, as well as other resources. Such measures shall integrate cleaner production principles into the product design and production processes in order to conserve raw material, energy, water and other resources.

Besides, the Borrower will avoid the release of pollutants or, when avoidance is not feasible, minimize and control the concentration and mass flow of their release using the performance levels and measures specified in national law or the World Bank Group Environmental, Health and Safety Guidelines, whichever is most stringent. This applies to the release of pollutants to air, water and land due to routine, non-routine, and accidental circumstances, and with the potential for local, regional, and transboundary impacts.

Pollution prevention and management includes management of:

1. Air pollution
2. Hazardous and non-hazardous waste, construction waste
3. Chemicals and hazardous materials
4. Pesticides

ESS3 assumes that economic activity and urbanization often cause air, water and soil pollution and consume scarse resources that can threaten people, ecosystems and the environment at the local, regional and global levels.

[2] Defined as the exercise of professional skill, diligence, prudence and foresight that would be reasonably expected from skilled and experienced professionals engaged in the same type of undertaking under the same or similar circumstances globally. The circumstances that skilled and experienced professionals may find when evaluating the range of pollution prevention and control techniques available to a project may include, but are not limited to, varying levels of environmental degradation and environmental assimilative capacity as well as varying levels of financial and technical feasibility.

ESS4 - *Community Health and Safety*. ESS4 recognizes that project activities, equipment, and infrastructure can increase community exposure to risks and impacts. In addition, communities that are already subjected to impacts from climate change may also experience an acceleration or intensification of impacts due to project activities. ESS4 addresses the health, safety, and security risks and impacts on project-affected communities and the corresponding responsibility of Borrowers to avoid or minimize such risks and impacts, with particular attention to people who, because of their circumstances, may be vulnerable.

Objectives of ESS4 are the following:

- 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 promote quality and safety, and considerations relating to climate change, in the design and construction of infrastructure, including dams.
- 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.

The Project will introduce measures and actions aimed at managing specific risks and impacts on the community resulting from its activities. Emergency preparedness and response actions, resources and responsibilities will be documented in accordance with the Emergency Preparedness and Response Plans, followed by communication of relevant information and any subsequent significant changes to affected communities or other relevant parties. Other measures and actions aimed at managing specific risks and impacts on the community arising as a result of activities under the Project will be implemented.

ESS6 – *Biodiversity Conservation and Sustainable Management of Living Natural Resources.* ESS6 recognizes that protecting and conserving biodiversity and sustainably managing living natural resources are fundamental to sustainable development. Biodiversity often underpins ecosystem services valued by humans. This standard recognizes the importance of maintaining core ecological functions of habitats, including forests, and the biodiversity they support. It also recognizes the need to consider the livelihood of project-affected parties, including Indigenous Peoples, whose access to, or use of, biodiversity or living natural resources may be affected by a project.

Objectives of ESS 6 are the following:

The Environmental and Social Standard on Biodiversity Conservation & Sustainable Management of Living Natural Resources (ESS6) requires Borrowers to:

- Protect and conserve biodiversity and habitats.
- Apply the mitigation hierarchy and the precautionary approach in the design and implementation of projects that could have an impact on biodiversity.
- Support livelihoods of local communities, including Indigenous Peoples, and inclusive economic development, through the adoption of practices that integrate conservation needs and development priorities.

ESS6 addresses different types of habitats: modified habitat, natural habitat and critical habitat. It includes requirements for legally protected, designated or regionally/internationally recognized areas of high biodiversity value. It also includes provisions on invasive alien species and requirements on animal husbandry and large-scale commercial farming. ESS6 contains requirements relating to primary suppliers, where a project involves purchasing natural resource commodities, including food, timber and fiber. ESS6 promotes sustainable management of living natural resources, including primary production and harvesting. Given that the project involves the repair and rehabilitation of residential units within existing urban and semi-urban settings, direct impacts on biodiversity are minimal. However, the project ensures strict compliance with national environmental regulations and World Bank Environmental and Social Standards (ESSs) to prevent any incidental harm to local ecosystems.

ESS8 – ***Cultural Heritage.*** ESS8 establishes general provisions on risks and impacts on cultural heritage as a result of project activities and recognizes that cultural heritage provides continuity in tangible and intangible forms between the past, present and future. People perceive cultural heritage as a collection and reflection of their ever-changing values, beliefs, knowledge, and traditions. Cultural heritage in many of its manifestations is an essential source of scientific and historical values, a means of socio-economic development and an integral part of the cultural identity, cultural norms and cultural continuity of the people. This standard includes activities designed to protect cultural heritage sites throughout the project cycle.

Objectives of ESS 8 are the following:

- To promote the equitable sharing of benefits from the use of cultural heritage,
- To address cultural heritage as an integral aspect of sustainable development,
- To promote meaningful consultation with stakeholders regarding cultural heritage,
- To protect cultural heritage from the adverse impacts of project activities and support its preservation.

The requirements of ESS8 apply to cultural heritage regardless of whether or not it has been legally protected or previously identified or disturbed. The requirements of ESS8 apply to intangible cultural heritage only if a physical component of the Project will have a material impact on such cultural heritage or if the Project intends to use such cultural heritage for commercial purposes.

The relevance of this standard will apply for a project which:

a) Involves excavations, demolition, movement of earth, flooding or other changes in the physical environment.
b) Is located within a legally protected area or a legally defined buffer zone,
c) Is located in, or in the vicinity of, a recognized cultural heritage site,
d) Is specifically designed to support the conservation, management and use of cultural heritage.

Generally, the civil works may require undertaking of earth works that carries likelihood of chance to find tangible cultural heritage. To address this issue, the site-specific ESMPs will have special clauses in all contracts for civil works on the "chance finds procedure" which will set out how chance finds **associate**d with the subproject will be managed.

ESS10 - ***Stakeholder Engagement and Information Disclosure*****.** ESS10 recognizes the importance of open and transparent engagement between the Borrower and project stakeholders as an important element of good international practice. Effective stakeholder engagement can improve the environmental and social sustainability of the Project, improve the perception of the Project and contribute significantly to the successful planning and implementation of the Project.

The Borrower will engage 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 nature, scope and frequency of stakeholder engagement will be proportionate to the nature and scale of the project and its potential risks and impacts.

Stakeholder engagement is an inclusive process conducted throughout the project life cycle. Where properly designed and implemented, it supports the development of strong, constructive and responsive relationships that are important for successful management of a project's environmental and social risks.

Stakeholder engagement is most effective when initiated at an early stage of the project development process and is an integral part of early project decisions and the assessment, management and monitoring of the project's environmental and social risks and impacts. In consultation with the Bank, the Borrower has developed a Stakeholder Engagement Plan (SEP) proportionate to the nature and scale of the project and its potential risks and impacts of the ESS triggered for this Project.

2.6 The World Bank Group Environmental, Health and Safety Guidelines

The Environmental, Health and Safety (hereinafter referred to as EHS) Guidelines[3] are technical reference documents with general and industry-specific examples of GIIP and are referred to in the ESF. The EHS Guidelines contain the performance levels and measures that are normally acceptable to the World Bank Group, and that are generally considered to be achievable in new facilities at a reasonable cost by using relevant technology. The World Bank Group requires borrowers to apply the relevant levels and/or measures of the EHS Guidelines. When host country regulations differ from the levels and measures presented in the EHS Guidelines, projects will be required to achieve whichever is more stringent. General EHS Guidelines applied to the Project are listed below:

Environmental:
1.1 Air Emissions and Ambient Air Quality - Ensuring that repair activities do not adversely affect the local air quality, especially in urban areas.
1.3 Wastewater and Ambient Water Quality - Proper management of wastewater from construction sites to prevent pollution.
1.4 Water Conservation - Efficient use of water resources during construction activities.
1.5 Hazardous Materials Management - Safe handling and disposal of hazardous materials like asbestos or lead-based paints found in damaged buildings.
1.6 Waste Management - Proper disposal of construction and demolition waste.
1.7 Noise - Minimizing noise pollution during construction, especially in residential areas.
1.8 Contaminated Land - Addressing any contamination found on construction sites to prevent environmental and health risks.
Occupational Health and Safety:
2.1 General Facility Design and Operation - Ensuring that temporary construction facilities meet safety standards.

[3] http://documents.worldbank.org/curated/en/157871484635724258/Environmental-health-and-safety-general-guidelines

2.7 Personal Protective Equipment (PPE) - Provision of appropriate PPE to all workers to reduce the risk of injuries.
2.9 Monitoring - Regular monitoring of safety practices at the construction sites.
Community Health and Safety:
3.2 Structural Safety of Project Infrastructure - Ensuring that all repaired structures are safe and comply with modern standards.
3.3 Life and Fire Safety (L&FS) - Implementing life and fire safety measures in all residential units and construction areas.
3.4 Traffic Safety - Managing traffic effectively to minimize disruptions and enhance safety near construction sites.
3.6 Disease Prevention - Implementing health checks and hygiene practices to prevent disease spread among workers.
3.7 Emergency Preparedness and Response - Preparing for emergencies, including providing training and resources for rapid response to incidents.
Additional Considerations:
4.1 Environment - Ongoing assessment of the environmental impact of the project activities.
4.2 Occupational Health & Safety - Continual improvement of occupational health and safety practices.
4.3 Community Health & Safety - Engaging with the community to address their safety concerns related to the project activities.

3. Environmental and social baseline

3.1 Environmental baseline

All Project and its additional financing activities will be implemented countrywide on government-controlled territories. Project activities will be implemented in urban as well as in rural areas.

3.1.1 Geographical Location[4]

Ukraine is a country in Eastern Europe, in the southwestern part of the Eastern European Plain. The area is 603,628 km^2. The largest country whose territory lies entirely in Europe, the second largest country on the European continent, considering russia, the 46th largest country in the world. It borders Russia to the east and northeast, Belarus to the north, Poland, Slovakia and Hungary to the west, and Romania and Moldova to the southwest. In the south and southeast it is washed by the Black and Azov seas. The population of Ukraine is 42 million people.

3.1.2 Relief

The relief is quite diverse: 70% of the territory of Ukraine is occupied by lowlands, 25% - hills and only 5% - mountains. In the west the Carpathian Mountains and in the extreme south the Crimean Mountains are located. The height of the plains of Ukraine above sea level averages 175 m. Mountain ranges reach 1700-2000 m, the highest point of all Ukraine is Mount Hoverla (2061 m) in the Carpathians.

3.1.3 Climate

[4] Note: All data presented under this section refers to the period before russia's invasion started in February 2022

Ukraine lies in a temperate climatic zone influenced by moderately warm, humid air from the Atlantic Ocean. Winters in the west are considerably milder than those in the east. In summer, on the other hand, the east often experiences higher temperatures than the west. By multiannual research data average annual temperatures range from about 5.5–7 °C (42–45 °F) in the north to about 11–13 °C (52–55 °F)) in the south. The average temperature in January, the coldest month, is about −3 °C (26 °F) in the southwest and about −8 °C (18 °F) in the northeast. The average in July, the hottest month, is about 23 °C (73 °F) in the southeast and about 18 °C (64 °F) in the northwest. Precipitation is uneven, with two to three times as much falling in the warmer seasons as in the cold. Maximum precipitation generally occurs in June and July, while the minimum falls in February. Snow falls mainly in late November and early December; accumulation varies in depth from a few inches in the steppe region (in the south) to several feet in the Carpathians. Western Ukraine, notably the Carpathian Mountains area, receives the highest annual precipitation—more than 1,200 mm. The lowlands along the Black Sea and in Crimea, by contrast, receive less than 400 mm annually. The remaining areas of Ukraine receive 400 to 600 mm of precipitation.

Extreme temperatures are expected to rise in the coming decades, with precipitation increasing in some regions and decreasing significantly in others. Such changes may adversely affect the target beneficiaries of the Project throughout the country.

The main priorities for climate change adaptation identified by the GoU include CO_2 monitoring, greenhouse gas emission allowance trading, climate change adaptation in agriculture and forestry, water management, transport strategy and construction to support national mitigation plans and implementation of international obligations.

3.1.4 Hydrography

Over 73,000 rivers flow through Ukraine. Ukrainian rivers mostly belong to the basins of the Black and Azov seas. Only the Western Bug and other right influxes of the Vistula River flow to the Baltic Sea basin. The major rivers are the Dnieper (third longest in Europe), the Dniester, Southern Buh, Siverskiy Donets, and Prut. Part of the Danube River Delta is situated in Ukraine. There are over 3000 natural lakes (mostly situated in Polesye, Prichernomorskaya lowland, and the Crimean steppe) and about 22,000 artificial water reservoirs.

Factors that violate natural conditions include intensive water abstraction at water intakes, irrigation in irrigated areas, leakage from water supply networks, and infiltration of industrial sites. The water abstraction volume is more than three times higher than the river runoff resources, which is formed within the region in a low-water year, i.e. water supply of the population and public economy is focused on the use of transit runoff. Local water resources do not provide dilution of wastewater, especially polluted water, which does not allow to maintain the required sanitary and ecological condition of rivers.

3.1.5 Natural resources

Significant natural resources in Ukraine include: iron ore, coal, manganese, natural gas, oil, salt, sulfur, graphite, titanium, magnesium, kaolin, nickel, mercury.

3.1.6 Biodiversity

The Ukrainian ecosystem is an important part of Europe, given its role in maintaining biodiversity on the continent. In particular, more than 35% of plant and animal species in Europe are found here. Approximately 30,000 species of plants grow in Ukraine. More than 400 of them are included in the Red Data Book. The territory of Ukraine is also home to more than 70,000 species of living organisms. Almost 19 million ha (nearly one third of Ukraine's territory) has natural vegetation.

Approximately half of all ordinary and almost 30% of all rare and endangered species are concentrated in the Crimean and Carpathian Mountains. The animal life of Ukraine is diverse, with about 350 species of birds, more than 100 species of mammals, and more than 200 species of fish. 29% of the territory of Ukraine consists of natural vegetation, as well as cultivated natural vegetation, and forests make up 16%. From north to south, there are the woodland and marsh, the forest-steppe, and the steppe. Forests cover about 14% of Ukraine's territory. Recreational landscapes occupy an area of 9.4 million hectares. A network of 11 natural national parks, 4 biosphere conservation areas, 16 wilderness areas, and more than 100 wildlife refuges has been established to protect wildlife.

3.1.7 Waste management

The high level of waste generation and low rates of its use as secondary raw materials have led to the situation where significant volumes of solid waste from the industrial and municipal sectors accumulate in Ukraine yearly, and only a small part of waste is used as secondary raw materials, the rest ends up in landfills.

Compared to other developed countries, the waste situation in Ukraine differs due to large volumes of waste generation and lack of infrastructure for waste handling.

In general, the waste management system in Ukraine is determined by the following factors: accumulation of waste in both industrial and domestic sectors, which has an adverse impact on the environment and human health; improper treatment and disposal of hazardous waste; storage of household waste without considering possible dangerous consequences; improper use of waste as a secondary raw material.

Current Waste Management Practices. Presently, waste management practices in the affected regions are challenged by the increased volume of debris resulting from the war. The existing facilities and services for waste management are often overwhelmed or disrupted, leading to insufficient coverage and inefficiency in handling the increased waste generation.

3.1.8 Environmental issues

Ukraine does have many environmental concerns. Some regions lack adequate supplies of potable water. Air and water pollution, as well as deforestation, improper waste management and radiation contamination, in the northeast stemming from the 1986 accident at the Chernobyl NCP considerably affect the country.

However, the Russian invasion of Ukraine has caused and continues to cause enormous damage to people, infrastructure of human settlements and ecosystems of the country. Human settlements and infrastructure were seriously damaged by air, water and soil pollution, flooding, destruction of arable land, and destruction of objects of the nature reserve fund. The bombing destroyed pipelines and pumping stations, leaving hundreds of thousands of people lacking access to safe water. There are cases of surface water contamination due to damaged sewage treatment facilities.

The most serious impact on the ecosystem is atmospheric pollution caused by missile strikes, which led to the destruction of industrial plants and oil depots, as well as the spread of toxic substances in the air as a result of fires. Emissions into the air caused by the military aggression of the Russian Federation on the territory of Ukraine are transported, deposited and affect the territories of other States, sometimes thousands of kilometers away.

3.2 Social baseline

3.2.1 Demography

Ukraine's population was estimated at ***43,733,762 people*** at mid-year 2020 according to UN data, but presently is suffering an important decline due to the russian invasion and is estimated at a bit more than **36,437,000 people**. It was estimated that by the end of April 2024, there were around 6.5 million people who moved abroad[5] and 3.4[6] million of people displaced internally across Ukraine.

Ukraine - Historical Population Data*		
Year	**Population**	**Growth Rate**
2023	36,744,634	-7.45%
2022	39,701,739	-8.80%
2021	43,531,422	-0.86%
2020	43,909,666	-0.68%
2019	44,211,094	-0.53%

**Note: Data Source: United Nations - World Population Prospects*

Average population density in the country is 74 inhabitants/km², varying from 164 inhabitants/km² in the Donetsk oblast to 33 inhabitants/km² in the Chernihiv oblast.

3.2.2 Education

Access to preschool education has been unequal over a long period, particularly in rural areas and for poor families. These inequities persist over time, preventing many students from acquiring the foundation skills needed to succeed in higher education or the labor market. Rural schools have substantially less access to learning materials and information and communication technologies (ICTs) and are more likely to have shortages of subject teachers. Such inequality in opportunity means that many students are not adequately prepared to enter higher education, even though this is the top objective and most common path for most young Ukrainians.

Apart from the above, the actual war with russia has a significant impact on the education sector, resulting in internal displacement of students, teachers, and institutions.

According to the very recent "Rapid Damage and Needs Assessment" (RDNA) issued by the World Bank, EU and UN, after a year of war, Ukraine's education and science sectors have recorded substantial damage and losses, including losses in learning and scientific outcomes and in the

[5] https://data.unhcr.org/en/situations/ukraine
[6] https://dtm.iom.int/ukraine

psychosocial well-being of students, educators, and researchers. At least 2 million children have left Ukraine, in addition to a significant number of educators and researchers, and many are expected to remain abroad in other countries in Europe, contributing to brain drain and future demographic challenges for the country.

Prior to the war, Ukraine's learning achievement performance was fairly strong, particularly given its income level; but it had not yet reached the levels of achievement observed in the EU.

3.2.3 Health

In recent years, Ukraine has made significant progress addressing a number of long-standing health systems challenges through the implementation of critical health reforms. In 2015, the Government initiated a fundamental reform of its health system, with the goals of improving the health outcomes of the population and providing financial protection from excessive out-of-pocket (OOP) health care payments. This reform was to be implemented through modernizing and integrating the service delivery system, introducing changes to provider payment arrangements that incentivize efficiency, and improving the quality of care.

The existing healthcare infrastructure has been strained by the demands of the russian invasion, with many facilities damaged or destroyed, and others overwhelmed by the influx of casualties and displaced persons needing care.

3.2.4 Gender-based violence

Prior to the war, 67 percent of Ukrainian women reported that they have experienced psychological, physical or sexual violence at the hands of a partner or non-partner since the age of 15[7]. Since February 2022, multiple forms of GBV have been reported in Ukraine, including reports of intimate partner violence, sexual exploitation and abuse, sexual harassment, sexual violence (including conflict-related sexual violence), and economic abuse. Due to changes in wartime priorities, women are unable to receive the protection they need or may have previously had. All this results in bottlenecks in services for victims and survivors.

