



The Federal Democratic Republic of Ethiopia Ministry of Agriculture

Resilient Landscapes and Livelihoods Project-II

Occupational Health and Safety (OHS) Protocol for RLLP- II (P174385)

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Abbreviations

CSA	Climate Smart Agriculture
CBPWDGs	Community Based Participatory Watershed Development Guideline
DAs	Development Agents
DPs	Development Partners
ESCP	Environmental and Social Commitment Plan
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Standards
GBV	Gender Based Violence
GHG	Green House Gas
GIS	Geo-Information System
GRM	Grievance Redress Mechanism
HSC	Health and Safety Committee
LMP	Labor Management Procedures
MoA	Ministry of Agriculture
NPCU	National Project Coordination Unit
NTC	National Technic Committee
OHS	Occupational Health and Safety
PAD	Project Appraisal Document
PCU	Project Coordination Unit
PIM	Project Implementation Manual
PPE	Personal Protective Equipment
RLLP	Resilient Landscapes and Livelihoods Project
RPCU	Regional Project Coordination Unit
SA	Social Assessment
SCAP	Safeguard Corrective Action Plan
SEA/SH	Sexual Exploitation and Abuse/Sexual Harassment
SLMP	Sustainable Land Management Program
SLWM	Sustainable Land and Water Management
SWC	Soil and Water Conservation
SWE	South West Ethiopia
USD	United States Dollar
WB	The World Bank

1. Introduction

1.1. Background

The intersection of land management, rights and use forms the key development issue for millions of rural Ethiopians. This issue is exacerbated by water insecurity, food insecurity, land tenure insecurity and livelihood insecurity, all of which are amplified by climate variability and change. The proven remedy centers on implementing a combination of better natural resource management and resource rights, creating jobs and improving livelihoods, and promoting gender mainstreaming actions in targeted major watersheds.

The World Bank, together with other Development Partners (DPs), has been financing Ethiopia's Federal Ministry of Agriculture (MoA) Sustainable Land Management Program in nine regional states of the Ethiopian highlands through RLLP and RLLP-II finances. Positive results from the previous Sustainable Land Management Program's (SLMP's) two phases are well documented in 170 major watersheds of the nine regions: Amhara, Benishangul Gumuz, Central Ethiopia, Gambella, Oromia, Sidama, South Ethiopia, South West Ethiopia (SWE), and Tigray. For instance, during a major drought period, the Program has boosted water and food security. It has also helped bring degraded lands back into production for local farmers. Further, it has improved the dry season base flow of streams and the depth to water table. It has also helped maintain or expand protective vegetation cover. At the same time, the previous phases of the program have had a positive impact on the identity and sense of place of smallholder farmers through landscape restoration and improved legal resource rights.

The project, Resilient Landscapes and Livelihoods Project-II (RLLP-II), is built upon the implementation structure and the strengthened capacity that existed during the last phases of SLMP/RLLP: Environmental safeguard and social development specialists are recruited; institutions and their staff at all levels of the government structure are generally capacitated and ready to implement the project environmental and social safeguard activities; and Grievance Redress Mechanism (GRM) is in place. RLLP-II further strengthens measure to address climate change/variability related risks and maximize Green House Gas (GHG) emission reductions that were implemented in the previous SLMP phases and improved the lives and livelihoods of the vulnerable smallholder farmers. RLLP-II will be implemented in 47 woredas through the existing government structures and community institutions in the nine regional states mentioned above.

RLLP-II has three major components: Component one- Green Infrastructure and Resilient Livelihoods; Component two- Investing in Institutions and Information for Resilience; and Component three- Project Management and Reporting. Component one has range of activities including community access road construction, construction of water harvesting structures, construction of different types of Soil and Water Conservation (SWC) practices, gully rehabilitation, most of which may have health and safety consequence on the lives and environment. Potential health and safety risks may arise from a range of project supported activities such as infrastructure development and construction activities mentioned above.

1.2. Purpose

The purpose of this Occupational Health and Safety (OHS) protocol is to manage OHS aspects associated with RLLP-II implementation. It focuses primarily on protecting workers in the workplace from various risks such as accidents, injuries, and loss of lives during implementation of project activities/subprojects, in addition to maintaining their rights for a safe working environment. This protocol is developed in a manner consistent with the World Bank's ESS2 on Labor and working conditions, and legal and regulatory frameworks, policies and guidelines prepared by the government of Ethiopia in general and MoA in particular. It also sets out the OHS management system along with the resources required to implement it.

