



SE MOLDELECTRICA



MINISTRY OF ENERGY



THE WORLD BANK



MEPIU

POWER SYSTEM DEVELOPMENT PROJECT

(P160829)


THE DETAILED DESIGN STAGE

THE LABOUR MANAGEMENT PROCEDURE

**Specific for construction and operation of the 400 kV OHTL &
Chisinau and Vulcanesti Substations**

Developed by:

ANATOL BURLACU (MEPIU)

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1.0 SCOPE AND DOMAIN OF APPLICATION

The document presents the project's Labor Management Procedure (further LMP) for maintaining and promoting good standards of health and safety in the workplace specific for construction and operational of the 400 kV overhead transmission line (OHTL) and Chisinau & Vulcanesti Substations.

The present document stipulates the labor & occupational health and safety criterion for controlling risks specific for construction and operation of the 400 kV OHTL Vulcanesti – Chisinau and two Substations, located in Chisinau and Vulcanesti.

The present Procedure shall be implemented by Contractors at the construction stage and Operator (S.E. Moldelectrica) at the operational stage by keeping under control identified high risks.

2.0 NORMATIVE REFERENCES

1. World Bank's Operational Policies (OPs)
2. Law no. 186 Occupational health and safety. Requirements
3. Law no. 163 of 09.07.2010 Authorization for executing construction works
4. Law no. 10 of 03.02.2009 Public health monitoring
5. GD no. 80 Minimum HS requirements for temporary or mobile construction sites
6. GD no. 918 of 18.11.2013 Signalling at the working places
7. GD no. 603/11.08.2011 Minimum HS requirement for equipment at the working places
8. GD no. 244 of 08.04.2013 Asbestos at the working places
9. GD no. 362 of 27.05.2014 Workforce protection against noise at the working places
10. GD no. 95 of 05.02.2009 HS Committee
11. GD no. 584 of 12.05.2016 Minimum HS requirements regarding materials handling
12. GD no. 324 of 30.05.2013 Minimum HS requirements for chemicals at the working places
13. GD no. 353 of 05.05.2010 Minimum HS requirements at the working place
14. GD no. 1361 of 22.12.2005 Incident investigation Regulation

3.0 TERMS, DEFINITIONS AND ACRONYMS

3.1 Terms and definitions


Used terms and their definitions are in conformity with normative references. For better understanding the plan the following terms are used:

Audit: systematic, independent and documented process for obtaining audit evidence and evaluating it objectively to determine the extent to which the audit criteria are fulfilled.

Capacity of response: ensuring endowment with means of interventions, means of protections and human resources for intervening immediately and efficient when appears an emergency situation.

Cause: anything with the potential to release a hazard. Cause classes include (but not limited to): thermal energy, chemical energy, biological energy, radiation, kinetic energy, climatic condition, uncertainty or human factors.

Competence: ability to apply knowledge and skills to achieve intended results.

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Conformity: fulfilment of a requirement.

Continuous Improvement: repeated activity to increase the ability to comply with requirements.

Contractor: the person(s) named as contractor in the Letter of Tender accepted by the Employer and the legal successors in title to this person(s).

Corrective Action: action taken to eliminate the cause of a Non-conformity detected or any other unwanted situation.

Danger Identification: the process of danger identification and definition of its characteristics.

Danger: an event or situation with a harmful potential expressed in injury, illness, damage to property, pollution at the workplace or a combination of these.

Direct workers: represent Contractor's workers.

Emergency situation: an event or an incident which does not generate major effects on HSE, but has the potential to provoke a major accident which requires a quick intervention of a specially trained team

Employer: the person named as employer and the legal successors in title to this person.

Engineer: the person appointed by the Employer to act as the Engineer for the purposes of the Contract or other person appointed from time to time by the Employer and notified to the Contractor.

Environmental protection: measures used to prevent harm to the environment of the world. It prevents harm to air, water, land and natural resources providing protection to flora, fauna and human beings and their inter-relationships.

Engineering Control: represent a process used to protect employees by preventing exposure to hazards.

Health: the state of well-being in both a physiological and psychological sense.

Health and Safety: conditions and factors that have an impact on the health of employees, temporarily engaged personnel, subcontracted personnel, visitors or any other person being at the workplace.

Hazard: source with a potential to cause injury and ill health. Hazards can include sources with the potential to cause harm or hazardous situations, or circumstances with the potential for exposure leading to injury and ill health.

Incident: event, or chain of event, which cause, or could have caused, injury, illness and/or damage (loss) to assets, the environment or third parties.

Indirect workers (contracted): workers who work on behalf of Contractor.

Laws: all national (or state) legislation, statutes, ordinance and other laws, and regulations and by-laws of any legally constituted public authority.

Monitoring: determining the status of a system, a process or an activity. To determine the status, there may be a need to check, supervise or critically observe.

Measurement: process to determine a value.

Non-conformity: non-compliance with a requirement.


Objectives: purposes (targets) relative to the OHS performance, intended to be attained by an organization.

Occupational: it would include not suffering from fatigue, stress or noise induced deafness.

Operational Control: are those operations that are associated with the identified major hazards consistent with OHS policy, objectives and targets.

Outsource: make an arrangement where an external organization performs part of an organization's function or process.

Performance: measurable results.

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Policy: short statement of the contractor/company policy that conveys managements support and intentions of the specific program that is signed by a member of senior management.

Preventive Action: action taken to eliminate the cause of a potential Non-conformity or any other potential unwanted situation.

Procedure: specified way to carry out an activity or a process.

Process: set of interrelated or interacting activities which transforms inputs into outputs.

Risk Assessment: process of general risk impact assessment and decision as to the level of risk tolerance.

Risk: combination of probability of appearance and consequences of a certain dangerous event.

Safety: the absence of danger or physical harm to persons, extending in the workplace to things such as equipment, materials and structures.

Site: location with defined geographical boundaries and on which activities under the control of an organisation may be carried out.

Subcontractor: any person named in the Contract as a subcontractor, or any person appointed as a subcontractor, for a part of the Works, and the legal successors in title to each of these persons.

Construction sites: any construction site at which building or civil engineering works are carried out.

Welfare: the provision of workplace facilities that maintain the basic wellbeing and comfort of the worker such as eating, washing and toilet facilities which enable them to fulfil their bodily functions.

Working environment: the surroundings and conditions in which work is performed.

3.2 Acronyms

ATU	Autonomous territorial unit
BP	Bank procedure
CESMP	Contractor's Environmental and Social Management Plan
CL&OHSP	Contractor's Labor & Occupational Health and Safety Plan
CLMP	Contractor's Labor Management Plan
CoC	Code of Conduct
DD	Detail design
EA	Environmental Agency
EHS	Environmental and health and safety
EIA	Environmental impact assessment
EMS	Energy Management System
GD	Government Decision
HQ	Headquarter
HR	Human Resources
KPIs	Key performance indicators
LMP	Labor Management Plan
LPA	Local public authority
ME	S.E. Moldelectrica
MMS	Meter Management System
MoEn	Ministry of Energy
MoF	Ministry of Finance
MS	Method Statement
NAPH	National Agency for Public Health



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NGOs	Non-Governmental Organisations
OHS	Occupational health and safety
OHTL	Overhead transmission line
OP	Operating procedure
PAPs	Project affected peoples
PIU	Project Implementation Unit
PMU	Project Management Unit
POM	Project Operational Manual
PPE	Personal protective equipment
PSDP	Power System Development Project
PTW	Permit-to-Work
S.E.	State Enterprise
SCADA	Supervisory Control and Data Acquisition System
SIMC	Social Implementation and Monitoring Committee
SMR	Subcontractor management representative
SOPs	Safety Operational Procedures
SS	Substation
SSA	State supervision agency
TLI	Territorial labor inspection
TMP	Traffic management plan
TS	Technical specification
TSO	Transmission System Operator
WB	World Bank

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4 THE PROJECT CONTEXT

4.1 Description of the overall project

4.1.1 The project description

The World Bank Group has supported the development of the energy sector in Moldova through a combination of investments, policy lending, technical assistance, and guarantee operations, and is well placed to continue financing priority investments in the electricity transmission network based on the successful results of Energy I (P008555) and Energy II (P040558) Projects and assist in increasing the institutional capacity of the Moldovan transmission system operator.

The World Bank will support investments aimed at the construction of 400 kV Vulcanesti - Chisinau overhead transmission line, extension/upgrade of two existing substations, strengthening of power dispatch and metering system.

The construction of new transmission line and extension of the existing substations will enable a more reliable access to lower cost of electricity for consumers, improved productivity and competitiveness, creation of new jobs, and stronger economic growth. The Project is directly addressing the goal of creating physical electricity interconnections, thus increasing security of supply and creating potential opportunities for development of competitive markets and regional integration.

4.1.2 Project Development Objective

The objective of the project is to increase capacity and improve reliability of the power transmission system in Moldova.

4.1.3 Project Beneficiaries

The project beneficiaries are (i) all electricity consumers in Moldova connected (directly or indirectly) to the power transmission system and (ii) the State Enterprise Moldelectrica (further ME) and other sector stakeholders in Moldova.


The State Enterprise Moldelectrica will benefit from improved operational efficiency and reduction of transmission losses due to better grid management systems and capacity strengthening. Financial benefits will also accrue from a reduction of operating costs due to improved infrastructure and potential ability to engage in regional power trade. ME will benefit from capacity strengthening and technical assistance to carry out their mandates to implement regional power trade.

4.1.4 Project Parts

The Project consists of the following parts:

Part 1. Construction of Vulcanesti - Chisinau OHTL, including the following:

- (a) Construction of 158 km of 400 kV Vulcanesti - Chisinau single circuit OHTL; and

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- (b) Support through provision of consulting services for purposes of supervision of Parts 1 and 2 of the Project.

Part 2. Extension of two substations, including the (a) Upgrade of the 330 kV Chisinau substation; and (b) Extension of the 400 kV Vulcanesti substation.

Part 3. Strengthening of power dispatch and metering system, including the following:

- (a) Upgrade of ME`s Supervisory Control and Data Acquisition System/Energy Management System (SCADA/EMS);
- (b) Upgrade of the ME`s Meter Management System (MMS);
- (c) Construction of a new headquarters building for ME, including a Central Dispatch Center;
- (d) Development of technical specifications for SCADA/EMS and MMS.

Part 4. Technical Assistance and Project Management, including the following:

- (a) Support to MEPIU for Project Management activities and Operating Costs, including provision of consulting services;
- (b) Support to ME and MEPIU through the carrying out of Trainings;
- (c) Carrying out an environmental audit of polychlorinated biphenyl (PCB) at Vulcanesti SS site; and
- (d) Carrying out project audits.

4.1.5 Locations of the planned activity

4.1.5.1 General safety requirements for protection zones of the strategic objects


Energetic objects have an increased degree of danger. In order to ensure their safe exploitation, protection zones¹ are established. The delimitation of the respective zones, their dimensions and regime are established in the energetic laws and in the regulations that regulate the network protection zones, approved under the conditions established in the sectoral laws. Any work in the protection zone is carried out with the consent of the Operator S.E. Moldelectrica and in compliance with applicable laws of the Republic of Moldova.

4.1.5.2 Location of the 400 kV OHTL

The 400 kV OHTL Vulcănești – Chișinău has the total length of 158 km and crosses territorial administrative units of Autonomous Territorial Unit of Găgăuzia, Cahul, Taraclia, Leova, Cimișlia, Hâncești, Ialoveni districts and Chișinău Municipality.

The OHTL consists of 502 towers along the route, spaced apart at an average distance of 309 m.

¹ Source: Law no. 27/2017 Energy, art 27 - https://www.legis.md/cautare/getResults?doc_id=136370&lang=ro#

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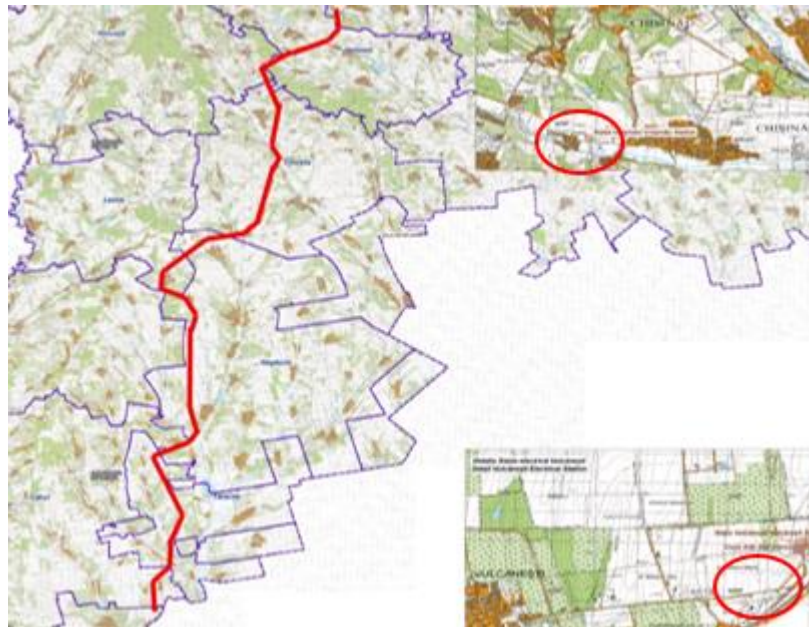


Figure 4-1: The 400 kV OHTL location and Chisinau & Vulcanesti Substations


The OHTL towers for 400 kV OHL Vulcănești – Chișinău will be self-supporting latticed steel towers of suspension and tension type. Depending on their position on the OHTL route, the types of towers will be: (i) Suspension towers, used for straight section of the line; (ii) Angle (tension) towers, used where the line changes direction; (iii) Terminal towers, in Vulcănești and Chișinău substations.

The proportion of angle tension towers is about 15-16 % of the total number of towers erected along the OHTL route. The steel towers proposed to be used have standard height up to conductor clamp point of 21 m. At crossings over OHTLs, national roads, the crossing towers provided are tension towers equipped with insulator strings with multiple columns. Steel towers will be equipped with support for identification plates, support for number and support for warning plates. Supports for aerial numbering may be installed on the top of the suspension and/or angle towers. Overall dimensions electrical distances are complying with the provisions of the current design norm related to electrical installations. The tower heights vary depending on the topography and objects crossed by the OHTL route.

4.1.5.3 Location of the 330/110/35 kV Chisinau Substation

The Chisinau Substation is located in the commune Bacioi; the land plot was allotted based on the Mayoralty Decision no. 112-p of February 20, 1964 and the plot has the status „special use” with area of 7.5582 hectares. The purpose of allotted plot is non-agricultural. The industrial area was registered in the Cadastral Register with no. 157 on November 29, 2001. The land under the built infrastructure is the property of the mayoralty of commune Bacioi and the built infrastructure is the property of the State Enterprise Moldelectrica.

The Chisinau Substation is located in the outside of the build-up area of the village Braila which is in the administration of the Commune Bacioi.

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The Chisinau Substation has the road access from the local road L 458. The distance from the gate of the Chisinau SS till the first row of the house from the village Braila is more than 200 m. Around the fence of the Chisinau SS there is a protection zone which shall be kept free of trees and bushes.

The 330/110/35 kV Chişinău Substation is situated at 6.0 km in the south part of Chişinău city. The distance is measured from the substation to the outskirts of the city (last building or yard), and having the following coordinates: Latitude - 46.917821 and Longitude - 28.850157.



Fig. 4-2: The Chisinau SS located in the outside of the build-up area of the v. Braila



Fig. 4-3: Location for planned activity for upgrading the Chisinau SS

The planned activity for upgrading of the 330 kV Chisinau substation shall be done inside of the existent substation, the territory of the industrial area is properly fenced with gate. On the night, the territory of the Chisinau SS is illuminated and is protected by the State Security Department as being an industrial safety object.

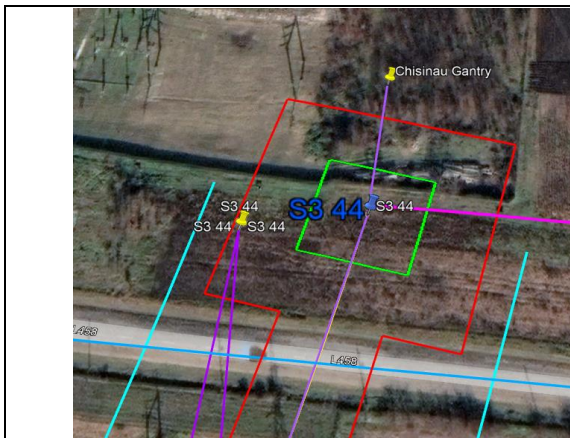


Fig. 4-4: The Gantry inside of the Chisinau SS²

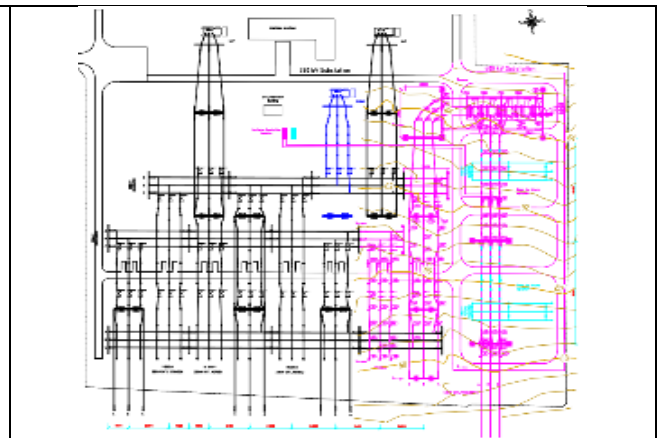



Fig. 4-5: The new 400 kV equipment (pink) in the Chisinau SS³

² Source: Approved Plans and Profiles for TI 209 Moldova 400kV SC Vulcanesti Chisinau TL AP S3 38 to AP S3 40

³ Electrical Layout Plan provided by the Contractor Association Siemens Energy SRL

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There are agricultural plots around the Chisinau SS but owners of the plots will not be affected by the project implementation.

4.1.5.4 Location of the 400/200/20 kV Vulcanesti Substation

The 400/200/20 kV transformer substation is located approx. 10 km NE from Vulcănești city centre close to the road M3 and approx. 1.4 km from the Ukrainian border. The total area of the site is approx. 200,000 m² (20 ha) and having the following coordinates: Latitude - 45.711072, Longitude - 28.499796.

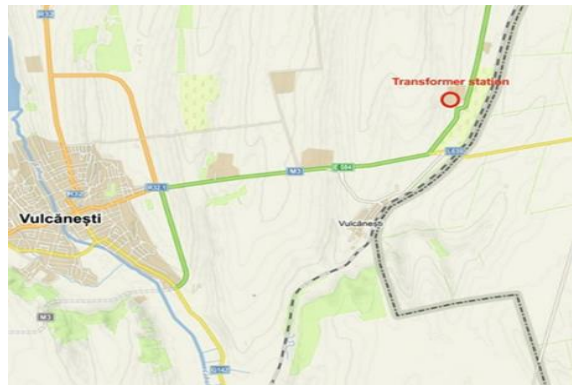


Fig. 4-6: Site location of the 400/200/20 kV Vulcănești transformer substation

The site is surrounded by agricultural land. The nearest settlements to the site are Vulcănești city and Iujnoe village that are located approx. 2.8 km to the southwest and 3.8 km to the northwest of the site, respectively. The nearest water body is the River Lunga located approx. 6.4 km to the east of the site (in the territory of Ukraine) that opens into the Lake Yalpus. The nearest facilities to the site are the natural gas pumping station located approx. 900 m to the northwest and Moldavian – Ukrainian border crossing located approx. 1.1 km to the south of the site.

The 400 kV Vulcanesti substation has a polygon type (rhomb) diagram; four circuits are connected at the substation nodes, namely: (i) 2 line bays (MGRES and Isaccea) and (ii) 2 auto-transformer bays (AT) of 250 MVA, 400/115/38.5 kV (1AT and 2AT). In addition to these four circuits, it will be considered that the reactance of 165 MVAr, which is currently connected to the existing Isaccea line, is connected to the two busbars through own bay.


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Fig. 4-7: Connection of the new OHTL with Vulcanesti SS

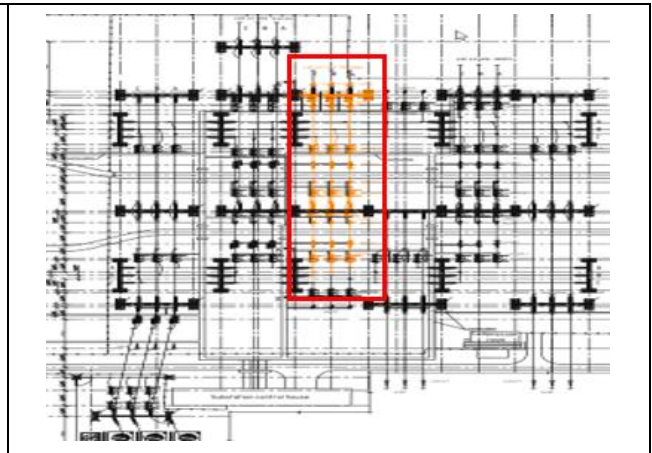


Fig. 4-8: Connection of the new OHTL with Vulcanesti SS (in yellow)

The diagram can be also considered as two breakers on the circuit diagram for the OHTL bays (the auto-transformer bays having only disconnectors), in which case the polygon nodes are considered busbars. The busbars are sized for 2000 A and 40 kA/3 s. One 165 MVar reactance coil is also connected on Isaccea line. The 400 kV Substation is outdoor type, with 3 voltage levels. The bay width is 28 m. The circuits of busbars and bays are made of flexible conductors.

4.2 Needs and expectation of workers, stakeholders and other interested parties


4.2.1 Needs and expectation of workers

Needs and expectation of the direct and contracted workforce, community workers and primary supply workers implied in the project's process shall be promoted by Contractors and Operator through sound worker-management relationships and enhance the development benefits of the project by treating workers fairly and providing safe and healthy working conditions, in compliance with Republic of Moldova labor and social laws and WB's environmental and social requirements (OPs).

The objective of needs and expectation of the workforce are:

- To promote safety and health at work,
- To promote the fair treatment, non-discrimination and equal opportunity of workers,
- To protect workers, including vulnerable workers such as women, persons with disabilities, children (of working age) and migrant workers, contracted workers, community workers and primary supply workers,
- To prevent the use of all forms of forced labor and child labor,
- To support the principles of freedom of association and collective bargaining of workers in a manner consistent with Republic of Moldova laws and WB's OP requirements,
- To provide workers with accessible means to raise workplace concerns.

Contractors and Operator shall document needs and expectation of workforce, determine operational criterion for human resources process and implement on sites to be in compliance with applicable laws of the Republic of Moldova and World Bank's Operational Policies.

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4.2.2 Needs and expectation of stakeholders and other interested parties

The Project's construction and operational activities, equipment and infrastructure can increase community exposure to risks and impacts. Needs and expectations of communities specific for construction and further operation of the 400 kV OHTL Vulcanesti – Chisinau and Substations affected directly by the construction and operation process are:

- To avoid adverse impacts on the health and safety of project-affected communities during the construction and operational stages from both routine and nonroutine circumstances;
- To promote quality and safety, and considerations relating to climate change and pollution prevention, in the process of construction and operational;
- To avoid or minimize community exposure to traffic and road safety risks, diseases (communicable and vector-borne) and hazardous materials;
- To have in place effective measures to address emergency events;
- To ensure that the safeguarding of personnel and property is carried out in a manner that avoids or minimizes risks to the affected communities.

4.2.3 Needs and expectation of MEPIU

Needs and expectation of MEPIU is to be implemented the present document by the Contractors and Operator through promoting quality and safety, having minimal impact on workforce and community's health and safety by having in place approved documents specific for construction and operational sites, no complaints from the community and no incidents and accident on construction sites.


MEPIU ensures that the Project's activities are carried out with due regard to appropriate environmental, health, safety, social and labor practices and standards, and in accordance with safeguards instruments of the World Bank and applicable laws of the Republic of Moldova.

