



Update of the Feasibility Study. ESIA and update of the Detailed Design for the construction of the road N9 Prishtinë - Pejë (SEETO Route 6 B), section from Kijevë – Klinë to Zahaq (30KM)

Environmental and Social Action Plan (ESAP) (Draft)

Infrastructure Projects Facility for Western Balkans

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ENVIRONMENTAL AND SOCIAL ACTION PLAN

No.	Action	Environmental & Social Risks (Liability/Benefits)	Requirements (Legislative, EBRD PR, Best Practice)	Resources, Investment Needs, Responsibility	Timetable	Target and Evaluation Criteria for Successful Implementation	Status
1	Project Planning Phase						
1.1.	Qualified Environmental & Social Manager: Appoint a qualified Environmental & Social Manager to take overall responsibility for compliance with ESIA's, permit requirements, ESAP, SEP, LARF and EBRD requirements related to E&S issues.	All environmental and social issues and impacts are appropriately addressed; Reporting process is going smooth.	EBRD PR1 - PR10 National legal requirements, EU Directives and best practice	<i>Resources:</i> In house <i>Responsibility:</i> MI	Immediately	Environmental & Social Manager employed	Not appointed yet
1.2.	Status Reports: Prepare and submit reports to EBRD and EIB on status of all ESAP items	All environmental and social issues and impacts are appropriately addressed; Reporting process is going smooth.	EBRD PR1 - PR10 National legal requirements, EU Directives and best practice	<i>Resources:</i> In house <i>Responsibility:</i> MI	At each project milestone stage or after accomplished major activities form the ESAP	Reports prepared and submitted to EIB and EBRD	Reports to be submitted after ESAP approval and disclosure
1.3.	Consents and Permits: Obtain and maintain all required consents and permits from appropriate authorities. A database tracking all permits and consents shall be developed and maintained.	All environmental and social issues and impacts are appropriately addressed; Permitting process is going smooth.	EBRD PR1 - PR10 National legal requirements are met	<i>Resources:</i> In house <i>Responsibility:</i> MI/Contractor	Throughout the project development phases (Conceptual, Preliminary and Detailed design phase)	Consents and permits obtained Database tracking of all permits and consents developed Reporting to EIB/EBRD	Reports to be submitted after ESAP approval and disclosure
1.4.	Updating Documents: Update ESIA and relevant documents such as NTS/ESAP/SEP/NTS/LARF/and RAP to reflect	All environmental and social issues and impacts are	EBRD PR1 - PR10 National legal	<i>Resources:</i> In house <i>Responsibility:</i>	Throughout the project development	Updated and approved documents by the	Draft final documents for disclosure are

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	further progress of the design and finding of individual studies outlined in this ESAP.	appropriately addressed; Permitting process is going smooth.	requirements, EU Directives and best practice	MI/IPF Designer/ Contractor	phases (Conceptual, Preliminary and Detailed design phase)	EIB and EBRD Reporting to EIB/EBRD	prepared (ESIA, NTS, ESAP, SEP and LARF). PAR is not prepared at this stage.
1.5.	<p>Hydro-geological Assessment and Impact Mitigation Plan:</p> <p>Conduct a detailed hydro-geological assessment along the proposed motorway alignment to determine risk of impacts on groundwater quality and flow (in particular at wells used for individual drinking water supply) and develop and implement appropriate mitigation to address the identified risks.</p>	Pollution prevention, Health risk minimisation	EBRD PR3 National requirements	<i>Resource:</i> MI in-house, IPF designer and Contractor <i>Responsibility:</i> MI / IPF Designer / Contractor	During Preliminary design and Detailed design development	Completed hydro-geological assessment and groundwater impact mitigation plan. Report to EBRD/EIB. Report in AESR to EBRD/EIB	N/A at this stage (Preliminary design phase)
1.6.	<p>Design of motorway drainage system:</p> <p>Drainage shall be assessed and designed for sustainability in accordance with the national legal requirements and EU requirements, taking into account the following principles and any constraints imposed by the project requirements:</p> <ul style="list-style-type: none"> •Surface water is removed as quickly as possible from the carriageway •The pavement and associated earthwork structures are effectively drained •Road runoff is managed at its source where it is reasonably practical to do so •Road runoff is managed on the surface where it is 	Pollution prevention, Health risk minimisation	EBRD PR3 National requirements	<i>Resource:</i> MI in-house, IPF designer and Contractor <i>Responsibility:</i> MI / IPF Designer / Contractor	During Preliminary design and Detailed design development	Completed Design of motorway drainage system. Report to EBRD/EIB. Report in AESR to EBRD/EIB	N/A at this stage (Preliminary and Detailed design phase)

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	<p>reasonably practical to do so</p> <ul style="list-style-type: none"> •The systems are cost-effective to operate and maintain over their design life •The design takes into account the likely effects of climate change as outlined in Government Policies (and changes in impermeable area) over the design life of the systems •The systems minimise the use of energy over their design life •The effect of road runoff on the quality of receiving water bodies is minimised •The generation of waste during construction and operation is minimised •All run off from the existing land drainage system must be kept separate from the road drainage system •Surface water flows from Local Authority side roads may be considered where there is no adequate alternative outfall, subject to agreement by the Overseeing Organisation •The drainage assets must be designed, managed, operated and maintained in accordance with the relevant maintenance and management contract and the requirements given in this tender. <p>The drainage design shall be certified for compliance with the national relevant legislation and the works shall be specified in accordance with the Technical specifications for Motorway Works.</p>						
1.7.	<p>Surplus Material Disposal Sites: Spoil disposal sites will be defined on the basis of</p>	To avoid and reduce loss of	EBRD PR6 National	<i>Resources:</i> Designated in-	Before detailed design and	Spoil disposal sites defined and	N/A at this stage.