This Occupational Health and Safety (OHS) protocol is intended to ensure that the project at all levels (national, regional, zonal, woreda and micro-watershed levels) enhances the OHS environment and considers the OHS needs of all the project workers including community workers, contracted workers and others. The measures will be designed to address: (a) potential hazards to project workers; (b) preventive and protective measures; (c) training needs and awareness creation to project workers and others; (d) documentation and reporting of occupational accidents and incidents; and (e) remedies for adverse impacts such as occupational injuries, deaths, disability and disease, taking into account, as applicable, the wage level and age of the project worker, and the degree of adverse impact.

In general, the protocol helps to avoid, reduce, and/or minimize the detrimental effects of RLLP-II activities on the health and wellbeing of all workers of the project and enhance their safety and maintain the environment through occupational health and workplace safety.

1.3. Scope

The scope of this OHS protocol is applicable to the project activities throughout the project life cycle in the targeted regions and respective woredas in line with the RLLP-II Labor Management Procedures (LMP) and the Environmental and Social Commitment Plan (ESCP), and relevant government policies and legal frameworks. These project activities are mainly linked to major interventions of component one, which are likely to cause occupational health and safety risks to the project workers. The protocol is also applicable to all types of Project workers, to ensure their work safety, and its application will be led and monitored by the MoA and regional and woreda level project implementing entities.

1.4. Methods

Different primary and secondary data were used to prepare this protocol. The primary data sources were field observations and discussions made during different technical support and monitoring periods in six of the regions and 14 woredas. The major secondary sources were plans and reports collected from regional Project Coordination Units (PCUs), Project Implementation Manual (PIM), Project Appraisal Document (PAD), Environmental and Social Risk Management (ESRM) instruments of the project, and reviews of different literatures written on OHS measures including the World Bank Environmental and Social Standards (ESSs).

2. Workplace Occupational Health and Safety Policies, Proclamations and Obligations

The project coordination units and implementers at all administrative levels must support the health, safety, and welfare of all workers, including those from the community¹ by adopting a systematic approach to occupational health and safety. This includes adhering to the OHS Protocol and relevant government policies and laws, communicating the Protocol to all workers, documenting and enforcing the Protocol, proactively identifying and mitigating hazards to the lowest feasible level, and engaging workers in health and safety management. To this effect, resources will be allocated to ensure a systematic approach to health, personnel safety and process safety management, fostering a culture of continuous safety awareness and appropriate action among workers.

2.1. Proclamations, Policies, and Obligations

Ethiopia has legal frameworks on Occupational Health and Safety (OHS). The Ethiopian Constitution, under Article 42/2 stated the Rights of Labor as “workers right for healthy and safe work environment” which includes the rights of workers to form associations to improve their conditions of employment and economic well-being, the reasonable limitation of working hours, to remuneration for public holidays and to a healthy and safe working environment.” The Constitution contains a full chapter on the right to equality without discrimination, the rights of women and children, the right to access to justice, and economic, social and cultural rights. Various federal laws, policies, and standards are applicable to the implementation of this protocol, among which Labor Proclamation No. 1156/2019; Federal Civil Servants Proclamation 1064/2017; and Right to Employment of Persons with Disability Proclamation No. 568/2008 are some to be mentioned. These laws cover general provisions of

- Contracts of employment and terms and conditions of employment,
- Hours of work and overtime,
- Occupational safety and health and working conditions
- Protection of wages,
- Benefits in the Case of Employment Injuries,
- Prohibition of Child and Forced Labor,
- Labor complaints, and others.

Labor Proclamation (1156/2019): The proclamation requires an employer to take the necessary measures to adequately safeguard the health and safety of the workers. This proclamation is enacted with a view to securing durable industrial peace, sustainable productivity and competitiveness that will contribute to the overall development of the country. The Proclamation has also modified and reformulated some of the laws that were included in Proclamation No. 377/2003, with a view to attain the below stated objectives in

¹ RLLP-II activities are planned to contribute to the community health and safety through safeguarding local populations/communities from project related hazards such as floods, landslides, pollution, or other risks, as well as preventing disease, among others.

accordance and in conformity with the international conventions and other legal commitments to which Ethiopia is a party. The major objectives of the proclamation include:

- To ensure that worker-employer relations are governed by the basic principles of rights and obligations;
- To lay down a working system that guarantees the rights of workers and employers to freely establish their respective associations and to engage, through their duly authorized representatives, in social dialogue and collective bargaining, as well as to draw up procedures for the expeditious settlement of labor disputes, which arise between them;
- To create favourable environment for investment and achievement of national economic goals without scarifying fundamental workplace rights by laying down well considered labor administration; and determine the duties and responsibilities of governmental organs entrusted with the power to monitor labor conditions; occupational health and safety; and environmental protection together with bilateral and tripartite social dialogue mechanisms; political, economic and social policies of the Country.