MEPIU ensures that Contractors and Operator shall adopt a code of conduct that shall be provided to and signed by all workers (direct and contracted), as applicable to specific works carried out specific for construction and operational stages, which shall, *inter alia*, cover gender-based violence, along with an action plan designed to effectively implement the Code of Conduct (CoC), including appropriate training on CoC requirements.

4.3 The scope of the LMP

The scope of the present document is to implement the labor and OHS requirements in order to protect the health and safety of workers on construction and operational sites. The document provides reasonable requirements and precautions to be implemented on construction site by Contractors and by the Operator on operational site in managing labor & OHS risks.

The Construction Supervision Engineer (further CSE) shall ensure that Contractors hired experienced, competent and trained workers (direct or contracted) that have the technical capability to manage specific tasks on construction sites and comply with OHS requirements. CSE shall ensure

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that before starting the construction activities on sites, Contractors develop its own Labor& OHS Plans and submit to the CSE for their approval.

For operational phase, the Operator SE Moldelectrica shall comply with mitigation measures established in the present plan and with applicable Republic of Moldova OHS laws, establish roles and responsibilities for labor and OHS Plan implementation.

4.4 Labor Management Procedure (LMP)

The present LMP shall be integrated into the Contractors' environmental and social documents (CESMP, COHSP, TMP, CHS, etc.) specific for construction stage, and contractors' the document shall be approved by the Construction Supervision Engineer and MEPIU.

Specific for operational stage, the Operator shall integrate the present document in its Labor & OHS Management System and establish measures for controlling risks with designated roles and responsibilities, with documented procedures, plans and records, and monitoring and measurement plans and records, etc.

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5 LEADERSHIP AND WORKERS PARTICIPATION

5.1 Leadership and commitment

MEPIU commits itself to implement the Project diligently, adhere to the Financing Agreements⁴ (6380-MD)/(6381-MD⁵) and requirements, and monitor the implementation of the labor and OHS management requirements, as well as to continuously improve its effectiveness by the way of by complying with Safeguards Instruments of the World Bank by:

- Establishing the Labor and OHS Management Policy (L&OHS Policy) with specific requirements for labor management and OHS process and requirements in accordance with World Bank EHS Guidelines⁶ and applicable labor and OHS management process of the Republic of Moldova specific for construction and operation of the new built facilities;
- Ensuring that the MEPIU's commitment for implementing L&OHS Policy on construction and operational sites is communicated to the workforce, community and stakeholders;
- Establishing objectives specific for construction and operational stages and functions for LMP Policy implementation, as well as of LMP specific for construction and operational stages;
- Conducting management analysis and reporting by the Construction Supervision Engineer for adequacy and effectiveness of the LMP implementation on construction sites taking into consideration the requirements of the present document;
- Ensuring organizational structure and resources required for the Project's implementation specific for construction and operational stages.

5.2 Labor & OHS Management Policy

The Labor Management Policy represents the MEPIU's commitment to implement the labor management requirements and ensures that sufficient resources shall be provided by Contractors and Operator for controlling identified labor & OHS risks at the construction and operational stages. For identified labor risks, MEPIU shall ensure that Contractors and Operator implement diligently the present plan in order to comply with WB's EHS requirements and observe applicable labor and OHS laws of the Republic of Moldova.


Through the Labor Management Policy, MEPIU ensures that it:

- a. reflects MEPIU's commitment to implement the project diligently in compliance with WB and the Republic of Moldova's requirements and continual improvement of the Project implementation;
- b. meets the LMP's scope, and namely satisfies the MEPIU's Labor Management Policy and requirements, stakeholders and workforce;
- c. control identified labor & OHS risks and establish roles and responsibilities specific for construction and operational stages taking into consideration the project's technical documents developed at the design stage;

⁴ Source: [https://www.legis.md/UserFiles/Image/RO/2019/mo393-399md/acord_179eng%20\(1\).pdf](https://www.legis.md/UserFiles/Image/RO/2019/mo393-399md/acord_179eng%20(1).pdf)

⁵ Source: https://www.legis.md/UserFiles/Image/RO/2019/mo393-399md/acord_177eng.pdf

⁶ Source: EHS Guidelines - <https://www.ifc.org/en/insights-reports/2000/general-environmental-health-and-safety-guidelines>

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d. covers all commitments to establish labor & OHS conditions for operation (operational criterion), meet the MEPIU requirements and continuously improve effectiveness of project implementation specific for construction and operational stages;

e. ensure that the Labor Management Policy, objectives and mitigation measures are communicated to CSE, Contractors & Operator (S.E. Moldelectrica) workforce, supply chain and other interested parties;

f. ensure that a communication process is established properly in order to communicate with CSE, Contractors and Operator regarding Labor Management Policy and Objectives implementation on construction and operational sites;

g. ensure that the results (performances) of the Labor Management Policy implementation on construction sites are reported by the Construction Supervision Engineer to MEPIU;

h. ensure that workforce and community health and safety aspects are controlled by Contractors and Operator by assessing and controlling risks at the construction and operational stages and implementing mitigation measures on sites;

i. ensure that L&OHS Policy is complying with applicable labor &OHS legal provisions of the Republic of Moldova;

j. The L&OHS Policy is implemented in, maintained by and communicated to Contractors, Operator, stakeholders, discussed and understood within Contractors and Operator staff and project's process;

k. Contractor's L&OHS Plan and Operator's L&OHSP, developed based on the present document, are documented, communicated, implemented in, and available for stakeholders and other interested parties on construction sites and at the company specific for operational stage (web site).

The documented Labor Management Policy is annually analysed and revised by MEPIU for its continual adequacy in compliance with the Project's objectives and legal requirements.

5.3 Organizational roles, responsibilities and authorities

5.3.1 Organizational roles

5.3.1.1 Institutional responsibilities


The Ministry of Finance⁷, as agent of the Government of Moldova⁷, is the Borrower of the credit. For purposes of Project implementation, the Borrower has taken actions and allotted adequate funds for the completion of the Project by establishing the Project Management Unit (PMU).

The Ministry of Finance ensures that PMU has been established and the Ministry of Energy⁸ (MoEn) will take overall responsibility for project implementation by providing adequate funds for the completion of the Project.

The Ministry of Finance (MoF) shall vest the overall responsibilities for the implementation of the Project in the Ministry of Energy (MoEn), and to this end it shall, through MoEn:

⁷ Source: Article VI - https://www.legis.md/UserFiles/Image/RO/2019/mo393-399md/acord_177eng.pdf

⁸ Source: Schedule 2 - Section I. Implementation Arrangements: https://www.legis.md/UserFiles/Image/RO/2019/mo393-399md/acord_177eng.pdf

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- i. ensure that MEPIU is operated and maintained, throughout Project implementation, with functions, staffing, and responsibilities satisfactory to MoEn, as set forth in the Project Operational Manual.
- ii. cause S.E. Moldelectrica to operate, throughout Project implementation, with functions, staffing, and responsibilities satisfactory to the MoEn, as set forth in the Project Operational Manual (POM).

The Project Management Unit has the overall responsibility to comply with IFIs' and the Republic of Moldova's requirements and develop the Project Operational Manual taking into consideration compliance requirements regarding environmental and social aspects.

5.3.1.2 Project Management Unit (PMU)

The Ministry of Energy (MoEn)⁹ is the central specialized body, which promotes state policy in the field of energy and operates in accordance with the Constitution and Laws of the Republic of Moldova, Parliamentary Decisions, Acts of the President of the Republic of Moldova, Government Decisions and Orders, as well as other normative acts.

The Ministry of Energy aims to create an efficient, sustainable, and competitive energy sector, which will ensure the security of the country's energy supply. To achieve this, MoEn focuses on the following objectives: (i) Development of the power sector, (ii) Development of the thermal energy sector, (iii) Development of the natural gas and petroleum products sector and (iv) Promoting energy efficiency and capitalizing on renewable energy sources. The Republic of Moldova must improve and streamline its thermal energy system, develop alternative energy systems, and diversify its natural gas and electricity supply sources.

The Ministry of Energy (PMU) ensures that the Project Implementation Unit (PIU) has been established and PIU has the role of undertaken all due actions to ensure diligent implementation of the Project. The daily management of the Project will be carried out through the established PIU which is MEPIU with support of the S.E. Moldelectrica (is responsible for technical part).

5.3.1.3 The Project Implementation Unit (MEPIU)


Moldova Energy Projects Implementation Unit (MEPIU)¹⁰, is an independent, non-profit legal entity established by the Government Decision¹¹ no. 1276 in December 2000. The task of MEPIU is to ensure the efficient implementation of the project through their administration, monitoring and coordination in accordance with the World Bank' requirements and other IFIs.

MEPIU operates in accordance with the legislation in force of the Republic of Moldova, its Statute (Regulations), procedures and standards of the World Bank and other international financing organizations.

⁹ Source: <https://midr.gov.md/ro/portofoliu/energie>

¹⁰ Source: <https://mepiu.md/eng/about-us>

¹¹ Source: HG nr. 1276/2000: https://www.legis.md/cautare/getResults?doc_id=136830&lang=ro#

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5.3.1.4 The Operator S.E. Moldelectrica (Beneficiary)

The state enterprise "Moldelectrica"¹² is a state company specialized in the centralization of operational transport and dispatching services of the energy system of the Republic of Moldova. Within its activity, the Transport System Operator (TSO) is responsible for two main groups of tasks: (i) electricity transport and (ii) the implementation of a single operative-technological management of the energy system of the Republic of Moldova.

The formation of the State Enterprise "Moldelectrica" was done based on order of the Ministry of Industry and Energy of the Republic of Moldova no. 92 of October 19, 2000 and by the Government Decision¹³ no. 1000 of 02.10.2000 "Regarding the creation of state enterprises in the electric energy sector".

5.3.1.5 General Construction Contractors

5.3.1.5.1 General

The General Construction Contractors (further Contractors), during construction phase, shall take the responsibility for physical implementation of mitigation measures provided under the present document specific for the construction of the 400 kV OHTL Vulcanesti – Chisinau sites and two substations in Chisinau and Vulcanesti, as well as for obtaining all construction activities related permits and agreements in accordance contractual documents and applicable environmental and social legislation of the Republic of Moldova.

5.3.1.5.2 Responsibilities of Contractors' OHS Officers

Contractors' OHS Officers shall ensure that the present document is implemented diligently on construction sites and ensure that day-to-day activities is carried out safely in line with the requirements of the operation criterion. Contractors' OHS Officers shall advise and organize the OHS process on construction in order to prevent incidents and report OHS performances monthly to CSE.

Responsibilities of the Contractors' Health and Safety Officers are to:


- provide expert advice on matters of health and safety on construction sites;
- develop the Contractor's Labor & OHS Policy & procedures and their periodic reviews (annually or occurs changes);
- provide training on matters of OHS & behavior (CoC) at the working place on construction sites;
- Intervene in case of any unsafe conditions or acts (provide preventive actions);
- Keep OHS records such as for accidents and any apparent trends; and
- Liaise with representatives of external agencies.

5.3.1.5.3 Workforce (direct and contracted) responsibilities

The roles and responsibilities of direct and contracted workers include:

¹² Source: https://www.moldelectrica.md/ro/about/company_history

¹³ Source: HG nr. 1000/2000: https://www.legis.md/cautare/getResults?doc_id=110620&lang=ro

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- Taking reasonable care of themselves and their fellow workers,
- Refraining from misusing equipment provided for their occupational health and safety,
- Co-operating/communicating with their CSE/MEPIU by following safe systems of work;
- Reporting accidents & unsafe situations to their supervisor or other nominated member of management.
- Participate and take an active part in any consultation exercise set up by the CSE/MEPIU.

5.3.2 Responsibilities and authorities of the Construction Supervision Engineer

The main objective of the assignment for the Consultant is to assist the MEPIU & SE Moldelectrica in the administration and supervision of the Design, Supply and Installation Contracts on the construction of a new 400 kV Vulcanesti - Chisinau overhead transmission line, upgrade of 330 kV Chisinau Substation and extension of 400 kV Vulcanesti Substation with due diligence, to carry out the duties assigned to the Consultant in the Contract and provide other services.

The Construction Supervision Engineer (further CSE), hired by MEPIU for daily supervision over the implementation of civil works construction sites, shall be responsible for supervising the timely, proper and reliable implementation of works and measures, as provided by the Project's documents ESIA/ESMPs specific for the 400 kV OHTL Vulcanesti - Chisinau and the Chisinau and Vulcanesti Substations, the present plan (LMP) and other specific plans developed at the design stage.

CSE shall oversee the environmental and social aspects of all activities implemented for 400 kV OHTL Vulcanesti - Chisinau and Substations (Part no. 1 and Part no. 2 of the Project) to ensure that mitigation measures are designed and implemented properly to prevent and minimize likely adverse environmental and social impacts, also including OHS risks specific for construction stage.


The Construction Supervision Engineer shall also ensure that all necessary agreements and permits are obtained by appropriate contractors from relevant state and local authorities before the construction works are started. CSE shall request to check if such permits are issued and valid as well as if the ESMPs & OHS Plans mitigation and monitoring aspects are implemented on the ground during the construction of the 400 kV OHTL Vulcanesti - Chisinau and Substations according to applicable the Republic of Moldova environmental and social legislation.

5.3.3 State Authorities for labor management

5.3.3.1 The State Labor Inspectorate (SLI)

The State Labor Inspectorate¹⁴ exercises state control over compliance with legislative acts and other normative acts in the field of work, safety and health at work, at enterprises, institutions and organizations, with any type of ownership and legal form of organization at natural persons who employ employees, as well as in central and local public administration authorities, hereinafter referred to as employers.

¹⁴ Source: <https://ism.gov.md/ro>

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The State Labor Inspectorate has the following attributions:

- a) controls compliance with labor legislation, occupational safety and health;
- b) investigates work accidents;
- c) offers, upon request, methodological assistance in the process of training, training and informing employers and employees, as well as other persons interested in the application of legislation in the field of labor relations, safety and health at work;
- d) grants, upon request, free consultation to employers and employees in the field of competence;
- e) exercise other duties provided by law.

The State Labor Inspectorate has the right to (i) request and receive from the central and local public administration authorities, from legal and natural persons the information necessary for the exercise of its duties and (ii) to ascertain contraventions and conclude minutes according to the provisions of the Contraventions Code of the Republic of Moldova.

5.3.3.2 National Agency for Public Health (NAPH)

The state supervision of public health is carried out by the National Agency for Public Health (HAPH)¹⁵, which is an administrative authority subordinate to the Ministry of Health, with legal personality.

According to the Law no. 10/2009¹⁶ regarding state supervision of public health, in the systematization and construction of localities, healthy living conditions for the population, the complex development of localities, the prevention, reduction and liquidation of the harmful and dangerous action of environmental factors on human health must be provided.


When drawing up town planning and development plans for localities, projects for the systematization and construction of localities, for the design of means of transport and other technical means, for the location of constructions, installations and other civil, industrial and agricultural objectives, at the choice the lands for their construction, as well as the reconstruction and modernization of the mentioned objectives, the sanitary regulations will be respected.

In the case of non-compliance with the sanitary rules in the design and construction of some buildings, installations and other objectives, the natural and legal persons responsible for carrying out these works are obliged to suspend or individually terminate the execution and financing of the works in question, notifying this authorities for state supervision of public health.

The allocation of land for the construction of the objectives, the commissioning of the objectives, the systematization and development projects of localities, the construction projects of the polluting objectives are coordinated by the NAPH at the request of the interested entities, in the manner established by the normative acts in the field of urban planning and territorial development.

¹⁵ Source: NAPH - <https://ansp.md/legile-r-moldova/>

¹⁶ Source: Law np. 10/2009 - https://www.legis.md/cautare/getResults?doc_id=138759&lang=ro#

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5.3.3.3 The Technical Supervision Agency (TSA)

The Technical Supervision Agency is a state agency which establishes the legal, economic and social bases for ensuring the operation of dangerous industrial objects in conditions of security and reliability and aims to prevent damage to dangerous industrial objects, to ensure the training of economic agents who carry out activities at these objects in order to locate and liquidate them the effects produced by industrial accidents and man-made catastrophes, as well as the protection of the population and the environment.

The technical investigation of the causes of the accident is carried out by a special commission, formed and led by the representative of the Technical Supervision Agency. The commission includes representatives of: (i) LPA authority on whose territory the dangerous industrial object is located, (ii) beneficiary or the economic agent who carries out activities at the dangerous industrial object and (iii) other public authorities according to the legislation¹⁷.

5.4 Consultation and participation process

5.4.1 Consultation of workers

The workforce consultation represents the key factors of success for an LMP implementation by Contractors and Operator, and MEPIU ensure that identified Labor & OHS risks at the design phase are communicated to the workforce at the construction and operational stages.


The workforce consultation process¹⁸ implies a two-way communication involving dialogue (kick off meeting, toolbox-talk, EHSS meetings, EHSS committees, etc.) and exchanges (leaflets, notices published on the informational panels, risks assessment sheets, etc.) during LMP implementation. Consultation process involves the timely provision of the information necessary for workers to give informed feedback to be considered by Contractors and Operator before making a decision. Participation process enables workers to contribute to decision-making processes on LMP performance measures, proposed changes and continual improvement of the labor process.

Feedback from the consultation process or the grievance redress mechanism (GRM) on the LMP implementation is dependent upon worker participation. Contractors and Operator shall ensure workers at all levels are encouraged to report hazardous and other situations, so that preventive measures can be put in place and corrective action taken.

The reception of suggestions, grievances, complaints, proposals for improvements, suggestions received from workforce shall be a free or anonymous format and the consultation process will be more effective if workers do not fear the threat of dismissal, disciplinary action or other such reprisals when making them.

¹⁷ Source: art. 14 Technical investigation of the causes of the accident, Law no.116/2012 - https://www.legis.md/cautare/getResults?doc_id=137456&lang=ro#

¹⁸ Source: GD no. 95/2009 Organization activities for the protection of workers at the workplace and prevention of professional risks - https://www.legis.md/cautare/getResults?doc_id=123544&lang=ro#

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Contractors and Operator shall consult their workers, these include, but are not limited to:

- The provision and use of PPE on construction and operational sites;
- Safe systems of work;
- OHS risk assessments;
- Training issues;
- The introduction of processes, etc. that may affect workers health and or safety;
- Changes of materials being used;
- Organizational structure changes;
- The arrangements for appointing and/or nominating competent persons to assist in complying with OHS obligations & requirements;
- Emergency arrangements and procedures;
- Welfare issues;
- Incentive schemes;
- Introduction of policies e.g. no smoking, drug/substance abuse and use, alcohol use and abuse.


The OHS committee agenda shall normally include subjects which are / were of concern to employees on various health and safety issues. The agenda items that may be typically included are:

- The outcomes of any recent inspection by the enforcing authorities;
- The outcomes of any third-party audits (the state supervision agencies) that relate to health, safety and environmental issues;
- Any recent accidents, incidents and near misses – reports and outcomes;
- Any problems arising from workplace inspections, e.g. Housekeeping, blocked fire exits etc.
- Also, areas such as the identification of unsafe acts, conditions and hazards that have been reported and perhaps not suitably rectified;
- Other topics may include, stress at work, due to long hours, or environmental conditions, manual handling issues, worker dissatisfaction with welfare arrangements, food and catering contractors etc.;
- Changes in legislation, in technical design, and their likely impact;
- Outcomes of risk assessment and safe working system reviews;
- Accident, incident, sickness, absence and ill health statistics, etc.;
- Workplace inspection scheduled.

5.4.2 Participation of workers

Contractors and Operator shall consult its personnel in labor and OHS problems and other aspects and ensure participation of workforce in the decision-making process based on identified labor and OHS risks specific for construction and operational stages in order to facilitate the workforce participation in the labor and OHS management on construction and operational sites.

Contractors and Operator shall provide a grievance mechanism for workers to raise workplace concerns in order to ensure a feed-back from workforce. Contractors and Operator shall inform workers of the grievance redress mechanism (GRM) at the time of recruitment and makes it easily accessible to them. The mechanism (GRM) involves an appropriate level of management and address concerns promptly, using an understandable and transparent process that provides timely feedback to those concerned, without any retribution. GRM shall allow for anonymous complaints to be raised

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and addressed. The mechanism does not impede access to other judicial or administrative remedies that might be available under the law or through existing arbitration procedures, or substitute for grievance mechanisms provided through collective agreements. The Grievance Form is presented in Annex 2.

The purpose of the workforce participation is to meet and discuss safe working conditions and procedures and other documentations specific for LMP implementation by Contractors and Operator.

Contractors and Operator are responsible for establishing Labor & OHS Committees¹⁹ and the scope of the Committees are to set guidelines for organizing the committee, the structure of the committee, meeting frequency, and the roles and responsibilities of committee members.

The consultation and participation process within the Committees should include the following topics: (i) LMP Policy, (ii) Identified labor and OHS risks, (iii) injury incidents, (iv) equipment failures, (v) near misses incidents, (vi) damages, (vii) inspections, due diligence and audit results, (viii) maintenance and modification, (ix) procedural changes, (x) environmental incidents, (xi) social aspects (complaints, grievances, proposals, etc.), (xii) management of change, etc.

The following channels through which workforce can address or submit complaints/suggestions/proposal for improvement regarding the smooth implementation of the LMP:

Table 5-1: Grievance redress mechanism for labor management and OHS process

MEPIU ²⁰	S.E. Moldelectrica ²¹	World Bank Chisinau Office ²²
Chisinau, 1, Alecu Russo str., office 163 Tel.: (+373) 22 496790 Fax: (+373) 22-49-67-90 Email: mepiu@mepiu.md	Chişinău, 78 V. Alecsandri str. Tel.: +373 (22) 25-35-59 +373 (22) 25-31-63 Fax: +373 (22) 25-31-42 E-mail: cancelar@moldelectrica.md	Chişinău, 20/1 Al. Puskin Str. Phone: (373 22) 262-262 Fax: (373 22) 262-236 E-mail: moldova_contact@worldbank.org

If the complainants will use the other existing S.E. Moldelectrica’s channel for consumers grievances²³, these grievances will be directed to MEPIU’s Project Manager.

The World Bank’s Grievance Redress Service²⁴ (GRS) ensures that complaints received are promptly reviewed in order to address project-related concerns. Project affected communities and individuals may submit their complaint to the WB’s independent Inspection Panel which determines whether harm occurred, or could occur, as a result of WB non-compliance with its policies and procedures. Complaints may be submitted at any time after concerns have been brought directly to the World Bank’s attention, and Bank Management has been given an opportunity to respond. For information

¹⁹ Source: https://www.legis.md/cautare/getResults?doc_id=123544&lang=ro#


²⁰ Source: <https://www.mepiu.md/eng/current-projects/power-system-development-project-psdp-1>

²¹ Source: <https://www.moldelectrica.md/ro/about/contacts>

²² Source: <https://www.worldbank.org/ro/country/moldova>


²³ Source: https://www.moldelectrica.md/ro/finances/competitive_energy_market

²⁴ Source: <https://www.worldbank.org/en/projects-operations/products-and-services/grievance-redress-service>

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on how to submit complaints to the World Bank Inspection Panel²⁵, please visit www.inspectionpanel.org.

²⁵ Source: <https://www.inspectionpanel.org/>

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6 PLANNING

6.1 Actions to address risks and opportunities

6.1.1 General procedure

The scope of the risk assessment procedure is to determine dangers that it can control and that it can influence and their associated risks, considering the project life cycle (construction and operational). The procedure describes responsibilities, approach and methodology for dangers and hazards identification, risks assessment and control risks specific for the construction and operational stages.

The risk assessment objectives are the following:

- To identify, evaluate and manage risks and impacts of the project in a manner consistent with WB's OP 4.01 Environmental Assessment and applicable national OHS laws;
- To adopt a mitigation hierarchy approach to: (a) Anticipate and avoid risks and impacts; (b) Where avoidance is not possible, minimize or reduce risks and impacts to acceptable levels; (c) Once risks and impacts have been minimized or reduced, mitigate; and (d) Where significant residual impacts remain, compensate for or offset them, where technically and financially feasible;
- To adopt differentiated measures so that adverse impacts do not fall disproportionately on the disadvantaged or vulnerable, and they are not disadvantaged in sharing development benefits and opportunities resulting from the project;
- To utilize national labor & OHS institutions, systems, laws, regulations and procedures in the assessment, development and implementation of projects, whenever appropriate;
- To promote improved labor & OHS performances, in ways which recognize and enhance MEPIU capacity.