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	<p>geo-mechanical investigations and ecological survey by a specialist: locations are selected in order to avoid any impacts on sensitive habitats and water courses; necessary documentation will be prepared and submitted to the relevant authorities. MESP and municipalities shall permit these locations as per the related documentation; information on approved documents and maps to be passed to Contractor through contract documentation. Contract documentation to prohibit disposal of surplus excavated material in sensitive areas.</p>	<p>habitats (an Annex I habitats).</p>	<p>requirements EU Directives</p>	<p>house resources (MI & IPF Designer) and ecologist. <i>Responsibility:</i> MI to instruct the IPF Designer</p>	<p>contract documents finalised.</p>	<p>approved by competent authorities Report on implementation to be included in AESR to EBRD/EIB.</p>	<p>The disposal sites for the surplus material are not defined yet and it is expected that, following the geo-mechanical investigations, their locations, to be defined at the Preliminary Design stage</p>
<p>1.8.</p>	<p>Noise baseline modelling, impacts assessment and mitigation measures:</p> <ul style="list-style-type: none"> •Detailed Motorway Noise and Vibration Study will be completed during the development of the Preliminary Design along with noise baseline modelling along the motorway, •Impact assessment and mitigation measures will be revised in the updated ESIA, •Detailed Design of mitigation measures, e.g. Noise barriers (if required), •Construction Traffic Management Plan developed. 	<p>Pollution prevention, Health and environmental risk minimisation</p>	<p>EBRD PR3 National requirements</p>	<p><i>Resource:</i> MI in-house, IPF designer and Contractor <i>Responsibility:</i> MI / IPF Designer / Contractor</p>	<p>During Preliminary and Detailed design development</p>	<p>Completed Noise baseline modelling, impacts assessment and mitigation measures in the updated ESIA. Measures embodied in the Detailed design. Report to EBRD/EIB. Report in AESR to EBRD/EIB</p>	<p>N/A at this stage (Preliminary and Detailed design phase)</p>
<p>1.9.</p>	<p>Air quality modelling, impacts assessment and mitigation measures: Design related activities:</p>	<p>Pollution prevention, Health and</p>	<p>EBRD PR3 National requirements</p>	<p><i>Resource:</i> MI in-house, IPF designer</p>	<p>During Preliminary and Detailed design</p>	<p>Completed Air quality baseline modelling, impacts</p>	<p>N/A at this stage (Preliminary</p>

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	<ul style="list-style-type: none"> •A survey on air quality will be undertaken with the aim to assess the baseline conditions and identify sensitive receptors; •Air quality modelling will be executed to assess the effects of the Project on sensitive receptors and the level of their exposure •Updating mitigation measures anticipated in the ESIA for both construction and operation phases Suitable plans to be developed by the Contractor: <ul style="list-style-type: none"> •Dust Management Plan •Plan to minimize emissions of combustion gases •Construction Traffic Management Plan. 	environmental risk minimisation		and Contractor <i>Responsibility:</i> MI / IPF Designer / Contractor	development	assessment and mitigation measures in the updated ESIA. Measures embodied in the Detailed design. Report to EBRD/EIB. Report in AESR to EBRD/EIB	and Detailed design phase)
1.10.	<p>Road Safety Audit (RSA):</p> <p>To be financed by EBRD, MI will work with EBRD to appoint an independent competent road safety auditor to undertake a Road Safety Audit in line with EU Directive 2008/906/EC on completion of final design and at key stages as indicated in the Directive.</p> <p>Following RSA there should be mandatory inclusion of economically viable safety improvements into the design. Road Safety Audit will be conducted by a certified auditor. Where the road safety auditor recommendations are not implemented, the reason why each recommendation has been declined needs to be confirmed to the Bank.</p>	Reduction of accident risks and improved road safety.	EBRD PR4 National requirements EU Directives	<i>Resources:</i> Technical Cooperation resources to be provided by EBRD <i>Responsibility:</i> MI/Consultant for RSA	End of detailed design Phase (and subsequent RSAs at key stages as required under EU Directive 2008/96/EC).	Documented Road Safety Audit Report. Report in AESR to EBRD/EIB.	N/A at this stage (Detailed design phase)
1.11.	<p>Commitments Register:</p> <p>Develop a Commitments Register to document all design, pre-construction, construction and operation</p>	All environmental and social issues and impacts are	EBRD PR1 Voluntary and best practice	<i>Resources:</i> In house <i>Responsibility:</i>	After disclosure of E&S documents.	Commitments Register available.	Not prepared at this stage of project

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	related mitigation measures cited in the ESIA, ESAP, NTS, LARF and SEP documentation, and identify how the commitment is addressed, and which party (e.g. MI, Contractor, third parties etc.) is responsible. This Register should be maintained throughout the project phases. It should be provided to the Contractor and to the Engineer.	appropriately addressed; Reporting process is going smooth.		MI/ Contractor / Engineer		Report in Annual Environmental & Social Report (AESR) to EBRD/EIB	development.
1.12.	<p>Environmental & Social Management System (ESMS): Establish and implement an ESMS (Environmental and social Management/Mitigation and Monitoring Plans) for the proper project implementation. At the Project planning phase Environmental & Social Mitigation and Monitoring Plan (ESMMP), including all separate Plans (e.g. Erosion Control Plan, Dust Management Plan etc..), is prepared as separate chapter of the ESIA. The ESMMP is subject to revision and updating until approval of the Detailed design. The ESMMP should include mitigation for specific issues including; minimising disturbance to natural habitats, working in river channels, prevention of pollution to watercourses, control of dust/noise, community relations, access arrangements, constraints, buffer zones, spoil disposal, seasonal working restrictions in specific areas, rehabilitation of land, chance finds procedures, emergency preparedness and response plan, erosion control, spill response, health and safety plan, workforce management plan, management of hazardous</p>	All environmental and social issues and impacts are appropriately addressed; Optimisation of environmental management through a formalised system; Provide resources for training and monitoring of emissions and impacts.	EBRD PR1 National legal requirements, EU Directives and best practice	<i>Resources:</i> MI, in house <i>Responsibility:</i> IPF Designer / Contractor will prepare and update ESMMP. MI will be responsible for ESMS /ESMMP overall implementation. MI to establish Project Implementation Unit (PIU) EBRD/EIB to oversee.	ESMS to be developed by the MI with IPF designer support. ESMMP to be prepared by IPF Designer / Contractor. ESMMP to be approved by MI and national authorities as part of the ESIA approval process. EBRD/EIB to oversee.	ESMMP documented. PIU established. Provide updates on implementation in AESR to EBRD/EIB.	At this phase of project development – Conceptual design, only ESMMP is prepared in the ESIA, which is base for development of CESMP and OESMP.

