



Municipality of Yerevan

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ARMENIA: YEREVAN SOLID WASTE PROJECT – ENVIRONMENTAL AND SOCIAL DUE DILIGENCE

“ESDD5”

ENVIRONMENTAL AND SOCIAL ACTION PLAN

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Client:

Municipality of Yerevan

Consultant: **Joint-Venture**



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Register of Submissions

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1. ENVIRONMENTAL AND SOCIAL ACTION PLAN (ESAP)

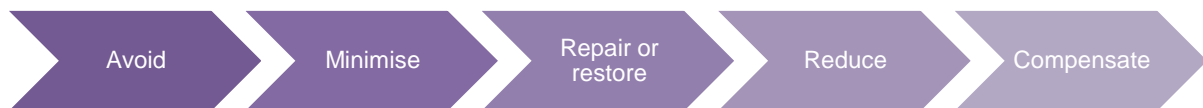
An Environmental and Social Action Plan (ESAP) is prepared subsequent to an ESIA. The document takes into account the findings of the environmental and social appraisal and the result of consultation with affected stakeholders.

The client will develop and implement a programme of mitigation and performance improvement measures and actions that addresses the identified social and environmental issues, impacts and opportunities in the form of an Environmental and Social Action Plan (ESAP). The ESAP is furthermore an important document to guide the applicant to ensure the subsequent successful implementation of the environmental and social framework.

Mitigation is defined as follows:

- Avoid the impact altogether by not taking a certain action or parts of an action
- Minimising impacts by limiting the degree or magnitude of the action and its implementation, e.g., by implementing construction measures to minimise impact
- Rectifying the impact by repairing, rehabilitating or restoring the affected environment
- Reducing or eliminating the impact over time by preservation and maintenance operations during the life of the action, e.g., by changing behaviour
- Compensating for the impact by replacing or providing substitute resources or environments

The sequence of preference for measures is:



Mitigation measures and actions are identified so that all relevant stages of the project pre-construction, construction, operation and closure operate in compliance with applicable laws and regulations and the PRs

The ESAP takes a long-term and phased approach and also takes into account expected future regulatory requirements. The ESAP focuses on avoidance of impacts, and where this is not possible, on mitigation measure to minimize or reduce possible impacts to acceptable levels.

The ESAP will document key environmental and social issues, the actions to be taken to address them adequately, as well as any actions to maximise environmental or social benefits

The ESAP distinguishes between a corporate level and a site-specific level

The aim of the document is to define specific actions to achieve compliance with the EBRD PR's

The following guidelines and directives are relevant for the ESAP, aside from the EBRD environmental and social policy from 2008 [hereinafter: EBRD PR No.]:

EU-Directives

- The EIA-Directive – Directive 2014/52/EU of the European Parliament and the Council of April 16, 2014 amending Directive 2011/92/EU on the assessment of the effects of certain public and private projects [hereinafter: EU-EIA]
- EU-Council Directive 1999/31/EC of 26 April 1999 on the landfill of waste [hereinafter: EU-Landfill]
- EU Council Directive 2010/75/EU on industrial emissions (integrated pollution prevention and control) [hereinafter: EU IED]

EBRD Guidelines

- EBRD Greenhouse Gas (GHG) Assessment Methodology, 2010 [hereinafter: EBRD GHG]
- EBRD Strategic Gender Initiative [hereinafter: EBRD SGI]
- EBRD Gender 1 Guidance note [hereinafter: EBRD G1]
- EBRD Gender Toolkit 1 and 2 [hereinafter: EBRD GT]

Armenian Legislation (RA Law)

- RA Law On Equal Rights and Equal Opportunities for Men and Women [hereinafter: RA Equal Rights Law]
- RA Law on Environmental Impact Assessment and Expertise, adopted on 21.06.2014. [hereinafter: RA EIA Law]
- RA Law on Waste, November 2014 [hereinafter RA Waste Law]
- RA Forest Law [hereinafter: RA Forest Law]

Other Standards

- ILO (International Labour Standards) [hereinafter: ILO]
- EPA –BAT (Best Available Techniques for the Waste sector: Landfill Activities) [hereinafter: BAT]