6.1.2 Hazards identification and assessment of risks and opportunities

6.1.2.1 Hazard identification


6.1.2.1.1 General

Hazard identification is a crucial first step in the labor & health and safety risks assessment process. It involves an evaluation of the working environment to identify any task, equipment, workplace condition, or any other factor, which has the potential to cause harm.

The application of prevention and control measures to occupational hazards shall be based on comprehensive job safety or job hazard analyses. The results of these analyses shall be prioritized as part of an action plan based on the likelihood and severity of the consequence of exposure to the identified hazards, based on qualitative risk ranking or analysis matrix to help identify priorities.

Hazards can be classified according to eight distinct groups to further assist in identifying all the associated hazards. These eight groups are:

- Physical – noise, vibrations, trip, slip, and fall hazards, amidst others.

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- Mechanical – moving parts, exposed parts, and others.
- Electrical – poor wiring, unprotected electrical outlets, overloading strips and outlets, failure to de-energise devices before working on them, and several others.
- Ergonomic – manual handling, lack of adequate illumination, noise, heat, vibration, incorrect postures, and others.
- Biological – mold, fungi, sewage, airborne pathogens, and others.
- Chemical – paints, drugs, cleaning chemicals, degreasers, and several others.
- Behavioural – taking shortcuts, non-compliance, unsafe acts, using homemade equipment or quick fixes, and others.
- Psychological – stress, bullying, violence, burnout, harassment, victimisation, and others.

It specifies requirements that enable MEPIU/ME to achieve the intended outcomes it sets for LMP specific for the construction sites and operational stage, Contractors are responsible for construction works on sites and Operator is responsible for operational stage.

The flow chart of the risk assessment procedure is presented in the figure below.

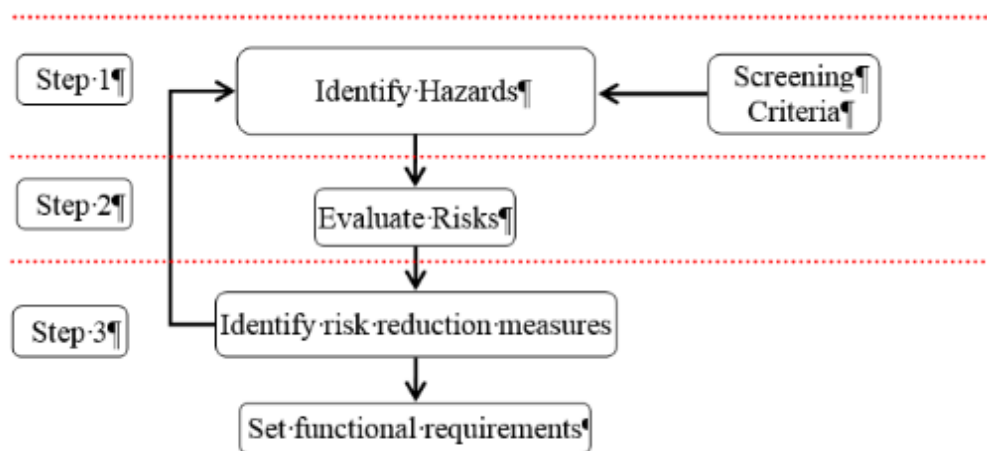



Figure 6-1: Risks assessment procedure/methodology

The risk assessment approach specific for detailed design stage is to determine dangers, assess risks, establish requirements for controlling risks and setting functional requirements for contributing to sustainable development for construction and operation phase by:

- protecting the workforce and community by preventing or mitigating identified labor & OHS risks;
- mitigating Labor & OHS risks and conditions on the construction and operational stages;
- assisting Contractors and the Operator/Beneficiary in the fulfilment of compliance obligations by developing their own Labor and OHS documents;
- enhancing Labor & OHS performances specific for construction and operational stages;
- controlling or influencing the way Contractors and Operator’s products and services are designed, manufactured, distributed, consumed and disposed by using a life cycle perspective that can prevent Labor & OHS risks from being unintentionally shifted elsewhere within the

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life cycle;

- achieving financial and construction and operational benefits that can result from implementing Labor & OHS sound alternatives that strengthen the Contractors and Operator's market position;
- communicating Labor & OHS risk (LMP) information to relevant stakeholders.

6.1.2.1.2 Screening criteria for risk assessment process

6.1.2.1.2.1 The World Bank ES requirements

According to the World Bank's OP 4.01²⁶ Environmental Assessment and Management of Environmental and Social Risks and Impacts, the Borrower (MoF) will manage environmental and social risks and impacts of the project throughout the project life cycle in a systematic manner, proportionate to the nature and scale of the project and the potential risks and impacts.

Borrower will conduct environmental and social assessment at the detailed design stage to help ensure that project is environmentally and socially sound and sustainable. The environmental and social assessment will be proportionate to the risks and impacts of the project. It will inform the design of the project, and be used to identify mitigation measures and actions and to improve decision making.

6.1.2.1.2.2 The applicable Republic of Moldova ES requirements

According to the Environmental Permit²⁷ issued by the Environmental Agency for this Project and the applicable legislation of the Republic of Moldova, in order to ensure the quality criteria for the designed facility, in the design documentation shall be included, the following essential requirements: **A** - strength and stability; **B** - operational safety; **C** - fire safety; **D** - hygiene, human health, restoration and protection of the environment; **E** - thermal insulation, water repellent and energy saving, **F** - protection against noise and **G** – sustainable use of natural resources.

The preparation of the design documentation is performed in case of holding the Urbanism Certificate for Design (UCD) issued by the Local Public Authority (LPA), based on the technical concept for design with initial data for design and the results of technical surveys, taking into account the solutions adopted in urban planning documentation.


The elaboration phases of the design documentation are established by the Contractors which is responsible for development of the basic and detailed design, in the technical concept for design based on UCD, taking into consideration the category, importance, type and complexity of the object/facility.

The basic and detailed design must, by its form and content, be in line with the valid standards and regulations in Moldova, in order to acquire necessary approvals, permits and licenses based on it.

²⁶ Source: <https://documents1.worldbank.org/curated/en/678751468749958306/pdf/multi0page.pdf>

²⁷ The Environmental Permit no. 1/4745 of December 31, 2019:

https://moldelectrica.md/files/docs/md_ro_project/Acord de Mediu BtB LEA_400%20kV_Vulcanesti-Chisinau.pdf

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The following documents have been received before starting the detailed design process issued by the State Supervision Agencies in order to be in compliance with applicable Republic of Moldova ES requirements:

- Urbanism certificate for design (UCD) issued by the Chairmen of Districts (eights certificates), in the conformity with requirements of the provision of the Law no. 163/2010 regarding the authorization of the construction works execution;
- Sanitary Notices issued by Territorial Public Health Centres from Chisinau, Hincesti, Cahul, Comrat,
- Notice issued by the Land Management Institute for Territory Organization (IPOT) for the 400 kV OHTL corridor Vulcanesti – Chisinau,
- Archaeological Notice issued by the National Archaeological Agency for the 400 kV OHTL corridor Vulcanesti – Chisinau and Substations,
- Notice issued by the Ministry of Culture for the 400 kV OHTL corridor Vulcanesti – Chisinau and Substations,
- Notice issued by the Technical Supervision Agency for the 400 kV OHTL corridor Vulcanesti – Chisinau and Substations,
- Technical conditions issued by S.E. "Calea Ferată din Moldova"; SA "Moldovagaz"; SA "Moldtelecom"; Company "Moldcell"; Company "ARAX"; Company "Premier Energy";
- Method Statements: Soil Investigation & Ground Resistance Checking; Tower Grounding Installation & Measurement; Foundation Works; Tower Erection;
- Plan & Profiles specific for all Districts;
- Soil Investigation Reports;
- Topographic Surveys performed for OHTL corridor and Substations.

6.1.2.1.2.3 Risk assessment traceability from Feasibility and Pre-design stages

In 2015, EBRD hired an independent consultant to prepare the Feasibility Study²⁸ (FS) and the Environmental and Social Impact Assessment (ESIA)²⁹, the Environmental and Social Management Plan (ESMP)³⁰ and a Land Acquisition and Compensation Framework (LACF). The Project was classified as category "A" by EBRD and EIB and a full Environmental and Social Impact Assessment was performed. Since the financial arrangements among donors for the entire Project was agreed only in 2017, the developed ESIA&ESMP and other safeguards instruments, as well as the FS, cover all components of the asynchronous interconnection program that correspond to the requirements of both the EBRD/EIB/EU financed Project and the World Bank.


The Social and Environmental safeguard documents necessary for PSDP implementation activities were developed at the pre-design stage, within PSDP preparation ECAPDEV Grant No. TF0A6821. The safeguards documents include: Safeguards Summary Note on Environmental and Social Impact Assessment (ESIA); Environmental and Social Management Plan (ESMP) for SE Moldelectrica's new HQ building; Resettlement Policy Framework (RPF); Stakeholder Engagement Plan (SEP)³¹;

²⁸ Source: Feasibility Study - https://moldelectrica.md/ro/finances/connection_project

²⁹ Source: https://moldelectrica.md/files/docs/md_ro_project/ESIA_Annexes_Interconnection_Md_Ro_EN_July%202017.pdf

³⁰ Source: https://moldelectrica.md/files/docs/md_ro_project/ESIA_Annexes_Interconnection_Md_Ro_EN_July%202017.pdf

³¹ Source: https://moldelectrica.md/files/docs/md_ro_project/SEP_Interconnection_Md_Ro_RU_24.07.2017.pdf

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Gender and Citizen Engagement Strategy and Institutional Assessment of Project Implementing Agencies.

The ESMP, developed at the FS/ESIA, summarizes specific requirements to avoid or mitigate potential environmental and social impacts required by the ESIA and the applicable standards. The ESMP is considered to be a “living” document that is updated at the detailed design stage by taking into consideration specific data from DD process, social aspects, avian risks, resettlement risks, OHS risks etc. and the Site Specific ESIA/ESMP (requirements) developed at the DD stage shall be used for construction, operation, and decommissioning of the project as needed to ensure compliance with the applicable standards by the Contractor and the Beneficiary (Operator).

MEPIU is be responsible for further Labor & OHS risk assessment procedure and Labor Management Procedure development based on provided data from the design process (design, supply and installation) in Method Statements. The LMP for OHTL and Substations specific for construction and operational stages are subject to review (Non objections) by the World Bank and finally to be approved by MEPIU.

6.1.2.1.2.4 The Project Area of Influence

The construction activity shall be taken place inside of the approved corridor of the 400 kV OHTL and inside of the existing territories of Chisinau and Vulcanesti Substations, the Labor & OHS risks shall mainly relate to construction and operation. Territories of the Chisinau and Vulcanesti Substations are fenced and with gates, access to the territories of substation are restricted for visitors and other interested parties. Chisinau and Vulcanesti Substations have the status of national strategic objects and are monitored and secured by the Security State Agent.

6.1.2.2 Risk assessment

The outcome of the risk’s identification process is a list of risks mitigation measures that is comprehensive and non-overlapping. The identified risks at the detailed design are the basis for estimating and managing project’s mitigation measures. Any changes and improvements in the design also lead to new risks which shall be assessed and controlled. Risks which are part of LMP shall be monitored, controlled and managed contingency throughout the design process, and further during project implementation (construction) and operation.

The risk assessment procedure at the detailed design stage consists of dangers identification, risks assessment and risks control by providing mitigation measures for construction and operational stages and respond to changing environmental and social conditions in balance with socio-economic needs of workforce and community.

Identified hazards have been assessed and mitigation measures are proposed in the Table 6-1.


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Table 6-1: Hazards identification and risk assessment

No.	Hazards	MH	OH	Consequences	Proposed initial control	Initial Risks	Additional Control Requirements	Residual Risks	Responsible
A									
CONSTRUCTION STAGE									
1	Soil Investigation & Ground Resistance Checking								
1.1	<ul style="list-style-type: none"> - Movement of vehicles/soil investigation rig equipment including reversing - Severe weather conditions - Movement of vehicles/equipment in hilly site access road - Crossing the existing tracks/roads - Demobilization - Underground services - Emergency situations & First aid aspects - Environmental accidental pollution - Personal injury during equipment operation - Accidental falling of equipment/vehicle - Fire/ explosion due to accidental damage to underground utilities - Accidental spill and leakage 	x		Personnel injuries Vehicle incidents & accidents on-site Emergency situation Accidental pollution Equipment damage Community health and safe Road safety	<ul style="list-style-type: none"> • Specific control measures for the work location as per the need of the point/area. • All drivers /operators to be thoroughly familiarized with the safety rules to be followed. • Dissemination of the method statement to the Supervisor/construction officer to familiarize all workers about the work carried out. • Tool Box talks about being conducted at the site before starting work. • Regular check-up of vehicles & equipment • Signboards and demarcation of working area • Provide on-site firefighting extinguishers & first aid kits • Provide on-site spills and leakage kits • Developed a communication plan in case of emergency • Keep under control refuelling of vehicles & equipment • Use only existing roads or provide clarification with GCC regarding using additional field roads 	Moderate	Contractors shall develop their own OHS Plan with roles and responsibilities for OHSP implementation Contractors shall develop a Code of Conduct and perform training on sites The Contractor shall develop Human Resource Policy (CHRP) and Procedures, and hire competent workers	Low	1. Contractors for developing COHSP, HRP, CoC, TMP, etc. 2. CSE for approving Contractors' Plans (LMP, CHRP, CoC, etc.)
2	Foundations works								
2.1	<ul style="list-style-type: none"> • Movement of Vehicles/excavators, concrete mixers, trucks etc. • Severe weather conditions. • Movement of vehicles/equipment in hilly site access road • Crossing the existing tracks/roads • Underground utilities • Emergency situations & First aid aspects 	x		Personnel injuries Vehicle incidents & accidents on-site Emergency situation	<ul style="list-style-type: none"> • Specific control measures for the work location as per the need of the location/area. • All drivers /operators must be thoroughly familiarized with the safety rules. • Dissemination of the method statement to the Supervisor/construction officer to familiarize all workers about the work & associated hazards with control measures. • Conducting Tool Box talks on-site before starting work. 	Moderate	Contractors shall develop their own OHS Plan with roles and responsibilities for OHSP implementation	Low	1. Contractors for developing COHSP, HRP, CoC 2. CSE for approving Contractors'



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No.	Hazards	MH	OH	Consequences	Proposed initial control	Initial Risks	Additional Control Requirements	Residual Risks	Responsible
A	CONSTRUCTION STAGE								
	<ul style="list-style-type: none"> • Environmental accidental spill & leakage • Personal injury during foundation works • Accidental falling of equipment/vehicle • Fire hazards • Lifting operation 			Accidental pollution Equipment damage	<ul style="list-style-type: none"> • Regular check-up of vehicles & equipment • Signboards & demarcation of working area • Provide on-site firefighting extinguishers & first aid kits • Provide on-site spills and leakage kits • Developed a communication plan in case of emergency. • Keep under control refuelling of vehicles & equipment. • Uses of existing & approved roads during foundation works. • Reinstatement of foundation area after completion of all site activities. 		Contractors shall develop a Code of Conduct and perform training on sites The Contractor shall develop Human Resource Policy (CHRP) and Procedures and hire competent workers		Plans (LMP, CHRP, CoC, TMP, etc.)
3	Tower erections								
3.1	<ul style="list-style-type: none"> ♣ Movement of Cranes ♣ Severe weather conditions. ♣ Underground services ♣ Emergency situations ♣ Environmental accidental pollution ♣ Personal injury during operation of equipment ♣ Accidental falling of equipment/vehicle ♣ Fire/ explosion due to accidental damage to underground utilities. ♣ Accidental spill and leakage. 	x		Personnel injuries Vehicle incidents & accidents on-site Emergency situation Accidental pollution Equipment damage Community safety Road safety	<ul style="list-style-type: none"> • Specific control measures for the work location as per the need of the point/area. • All drivers /operators to be thoroughly familiarized with the safety rules to be followed. • Dissemination of the method statement to the Supervisor/construction officer to familiarize all workers with the work carried out. • Tool Box talks about being conducted at the site before starting work. • Regular check-ups of vehicles & equipment • Signboards and demarcation of working area • Provide on-site firefighting extinguishers & first-aid kits • Provide on-site spills and leakage kits • Developpe a communication plan in case of emergency for any accident/incident at site. • Keep under control refuelling of vehicles & equipment 	Moderate	Contractors shall develop their own OHS Plan with roles and responsibilities for OHSP implementation Contractors shall develop a Code of Conduct and perform training on sites The Contractor shall develop Human Resource Policy (CHRP) and Procedures and hire competent workers	Low	1. Contractors for developing COHSP, HRP, CoC, TMP, etc. 2. CSE for approving Contractors' Plans (LMP, CHRP, CoC, etc.)




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No.	Hazards	MH	OH	Consequences	Proposed initial control	Initial Risks	Additional Control Requirements	Residual Risks	Responsible
A									
CONSTRUCTION STAGE									
4 Tower Grounding Installation & Measurement									
4.1	<ul style="list-style-type: none"> - Open Deep Excavation / Exposed Foundation Excavation - Lose Soil / Loose edges of Excavation / Projecting boulders - Accumulated earth at the edge of excavation - Tool/Equipment at the edge of the excavation - Dust generation - Earth moving equipment operation - Working near pit - Noise due to equipment operation/ compaction - Wrong Posture - Defect in the equipment 	x		<ul style="list-style-type: none"> Loss of Property Damage to equipment Personal Injury Accidental pollution Environment pollution Community safety 	<ul style="list-style-type: none"> • Adhere to safe lifting practices • Barricade the area. • Communicate about the hazards associated. • Deploy only trained operator for equipment operation • Do not store tool near the edge of excavation • Ensure noise does not exceed 80 dB • Ensure proper supervision • Equipment shall be provided with fire extinguishers • Follow Proper lifting techniques • Following the right operating procedures / practices • Keep all materials & equipment at least 1 away from pit • Keep safe (5m) over head distance • Keep sufficient distance between equipment while in use • Keep the removed earth away from the pit • Maintain good housekeeping • Only authorized personnel to be deployed as operators. • Periodic inspections, maintenance / servicing. • Prevent fall of loose soil/boulders/ stones as situation demands • Provide ear plug/ ear protection devices • Provide Slop cutting / Step cutting as situation demands • Restrict entry of the equipment near to the edge • Sprinkle water under extreme conditions • Supervisor to ensure no unauthorized entry • Toolbox talks • Use dust mask and goggles (PPE) 	Moderate	<p>Contractors shall develop their own OHS Plan with roles and responsibilities for OHSP implementation</p> <p>Contractors shall develop a Code of Conduct and perform training on sites</p> <p>The Contractor shall develop Human Resource Policy (CHRP) and Procedures and hire competent workers</p>	Low	<ul style="list-style-type: none"> 1. Contractors for developing COHSP, HRP, CoC, TMP, etc. 2. CSE for approving Contractors' Plans (LMP, CHRP, CoC, etc.)
B									
OPERATIONAL STAGE									
2	<ul style="list-style-type: none"> Maintenance of new facilities Compliance with applicable laws in the field of L&OHS Human Resource process 	x		<ul style="list-style-type: none"> Personnel injuries Hire personnel 	<ul style="list-style-type: none"> • Specific control measures for the work location as per the need of the point/area. • All drivers /operators to be thoroughly familiarized with the safety rules to be followed. 	Moderate	<p>The Operator shall develop its own OHS Plan with specific roles and</p>	Low	<ul style="list-style-type: none"> 1. Operator develops OHSP and State Agencies

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6.1.3 Legal requirements and other requirements

6.1.3.1 General

The International Labor Organization (ILO)³² has been active in Moldova since 2005 based on several Decent Work Country Programs (DWCP). The current DWCP for the period 2021 to 2024 covers the following three priority areas: (i) Inclusive and productive employment for youth, (ii) Effective protection at work and (iii) Improved social dialogue.

To support these priorities, the International Labor Organisation (ILO) mobilized voluntary contributions of US\$ 3.6 million as of early 2023. They cover job creation, conditions of work including formalization, occupational safety and health, and minimum wages, childcare provision as well as vocational training.

The Association Agreement between the European Union and the European Atomic Energy Community³³ and their Member States and the Republic of Moldova was signed on June 27, 2014³⁴. The Agreement was ratified by the Parliament of the Republic of Moldova on July 2, 2014 and by the European Parliament on November 13, 2014. Following the signature of the Agreement, the country committed to implement the relevant environmental legislation of the European Union into its national legal system by adopting or changing national legislation, regulations and procedures aiming at political association and economic integration with the EU. This Agreement includes binding provisions, regulatory norms and broader cooperation arrangements in all sectors of interest. Therefore, the EU directives have become directly relevant to all aspects of green city development and are discussed separately per sector and key issue. The achievement of commitments started with the adoption of the National Implementation Plan³⁵ of the EU-Moldova Association Agreement for 2014-2016.

The Republic of Moldova ratified 43 Conventions and 1 Protocol:

- Fundamental Conventions: 10 of 10;
- Governance Conventions (Priority): 4 of 4;
- Technical Conventions: 29 of 177.

Out of 43 Conventions and 1 Protocol ratified by the Republic of Moldova, of which 42 are in force, 2 conventions and 0 Protocol have been denounced; none have been ratified in the past 12 months. The following ILO's documents are ratified by the Republic of Moldova. The ratified Conventions and protocols are presented in the table below.