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	materials and measures to prevent exposure to the community, monitoring activities etc. Plan should list the specific responsibilities.						
1.13.	Design Change Management Procedure (DCMP): Implement a Design Change Management Procedure (DCMP) which includes assessment of, and where relevant, mitigation of environmental and social impacts of design changes. The DCMP should include appropriate provisions for the public disclosure of material issues associated with design changes.	All environmental and social issues and impacts are appropriately addressed.	EBRD PR1 – PR10 National legal requirements, EU Directives and best practice	<i>Resources:</i> MI, in house <i>Responsibility:</i> MI will be responsible for DCMP implementation. MI to establish PIU.	DCMP to be developed by the MI with IPF designer support.	DCMP documented. PIU established. Provide updates on implementation in AESR to EBRD/EIB.	DCMP is envisaged in Chapter 7 of the ESIA. DCMP should be implemented at each project development phase.
1.14.	Socio-Economic Survey/Census: A socio-economic survey/census is required for Project Affected Persons (including local villages who are dependent on N9 for access) in order to prepare the RAP. Discussions should be held with the Municipalities in planning these surveys. The surveys shall be timed ideally to occur in parallel or in a similar timeframe as the assets inventory. The survey shall assist in identification and recording of persons who have no recognisable legal claim to the land they occupy or use in the affected area. During the socio-economic surveys information should be gathered to confirm which villages use and/or own land, including any abandoned agricultural land. The strategy for the surveys should ensure that vulnerable groups are included (i.e.	Compliance with EBRD Compensation for economic displacement and livelihood impacts related to land acquisition and access restrictions.	EBRD PR5, National requirements	<i>Resources:</i> Designated internal resources, or consultants PIU to contain an experienced social consultant <i>Responsibility:</i> MI/Consultants	Prior to finalisation of RAP and before Construction Phase.	Documented and implemented socio-economic survey/census results. Strategy for survey/census submitted to EBRD for review when prepared. Report in AESR to EBRD/EIB	N/A at this stage, it will be prepared at Detailed design phase.

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	<p>cannot just be reliant on people coming to public meetings) and customary use of land by certain villages is captured.</p> <p>Survey shall identify in particular all households that should be destroyed, resettled and assisted in the livelihood restoration at full replacement cost and provide them other types of assistance.</p>						
1.15.	<p>Land Acquisition and Livelihood Restoration Framework (LARF) and Resettlement Action Plan (RAP) preparation:</p> <p>Develop the project's Land Acquisition and Livelihood Restoration Framework (LARF), including consultations with affected parties regarding compensation for land expropriation, loss of access and restoration of livelihoods in accordance to the SEP.</p> <p>Assess the impact on businesses located along the existing road N9.</p> <p>Develop a Resettlement Action Plan (RAP) to meet the requirements of PR5, using the Land Acquisition and Resettlement Framework (LARF) as a basis, and using information from the socio-economic survey and once consultations have been held with local land owners and users.</p> <p>The MI will consider feasible alternative Project designs to avoid or at least minimise physical and/or economic displacement, while balancing environmental, social, and economic costs and benefits. Where it is unavoidable, resettlement should be minimised and appropriate measures to mitigate</p>	<p>Compliance with EBRD requirements</p> <p>Compensation for economic displacement and livelihood impacts related to land acquisition, displacement and access restrictions.</p>	EBRD PR5, National requirements	<p><i>Resources:</i> Designated MI internal resources and Consultants. Escort account for land acquisition compensation and physical displacement cost at full replacement cost and other assistance.</p> <p>PIU to engage an experienced social/legal expert.</p> <p><i>Responsibility:</i> MI/Consultants / other relevant national</p>	<p>Before Construction Phase (i.e. no land is accessed for works until compensation payments received by the eligible entitled parties).</p>	<p>Submit LARF and RAP to EBRD/EIB for review and approval. Documented LARF and RAP. Immediate reports required by EBRD/EIB. Report progress in AESR to EBRD/EIB.</p>	<p>LARF is being prepared and approved by the Banks for disclosure. RAP will be prepared and approved at Detailed design phase.</p>

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	adverse impacts on displaced persons and host communities should be carefully planned and implemented. Project-related land acquisition and/or restrictions on land use often leads to both physical displacement of people as well as their economic displacement.			institutions for social welfare etc.			
1.16.	<p>Land Acquisition and Livelihood Restoration Framework (LARF) and Resettlement Action Plan (RAP) implementation:</p> <p>Implement the project's Land Acquisition and Livelihood Restoration Framework (LARF), including consultations with affected parties regarding compensation for land expropriation, loss of access and restoration of livelihoods in accordance to the SEP.</p> <p>Implement a Resettlement Action Plan (RAP) to meet the requirements of PR5, including public and individual consultations with local property and land owners and users.</p> <p>MI will offer all displaced persons and communities compensation for loss of assets at full replacement cost and other assistance. This is intended to restore, and potentially improve, their standards of living and/or livelihoods of displaced persons to pre-displacement levels. The measures can be based on land, resources, wages and/or business activities. Standards for compensation will be transparent and consistent within the Project.</p> <p>Compensation will be done in accordance with national laws and EBRD Requirements.</p>	<p>Compliance with EBRD requirements</p> <p>Compensation for economic displacement and livelihood impacts related to land acquisition, displacement and access restrictions.</p>	<p>EBRD PR5, National requirements</p>	<p><i>Resources:</i> Designated MI internal resources and Consultants.</p> <p>Escort account for land acquisition compensation and physical displacement cost at full replacement cost and other assistance.</p> <p>PIU in MI will manage the RAP implementation.</p> <p><i>Responsibility:</i> MI/Consultants / other relevant national institutions for</p>	<p>Before Construction Phase (i.e. no land is accessed for works until compensation payments received by the eligible entitled parties).</p> <p>RAP will be implemented before Contract commencement day.</p>	<p>Implemented LARF and RAP.</p> <p>Immediate reports required by EBRD/EIB.</p> <p>Report progress on RAP implementation in AESR to EBRD/EIB.</p>	<p>NA at this stage.</p>