Women and girls affected by the war are at increased risk of life-threatening gender-based violence (GBV), such as sexual and physical violence, domestic violence, and intimate partner violence (IPV), trafficking, and exploitation. The war has also significantly disrupted access to essential healthcare, including sexual and reproductive health (SRH) services, due to damaged infrastructure, broken supply chains, and restricted mobility. This poses graver risks, especially to women of reproductive age facing pregnancy-related complications

During the ongoing conflict in Ukraine, infrastructure projects are being implemented in a highly challenging environment, which exacerbates the risks of gender-based violence (GBV). The war has intensified vulnerabilities and disrupted social structures, increasing the potential for GBV in communities affected by war.

some specific GBV risks and strategies to address them in the context of infrastructure recovery project during wartime:

- Large numbers of internally displaced persons (IDPs), predominantly women and children, face heightened risks of GBV due to precarious living conditions and limited access to resources and support.

[7] Organization for Security and Co-operation in Europe. 2019. Well-being and Safety of Women: Ukraine Results Report. https://www.osce.org/files/f/documents/1/3/440312_0.pdf.

- The presence of construction workers, often from outside the community, can lead to increased risks of sexual harassment, exploitation, and abuse, particularly in areas with weakened law enforcement

- Economic hardships exacerbated by the war may force women into vulnerable positions, increasing the risk of exploitation and transactional sex as a means of survival.

4. Potential Environmental And Social Risks And Impacts

4.1 Positive impacts

The project is envisaged to have positive environmental and social impacts by restoring climate-resilient and safe-for-living houses, as well as paving the way for build-back better approach during future restoration and planning of new urban spaces.

The project is mainly associated with overall positive social impacts as it involves (i) the rehabilitation of damaged buildings affected by the war which will be selected following prioritization procedures; and (ii) necessary recovery and reconstruction planning documents to allow for inclusive, climate-resilient and more sustainable urban environment. The grants for repairs under the proposed project will greatly reduce the economic burden of the affected population.

Additionally, a significant number of households that have suffered damage as a result of the russian federation's invasion of Ukraine will have the opportunity to retain their place of residence within their native communities, reducing migration both within the country and beyond its borders. This will contribute to maintaining the current social status of beneficiaries, ensure sustainable development of communities in the post-war period, and reduce risks associated with human trafficking, gender-based violence, child labor exploitation, and so forth.

4.2 Adverse Risks and Impacts

The proposed Project is expected to have Substantial environmental and social impacts. The Environmental and Social Risk Classification for the project is based on the potential environmental and social risks associated with small scale civil works for rehabilitation of residential houses (Component 1), medium and large scale civil works for multi-family buildings rehabilitation (Component 2) that will generate significant environmental and social impacts during their construction phase and some negative environmental impacts during operations.

On the environment side, although the specific sites where physical works will take place are mostly existing residential and multi-family buildings and in the nodes of communications in urbanized or suburbanized areas, key environmental issues identified will relate to:

- increased pollution due to demolition and construction waste;
- increased noise and dust level during demolition works and construction activities;
- generation of dust, noise, and vibration due to the movement of construction vehicles and machinery;
- generation of hazardous waste;
- generation of wastewater;

- associated risks due to improper disposal of construction waste, asbestos and asbestos-containing materials, or minor operational or accidental spills of fuel and lubricants from the construction machinery or as a direct result of military actions;
- cutting of trees and loss of vegetation;
- increase in traffic during construction which may create road safety issues and impact the community;
- impact on workers and community health and safety during construction activities;
- improper reinstatement of construction sites upon completion of works;
- inappropriate disposal of the demolition debris.

It is expected that these negative risks will be of short-duration, site specific and not resulting in any longer-term cumulative risks. They can be easily mitigated by applying the best methods and appropriate mitigation measures embodied in national legislation and regulations. The chance finds of ERW or landmine are real in the territory and presents both environmental and social risks.

Related social risks are seen to emanate on three fronts:

(i) engagement with local communities and other relevant stakeholders (including with most vulnerable and disadvantaged groups) and ensuring their genuine participation in decision-making processes of the project and avoidance of potential risk of elite capture (particularly activities related to financing of selected infrastructure);

(ii) the challenging contextual environment and baseline conditions in Ukraine due to russian invasion;

(iii), limited capacity of MCTID in handling ESF requirements.

Potential adverse environmental and social impacts are described below for their design/bidding, construction works, and the operation phases.

4.2.1 Adverse Environmental and Social Impacts and Risks for Component 1

During preparation and application phases

- Insufficient awareness among beneficiaries regarding environmental management requirements during the restoration works of their residences
- The absence of specially designated areas by local government bodies for storing construction waste.
- The low level of public awareness about the procedures for handling hazardous waste, occupational safety requirements, and channels for submitting complaints and suggestions.
- Difficulties may arise in submitting applications and fulfilling all the requirements of the procedure in rural areas, areas close to combat zones, or areas that have been recently liberated. Additionally, vulnerable and disadvantaged groups may face challenges in submitting applications.

During construction phase

- Dust formation and exceeding permissible noise levels
- Generation of waste from demolition, construction, and dismantling activities that are not hazardous

- Generation of waste from demolition, construction, and dismantling activities, which include hazardous waste, particularly asbestos-containing materials, slate, pipes, fibrous sheets, and cardboard.
- Accidents related to non-compliance with safety regulations during high-altitude work, fire safety rules, and occupational safety during repair works
- Soil contamination.
- Contamination of surface waters due to improper organization of works.
- Suspension of providing municipal services to other consumers during the execution of works
- Damage to landscaping objects and greenery.
- Loss/damage of cultural heritage objects.
- Discovery of explosive items, ammunition (including ERW), or other suspicious objects on or near the site
- Limited capacity of the ministry and local self-government bodies to monitor compliance of the performed works with the requirements of national legislation and World Bank standards

4.2.2 Adverse Environmental and Social Impacts and Risks for Component 2

During design phase

- Neglect of environmental and social aspects during the preparation of multi-family buildings design and bidding documents preparation.
- Neglect of consultation with public and local self-government bodies.
- Neglect/lack of knowledge on resource efficient, pollution prevention designs and technologies to be considered for renovation/construction subprojects.

Construction phase

- Increased noise and dust level during demolition works and construction activities. Construction processes such as crushing materials, mixing mixtures/concrete, grinding and others can cause dust emissions. This can lead to air pollution and a deterioration in the quality of life for people, especially those suffering from allergies and other respiratory diseases.
- Internal combustion engines of trucks and other construction machinery, as well as construction processes, can have a significant impact on environmental air quality. Trucks and other construction machinery can release significant amounts of carbon dioxide into the atmosphere. This leads to global warming and climate change, which can have serious consequences for environmental and socio-economic systems. Internal combustion engines emit various harmful substances, such as nitrogen oxides (NOx), sulfur oxides (SOx), hydrocarbons, benzopyrene and others. These substances can have adverse effects on human health and ecosystems. Also, improper storage and handling of building materials can lead to emissions of harmful substances such as toxic solvents, gases, dust, smoke and others. These pollutants can have a negative impact on the health of people who directly involved and on the environment.
- Waste management. During construction/reconstruction, temporary generation of construction waste is possible. Excessive and/or improper storage of waste may carry a potential risk of air, soil and water pollution. In addition, excessive accumulation and/or improper storage of construction waste can pose a risk of injury to people on site. Incineration risks – In some cases, particularly when wastes are incinerated at low temperature (less than 800°C) or when plastics containing polyvinyl chloride (PVC) are incinerated, hydrochloric acid (which causes acid rain), dioxins, furans and various other toxic air-borne pollutants are formed. They are found in emissions but also in residual

and other air-borne ash and in the effluent gases released through incinerator chimneys. Exposure to dioxins, furans and other coplanar polychlorinated biphenyls can have effects that are harmful to public health. These substances are persistent, that is to say, the molecules do not break down in the environment and they accumulate in the food chain. The bulk of exposure to dioxins, furans and coplanar polychlorinated biphenyls takes place through food intake. Even in high-temperature incinerators (over 800°C) there are cooler pockets at the beginning or the end of the incineration process where dioxins and furans can form. Optimization of the process can reduce formation of these substances when incineration takes place only at temperatures above 800°C.

- Soil pollution due to stock piled construction materials, construction waste, oil leakage from machinery and the event of uncontrolled spills. In construction work, there is a mechanical influence on the fertile soil (for example, laying foundations, laying or reconstructing communication networks). When organizing construction, the placement of construction materials outside of specially defined paved areas, can cause soil contamination.
- The use of vehicles in unsatisfactory condition or for work, or accidental spills of fuel and lubricants can lead to soil contamination with oil products.
- Impacts on biodiversity and green spaces. Impact on natural or critical ecosystems and on the provision of ecosystem services is not expected. It will be possible to anticipate the potential impact on green spaces once the selection of residential units, the determination of specific locations of construction works and their nature have been completed. A limited cutting of trees and clearing of vegetation are potentially possible in connection with work and/or site planning.
- Uncontrolled releases of hazardous materials (e.g. glues, petroleum products, solvents, paint, etc.) and waste (asbestos-containing roofing material, possibly lead-containing paints in demolition debris due to their improper use, handling, storing and transporting.
- Water pollution in the event of the release of pollutants (oils, oil products, etc.) temporary construction side, nearby streams and other water bodies.
- Other nuisances like noise and vibration, the movements of vehicles (delivering construction materials, removing wastes, operation of cranes, lifts, front loaders etc.) and construction machinery may cause some nuisance in terms of noise and vibration of the machinery to which people will be exposed.
- Health and other impacts for community due to operation of heavy machinery, cement mixing facilities.
- Occupational health and safety hazards, the risk of construction site accidents for workers, teachers and students. Work related accidents such as burns, falls and cuts may also occur due to human errors, workers not wearing appropriate PPEs required for their assignments and mechanical faults on equipment. Accidents may also result from improper storage of equipment, paints and other solvents and construction materials as well as poor management of construction waste. Another source of accidents during the construction phase of the project is human-vehicular conflicts as equipment and supplies are transported to the site and waste is hauled from the construction site to designated disposal site. Accidents of this nature can result in spills, destruction of property, injuries and fatalities on site. Several Occupational Health and Safety (OHS) risks may occur from the activities, processes, materials and equipment involved in the construction phase of the project.
- Chance finds of ERW items during renovation works.
- Fire risks since contraction areas prone to spontaneous fire combustion activities especially at the fuel storage, mechanical workshop (welding and steel cutting), smoke from burning garbage, cigarette smoking sections and carpentry shops.

- Increase in traffic during construction which may create road safety issues and impact the community; The increase in construction activities, transport of materials, and movement of workers are expected to intensify traffic flow, which can lead to various environmental and social impacts. The movement of heavy vehicles and machinery involved in construction can lead to a rise in dust and exhaust emissions, potentially worsening air quality in the vicinity of project sites.
- Health and safety of the population living near construction sites.
- Labor risks associated with contracted workers at subproject level. Subprojects will be implemented by local contractors and the majority of contracted workers will be hired locally. All contractors will be required to have a written contract with their workers materially consistent with objective of ESS2, in particular with regard to child and forced labor.
- OHS risks are low to moderate and will depend on the type of subproject works to be implemented. The risks are considered low as all contractors will be required to follow Project's LMP, including procedures to establish and maintain a safe working environment as per requirements of ESS2.
- Unmet expectations among local stakeholders. High expectations from local stakeholders participating in the project, could be another risk. Such expectations, if not met, could lead to discontent and resentment, which in turn could lead to disruptive actions against the Project or those involved with the Project. This risk will be mitigated through careful management of expectations from the start of Project by the PMT convening the outreach and introductory orientation meetings in the early stages of the project and throughout implementation.
- Cultural Heritage. Rehabilitation works may inadvertently affect sites of cultural significance. Discovering cultural heritage during construction could require halting the rehabilitation process, which needs to be managed sensitively to respect cultural norms and legal requirements.
- Gender Impacts. Unlikely but potential negative impacts related to women can include sexual exploitation and gender-based violence (GBV) through the establishment of temporary, community-based workers' accommodation during the implementation of civil works.
- Impacts on vulnerable groups. The social risks of the project may also affect aspects of social inclusion, especially related to vulnerable groups and disadvantaged communities. As per ESS 10, the stakeholder dialogues in the preparation of the SEP identified the vulnerable groups as rural populations, women, IDPs, persons with disabilities, etc.
- All activities will take place away from active conflict zones to ensure the safety of workers and community members. Despite this, the proximity to zones that have experienced or are experiencing conflict raises the potential for unforeseen disruptions due to security issues, necessitating robust emergency preparedness and response measures.

4.3 Summary of potential environmental and social impacts of the Project activities

Environmental and social component	Potential risks and impacts	Magnitude of risks and impacts	Duration of risks and impacts
Preparation and application Phase Component 1			
Knowledge of ES regulations	Awareness among beneficiaries regarding environmental management requirements.	Substantial	Temporary, countrywide

Social exclusion	Difficulties may arise in submitting applications and fulfilling all the requirements of the procedure in rural areas, areas close to combat zones, or areas that have been recently liberated.	Substantial	Temporary, countrywide
Local waste management practices	The absence of specially designated areas by local government bodies for storing construction waste	Substantial	Temporary, countrywide
Preparation and application Phase Component 2			
Lack of institutional capacity	Neglect of environmental and social aspects during the preparation of multi-families buildings houses design and bidding documents preparation.	Moderate	Temporary
Stakeholders engagement	Neglect of consultation with public and local self-government bodies.	Moderate	Temporary
Technical design	Neglect/lack of knowledge on resource efficient, pollution prevention designs and technologies to be considered for renovation/construction subprojects	Moderate	Temporary
Construction phase			
Air	Air pollution with construction dust and exhaust gases	Moderate	Temporary, Site specific and local
Soil	Degradation of soil fertility due to the mixing of fertile topsoil with less fertile subsoil during construction activities, which can lead to a reduction in humus content and the soil's ability to support vegetation.	Moderate	Temporary, Site specific and local
Water		Moderate	Temporary, Site specific and local
Resources consumption	Resources depletion	Moderate	Temporary, Site specific and local
Physical environment	Noise and vibration	Moderate	Temporary, Site specific and local
Wastes	Construction wastes generation on site	Substantial	Temporary, Site specific and local
Hazardous materials and wastes	Pollution of air, soil and water with hazardous wastes	Substantial	Temporary, Site specific and local
Emergency situation	Accidental spills and leakage, fire	Moderate	Temporary, Site specific and local

Health and Safety	Incidents and accidents	Moderate	Temporary, Site specific and local
Equipment safety	Equipment failure, accidental pollution	Moderate	Temporary, Site specific and local
Social aspects	Workers behavior, GBV, TiP, SH, labour influx, access restriction, disturbance	Substantial	Temporary, Site specific and local
Dust	Dust pollution	Moderate	Temporary, Site specific and local
Community health and safety	Public safety risks associated with missile strikes and ERWs	Substantial	Temporary, Site specific and local

The careful implementation of mitigation measures will allow for the reduction or avoidance of any adverse impacts. These efforts start in the pre-design phase with the screening of possible subprojects for consideration, and include efforts during the design and implementation phases.

4.4 Cumulative impacts

The proposed activities under the Project will not generate cumulative impacts. They will not interact with other construction activities within internal construction site of selected buildings, with other infrastructure development projects from adjacent areas of such facilities, and no other cumulative environmental and social aspects that could have a negative impact on community and environment in the construction area are identified.

5. Environmental and social risk management

5.1. ESMF implementation

The purpose of the Environmental and Social Management Framework (ESMF) for the Housing Repair for People's Empowerment (HOPE) Project is to guide the Project Management Team (PMT) and local Project Implementing Units(PIUs) in identifying potential environmental and social impacts associated with the project activities. It aids in the preparation of site-specific Environmental and Social Management Plans (ESMPs) that outline necessary mitigation measures to minimize or prevent these impacts, facilitates the disclosure and organization of public consultations on these ESMPs, and supports subsequent environmental monitoring and reporting. ESMPs are to be included in the tender documentation for work contracts and implemented by contractors.

To implement the ESMF requirements the project team will follow the below steps:

Step 1	Identification of subprojects
Step 2	Environmental and Social Screening

Step 3	Development of Safeguard Instruments, their review, public disclosure and consultation, and approval
Step 4	Implementation, Supervision, Monitoring and Evaluation

The Ministry for Communities, Territories and Infrastructure Development of Ukraine (MCTID), through its Project Management Team (PMT), is responsible for the overall execution of the project. MCTID is committed to adopting a clear and structured approach to environmental and social management procedures, ensuring that project activities align with the Environmental and Social Framework (ESF) standards, including the mitigation hierarchy of avoidance, minimization, mitigation, and compensation/offset for negative impacts.

The PMT will handle the day-to-day project management and support, including compliance with the World Bank Environmental and Social Standards (ESSs), the World Bank Group's Environmental, Health, and Safety (EHS) Guidelines, and this ESMF. The PMT will be sufficiently staffed to manage the project's activities across Ukraine, ensuring that each component adheres to all procedural guidelines and receives expert implementation and management support.

The HOPE Project is categorized under the 'Substantial' risk classification according to the World Bank's ESS1, necessitating thorough screening and the development of appropriate Environmental and Social measures, including site-specific ESMPs or simplified ESMP Checklists as detailed in this framework.

5.2 Identification of Subprojects Eligibility

5.2.1 Identification of Subproject Eligibility for Component 1.

As part of the implementation of Component 1, funds will be provided to individuals for the purchase of building materials and payment for restoration works. The procedure for allocating Project funds to individuals has been approved by Resolution of the Cabinet of Ministers of Ukraine No. 381 dated April 21, 2023[8]. This procedure contains criteria for citizens who are eligible to receive funds for the restoration of their housing, as well as a list of categories of citizens who are not entitled to compensation.

According to the Procedure, the recipient of compensation is a Ukrainian citizen who has reached the age of 18 and has submitted an application through the means of the Diia Portal, including using the mobile application of the Diia Portal (Diia), or in another manner provided by this Procedure, and is the owner (co-owner) of the damaged object, the ownership of which is confirmed.

At the same time, beneficiaries of the Project under the implementation of Component 1 cannot be:

- Individuals subject to sanctions under the Law of Ukraine 'On Sanctions'
- Individuals who have been convicted of committing criminal offenses specified in Chapter I 'Crimes against the Foundations of Ukraine's National Security' of the Special Part of the Criminal Code of Ukraine

[8] https://zakon.rada.gov.ua/laws/show/381-2023-%D0%BF#Text

The affected real estate object must meet the following requirements:

- The real estate property was damaged after the entry into force of the Decree of the President of Ukraine dated February 24, 2022, No. 64 'On the Introduction of Martial Law in Ukraine,' approved by the Law of Ukraine dated February 24, 2022, No. 2102-IX 'On the Approval of the Decree of the President of Ukraine 'On the Introduction of Martial Law in Ukraine
- Information about the ownership rights to the damaged property has been entered into the State Register of Real Proprietary Rights to Immovable Property.