³² Source: https://www.ilo.org/budapest/countries-covered/moldova/WCMS_433690/lang--en/index.htm

³³ Source: [https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:22014A0830\(01\)](https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:22014A0830(01))

³⁴ Source: https://www.legis.md/cautare/getResults?doc_id=15861&lang=ro

³⁵ DG no. 808/2014: https://www.legis.md/cautare/getResults?doc_id=88616&lang=ro#



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Table 6-2: Conventions and protocols ratified by Republic of Moldova

No.	Convention title	Date	Status	Ratified by ³⁶
1	Fundamentals Conventions			
C029	Forced Labour Convention, 1930 (No. 29)	23.03.2000	In Force	Labor Code no. 154/2003, art. 7, Law no. 610-XIV of 01.10.1999
C087	Freedom of Association & protection of the Right to Organise Convention, 1948 (No. 87)	12.08.1996	In Force	Labor Code no. 154/2003, art. 5, Parliament Decision no. 593/26.09.1995
C098	Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	12.08.1996	In Force	Labor Code no. 154/2003, art.152, Parliament Decision nr. 593/26.09.1995
C100	Equal Remuneration Convention, 1951 (No. 100)	23.03.2000	In Force	Labor Code no. 154/2003, articles 5, 9, 84, 128, Law no. 610/01.10.1999
C105	Abolition of Forced Labour Convention, 1957 (No. 105)	10.03.1993	In Force	Labor Code no. 154/2003, art. 7; Law no. 707-XII of 10.09.1991
C111	Discrimination (Employment & Occupation) Convention, 1958 (No. 111)	12.08.1996	In Force	Labor Code no. 154/2003, articles 5, 7, 8, 10, 127, 128, 386 Parliament Decision nr. 593-XIII of 26.09.1995
C138	Minimum Age Convention, 1973 (No. 138) Minimum age specified: 16 years	21.09.1999	In Force	Labor Code no. 154/2003, art. 7, Law no. 519-XIV of 15.07.1999
C155	Occupational Safety and Health Convention, 1981 (No. 155)	28.04.2000	In Force	Labor Code no. 154/2003, art. 9, 421, Law no. 186/2008 OHS Law no. 755-XIV of 24.12.1999
C182	Worst Forms of Child Labour Convention, 1999 (No. 182)	14.06.2002	In Force	Labor Code no. 154/2003, art. 149, Law no. 849-XV of 14.02.2002
C187	Promotional Framework for OHS Convention, 2006 (No. 187)	12.02.2010	In Force	Law no. 186/2008 OHS, GD 95/2009, Law no. 72 of 26.11.2009
2	Governance (Priority) Conventions			
C081	Labour Inspection Convention, 1947 (No. 81) P081 - Protocol of 1995 to the Labour Inspection Convention, 1947 ratified on 28.04.2000 has ratified the Protocol of 1995	12.08.1996	In Force	Parliament Decision nr. 593-XIII of 26.09.1995
C122	Employment Policy Convention, 1964 (No. 122)	12.08.1996	In Force	Parliament Decision nr. 593-XIII of 26.09.1995
C 129	Labour Inspection (Agriculture) Convention, 1969 (No. 129)	09.12.1997	In Force	Parliament Decision nr. 1330-XIII of 26.09.1997
C 144	Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	12.08.1996	In Force	Parliament Decision nr. 593-XIII of 26.09.1995
3	Technical Conventions			
C011	Right of Association (Agriculture) Convention, 1921 (No. 11)	04.04.2003	In Force	Law no. 1404-XV of 24.10.2002
C047	Forty-Hour Week Convention, 1935 (No. 47)	09.12.1997	In Force	Parliament Decision nr. 1330-XIII of 26.09.1997
C088	Employment Service Convention, 1948 (No. 88)	12.08.1996	In Force	Parliament Decision nr. 593-XIII of 26.09.1995
C092	Accommodation of Crews Convention (Revised), 1949 (No. 92)	12.12.2005	In Force	Law no. 238-XVI of 20.10.2005
C095	Protection of Wages Convention, 1949 (No. 95)	12.08.1996	In Force	Parliament Decision nr. 593-XIII of 26.09.1995
C097	Migration for Employment Convention (Revised), 1949 (No. 97)	12.12.2005	In Force	Law no. 209-XVI of 29.07.2005
C099	Minimum Wage Fixing Machinery (Agriculture) Convention, 1951 (No. 99)	04.04.2003	In Force	Law no. 1404-XV of 24.10.2002
C117	Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117)	12.08.1996	In Force	Parliament Decision nr. 593-XIII of 26.09.1995

³⁶ Source: <https://ism.gov.md/ro/legisla%C5%A3ia>

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No.	Convention title	Date	Status	Ratified by36
C119	Guarding of Machinery Convention, 1963 (No. 119)	04.04.2003	In Force	Law no. 1404-XV of 24.10.2002
C127	Maximum Weight Convention, 1967 (No. 127)	09.12.1997	In Force	Parliament Decision nr. 1330-XIII of 26.09.1997
C131	Minimum Wage Fixing Convention, 1970 (No. 131)	23.03.2000	In Force	Law no. 610-XIV of 01.10.1999
C132	Holidays with Pay Convention (Revised), 1970 (No. 132) Length of holiday specified: 24 working days. Has accepted the provisions of Art. 15, para. 1(a) and (b).	27.01.1998	In Force	Parliament Decision nr. 1330-XIII of 26.09.1997
C133	Accommodation of Crews (Supplementary Provisions) Convention, 1970 (No. 133)	12.12.2005	In Force	Law no. 239-XVI of 20.10.2005
C135	Workers' Representatives Convention, 1971 (No. 135)	12.08.1996	In Force	Parliament Decision nr. 593-XIII of 26.09.1995
C141	Rural Workers' Organisations Convention, 1975 (No. 141)	04.04.2003	In Force	Law no. 1404-XV of 24.10.2002
C142	Human Resources Development Convention, 1975 (No. 142)	19.12.2001	In Force	Law no. 480-XV of 28.09.2001
C150	Labour Administration Convention, 1978 (No. 150)	10.11.2006	In Force	Law no. 274-XVI of 29.07.2006
C151	Labour Relations (Public Service) Convention, 1978 (No. 151)	04.04.2003	In Force	Law no. 17-XV of 07.02.2003
C152	Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)	22.01.2007	In Force	Law no. 339-XVI of 17.11.2006
C154	Collective Bargaining Convention, 1981 (No. 154)	14.02.1997	In Force	Law no. 994-XIII of 15.10.1996
C158	Termination of Employment Convention, 1982 (No. 158)	14.02.1997	In Force	Law no. 994-XIII of 15.10.1996
C160	Labour Statistics Convention, 1985 (No. 160) Acceptance of Articles 7-13, 14, paragraph 1, pursuant to Article 16, paragraph 2, of the Convention.	10.02.2012	In Force	Law no. 186 of 29.09.2011
C161	Occupational Health Services Convention, 1985 (No. 161)	25.05.2021	In Force	Law no. 186 of 29.09.2011
C181	Private Employment Agencies Convention, 1997 (No. 181)	19.12.2001	In Force	Law no. 482-XV of 28.09.2001
C183	Maternity Protection Convention, 2000 (No. 183) Period of maternity leave: 126 calendar days	28.05.2006	In Force	Law no. 87-XVI of 20.04.2006
C184	Safety and Health in Agriculture Convention, 2001 (No. 184)	20.09.2002	In Force	Law no. 1058-XV of 16.05.2002
C185	Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185)	28.08.2006	In Force	Law no. 31-XVI of 23.02.2006

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6.1.3.2 Applicable Labor & OHS laws of the Republic of Moldova

6.1.3.2.1 The Constitution of the Republic of Moldova

The Constitution³⁷ is the Supreme Law of the Republic of Moldova and no law or other legal act that contravenes the provisions of the Constitution has legal force.

The Republic of Moldova undertakes to respect the United Nations Organization Chart³⁸ and the treaties to which it is a party, to base its relations with other states on the unanimously recognized principles and norms of international law.

According to the Constitution of the Republic of Moldova, article 44, the forced labor is forbidden.

According to the Constitution, art. 43 The right to work and to work protection:

- (1) Every person has the right to work, to free choice of work, to fair and satisfactory working conditions, as well as to protection against unemployment.
- (2) Employees have the right to labor protection. The protection measures concern the safety and hygiene of work, the working regime of women and young people, the establishment of a minimum wage for the economy, the weekly rest, paid rest leave, the performance of work in difficult conditions, as well as other specific situations.
- (3) The duration of the work week is no more than 40 hours.
- (4) The right to negotiations in labor matters and the binding nature of collective agreements are guaranteed.

6.1.3.2.2 The Labor Code of the Republic of Moldova


The basic principles of the regulation of labor relations³⁹ and other relations directly related to them, principles that emerge from the norms of international law and those of the Constitution of the Republic of Moldova, are the following:

- a) freedom of work, including the right to work freely chosen or accepted, the right to dispose of one's work capacities, the right to choose one's profession and occupation;
- b) prohibition of forced (compulsory) work and discrimination in the field of labor relations;
- c) protection against unemployment and providing assistance for placement in the field of work;
- d) ensuring the right of each employee to fair working conditions, including working conditions that meet the requirements of safety and health at work, and the right to rest, including the regulation of working time, the granting of annual rest leave, rest breaks daily, rest days and non-working holidays;
- e) equality in rights and opportunities for employees;
- f) guaranteeing the right of each employee to full and fair payment of the salary on time, which would ensure a decent existence for the employee and his family;
- f¹) equal remuneration for equal work or work of equal value;

³⁷ The Constitution of the Republic of Moldova: https://www.legis.md/cautare/getResults?doc_id=136130&lang=ro#

³⁸ UN Organisation Chart: <https://www.un.org/en/delegate/page/un-system-chart>

³⁹ Labor Code no. 154/2003: https://www.legis.md/cautare/getResults?doc_id=137770&lang=ro#

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- g) ensuring the equality of employees, without any discrimination, when advancing in the service, taking into account work productivity, qualification and length of service in the specialty, as well as professional training, recycling and improvement;
- h) ensuring the right of employees and employers to associate for the defense of their rights and interests, including the right of employees to join unions and be union members and the right of employers to join employers and be members of employers;
- i) ensuring the right of employees to participate in the administration of the unit in the forms provided by law;
- j) combining state regulation and contractual regulation of labor relations and other relations directly related to them;
- k) the obligation of full repair by the employer of the material and moral damage caused to the employee in connection with the fulfillment of work obligations;
- l) establishing state guarantees for ensuring the rights of employees and employers, as well as exercising control over their compliance;
- m) ensuring the right of each employee to defend his rights and freedoms at work, including by notifying the supervisory and control bodies, the labor jurisdiction bodies;
- n) ensuring the right to settle individual labor disputes and collective labor conflicts, as well as the right to strike, in the manner established by this code and other normative acts;
- o) the obligation of the parties to collective and individual labor contracts to comply with the contractual clauses, including the right of the employer to demand from the employee the fulfillment of work obligations and the manifestation of a household attitude towards the employer's assets and, respectively, the right of the employee to demand from employer's fulfillment of obligations towards employees, compliance with labor legislation and other documents containing labor law norms;
- p) ensuring the right of trade unions to exercise public control over compliance with labor legislation;
- r) ensuring the right of employees to defend their honor, dignity and professional reputation during work;
- s) guaranteeing the right to mandatory social and medical insurance of employees.

6.1.3.2.3 Labor and Social Policy and Normative Acts of the Republic of Moldova


The Republic of Moldova is characterized by a new legislative base, that most of it was harmonized with EU Acquis Communautaire according to Association Agreement⁴⁰.

Some of the main laws related to the project proposal and activities that will be implemented are presented in the Table below. The compliance with applicable labor and OHS requirements is described in the chapter 9.


Table 6-3: Main national legal labor & OHS laws and acts relevant to the Project

Legal act	General overview	Relevancy with the Project
Labor Code no. 154/2003	The code regulates all individual and collective labor relations, control of the application of regulations in the field of labor relations, labor	The law is relevant and is mandatory to be followed in the


⁴⁰ Sources: [https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:22014A0830\(01\)](https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:22014A0830(01))

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Legal act	General overview	Relevancy with the Project
	jurisdiction, as well as other relations directly related to labor relations.	implementation process, ensuring labor & OHS issues.
Law no. 278/1999 Recalculation of the compensation amount for the damage caused to employees following mutilation	The law regulates the rights of persons with mutilation of as result of work incidents and requirements for ensure compensations for mutilated workers	The law is relevant and is mandatory to be followed in the implementation process, ensuring labor & OHS issues.
Law no. 756/1999 Insurance for work accidents & occupational diseases	The law regulates the rights of persons with occupational diseases and work incidents and requirements for ensure compensations for work accidents & occupational diseases	The law is relevant and is mandatory to be followed in the implementation process
Law no. 1432/2000 Method of establishing & reexamining the minimum wage	The law regulates the rights of persons at the minimum wage	The law is relevant and is mandatory to be followed in the implementation process, ensuring salary for workers
Law no. 847/2002 Salaries	The law regulates the rights of persons to have salaries at the working places	The law is relevant and is mandatory to be followed in the implementation process, ensuring salary for workers
Law no. 289/2004 Allowances for temporary incapacity for work & other social insurance & benefits	The law regulates the rights of persons to have allowances for temporary incapacity for work & other social insurance & benefits	The law is relevant and is mandatory to be followed in the implementation process
Law no. 131/2012 State control over entrepreneurial activity	The law regulates the rights of entrepreneurial activity control by state	The law is relevant and is mandatory to be followed in the implementation process
Law no. 152/2012 regarding the minimum subsistence	The law regulates the minimum subsistence for workforce on the construction site	The law is relevant and is mandatory to be followed in the implementation process
Law no. 60/2012 Social Inclusion of Persons with Disabilities	The law regulates the rights of persons with disabilities for their social inclusion, guaranteeing the possibility of their participation in all areas of life without discrimination, at a level identical to the other members of the society, having as a basis the respect of fundamental human rights and freedoms	The law is relevant and requires measures for ensuring the participation of person from socially vulnerable groups in the project activities, to promote and defend their interests
Law no. 105/2018 Promotion of employment & unemployment insurance	The purpose of the law is to prevent and reduce unemployment and its social effects, reduce the risk of unemployment and ensure a high level of employment & adapting to the demands of the labor market	The law is important to ensure the rights of employees
Law no 123/2010 Social Services	The law establishes the general framework for the creation and functioning of the integrated system of social services, with the determination of the tasks and responsibilities of the central and local public administration authorities, of other legal and natural persons empowered to provide and provide social services, as well as the protection of the rights of the beneficiaries of social services;	The provisions of the law are important for ensuring the quality of public services and respecting the interests of consumers

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Legal act	General overview	Relevancy with the Project
Law no. 10/2009 State Supervision of Public Health	This law regulates the organization of the state supervision of public health, establishing general requirements to public health, the rights and obligations of physical persons and legal entities, procedure for the organization of system of the state supervision of public health.	It is relevant for the project and its stipulations need to be reflected in the ESIA documents
Law no. 186/2008 Occupational safety & health	The present Law regulates the legal reports regarding the establishment of measures regarding the safety and health of the workers in the workplace; (2) establishes the general principles regarding the prevention of occupational risks, the protection of workers at workplace, the elimination of risk and accident factors, the information, the consultation, the balanced participation, the training of the workers and their representatives.	The law is relevant and is mandatory to be followed in the case of both Components activities, ensuring OHS issues by assessing risks and controlling risks.
Law no. 5/2006 Ensuring equal opportunities between women & men	The purpose of the Law is to ensure the exercise of their equal rights by women & men in the political, economic, social, cultural, other spheres of life, rights guaranteed by the Constitution of the RM, in order to prevent and eliminate all forms of discrimination according to the criteria of sex. The Law also introduces the notion of affirmative actions	The provisions of the law are important for promoting women's interests in exercising their rights in labor relations
Law on Access to Information no. 148/2023	The law regulates the interaction between the providers of information and individuals and/or legal entities during the exercise of their constitutional right to access information, the rights of applicants for obtaining the information, the obligations of information providers to ensure access to official information, methods of safeguarding the right to information	This is relevant for ensuring disseminating information about implementation of the project and about potential ES impacts
Law no. 64/2010 Freedom of Expression	This Law guarantees right to freedom of expression and regulates the balance between right to freedom of expression and defence of private and family life.	This is relevant for ensuring disseminating information about implementation of the project and about potential ES impacts
Law no. 239/2008 Transparency in Decision Making	The law refers to the transparency of information linked with the decision-making process and to the consultation of stakeholders when drafting decisions	This is relevant for ensuring disseminating information about implementation of the project and about potential ES impacts
Administrative Code of Republic of Moldova no. 116/2018	The Code establishes procedure for consideration of petitions of the RM citizens addressed to the relevant authorities/bodies for the purpose of ensuring protection of petitioners' rights and legitimate interests	This is relevant for ensuring for the early collection of information regarding the risks of non-compliance with ES standards
Law no. 163/2010 Authorization of the execution of construction works	This law regulates the legal procedures regarding the authorization of the execution of construction works	Relevant at the request of the urban planning certificate for construction
Law no. 436/2006 Local public administration	The law establishes the rights, obligations and competences of the local public administration	The provisions of the Law are relevant to proposed activities on created of SIMCs and the activities of collaboration of all stakeholders with the SIMCs.

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6.1.3.3 World Bank Operational Policies

6.1.3.3.1 General

This project has been classified as a category A project. When considered as category A, projects have potential adverse environmental impacts that could be significant on human populations or on environmentally important areas. These impacts may affect an area broader than the sites or facilities subject to physical works. The environmental assessment will examine the project's potential negative and positive environmental impacts and recommend any measures needed to prevent, minimize, mitigate, or compensate any adverse impacts and improve its environmental performance.

For all Category A or B projects, project-affected groups and local NGOs have to be consulted on the project's environmental aspects and their views must be taken into account during the environmental assessment process. The consultations must be initiated as early as possible. These groups should be consulted shortly after the environmental screening, before the terms of reference for the EIA are finalized and also once a draft EIA report is prepared. Consultations can also be conducted throughout the project's implementation to address related issues that affect the PAPs.

6.1.3.3.2 Applicable WB's Operational Policies (OP)

The WB's environmental and social safeguard policies include both Operational Policies (OP) and Bank Procedures (BP). Safeguard policies are designed to protect environment and society against potential negative effects of projects, plans, programs and policies.

The WB requires environmental assessment of projects proposed for Bank financing to help ensure that they are environmentally sound and sustainable, and thus to improve decision making.


The environmental assessment is a process whose breadth, depth, and type of analysis depend on the nature, scale, and potential environmental impact of the proposed project. The environmental assessment evaluates a project's potential environmental risks and impacts in its area of influence; examines project alternatives; identifies ways of improving project selection, siting, planning, design, and implementation by preventing, minimizing, mitigating, or compensating for adverse environmental impacts and enhancing positive impacts; and includes the process of mitigating and managing adverse environmental impacts throughout project implementation.

6.1.3.3.3 World Bank assessment procedure (OP 4.01)

The purpose of OP 4.01 is to ensure that projects funded by the WB are environmentally feasible and viable and that the decision making is improved through appropriate analysis of actions and their probable environmental impacts (OP 4.01, par. 1).

This policy is triggered if a project is likely to have potential (negative) environmental risks and impacts in its zone of influence. The Operational Policy 4.01 covers the following aspects:

- impacts on the physical environment (air, water and land);
- life environment, health and safety of populations;

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- cultural and physical resources;
- environmental concerns at the transboundary and world levels.

Social aspects as well as natural habitats, pest control, forestry and safety of dams are addressed by separate policies with their own requirements and procedures.

The WB undertakes environmental screening to determine the appropriate extent and type of environmental assessment to be conducted. It classifies the proposed projects into categories, depending on the type, location, sensitivity, scale of the projects and the nature and magnitude of their potential environmental impacts.

For meaningful consultations, all relevant material must be provided in a timely manner prior to consultations, in a form and language that are understandable and accessible to the groups being consulted.

6.1.4 Planning actions for risks control

MEPIU shall implement the present LMP by planning actions for controlling Labor & OHS risks by Contractors at the construction stage and Operator at the operational stage in order to comply with Labor Management Policy.

At the construction stage, Contractors shall implementation mitigation measures identified in the present LMP by developing Labor Management Policy and Procedures and Contractor's own OHS Plan and developed documents shall be approved by the Construction Supervision Engineer.

At the operational stage, the Operator shall implementation mitigation measures identified in the present LMP by developing OHS Management System to be in compliance with Global International Industrial Practices⁴¹ and applicable laws of the Republic of Moldova.


6.2 LMP objectives and planning to achieve them

6.2.1 LMP objectives

The objective of the LMP is to provide, during the implementation of the present plan at the construction and operational stages, a consistent and systematic approach to promote labor and OHS culture at each working place for indoor and outdoor for direct and contracted workers by:

- a) Complying with identified operating criterion specific for construction and operational stages,
- b) Having competent personnel with defined role and responsibilities to operate risks specific for construction and operational stages,
- c) Communicating the LMP's requirements implementation to subcontractors, supply chain and all interested parties specific for construction and operational stages,
- d) Adopting the present LMP by subcontractors during the construction and operational stages;

⁴¹ Source: <https://www.ifc.org/en/insights-reports/2015/publications-handbook-esms-general>

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- e) Controlling high risks by implementing Permit to Work system and establishing safety operational procedures specific for construction and operational stages,
- f) Controlling risks which can trigger emergency situations specific for construction and operational stages,
- g) Monitoring and measuring all identified risks, and
- h) Improving continually labor and OHS process on construction and operational sites and report performances to the CE Engineer and other interested parties.

6.2.2 Planning actions to achieve LMP objectives

LMP's objectives are consistent with MEPIU's Labor Management Policy, measurable, monitored, and communicated to Contractors, Operator, stakeholders and all interested parties.

At the Construction stage, Contractors shall implement Labor Management Policy with requirements described in the present document and develop its own Contractor's Human Resource Policy and Procedures and Contractor's Labor Management Plan. Labor & OHS performances shall be incorporated in the Monthly Progress Reports by Contractors and submit documents for revision and approval to the Construction Supervision Engineer and MEPIU.

At the operational stage, the Operator SE Moldelectrica shall implement Labor & OHS requirements described in the present procedure and develop its own Management System⁴² comprising labor & OHS aspects. Labor & OHS performances shall be reported to the State Authorities and other interested parties.

⁴² Source: <https://www.ifc.org/en/insights-reports/2015/publications-handbook-esms-general>


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Table 6-4: Actions to achieve LMP Objectives specific for construction stage

No.	Objectives	Actions (What shall be done)	Resources	Responsibility	When completed	How to evaluate results	How to achieve objectives (KPIs)
1	Comply with Labor Management Policy, applicable laws and WB requirements	Develop the Contractor's Labor Management Policy by taking into consideration the MEPIU's commitment & legal requirement to prevent incidents/accident on sites	Financial, human, natural, technology, infrastructure, etc.)	Contractors Operator	Before starting the construction	Pre-construction audit Construction audit Site inspections (CSE/MEPIU/ME) Inspections performed by State Authorities	Audit reports Approved Policy by CSE Permits & authorisations Construction Permit Site Construction Book
1	Comply with operating criterion	Identify dangers, assess risks and control risks by using Job Safety Analysis (JSA) Develop SOPs for high risks (working at heights, excavation, cutting and welding, etc.) Develop Contractor's own OHS Plan etc.	Financial, human, natural, technology, infrastructure, etc.)	Contractors Operator	Before & during construction	Pre-construction audit Construction audit Site inspections (CSE/MEPIU/ME) Inspections performed by State Authorities	Filled in JSA Approved Contractor's L&OHS Plans by CSE Approved SOPs
2	Human Resources management	Establish a HR Policy and document it Select competent personnel using transparent criterion of personnel selection and hiring Established role for each worker in Job Description Sign a Contract of Service with each worker Personnel on sites	Financial, human, natural, technology, infrastructure, etc.)	Contractors Operator	Before & during construction	Pre-construction audit Construction audit Site inspections (CSE/MEPIU/ME) Inspections performed by State Authorities The list of personnel	Approved HR Policy by CSE Proofs of competence Signed Job Description Signed Contract The list of personnel on sites
3	Training process	Develop a Training Plan specific for construction activity Performed trainings for direct and contracted workers Performed emergency simulation training	Financial, human, natural, technology, infrastructure, etc.)	Contractors Operator	Before & during construction	Pre-construction audit Construction audit Site inspections (CSE/MEPIU/ME) Inspections performed by State Authorities	Approved TP Minute of trainings Minute of emergency trainings
4	Communication the L&OHS Policy	Establish OHS Committee for workforce with a GRM channel for feed-back Train direct & contracted workers regarding the provision of L&OHS Policy, Risks Assessment Records, SOPs, PTW, etc. Induction of visitors and stakeholders	Financial, human, natural, technology, infrastructure, etc.)	Contractors Operator	Before & during construction	Pre-construction audit Construction audit Site inspections (CSE/MEPIU/ME) Inspections performed by State Authorities	Proof of OHSC creation GRM and box on site for complaints Training/Induction minutes




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No.	Objectives	Actions (What shall be done)	Resources	Responsibility	When completed	How to evaluate results	How to achieve objectives (KPIs)
5	Control subcontractors and suppliers	Include the requirements of compliance with the present LMP in contract of service with subcontractors & suppliers	Financial, human, natural, technology, infrastructure, etc.)	Contractors Operator	Before & during construction	Pre-construction audit Construction audit Site inspections (CSE/MEPIU/ME) Inspections performed by State Authorities	Contract of service with L&OHS requirements Subcontractor's designated Representative Minutes of trainings
		Ensure that subcontractors designated a representative to be responsible for Labor & OHS aspects on construction sites					
		Train the contracted workers with provision of the Contractor's approved Plans					
6	Control high risks	Implement a PTW system on construction sites	Financial, human, natural, technology, infrastructure, etc.)	Contractors Operator	During Construction & Operation	Pre-construction audit Construction audit Site inspections (CSE/MEPIU/ME) Inspections performed by State Authorities	Register of PTW Folders with documented PTW List/register of approved SOPs
		Coordinate PTW with CSE and at the end of work close down the PTW by the CSE					
		Provide specific SOP at each working place					
7	Control emergency risks	Identify all emergency situation for normal & abnormal cases specific for construction sites within the JSA procedure	Financial, human, natural, technology, infrastructure, etc.)	Contractors Operator	Before & during construction	Pre-construction audit Construction audit Site inspections (CSE/MEPIU/ME) Inspections performed by State Authorities	Site Inspection Reports Audit Records Simulation Reports Non-conformity reports Training minutes Emergency records Incident reports Workforce complaints Maintenance reports Verification reports Training minutes
		Develop & implement the Emergency Preparedness & Response Plan (EPRP) specific for normal & abnormal risk (flooding, earthquake, med-evac, etc.)					
		Provide emergency equipment on construction sites to be maintained and ready for use					
		Provide first aid kits & facilities for rendering first aid in case of emergency					
		Test EPRP, revise emergency plan & train personnel					
8	Monitor & measure	Contractors' process	Financial, human, natural, technology, infrastructure, etc.)	Contractors Operator	Before & during construction	Pre-construction audit Construction audit Site inspections (CSE/MEPIU/ME) Inspections performed by State Authorities	Numbers of PTW issued Competence register Minutes of trainings Health survey records Maintenance reports Contract of service with subcontractors Maintenance reports for EMM
		Workforce competence and training process					
		Revision annually Contractor's Plans and programs					
		Workforce health survey					
		Equipment maintenance					
		Emergency equipment					
		Subcontractors and suppliers					
Monitoring and measurement equipment							
9		Incidents notification and investigation		Contractors		Pre-construction audit	Non-conformity reports

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No.	Objectives	Actions (What shall be done)	Resources	Responsibility	When completed	How to evaluate results	How to achieve objectives (KPIs)
	Continually improvement and performances reporting	Non-conformities and corrective actions Performances reporting	Financial, human, natural, technology, infrastructure, etc.)	Operator	Before & during construction	Construction audit Site inspections (CSE/MEPIU/ME) Inspections performed by State Authorities	Registry of NCRs Incident investigation reports Audit reports MPR
10	Community Health and Safety	Develop the Contractor's Community Health and Safety by taking into consideration the following aspects (i) water quality and availability, (ii) structural safety, (iii) life and safety protection, (iv) traffic safety, (v) transport of hazardous materials, (vi) diseases prevention, (vii) emergency situation and MEPIU's Labor Management Policy & applicable legal requirement (WB and RM) to protect communities on sites	Financial, human, natural, technology, infrastructure, etc.)	Contractors Operator	Before & during construction	Pre-construction audit Construction audit Site inspections (CSE/MEPIU/ME) Inspections performed by State Authorities Emergency Preparedness and Response Plans and records	Non-conformity reports Registry of NCRs Incident investigation reports Audit reports MPRs Complaints from communities Complaints from State Authorities

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7 SUPPORT

7.1 Resource

7.1.1 Human Resources Process

Contractors and Operator's Human Resources process shall comply with Labour Code of Republic of Moldova and other applicable labor & OHS laws for keeping under control labor & human resources aspects by taking into account the following principles:

- Working Condition and Terms of Employment
- Non-Discrimination and Equal Opportunity
- Retrenchment
- Protecting the Work Force
- Child Labour
- Forced Labour
- Workers Engaged by Third Parties
- Etc.

