



OFFICE OF SAFEGUARDS (OSFG)

ADB's Environmental and Social Safeguards

Presented by:

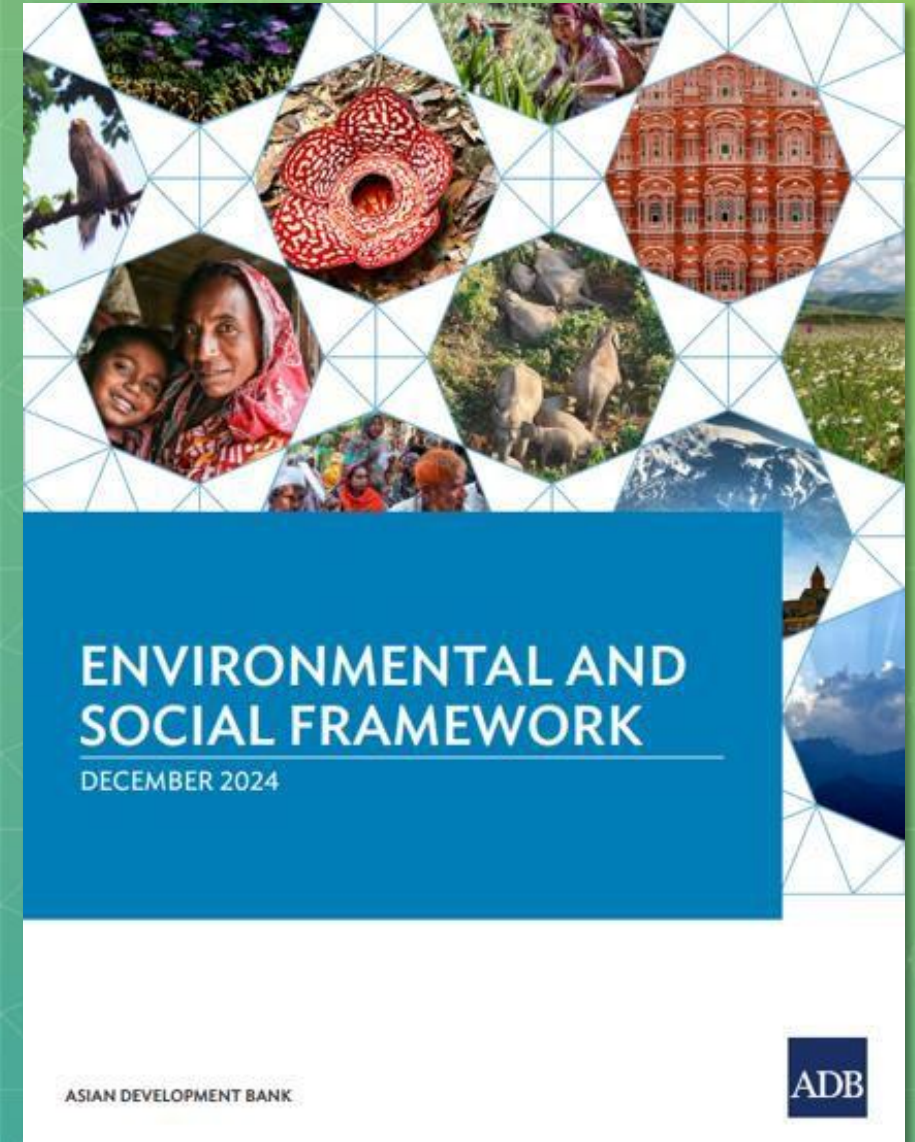
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Worker Health and Safety in Asia and the Pacific

Asia and the Pacific bears the world's highest burden of work-related deaths and diseases.



WHAT REGIONAL STATISTICS TELL US



63%

of global work-related deaths occur in Asia and the Pacific (ILO, 2023)



1.2 million

work-related disease deaths annually in the region (ILO Asia-Pacific, 2023)



55 million days/year

Lost due to occupational diseases (ILO Asia-Pacific, 2023)



WHAT WORKERS TELL US



82%

of workers in South Asia have never received OSH training. (Lloyd's Register Foundation, 2024)



62%

of workers globally have never received occupational safety and health training. (Lloyd's Register Foundation, 2024)



18%

of workers globally experienced serious workplace harm in the last two years. (Lloyd's Register Foundation, 2024)



ADB's Environmental and Social Policy Standards (ESS)