Verification of the damaged property and legal documents will be entrusted to local self-government bodies, which must establish special commissions. Commission members should visit the object and conduct initial screening to determine compliance with established criteria.

5.2.2 Identification of Subproject Eligibility for Component 2

For Component 2, up to five territorial communities (through the relevant LSGs) shall be selected for participation in the Project. Considering that the need for housing restoration in all potential territorial communities is greater than the Project can address, and also taking into account available funding for the Project, a cluster of MFBs shall be selected in each territorial community to be included in the Project.

To be eligible to participate in the selection process, LSGs must meet the following eligibility and selection criteria:

A. Eligibility Criteria

- A territorial community is located on a territory at least 30 kilometers away from active hostilities and territories temporarily occupied by the Russian Federation, following the order of the Ministry of Reintegration[9].
- As a result of the armed aggression of the russian federation against Ukraine, LSG has more than one damaged MFB that are located in proximity to each other : (i) in the same residential quarter or micro district; or (ii) in another type of residential development, jointly served by a single complex of objects and networks of social and critical infrastructure.
- Information about the damaged MFBs is entered in the Register of Damaged and Destroyed Property (RDDP).
- There are functioning social and critical infrastructure serving the spatial cluster with the MFBs identified as damaged (preschool, general secondary education institutions; health care facilities, objects and networks of water supply and drainage, electricity supply, heat supply, etc.).
- LSG is willing to: (i) participate in capacity-building activities for the implementation of the project and for other related recovery efforts; and (ii) exchange experience and knowledge from the implementation of the Project with other territorial communities (through the relevant LSGs).
- LSG is capable of co-financing the Project at the expense of local budgets (under the requirements of the budget legislation of Ukraine).
- LSG is committed to establishing a local PIU with qualified personnel and not delegating any of its functions and responsibilities related to project implementation to any other party, including municipal service providers, communal entity, an association of MFBs or any other legal entity, etc.

[9] https://zakon.rada.gov.ua/laws/show/z1668-22#Text

B. Selection criteria

● Institutional capacity of LSG concerning the implementation of the Project.

- LSG has experience in implementing infrastructure projects financed by the Bank or other international financial organizations (yes/no).
- LSG has the capacity to implement the Project in the conditions of armed aggression of the russian federation against Ukraine (yes/no).
- There are specialists responsible for financial, procurement, engineering and reporting parts of project in the structure of the LSG, based on which a Local PIU can be established (yes/no).

● The number of damaged objects.

- The total number of partially damaged MFBs due to the armed aggression of the Russian Federation against Ukraine, according to the data of the RDDP (the larger number increases the priority in the selection).
- The number of partially damaged MFBs subject to capital repair (the larger number increases the priority in the selection).

● The level of settlement of territorial communities.

- The total available number of residents in the territorial community as of December 31, 2023, including residents who are internally displaced persons (the higher number increases the priority in the selection)
- The number of applications submitted for compensation for carrying out small and medium repairs under Resolution No. 381 as of January 31, 2024 (the larger number increases the priority in the selection).

C. Eligibility and Selection Criteria for MFB clusters within the selected LSGs shall be the following

● MFB clusters eligibility criteria.

- The proposed cluster to which the MFB(s) belong has been inspected and the relevant.
- Measures have been taken to perform the necessary pyrotechnic/demining works related to the disposal of detected explosive objects.
- The cluster includes at least two MFBs that can be classified as having minor and medium damage.
- In the cluster or nearby there are social infrastructure and utilities (preschool, general secondary education institutions; health care facilities, facilities and networks of water supply and drainage, electricity supply, heat supply, etc.) to which the residents of MFBs can get access now or, if damaged, after repair work is completed.
- There are no disputes or claims related to land ownership on the territory of the proposed MFB included in the MFBs cluster.
- No significant impacts on the environment are expected as a result of the project interventions.

● MFBs cluster selection criteria

The number of damaged objects

- The number of damaged MFBs as a result of the armed aggression of the Russian Federation against Ukraine MFB (with no or minor damage to structural aspects, load-bearing structures, fencing structures and common areas inside the building) in the cluster, according to the data of the RDDP.
- The number of MFBs damaged as a result of the armed aggression of the Russian Federation against Ukraine in the cluster, subject to capital repairs – clusters with mainly destroyed or significantly damaged MFB are not eligible for selection.

The level of occupancy of the MFB within the cluster

- the number of residents of the MFB within the cluster – number of people currently living in the cluster (the larger number of living people has priority in the selection).

Optimization of resources

- Preliminary cost of repair – clusters where the average per residential unit cost of MFB repairs is lower shall be prioritized. Clusters in which the estimated average residential unit cost of repair is higher than the replacement cost shall not be considered.

5.2.3 Exclusion list

In the initial phase of evaluating a subproject's environmental and social risks and impacts under the HOPE Project, certain activities are deemed ineligible for support, based on guidelines set forth by the World Bank. This exclusion criteria applies to all project activities that might involve the following characteristics:

- Lead to long-term, permanent, and/or irreversible negative effects, such as the loss of major natural habitats.
- Present a high likelihood of causing serious detrimental effects to human health or the environment.
- Result in adverse social impacts or potentially spark significant social conflict.
- Impact lands or rights of indigenous peoples or other vulnerable minorities, necessitating Free Prior and Informed Consent (FPIC).
- Entail permanent resettlement or land acquisition, or negatively affect cultural heritage.
- Require the use of external waste management facilities, including sanitary landfills, incinerators, or wastewater treatment plants.

These criteria ensure that the project activities align with the sustainable and responsible environmental and social governance principles and adhere to the broader goals of minimizing harm and fostering positive community relations.

5.3 Screening for Environmental and Social Risks and Impacts

The selected subprojects will go through environmental and social screening process or "screening" using the requirements of the national legislation and WB ESF (ESSs) in accordance with this ESMF. The determination of the environmental and social risks of the subprojects will be determined by the results of the environmental and social screening.

5.3.1 Screening for Environmental and Social Risks and Impacts for Component 1

As part of the implementation of Component 1 of the Project, ES screening will be part of the object screening conducted at the level of local self-government bodies through the establishment of a special commission, which is responsible for conducting necessary procedures for identifying the object, conducting initial inspection, assessing the scale of damage, and determining the amount of compensation. The commission also determines the object's eligibility criteria, the beneficiaries' belonging to vulnerable groups, and provides information on channels for submitting complaints.

5.3.2 Screening for Environmental and Social Risks and Impacts for Component 2

The selected subprojects will go through environmental and social screening process or "screening" using the requirements of the national legislation and WB ESF (ESSs) in accordance with this ESMF. The determination of the environmental and social risks of the subprojects will be determined by the results of the environmental and social screening.

The purpose of the screening process is to determine which activities are likely to have negative environmental and social impacts to (a) determine the level of required environmental assessment; (b) determine appropriate mitigation and monitoring measures for activities with adverse impacts; and (c) incorporate mitigation and monitoring measures into the subprojects as appropriate. The extent of environmental and social work that might be required prior to the commencement of the subprojects will depend on the outcome of the screening process described below.

All subprojects to be supported under this project will be subject to environmental and social screening, which will be conducted by the PMT using the form found in Annex 1 in order to exclude certain risky activities, identify potential environmental and social issues, and classify the environmental and social risks. Copies of each of these screening forms will be kept at the PMT. The PMT's regular reports to the World Bank will include copies of each screening undertaken during the subject reporting period.

Criteria for classification include type, location, sensitivity, and scale of the project, as well as the nature and magnitude of its potential environmental and social impacts. Public consultations will take place during the environmental and social screening process, and the input from the public consultations will be reflected in the design of the mitigation and monitoring measures. The screening process shall be conducted according to the following steps:

Step 1. Rating and classification of potential impacts of Subprojects

Low risk	Subprojects expected to have negligible/no environmental and social and OHS impacts on both, construction and operational phases, will not need an environmental and social impact assessment beyond ES screening. For subprojects with low environmental and social and OHS impact, where the project footprint is small, and activities present little or no direct impacts the mitigation measures would be prepared in the form of site-specific ESMP Checklists. All these types of subprojects will be approved and cleared by PMT.
Moderate risk	Subprojects with impacts, including OHS, that can be identified easily and for which standard preventive and/or corrective measures can be prescribed without environmental impact assessment. Mitigation measures are standard and usually involve only good maintenance measures or good engineering practices, together with adequate health and safety measures. In this case, risk mitigation measures would be prepared in the form of site-specific ESMP.

Substantial risk	Subprojects which may have potential and very significant or irreversible environmental and social and OHS impacts, scope of which is very difficult to determine in project identification phase. In this case, ESIA (where applicable under the national legislation) or site-specific ESMP would be prepared.
High risk	Subprojects of high environmental and social concern, including OHS, consisting of activities that are on the Exclusion list and therefore, will not be eligible for this Project's financing.

Step 2: Screening including environmental and social actions/instruments

The PMT will complete the Environmental and Social Screening Form to facilitate identification of relevant ESSs and due diligence actions/instruments. After analyzing data contained in the environmental and social screening form and having identified the right environmental category and hence scope of the environmental assessment required, the PMT will make a recommendation to MCTID as to whether: (a) no further ESIA will be required; (b) implementation of risk management mitigation measures (site-specific ESMP Checklist) or ESIA or site-specific ESMP will be required; or (c) the sub-project will not be eligible for funding and will be rejected.

5.4 Environmental and social instruments to avoid, mitigate and reduce impacts

Mitigation measures described below are generally recommended to be considered, but more detailed mandatory mitigation measures should be provided for each subproject in the site-specific Environmental and Social Management Plan.

5.4.1 Environmental and social instruments to avoid, mitigate and reduce impacts for Component 1.

As part of the implementation of Component 1, financial compensation will be provided to owners of real estate that has suffered minor damages due to the russian federation's invasion of Ukraine. Under this component, beneficiaries of the compensation will be able to carry out minor repairs to their homes. It is expected that this activity will pose a low risk to the environment and social surroundings.

To mitigate potential risks, the Procedure for providing compensation, approved by the Cabinet of Ministers of Ukraine on April 21, 2023, No. 381, stipulates that the owner of the real estate must adhere to measures to minimize the negative impact on human health and the natural environment during the construction works, the list of which is provided in Appendix 3 to the Procedure.

An independent consultant will be engaged to monitor compliance with measures to minimize the negative impact on human health and the natural environment. The consultant will prepare a checklist and conduct selective verification of the implementation of measures specified in the procedure.

5.4.2 Environmental and social instruments to avoid, mitigate and reduce impacts for Component 2.

For each subproject an environmental and social assessment will be performed to identify the subproject specific direct, indirect and cumulative ESHS impacts and risks and propose the necessary complete set of ESHS measures (e.g. mitigation, monitoring, contractual requirements, supervision, reporting, training, etc.). The subproject specific mitigation and monitoring measures shall be based upon the subproject specific ESHS impacts, and risks and requirements as established in applicable Ukrainian regulatory requirements, Project specific WB ESHS requirements including ESSs and applicable WB EHSGs.

The environmental risks of the project generated mainly by the construction/repair activities under Component 2 are site-specific and temporary, and can be mitigated by existing management measures and modern construction techniques, resource efficiency and pollution prevention and management. Ukrainian legislation also regulates requirements for environmental protection during preparation and construction/repair.

Social risks are mitigated by observing the principles of transparency and publicity of project activities. Timely and objective information to stakeholders, introduction of an effective mechanism of citizen involvement, which includes, among other things, consideration of complaints and appropriate response. Engagement with stakeholders effectively reduces the likelihood of negative reactions from citizens and helps to resolve conflict situations. The Ukrainian legislation in the field of labor rights is also intended to protect people engaged in work and services on a permanent or temporary basis. In addition, the MCTID has developed a Stakeholder Engagement Plan (SEP), which is published on its official website. The updated SEP has already been published on the official website of the Ministry. SEP is a separate document to which this ESMF refers. Throughout the life of the Project, to ensure effective communication and involvement of stakeholders and communities, SEP remains a 'living document' that can be modified and updated. The provisions of the grievance redress mechanism are also described in this ESMF.

However, these risks may be exacerbated by potential bombings and other military actions, which add an element of considerable uncertainty and risk of loss of life or serious injury. This risk is common to all Project facilities and activities and cannot be fully mitigated by environmental and social management measures. However, in order to significantly reduce the risk of missile attacks, MCTID through PMT, prepared a template of the Emergency Preparedness and Response Plan (EPRP)(Annex 3). These EPRPs will apply for all and will be part of the respective site-specific Contractor`s ESMPs.

More specifically, feasible and cost-effective measures that can reduce potentially significant adverse environmental impacts to acceptable levels are defined in the Environmental and Social Management Plan (ESMP). Such ESMP is prepared for each subproject of Substantial and Moderate Risk. The ESMP template is an annex to this ESMF and will be included in the bidding documents and works contracts with contractors, subcontractors, as well as in the services contracts with supervising organizations for the execution of construction works under the Project. Typical ESMP includes standard basic approaches to mitigating the impact of construction contracts with moderate, localized effects.

In addition, all bidding documents and works contracts under the Project should contain commitments by contractors, subcontractors and supervisory organizations to adopt and enforce a Code of Conduct, which should be made available and signed by all employees, detailing measures to eliminate environmental, social, health and safety risks, as well as risks of sexual exploitation and abuse, sexual harassment and child abuse, all applicable to such construction work that is commissioned or performed under these contracts. Such Code of Conduct is prepared and provided by contractors, subcontractors and supervisory organizations.

Labor Management Procedure (LMP) covers the requirements for ensuring the health and safety of employees involved in the Project and aims to summarize mitigation measures for possible risks and consequences related to labor management. LMP is provided in Annex 4 to this ESMF.

MCTID will ensure compliance with the provisions of this ESMF. PMT will be responsible for monitoring project activities and overseeing the implementation of ESMF provisions by the involved LSGs. The project will be implemented nationwide. The PMT will provide reports of their review and supervision to the Bank as part of regular Project Progress Reports.

5.5 Environmental and Social Clauses for Contractors for Component 2

PMT will reflect the E&S requirements in the site-specific ESMPs Checklists and in the bidding documents by including the ESHS requirements, terms and conditions as presented in the WB standard bidding documents for small works contracts. PMT will incorporate the following standardized environmental and social clauses in bidding documentation, so that potential bidders are aware of environmental and social requirements expected from them.

The Contractor is responsible for preparation and implementation of mitigation measures to prevent or minimize negative environmental, social and human health impacts as well as secure occupational safety in the area of works. The Contractor shall ensure that full consideration is given to the control of environmental and social aspects, and that all provisions of the design and specification requirements relating to environmental and social protection (mitigation of impacts of the construction broadly, including pollution, soil disturbance, removal of trees/vegetation and soil and other impacts, and protection of adjacent land, forests and waterways) are complied with.

More details of the site environmental program will be elaborated at the mobilisation stage as part of the Contractor's Construction Environmental and Social Management Plan (C-ESMP). As part of his Construction Management Plan (C-ESMP), the Contractor shall cover the following issues Construction Camp Site Plan (if applicable); noise management; air quality management; soil management, recultivation and landscaping; water quality management; material source management; Emergency Response Plan; Waste Management Plan; Traffic Management Plan; OHS and community health and safety; GRM.

5.6 Operational Health & Safety

All OHS requirements for construction and operation phases will be incorporated in the site-specific documents prepared for each subproject, in the bidding documents for the works contract and further into the Contractor's work contract. In addition, the selected Contractors will include such OHS requirements in all specific risk management plans (C-ESMP, Code of Conduct, etc.) prepared for the works execution, and respectively, the will consider all OHS requirements for the operation phase in their specific risk management plans.

OHS issues must be covered under all supervision and monitoring activities. More specifically, it will be observed whether there have been any incidents, checking logs and the availability and use of protective and preventive equipment. Subsequently, the EHS sections of all progress reports include statements indicating that the PMT have checked occupational health and safety issues, and existing procedures in this regard, and present if there have been any serious incidents or fatalities.

The PMT will ensure that in the project's operational manual are included adequate provisions for managing OHS issues.

6. Environmental and Social Monitoring and Reporting

6.1 Monitoring for Component 1

As part of the implementation of Project Component 1, monitoring will be conducted through the engagement of a third party monitoring agency (TPMA). The Independent Consultant will analyze available documentation, formulate a sample and a work plan for site visits (due to the large number of objects, visiting all of them is deemed impractical), conduct monitoring of the implementation of Component 1 (including the implementation of measures to minimize the negative impact on human health and the natural environment during construction works, and the presence of complaints), and provide regular reports to the Client.

The Term of Reference for the procurement of TPMA services, approved by the World Bank, is provided in Annex 6

6.2 Monitoring for Component 2

Monitoring ensures that mitigation measures are implemented as per the Project schedule/work plan and ESMPs/ESMP Checklists, but also reveals eventual bottlenecks that might affect the implementation of Project activities. Monitoring the implementation of environmental and social mitigation measures is important to ensure compliance with the applicable ESS and to prevent the adverse impacts of construction activities on natural and social environment.

MCTID, through PMT will be responsible for implementation of this Framework both at overall Program level and individual subproject level. The PMT shall ensure that the requirements of the site-specific ESMPs and environmental permit are included in employer's requirements by:

- Monitoring of the required mitigation measures of the site-specific ESMPs/ESMP Checklists and other applicable ESF instruments to be implemented by civil works contractors and/or other responsible agencies.
- Reporting on the GRM, as per the SEP, LMP and C-ESMP.
- Reporting any accident and incidents, including those reported to the Bank as part of the incident reporting process.
- Review monthly monitoring reports provided by contractors and/or supervising consultants.
- Regularly reporting to the Project Director and WB as specified in the ESCP and Project Operation Manual (POM).

MCTID, through PMT will be responsible for ES reporting and will:

- Maintain an adequate environmental and social management system, ensuring compliance with the national legal framework and WB ESF and the current ESMF.

- Prepare semi-annual reports on the progress of implementation of measures proposed by the ESMF and subprojects ESMPs.
- Consolidation of subprojects activities, their current status and ESMPs and submission of the Project Activity Report to the Bank every six months.
- Ensure that activities under the Project and its components comply with the approved design and applicable laws, environmental and social requirements set out on tender documentation.
- Ensure that activities and services for Program's employees are in compliance with the requirements of health and safety norms and rules.
- Prepare outlines and requirements for Contractors' reports on environmental protection and mitigation measures, and review Contractors' monitoring plan and reports.
- Control and supervise activities of Contractors and subcontractors, ensuring compliance with Project (subprojects) environmental and social requirements, and subproject ESMPs.
- Present the impact of mitigation and environmental and social protection measures for general public via specific publications or/and by annual public seminars.
- Monitor Project (subprojects) impacts and presents summary progress reports on ESMF/ESMP implementation and the E&S aspects of subprojects on a semi-annual basis to the WB ES Specialists.
- Engagement with stakeholders, review complaints and grievances and address issues raised in relation to the Project and subprojects activities.
- Maintain the GRM and Grievance Log, keep the complaints and their resolutions at the MCTID and LSG offices, provide updates on any subproject-related grievances/feedback that have been received, that have been addressed and that may be pending.