Contractors and Operator shall carry out their activities in conformity with the Republic of Moldova's other legal requirements and hire competent personnel, on the basis of appropriate education, training and experience, for executing site specific construction and operation tasks by not affecting the LMP performance and breaching MEPIU's Labor Management Policy.

Contractors and Operator shall ensure that terms of employment and responsibilities of the hired personnel are established and documented in employment contract signed individually with each employee and the specific responsibilities to be part of Job Description.


Contractors and Operator shall ensure that personnel hired for performing tasks on behalf of Contractor and Operator know Job Description's (JD) provisions and JDs are signed by employees for complying with provision set in the MEPIU's Labor Management Policy.

Contractors and Operator shall ensure that an organizational structure specific for construction and operational stages are developed in conformity with requirements of the present LMP and workforce is informed and know their roles and responsibilities.

7.2 Competence

In order to ensure the safe operation of energy objects⁴³, the administrative staff, the operative staff and the technical staff of the energy enterprises, as well as of the economic agents that provide servicing services for energy objects, must have specialized studies or special training. Energy companies contribute to the professional training and improvement of specialists within specialized educational institutions.

⁴³ Source: Law no. 174/2017 Energy, art. 29 professional training - https://www.legis.md/cautare/getResults?doc_id=136370&lang=ro#

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The training and attestation of personnel in the field of industrial security is carried out according to the provisions of Law no. 116/2012⁴⁴ on the industrial security of dangerous industrial objects.

The operative staff and the technical staff of the energy enterprises, as well as of the economic agents that provide servicing services for energy objects, are periodically subject to medical certification and examination.

Contractors and Operator shall develop its own Human Resource Policy and process by determining the necessary competence of workers that affects MEPIU's Labor Management Policy and implementation performances and ensure that workers are competent on the basis of appropriate education, training or qualification based on previous history experience of employees.

7.3 Awareness

7.3.1 General

The implementation of the LMP specific for construction and operational stages require specific knowledge and competence for Contractors and Operator workforce that shall be engaged in the construction and operational stages.

Contractors and Operator shall ensure that each worker receives adequate health and safety training, in particular in the form of information and instructions specific to his workstation or job: (i) on recruitment, (ii) in the event of a transfer or a change of job, (iii) in the event of the introduction of new work equipment or a change in equipment, and (iv) in the event of the introduction of any new technology or changes in the technical documents, laws, etc..


The training and awareness process shall be adapted to take account of new or changed risks, and repeated periodically if necessary, by OHS representatives of Contractors and the Operator.

7.3.1 Training process for construction stage

Before starting the construction activities on site specific for the 400 kV OHTL and inside of the Substations, Contractors' workforce shall pass training courses (induction) at the SE Moldelectrica's Training Center⁴⁵ with specific technical and electrical aspects. The Training Center has trained thousands of highly qualified specialists, both in the energy and in other fields. The Training Center has auditoriums, workshops, laboratories, a library, a training ground equipped with modern equipment, which allows students/workers to acquire the necessary professional knowledge and skills. The Training centre provide additionally professional qualification courses: (i) Electrician for the operation of electrical distribution networks, (ii) Catchy, (iii) Machinist for auto towers and hydraulic auto lifts, (iv) Charger driver, (v) Truck driver, (vi) Operator in the boiler room.

⁴⁴ Source: Law no. 116/2012: https://www.legis.md/cautare/getResults?doc_id=137456&lang=ro#

⁴⁵ Source: https://moldelectrica.md/ro/about/training_center


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Respectively, the construction of the 400 kV OHTL and Substations shall support relevant trainings on knowledge and information on topics such as the LMP implementation, L & OHS performances reporting, etc. The awareness and training plan for construction stage is presented in Table 7-1 below.

Table 7-1: Training program for Construction Phase

#	Training subject	Time and duration	Recipients	Organizer	Cost
OCCUPATIONAL HEALTH AND SAFETY					
1	Contractors' Health & Safety Plan requirements (MEPIU's LM Policy and Objectives)	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor cost
2	Excavation works/Confined space	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor cost
3	Working at heights on site	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor cost
4	Electrical requirements on site	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor cost
5	Wear of PPE on site	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor cost
6	Noise and vibration on site	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor cost
7	Crane & forklift requirement on site	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor cost
8	Requirements for smoking & drinking on site	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor cost
9	Electrical requirements on site	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor cost
10	Working environment	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor cost
11	Equipment safety	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor cost
12	Road safety	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor cost
13	Emergency and first aid aspects	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor cost
14	Communication hazards to workforce (install safety signs on sites)	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor cost
15	GRM process on construction sites	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor cost
16	The Code of Conduct	Before starting construction works & periodically	Contractor/ Subcontractor	Contractor	Contractor cost

Contractors shall ensure that subcontractor workers engaged in work have in fact received appropriate instructions regarding OHS risks during their activities in his undertaking and /or establishment. Workers' representatives, with a specific role in protecting the safety and health of workers, shall be entitled to appropriate training. The training must take place during working hours or in accordance with national practice either within or outside the undertaking and/or the establishment.

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7.3.2 Training process for operational phase

In order to achieve the World Bank Goals and applicable L & OHS requirements of Republic of Moldova, emphasizing the economic growth, inclusion and sustainability, the Operator or the Beneficiary shall implement the present awareness and training plan, presented in the Table 7-2.

The implementation of the LMP specific for operational phase requires specific knowledge and competence for the Operator/Beneficiary personnel to operate and maintain the new 400 kV OHTL and Substations' new equipment.

The training shall be adapted to take account of new or changed risks, and repeated periodically if necessary. The plan for capacity building and training plan for operational stage is presented in Table 7-2 below.

Table 7-2: Training program for Operational Phase

#	Training subject	Time & duration	Recipients	Organizer	Cost
1	Requirements of the international standards (ISO 45001)	2023 - 2024	Moldelectrica's workforce	External support	Moldelectrica
2	OHS Risk Assessment Procedure	2023 - 2024	Moldelectrica's workforce	External support	Moldelectrica
3	Compliance with the present document & applicable OHS laws (new permits, authorizations, etc.)	2023 - 2024	Moldelectrica's workforce	External support	Moldelectrica
3	Specific training for new installed equipment on Substations and the 400 kV OHTL	2023 - 2024	Moldelectrica's workforce	External support	Moldelectrica
4	Maintenance of the new equipment	2023 - 2024	Moldelectrica's workforce	External support	Moldelectrica
5	Emergency equipment	2023 - 2024	Moldelectrica's workforce	External support	Moldelectrica

7.4 Communication

7.4.1 General

Contractors and Operator shall communicate their L & OHS performances internally, externally and for any emergency situations to the Construction Supervision Engineer, stakeholders and other interested parties.

7.4.2 Internal Communication Process

The internal communication process shall supply the documents, information and data required to carry out activities specific for construction and operation stage by Contractors and Operator. The internal communication process of Contractors and Operator shall be realized in the authority and inter-functional line described in the Organizational Chart, as well as on the basis of procedures, regulations and responsibilities covered by Contractors' organization and functioning regulation and the Operator's Management System documents.

The communication process is described in the figure 7-1.

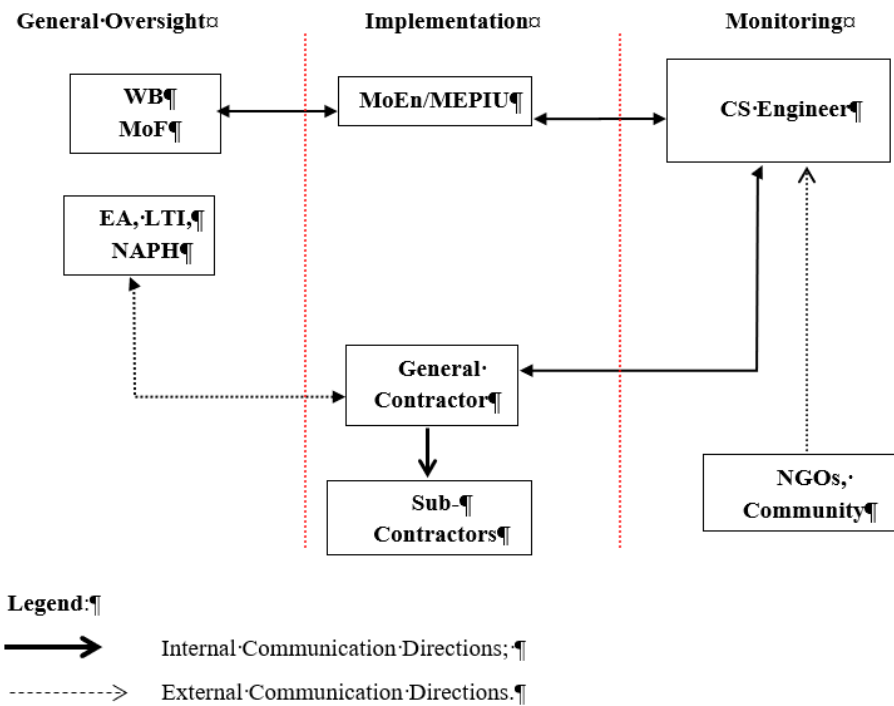


Figure 7-1: Internal and External Communication Chart

Contractors will communicate project implementation performances to the Construction Supervision Engineer.

7.4.3 External Communication Process

7.4.3.1 General

Contractors and Operator have to implement and maintains a procedure for external communications that includes: (i) Receive and register external communications, (ii) screen and assess the issues raised and determine how to address them, (iii) provide, track, and document responses and (iv) adjust the management program.

Contractors and Operator shall report their L & OHS performances to the Construction Supervision Engineer, specific for construction stage and State Authorities specific for operational stage. External communication process shall be accomplished through written (hard-copies and electronic media) or oral (over telephone or verbally) forms of communication.

The Register of stakeholder is presented in the Stakeholders Engagement Plan. The procedure of communication with stakeholders is part of external communication procedure described in the figure 7-1.

7.4.4 Emergency Communication Process

During projects implementation oral, written, electronic means of communication are used for communication process between parties implies in the project. A detailed Emergency Communication chart list is given in figure 7-2.

In case of emergency Contractors and Operator communicates in conformity with interfaces established in figure above.

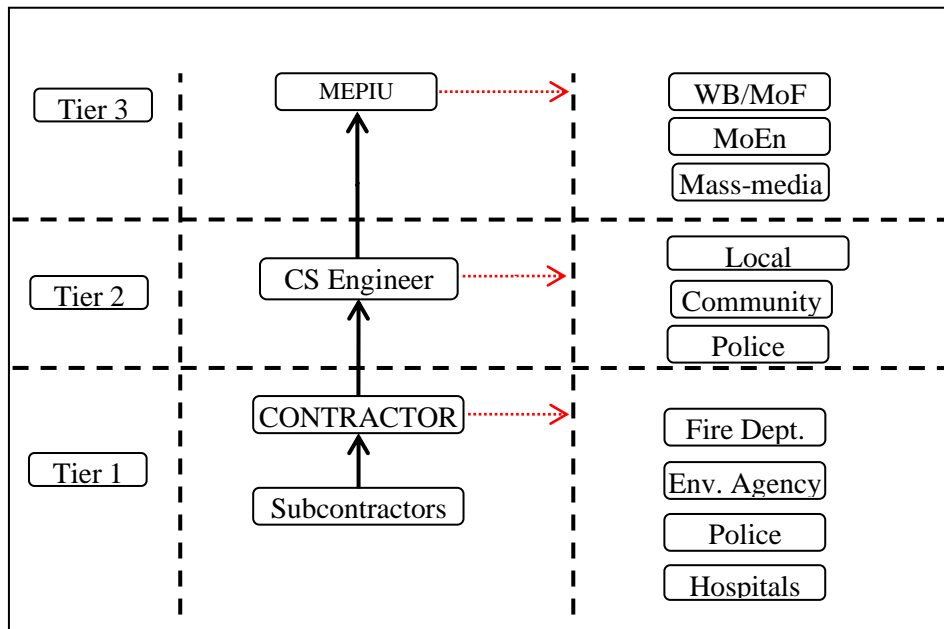



Figure 7-2: Communication channels in case of emergency⁴⁶

The interfaces are:

- Construction Supervision Engineer and MEPIU/Moldelectrica;
- National Centre for Public Health and Territorial Public Centres;
- National Road Police and Districts Road Police;
- State Supervision Agency;
- Emergency and Fire Department;
- Environmental Agency and the Territorial Environmental Protection Inspectorates, etc.

The notification report is presented in the Annex 3.

⁴⁶ Note: Note: Red line – external communication)

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7.5 Documented information

7.5.1 General

The LMP specific for the 400 kV OHTL Vulcanesti – Chisinau contains 10 chapters and set out the requirements specific for the construction and operational processes and further to be cascaded to the Contractors and Operator. The draft final LMP shall be revised by the WB representatives and issued Non-Objections, the final LMP shall be approved by the MEPIU and become effective on the date of its approval.

The LMP shall be published on the MEPIU and Moldelectrica’ web pages and the World Bank external website and can be printed in a required number of copies at the request of stakeholders and distributed under signature to the designated recipients.

The LMP may be furnished to the State Authorities (NAPH, TCPH, LTI, etc.) upon prior approval of the MEPIU. The control of documents flow is presented in the figure 7-3.

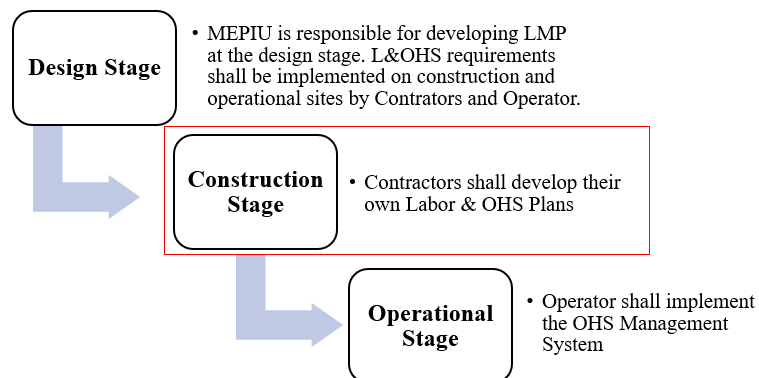



Figure 7-3: The control of documents versus project’s life cycle (design, construction⁴⁷ & operational)

7.5.1 Contractors’ own LMP

Before starting the construction stage, Contractors shall use the present document to develop its own Contractor’s labor & OHS Plans and CoC, and CSE shall approve contractors’ documents. The CLMP shall be revised annually and CSE shall approve the document.

The content of Code of Conduct is presented in the Annex no. 4.


⁴⁷ NOTE: The construction process is supervised by the designated Construction Supervision Engineer.

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7.5.1 Operator’s OHS Management System

At the operational stage, the Operator (Moldelectrica) shall use the LMP for compliance with applicable L & OHS applicable laws of the Republic of Moldova and International Best Practices⁴⁸.

⁴⁸ Source: <https://www.ifc.org/en/insights-reports/2015/publications-handbook-esms-general>

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8 OPERATION

8.1 Operational planning and control

8.1.1 General

Contractors and Operator shall plan, implement, control and maintain the processes needed to meet requirements of the present LMP, and to implement the mitigation actions by:

- a. Complying with established operating criterion specific for construction and operation of the 400 kV Vulcanesti – Chisinau and Substations Chisinau and Vulcanesti;
- b. Implementing control of the processes in accordance with the established criterion;
- c. Maintaining and retaining documented information to the extent necessary to have confidence that the processes have been carried out as planned;
- d. Adapting work to workers.

Contractors and Operator shall coordinate the relevant parts of the LMP with subcontractor, supply chain, communities and stakeholders.

8.1.2 Eliminating hazards and reducing OHS risks (operating criterion)

8.1.2.1 General requirements

Contractors shall develop and implement on the construction sites their own Contractor Labor & OHS Plans for eliminating of hazards and reduction of OHS risks using the operating criterion following hierarchy of controls: (a) eliminate the hazard, (b) substitute with less hazardous processes, operations, materials or equipment, (c) use engineering controls and reorganization of work, (d) use administrative controls, including training and (e) use adequate personal protective equipment.

The Operator shall develop, implement and maintain a Labor & OHS Management System⁴⁹, identify hazards, assess risks and establish and implement an OHS Plan on sites by using operating criterion for workforce protection, community health and safety and company assets and reputation.


8.1.2.2 Operating criterion for on-site workplaces

8.1.2.2.1 Stability and solidity

Materials, equipment and, more generally, any component which, when moving in any way, may affect the safety and health of workers must be stabilized in an appropriate and safe manner.

Access to any surface involving insufficiently resistant materials is not authorized unless appropriate equipment or means are provided to enable the work to be carried out safely.

⁴⁹ Source: Environmental and Social Management System (ESMS) Implementation Handbook (General): <https://www.ifc.org/en/insights-reports/2015/publications-handbook-esms-general>

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8.1.2.2.2 Energy distribution installations

The installations must be designed, constructed and used so as not to present a fire or explosion hazard; persons must be adequately protected against the risk of electrocution caused by direct or indirect contact.

The design, construction and choice of equipment and protection devices must take account of the type and power of the energy distributed, external conditions and the competence of persons with access to parts of the installation.

8.1.2.2.3 Emergency routes and exits

Emergency routes and exits must remain clear and lead as directly as possible to a safe area.

In the event of danger, it must be possible for workers to evacuate all workstations quickly and as safely as possible.

The number, distribution and dimensions of emergency routes and exits depend on the use, equipment and dimensions of the site and of the rooms and the maximum number of persons that may be present.

Specific emergency routes and exits must be indicated by signs. Such signs must be sufficiently resistant and be placed at appropriate points.

Emergency routes and exits, and the traffic routes and doors giving access to them, must be free from obstruction so that they can be used at any time without hindrance.

Emergency routes and exits requiring illumination must be provided with emergency lighting of adequate intensity in case the lighting fails.

8.1.2.2.4 Fire detection and fire fighting


Depending of the characteristics of the site, the dimensions and use of the rooms, the on-site equipment, the physical and chemical properties of the substances present and the maximum potential number of people present, an adequate number of appropriate fire-fighting devices and, where required, fire detectors and alarm systems must be provided.

These fire-fighting devices, fire detectors and alarm systems must be regularly checked and maintained. Appropriate tests and drills must take place at regular intervals.

Non-automatic fire-fighting equipment be easily accessible and simple to use. The equipment must be indicated by signs. Such signs must be sufficiently resistant and placed at appropriate points.

8.1.2.2.5 Ventilation

Steps shall be taken to ensure that there is sufficient fresh air, having regard to the working methods used and the physical demands placed on the workers.

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If a forced ventilation system is used, it must be maintained in working order and must not expose workers to draughts which are harmful to health.

Any breakdown must be indicated by a control system where this is necessary for workers' health.

8.1.2.2.6 Exposure to particular risks

Workers must not be exposed to harmful levels of noise or to harmful external influences (e.g. gases, vapours, dust).

Table 8-1: Noise limits for various working environments

No.	Location/Activity	Equivalent level $L_{Aeq, 8h}$	Maximum $L_{Amax, fast}$
1	Heavy Industry (no demand for oral communication)	85 dB(A)	110 dB(A)
2	Light industry (decreasing demand for oral communication)	50-65 dB(A)	110 dB(A)
3	Open offices, control rooms, service counters or similar 45-50 dB(A)	Open offices, control rooms, service counters or similar 45-50 dB(A)	-
4	Individual offices (no disturbing noise) 40-45 dB(A)	Individual offices (no disturbing noise)	-
5	Classrooms, lecture halls	35-40 dB(A)	-
6	Hospitals	30-35 dB(A)	40 dB(A)


If workers have to enter an area where the atmosphere is liable to contain a toxic or harmful substance or to have an insufficient oxygen level or to be inflammable, the confined atmosphere must be monitored and appropriate steps taken to prevent any hazards. The atmosphere within the confined space should be tested to assure the oxygen content is between 19.5 percent and 23 percent, and that the presence of any flammable gas or vapor does not exceed 25 percent of its respective Lower Explosive Limit (LEL).

A worker may not in any circumstances be exposed to a high-risk confined atmosphere. He must at least be watched at all times from outside and all appropriate precautions must be taken to ensure that he can be assisted effectively and immediately.

Exposure to hand-arm vibration from equipment such as hand and power tools, or whole-body vibrations from surfaces on which the worker stands or sits, shall be controlled through choice of equipment, installation of vibration dampening pads or devices, and limiting the duration of exposure. Exposure levels shall be checked on the basis of daily exposure time and data provided by equipment manufacturers.

8.1.2.2.7 Temperature

During working hours, the temperature must be appropriate for human beings, having regard to the working methods used and the physical demands placed on the workers.

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8.1.2.2.8 Natural and artificial lighting of workstations, rooms and traffic routes on the site

Workstations, rooms and traffic routes must as far as possible have sufficient natural lighting and be provided with appropriate and sufficient artificial lighting at night and when natural daylight is inadequate; where necessary, portable light sources that are protected against impact must be used. The colour of artificial light used must not alter or affect the perception of signals or signposts.

Lighting installations for rooms, workstations and traffic routes must be placed in such a way that there is no risk of accident to workers as a result of the type of lighting fitted.