1.1 Tabular Environmental and Social Action Plan

No.	Action	Environmental Risks / Liability Risk / Benefits	Legislative requirement / EBRD performance requirement / Best practice / EU standards	Investment Needs / Resources / Responsibility	Timetable Action to be Completed by	Target und Evaluation Criteria for Successful Implementation	Comments
CORPORATE LEVEL							
CO 1	<i>(ESAP Implementation)</i> Prepare and submit reports on status of this Environmental and Social Action Plan (ESAP), resolution of grievances and EHS (Environmental, Health and Safety) performance of the project	Monitoring of ESAP implementation	EBRD PR1-10	Yerevan Municipality	Minimum requirements annual reporting	Evaluation; gap analysis, if ESAP framework is considered (contract, construction activity)	
CO 2	<i>(Stakeholder Engagement)</i> Adopt and implement the Stakeholder Engagement Plan (SEP)	Effective engagement with stakeholders. Early notification Legal requirements of involvement	EBRD PR10 RA Law	Yerevan Municipality	Prior to project implementation	Records of implementation and resolution of grievances Avoidance of grievances	Independent NGO required for the conduction of LRF

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CO 3	<p><i>(E+S Management Review)</i></p> <p>Review and revise E+S Management review to Implementation of the recommendation from the E+S management review and ensure that there is a responsible person with an overview of EHS responsibilities for the project and implement an organisational structure reflecting functional communications of individual construction sites (e.g. one for storage of material) and council management (ESAP should be part of the tender documents.) Technical assistance (by a PIU, see CO 4) is required to ensure the successful implementation of the project. After the detailed design of the technical project was carried out, the recommendations have to be revised again.</p>	<p>Clear management of "state of the art" landfill requirements.</p> <p>Clear job profile of potential bidder</p>	<p>EBRD PR1 EBRD PR 2 BAT</p>	<p>Yerevan Municipality</p> <p>Technical assistance by a PIU</p>	<p>June–August 2015, otherwise depending on project implementation</p>	<p>Awareness of requirements for potential new operator of the landfill site</p>	<p>During the tender process potential bidders have to prove their qualification. ESAP- Requirements have to be accepted.</p>
CO 4	<p><i>(PIU Project Implementation Unit)</i></p> <p>Formation of a PIU staffed by internal and external experts. Ensure that the Project Implementation Unit and the staff have sufficient capabilities to address environmental, occupational health and safety, and social issues associated with the project and to ensure appropriate EHS management of contractors.</p>	<p>Clear management of consultancy functions</p>	<p>Best practise EBRD PR 1</p>	<p>Internal and external experts and consultants</p>	<p>June–August 2015, otherwise depending on project implementation</p>	<p>Qualified personnel available, Submissions of reporting in accordance with ESAP and E+S MR conduction</p>	

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CO 5	<i>(Implementation of corporate policies – Labour and Working Conditions)</i> Develop a formal employment policy to cover areas such as discrimination, equal opportunities, employment of young persons (minimum age), wages (wage levels, normal and overtime), working hours, benefits, grievance mechanism for workers, dismissal, trade union recognition, collective bargaining, health and safety, harassment, forced labour, bullying, stress, bribery and corruption etc. The employment policies have to address the EBRD PR 2.	Compliance with Social and employment Policies	EBRD PR2 [ILO] (forced labour, child labour, minimum age)	Yerevan Municipality Technical assistance by a PIU	June–August 2015, otherwise depending on project implementation	Awareness of requirements for potential new operator of the landfill site Social and Employment policies	During the tender process potential bidders have to prove their qualification. ESAP- Requirements have to be accepted.
CO 6	<i>(EHS compliancy)</i> Undertake- as part of the tendering process - an assessment of the EHS management policies, procedures and management capacities of the bidders Make all future contractors aware of the Environmental Management Plan (EMP) as part of the ESIA report and the E+S Management Review.	Minimise Health and Safety risks Minimise Environmental risks	BAT EBRD PR1, EBRD PR2,	Yerevan Municipality Technical assistance by a PIU	Contractual issue Monitoring on-going thereafter	Tender specification Inspection reports	
CO 7	<i>(Organisational Capacities of Yerevan Municipality)</i> Review the organisational structure reflecting functional communications the Yerevan Municipality and operating company and identify gaps (ESAP should be part of the tender documents)	Clear management of "state of the art" requirements. Clear job profile of potential bidder	EBRD PR1 EBRD PR 2	EBRD	Prior to construction works	Awareness of requirements for potential new operator	During the tender process potential bidders have to prove their qualification. ESAP- Requirements have to be accepted.

