

# BLUEING THE BLACK SEA PROJECT (BBSEA)

*CONSULTATIONS ON*

*THE ENVIRONMENTAL AND SOCIAL ASPECTS –*

*A REGIONAL INITIATIVE*

*TO TACKLE MARINE POLLUTION AND CLIMATE CHANGE*

*IN SUPPORT OF THE COMMON MARITIME AGENDA FOR THE BLACK SEA*



**BLUEING  
THE  
BLACK SEA**

## **BBSEA GEF REGIONAL PROJECT INTRODUCTION**



## BBSEA GEF Project : key facts

- **Instrument:** Investment Project Financing
- **Financing:** \$6.6 million from The Global Environment Facility International Water Window
- **Execution:** Permanent International Secretariat of the Organization of the Black Sea Economic Cooperation
- **Long-term objective:** Improve environmental health of the Black Sea and increase social and economic benefits for the population
- **Timeline:** Q1 2022 – Q3 2025

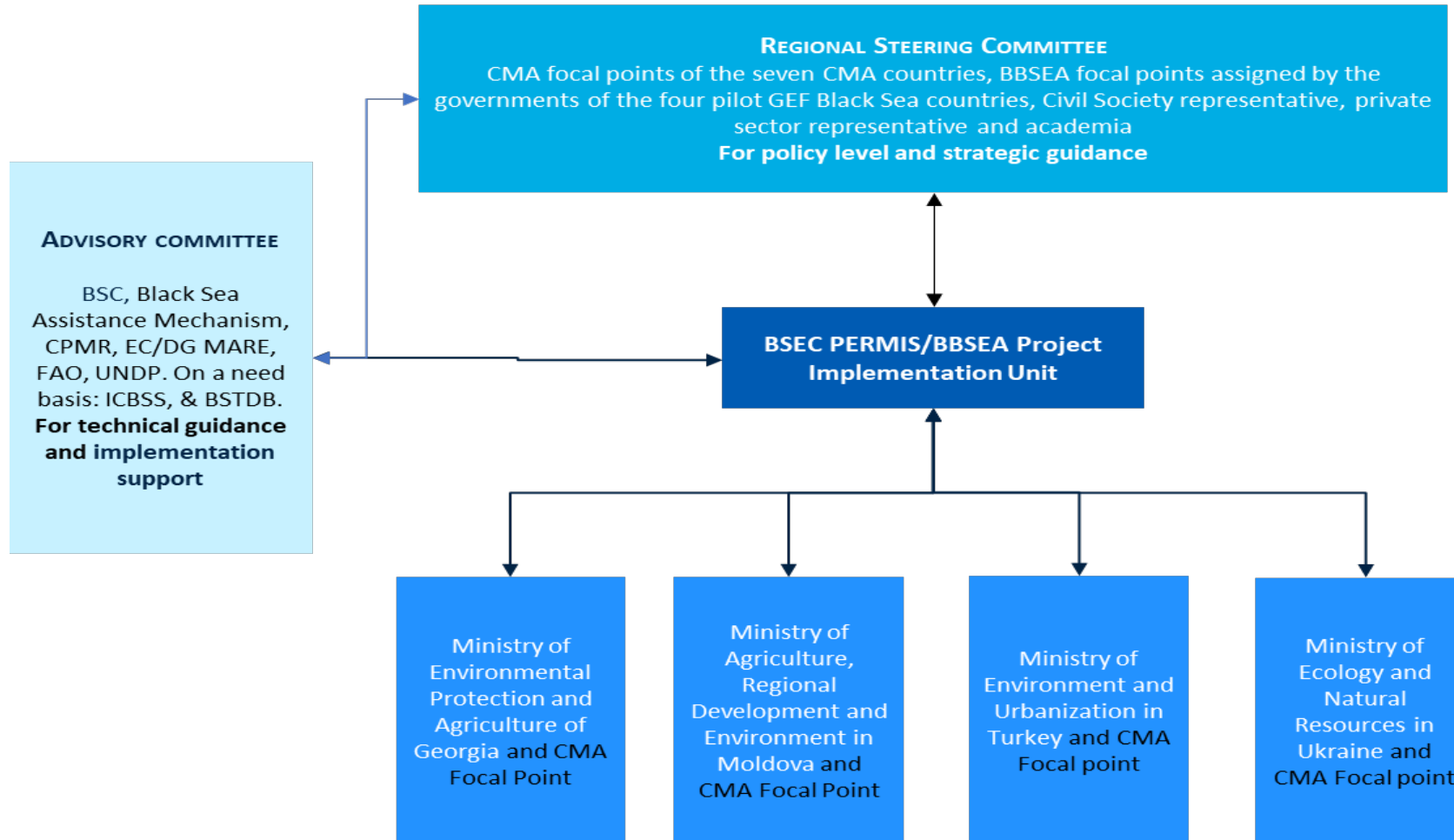
## Activities (primarily) at national level

- A. The Cost of Pollution on the Economy*
- B. Cross sectoral Coordination Mechanism for the Blue Economy*
- C. National investment Plans for Pollution Prevention and Circular Economy (including financing targets and monitoring)*
- D. Eco-Business Competition and Grants to reduce pollution and improve water quality run-off to the Black Sea*
- E. Preparation and fund-raising for investment to reduce pollution and improve water quality run off to the Black Sea.*

## Activities (primarily) at regional level

- F. Awareness raising on the issue of pollution in the Black Sea (knowledge exchange)*

# BBSEA GEF Project: Implementation arrangements



## Project Preparation Progress

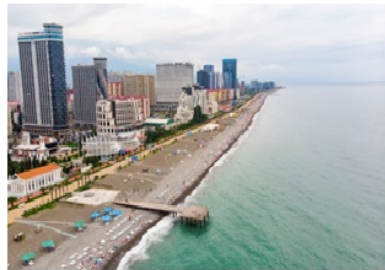
- Project preparation grant to BSEC signed in February 2021
- Virtual consultations since February 2021
- Political endorsement at the BSEC Council level (June 2021)
- Project Appraisal (November 2021)
- World Bank Board Approval (December 2021)
- Implementation start (Early 2022)





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## ENVIRONMENTAL AND SOCIAL ASPECTS OF BBSEA GEF REGIONAL PROJECT



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# Agenda

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- Introduction
- Project components
- E&S aspects of the Project
- Tools and mechanisms developed to address potential E&S risks and impacts
- ESMF development
- Stakeholder Engagement Framework/Plan (SEF/SEP)
- Labour Management Plan/Procedure (LMP)

# Introduction

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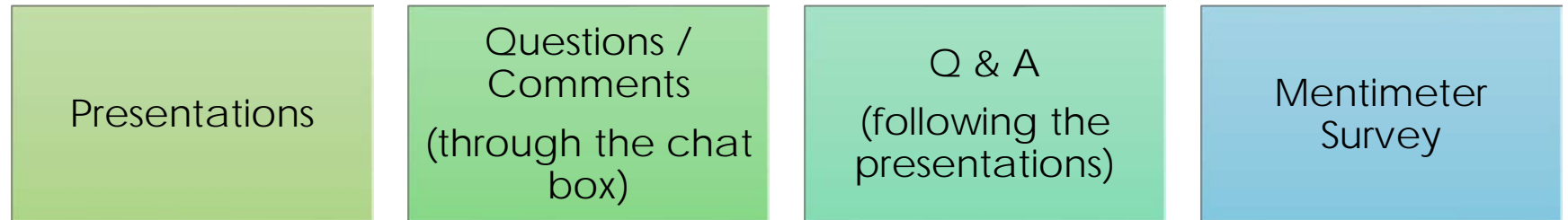
## Aims