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				social welfare etc.			
2	Procurement Phase						
2.1.	Tender documentation requirements: Tender documentation should refer to all applicable PRs (including Health and Safety, HR Policies and others), to requirements of this ESAP and findings and recommendations of the ESIA.	Compliance with EBRD, national and EU requirements, Best available practice.	EBRD PR1 to PR10, National requirements, EU requirements.	<i>Resources:</i> Designated internal resources, or consultants PIU to contain an experienced expert on tender preparation. <i>Responsibility:</i> MI/Consultants	Prior to finalisation of RAP and before Construction Phase.	Tender documentation prepared and approved by the EBRD/EIB.	N/A at this stage, it will be prepared after approval of Detailed design.
3	Pre-Construction Phase						
3.1.	Contractor's Environmental & Social Management System (CESMS): Following the appointment and prior to commencement of Construction, the Contractor should establish and implement an Environmental & Social Management System for the construction of the motorway which should include (but not be limited to): <ul style="list-style-type: none"> Revised Construction Environmental & Social Management & Monitoring Plan (including all separate Plans, as required). Construction Environment and Social Management and 	All environmental and social issues and impacts are appropriately addressed; Optimisation of environmental management through a formalised system; Provide resources for training and monitoring of	EBRD PR1 National legal requirements, EU Directives and best practice	<i>Resources:</i> Contractor <i>Responsibility:</i> Contractor will be responsible for CESMS implementation. MI to oversee.	CESMS to be developed by the Contractor and approved by the Engineer, MI and EBRD/EIB.	CESMS documented. Provide updates on implementation in AESR to EBRD/EIB.	At this phase of project development – Conceptual design, only ESMP is prepared in the ESIA, which is base for development of CESMS.

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	<p>Monitoring Plan (which should include mitigation for specific issues including; minimising disturbance to natural habitats, working in river channels, prevention of pollution to watercourses, control of dust/noise, community relations, access arrangements, constraints, buffer zones, spoil disposal, seasonal working restrictions in specific areas, rehabilitation of land, chance finds procedures, emergency preparedness and response plan, erosion control, spill response, health and safety plan, workforce management plan, management of hazardous materials and measures to prevent exposure to the community etc.). Plan should list the specific responsibilities.</p>	emissions and impacts.					
3.2.	<p>Pre-Construction Monitoring Plan: Pre-construction, construction and operational environmental and social monitoring plans to be developed as part of the Project ESMS (see Action 1.10) and contained within the ESMP, CESMP & OESMP (as relevant). Pre-construction Monitoring actions should include (but not be limited to) the following:</p> <ul style="list-style-type: none"> Levels of noise and air quality (e.g. including but not limited to NO_x, PM₁₀, PM_{2.5}) to be measured at representative roadside receptors; Monitoring as required under the LARF; Water quality (turbidity and dissolved oxygen) in Drini I Bardhe river at a point around 200 m 	<p>All environmental and social effects are appropriately monitored. Pre-Construction and Reporting process is going smooth. Monitoring results are disclosed, public is well informed.</p>	EBRD PR1 National legal requirements, EU Directives and best practice	<p><i>Resources:</i> Contractor in line with Contract (as per BoQ and Technical specifications) for pre-construction phase only. <i>Responsibility:</i> Pre-construction & Construction: Contractor is</p>	<p>The Contractor shall prepare Pre-Construction and Construction Phase Monitoring Plans before construction begins, which will include baseline monitoring of parameters (e.g. air, noise,</p>	<p>Documented Monitoring Plans exist and updated. Provide updates on implementation in AESR to EBRD/EIB. Disclose monitoring data for the interested parties.</p>	<p>At this phase of project development – Conceptual design, only Monitoring plan is prepared in the ESIA, which is base for development of PCMP, CMP and OMP.</p>

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	<p>downstream of the planned construction works;</p> <ul style="list-style-type: none"> Water quality in Bistrica e Pejes river, at the closest point to the planned construction works; Water quality of closest and most affected individual wells used for drinking water supply located southern of the alignment. <p>MI will insert these pre-construction requirements into the Preliminary/ Detailed design and in the tender documents in order to have the IPF designer/Contractor implement them, as soon as Designer/Contractor is engaged, but before construction works begin.</p>			<p>responsible to organise pre-construction & construction phase monitoring. Some actions may be contracted out to third parties (e.g. monitoring consultants, ecologists, etc.)</p> <p>Engineer to approve monitoring plans and to supervise the activities.</p> <p>MI to oversee.</p>	<p>water, etc.) to be carried out before construction works begin. Monitoring Plan must be approved by the PIU/Supervising Engineer and MI</p> <p>Monitoring to continue during construction phase.</p>		
3.3.	<p>Community Relations Monitoring (CRM):</p> <p>CESMMP & Stakeholder Engagement Plan (SEP) to describe community relations monitoring parameters and processes, particularly in relation to management of issues raised by the local community.</p>	<p>All environmental and social issues and impacts are appropriately addressed.</p>	<p>EBRD PR1</p> <p>National legal requirements, EU Directives and best practice</p>	<p><i>Resources:</i></p> <p>MI/Contractor/Engineer</p> <p><i>Responsibility:</i></p> <p>Contractor will be responsible for CRM implementation.</p> <p>Engineer and</p>	<p>Management of issues raised by the local community.</p>	<p>CRM documented.</p> <p>Provide updates on implementation in AESR to EBRD/EIB.</p>	<p>CRM to be developed before construction commence.</p>