6.3. Reporting on Environmental and Social Incidents

Despite significant efforts to manage environmental and social risks associated with Project activities, incidents may always occur. An incident in this context is an accident or negative event resulting from failure on the part of the implementing party to comply with national legislation and Bank ESF requirements, or conditions that occur because of unexpected or unforeseen events during project implementation. Examples of incidents include: fatalities, serious accidents and injuries; social impacts from labor influx; sexual exploitation and abuse (SEA) or other forms of gender-based violence (GBV); major environmental contamination; loss of biodiversity or critical habitat; loss of physical cultural resources; and loss of access to community resources.

This Environment and Social Incidents Response Toolkit (ESIRT) (Annex 5) is intended to assist implementing parties to address incidents that occur during implementation of the Project and to advise implementing parties on their response to such incidents.

ESIRT does not replace regular project supervision and reporting but has been prepared to help implementing parties respond when they learn of incidents during supervision, or at any other time.

ESIRT is comprised of the following six steps under the incident management and reporting process:

A. Step 1 Initial Communication
B. Step 2 Classification
C. Step 3 Investigation
D. Step 4 Response

E. Step 5 Follow Up

The MCTID roles and responsibilities in incident response are outlined in each of the steps. This ESIRT also contains a Section on Responses and Remedial Actions, where examples of possible responses by implementing parties to incidents are provided.

ESIRT detailed breakdown of steps is provided in Annex 5.

7. PUBLIC CONSULTATIONS AND DISCLOSURE

The consultation process includes, but is not limited to, engaging project stakeholders identified during the Strategic Environmental Plan (SEP) preparation.

7.1. Previous consultations

During the project preparation stage, public consultations with local authorities, NGO`s and citizens were organized by MCTID together with IBRD representatives. The purpose of the consultations was to identify the key problems addressing recovery issues and define activities that will help to increase opportunities for development the capacity of local communities. As a result of these public consultations the need for project addressing design to address those challenges was supported by all stakeholders (local authorities, communities, NGOs, citizens whose houses had been damaged or demolished, etc.). The more detailed information on public meetings during project preparation provided in Stakeholder Engagement Plan (SEP).

7.2. Public disclosure of ESMF (to be updated after ESMF public disclosure)

The consultations took place on March 25, 2025. During this round of consultations, stakeholders were informed about the current progress in Project implementation, the purpose of the additional financing, the disclosure of the Environmental and Social Management Framework (ESMF), and the potential need for asset acquisition under Component 2 of the Project, along with the preparation of a Resettlement Policy Framework (RPF). A total of 37 participants attended the consultations. A detailed consultation report is provided in the Annex.

The stakeholder consultations will continue to be carried on regularly during the later stages of project implementation and/or upon the stakeholders' requests and feedback received will be reflected in the SEP..

The results of the public consultation process on the Project's ESMF included as Annex 7.

The public consultations process is still open during project implementation. Stakeholders may appeal to the MCTD with proposals/informational requests at all stages of project implementation and their appeal will be responded during 30 days according to the The Law of Ukraine "On Citizens Appeal".

The next round of public consultation will be carried out at the later stages of project implementation during design preparation or per local communities' request.

8. Grievance Redress Mechanism

8.1 Objectives of the project-based GRM

The Grievance Redress Mechanism (GRM) implemented in the HOPE Project is designed with clear objectives to ensure effective and responsive handling of grievances that may arise during the project lifecycle. The main objectives of the project-based GRM are:

1. **Accessibility**: Ensure that all stakeholders, including project beneficiaries, workers, and the broader community, have easy and open access to the GRM, allowing them to voice concerns and grievances without fear of retribution.
2. **Transparency and Accountability**: Maintain a transparent process for registering, processing, and resolving grievances. This involves clear communication of the procedures and regular updates on the status of grievances to the complainants, thereby building trust and ensuring accountability in project implementation.
3. **Timeliness**: Address and resolve grievances in a timely manner to prevent escalation and to mitigate any adverse impacts quickly, minimizing disruption to the project and harm to stakeholders.
4. **Impartiality and Fairness**: Treat all grievances with impartiality and fairness, ensuring that all complaints are reviewed objectively and without bias, and that resolutions are equitable.
5. **Confidentiality and Safety**: Safeguard the identity and rights of all complainants, especially in sensitive cases such as those involving gender-based violence or corruption. Ensure that the process is safe and does not expose complainants to further harm.
6. **Effectiveness**: Resolve grievances to the satisfaction of all parties involved to the extent possible, aiming for remedial actions that address the root causes of grievances and contribute to the improvement of project outcomes.
7. **Continuous Improvement**: Utilize feedback and data from the GRM to improve project policies and practices, ensuring that lessons learned from grievances are integrated into project management and operations.
8. **Prevention**: Use information gathered through the GRM to inform risk management and to prevent future grievances by addressing systemic issues and enhancing project design and execution.

SCOPE: Grievance Redress Mechanism 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 affected people (i.e. those who will be and/or are likely to be directly or indirectly affected, positively or negatively, by the project), as well as the broader citizenry can use the GRM for the above purposes (see Scope).

GRM's management: The GRM is managed by the MCTID and PMT

Submission of complaints: Complaints can be expressed at any time throughout project implementation.

8.2 GRM Overview and Structure, Communication and Process

The receipt and processing of complaints, in accordance with the legislation of Ukraine, is recognized by the Constitution of Ukraine (Article 40). It`s regulated by the Law of Ukraine "On Citizens Appeal" (1996) and Cabinet of Ministers of Ukraine Resolutions. Within the scope of the project, the work with complaints is also regulated by the requirements of the WB ESS10: Stakeholder Engagement and Information Disclosure.

GRM for the Project will operate in all beneficiary communities where the Project activities are implemented and are accessible to the local population. A GRM responsible person will be designated from the existing staff of each beneficiary of each loca PIU and will coordinate all related activities with the responsible GRM/complains at the local PIU level.

GRM establish mechanisms and procedures for:

- Channel(s) of to make complaints;
- Registration of complaints and keeping a logbook;
- Investigation of the event(s) and its/their consequences;
- Response to the complainant;
- The complainant's right to appeal

The Project will ensure the flexibility of accessible complaint channels as well as access to contact information for complainants.

The complainant can submit a grievance related to the Project's activities and interventions at:

Central level:

a. MCTID - hotline number: (044) 351-48-01 (every Tuesday from 2 to 4 PM)
a. By e-mail: miu@mtu.gov.ua
a. Send a letter to the MCTID: Kyiv-135, Beresteyysky ave., 14
a. By appeal subbmission following the link: https://mtu.gov.ua/content/elektronne-zvernennya.html
a. In person: At the above address or to or at the addresses of the institutions to which the MCTID has delegated the authority (local PIUs).

Local level

a. Under Component 1, local authorities may receive grievances from citizens and other stakeholders and address them in accordance with the Law of Ukraine "On Citizens' Appeals." All involved local self-government bodies report on the received grievances to the PMT as part of maintaining the grievance log.
b. Under Project Component 2, following the selection of communities to be involved in Project implementation, local PIUs will be established. These groups will have dedicated focal point for grievances handling and reporting to the MOCTIDU.

8.3 Monitoring and Reporting on Grievances

Policies, procedures and regular updates on the GRM system, the complaints made and resolved, will be kept at the PMT. They will be updated quarterly.

LocalPIUs coordinators will assess quarterly the functioning of the GRM in order to:

- Provide a semiannual snapshot of GRM results, including any suggestions and questions, to the project team and the management.

- Review the status of complaints to track which are not yet resolved and suggest any needed remedial action.

In the semi-annual project implementation reports submitted to the WB, PMT shall include a GRM section, which provides updated information on the following:

- Status of establishment of the GRM (procedures, staffing, awareness building, etc.);
- Quantitative data on the number of complaints received, the number that were relevant, and the number resolved;
- Qualitative data on the type of complaints and answers provided, issues that are unresolved;
- Any particular issues faced with the procedures/staffing or use;
- Factors that may be affecting the use of the GRM/beneficiary feedback system;
- Any corrective measures adopted.

Under Article 20 of the Law of Ukraine "On Citizens Appeals", appeals are considered and resolved no later than one month from the date of its receipt, and immediately to those that do not require additional study, but not later than 15 days from the date of its receipt. If issues raised in the appeal cannot be resolved within one month, the head of the body, enterprise, institution, organization, or his deputy define necessary time for its consideration, and report about it to the person who filed the appeal. At the same time the entire term for resolving issues raised in the appeal may not exceed forty-five days.

To process the grievance the person responsible for investigating the complaint will gather facts in order to generate a clear understanding of the circumstances surrounding the grievance. The investigation/follow-up can include site visits, review of documents and a meeting with those who could resolve the issues.

Anonymous complaints may be submitted without personal details. Anonymous complaints will be investigated but the complaining party must initiate contact with the MOCTIDU to obtain a response to the complaint investigation. Confidentiality will be ensured in all instances, including when the person making the complaint is known

8.4 SEA/SH GRM

Sexual exploitation and abuse / sexual harassment (SEA/SH) grievance redress mechanism is a grievance mechanism that allows for safe and ethical handling of SEA/SH allegations. This is a project level grievance mechanism adapted for SEA/SH cases.

The Project level GRM will be designed to also address SEA/SH cases in an ethical and confidential manner in line with a survivor-centered approach to ensure protection and best interest of the survivors. The complainant will be able to submit the grievance with the help of project level GRM, also the possibility of anonymous grievance submission will be ensured by MCTID. A referral mechanism in case of reporting and/or receiving allegations will be also developed at PMT level. The special designated GBV focal point in MCTID will undergo sensitization on SEA/SH handling issue process and be responsible for investigation of the SEA/SH cases and communicate with Project staff with GM responsibilities to investigate and address the grievance. The confidentiality of the complainant`s personal data will have a high priority.

8.5 GRM for workers

The Project will establish a GRM for all direct and contracted workers involved in the Project's activities implementation, proportionate to the related potential risks and impacts, consistent with ESS2 and building upon existing labor practices and HR procedures. The GRM will be designed at an early stage and will be formally established by project effectiveness and before any disbursements and start of the civil works. PIU will be the main body for receiving, recording, and tracking resolution of grievances.

Information about the existence of the grievance mechanism will be readily available to all project workers (direct and contracted) through notice boards and other means, as needed. Also, the GRM will be described at the time of recruitment, in workers' induction trainings, which will be provided to all project workers and the measures put in place to protect them against reprisal for its use.

For contracted workers, in particular, for civil work employers, 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.

PMT will be the main body for receiving, recording and tracking resolution of grievances. Local PIUs Social and Environmental, Health and Safety responsible specialists will manage this GRM.

PMT will keep clear and strict record of resolutions and reflect in quarterly reports to the World Bank.

Measures will be put in place to make the grievance mechanism easily accessible to all such project workers. The GRM for workers will be designed to address concerns promptly, using an understandable and transparent process that provides timely feedback to those concerned in a language they understand, without any retribution, and will operate in an independent and objective manner. Such grievance mechanism should inform workers of the steps being taken to address their concerns, and allows for feedback about the response, within the time frames specified in the grievance mechanism procedure, and appeals process to which unsatisfied grievances may be referred. The grievance mechanism will be accessible to all direct and contracted workers, taking into account their different characteristics, for example, female workers, migrant workers, or workers with disabilities.

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

8.6 World Bank Grievance Redress Services

Communities and individuals who believe that they are adversely affected by a World Bank 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 Bank's independent Inspection Panel which determines whether harm occurred, or could occur, as a result of World Bank 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, please visit http://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 AND SOCIAL SCREENING FORM FOR COMPONENT 2

Part 1: General information

Introduction

An overview of the project and the proponent including information such as: i) project name and general description; ii) background; iii) objectives of the screening process.

Project description and Justification

Brief description of the development proposal including project location and footprint (including maps), summary of key design features, resource requirements and source, predicted type and quantify of waste outputs, work force size and accommodation, and implementation schedule. Brief justification including benefits accruing to the local area, and project relevance in light of local or national needs.

Description of the project site/area

A brief description of the environmental and social characteristics relevant to the project and its area of influence.

Consultation and Information Dissemination

A summary of consultation and information dissemination activities during the screening process and including general issues raised, and responses to those issues.

Screening form

This form is to be used by the PMT to screen potential environmental and social risk levels of a proposed subproject, determine the relevance of Bank environmental and social standards (ESS), propose its E&S risk levels, and the instrument to be prepared for the subproject.

Subproject Name	
Subproject Location	
Benefiting Hromada	
Estimated Investment	
Start/Completion Date	

Part 2: E&S risks screening

No	Will the sub-project:	Yes	No
1	**Will the site/subproject include/involve/take place near any of the following:**		

	Open water sources (e.g. rivers, lakes)		
	Nature protection areas, (e.g. nature reserve, Emerald Sites), protected habitats.		
	Cutting of trees/forest/vegetation		
	Earthworks (excavation, removal of topsoil, etc.)		
	Vicinity of any historical buildings or areas		
	Usage of hazardous materials		
	Temporary workers' camps and workers' accommodation.		
2	Could the subproject impact nearby water drainage systems?		
3	Will the intervention include new physical construction work?		
4	Does the intervention include upgrading or rehabilitation of existing physical facilities?		
5	Have adverse social impacts and may give rise to significant social conflict		
6	Activities that may affect lands or rights of people or other vulnerable minorities.		
7	Activities that may involve resettlement impacts or land acquisition, adverse impacts on cultural heritage.		
8	Does this project involve resettlement of any persons? If yes, give details.		
9	Will project generate excessive labor influx as a result of civil works implementation?		
10	Does construction activities require additional/skilled labor from outside the locality		

11	Is there any child or forced labor anticipated in the labor force?		
12	Has a survey been conducted at the site and in the vicinity for the presence of unexploded ordnance or their fragments?		

Part 2: Identification of Relevant ESSs and Due Diligence Action/Instruments

Questions	**Answer**		**ESS relevance**	**Due diligence / Actions**
	yes	no		
Does the subproject involve water supply and sanitation networks?			ESS1	ESMP
Does the subproject involve recruitment of workforce including direct, contracted, primary supply, and/or community workers?			ESS2	LMP
Does the sub-project involve generation of asbestos-containing materials/waste?			ESS3	ESMP
Does the sub-project involve generation of non-hazardous waste?			ESS3	ESMP
Are there any collection system for the hazardous and non-hazardous wastes in place			ESS3	
Are there any vulnerable groups present in the subproject area and are likely to be affected by the proposed subproject negatively or positively?			ESS10	
Is the object included in the list of cultural heritage sites?			ESS8	Cultural heritage management Plan
Does the subproject location or activities intersect with recognized areas of significant biodiversity, protected zones, or critical habitats either at a national or international level?			ESS6	
Does Gender-Based Violence (GBV), Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) cases were reported ?			ESS1	SEP GM

Conclusions:

1. Proposed Environmental and Social Risk Ratings (Substantial, Moderate or Low). Provide Justifications. Any subproject that will be rated “High” should be excluded.
2. Proposed E&S Action/Instruments (E&S Checklist, ESMP, etc.).

ANNEX 2. ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN. TEMPLATE FOR REHABILITATION ACTIVITIES UNDER COMPONENT 2

Environmental and Social Management Plan (ESMP) for subprojects should outline the mitigation, monitoring and administrative measures to be taken during project implementation to avoid or eliminate negative environmental and social impacts. For projects of intermediate environmental and social risk (Substantial risk projects), ESMP may also be an effective way of summarizing the activities needed to achieve effective mitigation of negative environmental and social impacts. This environmental and social management plan template is applicable to Project Component 2. Based on the template, an Environmental and Social Management Plan should be developed for each subproject. The plan should be included as part of the tender documentation for the Contractor.

Part 1: General Information about the subproject

Part 1 Includes General information about the project that includes a descriptive part characterizing the project and specifying the institutional and legislative aspects, the technical project content, the potential need for capacity building program and description of the public consultation process.

Institutional and administrative information	
Country	
Title of the subproject	
Area and scope of application of the subproject	

Institutional mechanisms (WB)	World Bank	Subproject management	Beneficiary of Investments	
Implementation arrangement (name and contact information)	Supervision of execution of ESSs	Local supervision by LSG	Supervision of construction works	Contractor

DESCRIPTION OF THE ACTIVITY	
Describe location, include map of the location	
Who is the owner of the land plot?	
Description of geographical, physical, biological, geological, hydrographical and socio-economic background	
Description of geographical, physical, biological, geological, hydrographical and socio-economic impacts of project activities	
LEGISLATION	

Determine national and regional legislation & permits applicable to the subproject activities	
PUBLIC CONSULTATION	
Indicate when/ where did/will public discussions take place	

Part 2: Environmental and Social Mitigation Measures

The Environmental and Social Management Plan (ESMP) identifies feasible and cost-effective measures that may reduce potentially significant adverse environmental and social impacts to acceptable levels. The plan includes compensatory measures if mitigation measures are not feasible, cost-effective, or sufficient. Specifically, the ESMP (a) identifies and summarizes all anticipated significant adverse environmental impacts; (b) 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; (c) estimates any potential environmental and social impacts of these measures; and (d) provides linkage with any other mitigation plans required for the project.

The ESMP template attempts to cover typical core mitigation approaches to civil works contracts with moderate, localized impacts. It is accepted that this format provides the key elements of an Environmental and Social Management Plan (ESMP) or Environmental and Social Management Framework (ESMF) to meet World Bank Environmental and Social Standards.