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- To introduce the anticipated environmental and social aspects of the Project and the tools and mechanisms to manage the potential E&S risks and impacts
- To inform the stakeholders and receive their feedback and inputs regarding the E&S issue through an interactive process

## Process

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# Project components

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PDO is to strengthen economic, technical, and communication tools to promote regional collaboration and private sector engagement for pollution prevention in the Black Sea

## Component 1: Economic Case to Invest in Pollution Prevention and Reduction

- Subcomponent 1.1: National Policy and Institutional Framework
- Subcomponent 1.2: National Investment Recommendations, Knowledge Exchange and Regional Dialogue

## Component 2: Green & Innovative Financing

- Subcomponent 2.1: Eco-Innovation Challenge
- Subcomponent 2.2: Investments Preparation

## Component 3: Project Management

# Project components (with E&S concerns)

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## Component 1: Economic Case to Invest in Pollution Prevention and Reduction

*(E&S Concerns at strategic level)*

## Component 2: Green & Innovative Financing

- *Subcomponent 2.1: Eco-Innovation Challenge*
  - Address water pollution (especially eutrophication) issue of the Black Sea
  - Regional wide challenge (targeting early concept and ideas )
  - **National challenge** (to support pilot implementation of proven concepts and piloted ideas)
  - Includes consulting services, non-consulting services, goods, **limited works and construction**

*(E&S Concerns at grant/sub-project level)*

# E&S aspects of the Project

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- Mostly positive environmental and social impacts;
  - improvement of the environmental status of the Black Sea
  - assessment of national policies and legal frameworks
  - development of national investment recommendations for pollution reduction/management
  - strengthened framework for blue economy and enhancing regional dialogue
- Potential E&S risks and impacts due to physical activities to be conducted in the scope of eco-innovation grants/sub-projects;
  - small scale civil (construction/installation type) works
  - small-scale improvements in agricultural practices (irrigation, fertilizer and pest use, etc.),
  - limited (temporary and site specific), low magnitude, reversible, could be mitigated through standard management measures

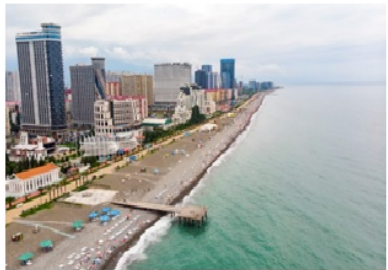
# Tools and mechanisms developed to address potential E&S risks and impacts

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- Strategic Environmental and Social Assessment (SESA)
- Environmental and Social Management Framework (ESMF)
- Stakeholder Engagement Framework/Plan (SEF/SEP)
- Labor Management Plan/Procedure (LMP)
- Environmental and Social Commitments Plan (ESCP)
  - BSEC will implement material measures and actions so that the Project is implemented in accordance with the World Bank Environmental and Social Standards (ESSs).
  - The ESCP sets out material measures and actions, any specific documents or plans, as well as the timing for each of these.



## Environmental and Social Management Framework (ESMF)



# Content

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- ESMF development
- Environmental and social requirements of the World Bank (ESF and ESSs)
- Expected positive environmental and social (E&S) impacts
- Potential adverse environmental and social (E&S) impacts and risks, and mitigation measures
- Institutional arrangements
- ESMF implementation process
- Monitoring and reporting



# ESMF development

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- Review of national level regulations and requirements and comparison with WB ESSs
- Overview of baseline conditions
- Identification of potential E&S impacts and mitigation measures
- ESMF implementation process and institutional arrangements
- Stakeholder engagement, public consultation and disclosure
- Practical Annexes 
  - World Bank Group Exclusion List
  - Environmental and Social Screening Checklist
  - Project Categorization of the World Bank
  - Indicative Structure for Sub-Project ESMP
  - Sub-Project ESMP Checklist
  - Good Practices for Management of Pesticides (WB ESS3 and WBG EHS Guidelines)

# Environmental and social requirements of the World Bank (ESF and ESSs)

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- WB's Environmental and Social Framework (ESF) became effective in October 2018
- Accordingly WB defined 10 Environmental and Social Standards (ESS)
- WB Environmental and Social Standards (ESS) – **Relevant for the Project scope**
  - ESS1: Assessment and Management of Environmental and Social Risks and Impacts
  - ESS2: Labor and Working Conditions
  - ESS3: Resource Efficiency and Pollution Prevention and Management
  - ESS4: Community Health and Safety
  - ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources
  - ESS10: Stakeholder Engagement and Information Disclosure

# Environmental and social requirements of the World Bank (ESF and ESSs)

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- WB Environmental and Social Standards (ESS) – **Not Relevant for the Project scope**
  - ESS5: Land Acquisition, Restrictions on Land Use and Involuntary Resettlement
  - ESS7: Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities
  - ESS8: Cultural Heritage
  - ESS9: Financial Intermediaries
- WB Operational Policies (OPs) – **Not Triggered by the Project activities**
  - OP 7.50: Projects on International Waterways
  - OP 7.60: Projects in Disputed Areas

# Environmental and social requirements of the World Bank (ESF and ESSs)

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## WB General EHS Guidelines - **Relevant for the Project scope**

- Environmental
- Occupational Health and Safety
- Community Health and Safety
- Construction and Decommissioning

## Industry Sector Guidelines – **Might be Relevant for the Project scope**

- EHS Guidelines for Water and Sanitation,
- EHS Guidelines for Tourism and Hospitality Development
- EHS Guidelines for Waste Management Facilities
- EHS Guidelines for Shipping
- EHS Guidelines for Forest Harvesting Operations
- EHS Guidelines for Annual Crop Production
- EHS Guidelines for Aquaculture
- EHS Guidelines for Perennial Crop Production
- EHS Guidelines for Fish Processing

# Expected positive E&S impacts

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- Prevention or reduction of water pollution through innovation grants on;
  - nutrient (nitrogen and phosphorus) treatment
  - urban wastewater treatment
  - water depollution
  - water recycling and reuse
- Strengthened governance
- Enhanced regional dialogue
- Conservation of aquatic species, improved water use and treated wastewater quality, and reduced soil pollution resulting (indirectly) from policy and capacity development activities

# Potential E&S impacts and risks - mitigation measures

Potential Environmental Impacts/Risks	Possible Mitigation Measures
Air Quality - Dust	<ul style="list-style-type: none"><li>- Water spraying on site</li><li>- Covering the vehicles to be used during hauling of materials</li></ul>
Air Quality - Exhaust Gases	<ul style="list-style-type: none"><li>- Maintaining vehicles and equipment regularly</li><li>- Exhaust gas control</li><li>- No excessive idling of vehicles</li><li>- Using filtration systems for generators or such emission sources</li></ul>
Noise - from use of machinery and vehicles	<ul style="list-style-type: none"><li>- Construction activities conducted only during day time</li><li>- Closed engine covers for generators, air compressors and other powered mechanical equipment and equipment placed as far away from residential units as possible</li><li>- Regular maintenance of vehicles and equipment and limiting number of vehicle/equipment work at the same time</li></ul>