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CO 8	<i>(Capacity building)</i> Conduct capacity building in certain fields of the Yerevan Municipality in order to comply with EBRD requirements	Clear management of EBRD PR	Best practice EBRD PR	Yerevan Municipality EBRD	Prior to construction works and tender	Tender specification Occupational Health and Safety	
CO 9	<i>(Gender issue)</i> Identify and designate a person caring of equal opportunities within the new operator of the landfill among the staffing in order to ensure: <ul style="list-style-type: none"> • Equal job opportunities • Flexible working hours (part-time models) • Child care solutions Make potential bidding companies aware of these requirements	Promote equal opportunities within the company	RA Law Equal rights EBRD SGI EBRD G1 EBRD GT EBRD PR 2	Internal resource of the potential operator EBRD-Support: Gender team of EBRD provides a technical cooperation with respect to the responsible person	Prior to implementation of project phase	Reports to the person of equal opportunities at municipality Awareness and implementation of gender related issues	The person has to be chosen among the staff and has to be granted the necessary means (financially and in regard to influence) to carry out his or her position actively.
CO 10	<i>(Gender issue)</i> Seek and implement a person of equal opportunities within the Yerevan municipality.	Actively promote equal opportunities within the municipality Overseeing of training activities for waste pickers (in respect to selection of themes of trainings, access for women in regard to time and place)	RA Law Equal rights EBRD SGI EBRD G1 EBRD GT EBRD PR 2	Yerevan Municipality EBRD-Support: Gender team of EBRD provides a technical cooperation concerning the responsible person	Prior to project implementation	Reports to the person of equal opportunities at municipality Awareness and implementation of gender related issues	The person has to be chosen among the staff of the Yerevan Municipality. The person has to be established in the senior level and has to have an operating position including external communications.

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CO 11	<p><i>(Gender mainstreaming issues)</i></p> <p>The selection process for new jobs during the operation phase should offer equal working opportunities for men and women. Furthermore models for working hours should consider the different needs of women..</p> <p>The vocational training has to open for men and women equally and has to include gender-related assistance (see also CO 13)</p> <p>The monitoring of gender related issues should be monitored by the identified person, who is responsible for gender issues.</p>	Equal opportunities between men and women. Gender mainstreaming	RA Law Equal rights EBRD SGI EBRD G1 EBRD GT EBRD PR 2	Operator of the new landfill site Yerevan Municipality	Prior to implementation of project phase	Awareness and implementation of gender related issues	
CO 12	<p><i>(Environmental permits)</i></p> <p>Ensure that all environmental permits are in place at the respective stage of project.</p> <p>Installation of a permission authority consisting of experts involved in ministries and other specified institutions.</p>	Legal compliancy	RA EIA Law EU EIA EBRD PR 1	Yerevan Municipality	Prior to implementation of project phase	Obtaining permissions	
CO 13	<p><i>(Livelihood Restoration Plan)</i></p> <p>Preparea livelihood restoration plan (LRP) for the waste picking community on the basis of the LRF.</p> <p>Therefore undertake a full census, economic survey in order to define compensation procedure. The procedure focuses on vocational training workshops for the re-integration in the waste picker's former education as a core measure. Moreover, the access to social welfare and other assistance as public transport, financial aids for transport</p>	Livelihood issues of waste picker responsibility	EBRD PR 5 EBRD PR 1	Yerevan Municipality External consultant	Prior to implementation of project phase Census and economic survey work can be arranged June/ August 2015 Cut-off date registry prior to project implementation	Reduction of poverty, generation of new job opportunities Clear management of LRP	