Proclamation № 4/1995: Ministry of Labor and Social Affairs (MoLSA) is given the powers and duties to determine standards and measures for the safety and health of workers and follow up their implementation, collect, compile and disseminate information on safety and health of workers. Occupational health and workplace safety issues are under the authority of Ministry of Labor and Social Affairs (MoLSA).

The National Social Protection Policy of Ethiopia: The National Social Protection Policy of Ethiopia was issued in March 2012. The overall policy goal is to ensure fair and sustainable utilization of resources from the economic growth of the country and reduce poverty significantly, to take social protection measures to ensure access and equitable benefit for the poorest of the poor and vulnerable segments of the society from the social and economic development. Ensuring social protection helps to reduce poverty and vulnerability with a meaningful impact, to protect the poorest segments of society from falling further deep into destitution, to increase human development and productivity in order to break intergenerational cycle of poverty, to enhance equitable use of resources, to bring social justice and stable peace, to reduce discrimination and exclusion, to strengthen national feeling, and to enhance economic and social development. In general, a social protection frame was found necessary and developed to sustain social and economic development, to boost social justice, and to ensure the respect of dignity and rights of citizens.

The policy identifies five focus areas: promotion of social safety net, livelihood development and employment promotion, expansion of social insurance, addressing access to basic social services, addressing violence and abuse and provision of legal protection and support. And this is one of the targets of RLLP-II benefiting the small holder farmers and vulnerable groups of the project areas. With this regard, the ESMF and SA documents of RLLP-II considers safety and environment

measures and procedures, along with the required training and adoption of other international good practice on observing occupational health and safety related matters.

The principal articles of the National social Protection Policy of Ethiopia are:

Article 4.4. The implementation of policy shall give special emphasis to gender issues and the principle of equality.

Article 4.8. Social Protection measures shall progressively ensure the economic, social and human rights of all Ethiopians,

Article 4.9. Social protection measures shall be implemented without discrimination and exclusion.

Article 4.11. The implementation of social protection services will be mainstreamed and implemented in different government and non-government development institutions programs, strategies and action plans.

Pesticide Registration and Control Proclamation, No. 674/2010: To minimize the adverse effect of pesticide use to human beings, animals, plant and the environment, the country has enacted this Proclamation. The proclamation aims to regulate the manufacture, formulation, import, export, transport, storage, distribution, sale, use and disposal of pesticide. Among the many requirements, this Proclamation:

- Covers agricultural, household, public health, and industrial pesticides;
- Seeks to promote safer pesticide handling and use in the country;
- Requires that all pesticides should be registered based on demonstrated product effectiveness and safety for humans, non-target organisms and the environment;
- Prohibits importation of highly hazardous, severally restricted or banned pesticides; and
- Obliges that all pesticides must display labels that meet specific Ministry of Agriculture label requirements.

Ethiopian Water Resources Management Proclamation, No. 197/2000: The proclamation is decreed (1) to ensure that the water resources of the country are protected and utilized for the highest social, economic and environment benefits of the people of Ethiopia; (2) to follow up and supervise that they are duly conserved; and (3) to ensure that harmful effects of water are prevented and that the management of water resources is carried out properly. It proclaims that all water resources of the country are the common property of the Ethiopian people and the state. It has provisions on general principles of water use and management, inventory of water resources, professional engagement in water resource management and supply. Among other articles, articles 24 and 25 of the proclamation clearly indicates the requirements on water bank management and prevention of harmful effects on water resources. The supervising body, in collaboration and in consultation with other appropriate public body may:

- Delimit the boundaries of the banks of certain water bodies;

- Prohibit clearing and cutting trees or vegetation and construction of residential houses within the delimited banks of water bodies.

Public Health Proclamation No 200/2000: The Proclamation comprehensively addresses aspects of public health including, among others, water quality control, waste handling and disposal, and availability of toilet facilities. The Proclamation strongly emphasized that no person shall dispose solid, liquid or any other waste in a manner which contaminates the environment or affects the health of the society. In addition, it also remarked to report to the nearest health service institution that any person who is expected to have communicable diseases in the surrounding.