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				MI to oversee.			
3.4.	Occupational Health & Safety: Contractor will establish a Health & Safety Plan as part of an OHS Management System in line with OHSAS 18001 and the IFC General EHS Guidelines (2007). The Contractual Conditions are to ensure all sub-contractors are also required to follow the Health & Safety Plan and the OHS Management System.	Improved health and safety performance and safe working environment for workforce.	EBRD PR4 National requirements Best practice	<i>Resources:</i> Designated EHSS/OHS Manager <i>Responsibility:</i> Contractor Supervised by Engineer	Plan must be approved before construction commences. Implemented during Construction Phase.	Documented Health & Safety Plan – ongoing safety statistics and data. Provide updates in AESR on implementation to EBRD/EIB.	N/A at this stage
3.5.	HR Policies: HR Policies must be prepared and implemented by the Contractor: these shall include provisions to prohibit use of child labour and forced labour, and will include rights for non-employee workers (in line with ILO conventions and EBRD requirements).	Effective and improved HR & workforce management. Improved employer-worker relationship Local economic benefits	EBRD PR2 National requirements, and best practice	<i>Resources:</i> HR resources; Medical Facilities (or access arrangements to such facilities for workers) <i>Responsibility:</i> Contractor	By construction commencement	Documented and implemented HR policies and Grievance Mechanism. Compliance/audit reports. Engagements with Municipalities and healthcare providers locally recorded. Report in AESR to EBRD/EIB	N/A at this stage
3.6.	Emergency Preparedness & Response Plan (EPRP) for Construction: Emergency Preparedness & Response Plan to be prepared for construction phase of the Project in line	Reduction of emergency risk	EBRD PR4 National requirements	<i>Resources:</i> Designated EHS Manager <i>Responsibility:</i>	EPR Plan must be approved before construction	Documented EPRP. Report in AESR to EBRD/EIB.	N/A at this stage

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	with national laws and requirements.			Contractor	commencement and implemented during construction.		
3.7.	Managing & Monitoring Contractor Performance: MI to set up internal mechanisms to monitor and review the environmental and social performance of the Contractor. This may be linked to role of Project Implementation Unit (PIU).	Monitoring compliance to minimise risk and maximise benefits	EBRD PR1 National legal requirements, EU Directives and best practice	<i>Resources:</i> Designated MI in-house resources and/or PIU. <i>Responsibility:</i> MI	Mechanisms in place before construction begins	Internal monitoring mechanism in place – linked clearly to role of PIU. Report in AESR to EBRD/EIB.	N/A at this stage
4	Construction Phase						
4.1.	Obtain & Comply with Permits & Approvals during implementation: Obtain, comply and maintain all necessary Environmental, Social, and Health & Safety permits/approvals for the Construction of the works.	All environmental and social issues and impacts are appropriately addressed; Permitting process is going smooth.	EBRD PR1 - PR10 National legal requirements are met	<i>Resources:</i> In house <i>Responsibility:</i> Contractor with Engineer and MI assistance	Throughout the project construction phase	Consents and permits obtained Database tracking of all permits and consents developed Reporting to EIB/EBRD	Reports to be submitted after commencement day
4.2.	Labour and working conditions: Contractor and sub-Contractors to comply with (i) national labour, social security and occupational health and safety laws, (ii) the fundamental principles and standards embodied in the ILO conventions and (iii) related to workers' accommodation confirming to IFC/EBRD guidelines.	Improved health and safety performance and safe working environment for workforce (permanent &	EBRD PR2 National requirements, and best practice	<i>Resources:</i> Designated EHS Manager by the Contractor <i>Responsibility:</i> Contractor	Plans must be approved before construction commencement and implemented during	Documented plans. Provide updates on implementation in AESR to EBRD/EIB.	N/A at this stage

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	<p>The implementation of the actions necessary to meet these requirements will be managed under the project's ESMS and Management Plans.</p> <p>Independent labour audits will be performed by the competent national authorities, e.g. by the Labour Inspectorate (LI).</p> <p>LI is an executive agency of the Ministry of labour and Social Welfare. It oversees implementation of legal and sub-legal provisions in overall manner of employment filed including employment relationships, safety at work, protection of employees' health and work environment. This agency has authority for all workplaces and for all workers in general, apart from those workplaces within UNMIK, offices and missions of foreign government and international government operating in Kosovo. The business companies operating in territory of Kosovo are subject of this authority. LI can freely enter any workplace and employers headquarters within their jurisdiction, without prior notification.</p>	contract/ contractor & sub-contractor).		Engineer to oversee	construction.		
4.3.	<p>HR Policies: HR Policies must be prepared and implemented by the Contractor. These shall include provisions to prohibit use of child labour and forced labour, and will include rights for non-employee workers (in line with ILO conventions and EBRD requirements).</p>	Effective and improved HR & workforce management.	EBRD PR2 National requirements, and best practice	<i>Resources:</i> HR resources; Medical Facilities (or access arrangements to such facilities for workers).	During the construction phase	Documented and implemented HR policies and Grievance Mechanism. Compliance/audit reports.	N/A at this stage
4.4.	<p>Grievance Mechanism:</p> <p>The Contractor will develop and implement a grievance mechanism for workers (and their organisations if applicable e.g. sub-contractors) in-</p>	Improved employer-worker relationship Local economic		<i>Responsibility:</i>		Engagements with Municipalities and healthcare	

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	in line with EBRD PR2 to enable individuals/groups to raise reasonable workplace concerns.	benefits		Contractor Engineer to oversee		providers locally recorded.	
4.5.	Use of Local Workforce: Contractor to include in HR Policy a policy of (i) advertising all jobs locally, (ii) of encouraging and attracting local workforce to apply for jobs, and (iii) of prioritising the hire of local workforce where reasonable and practical.					Report in AESR to MI and EBRD/EIB	
4.6.	Medical Facilities for Worker & Engagement with Local Healthcare Providers: Contractor to ensure sufficient provision of medical care facilities and resources for workforce. Contractor to undertake engagement with Municipalities and local healthcare providers in Peje and Klina regarding any additional pressures this provision for their workers during construction may have on local healthcare related resources.						
4.7.	Occupational Health & Safety (OHS) implementation: Contractor will implement a Health & Safety Plan as part of an OHS management system in line with OHSAS 18001. The contractual conditions are to ensure all sub-contractors are also required to follow the Health & Safety Plan and the OHS management system. Particular focus shall be made to: <ul style="list-style-type: none"> • Working at heights • Movement of construction traffic and work equipment • Lifting operations 	Improved health and safety performance and safe working environment for workforce.	EBRD PR4 National requirements Best practice	<i>Resources:</i> Designated EHSS/OHS Manager <i>Responsibility:</i> Contractor Supervised by Engineer	OHS implemented during Construction Phase.	Documented Health & Safety Plan – ongoing safety statistics and data. Provide updates in AESR on implementation to EBRD/EIB.	N/A at this stage