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	and transitional allowance are envisaged. Assistance should be provided so as to ensure both men and women can benefit on an equal basis (e.g. childcare during trainings) has to be offered. Implement and conduct a LRP grievance mechanism.						
CO 14	<p><i>(Implementation of a Livelihood Restoration Plan)</i></p> <p>Identify someone within the companies whose responsibility is the implementation of the livelihood restoration plan. Hire an external consultant, if necessary.</p> <p>Hire independent valuer to conduct the livelihood restoration procedure (information, full census and economic survey, follow up process)</p> <p>Hire a surveyor to assist the livelihood restoration procedure (identify number of people who are actually involved in waste picking, estimation of generated income on basis of recyclables' prices)</p> <p>Establish a grievance committee. Ensure that the team is experienced. Involve the client in grievance issues.</p> <p>Establish assistance with vocational trainings, obtaining personal documents, access to social welfare, and other assistance and access to employment generation programmes, if available.</p>	Compensation of lost income and livelihood issues	EBRD PR 5 EBRD PR 1	<p>Yerevan Municipality</p> <p>External consultant and independent valuer</p> <p>Experienced persons in grievance mechanisms</p> <p>(Cost refer to ESDD 08)</p>	Prior to implementation of project phase	Reduction of poverty, generation of new job opportunities, Clear management of LRF	
SITE-SPECIFIC LEVEL							

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SP 1	<p><i>(Supervision)</i></p> <p>Assign an external control (supervision) with focus on environmental-technical concerns.</p> <p>Verify the experience of external control.</p>	Compliance to EU guidance and National legislation	BAT RA ESIA Law EBRD PR 2	Yerevan Municipality	Prior implementation to project phase	<p>Identify any gaps in environmental-technical concerns</p> <p>Where appropriate, conduct improvement measures</p>	
SP 2	<p><i>(Conduction of Monitoring and Measurements)</i></p> <p>Conduct monitoring program for the following parameters</p> <ul style="list-style-type: none"> • Waste acceptance including the quality of waste, waste properties, maximum allowable concentrations (info: several impacts require as a mitigation waste acceptance control) • Consumed landfill volume and body by topographical measurement survey • Working hours of the landfill machinery equipment • Analysis of surface- and groundwater, leachate and gas control • Pest control monitoring • Noise monitoring • Dust monitoring • Meteorological data • Indoor air quality in office buildings / cabin air of machinery • Social monitoring (benefits, tariff grievance, collection rates) • Occupational health and safety practices 	Compliance to EU guidance and National legislation EHS issues	BAT [EU-Landfill] RA Waste Law EBRD GHG	Operator of the new landfill site	During construction and operation phase	<p>Data basis to enhance decision-making process in technical, environmental and social and grievances.</p> <p>Environmental monitoring database in place to ensure national and EU compliance</p>	

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	<p>and training (potentially dangerous works)</p> <ul style="list-style-type: none"> Performance of contractors (including OHS), Ensure that contractors are reputable enterprises (this is especially relevant in case of non-employee workers) 						
SP 3	<p><i>(Condition of rapid assessments)</i></p> <p>For the following assets require a short assessment and a recurrent site visit by an expert.</p> <p>Conduct a faunistic assessment in order to ensure that there are no IUCN red list species in the project area and its surrounding at the time of project initiation (assess 300 m buffer zone around the landfill zone based the assessment described in map YSW_ESIA_A1_01). Measures for potential IUCN species during construction phase are described in SP 10.</p>	Compliance with EBRD PR	EBRD PR 6	External experts (biologist) (1 year; 10.000 €)	Prior to construction initiation and	Appropriate management	
SP 4	<p><i>(Cultural heritage)</i></p> <p>In case of unexpected discovery of cultural heritage conduct a prompt salvage of chance finds (during construction process).</p> <p>Develop and implement a chance find procedure.</p>	Compliance with EBRD PR	EBRD PR 8	External experts (licensed archaeologist) (1 year; 3.000 €)	During construction phase	Appropriate management	
SP 5	<p><i>(Reporting)</i></p> <p>Conduct reporting and reviewing of monitoring and measurements by independent experts. The external regulatory body reports about the compliance or non-compliance of requirements and orders (including the supply chain and</p>	Compliance to EU guidance and National legislation EHS issues	BAT [EU-Landfill] RA Waste Law EBRD PR 1	Independent expert (1 year; 10.000 €)	Minimum annual reporting during construction and operation phase.	Identify gaps and where appropriate conduct improvement measures	Specification in the contract between the Municipality and the landfill operator.