Rooms, workstations and traffic routes where workers are especially exposed to risks in the event of artificial lighting must be provided with emergency lighting of adequate intensity.

Table 8-1: Minimum limits for workplace illumination intensity

No.	Location / Activity	Light intensity
1	Emergency light	10 lux
2	Outdoor non-working areas	20 lux
3	Simple orientation and temporary visits (machine storage, garage, warehouse)	50 lux
4	Workspace with occasional visual tasks only (corridors, stairways, lobby, elevator, auditorium, etc.)	100 lux
5	Medium precision work (simple assembly, rough machine works, welding, packing, etc.)	200 lux
6	Precision work (reading, moderately difficult assembly, sorting, checking, medium bench and machine works, etc.), offices.	500 lux
7	High precision work (difficult assembly, sewing, color inspection, fine sorting etc.)	1000 – 3000 lux

8.1.2.2.9 Doors and gates

Sliding doors must be fitted with a safety device to prevent them from being derailed and falling over.

Doors and gates opening upwards must be fitted with a mechanism to secure them against falling back.


Doors and gates along escape routes must be appropriately marked.

In the immediate vicinity of gates intended primarily for vehicle traffic, there must be doors for pedestrian traffic unless it is safe for pedestrians to cross; such doors must be clearly marked and kept free at all times.

Mechanical doors and gates must operate without any risk of accident to workers. They must be fitted with emergency stop devices which are easily identifiable and accessible and, unless they open automatically in the event of a power-cut, it must be possible for them to be opened manually.

8.1.2.2.10 Traffic routes — danger areas

Traffic routes, including stairs, fixed ladders and loading bays and ramps, must be calculated, located, laid out and made negotiable to ensure easy, safe and appropriate access in such a way as not to endanger workers employed in the vicinity of these traffic routes.

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Routes used for pedestrian traffic and / or goods traffic including those used for loading and unloading must be dimensioned in accordance with the number of potential users and the type of activity concerned. If means of transport are used on traffic routes, a sufficient safety clearance or adequate protective devices must be provided for other site users. Routes must be clearly marked, regularly checked and properly maintained.

Sufficient clearance must be allowed between vehicle traffic routes and doors, gates, passages for pedestrians, corridors and staircases.

If the site includes limited-access areas, these must be equipped with devices to prevent unauthorized workers from entering. Appropriate measures must be taken to protect workers who are authorized to enter the danger areas. Danger areas must be clearly signposted.

8.1.2.2.11 Loading bays and ramps

Loading bays and ramps must be suitable for the dimensions of the loads to be transported.

Loading bays must have at least one exit point.

Loading ramps must be sufficiently safe to prevent workers from falling off.

8.1.2.2.12 Freedom of movement at the workstation

The floor area at the workstation must be such as to allow workers sufficient freedom of movement to perform their work, taking account of any necessary equipment or appliances present.

8.1.2.2.13 First aid

The employer must ensure that first aid can be provided, and that the staff trained to provide it can be called upon, at any time. Measures must be taken to ensure that workers who have had an accident or have suddenly been taken ill can be removed for medical treatment.


One or more first-aid rooms must be provided where the scale of the works or the types of activity being carried out so require.

First-aid rooms must be fitted with essential first-aid installations and equipment and be easily accessible to stretchers. They must be signposted in accordance with the national regulations.

In addition, first-aid equipment must be available at all places where working conditions so require. This equipment must be suitably marked and easily accessible. The address and telephone number of the local emergency service must be clearly displayed.

8.1.2.2.14 Sanitary equipment

8.1.2.2.14.1 Changing rooms and lockers

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Appropriate changing rooms must be provided for workers if they have to wear special work clothes and if, for reasons of health or propriety, they cannot be expected to change in another area. Changing rooms must be easily accessible, be of sufficient capacity and be provided with seating.

Changing rooms must be sufficiently large and have facilities to enable each worker, where necessary, to dry his working clothes as well as his own clothing and personal effects and to lock them away. If circumstances so require (e.g. dangerous substances, humidity, dirt), facilities must be provided to enable working clothes to be kept in a place separate from workers' own clothes and personal effects.

Provisions must be made for separate changing rooms or separate use of changing rooms for men and women.

If changing rooms are not required, each worker must be provided with a place in which he can lock away his own clothes and personal effects.

8.1.2.2.14.2 Showers and washbasins

Suitable showers in sufficient numbers must be provided for workers if required by the nature of the work or for health reasons. Provisions must be made for separate shower rooms or separate use of shower rooms for men and women.

The shower rooms must be sufficiently large to permit each worker to wash without hindrance in conditions of an appropriate standard of hygiene. The showers must be equipped with hot and cold running water.

Where showers are not required on-site, a sufficient number of suitable washbasins with running water (hot water if necessary) must be provided in the vicinity of the workstations and the changing rooms. Provisions must be made for separate washbasins, or separate use of washbasins for men and women when so required for reasons of propriety.


Where the rooms housing, the showers or washbasins are separate from the changing rooms, there must be easy communication between the two.

8.1.2.2.14.3 Lavatories and washbasins

Special facilities with an adequate number of lavatories and washbasins must be provided for workers in the vicinity of workstations, rest rooms, changing rooms and rooms housing showers or washbasins. Provisions must be made for separate lavatories or separate use of lavatories for men and women.

8.1.2.2.15 Rest rooms and/or accommodation areas

Where the safety or health of workers, in particular because of the type of activity carried out or the presence of more than a certain number of employees as well as the remote nature of the site, so require, workers must be provided with easily accessible rest rooms and / or accommodation areas.

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Rest rooms and/ or accommodation areas must be large enough and equipped with an adequate number of tables and seats with backs for the number of workers concerned.

If there are no facilities of this kind, other facilities must be provided in which workers can stay during interruptions in work.

Fixed accommodation areas unless used only in exceptional cases, must have sufficient sanitary equipment, a rest room and a leisure room. They must be equipped with beds, cupboards, tables and seats with backs taking account of the number of workers, and be allocated taking account, where appropriate, of the presence of workers of both sexes.

Appropriate measures should be taken for the protection of non-smokers against discomfort caused by tobacco smoke in rest rooms and / or accommodation areas.

8.1.2.2.16 Pregnant women and nursing mothers

Pregnant women and nursing mothers must be able to lie down to rest in appropriate conditions.

8.1.2.2.17 Handicapped workers

Workplaces must be organized to take account of handicapped workers, if necessary. The provision applies in particular to the doors, passageways, staircases, showers, washbasins, lavatories and workstations used or occupied directly by handicapped persons.

8.1.2.2.18 Miscellaneous provisions

The surroundings and the perimeter of the site must be signposted and laid out so as to be clearly visible and identifiable.


Workers must be provided at the site with a sufficient quantity of drinking water and possibly another suitable non-alcoholic beverage both in occupied rooms and in the vicinity of workstations.

Workers must be provided with facilities enabling them to take their meals in satisfactory conditions, where appropriate, be provided with facilities enabling them to prepare their meals in satisfactory conditions.

8.1.2.3 Operating criterion for on-site outdoor workstations

8.1.2.3.1 Stability and solidity

High-level or low-level movable or fixed workstations must be solid and stable, taking account of: (i) the number of workers occupying them, (ii) the maximum loads they may have to bear and the weight distribution, (iii) the outside influences to which they may be subject. If the support and the other components of these workstations are not intrinsically stable, their stability will have to be ensured by appropriate and safe methods of fixing to avoid any untimely or spontaneous movement of the whole or of parts of the workstations.

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Stability and solidity must be checked appropriately and especially after any change in the height or depth of the workstation.

8.1.2.3.2 Energy distribution installations

On-site energy distribution installations, especially those subject to outside influences, must be regularly checked and maintained.

Installations existing before the site began must be identified, checked and clearly signposted.

Whenever possible, where overhead electric power lines exist, either they must be redirected away from the area of the site or else the current must be cut off. If this is not possible, there will be barriers or notices to ensure that vehicles and installations are kept away.

Suitable warnings and suspended protections must be provided where vehicles have to pass beneath the lines.

Table 8-1: No approach zones for High Voltage Power Lines

No	Nominal phase-to-phase voltage rating	Minimum distance
1	750 or more volts, but no more than 150 kV	3 meters
2	More than 150 kV, but no more than 250 kV	4.5 meters
3	More than 250 kV	6 meters

8.1.2.3.3 Atmospheric influences

Workers must be protected against atmospheric influences which could affect their health and safety.


Exposure to hot or cold working conditions in indoor or outdoor environments can result temperature stress-related injury or death. Use of personal protective equipment (PPE) to protect against other occupational hazards can accentuate and aggravate heat-related illnesses. Extreme temperatures in permanent work environments should be avoided through implementation of engineering controls and ventilation.

8.1.2.3.4 Falling objects

Wherever technically feasible, workers must be protected by collective methods against falling objects.

Materials and equipment must be laid out or stracked in such a way as to prevent their collapsing or overturning.

Where necessary, there must be covered passageways on the side or access to danger areas must be made impossible.

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8.1.2.3.5 Falls from a height

Falls from a height must be physically prevented in particular by means of solid cradles which are sufficiently high and have at least an end-board, a main handrail and an intermediate handrail or an equivalent alternative.

In principle, work at a height must be carried out only with appropriate equipment or using collective protection devices such as cradles, platforms or safety nets. If the use of such equipment is not possible because of the nature of the work, suitable means of access must be provided and safety harnesses or other anchoring safety methods must be used.

8.1.2.3.6 Scaffolding and leaders

All scaffolding must be properly designed, constructed and maintained to ensure that it does not collapse or move accidentally.

Work platforms, gangways and scaffolding stairways must be constructed, dimensioned, protected and used in such a way as to prevent people from falling or being exposed to falling objects.

Scaffolding must be inspected by a competent person: (a) before being put into service; (b) subsequently, at periodic intervals; (c) after any modification period without use, exposure to bad weather or seismic tremors, or any other circumstance which may have affected its strength or stability.

Ladders must be sufficiently strong and correctly maintained. They must be correctly used, in appropriate places and in accordance with their intended purpose.

Mobile scaffolding must be secured against spontaneous movements.

8.1.2.3.7 Lifting equipment


All lifting devices and accessories, including their component parts, attachments, anchorings and supports, must be : (a) properly designed and constructed and sufficiently strong for the use to which they are put; (b) correctly installed and used; (c) maintained in good working order; (d) checked and subjected to periodic tests and inspections in accordance with current legislation', (e) operated by qualified workers who have received appropriate training.

All lifting devices and accessories must clearly display their maximum load values.

Lifting equipment and accessories may not be used for other than their intended purposes.

8.1.2.3.8 Excavating and materials-handling vehicles and machinery

All excavating and materials-handling vehicles and machinery must be: (a) properly designed and constructed taking account, as far as possible, of the principles of ergonomics; (b) kept in good working order; (c) used correctly.

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Drivers and operators of excavating and materials-handling vehicles and machinery must be specially trained.

Preventive measures must be taken to ensure that excavating and materials-handling vehicles and machinery do not fall into the excavations or into water.

Where appropriate, excavating machinery and materials-handling machinery must be fitted with structures to protect the driver against being crushed if the machine overturns, and against falling objects.

8.1.2.3.9 Installations, machinery, equipment

Installations, machinery and equipment, including hand tools whether power-driven or not, must be:

- (a) properly designed and constructed taking accounts, as far as possible, of the principle of ergonomics;
- (b) kept in good working order;
- (c) used solely for the work for which they were designed;
- (d) operated by workers who have received appropriate training.

Installations and equipment under pressure must be checked and subjected to regular tests and inspections in accordance with existing legislation.

8.1.2.3.10 Excavations, wells, underground works, and earthworks

Suitable precautions must be taken in an excavation, well, underground:

- (a) using an appropriate support or embankment;
- (b) to prevent hazards entailed in the fall of a person, materials or objects, or flooding;
- (c) to provide sufficient ventilation at all workstations so as to ensure a breathable atmosphere which is not dangerous or harmful to health;
- (d) to enable workers to reach safety in the event of fire or inrush of water or materials.

Before excavation starts, measures must be taken to identify and reduce to a minimum any hazard due to underground cables and other distribution systems.


Safe routes into and out of the excavation must be provided.

Piles of earth, materials and moving vehicles must be kept away from the excavation; appropriate barriers must be built if necessary.

8.1.2.3.11 Demolition work

Where the demolition of a building or construction may present a danger: (a) appropriate precautions, methods and procedures must be adopted; (b) the work must be planned and undertaken only under the supervision of a competent person.

8.1.2.3.12 Metal or concrete frameworks, shutterings and heavy prefabricated components

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Metal or concrete frameworks and their components, shutterings, prefabricated components or temporary support, and buttresses must be erected and dismantled only under the supervision of a competent person.

Adequate precautions must be taken to protect workers against risks arising from the temporary fragility or instability of a structure.

Shutterings, temporary supports and buttresses must be devised and designed, installed and maintained so as to safely withstand any strains and stresses which may be placed on them.

8.1.2.3.13 Cofferdams and caissons

All cofferdams and caissons must be: (a) well-constructed, of appropriate, solid materials of adequate strength; (b) appropriately equipped so that workers can gain shelter in the event of an irruption of water and materials.

The construction, installation, transformation or dismantling of a cofferdam or caisson must take place only under the supervision of a competent person.

All cofferdams and caissons must be inspected by a competent person at regular intervals.

8.1.2.4 Substitution hazards with less hazardous processes, operations, materials or equipment


Contractors and Operator shall assess risks and identify measures to eliminate hazardous processes, operations, materials or equipment by substituting them with less hazardous processes, operations, materials (hazardous substances) or equipment.

8.1.2.5 Engineering controls

Engineering Controls represent a process used by Contractors and Operator to protect employees by preventing exposure to hazards. Engineering controls process are (i) machine guards, (ii) safety controls, (iii) isolation of hazardous areas, (iv) monitoring devices, etc.

The most effective engineering controls: (i) are part of the original equipment design; (ii) remove or block the hazard at the source before it comes into contact with the worker; (iii) prevent users from modifying or interfering with the control; (iv) need minimal user input for the controls to work (v) operate correctly without interfering with the work process or making the work process more difficult.

Contractors and Operator shall clearly develop Safety Operating Procedures (SOPs) with work instructions for construction and operation of process that take into consideration the operating criterion for hazard operating, manual handling, permit to work (PTW), PPE regulations, quality, and general health and safety and environment requirements. SOPs shall be part of the Contractor's OHS Plan and the Operator's OHS Management System and represent a definition of good or best practice that shall be adhered to at all times. Process operatives shall be provided with guidance concerning the required operating philosophy to ensure that they comply with procedural requirements.

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Contractors and Operator shall provide adequate training for direct and indirect workforce in order to ensure that workforce is fully conversant with specific risks and written safety operating procedures.

8.1.2.6 Administrative control for risk control

Administrative Controls represent a process used by Contractors and Operator to protect employees by preventing exposure to hazards by establishing work practices that reduce the duration, frequency, or intensity of exposure to hazards.

Administrative controls shall be used the permit-to-work procedure to reduce exposure to hazards by limiting the amount of time workers spend at a hazardous job. The permit-to-work (PTW) process is a documented procedure that authorizes certain people to carry out specific work within a specified time frame. It sets out the precautions required to complete the work safely, based on a risk assessment. It describes what work will be done and how it will be done; the latter can be detailed in a method statement. The Permit-to-Work template is presented in the Annex 5.

The permit-to-work requires declarations from the people authorising the work and carrying out the work. Where necessary it requires a declaration from those involved in shift handover procedures or extensions to the work. Finally, before equipment or machinery is put back into service, it will require a declaration from the permit originator that it is ready for normal use.

8.1.2.7 Personal Protective Equipment

Personal protective equipment (PPE) is the effective method of controlling occupational hazards and shall be used only when other methods cannot control hazards sufficiently.


PPE puts a barrier between the worker and the hazard. PPE may keep the hazard out, but it also keeps heat and water vapour in the protective clothing, which can cause you to be hot and uncomfortable. When wearing PPE, drink plenty of water and take frequent breaks. In hot or humid working conditions, you can only wear PPE for a short time (even as little as ten minutes in very hot conditions) before you need to take a break. Heat and humidity can also decrease the effectiveness of some protective equipment; for example, a respirator mask may not have a tight seal if your face is wet with perspiration or water.

Personal protective equipment (PPE) shall include: (i) safety glasses, (ii) ear protectors, (iii) respirators with filters, (iv) dust masks, (v) gloves, (vi) protective suits, (vii) safety shoes, and other specific electrical PPE.

Table 8-1: Summary of Recommended Personal Protective Equipment⁵⁰ According to Hazard

No.	Objective	Workplace Hazards	Suggested PPE
1	Eye and face protection	Flying particles, molten metal, liquid chemicals, gases or vapors, light radiation	Safety Glasses with side-shields, protective shades, etc.

⁵⁰ Source: <https://www.osha.gov/sites/default/files/publications/osha3151.pdf>

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2	Head protection	Falling objects, inadequate height clearance, and overhead power cords	Plastic Helmets with top and side impact protection.
3	Hearing protection	Noise, ultra-sound	Hearing protectors (ear plugs or ear muffs).
4	Foot protection	Falling or rolling objects, pointed objects. Corrosive or hot liquids	Safety shoes and boots for protection against moving & falling objects, liquids and chemicals.
5	Hand protection	Hazardous materials, cuts or lacerations, vibrations, extreme temperatures	Gloves made of rubber or synthetic materials (Neoprene), leather, steel, insulating materials, etc.
6	Respiratory protection	Dust, fogs, fumes, mists, gases, smokes, vapors	Facemasks with appropriate filters for dust removal and air purification (chemicals, mists, vapors and gases). Single or multi-gas personal monitors, if available.
		Oxygen deficiency	Portable or supplied air (fixed lines). On-site rescue equipment.
7	Body/leg protection	Extreme temperatures, hazardous materials, biological agents, cutting and laceration	Insulating clothing, body suits, aprons etc. of appropriate materials
8	Specific PPE for welders & cutting ⁵¹	Live power lines, electric and magnetic fields, etc.	Leather gloves, leather apron, gauntlets, safety glasses with side shields, welders' helmet or welders' goggles
9	Specific PPE for electricians ⁵²	Live power lines, electric and magnetic fields, etc.	Electricians working on electrical panels or circuits shall wear insulated gloves, safety glasses, arc flash suits, and face shields to protect against electric shock and arc flashes. Also, they can use voltage-rated tools like insulated screwdrivers and pliers to safely work on live electrical equipment.

8.1.2.8 Behavioural and psychological aspects on construction and operational sites

8.1.2.8.1 Code of conduct for Contractor's and subcontractor's personnel

The Code of Conduct is part of mitigation measures to deal with labor and OHS risks related to the specific for the construction and installation Services.


All personnel engaged in the construction and operational stages, including staff, labor and other employees of the Contractors and of each Subcontractor, and any other personnel assisting the Contractor in the execution of the Contract, are referred to as Contractors' and Operator personnel.

The Code of Conduct identifies the behavior that MEPIU require from the Contractors' and Operator personnel employed for the execution of the construction and operational services in the construction site (or other places in the country where the site is located).

Workplace is an environment where unsafe, offensive, abusive or violent behavior will not be tolerated and where all persons should feel comfortable raising issues or concerns without fear of retaliation.

⁵¹ Source: <https://www.osha.gov/welding-cutting-brazing/standards>


⁵² <https://safetyculture.com/topics/ppe-safety/electrical-pppe/>

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8.1.2.8.2 Required conduct

Contractors' and Operator personnel employed for the execution of the construction and operational services at the site (or other places in the country where the site is located) shall:

1. carry out his/her duties competently and diligently;
2. comply with this Code of Conduct and all applicable laws, regulations and other requirements, including requirements to protect the health, safety and well-being of other Contractors' and Subcontractor's personnel and any other person;
3. maintain a safe working environment including by: (i) ensuring that workplaces, machinery, equipment and processes under each person's control are safe and without risk to health; (ii) wearing required personal protective equipment; (iii) using appropriate measures relating to chemical, physical and biological substances and agents, and (iv) following applicable emergency operating procedures
4. report work situations that he/she believes are not safe or healthy and remove himself/herself from a work situation which he/she reasonably believes presents an imminent and serious danger to his/her life or health;
5. treat other people with respect, and not discriminate against specific groups such as women, people with disabilities, migrant workers or children;
6. not engage in any form of sexual harassment including unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature with other Contractor's or Employer's Personnel;
7. not engage in Sexual Exploitation, which means any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another;
8. not engage in Sexual Abuse, which means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions;
9. not engage in any form of sexual activity with individuals under the age of 18, except in case of pre-existing marriage;
10. complete relevant training courses that will be provided related to the environmental and social aspects of the Contract, including on health and safety matters, and Sexual Exploitation and Abuse, and Sexual Harassment (SH);
11. report violations of this Code of Conduct; and
12. not retaliate against any person who reports violations of this Code of Conduct, whether to us or the Employer, or who makes use of the grievance mechanism for Contractor's Personnel or the project's Grievance Redress Mechanism.
13. not engaged in any form of Traffic in Persons (TiP) with contractor's and subcontractor workers or community. If this aspect occurred Contractor shall terminate the contract and report to State Authority accordingly and to Employer. Contractor shall include this provision in the Employment Contracts;
14. not engaged in using drugs or other psychotropic chemicals and using medical syringes or other devises which can spread HIV/AIDS.

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8.1.2.8.3 Requirements regarding behaviours constituting sexual exploitation and abuse (SEA)

The following non-exhaustive list is intended to illustrate types of prohibited behaviors. Examples of sexual exploitation and abuse include, but are not limited to:

1. A Contractor’s Personnel tells a member of the community that he/she can get them jobs related to the work site (e.g. cooking and cleaning) in exchange for sex.
2. A Contractor’s Personnel that is connecting electricity input to households says that he can connect women headed households to the grid in exchange for sex.
3. A Contractor’s Personnel rapes, or otherwise sexually assaults a member of the community.
4. A Contractor’s Personnel denies a person access to the Site unless he/she performs a sexual favor.
5. A Contractor’s Personnel tells a person applying for employment under the Contract that he/she will only hire him/her if he/she has sex with him/her.

8.1.2.8.4 Requirements regarding behaviours constituting sexual harassment (SH)

The following non-exhaustive list is intended to illustrate types of prohibited behaviors. Examples of sexual harassment include, but are not limited to:


1. A Contractor’s Personnel comment on the appearance of another Installation Services Personnel (either positive or negative) and sexual desirability.
2. When a Contractor’s Personnel complains about comments made by another Contractor’s Personnel on his/her appearance, the other Contractor’s Personnel comment that he/she is “asking for it” because of how he/she dresses.
3. Unwelcome touching of a Contractor’s Personnel or Employer’s Personnel by another Contractor’s Personnel.
4. A Contractor’s Personnel tells another Contractor’s Personnel that he/she will get him/her a salary raise, or promotion if he/she sends him/her naked photographs of himself/herself.

8.1.2.8.4 Raising concerns

If any person observes behavior that he/she believes may represent a violation of this Code of Conduct, or that otherwise concerns him/her, he/she should raise the issue promptly. This can be done by using grievance form attached to the present document.

The person’s identity will be kept confidential, unless reporting of allegations is mandated by the country law. Anonymous complaints or allegations may also be submitted and will be given all due and appropriate consideration. We take seriously all reports of possible misconduct and will investigate and take appropriate action. We will provide warm referrals to service providers that may help support the person who experienced the alleged incident, as appropriate.

There will be no retaliation against any person who raises a concern in good faith about any behavior prohibited by this Code of Conduct. Such retaliation would be a violation of this Code of Conduct.

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8.1.2.8.4 Consequence of violation of Code of Conduct

Any violation of this Code of Conduct by the Contractor's Personnel may result in serious consequences, up to and including termination and possible referral to legal authorities of the Republic of Moldova.

8.1.3 Management of change

During the LMP implementation on construction sites, Contractors and Operator shall control temporary and permanent changes that impact labor & OHS performances, including:

- a) new products, services and processes, or changes to existing products, services and processes, including: (i) workplace locations and surroundings; (ii) work organization; working conditions; equipment; (iii) work force;
- b) changes to legal requirements and other requirements;
- c) changes in knowledge or information about hazards and OHS risks;
- d) changes in the technical design and developments in knowledge and technology.