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	<ul style="list-style-type: none"> • Electrical safety • Excavations and ground disturbance 						
4.8.	<p>Traffic Management Plan (TMP) implementation: A Traffic Management Plan should be prepared by the Contractor prior to construction which should consider management of traffic on the existing N9 road and local access roads from villages.</p> <p>The Plan should ensure suitable access or suitable alternatives to local communities is retained at all times and effects on journey times are minimised. Haulage routes shall avoid (as far as possible) local settlements and where they cannot strict driver provisions implemented (e.g. training of drivers and in code of conduct). Provisions should be included in the Plan for ensuring current levels of access to Public Transport (i.e. bus running along N9) and school bus services (if any) are retained and disturbance minimised on these essential community services.</p> <p>The management of the mixed traffic (i.e. animal drawn carts, motorised vehicles, livestock accessing the work areas etc.) should be addressed clearly in the Plan. Contractor will be required to carefully plan the works to existing structures/crossings etc. and put in place relevant H&S warning signage and provisions to minimise any risks to workers, local communities, users of the route/areas etc.</p> <p>Necessary short-term diversions may be necessary for such works and the Contractor shall engage with Municipalities and any locally affected parties (e.g.</p>	Compliance with EBRD requirements on health & safety and to ensure health & safety, access & severance issues for local community are minimised.	EBRD PR4 National requirements Best practice	<i>Resources:</i> Contractor resources <i>Responsibility:</i> Contractor Supervising engineer MI to apply for TMP approval and to oversee.	Plan must be approved before construction commences. Plan must be implemented during Construction Phase.	Documented Traffic Management Plan List of timed engagements with local communities and Municipalities on diversions. Report in AESR to EBRD/EIB	N/A at this stage

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	business, settlements etc.).						
4.9.	Emergency Preparedness and Response implementation: Contractor to implement Emergency Preparedness and Response Plan for the project inclusive of all project activities and personnel.	Reduction of emergency risk	EBRD PR4 National requirements	<i>Resources:</i> Designated EHS Manager <i>Responsibility:</i> Contractor Engineer to oversee	EPR Plan implemented during construction.	Documented ERP. Report in AESR to EBRD/EIB.	N/A at this stage
4.10.	Construction Monitoring: Construction Monitoring Plan (CMP) should include (but not be limited to) the following: <ul style="list-style-type: none"> • Contractor to keep record of motorway kill, separately for new corridor and existing corridor; • Watching brief to identify cultural heritage resources discovered during excavations; • Levels of noise and air quality (e.g. including but not limited to NO_x, PM₁₀) to be measured at representative roadside receptors; • Water quality (turbidity and dissolved oxygen) in Drini I Bardhe river at a point around 200 m downstream of the construction works; • Water quality in Bistrice e Pejes river, at the closest point to the planned construction works; • Water quality of closest and most affected individual wells used for drinking water supply located southern of the alignment; • Monitoring as required under the LARF/RAP, including of permanent and temporary land take/agreements by Contractor; 	All environmental and social effects are appropriately monitored. Construction and Reporting process is going smooth. Monitoring results are disclosed, public is well informed.	EBRD PR1 National legal requirements, EU Directives and best practice	<i>Resources:</i> Contractor (as per BoQ and Technical specifications). <i>Responsibility:</i> Contractor is responsible to organise pre-construction & construction phase monitoring. Some actions may be contracted out to third parties (e.g. monitoring consultants, ecologists, etc.)	The Contractor shall implement Construction Phase Monitoring Plan during construction phase. Engineer to oversee and verify activities. MI to oversee.	Documented Monitoring Plans exist and updated. Provide updates on implementation in AESR to EBRD/EIB. Disclose monitoring data for the interested parties.	At this phase of project development – Conceptual design, only Monitoring plan is prepared in the ESIA, which is base for development of PCMP, CMP and OMP.

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	<ul style="list-style-type: none"> Monitoring of indicators of problems arising from influx of workforce into the area (including consultations with Municipalities and local community); Traffic and road safety incidents. <p>MI will insert these requirements into the tender documents in order the Contractor to implement them as part of the construction contract.</p> <p>The Engineer shall supervise the monitoring activities as per ToR requirements developed by MI.</p>			<p>Engineer to approve monitoring plans and to supervise the activities.</p> <p>MI to oversee.</p>			
4.11.	<p>Biodiversity Management (Mitigation) Measures/Requirements:</p> <p>Contractor to implement the following Biodiversity Management (Mitigation) Measures/Requirements which are to be integrated within the CESMP and form a discrete biodiversity management section:</p> <ol style="list-style-type: none"> Restrictions to Contractor Access: Contractor is prohibited from accessing areas of natural habitat for any purposes (e.g. general access, storage of plant and equipment, etc.) except where this is absolutely necessary to construct the works. Specific areas which the Contractor should avoid include: Annex I Habitat: Riverine willow-poplar habitats, km 13.500 -13.600. Preservation Measures for Watercourses and Streams: Contractor to produce as part of CESMP method statement to cover working in watercourses (dry or wet). Statement to take account of the following provisions): <ul style="list-style-type: none"> No access or works in any river channel 	<p>Ensuring minimal loss of natural and semi-natural habitats.</p> <p>Preservation of Riverine Habitat and reduction of risks to downstream sensitive/protected areas.</p> <p>Protection of nesting birds in forested areas</p>	<p>EBRD PR6</p> <p>National requirements</p> <p>EU Directives</p>	<p><i>Resources:</i></p> <p>Included in Contractor's price as per BoQ.</p> <p>Engineer resources as per ToR.</p> <p><i>Responsibility:</i></p> <p>MI to include these requirements in contract documentation.</p> <p>Contractor to develop & implement.</p> <p>Engineer to approve and</p>	<p>CESMP (including biodiversity section) to be developed by Contractor before construction and implemented during Construction Phase.</p> <p>Before construction commences measures must be approved by the Supervising Engineer and</p>	<p>Construction Environmental & Social Management Plan (including biodiversity management section & associated Method Statements) documented and approved.</p> <p>Provide updates on implementation in AESR to EBRD/EIB.</p>	<p>Biodiversity mitigation measures are presented in the ESIA at Conceptual design phase. These measures will be developed further in the next project designing phases.</p>