The physical and biological soil and water conservation practices of RLLP-II are labor intensive and the communities may dispose polythene bags of seedlings during plantations both at communal and farm lands. These bags are not degradable and may pollute the environment unless collected, and livestock may consume it and cause health impact on them. In other cases, safety issues due to labor works during the watershed implementation and increased use of livestock pesticides, drugs, vaccines & other chemicals, ex. disposal of animal drugs, pesticides, fertilizers and their packing materials may do have environmental impact. Mass mobilization of the project activities including terracing, soil bund construction, gabions and others may require large number of work force and the health status of the communities should be checked whether they are free from any type of communicable diseases.

OHS hazards such as disease transmission may occur during animal dips (ex: Anthrax); competition over land, water and pasture (intra and inter woredas), antibiotic resistance from poor management of livestock drugs, etc. Hence, the woreda project focal person in collaboration with other natural resource sector experts has to screen persons with such diseases and shall report to the nearest health stations and not allow to be part of the project implementations. In all cases, procedural implementation of the ESMF, i.e., screening to approval processes shall be an integral part of identifying and addressing the environmental and social impacts of RLLP-II and address through fulfilling the capacity needs at all levels and incorporating proportionate mitigation measures.

Obligations: According to Labor Proclamation No. 1156/2019 (Article 92), institutions and workers do have an obligation to implement the OHS measures deemed necessary. The obligations given to each entity is detailed in the table 1 box below. The Proclamation declares that, where a worker sustains employment injury, the employer shall cover the following expenses: general and specialized medical and surgical care; hospital and pharmaceutical care; and other treatments. In addition, a worker who has sustained employment injury shall be entitled to periodical payment while he/she is temporarily disabled; disablement pension or gratuity or compensation where he/she sustains permanent disablement; and survivors' pension or compensation to his dependent when he/she dies.

Table 1. Types of obligations for employer and workers as of Proclamation No.1156/2019

Obligations of the employer	Obligations of a worker
Implement the directives issued by the appropriate authority in accordance with the proclamation.	Report to the employer any situation which he/she may have reason to believe could present a hazard and which he/she cannot avoid on his own any accident or injury to health which arises in the course of or in connection his/her work.
Provide project workers PPE, clothing & other materials and instruct their use	Make proper use of all safeguards, safety devices and other appliance furnished for the protection of his/her health or safety and for the protection of the health and safety of others.
Establish an OSH committee	Obey all health and safety instructions issued by the employer or by the competent authority
Instruct and notify workers about occupational Hazards & precautions to avoid accident and injury to health	Inform the employer any defect related to the appliances used and injury to health and safety of workers that he/she discovers in the undertaking.
Register employment accident & occupational diseases and notify the labor inspection of same	Cooperate with the employer in formulation & implementation of work rules to safeguard the workers' health and safety and implement same.
Take appropriate pre- executions against sources of physical, chemical, biological, ergonomic and psychological hazards not to threaten health & safety of workers.	Prohibition: <ul style="list-style-type: none"> ○ Do not interfere with, remove, displace, damage or destroy any safety devices or other appliances furnished for his protection or the protection of others; or ○ Obstruct any method or process with a view to minimize occupational hazards
Ensure the workplace and premises do not cause danger to Health and Safety of workers.	Comply with the occupational health and safety requirements provided for in the Proclamation no. of 1156/2019.
Comply OHS requirements of the proclamation	

2.2. World Bank Environmental and Social Framework

The World Bank Environmental and Social Framework (ESF) sets out the World Bank's commitment to sustainable development, through a Bank Policy and a set of Environmental and Social Standards that are designed to support and address a broad range of environmental and social risks of Borrowers' projects.

The ESF establishes protections for people and the environment across a range of issues including emphasizes capacity and institution-building, promotes enhanced efficiency, flexibility and proportionality, the need for policy consolidation and harmonization, requires transparency, accountability, nondiscrimination, public participation, etc. The World Bank's ESF has three main parts: A Vision for Sustainable Development (Strategic and aspirational goals), Environment and Social Policy (World Bank responsibilities), and 10 Environmental and Social Standards (ESSs) (Borrower responsibilities).

According to the WB risk classification, the environmental and social risk classification of RLLP-II is substantial. Nine of the WB ESSs which are relevant to RLLP-II are elaborated in detail in the ESMF document of the project; and ESS 2 is described as it is important for the preparation of the OHS protocol.