Project Activities and Subprojects Impacts	Measures for Impact Mitigation	Responsible

DESIGN PHASE		
Assessment		
Neglect of environmental and social aspects during the preparation of multi-families buildings houses design and bidding documents preparation. Neglect of consultation with public and local self-government bodies. Neglect/lack of knowledge on resource efficient, pollution prevention designs and technologies to be considered for renovation/construction subprojects	Technical/engineering design for subprojects is resource efficient, focused on preventing environmental pollution, envisages climate change adaptation measures, sustainable and environmentally-sounds, accessible and inclusive based on best available techniques/good industrial practices in the sector; considers location and technology alternatives. Stakeholders are identified and consulted as per SEP requirements; ESMP is developed for each subproject prior tendering of civil works; If the national legislate requires, the EIA should be developed for selected subprojects;	PMT

CONSTRUCTION PHASE
Overall Management of Environmental and Social Risks

Failure to follow requirements of national environmental and social legislation may result in project implementation delays, reputational risks etc.	All environmental and OHS permits, clearances, approvals (such as OVD Approval etc.) and licenses (such as licenses for specific types of works etc.) are obtained in due time as per legislation requirements of Ukraine.	Contractor
Labor and Working Conditions		
Workers and visitors may be injured at the construction and demolition sites if necessary, safety and occupational health rules/standards are not followed.	Contractor will adopt and implement human resources policies and procedures appropriate to its size and workforce that set out its approach to managing workers consistent with the requirements of ESS 2, LMP (see Annex 3) and national law. Workers' accommodation is set up in accordance with 'Workers' accommodation: processes and standards. A guidance note by IFC and the IBRD'. PPE (Personal Protective Equipment) of all workers will meet the requirements of international standards (hard hats are always used, respirators and protective glasses, protection harnesses and special footwear are used where necessary). Where and when feasible unskilled or semi-skilled workers from local communities recruited to the extent possible, worker skills training, provided to enhance participation of local people. Adequate lavatory facilities (toilets and washing areas) in the work site with adequate supplies of hot and cold running water, soap, and hand drying devices are provided. Raise awareness of workers on overall relationship management with local population, establish the code of conduct in line with international practice	Contractor

	and strictly enforce them, including the dismissal of workers and financial penalties of adequate scale. Demarcate clearly (e.g. using fencing) all areas to be developed/ rehabilitated before construction commences. All fencing should be kept in a clean and repaired condition Lighting should be designed to minimize light pollution without compromising safety Training is conducted on OHS, protective equipment, ERW and its identification and safety procedure The Contractor will develop and approve a Code of Conduct, which should contain norms of corporate ethics for the contractor's personnel, including the prohibition of the use of child and forced labor, zero tolerance for manifestations of gender-based violence, and cases of sexual exploitation. Contractor will provide a grievance mechanism for workers (and their organizations, where they exist) to raise workplace concerns. The Contractor will inform the workers of the grievance mechanism at the time of recruitment and make it easily accessible to them. The mechanism should involve an appropriate level of management and address concerns promptly, using an understandable and transparent process that provides timely feedback to those concerned, without any retribution. The mechanism should also allow for anonymous complaints to be raised and addressed.	
OHS and Community Health and Safety: Fire, Explosions and ERW		

The risk of fires and explosions during the construction phase in the locations of construction machinery and storage of fuels and lubricants could be increased especially if necessary public safety measures are not followed. It may potentially lead to injuries of workers and people visiting or passing by the site. It may also cause damage to facilities and nearby communities. Health hazard to population posed by construction activities (physical injuries, noise impact, exposure to dust etc.)	Before the start of any excavation works, the contractor ensures that the construction site has been preliminarily inspected for ERW by following procedure established by State Emergency Service in Ukraine. The site should be kept in a clean and well-maintained condition. The construction site is equipped with original fire-fighting equipment, in particular, fire extinguishers and firefighting accessories boards with essential equipment, fire suppression water tanks for water storage purposes and fire hydrants on water supply systems. Fire prevention measures also include adherence to storage conditions for fuel and lubricants (FL) and compliance with the rules of work using an open flame, explosives, etc. Emergency preparedness response plans in case air raid siren, shelling, discovery of ammunition or their parts, or objects resembling them, etc is developed for construction cites. Workers pass regular safety trainings. Maintain records of incidents and accidents and avail a copy of these records to relevant lead agencies on request throughout the construction phase. Organize safe bypasses in case of carrying out works along the pedestrian passes and traffic roads.	Local PIUs (only for ERW) and Contractors
Resource Efficiency and Pollution Prevention and Management: Air Pollution Prevention		

Air pollution will be increased locally due to machinery used, handling of materials at the sites. Primary pollutants will be dust, SO2, NOx, CO, benzopyrene, and carbohydrates. Increased noise and dust level during demolition works and construction activities. Construction processes such as crushing materials, mixing mixtures/concrete, grinding and others can cause dust emissions. This can lead to air pollution and a deterioration in the quality of life for people, especially those suffering from allergies and other respiratory diseases.	During demolition works the methods of dust control are applied, e.g. water spraying. Debris-chutes are used during interior demolition above the first floor. Construction waste (demolition debris), removed ground and non-metallic construction materials are stored at specially designed sites with timely wetting and dust control. All machinery undergoes timely technical inspections at maintenance stations with regard to CO emissions and smoke, idle construction equipment with engines turned on at the sites is not allowed. During pneumatic drilling or breaking of pavement and foundations dust is suppressed by ongoing water spraying and installing dust screen enclosures at the site. Dust and traffic emissions are minimized by good operation management and site supervision. The modern construction techniques and energy efficient technologies are applied.	Contractor
Resource Efficiency and Pollution Prevention and Management: Soil Pollution Prevention		
Spills of oil from heavy machinery, paint, other chemicals (during renovation/construction works)	Technical compliance of machinery; compliance with operation instructions, wastewater stored properly and disposed at approved sites, etc.	Contractor

	Storage of harmful and construction materials in appropriate places, with appropriate markings and conducting preliminary instruction of the authorized persons responsible for minimizing the leakage of emissions. In case of a possible emergency, it is planned to remove the soil layer contaminated with fuel and lubricants with subsequent disposal according to the contractor agreement with the relevant contracting organization acting within the framework of the current legislation of Ukraine in the field of hazardous waste management. Arrangement of special areas for temporary storage in accordance with the current standards of dismantled equipment and equipment ready for installation.	
Resource Efficiency and Pollution Prevention and Management: Ground and Surface Water Pollution		
Surface water can be contaminated by accidental spills and leaks from the machinery, and can be contaminated with suspended particles during the works on/near the rivers. It could also be temporary polluted by gray water, housing and construction wastes. Building materials such as gravel, sand and fill can be washed out into the Rivers during the rain. Ground water can be polluted by accidental spillages, leakages from temporary oil and fuel	There is no unregulated extraction of groundwater, nor uncontrolled discharge of process waters, cement slurries, or any other contaminated waters into the ground or rivers. The contractor will receive necessary permits for water use and drainage (if necessary). Sewerage systems are organized at the site and measures are taken to prevent pollution, blocking or other possible negative impacts on natural ecosystems by construction works at the facility. Measures are taken to prevent spills of fuels and lubricants and other toxic or hazardous substances. Cleaning of construction vehicles and machinery is carried out only in specially designated areas to prevent getting polluted wastewater into surface waters	Contractor

storage and leakages from the machinery during a construction phase.	Proper management of all areas of the construction site to ensure contamination from all construction activities does not occur. Disposal of excavated material into the nearest rivers is prohibited. Construction site chemicals such as oils, gasoline, degreasers, antifreeze, concrete products, sealers, paints, and wash water associated with these products are stored, handled and disposed in a way that minimizes their entry into a runoff. Area of construction is regularly cleared from construction waste and temporary structures	
Resource Efficiency and Pollution Prevention and Management: Noise and Vibration		
The primary sources of noise will be the work of demolition, construction equipment and trucks. The intensity of the noise depends on the type of machinery and equipment and the distance from the workplace to sensitive and residential development. The noise produced during construction will temporary and localized. Operation noise levels are influenced by traffic volume, fleet composition, speed, vehicle	Civil works are carried out only at the time indicated in a permit/bidding documents/contract. Works are carried out strictly during regular weekday working hours. The works are not planned during weekends and holidays. In case there is a need for carrying out works causing higher noise levels, the residents living nearby are notified 10 days in advance. For the period of works, the engine covers of generators, air compressors and other similar devices will be closed, the equipment are at the maximum distance from the places of residence of the population. Adequate soundproofing of all vehicles and equipment is carried out by the use of foam, rubber, and other soundproofing materials. Workers are provided with individual protective gear to be used when performing high-level noise works. Modern equipment that fulfill noise reduction norms is used, or equipment is retrofitted to meet the required standards	

operating condition, the age of the vehicle.		
Resource Efficiency and Pollution Prevention and Management: Waste and Hazardous Materials		
During the construction phase some waste streams will be generated: - Potentially noxious or dangerous substances such as waste from workshops, concrete slurries, barrels, and containers from fuels, lubricants and construction chemicals, scrap metal, and spent welding electrodes; In case construction and demolition waste is not properly transported and disposed of, it may cause soil, surface and groundwater pollution at the disposal sites and health hazards along the transportation route.	The Waste Management Plan (WMP) is developed as a part of Contractor's ESMP. The WMP specifies procedures for hazardous waste management. The template of WMP provided in Annex 8. For all major types of waste expected from the works on removal of fertile soil, dismantling and construction, collection sites and facilities for the use, neutralization and disposal of waste is identified. Construction waste is separated from municipal waste by collecting it in separate containers. Construction waste is collected and transferred to facilities for use, neutralization in accordance with the Register of objects for use, neutralization, storage and disposal of waste in Ukraine. Waste management documentation is kept as evidence of proper waste management. Temporary storage of all hazardous or toxic substances and waste of Hazard Classes 1 and 2 at the facility is organized in separate premises in accordance with the legislation of Ukraine (mercury-containing waste, lead batteries, intact with unused electrolyte batteries, etc.) without unauthorized access of people and with the respective marking/ labeling. Waste is transported in accordance with the legislation of Ukraine on transportation of hazardous waste.	

	Mineral construction and demolition wastes are separated from general refuse, organic, liquid and chemical wastes by on-site sorting and stored in appropriate containers. Construction waste is collected and disposed of properly by licensed collectors. Temporary collection of waste is not taking place in flood-prone areas. Whenever feasible, there is reused and recycled appropriate and viable materials (except when containing asbestos). If asbestos or asbestos-containing materials (slate, insulating materials, etc.) is located on the project site, it is marked clearly as a hazardous material. When possible, the asbestos is appropriately contained and sealed to minimize exposure. Asbestos is handled and disposed of by skilled & experienced professionals. The removed asbestos is not reused. Mitigation plan if asbestos or asbestos-containing materials (slate, insulating materials, etc.) is located on the project site: Containment: If immediate removal of asbestos is not feasible, the asbestos materials are securely encased using durable plastic sheeting and duct tape to prevent fibers from becoming airborne. A restricted access zone is established around the containment area to minimize exposure. Safe Handling Procedures: All personnel handling asbestos are trained in asbestos abatement procedures and equipped with appropriate personal protective equipment (PPE), such as respirators, disposable overalls, and gloves. Professional Removal:	

	Licensed asbestos removal professionals, experienced in safe asbestos abatement practices, are engaged. The removal is scheduled during times with minimal on-site activity to reduce exposure. Transportation and Disposal: Asbestos waste is wetted down and securely bagged in labeled, leak-proof containers designed for hazardous waste. The asbestos waste is transported according to national regulations for hazardous waste transport to a licensed disposal facility. Records of the transportation and disposal of asbestos materials are maintained. Site Clean-Up and Decontamination: After removal, the area is thoroughly decontaminated using HEPA vacuuming and wet wiping methods to remove residual fibers. Air monitoring is conducted to verify that asbestos fibers are not present in the air beyond acceptable levels. Post-Removal Inspection and Monitoring: An independent environmental health specialist inspects the site to ensure all asbestos has been removed and disposed of properly. Air quality in and around the construction site is regularly monitored to ensure ongoing safety. Documentation and Reporting: Detailed records of all asbestos identification, handling, removal, and disposal activities are kept. All asbestos-related activities are reported to relevant environmental and health authorities as required by regulations and project environmental management plans. Temporarily storage on the site of all hazardous or toxic substances is in safe containers labeled with details of composition, properties and handling information. Regular transportation of construction materials is carried out without stockpiling of large batches of materials at construction sites.	

	The containers of hazardous materials are placed in a leak-proof container to prevent spillage.	
Cultural and Historical Heritage		
Buildings of historical and cultural heritage	If construction works are carried out in a building of historical and cultural value, the Ministry of Culture/Local department is notified and all necessary permits are obtained from designated authorities, and all construction works are planned and carried out in accordance with the requirements of the legislation of Ukraine. Rehabilitation of each such site is developed and managed in accordance with principles of good practice in the cultural heritage field. The Cultural heritage management Plan will be elaborated as part of CESMP and implemented by Contractor. The Template of Cultural Heritage Management Plan provided in Annex 9.	Contractor
Community health and safety: Public safety risks associated with missile strikes and ERWs		
The possibility of missile attacks on the construction sites and nearby. This raises the risk of ERW site and nearby. Briefings for adequate adoption of ERWs chance find procedures will be required.	Develop and implement an emergency response plan to address various scenarios, including evacuation procedures, communication protocols, and resource allocation (EPRP template attached to this ESMF as Annex 4) Any work at the site should only commence after the inspection of the object and adjacent territory by authorized organizations for the presence of unexploded ordnance or their parts.	Contractor
Social aspects: workers behavior, GBV, SH, access restriction, disturbance		

At the stage of project implementation, there may be manifestations of social unrest caused by a lack of information among local residents about the project, actions of workers, cases of GBV, and cases of SEA/SH	An accessible grievance redress mechanism (GRM) for the project will be established, publicized, maintained and operated in a transparent manner that is culturally appropriate and will be tailored to address any SEA/SH issues. The engagement of local stakeholders will take place throughout the entire project implementation cycle in accordance with the provisions described in the SEP.	PMT on the central level, LSGs and Contractors on the local level.

Part 3: Environmental And Social Monitoring Plan

To keep track of the requirements, responsibilities and costs for monitoring the implementation of environmental mitigation identified in the analysis included in an environmental assessment for Substantial Risk projects, a monitoring should be used. Environmental and social monitoring during project implementation provides information about key environmental and social aspects of the project, particularly the environmental and social impacts of the project and the effectiveness of mitigation measures. Such information enables to evaluate the success of mitigation as part of project supervision, and allows corrective action to be taken when needed. Therefore, the ESMP identifies monitoring objectives and specifies the type of monitoring, with linkages to the impacts assessed 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.

Area of Impact	**Potential Negative Impact**	**Mitigation Monitoring**	**Responsible for Monitoring** and **Reporting Arrangements**
Communities/ Residents perceptions of the proposed Project	Communities may oppose to inconveniences caused by civil works	Report to the Bank of stakeholder engagement activities (public consultations, visual information campaign, grievance mechanism establishment and operation etc.)	Local Project Implementation Team (PMT): actively monitors community feedback through, various engagement activities and operates grievance mechanisms.

Area of Impact	Potential Negative Impact	Mitigation Monitoring	Responsible for Monitoring and Reporting Arrangements
			The Local Project Implementation Units (PIUs) reports on stakeholder engagement outcomes to the Project Management Team (PMT).
Site management & Visual Impacts	Bad site management can cause a variety of negative impacts both on environmental and social side of things and pose as implementation risk to the Project	Visual monitoring of the construction site to identify compliance / non-compliance with the mitigation measures. Develop and implement site management plans that include measures to minimize the footprint of construction activities, manage construction waste, and restore sites post-construction.	The Local PIU is responsible for overseeing the adherence to site management plans, conducting regular site inspections, and coordinating with contractors to ensure compliance. The Local PIU reports directly to the PMT.
Community Health and Safety	Health hazard to the population posed by construction activities (physical injuries, noise impact, exposure to dust etc.)	Visual monitoring of the construction site to identify compliance / non-compliance with the mitigation measures. Accident reports	The Local PIU is tasked with ensuring that all safety measures and community health protocols are actively maintained and adhered to. Conduct regular safety audits and community engagement sessions to gather feedback and address concerns promptly. Incidents and compliance status are reported to the PMT.
Occupational Health and Safety	Slips and falls (including those from heights), hit from falling objects or moving machinery, electrocution	Visual monitoring of the construction site to identify compliance / non-compliance with the mitigation measures. Accident reports.	Local PIU will conduct visual monitoring at the construction sites to ensure compliance with occupational health and safety measures. This includes monitoring for risks such as slips, falls, impacts from falling objects, and electrical hazards. All incidents and compliance checks are reported to the PMT.
	Risk of emergencies (fires, damage to engineering communications) - damage to property, illness, death of people, pollution of air, water resources, soil cover and effects on health	Implementation of the emergency response plan. Accident reports.	

Area of Impact	Potential Negative Impact	Mitigation Monitoring	Responsible for Monitoring and Reporting Arrangements
Soil	Soils contamination Soil erosion may be caused by exposure of soil surfaces to rain and wind during site clearing, earth moving, and excavation activities.	The act of commissioning of the completed construction of facilities, incl. disturbed topsoil cover (land re-cultivation). Accident (spills) reports. Visual monitoring of the construction site to identify compliance / non-compliance with the mitigation measures.	The Local PIU conducts visual inspections to monitor soil conditions and ensure compliance with mitigation measures aimed at preventing soil contamination. This includes observing topsoil management and re-cultivation practices during and after construction. Incidents of soil contamination, such as spills, and the effectiveness of response measures will be documented and reported. The PMT will receive these reports.
Noise and vibration	During construction and decommissioning activities, noise and vibration may be caused by the operation of pile drivers, earth moving and excavation equipment, concrete mixers, cranes and the transportation of equipment, materials and people.	Periodical control that noisy works are executed during working hours. Visual inspection that Contractors employees use PPE during noisy works.	The Local PIU will undertake visual inspections and maintain GRM from local communities' members. Any violations will be reported to PMT.
Air Quality	Construction activities may generate emission of fugitive dust caused by a combination of on-site excavation and movement of earth materials, contact of construction machinery with bare soil, and exposure of bare soil and soil piles to wind. A secondary source of emissions may include exhaust from diesel engines of earth moving equipment, as well as from open burning of solid waste on-site.	Visual monitoring of the construction site to identify compliance / non-compliance with the mitigation measures.	The Local PIU performs visual monitoring of construction sites to ensure that dust suppression measures are properly implemented and that there is no open burning of waste. They will also check for appropriate usage and maintenance of machinery to minimize exhaust emissions. Monitoring findings are reported to the PMT, which oversees compliance with air quality standards and mitigation measures. Any issues

Area of Impact	**Potential Negative Impact**	**Mitigation Monitoring**	**Responsible for Monitoring** and **Reporting Arrangements**
			of non-compliance will be addressed promptly with corrective actions.
Hazardous Materials	Construction and decommissioning activities may pose the potential for release of petroleum-based products, such as lubricants, hydraulic fluids, or fuels during their storage, transfer, or use in equipment. Hazardous materials may be encountered during decommissioning activities in building components or industrial process equipment.	Visual monitoring of the construction site to identify compliance / non-compliance with the mitigation measures. Accident reports in case of release of hazardous materials.	Local PIU conduct visual monitoring at construction sites to ensure compliance with hazardous materials handling protocols. Observations will focus on storage, transfer, and use of petroleum-based products. Any accidents or releases of hazardous materials must be documented and reported to the PMT
Solid waste and wastewater	Non-hazardous solid waste generated at construction and decommissioning sites includes excess fill materials from grading and excavation activities, scrap wood and metals, and small concrete spills. Construction and decommissioning activities may include the generation of sanitary wastewater discharges in varying quantities depending on the number of workers involved.	Visual monitoring of the construction site to identify compliance / non-compliance with the mitigation measures. Preventive and routine maintenance. Periodic visual inspection of sanitation facilities. Registration of the contract for connection to sewage networks.	Local PIU conducts visual inspections to monitor compliance with waste management practices at construction and decommissioning sites. This includes overseeing the segregation and proper disposal of non-hazardous solid waste like excess soil, scrap materials, and concrete spills. Compliance reports on waste management will be compiled and submitted to the PMT. Local PIU conducts periodic visual inspections of sanitation facilities and routine maintenance checks to ensure compliance with environmental standards. Local PIU documents maintenance activities and sewage connection statuses, reporting to the PMT.

Area of Impact	Potential Negative Impact	Mitigation Monitoring	Responsible for Monitoring and Reporting Arrangements
Water Quality	Construction activities may pose an impact on surface drainage system Water consumption may cause depletion of water resources	Visual monitoring of the construction site to identify compliance / non-compliance with the mitigation measures. Preventive and routine maintenance. Registration of contracts with municipal services on connection to the water supply network. Systematic meter accounting of the amount of water consumed. Timely verification of metering devices. Quality control of water used for drinking needs.	Local PIU will oversee routine maintenance and perform systematic meter accounting to monitor water consumption, ensuring compliance with water usage policies. PMT will receive reports on water quality and usage, including timely verification of metering devices and registration of contracts with municipal water services.
Historical and cultural heritage	Damage to the external and internal structures	Monitoring if any cultural heritage objects not affected by the Projects. In case if cultural heritage object is affected by the Project, monitor that cultural heritage management plan was elaborated and implemented by the Contractor.	Local PIU carry out the monitoring if any cultural heritage object is not affected by the Project.