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	<p>unless absolutely necessary to construct the works;</p> <ul style="list-style-type: none"> - No parking of plant or storage of any equipment or oil, fuel or chemicals within 100 m of dry or wet river channel; - River flow to be maintained at all times. If access is required to the flow channel, measures should be taken to divert the flow past the works. - No storage or discharge of any wastewater, effluent, excavation spoil or any other material may be made to the river channels or watercourses; - Contractor should be prepared for flash flood and sudden rises in water level and water flow, and should secure all works (including embankments under construction, shuttering, steel, etc.) so they are not disrupted by flood flows. - Any pollution event in the watercourses shall be made good by the contractor, to the satisfaction of the PIU/Supervising Engineer and MoESP. <p>3. Engagement of Ecologist: The Contractor shall engage an ecologist for the following activities whose scope of work will be clearly outlined in the biodiversity management section of the CESMP:</p> <ul style="list-style-type: none"> - An ecologist to be engaged to supervise pre-construction clearance of any mobile 			supervise. MI to approve and oversee.	MI EBRD/EIB should be informed too.		

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	<p>animals (e.g. tortoises) or nests, etc. from areas of vegetation to be cleared, including in river channels, and especially in Drini I Bardhe River basin. Clearance to be confined to only areas necessary to construct the works;</p> <ul style="list-style-type: none"> - In addition, where any pools are likely be directly affected by the works (e.g. will be drained, or excavated), and where the works will occur between March and July (inclusive) attempts should be made, with the assistance of ecologists, to relocate amphibians to adjacent pools which will be undisturbed by the works, in order to reduce amphibian mortality during the works. <p>4. Rehabilitation of Damaged Vegetation:</p> <ul style="list-style-type: none"> - Once the construction works is complete, areas no longer required for permanent infrastructure, including areas used for access roads, storage ponds, side slopes to cuttings and embankments, river banks, etc. should be rehabilitated by the placement of soil and seeding (if necessary) to allow regrowth of natural vegetation. Rehabilitation of the riverine vegetation in the river channels – especially at the Drini I Bardhe River crossing – is especially important. Assistance from botanical specialists should be sought to guide the rehabilitation works. - All re-vegetation to use only species native to the area, to prevent the introduction of invasive species. 						

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	<ul style="list-style-type: none"> - Rehabilitated areas should be monitored quarterly for 24 months (in DLP) by an ecologist following site handover, to establish whether regrowth of vegetation is occurring. If not, additional measures – seeding, transplanting of saplings, import of additional topsoil, etc. – should be taken to encourage regrowth of vegetation. 						
4.12.	<p>Cultural Heritage Resources - Chance Finds Procedure:</p> <p>Establish Chance Finds Procedure for the construction period (however, anticipated to be low risk of chance finds along the route), to include pre-excavation notification to Ministry of Culture, or relevant.</p>	Minimising risks to cultural heritage sites	EBRD PR8 National requirements	<i>Resources:</i> Contractor <i>Responsibility:</i> Contractor, Supervising Engineer, MI	Notification to Ministry during construction, prior to excavations commencing.	Report on implementation to be included in the AESR to EBRD/EIB.	N/A at this stage
4.13.	<p>Stakeholder Engagement and Disclosure of Project Information:</p> <p>Implement the SEP, and update as necessary. MI to ensure that Contractor is involved in engagement with stakeholders and implements appropriate parts of SEP. When available, publicise design information on motorway, including Non-Technical Summary, information on which access roads will be severed or blocked, either during construction or permanently at junctions. Include information on construction schedule. Information to be published in villages in Project area.</p> <p>Public Meetings (on the basis of the NTS) need to be undertaken in both the Municipal centres (i.e. Peja and Klina) and a few villages along the route (i.e.</p>	Management of risks and impacts on affected communities & businesses (& other stakeholders).	EBRD PR10 National requirements Best practice	<i>Resources:</i> Internal resources (MI and Contractor) <i>Responsibility:</i> Contractor, Engineer and MI	Before Construction Phase (draft SEP disclosed) – continue with SEP implementation and updating during construction and operation phases.	Information disseminated, documented in updated SEP. Report in AESR to EBRD/EIB.	Draft SEP is being prepared and disclosed. It should be updated at regular basis at further development stages of the project.

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	Zajm, Zahaq, Dolc, Iglarevo etc.). Existing community structures (e.g. Village Counsels and Representatives) will be used in the methods of engagement.						
4.14.	Grievance Mechanism (GM): MI, Contractor and the Engineer to implement a Grievance Mechanism for affected parties and stakeholders (as included within the SEP & LARF). MI to ensure grievances are monitored.	Management of risks and impacts on affected communities & other stakeholders (e.g. local businesses).	EBRD PR10 National requirements Best practice	<i>Resources:</i> Internal resources (MI, Contractor, Engineer) <i>Responsibility:</i> MI, Contractor, Supervising Engineer	Established before Construction Phase – continue during construction and operation phases.	Information disseminated, documented in updated SEP. Grievance Mechanism form available to the public. GM recording. Report Grievances logged etc. in AESR to EBRD/EIB	GM form is being part of the Draft SEP, which is being prepared and disclosed. GM recording will be relevant for all project phases.
5	Operational Phase						
5.1.	Obtain & Comply with Permits & Approvals: Obtain, comply and maintain all necessary Environmental, Social, and Health & Safety permits/approvals for the Operation of the Project Motorway.	All environmental and social issues and impacts are appropriately addressed; Permitting and operational process is going smooth.	EBRD PR1 - PR10 National legal requirements are met	<i>Resources:</i> In house <i>Responsibility:</i> MI	Throughout the project operation	Consents and permits obtained, Database tracking of all permits and consents developed, Reporting to EIB/EBRD (when required)	Reports to be submitted after Taking over certificate