Contractors and Operator shall review the consequences of unintended changes, taking action to mitigate any adverse effects, as necessary in the Contractors' OHS Plans.

8.1.4 Procurement

8.1.4.1 General

Contractors and Operator shall control the procurement of products and services in order to ensure conformity with the present LMP and shall ensure that hired contractors/subcontractors have the technical capabilities to manage labor & OHS issues of their employees, extending the application of the hazard management activities through formal procurement agreements.

8.1.4.2 Subcontractors and supply chain


Contractors shall ensure that the requirements of the present LMP are met by subcontractors and their workers.

Contractors' procurement process shall define and apply Labor & OHS criterion for the selection of contractors and shall ensure that L & OHS requirements are included in the contractual documents (procurement process).

Specific for operational stage, the Operator shall ensure that the contractor and subcontractor management is considered in the OHS Management System and the process is controlled.

8.1.4.3 Outsourcing

Contractors and Operator shall ensure that outsourced functions and processes are controlled and shall ensure that its outsourcing arrangements are consistent with legal requirements and other

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requirements and with achieving the intended outcomes of the present LMP and Contractors' and Operator Labor & OHS Plans.

8.2 Emergency preparedness and response

Contractors and Operator shall prepare for and respond to potential emergency situations based on identified hazards and risks, including:

- a) establishing a planned response to emergency situations, including the provision of first aid;
- b) providing training for the planned response;
- c) periodically testing and exercising the planned response capability;
- d) evaluating performance and, as necessary revising the planned response, including after testing and, in particular, after the occurrence of emergency situations;
- e) communicating and providing relevant information to all workers on their duties and responsibilities;
- f) communicating relevant information to the Construction Supervision Engineer/MEPIU/ME, subcontractors, visitors, emergency response services, state government authorities and, as appropriate, the local community;
- g) taking into account the needs and capabilities of all relevant interested parties and ensuring their involvement, as appropriate, in the development of the planned response.

Contractors and Operator shall maintain and retain documented information on the plans for responding to potential emergency situations.

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9 PERFORMANCE EVALUATION

9.1 Monitoring, measurement, analysis and performance evaluation

9.1.1 General

Contractors and Operator shall monitor, measure, analysis and evaluate their performances.

Contractors and Operator shall monitor and measure the implementation of the operating criterion implementation on construction sites required by the present LMP by using methods for monitoring and measurement to ensure valid results.

Contractors and Operator shall evaluate their Labor & OHS performances resulting from the monitoring and measurement process and report to the CSE in the MPRs specific for construction and operational stages.


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Table 9-1: Monitoring the construction and operational processes

WHAT to monitor	WHERE to monitor	HOW to monitor	WHEN to monitor	Responsible	Key Performance Indicators	Report to
Safety Operating Procedures CESMP/CLPM/CoC, etc.	Construction & Operating sites	Check the presence of availability of documents on sites	Before starting & during construction works During Operating stage	Contractors Operator	Contractor's OHSP/CESMPs Operator's OHS Management System	CSE State Authorities
PPE	Construction & Operating sites	Check the presence of availability of PPE on sites	Every day	Contractors Operator	Risks Assessment Report Training records Noncoronary Reports	CSE State Authorities
Working environment (indoor and outdoor sites)	Construction & Operating sites	Measure indoor/outdoor parameters	Before starting & during construction works Annually during Operating stage	Contractors Operator	Report of inspection, non- conformity reports	CSE State Authorities
Storage areas	Construction & Operating sites	Check the presence of availability of legal documents on sites, fence, gates, illumination, security agent, etc.	Before starting & during construction works Annually during Operating stage	Contractors Operator	Signed contract with owner of the plot Obtained legal permit	CSE State Authorities
Workers health	Construction & Operating sites	Annual medical control	Before starting & during construction works During Operating stage	Contractors Operator	Contract of service/ Medical Health reports	CSE State Authorities
Workers responsibilities	Construction & Operating sites	Include OHS responsibilities in Job Description	Before starting construction works During Operating stage	Contractors Operator	Signed Job Description	CSE State Authorities
HR process	Construction & Operating sites	Include general terms of employment in Work Contracts	Before starting construction works During Operating stage	Contractors Operator	Signed Work Contract Work Contract Register	CSE State Authorities
Vehicles maintenance	Construction & Operating sites	Periodic and annual maintenance of vehicles systems	Before starting construction works During Operating stage	Contractors Operator	Contract of service/ Report of maintenance	CSE State Authorities




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WHAT to monitor	WHERE to monitor	HOW to monitor	WHEN to monitor	Responsible	Key Performance Indicators	Report to
Monitoring & Measurement Equipment (MME)	Construction & Operating sites	Calibrate MME annually	Before starting construction works During Operating stage	Contractors Operator	Contract of service/ Calibration report, etc.	CSE State Authorities
Equipment maintenance (lifting & other equipment)	Construction & Operating sites	Annually Inspection for control	Before starting construction works During Operating stage	Contractors Operator	Contract of service Report of maintenance Security certificate	CSE State Authorities
Emergency equipment	Construction & Operating sites	Annually Maintenance & Inspection	Before starting construction works During Operating stage	Contractors Operator	Contract of service Report of maintenance Certificate	CSE State Authorities
First aids equipment & facilities	Construction & Operating sites	Check the presence of first aid kit and First Aids room	Before starting construction works During Operating stage	Contractors Operator	Contract of services for supplying FA kits Contract of service with Medical Entities	CSE State Authorities
Training process	Initial formal training	When hire new employees	When starts work	Contractors Operator	Training register	CSE State Authorities
	Awareness for visitors, suppliers, etc.	When comes visitors	Periodically	Contractors Operator	Visitors training register	CSE State Authorities
	Competence	External training	When deemed necessary	Contractors Operator	Diplomas, Certificate of competence	CSE State Authorities
	Training at the working place	Communicate risks to workforce	When deemed necessary	Contractors Operator	Minutes of training	CSE State Authorities
	CoC	Communicate risks to workforce	Periodic or When deemed necessary	Contractors Operator	Minutes of training	CSE State Authorities
Permit to works (PTW)	Construction & Operating sites	Issues PTW for hazardous works	Before starting and during construction works During Operating stage	Contractors Operator	Signed PTW Register of issued PTW	CSE State Authorities
OHS & ES meetings	Construction & Operating sites	On-site at the working places Meeting with workers	Before starting and during construction works	Contractors Operator	Minutes of meeting	CSE State Authorities

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WHAT to monitor	WHERE to monitor	HOW to monitor	WHEN to monitor	Responsible	Key Performance Indicators	Report to
			During Operating stage			
OHS&ES Committee	Construction & Operating sites	Committee meetings on sites	Periodically	Contractors Operator	Minutes of meeting	CSE State Authorities
Workers satisfaction as a process (OHS Committees)	Construction & Operating sites	Measure the workers satisfaction on sites using questionnaires	Before starting and during construction works During Operating stage	Contractors Operator	Results/Minutes	CSE State Authorities
Job safety analysis (JSA)	Construction & Operating sites	Danger identification, risk assessment and control on sites	Before starting and during construction works During Operating stage	Contractors Operator	Method Statement with specific risks	CSE State Authorities
Compliance with legal requirements	Construction & Operating sites	Obtain all legal permits, etc.	Before starting and during construction works During Operating stage	Contractors Operator	List of permits, authorizations, etc.	CSE State Authorities
Welfare	Construction & Operating sites	Hygienic inspection on sites	Before starting and during construction works During Operating stage	Contractors Operator	Report of audit Nonconformities reports	CSE State Authorities
Accommodation (is applicable for guest house rented by Contractors and not for hotels)	Construction sites	Hygienic inspection on sites	Before starting and during construction works	Contractors	Report of audit Nonconformities reports	CSE State Authorities
Subcontractors	Construction & Operating sites	Audit of compliance	Before starting and during construction works During Operating stage	Contractors Operator	Report of audit Nonconformities reports Compliance with COHSP	CSE State Authorities
Suppliers	Construction & Operating sites	Audit of compliance	Before starting and during construction works During Operating stage	Contractors Operator	Report of audit Nonconformities reports Contract of services	CSE State Authorities
Community HS	Construction & Operating sites	Complaints	Before starting and during construction works During Operating stage	Contractors Operator	Report of audit Nonconformities reports Contract of services	CSE State Authorities

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WHAT to monitor	WHERE to monitor	HOW to monitor	WHEN to monitor	Responsible	Key Performance Indicators	Report to
		Satisfaction survey		MEPIU	Contract of services with Consultant Survey Report	MoEn/WB
Behavior	Construction & Operating sites	Complaints from workforce and community	Before starting and during construction works During Operating stage	Contractors Operator	Report of audit Nonconformities reports Contract of services	CSE State Authorities

Table 9-2: Monitoring the Operating Criterion’s specific for construction and operational stages

WHAT to monitor	WHERE to monitor	HOW to monitor	WHEN to monitor	Responsible	Key Performance Indicators	Report to
MOBILISATION PHASE						
Stability and solidity	Construction sites	Pre-start up audit Sites Inspections Review developed SOPs Check availability of the facility for workforce	After finishing mobilization stage During Construction stage	Contractors	Audit Checklist Ecological Permit Approved COHS Plan Approved Traffic Management Plan (TMP) Register of Firefighting Equipment Environmental measurement Report Monthly Progress Reports Daily Progress Reports	CSE/MEPIU
Energy distribution installations						
Emergency routes & exits						
Fire equipment						
Ventilation						
Natural and artificial lighting						
Doors and gates						
Traffic routes						
Loading bays and ramps						
Dressing stations						
Changing rooms and lockers						
Showers and washbasins						
Lavatories and washbasins						
Rest rooms and accommodation areas						
CONSTRUCTION PHASE						
Stability and solidity	Construction sites	Site inspections		Contractors	Site Inspection Reports	CSE/MEPIU




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WHAT to monitor	WHERE to monitor	HOW to monitor	WHEN to monitor	Responsible	Key Performance Indicators	Report to
Emergency doors		Periodic audit Periodic & annual maintenance Site Layout (Right of way) Non-conformity reports Complaints from State Authorities (Non-conformities) Complaints from community Complaints from workforce	During construction stage		Periodic Audit Reports Periodic & annual maintenance Reports Site Layout Plan Non-conformity Reports Monthly Progress Reports Daily Progress Reports	
Ventilation						
Temperature						
Natural and artificial lighting						
Floors, walls, ceilings and roofs of rooms						
Windows and skylights						
Doors and Gates						
Traffic routes						
Specific measures for escalators & travellers						
Room dimensions and air space in rooms						
Remove facilities and installation from sites	Construction sites	Safety inspection	Minutes of taking over	Contractors	Site Inspection Reports	CSE/MEPIU
OPERATING AND DECOMMISSIONING PHASE						
OHS Policy & HR Policy, Procedure & process	Operational sites	Measure the Operator's performances and reports to stakeholders & State Authorities Measure satisfaction of workers	During operating & permanent	Operator S.E. Moldelectrica	Documented Policies are available to stakeholders and communicated	Stakeholders (shall be available to all interested parties on web site)
Roles & responsibilities for OHS&HR Policy implementation					Documented Policy is available to stakeholders and communicated	Work Contracts and Job Descriptions
OHS Management System (documented)					OHS Management System is established, implemented, maintained and certified	Certified by a recognised certification body
OHS Plans & Programs (documents & records)					Approved OHS Plans and Programs	Approved by the Top Management
Compliance obligation					Obtain Authorizations, Permits, Notices, etc.	State Authorities

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WHAT to monitor	WHERE to monitor	HOW to monitor	WHEN to monitor	Responsible	Key Performance Indicators	Report to
Emergency preparedness and response					Approved & coordinated EPRP by the Top Management and State Authorities	State Authorities

Table 9-3: Measurement program specific for construction and operational stages

No	WHAT to measure	WHERE to measure	HOW to measure	WHEN to measure	Responsible	Key Performance Indicators (KPIs)	Report to
1	Working environment	Construction & Operational Sites	Surveillance of the working environment (confined space, temperature, etc.)	During construction stage	Contractors Operator	Air quality register	CSE/MEPIU
2	Workers health	Construction & Operational Sites	Surveillance of workers health	Before starting construction & permanent	Contractors Operator	Medical Surveillance Reports	CSE/MEPIU
3	Trainings (numbers)	Construction & Operational Sites	Documented number of performed training on sites	During construction stage During operational stage	Contractors Operator	Training Register	CSE/MEPIU
4	Equipment and vehicles safety operation	Construction & Operational Sites	Safety inspections, testing's & calibrations	During construction stage During operational stage	Contractors Operator	Inspections, testing & calibration Reports	CSE/MEPIU
5	Noise & Vibration level	Construction & Operational Sites	Noise level & vibration	During construction stage During operational stage	Contractors Operator	Measurement Reports	CSE/MEPIU
6	Workers satisfaction	Construction & Operational Sites	Questionnaires & complaints	During construction & operational	CSE/MEPIU Operator	Satisfaction Report	CSE/MEPIU
7	Community satisfaction	Construction & Operational Sites	Questionnaires (design, construction and end of construction)	At the design, construction & end of construction stages	Consultant MEPIU	Satisfaction Reports	MEPIU/WB
8	Emergency equipment	Construction & Operational Sites	Equipment maintenance	Before starting construction, during construction & operational	Contractors Operator	Maintenance Reports	CSE/MEPIU
9	MME (gas analyzer, etc.)	Construction & Operational Sites	MME testing's and calibrations	Before starting construction, during construction & operational	Contractors Operator	Inspections, testing & calibration Reports	CSE/MEPIU




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No	WHAT to measure	WHERE to measure	HOW to measure	WHEN to measure	Responsible	Key Performance Indicators (KPIs)	Report to
10	Drinking water	Construction & Operational Sites	Drinking water quality	Permanent on sites	Contractors Operator	Water Quality Report	CSE/MEPIU
11	Ambient air quality	Construction & Operational Sites	Surveillance of the ambient air quality (SO ₂ , NO _x , CO, PM _{2.5} &PM ₁₀ , Ozone, SF ₆ , etc.)	During construction stage During operational stage	Contractors Operator	Air Quality Reports	CSE/MEPIU
12	Sanitary wastewater (site mobile toilets)	Construction & Operational Sites	Wastewater evacuation periodic	During construction stage During operational stage	Contractors Operator	Contract of service with WWTP	CSE/MEPIU
13	Emergency equipment safety operation	Construction & Operational Sites	Inspections & testing	During construction stage During operational stage	Contractors Operator	Inspections & testing Reports	CSE/MEPIU
14	Welfare & Hygiene	Construction & Operational Sites	Surveillance of hygiene at workstation	Before starting construction and permanent	Contractors Operator	Medical Surveillance Reports	CSE/MEPIU
15	PPE safety operation	Construction & Operational Sites	Inspections & testing	During construction stage During operational stage	Contractors Operator	Inspections & testing Reports	CSE/MEPIU
16	Electric & magnetic fields	Construction & Operational Sites	Inspections & testing	During construction stage During operational stage	Contractors Operator	Inspections & testing Reports	CSE/MEPIU
17	Complaints from direct and contracted workforce	Construction & Operational Sites	Satisfaction of direct and contracted workforce	During construction stage During operational stage	Contractors Operator	Register of complaints	CSE/MEPIU
18	Complaints from community stakeholders	Construction & Operational Sites	Satisfaction of direct and contracted workforce	During construction stage During operational stage	Contractors Operator	Register of complaints	CSE/MEPIU
19	Subcontractors & suppliers' performances	Construction & Operational Sites	Audits Reports Contracts of service	During construction stage During operational stage	Contractors Operator	MPRs	CSE/MEPIU
20							

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9.1.2 Evaluation of compliance

9.1.2.1 Evaluation of compliance by the CSE

MEPIU shall ensure that the present document is implemented diligently by Contractors on sites and the frequency and timing of compliance evaluations shall be performed by the Construction Supervision Engineer which has roles, responsibilities and authorities to assisting to MEPIU in the Project performance monitoring to evaluate effectiveness of the project and measure project performance against the parameters as set out in the Project Operations Manual (POM); to establish baseline data and benchmarks, collect necessary information, monitor progress, identify benefits and evaluate social impact.

Additionally, CSE shall ensure assistance in supervision of the ESIA/ESMP specific for sites and the LMP implementation taking into consideration the World Bank's safeguards policies and applicable legislation of the Republic of Moldova in Environment and Social field by inspecting construction sites and report performances to MEPIU on monthly basis.

The Inspection Site Report is provided in the Annex no. 7.

9.1.2.2 Evaluation of compliance with requirements of the Law no. 86 on OHS

The Law no. 186/2008 OHS transposes the Council Directive of 12 June 1989 on the implementation of measures to promote the improvement of the safety and health of workers at work (89/391/EEC⁵³), published in the Official Journal L 183 of 29 June 1989, as amended last time by Regulation (EC) no. 1137/2008 of the European Parliament and of the Council of 22 October 2008 adapting to Council Decision 1999/468/EC certain acts that are subject to the procedure provided for in Article 251 of the Treaty.

Table 9-1: The Law no. 186/2008 is implemented by the following additionally Government decisions

No.	GD number	Title of the document	Comply with EU Directives
1	95/2009	Organization of worker protection activities at the workplace and prevention of professional risks	Council Directive 92/57/EEC ⁵⁴ of 24 June 1992
2	353/2010	Minimum safety and health requirements for the workplace	Council Directive 89/654/CEE ⁵⁵ of 30 November 1989
3	603/2011	Minimum safety and health requirements for the use of work equipment by workers at work	Council Directive 2009/104/CE ⁵⁶ of 16 September 2009
4	80/2012	Minimum safety and health requirements at temporary or mobile constructions sites	Council Directive 92/57/EEC ⁵⁷ of 24 June 1992
5	244/2013	Protection of workers from the risks related to exposure to asbestos at work	Council Directive 2009/148/CE ⁵⁸ of 30 November 2009

⁵³ Source: <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:31989L0391>


⁵⁴ Source: <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:31992L0057>

⁵⁵ Source: <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:31989L0654>

⁵⁶ Source: <https://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2009:260:0005:0019:EN:PDF>

⁵⁷ Source: <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:31992L0057>

⁵⁸ Source: <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32009L0148>

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6	918/2013	Minimum requirements for the provision of safety and/or health signs at work	Council Directive 92/58/CEE ⁵⁹ of 24 June 1992
7	362/2014	Minimum HS requirements regarding the exposure of workers to the risks arising from physical agents (noise)	Council Directive 2003/10/CE ⁶⁰ of 6 February 2003
8	584/2016	Minimum HS requirements for the manual handling of loads where there is a risk particularly of back injury to workers	Council Directive 90/269/CEE ⁶¹ of 29 May 1990
9	589/2016	Minimum HS requirements regarding the exposure of workers to the risks arising from physical agents (vibration)	Council Directive 2002/44/CE ⁶² of 25 June 2002
10	819/2016	Minimum HS requirements for work with display screen equipment	Council Directive 90/270/CEE ⁶³ of 29 May 1990
11	906/2020	Minimum HS requirements for the use by workers of personal protective equipment at the workplace	Council Directive 89/656/CEE ⁶⁴ of 30 November 1989
12	1408/2016	The minimum requirements for safety and health at work for the protection of pregnant employees who have recently given birth or breastfeeding	Council Directive 92/85/CEE ⁶⁵ of 19 October 1992

9.2 Internal audit

9.2.1 Internal audit performed by CSE for mobilisation and construction stages

CSE shall conduct site inspections and internal audits at planned intervals to provide information on whether Contractors' L &OHS Plans conform to: (i) MEPIU's LMP and (ii) is effectively implemented on construction sites. Audit records shall be reported on monthly basis to MEPIU.

9.2.2 Contractor's Internal audit

Contractors shall conduct internal audits at planned intervals to provide information on whether Contractors' L &OHS Plans conforms to: (i) the present's LMP and (ii) is effectively implemented on construction sites and report performances to the CSE on monthly report.

9.2.3 Operator's Internal audit

Operator shall conduct internal audits at planned intervals to provide information on whether the Operator's OHS Management System conform to: (i) international best practice⁶⁶ and national applicable laws and (ii) is effectively implemented and maintained.

⁵⁹ Source: <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:31992L0058>

⁶⁰ Source: <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32003L0010>

⁶¹ Source: <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:31990L0269>


⁶² Source: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:32002L0044>

⁶³ Source: <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:31990L0270>

⁶⁴ Source: <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:31989L0656>

⁶⁵ Source: <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:31992L0085>

⁶⁶ Source: <https://www.ifc.org/en/insights-reports/2015/publications-handbook-esms-general>

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9.3 Management review

The Construction Supervision Engineer shall review performances in order to ensure continuing suitability, adequacy and effectiveness of the implementation process on construction sites and report to MEPIU on monthly basis.

10 IMPROVEMENT

10.1 General

Non-conformity represents non-fulfilment of requirements of the present document or occurrence arising out of, or in the course of, work that could or does result in injury and ill health. Non-conformity represents also incidents and accidents.

The provisions of the Labor Management Plan shall be implemented **during construction phase** by Contractors and the Construction Supervision Engineer shall monitor the implementation process of the present document in an open and transparent manner and monitoring and measurement performances shall be reported monthly to MEPIU.

The provisions of the Labor Management Plan shall be implemented **during operational phase** by the Operator/Beneficiary and State Supervision Agency (Environmental, Health and Safety, Social, etc.) shall monitor the implementation process of the present issued legal permits (Authorizations, Permits, Notices, etc.) in an open and transparent manner and monitoring and measurement performances shall be reported monthly to Ministry of Energy.

Non-compliance with provisions established in the Labor Management Plan specific for construction sites or non-conformity (ies) shall be recorded by the Construction Supervision Engineer in the Non-conformity Report. Non-conformity Report shall establish necessary correction actions and take actions to control and correct non-conformity (ies).


10.2 Incident, nonconformity and corrective action

10.2.1 Incidents

Incident means occurrence arising out of, or in the course of, work that could or does result in injury and ill health. An incident where injury and ill health occurs is sometimes referred to as an "accident". An incident where no injury and ill health occurs, but has the potential to do so, may be referred to as a "near-miss", "near hit" or "close call".

Although there can be one or more nonconformities related to an incident, an incident can also occur where there is no nonconformity.

Any Incident occurring on the construction and operational sites of the Project or caused by the construction and operational activities shall be reported by the Contractor/ subcontractor and Operator

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to the CSE and MEPIU and State Authorities as soon as possible and not later than 24 hours after the incident occurred.

Contractors and Operator shall establish procedures for reporting and recording following incidents: (i) Occupational accidents and diseases, (ii) Dangerous occurrences and (iii) incidents. Incident report template is presented in the Annex 8.

Contractors' and Operator's own LMP shall ensure that workers are encouraged to report immediately to their immediate supervisor any situation they believe presents a serious danger to life or health all: (i) Occupational injuries and near misses, (ii) Suspected cases of occupational disease and (iii) Dangerous occurrences and incidents.

Contractors and Operator shall ensure that all reported occupational accidents, occupational diseases, dangerous occurrences, and incidents together with near misses shall be investigated with the assistance of a person knowledgeable/competent in occupational safety. The investigation shall: (i) Establish what happened, (ii) Determine the cause of what happened and (iii) Identify measures necessary to prevent a recurrence. Occupational accidents and diseases should, at a minimum, be classified according to Table 10-1.

Table 10-1: Occupational accident reporting


No.	a. Fatalities (numbers)	b. Non-fatal injuries	c. Total time lost non-fatal injuries (days)
1	a.1 Immediate	b.1 Less than one day	
2	a.2 Within a month	b.2 Up to 3 days	c.1 Category 2
3	a.3 Within a year	b.3 More than 3 days	c.2 Category 3

Distinction is made between fatal and non-fatal injuries. The two main categories are divided into three sub-categories according to time of death or duration of the incapacity to work. The total work hours during the specified reporting period should be reported to the appropriate regulatory agency.