Measures to ensure occupational health and safety issues are addressed in Environmental and Social Standard 2 (ESS2): Labor and Working Conditions. The standard addresses the need to

avoid and/or minimize the risks and impacts to community health, safety and security that may arise from project-related activities, with particular attention given to disadvantaged and marginalized groups. The objectives of ESS2 are:

- To promote safety and health at work;
- To promote the fair treatment, non-discrimination and equal opportunity of project workers;
- To protect project workers, including vulnerable workers such as women, persons with disabilities, children (of working age, in accordance with this ESS) and migrant workers; contracted workers, community workers, and primary supply workers, as appropriate;
- 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 project workers in a manner consistent with national law; and
- To provide project workers with accessible means to raise workplace concerns.

In accordance with the WB's ESS2 and Ethiopian labor law, the use of forced labor or conscripted labor and the recruitment of child labor is prohibited for all activities financed by RLLP-II. MoA will ensure consistent application and adherence to the requirements related to the applicable Environmental and Social Standards. The project will ensure a basic, responsive grievance mechanism which allow workers to have avenue to raise their grievances and concerns. .

Hence, the project requires to fulfill the requirements of ESS2, via the Labor Management Procedures (LMP) of RLLP-II. It includes clear information on the terms and conditions of employment, principles regarding non-discrimination and equal opportunity, rules regarding child labor and forced labor, and occupational health and safety measures and grievance mechanism.

In line with safety provisions in ESS2, it is important to ensure the health and safety of workers, specifically those from communities, from the potential impacts and risks of physical soil and water conservation and climate smart agriculture technologies including construction of stone bunds, check dams, gabions, access roads, and bridges, etc. which may pose risks to slips and falls due to wet surface and hillside activities, wire-mesh damage on body parts, dust that can affect eyes and other respiratory problems. Water structures such as community earth ponds, hand-dug well, shallow wells have risks associated with water borne and vector borne diseases and physical fall risks for children and animals.

Mitigation measures include budget allocation for fencing, put clear sign on projects with potential risk sites, including hill sides and slippery areas; implement dust suppression techniques; plan for training and awareness creation on community health and safety hazards; and avail possible personal protective measures for facilitators and implementers at all levels and for workers, including those from communities. It is also equally important to ensure the safety of communities from the potential impacts and risks while rehabilitation and/or treatment of gully sites and community infrastructure works. This will include the unlikely occurrence of environmental and

social impacts, such as possible health impacts, labor influx that disrupts communities, Gender-Based Violence (GBV) and sexual exploitation.

While the watershed management works to be financed are limited in scale and scope, the project developed this project level Occupational Safety and Health protocol (in line with the World Bank Environmental and Social Framework and the World Bank Group Environment, Health and Safety Guidelines (EHSG) and GoE E&S legal frameworks), that serves as a basis for the preparation and implementation of site-specific OHS plans for RLLP-II subprojects. Health and safety are not about stopping activities that need to be undertaken, but about carrying out activities in the safest way to prevent incidents and accidents including injury and ill health. To manage health and safety risks associated with subprojects, MoA will undertake site specific E&S risk assessments and identify suitable control measures as per the Protocol and the ESMF. Further, the risk of sexual exploitation due to workers' relations with local women or girls will be mitigated through reliance on the analytical work and proposed action plan which define the RLLP-II's approach on gender, which is based on an exploration of values and norms, and the legal, social and economic context.

2.3. World Bank Group General Environmental Health and Safety Guidelines

The World Bank Group Environment, Health and Safety Guidelines (EHSGs) (<https://www.ifc.org/content/dam/ifc/doc/2000/2007-general-ehs-guidelines-en.pdf>) also assisted to inform the preparation of the OHS Protocol.

3. OHS Institutional Implementation Arrangement in RLLP-II

3.1. Institutional arrangements of OHS implementation

As it is clearly depicted in the Environmental and Social Management Framework (ESMF) for RLLP-II, the implementation of the project activities along with the environmental and social safeguard management including OHS aspects is taking place through the existing government institutional structures from the federal to the local or community level.

Federal: The overall coordination and implementation of the project (including the RLLP-II environmental and social instruments) is being facilitated by the Federal Ministry of Agriculture (MoA) in collaboration with other relevant Ministries (see the below paragraph for details). The MoA is using the organization structure and institutional arrangements established to coordinate all the project activities financed by development partners and the Government of Ethiopia. RLLP-II has its own National Steering Committee (NSC) and National Technical Committee (NTC).