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	contractors)		[Gender issues refer to CO 9 – CO 11]				
SP 6	<i>(OHS Monitoring)</i> Nominate a person who has the overall responsibility for OHS. Permanent control of the consideration of health and safety issues during the operation Employees health monitoring	OHS issues	BAT EBRD PR 2	Internal resources from the landfill operator.	During construction and operation phase	Identify gaps and where appropriate conduct improvement measures	Specification in the contract between the Municipality and the landfill operator
SP 7	<i>(Occupational Health and Safety)</i> Develop and Implement an occupational health and safety management system in accordance with OHSAS 18001. As part of the system develop plans and procedures to address issues including but not limited to clothing, safety facilities, Trainings in safety, Information about danger (dust, leachate, gas, dangerous waste components), PPE (personal protection equipment: safety glasses, masks against odour, protection clothing, insulation office building, ear protection, cabin air condition of working machinery), Prohibition of alcohol and drugs in working sites	OHS issues Minimise health problem, Reduce injuries	EBRD PR 2	Operator of the new landfill site	During construction and operation phase	No severe injuries, no health impairments (e.g. hearing)	
SP 8	<i>(Pollution abatement)</i> Implement the pollution abating measures defined under Chapter 10 of the ESIA including but not limited to: (thereunder are technical features of the project):	Technical requirements and EHS issues	EBRD PR 3 EU-Landfill BAT EBRD GHG	Operator of the new landfill site	During construction and operation phase	Reduction of impairments due to odour, dust, greenhouse gas emissions, no uncontrolled in surface waters, no dumping	

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	<ul style="list-style-type: none"> • Leachate and landfill gas collection, flaring • Slope and Base sealing • Excavate brown fields • Tyre wash • Manipulation with oil products only at envisaged places: immediate clearance of oil spills • Special grids for waste fixing • Fences to avoid spreading of litter. Apply mobile litter nets and interim covers • Covering of waste as soon as possible (landfill gas migration risk) • Irrigation of waste in order to abate dust emissions and enhance • Sprinkling of dust prone areas • Classification of hazardous waste, waste listing, waste management plan 					of hazardous waste	
SP 9	<p><i>(Soil and Erosion)</i></p> <p>Implement the pollution abating measures defined under Chapter 8 of the ESIA including but not limited to:</p> <ul style="list-style-type: none"> • Minimizing earthworks during rainy periods implement erosion maintenance (as geo-textiles) slope support • For rehabilitation only use soil from the site • Store excavated soil separately • Excavate brown fields 	Sustainable Management of Living Natural Resources	EBRD PR 6	Operator of the new landfill site	During construction and operation phase	Maintenance of natural soil, reduction of erosion, safe permanent disposal of excavated soil	

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SP 10	<p><i>(Potential IUCN Species)</i></p> <p>Install reptile fence as located in the EIA Annex maps. Conduct recurring inspections in order to identify potential IUCN species Relocate animals, if they are found on the landfill site.</p>	Sustainable Management of Living Natural Resources	EBRD PR 6	Operator of the new landfill site	During construction and operation phase	Protection of endangered species according to IUCN red list.	
SP 11	<p><i>(Safety / Access control / Lighting)</i></p> <p>Implement the pollution abating measures defined under Chapter 8 of the ESIA including but not limited to:</p> <p>Ensure fencing which avoid waste spreading by wind and avoid the entrance of unauthorized people. Installation of signs warning people</p> <p>Ensure locked entrance / barrier</p> <p>Ensure traffic safety by the use of sleeping policemen (street bumpers). Apply speed limits if necessary.</p> <p>Avoidance of heavy equipment at night, Warning sign on oversize vehicles</p> <p>Lighting is necessary in frequented areas (junction, infrastructure area)</p> <p>Classify and handle and store hazardous waste appropriate</p> <p>Guards</p> <p>Emergency plan for accidents</p>	OHS issues EHS issues Technical requirements	EBRD PR 2 BAT	Operator of the new landfill site	During construction and operation phase	"Zero-Accidents"	