# Potential E&S impacts and risks - mitigation measures

Potential Environmental Impacts/Risks	Possible Mitigation Measures
Water Quality – Surface runoff	<ul style="list-style-type: none"><li>- Drainage system</li><li>- Erosion and sediment control measures such as hay bales and/or silt fences</li></ul>
Water Quality – Domestic wastewaters	<ul style="list-style-type: none"><li>- Discharged to an existing sewer system</li><li>- Collected in impermeable septic tanks (and taken away by the vacuum trucks of the local authority/municipality)</li><li>- Treated on site</li></ul>
Water Quality – Leakages from water purification systems, chemical and waste storage areas, vehicle washing	<ul style="list-style-type: none"><li>- Designated areas for washing of vehicles and machinery</li><li>- Solid (impermeable) grounds for chemical and waste storage</li><li>- Drainage system</li></ul>

# Potential E&S impacts and risks - mitigation measures

Potential Environmental Impacts/Risks	Possible Mitigation Measures
Wastes - domestic, construction, agricultural, and hazardous wastes	<ul style="list-style-type: none"><li>- Waste bins for domestic waste including means for separation of recyclables (plastic, glass, paper) and collection by municipalities</li><li>- Mineral wastes separated and stored in appropriate closed containers</li><li>- Temporary waste storage area designated for construction waste not mixing with excavated soil, if any</li><li>- Collection and disposal of hazardous wastes (including waste oil, waste batteries and accumulators, waste tires) by licensed collectors.</li></ul>
Soil Erosion and Contamination	<ul style="list-style-type: none"><li>- Step formations, hay bales and/or silt fences</li><li>- Solid (impermeable) grounds for chemical and waste storage</li><li>- Safe containers for temporary storage of hazardous or toxic substances</li><li>- Proper selection and use of pesticides to minimize residues</li></ul>
Impacts on Vegetation and Biodiversity – vegetation clearing, removal of topsoil, excavation and haulage, pesticide use	<ul style="list-style-type: none"><li>- Survey and inventory for the vegetation/trees to be cleared and planting trees planted elsewhere</li><li>- Prohibiting hunting, foraging, logging or other damaging activities</li><li>- Proper pesticide management</li></ul>



# Potential E&S impacts and risks - mitigation measures

Potential Impacts/Risks regarding Working Conditions and Occupational Health and Safety (OHS)	Possible Mitigation Measures
<p>Working Conditions - integrity of workplace structures, safe access and exits, fire precautions, lavatories and showers, potable water supply, clean eating areas, lighting and air supply</p>	<ul style="list-style-type: none"><li>- Providing basic facilities (such as toilets, resting, eating and changing areas, etc.) on site</li><li>- Designating material and waste storage areas</li><li>- Assigning person(s) with relevant certification and experience in charge of OHS on site.</li><li>- Safe working controls</li><li>- Proper housekeeping</li><li>- Appropriate signposting</li><li>- Emergency Response Plan/Procedures (take into consideration the COVID-19 and other communicable disease risks, as relevant)</li><li>- Regular monitoring and auditing activities</li></ul>

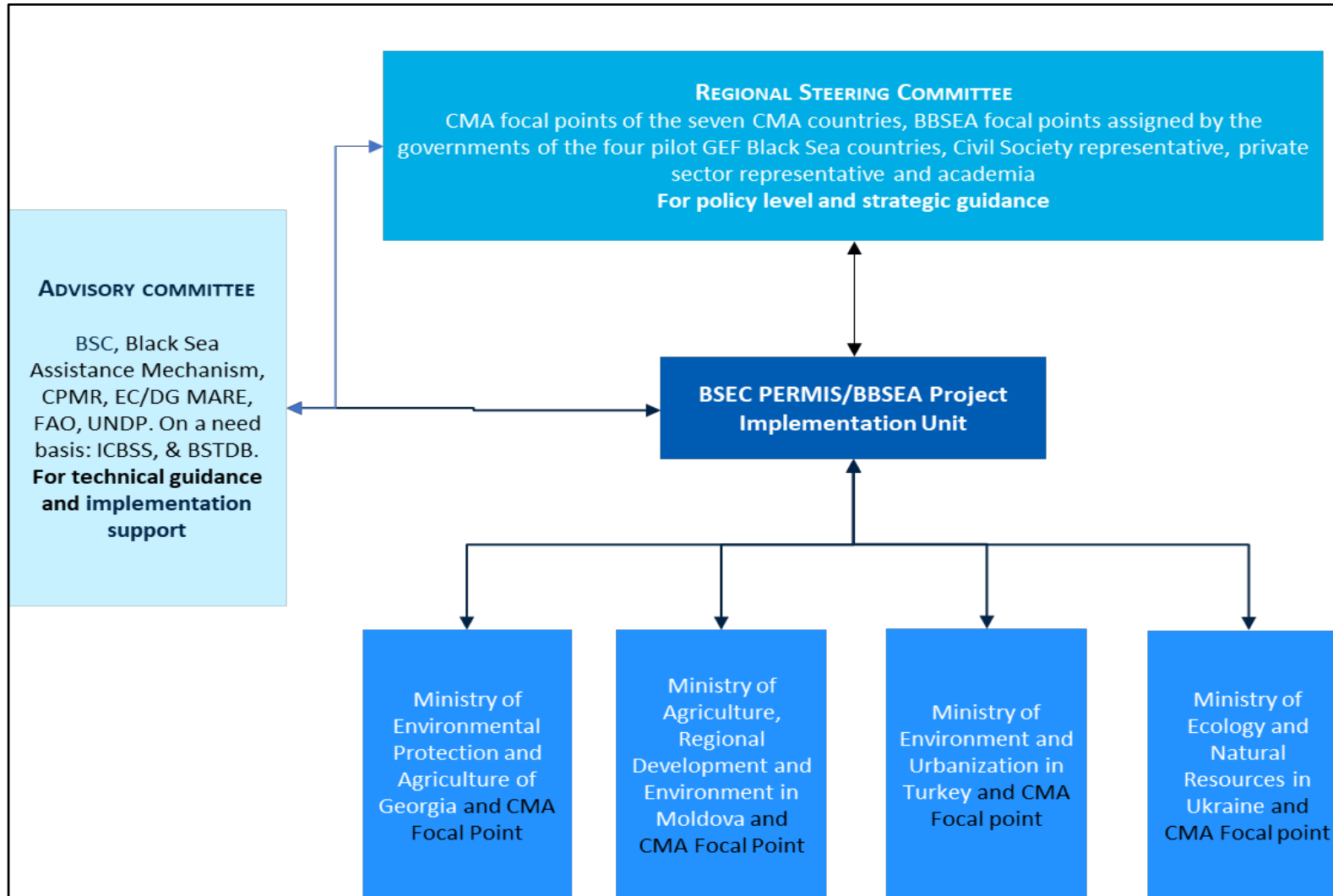
# Potential E&S impacts and risks - mitigation measures

Potential Impacts/Risks regarding Working Conditions and Occupational Health and Safety (OHS)	Possible Mitigation Measures
<p>OHS - over-exertion, slips and falls, working at height, moving objects and machinery, exposure to dust and noise, materials handlings, unintended collapse, asbestos, electricity, traffic related risks, accidents, injuries and diseases, fire, chemicals (such as pesticides used in agriculture)</p>	<ul style="list-style-type: none"><li>- Assigning person(s) with relevant certification and experience in charge of OHS on site.</li><li>- Providing appropriate personal protective equipment (PPE) (always hardhats, as needed masks and safety glasses, harnesses and safety boots).</li><li>- Proper housekeeping</li><li>- Appropriate signposting</li><li>- OHS trainings and toolbox talks</li><li>- Record keeping</li><li>- Emergency Response Plan/Procedures (take into consideration the COVID-19 and other communicable disease risks, as relevant)</li></ul>