1



Assessment and Management
of Environmental and Social
Risks and Impacts

2



Labor and Working
Conditions

3



Resource Conservation
and Pollution Prevention

4



Health, Safety,
and Security

5



Land Acquisition and
Land Use Restriction

6



Biodiversity Conservation
and Sustainable Natural
Resources Management

7



Indigenous Peoples

8



Cultural Heritage

9



Climate Change

10



Stakeholder Engagement
and Information Disclosure

General requirements of ESS4

A borrower/client must meet **all requirements of ESS4 that are applicable** to a project:

- Adopt measures to **prevent fatality, accident, injury, and ill-health** among project workers and project-affected persons, arising from or associated with a project.
- Develop a project-specific **health and safety management plan (HSMP)** that may be a stand-alone plan or may be integrated into any relevant E&S assessment and management document
- Provide **information, guidance, instruction, and training** relating to health and safety hazards, risks, and emergency arrangements.
- **Meaningfully consult** with project workers and project-affected persons on how to mitigate these risks and impacts and on any additional mitigation measures that may be required.
- Project involves the provision of health services and/or involves the production, distribution and use of antimicrobials that may have significant health and safety risks, the borrower/client will incorporate **antimicrobial stewardship** in accordance with **World Health Organization requirements** to minimize antimicrobial resistance.

Occupational Health and Safety Requirements

Protecting Workers Through Risk-Based Health and Safety Management

All requirements apply to projects under ESS4

1



Detailed Risk Assessment

- Identify task-specific hazards
- Assess high-risk activities
- Hierarchy of risk controls
- Disadvantaged or vulnerable

2



H&S Personnel

- Designate responsible H&S personnel
- Implement and monitor HSMP

3



Qualified Workforce and Supervision

- Competent and qualified project workers
- Ongoing training
- Appropriate supervision
- Safe use of work equipment

4



Health Monitoring /Meaningful Consultation

- Monitor the health and safety of project workers
- Undertake meaningful consultation

5



Workers Grievance Mechanism

- Put in place workplace processes including a worker's grievance mechanism as described in ESS2 for project workers



Risk Assessment



OHS Leadership



Competence and Training



Consultation and Engagement



Grievance Mechanism



ESS4 requires borrowers/clients to systematically identify risks, provide competent supervision, monitor worker health and safety, engage workers, and maintain effective workers grievance mechanisms throughout the project lifecycle.

Community Health and Safety Requirements

Protecting Project-Affected Persons Throughout the Project Lifecycle

All requirements apply to projects under ESS4

1



Identify and Assess Risks

- Identify project-related health and safety risks
- Assess adverse impacts on project-affected persons
- Consider all phases of the project lifecycle

2



Preventive and Protective Measures

- Develop mitigation measures
- Proportionate to protect risks
- Prevent injury, illness and exposure

3



Community Engagement

- Communicate with project-affected persons and other stakeholders, as appropriate, on measures within the HSMP related to the community health and safety.

4



Protection of disadvantaged or vulnerable Persons

- Conduct detailed risk assessment where required
- Identify disadvantaged or vulnerable groups
- Incorporate measures into HSMP



Risk Assessment



Preventive and Protective Measures



Communication and Engagement



Protection of disadvantaged or Vulnerable Groups



ESS4 recognizes that the borrower/client has the primary responsibility, in collaboration with competent government authorities, to manage health, safety, and security risks associated with project activities that impact project workers and project-affected persons to avoid or minimize such risks and impacts, with particular attention to those who may be disadvantaged or vulnerable.