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SP 12	<i>(Renewal of equipment)</i> Implement the pollution abating measures defined under Chapter 8 of the ESIA including but not limited to: Purchase of equipment with low noise output (trucks, wheel loader, excavator, tools) and modernized storage equipment Conduct regular maintenance of equipment	OHS issues EHS issues Technical requirements	EBRD PR 2 BAT EU-Landfill	Operator of the new landfill site	During operation phase	Modernized machinery as a technical requirement	
SP 13	<i>(Land acquisition)</i> Negotiate on loss of forest land and decide on consequential compensation between the Yerevan Municipality and the Armenian State Forestry Agency under the Ministry of Agriculture.	Legal compliancy	EBRD PR 5 RA Forest Law	Yerevan Municipality State Forest Agency of Armenia Hye Antar	Prior to project implementation	Clarification of landowner issue between Yerevan Municipality and the Forest Agency. Traceable compensation according to the legal status of the area	
SP 14	<i>(Closure of the old landfill)</i> Adapt a closure procedure for the old landfill site	Legal compliancy	EBRD PR 5 RA Law	Yerevan Municipality Current operator of the landfill	Prior to project implementation	Successful "state of the art" (e.g. gas wells, appropriate cover) closure prior to construction activities for new landfill site	

No.	Action	Environmental Risks / Liability Risk / Benefits	Legislative requirement / EBRD performance requirement / Best practice / EU standards	Investment Needs / Resources / Responsibility	Timetable Action to be Completed by	Target und Evaluation Criteria for Successful Implementation	Comments
SP 15	<p><i>(Rehabilitation after construction, implementation of a screen with trees and aftercare)</i></p> <p>Plant alleys in order to enhance natural scenery, natural succession on top sealing</p> <p>Conduct reforestation measures envisaged in the area</p> <p>Conduct the closure plan to ensure the full rehabilitation of the area (e.g top sealing, coverage with 50 cm – 1m of soil, natural resuccession; without trees).</p> <p>Acquire natural soil from local landscaping company or adjacent construction site in order to cover the landfill body.</p> <p>Ensure that soil is free of contamination. Ensure that soil acquisition results in no additional environmental impact [existing quarries holding a license, construction site providing a surplus of natural soil].</p>	Sustainable Management of Living Natural Resources	EBRD PR 6	Operator of the new landfill site	Alley planting (during construction phase) Natural succession (upon closure)	Limited visibility	
SP16	<p><i>(Sanitary protection zone)</i></p> <p>Conduct a risk assessment that should be executed for intended other protects planned to be executed in the area.</p> <p>Ensure, that no buildings will be built within a zone of 750 m</p>	Avoidance of conflicts of interest	BAT	Yerevan Municipality	In case other projects are intended in the area.	Risk assessment	The risk assessment has to be conducted by the Yerevan Municipality
SP 17	<p><i>(Other assets)</i></p> <p>Repair the water pipe leakages Yerevan-Garni</p>	Avoidance of conflicts of interest EHS issue	EBRD PR 4	Veolia Djur (Yerevan water supply)	Prior to project implementation		

Figure 1: Tabular Environmental and Social Action Plan

2. REFERENCES

EU-Directives

- The EIA-Directive – Directive 2014/52/EU of the European Parliament and the Council of April 16, 2014 amending Directive 2011/92/EU on the assessment of the effects of certain public and private projects
- Landfill-Directive - EU-Council Directive 1999/31/EC of 26 April 1999 on the landfill of waste

IED - Directive 2010/75/EU on industrial emissions (integrated pollution prevention and control)

EBRD Guidelines

- EBRD (2008) Environmental and Social Policy
- EBRD (2010) Greenhouse Gas (GHG) Assessment Methodology, 2010
- EBRD (2013) Strategic Gender Initiative
- EBRD (2011) Gender 1 Guidance note
- EBRD (2010) Gender Toolkit 1 and 2

Armenian Legislation (RA Law)

- RA Law On Equal Rights and Equal Opportunities for Men and Women
- RA Law on Environmental Impact Assessment and Expertise, adopted on 21.06.2014.
- RA Law on Waste, November 2014
- RA Forest Law

Other Standards

- ILO (2014) (International Labour Standards and Conventions)
- BAT (2011) (Best Available Techniques for the Waste sector: Landfill Activities). Final draft version of the Environmental Protection Agency, Ireland.