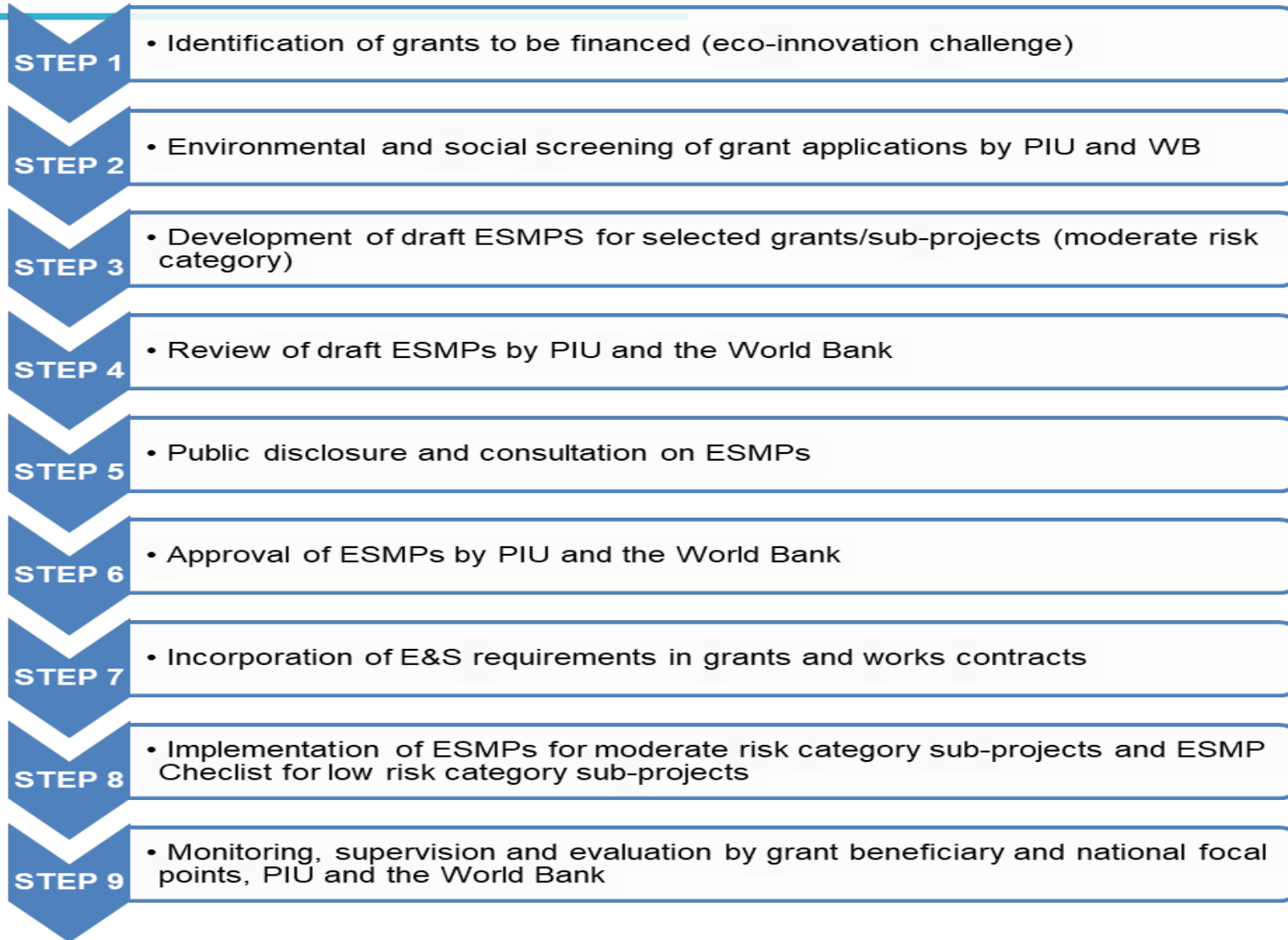
# Potential E&S impacts and risks - mitigation measures

Potential Social Impacts/Risks	Possible Mitigation Measures
<ul style="list-style-type: none"><li>• Perception of communities that eco-innovation grants/sub-projects may have adverse impact on their livelihoods.</li><li>• Resistance from communities to participate in eco-innovation grants</li></ul>	<ul style="list-style-type: none"><li>- Developing and implementing simplified SEPs for eco-innovation grant projects</li><li>- Maintaining early, timely and active engagement of local stakeholders, particularly potential affected communities</li><li>- Introducing grievance mechanism</li><li>- Engaging communities and local stakeholders in monitoring.</li></ul>
<ul style="list-style-type: none"><li>• Increased traffic and risk of accidents</li><li>• Risk of spreading of communicable diseases including COVID-19</li><li>• Potential damage to existing public utility cables and pipes and disruption of services</li><li>• Noise and vibration</li><li>• Threat to community culture and safety due to workers and business opportunists</li><li>• Limiting access to assets</li></ul>	<ul style="list-style-type: none"><li>- Fencing project site and prohibiting uncontrolled entrance</li><li>- Preparing and implementing a traffic management plan</li><li>- Transportation of any special materials would be done through the routes agreed on with the authorities.</li><li>- Taking all protective measures required by national authorities and WHO regarding COVID-19 and such diseases</li><li>- Commencing all after getting relevant permits and informing the local authorities.</li><li>- Taking all relevant mitigation measures with regard to potential environmental impacts</li></ul>

# Institutional arrangements



# ESMF implementation process



# ESMF implementation process

Institution	Grant Beneficiaries	National BBSEA Focal Points / Host of Innovation	BSEC / BSEC PERMIS/ BBSEA PIU	The World Bank
Project Roles	Beneficiary	Beneficiary Country	Borrower / Implementing Agency	Financing Institution
Grant Application and Selection Process	Application to receive eco-grants	General technical guidance for overall implementation and overview	Screen the grant applications in terms of screening criteria and E&S risks to provide information to the WB, approving and tracking the distribution of funds	Support the PIU, review the screening results, and give no objection
Sub-Project Preparation Process	<p>Obtain any national approvals and permits for the implementation of the sub-project</p> <p>Prepare the ESMP (for moderate risk category sub-projects) and simplified SEP, when necessary, or use the ESMP Checklist in the ESMF to prepare and apply the relevant environmental and social standards</p>	General technical guidance and overview for overall implementation	<p>Check the permit status of the sub-projects</p> <p>Prepare country specific SEP</p> <p>Conduct public disclosure and consultation process of sub-projects at national level</p> <p>Review draft ESMPs</p> <p>Review and approve country specific SEPs</p> <p>Disclose the ESMPs to public and conduct consultation activities</p> <p>Approve ESMPs</p>	<p>Provide technical guidance to PIU and assist in developing performance and monitoring system</p> <p>Review and approve the ESMPs and country specific SEPs</p>