ESS4 Specific Requirements

1

**Incident
Reporting and
Investigation**



2

**Infrastructure, Building
and Equipment Design
Safety / Safety of
Services**



3

**Exposure to
Disease**



4

**Ecosystem Services
and Natural Hazard**



5

**Sexual Exploitation,
Abuse, and Harassment
(SEAH)**



6

**Traffic and
Road Safety**



7

**Hazardous
Chemicals,
Substances,
Materials and Waste**



8

**Emergency
Preparedness and
Response**



9

**Security
Management**



10

Product Safety

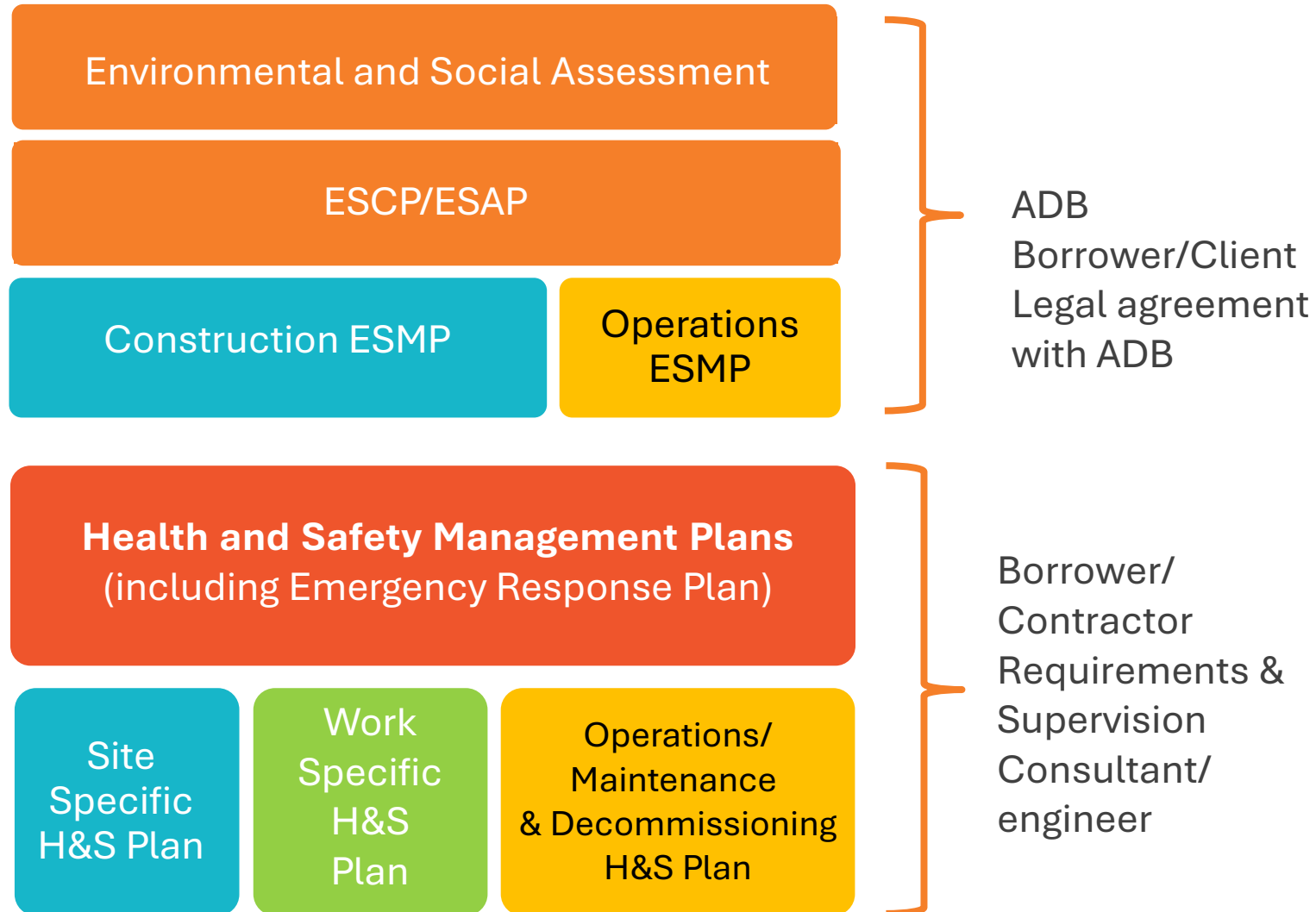


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Dam Safety



H&S Management Planning – Mitigation Hierarchy



SEAH in the ADB ESF

Environmental and
Social Policy
Standards (ESS)

1



**Assessment and
Management of
E&S Risks and
Impacts**

E&S Assessment will consider potential risks of SEAH: borrowers will assess SEAH risks to project workers and project-affected persons to prevent and mitigate such risks

2



**Labor
and Working
Conditions**

Prevent and address any forms of violence, harassment, bullying, intimidation and exploitation against project workers, including SEAH: borrowers will take appropriate measures to prevent and address in a project context any forms of violence

4



**Health,
Safety, and
Security**

Sexual exploitation abuse and harassment (SEAH): requires that the borrower identifies, addresses, and manages project related SEAH risks for workers and affected communities

10



**Stakeholder
Engagement
and
Information
Disclosure**

Project workers Grievance Mechanism is separate under ESS2. However, this will not impede their access to GM under ESS10 **SEAH GM** under ESS4 and ESS2 requires separate procedures

Resources