ANNEX 3. LABOR MANAGEMENT PROCEDURES (LMP)

Introduction

This Labor Management Plan (LMP) is developed taking into account the World Bank Environmental and Social Framework, namely, the Environmental and Social Standard 2: Labor and Working Conditions and within the framework of the legislation of Ukraine for the Housing Repair for People's Empowerment Project (HOPE) Ukraine Project (hereinafter – Project).

LMP activities are implemented during the entire period of the Project implementation and can be updated if necessary.

Overview of the use of labor under the Project

Environmental and Social Standard 2: Labor and Working Conditions classifies employees into the following categories:

- employees directly involved in the project (direct workers);
- contracted employees (contracted workers);
- employees of primary suppliers (primary supply workers);
- employees engaged in public works (community workers)

It is assumed that the Project will include workers directly involved in the Project (administrative staff, PMT consultants) and contracted workers (personnel of contractors, construction subcontractors and supervisory organizations).

The risk of child or forced labor is not anticipated beforehand (as this risk is not relevant for the territories controlled by Ukraine, due to the requirements of national legislation). However, the PIU Environmental and Social Consultant will supervise the work of the contractors, subcontractors, and contract workers. This may include periodic audits, inspections and/or spot checks of construction or site locations and/or human resource management records and contractor reports. Human resource management records and contractor reports may include: (a) Representative sample employment contracts or agreements between third parties and contractors; (b) Records of complaints received and their resolution; (c) Reports relating to safety inspections, including incidents and number of casualties, as well as corrective measures taken; (d) Records of cases of non-compliance with national legislation; and (e) Records of training provided to contracted employees to explain working conditions, occupational safety and construction waste management.

Assessment of key potential labor risks

The assessment of key potential labor risks was carried out in accordance with the requirements of the Environmental and Social Standard 2: Labor and Working Conditions. The main risks and consequences are related to construction work and will include such risks as exposure to physical, chemical and biological factors in construction and use of heavy machinery, the danger of falling objects, noise and dust, electric shock when using tools and machinery, as well as exposure to unexploded ordnance (due to conflicts in the Project implementation areas in the past and in the territories adjacent to the Project implementation area). As the construction will involve hazardous work, persons under the age of 18 will not be engaged in the work under the Project.

Activities supported by the Project will take place in conditions of considerable instability beyond the direct control of the MCTID and local self-government authorities, and will include health, safety and security risks associated with the Russian military invasion. First of all, this concerns the risks posed by missile attacks by the russian federation on the territory of Ukraine, including territories far from the front line. Thus, there is a risk that the project facilities may become a target for bombing, which will endanger nearby settlements and facility's employees.

Labor risks associated with contract workers. Renovation and construction work is expected to be carried out by local contractors and local staff will be employed wherever possible. However, all contractors are required to have a written contract with their employees, which is substantially consistent with the objective of the Environmental and Social Standard 2: Labor and Working Conditions, following the procedures defined by the World Bank Procurement Regulations and the requirements of the Labor Code of Ukraine and other relevant laws.

Labor risks, including the influx of labor and related gender-based violence, as well as child labor, are considered low due to modern Ukrainian legislation on labor and working conditions and PMT compliance with the requirements of the Constitution of Ukraine (Article 43 prohibits forced labor), and the Labor Code of Ukraine (Article 31 prohibits workers from performing tasks not discussed in their employment contracts, and Article 188 prohibits child labor). However, the solicitation documents will contain a clear reference to the risks of using forced labor to counter which contractors must commit themselves in the contract. The PMT Environmental and Social Consultants responsible for overseeing contractors will monitor and report on the absence of forced labor and gender-based violence.

Occupational health and safety risks are assessed at moderate to significant levels and relate to the type of work to be performed. All contractors and subcontractors will have to develop in writing and implement the Work Organization Procedure, including procedures for creating and maintaining safe working environment in accordance with the requirements of Environmental and Social Standard 2: Labor and Working Conditions. All contractors/subcontractors will be required to ensure that workers are using the necessary safety equipment, receive safety training, including the unexploded ordnance management module, as well as to ensure the implementation of other preventive measures stipulated by the Environmental and Social Management Framework (ESMF).

Employment risks may mean that some direct employees or contractor/subcontractor employees do not have an appropriate contract or have a contract without defined terms, resulting in discrimination against employees. Practice shows that subcontractors of construction work execute an employment contract with one-time pay for a certain type of service or volume of work, when the duration of work is limited to several months. All employees employed under the Project, whether engaged directly, through contracting or subcontracting, will be engaged on the basis of the principles of non-discrimination. PMT will assess the Contractor's internal personnel management procedures to ensure compliance with Environmental and Social Standard 2: Labor and Working Conditions.

Risks of overtime work. In Ukraine, working hours are not counted and there is no compensation for overtime, despite the legislation in force provides for compensation for hours worked. There is also a risk of non-payment to persons without contracts. The Project PIU will attempt to address these risks through: (1) conviction that all direct part-time workers and construction-based workers should enter into contracts with overtime provisions; (2) establishment of grievance mechanisms for direct or contracted workers.

Overview of national legislation

Ukraine has a progressive legislative framework on labor protection and safety. The Constitution of Ukraine provides for the right to work and the opportunity to earn a living by performing work that was chosen at will (Article 43). Article 43 of the Constitution of Ukraine guarantees a safe and healthy professional environment, as well as a salary not lower than that determined by the Law; it prohibits the employment of women and minors in jobs that are dangerous to health. Article 43 also provides for the protection of citizens against unlawful dismissal from work and provides for timely remuneration for work performed. The right of workers to strike is also guaranteed by the Constitution of Ukraine (Article 44). Article 45 of the Constitution guarantees the right to breaks, holidays and rest. Social protection of employees is also guaranteed by Article 46 of the Constitution of Ukraine.

All constitutional provisions are supported by such laws of Ukraine with appropriate amendments:

The Labor Code of Ukraine (initial Law No. 322-VIII, adopted on December 10, 1971);

Law of Ukraine ‘On Holidays’ (Law No. 504/96-VR, adopted on November 15, 1996);

Law of Ukraine ‘On wages’ (Law No. 108/95-VR, adopted on March 24, 1995);

Law of Ukraine ‘On trade unions, their rights and guarantees of activity’ (Law No. 1045-XIV, adopted on September 15, 1999);

Law of Ukraine ‘On Labor Protection’ (Law No. 2694-XII, adopted on October 14, 1992).

The requirements for health and safety at work in Ukraine are stipulated by the Law of Ukraine ‘On Labor Protection’, which specifies in detail the basic constitutional provisions on the rights of workers to protect their lives, health at the work, proper, safe and healthy working conditions and the regulation of the relationship between employer and employee on safety, occupational hygiene and working conditions. In addition, the Law establishes a uniform labor protection procedure in Ukraine.

Every legal and natural person shall comply with the provisions of this Law when hiring employees or part-time/assignment-based employees. This Law establishes the employer's responsibility for the creation of safe working conditions, the state of collective and individual protective means against harmful effects of production processes, as well as equipment.

The law gives workers the right to refuse work if the working conditions are hazardous to their life and health (Article 6). Workers have the right to benefits and compensation for harsh and dangerous working conditions and for damage caused by violations of labor protection rules (Article 7). It has been established that the Social Insurance Fund for Occupational Accidents and Diseases of Ukraine shall compensate for damage to the health of an employee or in the event of his death. In addition, according to the Collective Labor Agreement, the employer may pay additional compensation to the injured persons or their family members from their own funds (Article 9).

This Law also regulates the protection of certain categories of workers: women, minors and persons with disabilities (Articles 10-12). In particular, the Law prohibits the employment of women in hazardous and dangerous working conditions, underground works, except for non-physical work and work related to the provision of sanitary and amenity services. It is also prohibited to hire women to lift and transport things with a weight exceeding the established limits.

A separate section of the Law is devoted to the regulation of relationship in labor protection and management (Chapter 3). This chapter defines the system of state authorities and institutions responsible for ensuring compliance with labor legislation and legal protection of labor safety.

The Law provides for penalties for non-compliance and violation of the provisions of the Law.

Types of employment contracts. Employment contracts are defined by the Labor Code (for example, Article 21). An employment contract is a contract that enters into force between the employee and the owner of the enterprise/institution, according to which the employee performs the tasks/works defined by the agreement.

Non-residents have the same rights to work in Ukraine as any Ukrainian. However, non-residents need to provide certain documentation before starting work in Ukraine (work permit). Article 23 of the Labor Code of Ukraine defines the following types of employment contracts based on the contract length:

- Open-ended employment contract. This type of contract is most common in Ukraine. In addition, this type of contract is governed by the Labor Code and the above-mentioned labor legislation of Ukraine, the internal rules of the Company and the collective agreement.
- Term contract. The only difference between this type of contract and the former is that the Parties limit their cooperation to a certain period of time, based on the type of activity performed.
- Assignment-based contract. A special type of contract may be entered into to provide an assignment-based service where special skills or short-term support are required. This special form of contract is actually a service contract. Using this type of agreement, the parties agree and acknowledge that all terms of their cooperation are contained in the contract (agreement).

Probation. According to Article 27 of the Labor Code of Ukraine, the probationary period for permanent employees may not exceed three consecutive months. In some cases, it may last up to six consecutive months, but this must be agreed with the Primary Trade Union Organization.

Wages and deductions. The Law of Ukraine 'On Wages' (Article 1) defines wages as remuneration calculated in monetary terms, which the employer pays to the employee for the work performed by him under the employment contract. Remuneration consists of the basic salary - remuneration for work performed in accordance with the established labor standard (working hours, efficiency of work, etc.) and additional wages - remuneration for excellent performance or efficiency or for harmful working conditions. According to Article 3 of the aforementioned Law, the minimum wage is determined by the monthly or hourly wage rate determined by legislation. If the salary of an employee who performs work for a month is lower than the minimum wage, the employer makes an additional payment up to the minimum wage. Since January 1, 2023 the minimum wage is UAH 6,700 (about USD 185). Usually, employers automatically deduct personal income tax and health and social insurance contributions from wages and transfer them to the relevant fiscal authorities.

Working hours. Labor Code of Ukraine (Article 51) provides a standard 40-hour working week. Reduced working hours are defined as: (a) for employees aged 16 to 18 - 36 hours per week; (b) for persons aged 15 to 16 (students aged 14 to 15 working during the holidays) - 24 hours per week; (c) for workers performing work in hazardous working conditions - no more than 36 hours per week.

The law also provides for the reduction of working hours for certain categories of workers (teachers, doctors, etc.). This reduction can be compensated by enterprises and organizations for women raising children under the age of 14 or children with disabilities.

According to Article 54 of the Labor Code of Ukraine, fixed working hours (shifts) are reduced by one hour when working at night.

Night work shall be equivalent to day work if required by production conditions, in particular continuous production, as well as shift work during a six-day week with one day off. Night working hours are from 22:00 p.m. to 06:00a.m.

Night work by women is not permitted except in those sectors of the national economy where this is particularly necessary and permitted as a temporary measure. Pregnant women and women raising children under three years of age may not be engaged in night work, overtime work, or work on weekends or business trips. Women raising children between the ages of 3 and 14 or children with disabilities may not be employed in overtime work or go on business trips without their consent. (Labor Code of Ukraine, Articles 175-177).

Breaks. Workers must have a break for rest and meal. Breaks should not last more than two hours. Break is not included in the working time. Breaks for rest and meal are usually granted four hours after the start of work. The start and end time of the break is established by internal rules. Employees use break time at their own discretion. During this time, they may be absent from the workplace. (Article 66 of the Labor Code of Ukraine).

Weekends and vacations. For a five-day working week, employees have two days off per week and for a six-day working week one day off. Uninterrupted weekly rest shall be at least forty-two hours.

Work on weekends is prohibited. The employment of certain workers on such days is permitted with the authorization of the elected body of the trade union organization (trade union representative) of the enterprise, institution or organization and only in exceptional cases specified by law.

Engagement of individual employees on weekends is permitted in such exceptional cases: (a) to prevent or deal with the consequences of natural disasters, epidemics, epizootics, industrial accidents and their immediate consequences; (b) to prevent accidents that threaten or may threaten the life or normal life of people, may cause loss or damage to property; (c) to perform unforeseen emergency works, on which further normal operation of the enterprise, institution or organization of both the whole and their individual subdivisions depends; (d) to perform urgent work in order to avoid or prevent the downtime of rental equipment or the accumulation of cargo at points of departure and destination.

Employees are engaged to work on weekends on the basis of a written order (order) of the owner or an authorized body.

Work on a holiday may be compensated by agreement of the parties by providing another day of rest or in cash in double amount. (Labor Code of Ukraine, Articles 66-71).

Employees of enterprises, institutions or organizations, regardless of their ownership and sector, as well as those working under an employment contract with individual entrepreneurs, have the right to annual (basic and additional) leave without loss of employment (position) and salaries for these periods.

The Law of Ukraine 'On Vacations' defines types of leave: 1) annual leave: basic leave; additional annual leave for work in harmful and difficult working conditions; additional annual leave for irregular working hours; etc. (Labor Code of Ukraine, Article 77); 2) leave for education, pregnancy and childbirth; 3) research leave; 4) maternity leave; 2) leave without compensation.

The total duration of annual basic and additional leave may not exceed 59 calendar days, and for workers employed in the mining industry - 69 calendar days (Article 10 of the Law 'On Vacations').

Annual basic leave is granted to employees for a period of not less than 24 calendar days per completed working year calculated from the date of conclusion of the employment contract. Employees with 18 or more years of service are granted annual basic leave within 31 calendar days (Labor Code of Ukraine, Articles 74-75).

In addition to annual leave, employers must provide other paid and unpaid leave or compensatory time off/sick leave during the calendar year.

National festivals, weekends and public holidays coinciding with leave are not included in the leave period when calculating the days of annual paid leave (Labor Code of Ukraine, Articles 77-78).

Overtime. The employer may order overtime work in cases related to national defense or emergency situations. Article 61 of the Labor Code defines in detail the circumstances in which an employer may request overtime work.

According to Article 62 of the Labor Code of Ukraine, the following categories of people should not be involved in overtime work: (1) pregnant women and women with children under the age of three (Labor Code of Ukraine, Article 176); (2) persons under 18 years of age (Labor Code of Ukraine, Article 192); (3) employees who study full-time or undergo in-service training (Labor Code of Ukraine, Article 220); etc.

Women who raise children between three and fourteen years of age or have a child with disability may work overtime only with their consent (Labor Code of Ukraine, Article 177).

Overtime must not exceed four hours for the next two days and 120 hours per year for each employee. The owner or the body authorized by him must keep records of overtime work of each worker (Labor Code, Article 65).

Overtime is paid at twice the normal hourly rate (Labor Code of Ukraine, Article 106).

Labor disputes. The Labor Code of Ukraine contains provisions allowing employees to resolve individual and collective disputes between an employer and employee(s) regarding the terms of an employment agreement or other aspects of work, including safety and health at work (Articles 221 - 241).

Labor disputes may be dealt with by special labor commissions for labor disputes or courts.

The procedure for consideration of labor disputes by the commission is provided for in Articles 223 - 230 of the Labor Code of Ukraine. If the parties disagree with the recommendations of the Commission, the conflict is resolved in the courts. The procedure for consideration of labor disputes by courts is provided for in Articles 231 - 241 of the Labor Code.

ANNEX 4. WAR-HAZARD EMERGENCY PREPAREDNESS & RESPONSE PLAN (W-EPRP)

Executive Summary
Purpose and scope
Description of Possible Hazards
Responsibility Matrix

1. Plan Administration

1.1 Plan Maintenance & Record of Amendments

Identify when revisions will be made and how amendments will be documented. Insert a chart to document any changes to the Plan.

Date	Changes	Page #

1.2 Distribution List

Insert a list of which Implementing Agencies (and their respective internal departments/subordinate organizations) are included in the internal and external agency distribution lists. The distribution list will include key individuals from these Agencies who should receive a copy of the Plan every time it is amended. Consider whether hardcopy and/or electronic distributions are best for your plan.

Agency	Position/Role	Print	Electronic
		Inssert Date	*Inssert Date*

1.3 Acronyms/Abbreviations

Insert list of all acronyms and abbreviations include in your Plan. Alternatively, place this in an annex.

2. Overview of the Plan

2.1 Scope

Describe the geographical or jurisdictional boundaries the Plan covers. Provide a map (unless geospatial information disclosure on specific site is prohibited by law—in this case map should be redacted from the disclosed plan and only be available to authorised personnel tasked with implementation of the Plan).

Describe types of emergencies and disasters that will be addressed in the Plan.

2.2 Legal & Methodological Basic For the Plan

Reference the applicable legislation, by-laws,resolutions, regulations or policies that are relevant to the Plan implementation.

2.3 Related Plans & Documents

List the plans which may be complementary to this Plan.
List the plans that are attached as annexes to this Plan.

3. Hazards, Risks & Vulnerabilities

List the top hazards identified in the site risk assessment.
Provide a summary of any relevant historical information.
Provide a summary of the specific vulnerabilities identified within the site.
Provide A Brief Situation Overview.

4. ResponseOrganization

4.1 Emergency Phone Numbers

List phone numbers for national/regional emergency services and contact details for site designated individuals responsible for First Aid and evacuation activities

4.2 Emergency Services & Local Administration

Provide a brief overview of communication with local authorities (both civil and military) and all relevant emergency services — for example, identify agreements have been reached, emergency proto- cols that have been established, and resources allocated.

4.3 Evacuation Protocols

Describe evacuation protocols — what triggers it, what are the actions of the work- ers (including evacuation routes — see requirements in the box), what resources should be employed and by whom.
Protocol should cover evacuation from re- mote work areas and necessary resources.
Site workers should know at least two evacuation routes.

4.4 Shelter-in-Place

Specify events that trigger the shelter-in- place protocol.
Describe the shelter-in-place protocol: lo- cation, supplies, responsibilities of different parties.

4.5 ActionsinCaseofRelevant Emergency Situations

In individual subchapters, describe the emergency protocols (actions, resources and responsibilities) for relevant (possible) emergency situations (fire, power outing, flooding etc.) or refer to existing protocols (which should be annexed to this Plan).

4.6 MedicalEmergency

Specify workers’ actions in case of medical emergencies — see example in the box — or refer to existing protocol (should be annexed to this plan).
List Designated individuals that will under- take First Aid training, and who will deliver these trainings.
List medical support facilities and their location on site (medical points, First Aid kits, personal protective equipment).
List relevant medical support contact numbers (contacts for medical personnel and first aid-trained designated Individuals on site, emergency services).
Describe health protection protocols for relevant risks — chemical spills, radiation exposure.
Provide Information Available Mental Health Support—contact details,institutions, supportlines.