# Institutional arrangements and ESMF implementation process

Institution	Grant Beneficiaries	National BBSEA Focal Points / Host of Innovation	BSEC / BSEC PERMIS/ BBSEA PIU	The World Bank
Project Roles	Beneficiary	Beneficiary Country	Borrower / Implementing Agency	Financing Institution
Sub-Project Implementation Process	<p>Implement the E&amp;S requirements (in line with the ESMPs and this ESMF, which reflects the WB ESSs) and Grievance Mechanism at sub-project level.</p> <p>Incorporate the E&amp;S requirements in works contracts</p> <p>Monitor environmental and social performance of the contractors' works on site</p>	Technical guidance for the grant beneficiary	<p>Incorporate the E&amp;S requirements in grants</p> <p>Review and approve the work contracts</p> <p>Coordinate the selected grant beneficiaries together with national focal points to ensure all the relevant rules and regulations will be adopted throughout the project</p> <p>Monitoring and supervision for ensuring implementation of ESMF, ESCP, ESMPs, LMP, country specific SEPs and grievance process</p>	<p>Review and approve the grants and work contracts</p> <p>Review and evaluation of implementation of ESMF, ESCP, ESMPs, LMP, country specific SEPs and grievance process through implementation support missions</p>
Reporting	Report on implementation of environmental and social measures to PIU on a monthly basis	-	<p>Semi-annual environmental and social compliance reports for all sub-projects will be prepared</p> <p>Semi-annual project progress reports will be prepared</p>	Review and approval of the relevant reports

# Monitoring and reporting

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- During construction and operation phase of the sub-projects
- Verify implementation of the relevant mitigation measures and their effectiveness,
- Monitoring issues;
  - obligations of ESMP, SEP and LMP in line with this ESMF, ESSs and national legislation
  - occupational health and safety standards are met at workplaces in line with national legislation, OHS requirements, ESMP, and WHO and WB guidelines on COVID-19 prevention
  - employment process of contracted workers to ensure compliance with the LMP and national labor law
  - implementation of the simplified SEPs
  - implementation of the grievance mechanism (workers and project grievance mechanism)
  - implementation of the workers code of conduct
- Grant beneficiaries will provide monitoring reports (on implementation of environmental and social measures) to PIU, Host of Innovation and Country BBSEA Focal Points on monthly basis
- PIU will report (on E&S compliance) to the WB semi-annually





## Stakeholder Engagement Plan (SEP)



# Content

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- Purpose and principles of stakeholder engagement
- Steps of SEP development
- Execution of SEP
- Development of country specific SEPs
- Main stakeholder engagement activities
- Involvement of vulnerable groups
- Grievance mechanism
- Monitoring and reporting

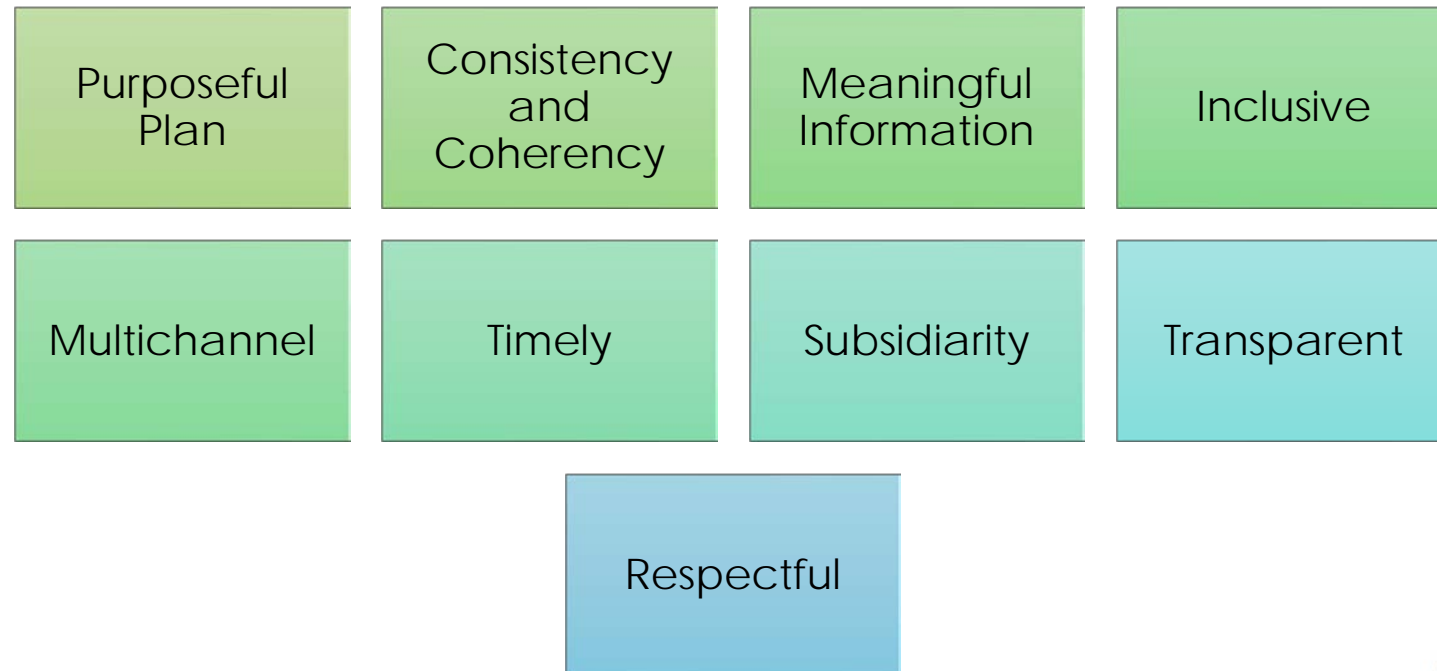
# Purpose and principles of stakeholder engagement

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## Purpose

- receiving **feedbacks, inputs** and/or **concerns** of different stakeholder groups
- sustaining the **ownership** of the project by stakeholder
- management of **social risks** and **potential impacts**

## Principles



# Steps of SEP development

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Review of national level regulations and requirements

Strategy to identify and map the key stakeholders at national and regional level

Engagement approach for project affected parties, vulnerable groups and other interested parties

Principles and guiding procedures for Grievance Mechanism

**Country specific Stakeholder Engagement Plans** will be developed based on this framework before activities in the beneficiary countries begin.

**Grant projects** with high interaction frequency with communities, having social, economic, cultural, and environmental impacts at local and national level; and last more than six months should employ at least one **Community Liaison Officer** responsible for the implementation of the stakeholder engagement plan and reporting to PIU periodically.

# Execution of stakeholder engagement plan

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BSEC will carry out the engagement activities at **local, national, and regional level** via various methods depending on the characteristics of the stakeholder group **throughout the project lifecycle**.



documentation



*stakeholder  
engagement log*



updates to  
committees



KPIs and progress  
updates on BSEC  
websites

# Country specific SEPs

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# Stakeholder identification and analysis

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## Relation with the Project

**Affected Parties:** individual groups / organisations that are like to be affected by the project because of actual impacts or potential risks to their livelihoods, well-being, physical environment, etc.