No.	Action	Environmental & Social Risks (Liability/Benefits)	Requirements (Legislative, EBRD PR, Best Practice)	Resources, Investment Needs, Responsibility	Timetable	Target and Evaluation Criteria for Successful Implementation	Status
5.2.	<p>Operational Environmental & Social Management Plan (OESMP):</p> <p>OESMP should address issues such as pollution and run off control, use and maintenance of oil interceptors, monitoring of noise and air quality, traffic safety, emergency response etc. OESMP to include requirements for regular maintenance activities, such as: removal of food, waste, animal carcasses, etc. from roads, in order to reduce the attraction of scavengers. Removal of snow drifts, ice melting activities, clearance of driving visible areas with grass and trees, erosion control on embankments and cuts, maintenance of drainage systems, road markings and signalisations, lightening, road safety etc.</p>	<p>All environmental and social issues and impacts are appropriately addressed;</p> <p>Optimisation of environmental management through a formalised system;</p> <p>Provide resources for maintenance, training and monitoring of emissions and impacts.</p>	<p>EBRD PR1</p> <p>National legal requirements, EU Directives and best practice</p>	<p><i>Resources:</i> MI, in house;</p> <p><i>Responsibility:</i> OESMP to be developed by Contractor and approved by supervising engineer. MI to approve too. MI is responsible for OESMP implementation.</p>	<p>OESMP to be developed by Contractor.</p> <p>Plan must be approved by the PIU/Supervising Engineer and MI).</p> <p>OESMP to be developed prior to operation and will be implemented during Operational phase.</p>	<p>OESMP documented.</p> <p>Provide updates on implementation in AESR to EBRD/EIB.</p>	<p>At this phase of project development – Conceptual design, only ESMP is prepared in the ESIA, which is base for development of OESMP.</p>
5.3.	<p>Operational Monitoring Plan:</p> <p>Operational Monitoring actions should include (but not be limited to) the following:</p> <ul style="list-style-type: none"> Levels of noise and air quality to be measured at representative roadside receptors, at least semi-annually for a period of 2 years post-construction; Regular monitoring of Drini I Bardhe river at the point downstream of the crossing over (this should be planned within the national monitoring network); Traffic and road safety incidents monitoring. <p>MI must ensure that these are actioned, either</p>	<p>All environmental and social effects are appropriately monitored.</p> <p>Reporting process is going smooth.</p> <p>Monitoring results are disclosed, public is well informed.</p>	<p>EBRD PR1</p> <p>National legal requirements, EU Directives and best practice</p>	<p><i>Resources:</i> MI to develop monitoring budget.</p> <p><i>Responsibility:</i> MI, some actions may be delegated to third parties (e.g. monitoring consultants, ecologists, etc.).</p>	<p>Monitoring plan to be developed prior to operation commencing and will be implemented in Operational phase.</p>	<p>Documented Monitoring Plan.</p> <p>Provide updates on implementation in AESR to EBRD/EIB.</p> <p>Disclose monitoring data for the interested parties.</p>	<p>At this phase of project development – Conceptual design, only Monitoring plan is prepared in the ESIA, which is base for development of OMP.</p>

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	<p>implementing them using internal resources, or by delegating them to a third party, or via established national monitoring networks. The ESMS/OESMP should include the public disclosure of a summary of the key monitoring results. The monitoring plans must describe community relations monitoring parameters and processes, particularly in relation to management of issues raised by the local community.</p>						
5.4.	<p>Chemical Accident and Spills Management Program:</p> <p>A Chemical Accident and Spills Management Program will be developed for all motorway operations to prevent and mitigate the negative impacts to soil, surface water and groundwater that could arise from eventual motorway accidents and spills involving hazardous substances, and provide early response actions as well. The program shall be prepared in close cooperation with the municipality of Pejë and Klinë and responsible institutions.</p>	<p>Management of road safety and community safety risks.</p>	<p>EBRD PR4 National requirements</p>	<p><i>Resources:</i> MI, include within maintenance budget for motorway. <i>Responsibility:</i> MI, some actions may be delegated to third parties.</p>	<p>Program to be in place prior to opening of the Motorway. Program to be implemented during Operational phase.</p>	<p>Program to be monitored as part of ESMS/OESMP.</p>	<p>N/A at this stage</p>
5.5.	<p>Maintenance of Protective Fence:</p> <p>As the Project includes the provision of a protective fence along the Motorway to reduce the risk of informal access from adjacent land (vehicles and livestock) during operation this fence shall be maintained.</p>	<p>Management of road safety and community safety risks.</p>	<p>EBRD PR4 National requirements</p>	<p><i>Resources:</i> MI, include within maintenance budget for motorway. <i>Responsibility:</i> MI, some actions may be delegated to third parties.</p>	<p>Fence to be in place prior to opening of the Motorway. Maintenance arrangements to be developed prior to operation commencing,</p>	<p>Maintenance of fence to be monitored as part of ESMS/OESMP.</p>	<p>N/A at this stage</p>

No.	Action	Environmental & Social Risks (Liability/Benefits)	Requirements (Legislative, EBRD PR, Best Practice)	Resources, Investment Needs, Responsibility	Timetable	Target and Evaluation Criteria for Successful Implementation	Status
					will continue into Operation phase.		
5.6.	Road Safety Inspection: A road safety inspection shall be carried out on motorway once operational, and if appropriate action plans developed for low cost remedial road safety measures.	Reduction of accident risks and improved road safety.	EBRD PR4 National requirements EU Directives	<i>Resources:</i> MI in house <i>Responsibility:</i> MI/Consultant for RS inspection	Ones operational (and subsequent RSAs at key stages as required under EU Directive 2008/96/EC).	Documented Road Safety Inspections. Report to EBRD/EIB.	N/A at this stage (Operational phase)