4.7 Actions in Case of Artillery Fire or Airstrikes

Provide guidance for workers on what they should do in the event of small-arms attack, artillery shelling, mortar fire, or airstrikes.
Provide the list of activities to instill the correct responses — training, informational boards, leaflets etc

4.8 Actions in Case of Explosive Remnants of War Finds

Provide guidance for workers actions for finds of suspicious objects and explosive remnants of war(ERW)
List contact information for relevant emergency services and authorities.

5. Notification & Information

Include procedures for informing workers and/or nearby community of an impending or occurring emergency event — this may include mobile notification systems, social media, websites, and door-to-door notification.
Describe the communication channel for safety check in for all workers(such as emergency chat, calling tree etc.)
Describe new or refer to existing procedure for reporting the incidents to the Project Implementing Agency.
Consider the development of a communications plan to manage interactions with the media and including it as an annex to this Plan.
A high-level summary should be included here

6. Resource Management

Identify the procedures for accessing resources such as workers, equipment, facilities, and finances.
Identify what types of resources (workers, equipment, and facilities) are provided internally.
Identify what types of resources are accessible externally and identify how they are accessed.

Annexes

Various Annexes can be included in theW-EPRP– including other relevant emergency response plans available in the organization. All Annexes listed in the W-EPRP form part of the W-EPRP.

In the timeline requested, provide the following report for the review of IBRD ESF Team.

Question — Does W-EPRP...	Answer		Notes / Corrective Actions
	YES	NO	
Have a distribution list that covers the Implementing Party's workers and relevant external stakeholders?			
Cover the entire site to which it applies, all remote work sites and ancillary locations (storages, offices etc.)?			
Identify possible risks/hazards/emergency situations relevant to the site?			
List Emergency Services and their contact details?			
Describe agreements with local authorities?			
Set out a detailed Evacuation Protocol which meets the W-EPRP template requirements and War-Hazard Emer- gency Preparedness and Response Guidance?			
Provide Shelter-In-Place protocols which meet the W-EPRP template requirements and War-Hazard Emergency Preparedness and Response Guidance?			
Provide emergency protocols for relevant (possible) emergency situations (fire, power outing, flooding etc.) which meet the			

W-EPRP template requirements and War-Hazard Emergency Preparedness and Response Guidance?			
Provide medical emergency protocols which meet the W-EPRP template requirements and War-Hazard Emer- gency Preparedness and Response Guidance?			
Provide medical emergency protocols which meet the W-EPRP template requirements and War-Hazard Emergency Preparedness and Response Guidance?			
Provide safety protocols and describes workers' actions in case of small-arms attack, artillery shelling, mortar fire, or airstrikes which meet the W-EPRP template requirements and War-Hazard Emergency Prepared- ness and Response Guidance?			
Provide safety protocols and describes workers' actions in case of ERW finds which meet the W-EPRP template requirements and War-Hazard Emergency Prepared- ness and Response Guidance?			
Gives clear description of roles and responsibilities for all site workers with trainings and other informational resources available to them?			
Sets up two-way communication system (for emergen- cy signaling and check-ins)?			
Has mass media interaction guidance?			
Describe new or refers to existing incident reporting procedures?			
Identify the procedures for accessing resources, their availability internally and externally?			

Annexes other site plans relevant to preparedness and response to emergency situations?			

ANNEX 5. ENVIRONMENT AND SOCIAL INCIDENTS RESPONSE TOOLKIT (ESIRT)

1. Incident Management and Reporting Process

A. Step 1 – Initial Communication

In case of the accident on any of the project sites, the Contractors will inform the Local PIUs and/or PMT and/or the Bank Team; inform appropriate authorities in compliance with local regulations; secure the safety of workers, public, and provide immediate care.

As soon as any member of the Contractor's or PMT team member becomes aware of an alleged or actual incident, the team member will notify the PMT and/or the Bank Team. This initial communication will be sent regardless of the severity of the incident. The most crucial element of this communication is speed. When an incident is reported, the following questions are a guide to the type of information to be gathered quickly:

- What was the incident? What happened? To what or to whom?
- Where and when did the incident occur?
- What is the information source? How did you find out about the incident?
- Are the basic facts of the incident clear and uncontested, or are there conflicting
- versions?
- What were the conditions or circumstances under which the incident occurred?
- Is the incident still ongoing or is it contained?
- Is loss of life or severe harm involved?
- How serious was the incident? How is it being addressed? How are the MCTID/Local PIU and Implementing Agencies responding?
- What, if any, additional follow up action is required, and what are the associated
- timelines?
- Are any Bank staff involved in the incident?
- As required by the contracts, the Contractor will report incidents to the MCTID /PMT/Local PIU and Implementing Agencies will ensure that reporting obligations on compliance with ESHS requirements are incorporated into works and other relevant contracts. MCTID /PMT/Local PIU and Implementing Agencies will monitor the reports for incidents.

B. Step 2 – Classification (done by the Bank Team)

Based on information received, the Bank Team will classify the incident based on several factors, including the nature and scope of the incident, as well as the urgency in which a response may be required. There are three levels of classification: Indicative, Serious and Severe. Overview of different levels is provided in the box below.

Incident Calcification Guide:

Indicative

● Relatively minor and small-scale localized incident that negatively impacts small geographical areas or small number of people ● Does not result in significant or irreparable harm ● Failure to implement agreed E&S measures with limited immediate impacts
Serious
● An incident that caused or may potentially cause significant harm to the environment, workers, communities, or natural or cultural resources ● Failure to implement E&S measures with significant impacts or repeated non- compliance with E&S policies incidents ● Failure to remedy indicative non-compliance that may potentially cause significant impacts ● Is complex and/or costly to reverse ● May result in some level of lasting damage or injury ● Requires an urgent response ● Could pose a significant reputational risk for the Bank
Severe
● Any fatality ● Incidents that cased or may cause or may cause great harm to the environment, workers, communities, or natural or cultural resources ● Failure to remedy serious non-compliance that may potentially cause severe impacts complex and/or costly to reverse ● May result in high levels of lasting damage or injury ● Requires an urgent and immediate response ● Poses a significant reputational risk to the Bank

C. Step 3 – Investigation – What happened?

MCTID/PMT/Local PIU and Implementing Agencies will:

- Promptly provide information requested by the Bank and facilitates incident site visits.
- Undertake or cause the Contractor to undertake a Root Cause Analysis (RCA) to understand and document the root cause(s) of the incident. The RCA will be based on existing country processes. The extent of the investigation (RCA) carried out by the MCTID/PMT/Local

PIU and Implementing Agencies' Contractor will be proportionate to the severity of the incident. The MCTID/PMT/Local PIU and Implementing Agencies or Contractor will be responsible for funding the preparation of the RCA.

- An RCA will be completed as soon as possible, ideally within 10 days of the incident. The findings of the RCA will be used by the Contractor and MCTID/PMT/Local PIU and Implementing Agencies to develop measures to be included in a Standards Corrective Action Plan (SCAP) as a complement to existing project safeguards instruments.
- Share the RCA with the Bank and provide complete information about the incident; facilitate additional site visit(s) if needed.

MCTID/PMT/Local PIU and Implementing Agencies will ensure that incidents are investigated to determine what happened and why, so that processes and measures can be put in place to avoid reoccurrences and so that appropriate remedies are applied. The Bank Team may support the MCTID/PMT/Local PIU and Implementing Agencies in ensuring an appropriate RCA is conducted by the Contractor or the MCTID/PMT/Local PIU and Implementing Agencies.

D. Step 4 – Response

MCTID/PMT/Local PIU and Implementing Agencies will design the SCAP and discuss with the Bank, including actions, responsibilities and timelines for implementation, and MCTID/PMT/Local PIU and Implementing Agencies monitoring program.

For Indicative incidents, documentation of the incident and the MCTID/PMT/Local PIU and Implementing Agencies/Contractor response may be the only action required. For serious and severe incidents, where an RCA or other investigation is conducted by the MCTID/PMT/Local PIU and Implementing Agencies/Contractor, the Bank and the MCTID/PMT/Local PIU and Implementing Agencies will agree on a set of measures as appropriate to address the root causes to help prevent any recurrence of the incident. The measures determined as appropriate by the Task Team will be captured in a Standards Corrective Action Plan (SCAP).

Box 2 – Example of a MCTID/PMT/Local PIU and Implementing Agencies's Action Plan Following a Project Related Fatality

1) Monthly site meetings attended by PIU and covering safeguards updates

2) The supervision consultant monthly progress report will provide details on ESMP implementation status as well as accidents and grievances

3) PIU will send to the Bank monthly progress reports within 1 week of receipt from the supervision consultants

4) Accidents and grievance log books are placed in all construction sites

5) Any severe injury (requiring off-site medical care) or fatality incident shall be reported to the Bank within 48 hours with basic information and a detailed incident report including the

following will be submitted as soon as possible, ideally within 10 working days: a) root cause analysis and b) corrective action plan on: i) immediate mitigation measures in case of continuing danger (e.g. fencing, signboard, guards). ii) compensation to the affected family based on a clear rationale. iii) risk assessment and correct application of ESHS management procedures, and iv) medium- and long-term mitigation measures including enhancement of safety measures, audits, and additional training. c) Progress monitoring and reporting

The SCAP will specify the actions, responsibilities, and timelines to be implemented by MCTID/PMT/Local PIU and Implementing Agencies. MCTID/PMT/Local PIU and Implementing Agencies will be responsible for implementation of the SCAP. The SCAP may include, for example, MCTID/PMT/Local PIU and Implementing Agencies actions such as the design or upgrading and implementation of Environmental, Social, Health and Safety management systems, processes and training to support consistent safe performance, compensation for injuries or a fatality, pollution prevention and control remedies to be implemented over a few weeks or a multi- year period, according to the specific project circumstances. The SCAP might include requirements for community consultation, compensation payments relating to a resettlement program, or remediation of farmland damaged by contractors. The SCAP also may include or request Bank actions such as provision of technical assistance by the Bank, and/or loan restructuring, including additional financing, if necessary.

E. Step 5 – Follow up

MCTID/PMT/Local PIU and Implementing Agencies will implement SCAP; monitor progress; report on implementation to the Bank. If the Bank considers that the SCAP measures will not be effective, or where MCTID/PMT/Local PIU and Implementing Agencies has shown itself unwilling or unable to put corrective measures in place, the Bank may consider a decision to fully or partially suspend disbursements until such actions are in place, or, in some circumstances, may consider cancelling all or part of the project following the suspension.

2. Responses and Remedies

Illustrative examples of responses and remedies available for different types of incidents prior to and during project implementation are set out in this section for guidance of task teams and management. Health and Safety Examples

Examples of potential responses by the Bank and MCTID/PMT/Local PIU and Implementing Agencies to worker occupational health and safety incidents of varying severity are presented in Table 1.

Table 1 Potential Responses to Health & Safety Incidents of Different Severity

Health & Safety Issues	Potential MCTID/PMT/Local PIU and Implementing Agencies actions
Severe Any fatality, permanent disability, or outbreak of life-threatening project-related communicable disease	● Improve barriers, alarms, signage, training, work processes and procedures ● Address gaps in competence, expertise, numbers of project onsite team and/or project management team ● Ensure that Health and Safety risk assessment has been conducted and appropriate management plans are put in place, implemented and enforced
Serious Major (non-fatal) accident or near-miss	● Review relevant sections of health and safety risk assessment for adequacy ● Improve barriers, signage, training, working methods ● Enforce use of personal protective equipment ● Complement PMT with adequate competencies and expertise with Local PIU specialist
Serious Repeated observations of dangerous behavior or clear violations of safety protocols	● Improve use of grievance redress mechanism ● Review relevant sections of health and safety risk assessment for adequacy ● Implement (revised) Local PIU management plan, including training
Indicative Repeated failure to respond to notification to remedy safeguards issues (e.g., safety kit incomplete or not present)	● Remedy the outstanding issues ● Repeat awareness training and messaging • Improve work process or procedure

E&S Examples

Examples of potential responses by the Bank and the MCTID/PMT/Local PIU and Implementing Agencies to Environmental and Social incidents of varying severity are presented in Table 2.

Environmental/Social	Potential MCTID/PMT/Local PIU and Implementing Agencies actions
Severe (Social) Forced resettlement without due process or compensation	● Identify evicted people and provide compensation and support for identification of new housing/other facilities as

	relevant, in line with Bank safeguards requirements, including appropriate consultation ● Clear instructions to project implementer(s) with respect to resettlement process, including sanctions for non-compliance with MCTID/PMT/Local PIU and Implementing Agencies, as well as Bank requirements; ● Implement all measures identified in SCAP
Severe (Environmental) Poaching or trafficking in endangered species	● Engage with law enforcement to halt the poaching ● Anti-poaching training for project workers and community members to make clear incentives and penalties ● Include sanctions for inappropriate worker behavior, including poaching, in Contractors' contracts ● Develop an alternative livelihoods program for communities around protected areas
Serious (Social) GRM not functioning	● Review GRM and address issues (upgrade, improve access, publicize GRM in community/ies, better organize response process) ● Train Local PIU staff on GRM management and monitoring ● Assign responsibility to qualified PIU staff
Indicative (Environmental) Hydrocarbon or chemical spills with low to medium environmental impact	● Improve work process or procedures as necessary ● Train project staff on spills and associated procedures ● Increase on-site monitoring if necessary ● Review contract language for appropriate sanctions language

ANNEX 6. TOR FOR TPMA FOR COMPONENT 1.

Ministry for Communities, Territories and Infrastructure Development of Ukraine
Housing Repair for People's Empowerment (HOPE) Project
Terms of Reference for Consulting Services

Background

The military aggression of the russian federation against Ukraine has caused a severe civil toll, displacement of millions of people, large-scale and severe destructions of buildings and enterprises as well as damage to the industry and economy. According to the International Organization for Migration, as of the end of October 2023, about 3.7 million Ukrainians were internally displaced within the country. Among the internally displaced persons (IDPs), 60 percent are women, and almost half of the IDPs aged 18 to 64 have no income Many more Ukrainians are in need of vital humanitarian assistance, especially as the supply of food and basic services is extremely limited in the war-torn areas. Periodic surveys conducted by the International Organization for Migration show that in response to the increasing income instability, most internally displaced households have reported a reduction in food consumption, and a significant number have reported a reduction in healthcare expenditures

To assess the losses and damage caused by the war, the Government of Ukraine, the World Bank Group, and the European Commission, in cooperation with development partners had the Rapid Damage and Needs Assessment (RDNA3). As of 31 December 2023, the direct damages reached USD 152.5 billion. The most affected sectors are residential, housing and utilities, transport, energy, and industry. As of the late December 2023, the total damage in the housing is assessed over USD 55.9 billion, this is almost 11 percent more than in February 2023. Almost 86 percent of the damaged housing is multi-family residential buildings. Three fourths of the total damaged housing stock are the partly damaged buildings. Where 880,528 units have minor damages (up to 10 percent damage), and 679,382 units have medium damages (10-40 percent damage). The scale of the damage in the housing sector exacerbates the already existing shortage of quality, affordable, and safe housing in Ukraine, which is a serious problem in areas with large numbers of IDPs and returnees.

Project Synopsis

To address the above issues and to respond to the challenges related to the rf assault of Ukraine, the Government of Ukraine raised the loan and grant funds having concluded the Loan Agreement and the Grant Agreement with the World Bank for the HOPE Project implementation.

The Project consists of the Components:

Component 1. Repair of residential units with partial damage

The total estimated funding for this Component is USD 590.0 million, At the beginning of the project, USD 150.0 million was mobilized for its implementation in accordance with the Grant Agreement. This Component consists of the following parts:

Component 1.1. – Repair of housing units with minor damage

Provides funding for the repair of housing units with minor damage for eligible beneficiaries (applicants) in the amount of up to UAH 200,000 in-line with the list of eligible categories of goods and works.

Component 1.2. – Repair of residential units with medium damages

Provides financial support for medium repairs with up to UAH 350,000 for apartments (residential premises) in MFBs (if no damage was inflicted in common areas), and UAH 500,000 for single-family houses (SFHs), in-line with the list of eligible categories of goods and works.

Component 2. Design and capital repair of partially damaged Multi-Family Buildings (MFBs)

The total estimated funding for this Component is USD 200.0 million, of which USD 10.0 million has been mobilized for Component 2.1 at the beginning of the project. This Component is designed to be implemented in up to 5 selected territorial communities (LSGs) and consists of the following parts:

Component 2.1 – Preparation of project documentation for partially damaged MFBs

Provides funding for the preparation of technical documentation for partially damaged residential buildings in selected territorial communities. This may include (a) detailed assessments of the design of buildings and structures; (b) technical studies to determine the structural and non-structural performance indicators to the inform feasibility studies and other technical documentation; (c) feasibility studies to determine design options; and (d) detailed design documentation with estimates, scope of work, and procurement documentation for the capital repair of each selected MFBs.

Component 2.2. Repair of partially damaged MFBs

Provides funding for the capital repair of selected MFBs for which the development of the necessary project documentation will be completed under Component 2.1. For this purpose, the selected LSGs will receive funds from the MCTID in the form of a Subvention to finance contracts with contracting organizations to be concluded by Local PIUs.

Component 2.3. – Support for integrated housing and urban recovery

Provides financial support for the provision of technical assistance (TA) and capacity building to the selected LSGs for the development and updating of documents and data on recovery planning, including, inter alia, the preparation of the Comprehensive Recovery Program (CRP) and the Comprehensive Plan of Spatial Development (CPSD) or the General Plan of the Settlement (GPS), with the aim of providing the framework for phased and spatially coordinated repair works necessary to address multisectoral housing recovery needs using an approach focused on local conditions.

Component 3. Project Management and Capacity Strengthening

This Component finances the Project management and strengthening the project implementation capacity. It includes financing of: (i) TPMA procured by MCTID (through PMT); (ii) MCTID operating costs; (iii) goods, works, and consultancies required to implement the Project activities; (iv) training costs including necessary training to strengthen the capacity of the PMT staff to mainstream climate mitigation and adaptation as part of the Project implementation; and (v) expenditures linked to the Project audit.

This Component will also finance necessary TA and local capacity building activities carried out by PMT to advance project implementation. This includes MCTID Consultant fees and operating costs to (i) support capacity within the MCTID to enable the Recovery Support Group to fulfill its duties; (ii) procure necessary TA to formulate and disseminate interim repair, reconstruction, and recovery guidance documents for LSGs, and (iii) formulate necessary processes for housing recovery, to complete the housing recovery program. This support will ensure that all repair and recovery works, investment priorities and plans are aligned with the policy and legal documents critical for the EU-aligned, climate-smart, recovery and reconstruction that are being drafted at the central level.

Objective of Assignment

This Terms of Reference provide for independent monitoring of implementation of the Project's Component 1 at the level of Central Executive Authorities and Local Self-Government Bodies in terms of compliance with the national legislation, environmental and social standards of the World Bank, intended funds use, and collecting feedback from ultimate beneficiaries of Component 1 (individual owners of real estate that was damaged as a result of rf's military aggression) about the application submission process and receiving of funds for repairs as well as analysing the impact of the project implementation at the community level. The monitoring is expected to result in the assessment of the project operation compliance with the national legislation and the requirements of the World Bank, the analysis of vulnerabilities and inconsistencies identified, and to offer recommendations to address them, and the analysis of social and economic impact of the project implementation for beneficiaries and communities where they reside.