**Other Interested Parties:** individual groups / organisations with an interest in the Project, which may be because of the Project location, its characteristics, impacts

**Vulnerable Groups:** persons who may be disproportionately impacted or further disadvantaged by the project(s) as compared with any other groups due to their vulnerable status

## Stakeholder Category (diversity)

- Government / Public Institutions (Central and Provincial)
- Non-governmental Organisations and/or Community-based Organisations
- Local Communities
- Academic Institutions
- Private Sector
- Multilateral Agencies

## Geography

- Local
- National
- Regional

# Relevance of stakeholders

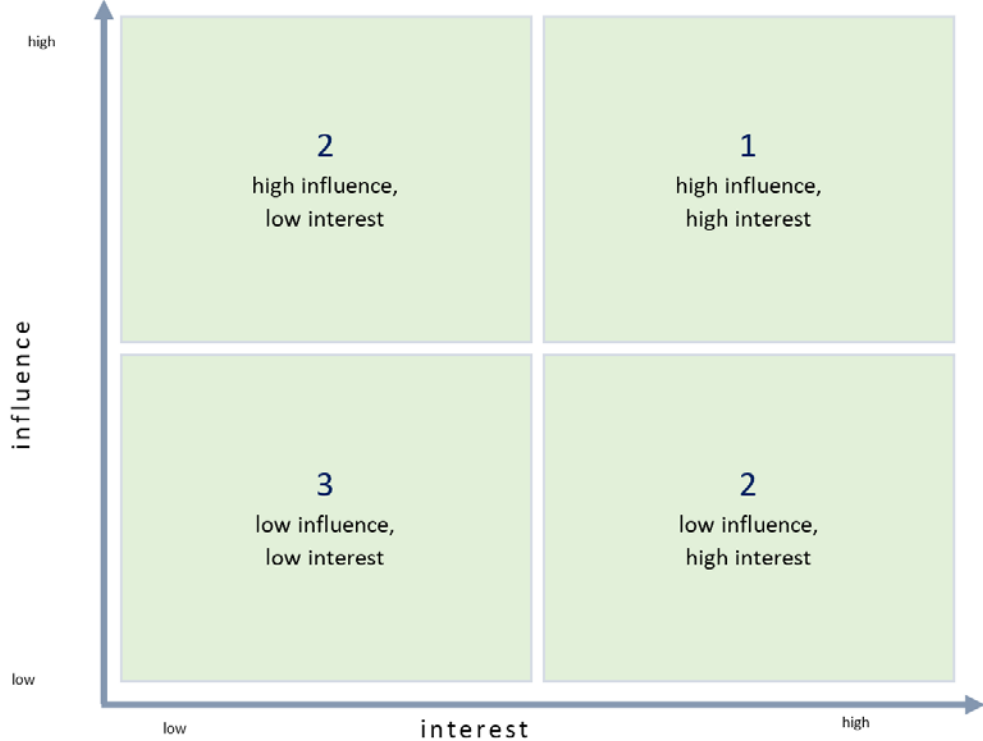
Stakeholder	Relation w/project	Stakeholder category	Geography	Relevance to project
Communities	affected	community	local	<ul style="list-style-type: none"> <li>National plans will have impact on their livelihoods and/or socio-cultural practices.</li> <li>Grant projects may have impact on their livelihood and/or socio-cultural practices.</li> </ul>
Local NGOs / CBOs	affected	NGO / CBO	local	<ul style="list-style-type: none"> <li>National plans will have impact on their members' livelihoods.</li> <li>Target groups for sustainable business standards trainings, workshops, pilot projects.</li> </ul>
Public institutions / agencies	affected	Public institution	national	<ul style="list-style-type: none"> <li>Input provider to national plans</li> <li>Implementor of national plans</li> </ul>
National NGOs	affected / interested	NGO	national	<ul style="list-style-type: none"> <li>National plans will have impact on their members' livelihoods.</li> <li>Input providers of national plans.</li> </ul>
Enterprises / Industries	affected	Private sector	local / national	<ul style="list-style-type: none"> <li>National plans will have impact on them and their members.</li> <li>Target groups for sustainable business standards trainings, workshops, pilot projects.</li> <li>Eco-Innovation Challenge applicants</li> </ul>
Academia / Universities	interested	Academic institutions	national	<ul style="list-style-type: none"> <li>Input providers of national plans</li> </ul>
Development Agencies	interested		national	<ul style="list-style-type: none"> <li>National plans will impact their investment strategies.</li> </ul>
Municipalities	affected	local authorities	local	<ul style="list-style-type: none"> <li>Input provider and co-implementor to national plans</li> <li>Implementor of sustainable business standards</li> <li>Can be a grantee</li> </ul>
Bank headquarters / branches	affected / interested	private/banking sector	national	<ul style="list-style-type: none"> <li>Target groups for trainings, workshops of investment guidelines.</li> </ul>
International organizations	interested		international	<ul style="list-style-type: none"> <li>Input providers of national and regional plans.</li> <li>Input provider and implementor of pollution reduction and prevention investment guidelines.</li> <li>Knowledge and experience exchange</li> <li>Financer</li> </ul>
International NGOs	interested	NGO	international	<ul style="list-style-type: none"> <li>Input providers of regional plans.</li> </ul>



# Stakeholder mapping

Stakeholder category	Stakeholder	Impact/Interest level (high/ low)	Influence level (high/ low)	Expectation / Concern	Position
Communities	Farmers, fishermen, Women headed households, .....				
NGO / CBO	Local NGOs/CBOs (business associations, etc.)				
	National business associations				
Public institutions	Ministries on environment				
	Ministries on agriculture, shipping, etc.				
Public agencies	National Agencies on SMEs				
	National Agencies on innovation, technology, sustainability				
	Regional Development Agencies				
Local authorities	Municipalities				
Academia	Universities				
	Research centers				
Private sector	SMEs				
Financial/ Investment organizations	National Banks				
	The Black Sea Trade and Development Bank (BSTDB)				
	BSEC Business Council				
International organizations / Multilaterals	European Commission				
	UNDP				
	GEF				

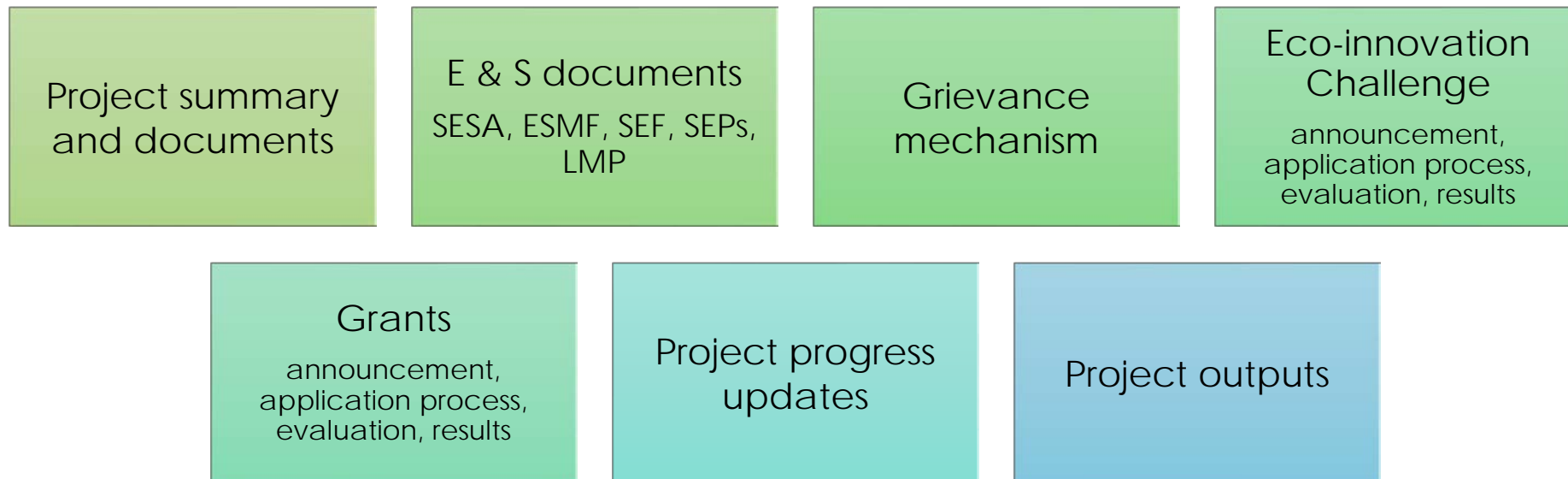
Stakeholder mapping diagram



# Information disclosure

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The Project has following information to be disclosed to the stakeholders in various phases:



# Main disclosure and consultation activities

Project stage	Information to be disclosed	Stakeholder groups	Methods proposed
<b>Design and Preparation</b>	<ul style="list-style-type: none"> <li>Project Summary</li> <li>Environment and social documents (ToR for SESA, ESMF, SEF, LMP)</li> <li>Grievance mechanism's availability</li> </ul>	Ministries Local authorities National / international NGOs Regional organizations International organizations	<ul style="list-style-type: none"> <li>Official correspondence</li> <li>E-mail</li> <li>BSEC Virtual knowledge Website</li> <li>Video conferencing meetings</li> <li>Virtual disclosure meetings</li> </ul>
<b>Implementation</b>	<ul style="list-style-type: none"> <li>Project summary</li> <li>Project Appraisal Document</li> <li>E&amp;S documents</li> <li>Grievance mechanism and GRM reports</li> <li>Project progress updates</li> <li>Trainings, workshops</li> <li>Eco-Innovation Challenge announcement, application procedure, results</li> <li>Grant announcement, application procedure, results</li> <li>Project outputs: Cost of Inaction Analysis, national plans, investment guidelines</li> </ul>	Ministries Local authorities National / international NGOs Regional organizations International organizations Communities Local NGOs / CBOs National and local enterprises Universities Scientific institutions	<ul style="list-style-type: none"> <li>Committee meetings</li> <li>Video conferencing meetings</li> <li>Face-to-face meetings with local authorities and local organizations</li> <li>Radio, TV, newspaper and social media announcements</li> <li>Workshops</li> <li>Virtual open day event</li> <li>Websites and social media accounts of BSEC</li> <li>Focus group meetings with vulnerable groups</li> </ul>
<b>Close-out</b>	<ul style="list-style-type: none"> <li>Project progress and final report</li> <li>Project outcomes</li> </ul>	All stakeholders	<ul style="list-style-type: none"> <li>Press Releases</li> <li>Website announcements</li> <li>Email</li> <li>Closure event</li> </ul>

# Method of information disclosure

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The Project recognizes the **cultural, socio-economic, language and educational differences** among stakeholders in the project area.

- Written materials
- Adaptation of content, format and language of the documents according to the stakeholder groups' needs
- Covid-19 restrictions: engagement method (face-to-face or virtual) with local and national stakeholders
- A virtual open day event in each country in project kick-off
- Annual national and international open day events (virtually or face-to-face)
- Disclosure documents and project output documents on BSEC Virtual Knowledge website: <http://www.bsec-bsvkc.org/Forms/BlueingTheBlackSeaProject>
- Accessibility of the documents by stakeholders

# Information disclosure on grants

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- Call for proposal announcement will be **public** and **accessible to all interested parties**.
- Various means of communication channels will be used; **media, newspaper, social media, local and national networks of potential applicants and interested parties**.
- **Local level engagements are important for encouraging applications from local organizations**.
- All information about the Eco-Innovation Challenge will be published on **BSEC Virtual Knowledge Center**.
- The website will have a specific section for “**questions and answers**” about the application process.
- PIU will also consider **online clarification meetings**.
- The Project will inform the applicants of Eco-Innovation Challenge and grant scheme **in writing** about the result of their application. The results will also be published on BSEC Virtual Knowledge Center.

PIU aims to follow a participatory and transparent evaluation process for Eco-Innovation Challenge and grants. This may include setting evaluation criteria with key stakeholders or forming an evaluation committee consisting of representatives from national, regional, and international stakeholders.

# Vulnerable groups and their involvement

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- households economically dependent on agriculture, fishery and tourism
- elder households in rural areas
- women-led households
- youth (especially youth who are not in education, employment and training)
- ethnic and language minorities living on coastal/Black Sea zone
- local SMEs
- young and women entrepreneurs, and
- persons with disabilities

→ County specific SEPs to identify **any other vulnerable groups** and the **need to differentiated approach** to certain groups

→ **Pro-active approach** in involving vulnerable groups to project activities, starting with **careful screening of stakeholders from local level**

→ **Local business associations** and **local NGOs** to be included in country specific stakeholder engagement plans

→ **Additional engagement tools** such as focus group meetings, face-to-face interviews for the individuals who are not represented via these organizations

# Grievance mechanism

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A transparent and unbiased grievance mechanism to:

- Awareness sessions *on grievance mechanism to all grantees.*
- identify issues and concerns as early as possible to address them **timely** and **proactively**
- continuously **improve Project performance**
- demonstrate Project's commitment to **meaningful stakeholder engagement**, and **respect for stakeholders' opinions and concerns**



# Monitoring and reporting

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## Involvement of stakeholders in monitoring activities:

- KPIs for project performance and stakeholder engagement to be set together with key stakeholders
- Stakeholder groups to monitor grant projects
- Third party monitoring

## Reporting back to stakeholder groups:

- Performance of the stakeholder engagement program management
- Regional Committee meetings will kick-off with a stakeholder engagement activities and grievances
- Stakeholder engagement and community consultation in grant project reporting template
- Stakeholder engagement KPIs and progress updates on project websites monthly/quarterly





## Labor Management Procedure (LMP)



# Content

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- Labor management procedure
- Steps of LMP development
- Project workers
- Key potential labor risks
- Policies and procedures
- Terms and conditions
- Grievance mechanism

# Labor Management Procedure

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Promotes fair and equitable labor practices

Protect project workers' rights

Ensure the management and control of activities that may pose labor-related risks.

Fair treatment

Non-discrimination

Equal opportunity

LMP describes how **Blueing the Black Sea (BBSEA) GEF Regional Project** will comply with the requirements of **World Bank Environmental and Social Standard 2 (ESS 2)**, and with labor, employment and occupational health and safety laws of **Georgia, Moldova, Turkey, and Ukraine**.

# Steps of LMP Development

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Review and mapping of labor legislation in Georgia, Moldova, Turkey and Ukraine

Review of regulations on occupational health and safety

Strategy and principles of employment and OHS policies and procedure

Principles and guiding procedures for Grievance Mechanism

# Project Workers

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Project direct workers

&

Contracted workers

BBSEA Executive/Project  
Manager

Project Coordinator

Fiduciary Specialist

Procurement Specialist

Environmental Expert

Social Expert

M&E Officer

Consultants

Trainers

Workers in grant projects

# Key Potential Labor Risks

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No large civil works  
No child or forced labor



SEA/SH risk was assessed **as low**

Labor influx is **not expected**

Gender-based violence and sexual exploitation and abuse risks are anticipated **to be low**

impacts will be **temporary, reversible, and easily managed with mitigation measures**

Awareness raising on gender-based violence to project workers

Grievance Mechanism for both communities and project workers

Introducing Grievance Mechanism to project workers and communities that it covers complaints related to sexual harassment and sexual exploitation and abuse.