10.2.2 Nonconformity and corrective actions

Nonconformity means non-fulfilment of a requirement established in the present LMP. Nonconformity relates to requirements established in this document for construction and operational stage shall be kept under control and corrective actions shall be implemented on site.

The nonconformity and corrective action process are a reactive process, in that it is triggered after a noncompliance with requirements established in the present document. In essence, the process uses the principles of root cause analysis. A basic approach to problem solving is "cause" and "effect", and it is the cause that needs to be eliminated. Action taken shall be appropriate and proportionate to the impact of the nonconformity. As part of the corrective action process, the effectiveness of action taken must be checked to ensure it is effective.

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Corrective action means to eliminate the cause(s) of a nonconformity or an incident and to prevent recurrence. The main aim of the corrective action process, described in the present document, is to eliminate the noncompliance causes of actual problems so as to avoid recurrence of those problems.

The Nonconformity and Corrective Actions Report form is presented in the Annex 9.

Contractors and Operator shall report, investigate and take actions, to determine and manage incidents and nonconformities from construction and operational sites.

When an incident or a nonconformity occurs, Contractors and Operator shall:

- a) react in a timely manner to the incident or nonconformity and, as applicable: (i) take action to control and correct it and (ii) deal with the consequences;
- b) evaluate, with the participation of workers and the involvement of other relevant interested parties, the need for corrective action to eliminate the root cause(s) of the incident or nonconformity, in order that it does not recur or occur elsewhere, by: (i) investigating the incident or reviewing the nonconformity, (ii) determining the cause(s) of the incident or nonconformity and (iii) determining if similar incidents have occurred, if nonconformities exist, or if they could potentially occur;
- c) review existing assessments of labor & OHS risks and other risks, as appropriate;
- d) determine and implement any action needed, including corrective action, in accordance with the hierarchy of controls and the management of change;
- e) assess OHS risks that relate to new or changed hazards, prior to taking actions;
- f) review the effectiveness of any action taken, including corrective actions;
- g) make changes to the Contractors' Labor & OHS Plan, if necessary.

Corrective actions shall be appropriate to the effects or potential effects of the incidents or nonconformities encountered.


Contractors and Operator shall retain documented information as evidence of: (i) the nature of the incidents or nonconformities and any subsequent actions taken; (ii) the results of any action and corrective action, including their effectiveness.

Specific for construction, Contractors shall notify in written form within 24 hours to the Construction Supervision Engineer /MEPIU and Moldelectrica and also communicate this documented information to relevant workers, and, where they exist, workers' representatives, and other relevant interested parties.

Specific for operational stage, the Operator shall notify in written form within 24 hours to the State Authorities (Environmental, Public Health, Emergency, etc.) and also communicate this documented information to relevant workers, and, where they exist, workers' representatives, and other relevant interested parties.

10.3 Continual improvement


Contractors and Operator shall continually improve the suitability, adequacy and effectiveness of their Labor & OHS Plans by reviewing documents and ensure (i) enhancing L&OHS performances;

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(ii) promoting a OHS culture among direct and contracted workers, (iii) promoting the participation of workers in implementing actions for the continual improvement of the COHSP; (iv) communicating the relevant results of continual improvement to workers, and, where they exist, workers' representatives and (v) report L&OHS performances to the stakeholders and other interested parties.

11 Annexes

- Annex 1 Job Safety Analysis (JSA)
- Annex 2 The Grievance Form
- Annex 3 The Incident Notification Report
- Annex 4 Code of Conduct (CoC)
- Annex 5 Permit-to-Work (PTW)
- Annex 6 The Site Inspection Report
- Annex 7 Incident Investigation Report
- Annex 8 The Nonconformity Report

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Annex 1: Risks Management Procedure and JSA

The Contractors shall identify, assess and control risks specific for construction activity by using Job Safety Analysis procedure and risks assessment matrix.

Job Safety Analysis

Step number	Job step details	Potential hazards	Risk rating	How to control risks	Name of persons responsible for work

Risks Register

Hazards	Sources	Consequences	MH (Y/N)	OH (Y/N)	Risk Rank P/E/A/R	Operational Control	Procedure	Responsibilities
Hazard 1	Source 1.1 Source 1.2 Source 1.3	Consequence 1.1 Consequence 1.2 Consequence 1.3						
Hazard 2	Source 2.1 Source 2.2 Source 2.3	Consequence 1.1 Consequence 1.2 Consequence 1.3						


NOTE: MH/OH – Major Hazards/ Other Hazards, P – People, E – Environment, A – Assets, R – Reputation

Once hazards and sources of hazards have been identified, risks associated with the identified hazards are estimated. The Risk Assessment Matrix is used to estimate risk.

RISK ASSESSMENT MATRIX (RAM)

SR	CONSEQUENCES				INCREASING PROBABILITY				
	P&C	E&S	A&BC	R	A (1)	B (2)	C (3)	D (4)	E (5)
0	Zero harm	Zero effect	Zero damage	Zero impact	0	0	0	0	0
1	Slight harm	Slight effect	Slight damage	Slight impact	1	2	3	4	5
2	Minor harm	Minor effect	Minor damage	Limited impact	2	4	6	18	10
3	Major harm	Local effect	Local damage	Considerable impact	3	6	9	12	15
4	Single fatality	Major effect	Major damage	National impact	4	8	12	16	20
5	Multiple fatalities	Massive effect	Extensive damage	International impact	5	10	15	20	25

Risk Rank	People and Community	Environmental and Social	Reputation	Legal and Compliance
0–6 Small	The risk is broadly accepted and managed with routine CESMP&CLPM and ESMS procedures.			
5-18 Moderate	The risk is accepted as well the risk is reduced to ALARP limit. Acceptable risks are controlled with operational control procedure.			


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15 Sever	Multiple medical treatments or LTD	Significant Impact, Partially restorable.	Major Impact, large terms of recovering	Additional risk studies
16-20 Major	Permanent disabilities	Significant Impact on local level, unrecoverable	Significant Impact, non-recoverable	Additional risk studies
15-25 Disaster	Single or multiple fatalities	International Impact	Non recoverable	Non operable

Note: SR - Severity Rank; P&C – People and Community; A&BC – Assets and Business Continuity; R - Reputation

When estimate risks the following parameters are taken into consideration:


- People and Community (P & C)
- Environment (E)
- Assets and Business Continuity (A & BC)
- Reputation (R).

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Annex 2: The Grievance Redress Mechanism for workforce


GRIEVANCE FORM

Reference No: <i>(to be completed by MEPIU)</i>	Received by: _____ Solved by: _____ Date of initial response: _____
Full Name: <i>(to be completed by the person lodging the complaint)</i> <i>Note: you can remain anonymous if you prefer or request not to disclose your identity to the third parties without your consent</i>	My first name: _____ My last name: _____ Company/Position in the company: _____ <input type="checkbox"/> I wish to raise my grievance anonymously <input type="checkbox"/> I request not to disclose my identity without my consent
Contact Information: <i>(to be completed by the person lodging the complaint)</i> Please mark how you wish to be contacted (mail, telephone, email).	<input type="checkbox"/> By Post: Please provide mailing address: _____ <input type="checkbox"/> By phone: _____ <input type="checkbox"/> By e-mail: _____
Preferred Language for Communication: <i>(to be completed by the person lodging the complaint)</i>	<input type="checkbox"/> Romanian <input type="checkbox"/> Russian
Description of Complain or Request: <i>(to be completed by the person lodging the complaint)</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No
Description of Complain or Request: <i>(to be completed by the person lodging the complaint)</i>	What can happen? Where and How could it happen? What are the consequence / impact of this issue?
Date of Complain/Request: <i>(to be completed by the person lodging the complaint)</i>	DD / MM / YYYY _____
What would you like to see happening in order to solve this issue? _____ _____ _____ _____ _____ _____	

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Annex 3: The Incident Notification Report

INCIDENT NOTIFICATION REPORT				
1 Incident date:		Incident Time:		Report number:
Geographic Location:				
2 Country:	Location:	Location of Incident:	Asset:	
3 Operation:				
4 Brief Description of the incident:				
5 Immediate Action Taken:				
6 Incident Type				
<input type="checkbox"/> Fatality	<input type="checkbox"/> Medical Treatment	<input type="checkbox"/> Environmental incident		<input type="checkbox"/> Unknown at this time
<input type="checkbox"/> LTI	<input type="checkbox"/> Occupational diseases/illness	<input type="checkbox"/> Vehicle accident		<input type="checkbox"/> Social
<input type="checkbox"/> First Aid	<input type="checkbox"/> Near Miss	<input type="checkbox"/> Fire or explosion.....		<input type="checkbox"/> Other
<input type="checkbox"/> Restricted work case	<input type="checkbox"/> Property damage	<input type="checkbox"/> Dangerous Occurrence		
Type of dangerous occurrence Select if other specify				
7 Actual Consequence	People Select	Assets Select	Environment Select	Reputation select
Potential Consequence	People	Assets	Environment	Reputation
Likelihood				
Risk Category				
8 Company Involved:				
9 Immediate Supervisor:				
Details of person involved:				
10 Name:	10 Sex:		10 Age:	
10 Job Title:	10 Shift Information:			
10 Experience in line with operation:	10 Employment Status:		10 Duty status at time of incident:	
11 Employer	<input type="checkbox"/> Contractor		11 Contractor name:	
12 Type of injury:			13 Injured part of body:	
14 Action Leading to the injury select if other specify:				
15 Medivac:				
Recommended Corrective Actions:	Responsible Party	Target date	Status	Closed out date


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Annex 4: Code of Conduct

The Code of Conduct

The Contractors shall develop the Code of Conduct and the content of the document shall contain but not limited to the following aspects, taking into consideration specific risks at the working places:

- Act and work responsibly and competently at all times to improve health and safety in workplaces and ensure unsafe acts are avoided.
- Give priority to the health, safety and welfare of employees, employers and other workplace health and safety stakeholders in accordance with accepted standards of moral and legal behaviours.
- Ensure the health, safety and welfare of employees, employers and other workplace health and safety stakeholders take precedence over the professional members' responsibilities to sectional or private interests.
- Ensure members do not engage in any illegal or improper practices.
- Members should improve on general skills and knowledge on global OSH best practices
- Take all reasonable steps to ensure that qualifications, capabilities or views are not misrepresented by others
- Correct any misrepresentations and adopt the highest best standards in all professional relationships with fellow colleagues and other organisations.
- Be abreast with the programmes of the Association, fully participating at local and international conferences, seminars, workshops, and related training events.

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Annex 5 Permit-to-Work (PTW)

PERMIT TO WORK (PTW) NO. _____

SECTION A – CATEGORIES OF WORK FOR ISSUING PTW			
<input type="checkbox"/> Excavation	<input type="checkbox"/> Confined Space	<input type="checkbox"/> Pressure Test	<input type="checkbox"/> Electrical Work
<input type="checkbox"/> Welding			
Date of Issue:		Issued PTW to:	
Equipment Name / Number:		Permit Holder Company:	
Site:		Specific Work Location on the site:	
Specific Work Description:			
Tools/Equipment to be used:			
Associated Documents (list or attach):			
Work Precautions Verifier:			
WORK PARTY ACCEPTANCE			
No.	Name and surname	Signature	Time
SECTION B – WORK PRECAUTION – CHECKLISTS FOR ALL SPECIFIED WORK PRECAUTION MUST BE COMPLETED BEFORE WORK IS COMMENCED			
GENERAL: ALL SITE PERMITS			
WORK PRECAUTION CHECKLIST		Required? Yes / No	Initial by Verifier
Fluid power locked out & tagged			
Mechanical power locked out & tagged			
Electrical power locked out & tagged			
Equipment drained / depressurised & purged.			
Written procedure to be used			
Work Party members briefed on work to be done			
Job Hazard Analysis (JHA) to be performed			
Non-essential personnel cleared from work area			
Gas detection test required prior to work.			
Warning signs posted at work location.			
Work area bunted off to exclude other personnel			
All personnel informed of work to be done			
Continuous gas monitoring			
EXCAVATION - Work Precaution Checklist	Required? Yes / No	Initial by Verifier	
Excavation survey required			
Traffic permit on place			
Traffic signs on place			
Space for storage black soil			
Space for storage sterile soil			
Ladders to be used by personnel in tranches			
Ventilation devises			
PPE for workers on site			
Pile sheets on site			
WELDING – Work Precaution Checklist	Required? Yes / No	Initial by Verifier	
Protective screens erected			
Full spark containment			
Drains covered			
Competent Fire Watcher on duty			
Area free from combustible material			
Fire extinguishers placed in work area			
Fire hose charged & available			
PRESSURE TEST – Work Precaution Checklist	Required? Yes / No	Initial by Verifier	
Isolations proved			
Pressure relief devices in place & tested			
Pressure lines secured against movement			
Bleed off lines directed to safe areas			
Voids checked for trapped pressure			



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Hammer union compatibility verified							
System of communication established & tested							
Warning signs on site							
ELECTRICAL WORK - Work Precaution Checklist		Required? Yes / No	Initial by Verifier				
Capacitors discharged							
Isolations proved – correct item de-energised							
Residual current device (RCD) in place							
Grounding of equipment completed							
Personnel certification available / sighted							
PPE on site							
Confined Space - Work Precaution Checklist		Required? Yes / No	Initial by Verifier				
Is mechanical ventilation equipment needed during entry?							
Are entrance, attendants, and rescue personnel properly trained?							
Are safety harness, lifelines, and hoisting equipment available for standby person?							
Communication equipment is available on site							
Is approved respiratory protective equipment provided for entrants and standby persons?							
Confined space is properly identified with barriers/signs							
Is all electrical equipment tagout/lockout?							
Is all lighting adequate for work and evacuation?							
Non-sparking tools available for entrants?							
Are applicable MSDS sheets available for entrants?							
Are additional permits required (HOT WORK)?							
Has risks communicated to personnel?							
SECTION B - WORK PRECAUTIONS – PRESTART GAS DETECTION AND MONITORING RECORD							
Gas tester name	Initials	Time:	% LEL	CO, ppm	H2S, ppm	% O2	Other gases
SECTION B – ISOLATION Record							
Description of isolation	Lock/Tag number	Lock /Tag location	Initial-Verified in place	Initial-Verified removed			
SECTION C – ONGOING WORK CONDITIONS							
Work conditions – Mandatory for site Permit Holder & all site Work Party members							
<input type="checkbox"/> Continuous gas monitoring during work <input type="checkbox"/> Goggles <input type="checkbox"/> Respirators <input type="checkbox"/> Face shield <input type="checkbox"/> Hearing protection							
Other Details & Conditions							
GAS DETECTION & MONITORING Record – Ongoing							
Gas tester name	Initials	Time	% LEL	CO, ppm	CO ₂ , ppm	% O2	Other gases
SECTION D – PERMIT ISSUE/PERMIT CLOSEOUT							
Permit is active from		Date:	Time:	Permit expires at:		Date:	Time:
Permit Holder Acceptance		EHS officer Approval		Site Manager Authorization			
Name:		Name:		Name:			
Signature:		Signature:		Signature:			
Permit Holder Closeout		EHS officer Closeout		Site manager Closeout			
Work complete?	<input type="checkbox"/> Yes <input type="checkbox"/> No	Work complete?	<input type="checkbox"/> Yes <input type="checkbox"/> No	Work complete?	<input type="checkbox"/> Yes <input type="checkbox"/> No		
List details of incomplete work:							
Time of closeout:		Time of closeout:		Time of closeout:			
Site cleaned up/work party locks/tags removed?	<input type="checkbox"/> Yes <input type="checkbox"/> No	Site cleaned up/work party locks/tags removed?	<input type="checkbox"/> Yes <input type="checkbox"/> No	Site cleaned up / work party locks/tags removed?	<input type="checkbox"/> Yes <input type="checkbox"/> No		
Name:		Name:		Name:			
Signature:		Signature:		Signature:			

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Annex 6 The Site Inspection Report

The present site inspection checklist (general) shall be used by the Contractors' OHS representative for checking site working conditions on sites and by the CSE for evaluation the compliance with the requirements (operating criterion) of the present document, and not limited to.

No.	Operational criterion	Requirements	Remarks/ Nonconformity
1	Stability and solidity	Is report of verification present on site? SOPs?	
2	Energy distribution installations	Is report of verification present on site? PTW? SOP?	
		Are there a lock and tag system installed on sites?	
3	Emergency routes and exits	Are emergency routes and exists established on sites?	
4	Fire detection and fire fighting	Are fire detection and firefighting equipment present on sites?	
		Are there an emergency register present on sites? Plan?	
		Is emergency equipment maintained properly? Proofs	
5	Ventilation	Are offices and other facilities properly ventilated?	
		Are there devices for air quality measurement present on construction sites?	
6	Exposure to particular risks (Noise & vibration)	Are personnel equipped with special PPE for hearing protection?	
		Are there a collective measure for hearing protection?	
		Are there a vibration measurement program with mitigation measures?	
7	Temperature	Are PPE provided on construction sites taking into consideration atmospheric conditions (summer & winter)?	
8	Natural & artificial lighting of workstations, rooms and traffic routes on the site	Are sites equipped normally with lighting?	
		Do personnel work shifts? Is storage area and other contractor's facilities ensured with sufficient lighting?	
9	Doors and gates	Are doors and gate in good working conditions in order not to create obstacles for workforce?	
10	Traffic routes — danger areas	Are installed on construction site speed limit and traffic signs?	
11	Loading bays and ramps	Is develop a special SOP for lading bays and ramps?	
12	First aid	Is firsts aid equipment and kit present on site?	
		Is the med evacuation Plan present on site?	
		Is the list of emergency situation present on sites?	
		Is the first aid procedure present on sites?	
		Are personnel for rendering first aid competent?	
13	Sanitary equipment	Are sanitary equipment present on site and are in satisfaction hygiene conditions (portable toilets, etc.)?	
14	Showers and washbasins	Are showers and washbasins present on sites?	
15	Falling objects	Are falling objects procedure (SOP) present on sites?	
		Are working on heights PPE present on sites?	
		Are PPE for working at heights maintained & checked?	
		Are collective measures for working at heights present on sites?	
16	Falls from a height	Are personnel able to perform work on heights? Please provide medical records.	




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		Is a PTW issued for this activity and all measures are insured for finishing task in safety conditions?	
		Are special PPE for working at height present on construction sites and maintained, checked and in order to execute the work?	
		Does the worker have a special device for keeping all tools in order to prevent falling objects from heights?	
		Are collective barriers installed on construction site to prevent falling form height (protection barriers, net, etc.)?	
17	Scaffolding and leaders	Are SOP present on sites? PTW?	
		Are PPE present on sites, scaffolding verification program and training for working on heights plan?	
		Are there a leader's safety and training plan present on site?	
18	Lifting equipment	Are lifting equipment operators competent to perform tasks?	
		Are there maintenance records for liftin equipment present on sites?	
		Are personnel for handling load certified?	
		Is a PTW issued for lifting activity?	
19	Installations, machinery, equipment	Are installations, machinery and equipment well maintained and ready for work? PTW? SOP?	
		Are there installed traffic signs on construction sites and other places (storage area, etc)?	
20	Excavations and earthworks	Are there present a SOP present on sites? PTW	
		Are there installed on construction sites measures for supporting embankment?	
		are enough fresh air in excavation trenches or ventilation?	
		Are there present a protection program for protection human falling in trenches?	
		Are there present a leader to exist form the trenches?	
		Are there provided measure to prevent flooding the excavated trenches?	

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Annex 7: Incident Investigation Report

Incident details

Incident number:
Date and time:
Location/Site:
Area:
Type of Incident:
Activity at the time of Incident:
Contractor name (if contractor is involved):

Consequences:

Events Leading to the Incident:

Description of the Incident:

Environment Incident Details (if applicable):

Type of substances Solid Liquid Gas
Terrain affected Land Water Air
Nature of Substance:
Quantity discharge:
Quantity recovered:
Control measures taken, including the clean up:

Property Damage Details (if applicable)

Type of facility:
Type of Plant/Equipment:
Equipment Tag No.
Cost of the damage:
Description of Damage: (Photos of the damaged equipment can be attached separately if applicable)

Vehicle Incidents Details (if applicable):

Company vehicle involved:
Non company vehicle involved:
Note: when a company employee is driving any vehicle is consider as company vehicle

Journey Information:


Location of Incident:
Origin:
Destination:
Kms from origin

Vehicle Details:

Vehicle s Reg. No. _____ Type: _____ Make/Model: _____

Driver s Details:

Name:
Age:
Sex:
Name of Contractor:
Driving License No.
Expiry Date:
Speed of the vehicle at the time of accident (approx.):
Speed limit at the accident spot:


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Road condition	Good	Poor	Surfaced	Unsurfaced	Rainy
Weather	Clear	Poor visibility	Windy	Storm	Dark
Lighting	Dawn	Day light	Low sun	Dusk	

Witness Inquiry Details


- Numbers of persons inquired:
- Name of the persons inquired:
- Designation:
- Date of Enquiry:
- Time (24 h format):
- Location:
- Witness statement (attach if required):
- Address of the witness:

Results of the Investigations:

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Annex 8: The Nonconformity and Corrective Actions Report

Part A: Nonconformity Report			
Non-conformance (To be completed by NCR Preparer or Auditor):			
Title of NCR:			
NCR Number:		Date Issued:	
NCR Prepared By:		NCR Issued To:	
Job Title		Job Title	
CS Engineer		Contractor	
EHSS Expert		Subcontractor	
Details of the Non-conformance (To be completed by NCR Preparer or Auditor)			
Major <input type="checkbox"/>		Minor <input type="checkbox"/>	
Description			
Insert a clear and concise description of the Non-conformance identified and any additional supporting documents (such as reports, drawings, photographs, etc.) evidencing the situation/problem identified, and attach to the NCR.			
Requirement relating to the Non-conformance			
Insert details of the relevant governance document(s) such as contract, procedure, specification or standard, as applicable (including any Document Reference Numbers)			
Part B: Classification of aspects and dangers			
For reporting/benchmarking purposes, Non-conformances are classified into at least one of six categories. Tick the most appropriate options below			
To be completed by NCR Preparer or Auditor			
1	Materials		
2	Machine & equipment		
3	Measurement (monitor and control by management)		
4	Manpower (training included)		
5.	Methods (workmanship included)		
6	Health and safety		
7.	Environment and Social		
Details of the Root Cause Documentation			
Refer any internal meetings, investigations, audits that took place to identify and confirm root cause and attach any relevant records (Minutes, reports etc.)			
Time table:			
Proposed by:			
Name:			Date:
Reviewed by:			
Name:			Date:
Signature:			
Date:			
Part C: Remedial (Correction) and Corrective Action(s) to address Non-conformance			
Correction Actions (To be completed by the Responsible Manager)			
Insert a clear and concise description of the Correction (Remedial Action to be taken to rectify the Major Non-conformance identified)			

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Proposed by			Job Title:	
Name of Responsible Manager:			Signature:	
Planned Completion Date: (Specify an appropriate and realistic date)			Signature:	
Reviewed by (Name of NCR Issuer or Issuer Line Manager)		Date:	Signature	
Corrective Action(s) (To be completed by Responsible Manager): Please insert details of the Corrective Action to be taken to prevent recurrence of the identified Non-conformance.				
Proposed by:			Job Title:	
Name of Responsible Manager:			Signature:	
Expected Timescale: (Specified date; monthly; periodic; on-going; etc.)			Signature:	
Reviewed by (Name of NCR Issuer or Issuer Line Manager)		Date:	Signature	
Part D: Closure of Non-conformance				
Verification of completion of the Corrective Action(s) (To be completed by NCR Preparer or Auditor)				
Verified Complete (Select as applicable)	Yes <input type="checkbox"/> No <input type="checkbox"/>	The Corrective Action(s) above have been satisfactorily completed by the relevant Responsible Manager.		
Comments:				
Verified by NCR Preparer or Auditor:				
Name:			Date:	
Job Title:			Signature:	
Reviewed/Approved by: (Lead Auditor, Quality Manager or other Senior Manager as per applicable NCR Procedure)				
Name:			Date:	
Job Title:			Signature:	