Description of Services

To achieve the ToR objective, the Consultant shall perform a range of tasks:

Task 1. Analysis of the existing regulatory framework and development of methodology

- Overview of the existing regulatory documents and procedures applicable to the Component 1 implementation;
- Overview of the World Bank's standards and guidelines applicable to the project (environmental and social protection, ensuring the project sustainability, involving stakeholders in the Projects implementation, etc.);
- Overview of the institutional framework of the Project both at the central authorities level and local authorities level;
- Analysis of current progress of Component 1 (disbursement, quantitative and demographic indicators of beneficiaries, funds receiving, current progress in establishing local commissions at the local self-government level, analysis of a beneficiary's typical

profile, current status of repairs, presence and types of grievances and requests received in the course of Component 1 implementation).

- Development of the methodology for monitoring at project locations (questionnaires, sampling, check-list for conformity with environmental and social requirements, detailed monitoring plan with time-frames and anticipated results);
- Representative sampling of commissions and households where monitoring site visit will be made to check the project implementation.
- Development of the methodology for assessment of the project's social and economic impact on Project beneficiaries and local communities, and respective tools.
- Preparation of templates for quarterly reports and the structure of the final report for the Client and the World Bank.
- To describe Consultant's needs in personnel, to develop detailed instructions for Consultant's staff training in terms of ensuring their personal security when operating at the Project implementation locations. At this stage, the Consultant is also expected to have training instructions and guides for the site staff regarding the working procedures at the Project implementation locations, tasks to be addressed during the site visits, etc.

The output of the Task 1 shall be the Inception Report that should cover all the sub-tasks above. The Inception Report shall be acceptable for the Client and for the World Bank.

Task 2. Performing Monitoring at Project Implementation Locations.

Within the Task 2, the Consultant is expected:

- to perform monitoring of operation of commissions established by local authorities by means of site visits to the Project implementation locations and filling-in of check-lists/ questionnaires/ guides as have been approved by the Client within the Inception Report. The site visits to be performed according to the sampling, as approved following the Task 1 performance, of settlements and commissions where monitoring is the most relevant and safe. The Consultant is expected to visit 150 commissions in the affected regions of the country. The region-based distribution of commissions shall address the number of damaged units in Ukraine and safety conditions for the Consultant's operation. The Consultant is to monitor the operation of the commissions pursuant to the Procedure of Compensating for restoration of certain categories of real estate damaged as a result of hostilities, acts of terrorism, sabotage caused by the assault of the russian federation, making use of public e-service eRecovery (yeVidnovlennia) approved by the Resolution of the Cabinet of Ministers of Ukraine No. 381 dated 21.04.2023 (hereinafter referred to as the Procedure), the damaged property verification procedure, approval of compensations, to assess the opportunities for the intended use of funds (availability of specialized stores, accredited construction companies), to analyse the prices of main contractors and compare with the construction materials market prices in a given region, to analyse and define categories of reasons for compensation application rejections, etc.

- In the course of monitoring at Project Implementation Locations, the Consultant is to visit together with the commission members the works sites (at least 10 % of the total number of facilities of Category A and B, but no less than 7 (if the number of facilities is less than 7, all the facilities shall be subject to monitoring). The monitoring is expected to be performed at the facilities at the active restoration stage and at the ones where the works have been completed.
- During the monitoring, the Consultant is to assess the accessibility in every community to the information about the eRecovery program, paper submission options and awareness of local stakeholders about the grievance submission channels. Special focus shall be made on the vulnerable groups.
- During the monitoring, the Consultant is to receive from the commission members and beneficiaries the feedback about the program implementation procedure and process (issues during the papers submission, satisfaction with funds transfer timing, availability of options to use the funds, grievances, etc.).
- During visits, the Consultant is to monitor the observation of requirements for mitigation of negative impact on human health and environment during the performance of construction works as set in Annex 3 to the Procedure.
- In close cooperation with the local authorities, to analyse the social and economic impact of the project implementation for beneficiaries and local communities.
- Based on the typical beneficiary profile received following the implementation of Task 1, to develop recommendations how to improve the eRecovery service and on the implementation of similar projects in the future.
- If there are detected significant inconsistencies in the abuse of the funds, violations in the procedure for application processing and defining compensation amounts, violations of mitigation requirements of negative impact on human health and environment, and other inconsistencies, that in the Consultants opinion, have significant negative impact on the Project implementation, the Consultant shall **immediately** notify the local commission and the Client on the violations detected.
- The Consultant shall make video and photo records of its monitoring visits at the Project implementation sites.

The output of the Task 2 shall be quarterly reports submitted to the Client according to the template approved by the Client in the package of the Inception Report. Each quarterly report is expected to have information about at least 30 commissions visited within the reporting quarter.

Task 3. Preparing Final Report

Upon completion of the task, the Consultant is to draft and submit an aggregated data report covering actual data and providing details of the project activities compliance with the approved Procedure and the World Bank's standards, identified problems and recommendations for similar tasks in the future. The Consultant is to prepare a report summarizing the aggregated data in the quarterly reports and covering key risks, challenges and achievements that arose in the course of consultancy services. Another volume of the report is the analysis of the overall social and economic impact of the Project implementation in terms of community - oblast - Country to be prepared based on the quarterly reports and the approved methodology.

Contract Period

The period for the services provision is from 01 June 2024 till 31 December 2025. The service period may be prolonged subject to agreement of the parties if the Project implementation period is extended.

Schedule of Outputs and Reporting

Stage	Submission Deadline	Payment
Task 1. Inception Report	Within 30 days upon contract signing	20%
Task 2. Report on 3rd quarter 2024	By 20.10.2024	10%
Task 2. Report on 4th quarter 2024	By 20.01.2024	10%
Task 2. Report on 1st quarter 2025	By 20.04.2025	10%
Task 2. Report on 2nd quarter 2025	By 20. 07.2025	10%
Task 2. Report on 3rd quarter 2025	By 20.10.2025	10%
Task 2. Report on 4th quarter 2025	By 31.12.2025	10%
Task 3. Final Report	By 31 December 2025	20%

The Consultant is to submit all reports in digital and paper forms to the Client and the PMT in Ukrainian and English languages.

The acceptability of all report shall be confirmed by the Client in written, and the Inception and Final Reports shall be acceptable to the World Bank.

Organization Requirements

- The assignment is to be performed in Ukraine. The Consultant shall confirm the availability of office premises in Kyiv and ensure operation of its key staff there.
- The Consultant shall be responsible for all administrative support and logistics necessary for the performance of this assignment. These requirements include but are not limited to all organizational efforts for missions, preparation of reports, translation, printing services, etc.
- The Consultant shall be responsible for collecting and analysing data received from the Client and at the Project implementation locations.
- The Consultant may invite subcontractors to perform Task 2.

Qualification Criteria

The Consultant shall submit its technical and financial proposal for the provision of services as described in this Terms of Reference in detail. At the same time, the Consultant's proposal shall take into account options of technology-oriented solutions for comprehensive, detailed, reliable and cost-efficient performance of this assignment.

To take part in this assignment, the interested companies shall meet the following qualification criteria:

- Proven experience in the projects involving the monitoring and evaluation of results, social and environmental consequences, collecting feedback from beneficiaries, etc.
- The experience in the Projects funded by International Financial Institutions.

The Consultant shall provide the following key staff for the performance of this assignment with the minimum qualifications as defined below:

#	Position	Background
1	Project Manager	10 years of higher positions experience in managing monitoring programs or in design and implementation of supervision programs; Proven experience in managing international and local staff. Experience in implementation of projects funded by the World Bank.
2	Engineer	5 years of proven experience in construction supervision and contract management activities
3	Monitoring and Evaluation Expert	6 years of relevant experience in similar projects.
4	Environmental and Social Expert	Min. 6 years of experience in environmental and social assessment, preferably in Ukraine. Mandatory knowledge of the WB ESF with a respective certificate
5	Financial Monitoring Expert	Min. 6 years of experience in projects implemented under funding of International Financial Institutions.

ANNEX 7. ESMF PUBLIC CONSULTATIONS REPORT.

	Date	**25.03.2025**
	Time	**12:00**
	Project name	**HOPE**
	Venue	**Remote consultations**
	Moderators	**Natalya Kozlovska – deputy Minister** **Oleksandr Kolieinikov**
	Number of participants	**37**
	Main course of consultations	**Informing about the current status of the implementation of the state compensation program for damaged housing through the "eRecovery" service, which is financed, among others, by the World Bank.** **Informing stakeholders about the progress in the implementation of Component 2 of the Project, which includes capital repairs of multi-apartment buildings in selected communities.** **Providing information on the next steps being taken by the Ministry to ensure financial resources for the uninterrupted implementation of the Project.** **Disclosure of information on the key principles of environmental and social management in the Project, as well as on issues related to the acquisition of private property for the implementation of Component 2 of the Project.**

The issues raised by stakeholders and their corresponding answers.

Deputy Head of the Makariv Settlement Territorial Community:

Question: Could you clarify whether asset acquisition will apply only to those structures that obstruct the implementation of the Project in accordance with national regulations, or to all structures?

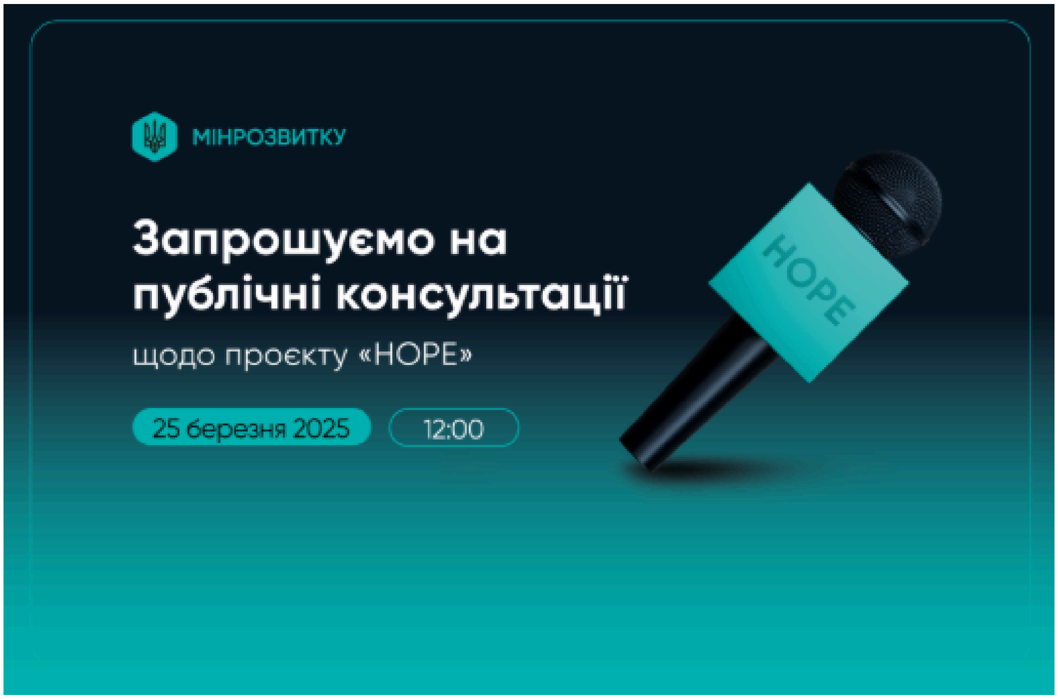
Answer: Only to those that obstruct the implementation. Design documentation will be developed, and the designer will be tasked with verifying on site the structures that need to be dismantled. After that, we will determine the procedure for their acquisition.

List of Participants (not all participants filled in the form)

Name	Organization
Anastasiia Lysenko	Makariv Settlement Council
Viktoriia Herhel	Bucha City Council
Oksana Doroshenko	Bucha City Council
Alla Kryminska	Bucha City Council
Serhii Kovryha	NGO 'Strategy of Success'
Kateryna Bereziuk	NGO 'CHESNO Movement'
Mykola Levkovskyi	Makariv Settlement Council
Ihor Vorobey	State Utility Enterprise (SUE)
Olena Kupina	Anti-Corruption Center 'MEZHA'
Nataliia Krupoloder	Makariv Settlement Council
Tetiana Semenenko	Bucha City Council
Ihor Nabatov	Mykolaiv City Council
Nataliia Briazgun	Bucha City Council
Marta Semeriak	Institute for Engagement

Leonid Rysunskyi	All-Ukrainian Guild of Technical Supervision Engineers
Anatolii Necheporchuk	NGO 'Association of Experts in the Construction Sector'
Yuliia Shamshur	Department of Economic Development of Zaporizhzhia City Council

Screenshort of announcements



Міністерство розвитку громад та територій запрошує всіх зацікавлених сторін долучитися до публічних консультацій щодо реалізації спільного зі Світовим банком проєкту «Ремонт житла для відновлення прав і можливостей людей (HOPE)».

На його меті – забезпечення можливості громадянам України отримати компенсацію або підтримку для відновлення житлової нерухомості, пошкодженої внаслідок бойових дій, терористичних актів, диверсій, спричинених військовою агресією російської федерації.

Під час консультацій фахівці Міністерства та Групи управління проєктом розкажуть про:

- поточний стан впровадження проєкту;
- плани щодо його подальшого розвитку;
- екологічні та соціальні рамкові вимоги;
- підходи до потенційного відчуження активів.

Дата та час проведення: 25 березня 2025 року о 12:00

Формат: онлайн-відеоконференція

Посилання для участі.

Міністерство розвитку громад та територій України

1 хв ·

📢 Відбудуться публічні консультації щодо Проєкту «Ремонт житла для відновлення прав і можливостей людей (HOPE)»

Міністерство розвитку громад та територій запрошує всіх зацікавлених сторін долучитися до публічних консультацій щодо реалізації спільного зі Світовим банком **World Bank** проєкту «Ремонт житла для відновлення прав і можливостей людей (HOPE)».

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▪️ плани щодо його подальшого розвитку;
▪️ екологічні та соціальні рамкові вимоги;
▪️ підходи до потенційного відчуження активів.

🕐Дата та час проведення: 25 березня 2025 року о 12:00

Формат: онлайн-відеоконференція.

Посилання для участі: **https://bit.ly/4inl3Zp**

ANNEX 8. WASTE MANAGEMENT PLAN TEMPLATE

Introduction

The Waste Management Plan (WMP) is an essential component of the ESIA and is designed to ensure the control and minimization of potential sources of waste during construction. The WMP describes the proposed measures to be used to protect affected environmental and social receptors from adverse impacts associated with the generation of project waste. The WMP considers:

- Proposed handling, storage, and disposal methods and
- Equipment and staff.

The objectives of the WMP are to:

- Identify all potential sources of waste;
- Generate the least possible amount of waste through reduction, reuse, and recycling practices and review/approve all orders for materials, chemicals, and supplies to limit the environmental impact thereof;
- Protect the health and safety of workers and communities;
- Avoid or mitigate any potential negative impacts on all elements of the environment— including, but not limited to, people, flora, fauna, air, soils, and surface water and groundwater resources;
- Monitor waste generation, handling and disposal to assess whether waste management is being carried out according to the WMP and its associated directives;
- Avoid costly cleanup through prevention; and
- Ensure a logical and efficient plan for waste collection, sorting, and disposal that reduces the number of times the waste is handled.

Waste Identification and Management

Waste streams likely to be generated include the following:

- Construction wastes
- Earthworks waste (spoils)
- Domestic wastes
- Hazardous wastes
- Wastewater.

Construction Wastes

These could include materials such as

- Concrete,
- Wood,
- Packaging (cement bags, plastic, and cardboard),
- Waste steel, and
- Nails.

Earthworks Waste (Spoils)

Spoils are unwanted and unusable rock or soil materials generated from earthworks.

Spoils Management

Spoils will not be stored in areas that are sloping or where surface runoff can easily wash away the materials.

Domestic Wastes

These include

- Aluminum, glass, plastic, paper, cardboard, and so on;
- Food and food packaging;
- Old tires, hoses, and rubber; and
- Fabrics and other domestic type wastes.

Hazardous Wastes

Hazardous wastes are materials considered reactive, flammable, radioactive, corrosive, and/or toxic. Hazardous wastes that may be generated include the following:

- Batteries
- Aerosol cans
- Excess paints, thinners, and solvents
- Used oil, as well as oil/petroleum-contaminated soils

Used/Waste Oils and Hydrocarbon-Contaminated Soils

Construction activities may have the potential for release of petroleum-based products, such as lubricants, hydraulic fluids, or fuels during their storage, transfer, or use in equipment. The World Bank Group Guidelines include techniques for prevention, minimization, and control of these impacts. Soil contamination may occur, and actions necessary to manage the risk from contaminated land will be taken depending on factors such as the level and location of contamination and the type and risks of the contaminated media.

Wastewater

Wastewater will be produced through construction activities such as concrete wastewater (slurry). The construction contractor will be responsible for treating concrete wastewater if needed.

Housekeeping

- All work areas are maintained in a tidy state, free of debris and rubbish.
- In cases where an inadequate standard of housekeeping has developed and compromised safety and cleanliness, the PIU's environmental officers shall notify the relevant site supervisor to halt work until the area has been tidied up and made safe.

Waste Storage

All wastes will be stored in an environmentally responsible manner.

Waste Transportation and Disposal

Handling procedures, developed based on World Bank Group EHS Guidelines for Waste Management Facilities (2007), will be adopted as part of the project's waste management program.

Segregation and Reuse of Materials

Material reuse will be enforced where possible to ensure that maximum use of available materials is made and limit as best as possible the materials which would have to be disposed of. Segregation of wastes at source will be enforced through the provision of labelled waste bins, which will be stationed around active construction areas.

Management Responsibilities

The supervising engineer and environmental officer have the overall responsibility for ensuring the implementation of the WMP. Regular monitoring of the contractor's compliance with the waste management system established will be monitored by the supervising engineer, including compliance with waste segregation and housekeeping along the route and especially waste storage areas.

Waste Facility Record Keeping

The environmental officer will be responsible for maintaining records, including types and volumes of wastes generated by the project activities.

Contractor Responsibility

The construction contractor is responsible for ensuring that all workers are aware of the waste management procedures contained in the WMP. The contractor will liaise with the supervising engineer and environmental officer on whether there are any issues or challenges possibly preventing compliance with the plan, for example, unavailability of facilities (waste bins) and irregular collection and disposal schedules.

ANNEX 9. CULTURAL HERITAGE MANAGEMENT PLAN TEMPLATE

1. Introduction

    1.1 Overview

    1.2 Purpose of This Cultural Heritage

    1.3 Scope of the Cultural Heritage

    1.4 Document Management

2. The HOPE Project

    2.1 Project Overview

    2.2 Environmental and Social Commitments

    2.3 Project Approach to Cultural Heritage Management

3. Key Policies, Legislation and Standards

    3.1 Overview

    3.2 Company Policies

    3.3 National Legislation and Permits

    3.4 International Standards and commitments

4 Key Roles and Responsibilities

    4.1 Overview

    4.2 Company Roles & Responsibilities

    4.3 Contractor Roles & Responsibilities

5 Management, Mitigation, Monitoring, Training and Verification

    5.1 Management Actions

    5.2 General Monitoring Activities

    5.3 Management System Verification Monitoring

    5.4 Key Performance Indicators

    5.5 Training