# Key Potential Labor Risks

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small scale civil/installation works within  
**Eco-innovation and grants projects**



working conditions

occupational  
health & safety

Local employment and procurement

Grievance Mechanism for both communities  
and project workers

Site specific emergency response plans

Trainings on OHS rules and measures

PPEs

Housekeeping measures in place

Basic facilities for workers

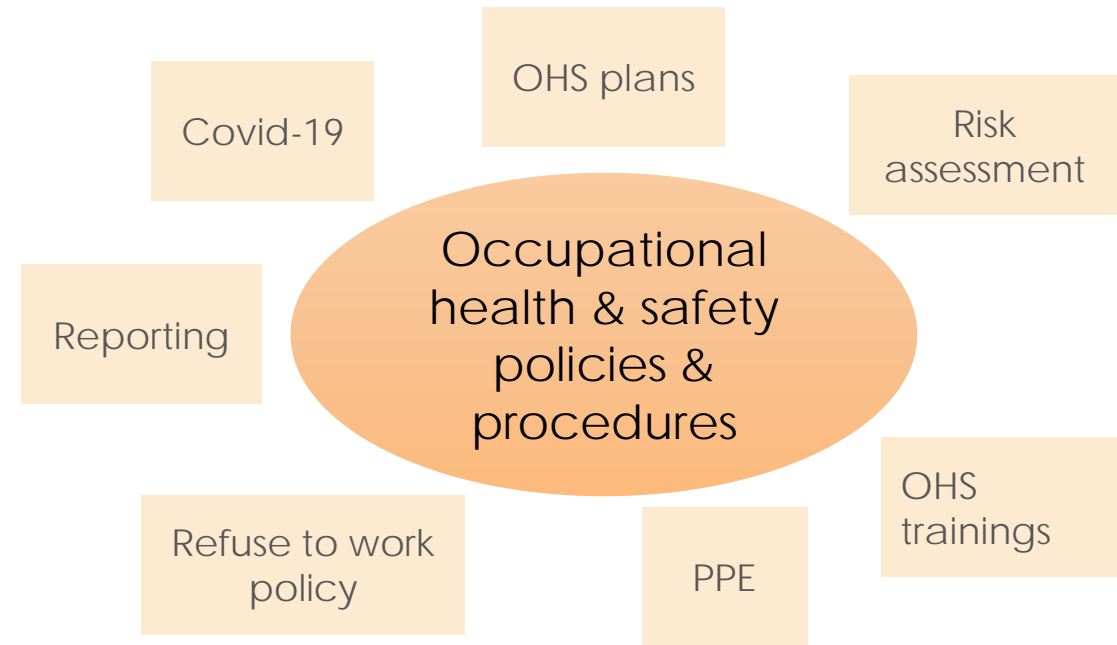
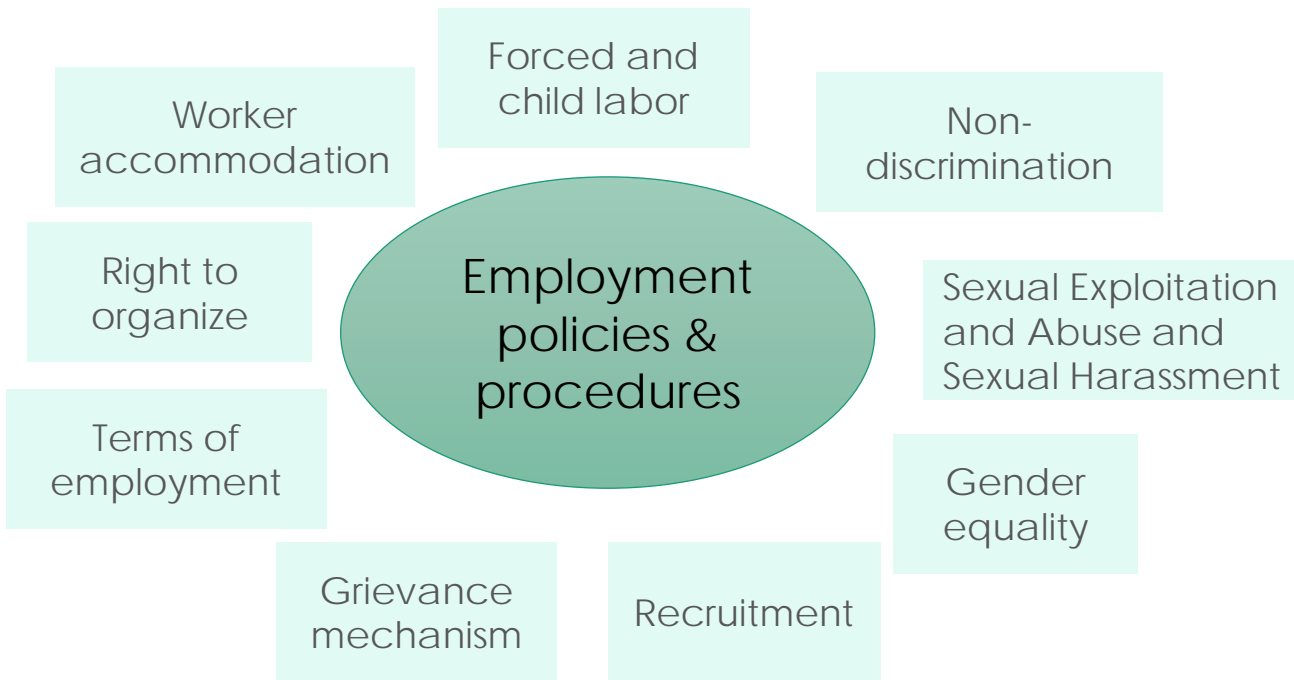
Persons in charge of OHS

OHS documentation & monitoring

Protective measures re Covid-19

# Policies and Procedures

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# Terms and conditions

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## General Principles

- Do not set **binding and singular** terms on conditions on the topics which are regulated in the national laws (such as weekly working hours).
- Use **international standards** on the terms on condition that are not highly regulated in the national laws (such as grievance mechanism),
- **Zero tolerance** on highly critical issues such as **child labor and non-discrimination**.

# Terms and conditions

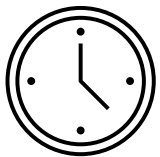
AGE

18

WAGE

paid monthly\* nature of the work

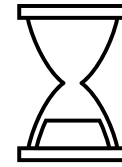
paid on the first day of the following month



working hours

45 → Turkey

40 → Georgia, Moldova, Ukraine



overtime

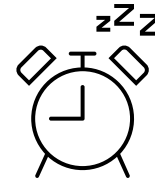
National laws

No lower than 1.5 of hourly rate



night shift

National laws



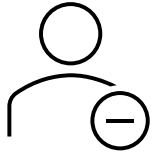
Weekly rest

min. uninterrupted 24 hours

recommendation: 48 hours

# Terms and conditions

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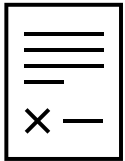


annual leave

Regulated in workers agreement

National laws

After the first 6 months



Contract  
termination

min. 30 calendar days

Severance and notice payments as in national laws

Statutory payments before the termination

# Grievance mechanism

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A grievance mechanism...

→ for **all project workers** to raise workplace concerns.

→ **easily accessible**.

→ adapted to receive **SEA/SH related complaints**.



# Elements of grievance mechanism

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Receiving  
grievances

comment/complaint form ♦ suggestion boxes  
email ♦ a telephone hotline ♦ face-to-  
face interactions

Stipulated  
timeframes

Software to  
record and track

monitoring the response rates,  
open grievances, quality of  
responses

Responsible  
department

*Thank you very much for your attention*