The NSC has high level representations from the MoA and other line ministries including the Ministry of Finance (MoF), the Ministry of Water Irrigation and Energy (MoWIE), Environment Protection Authority, Ethiopian Institute of Agricultural Research (EIAR), and Bureaus of Agriculture (BoAs) of the project regions. The Committee is chaired by the State Minister for

Natural Resource and Food Security Sector in the MoA and is responsible for (a) establishing policy guidelines and providing overall supervision for project implementation; (b) approving the annual federal and regional work plans and budget, and the annual procurement plan; and (c) reviewing the annual implementation performance report prepared by the project on RLLP-II; and overseeing the implementation of corrective actions, when necessary.

The NTC is composed of senior technical staff from MoA and other line ministries which do have a major role for the implementation of RLLP-II. Representatives from the development partners supporting RLLP-II are members of the committee. The NTC is responsible for providing technical advice to the MoA on coordination and synergies, technical issues of the RLLP-II and other similar projects, on the quality of project implementation reports, special study documents on policy, guidelines, documentation of best practices, and M&E reports.

The RLLP-II-Project Coordination Unit (PCU) is led by appointed senior technical staff including National Project Coordinator at MoA. The Unit is responsible for the day-to-day management of the project and is responsible for (a) preparation of consolidated annual work plans and progress reports, including the environmental, social, health and safety (ESHS) performance; (b) monitoring and supervision of overall implementation progress including project induced risks and impacts on the health and safety of the project workers; (c) financial administration; and (d) procuring goods and services.

Regional: The implementation of RLLP-II is being led by the Bureau of Agriculture (BoA) in each region. BoA is using regional coordinator recruited for the project, who is responsible for managing and facilitating the overall project implementation including annual work plans and progress reports (including ESHS performance) of RLLP-II at regional and woreda levels and then regularly submit to the national PCU. A Regional Steering Committee (RSC) comprising heads of relevant sectors has been established, and provides guidance and leadership at the regional level. Similarly, Regional Technic Committee (RTC) has been established from the line sector offices who technically support and monitor the project implementation, including ESHS aspects.

Woreda and kebele: At woreda level, the implementation of the project is the responsibility of Woreda office of Agriculture (WoA) administratively guided by the Woreda Steering committee (WSC) and technically supported by the Woreda Technical Committee (WTC), and other platforms including Kebele Watershed Team (KWT), Community Watershed Team (CWT), GRCs and others. The WoA has assigned an independent Focal Person who do have the responsibility in the overall implementation (including ESHS aspects) of the project interventions as a whole. The WTC and KWT assist communities in: (i) developing and sending annual work plans and budgets to regions for endorsement; (ii) facilitating community participation in watershed rehabilitation at the same time safety and health management while rehabilitation; (iii) training and awareness creation on OHS risk management; (iv) monitoring and evaluation; and (v) dissemination of innovations in RLLP-II.

3.2. Implementation arrangements for OHS management in RLLP-II

Environmental and Social Standards (ESS) management is one of the sections in RLLP-II coordination unit who plays a significant role in the facilitation of proper implementation and monitoring of the OHS measures for RLLP-II subprojects.

National Project Coordination Unit (NPCU) – The NPCU uses the recruited Environmental Safeguard Specialist and Social Safeguards Specialist to work closely with regional safeguard specialists and zonal and woreda focal persons. The environmental safeguard and social development specialists are monitoring and closely following on the effective implementation of the Environmental and Social Management Framework (ESMF), Social Assessment (SA), Resettlement Policy Framework (RPF), Gender Mainstreaming Guideline (GMG), GRM and OHS measures. They also provide the required technical backstopping during: 1) feasibility studies with an aim to identify and incorporate environmental and social considerations in the documents; 2) preparation of monthly and annual work plan including OHS measures; 3) annual and bi-annually review of implementation progress; 4) consolidation and submission of implementation progress reports (including ESHS aspects) on a quarterly basis.

Regional Project Coordination Unit (RPCU): The RPCU has designated/recruited one environmental safeguards specialist and one social development specialist who follow on the overall implementation of the ESMF, OHS, SA, RPF, GMG and GRM at woreda, and community level. Also, they give trainings and awareness on OHS and environmental and social safeguard management. They also closely work with the regional concerned specialists during planning and construction time, for this enables all actors to address OHS hazards and risks on the environment and the community. They also collect the performance of safeguard activities from the woreda; and undertake a detail analysis and/or narrate on the reports at a specified period of time. They also review subprojects referred (if any) to the region for ESIA together with the regulatory institution. A consolidated plan and report are being sent to NPCU through the M&E unit and a standalone report to the safeguard specialists accordingly.

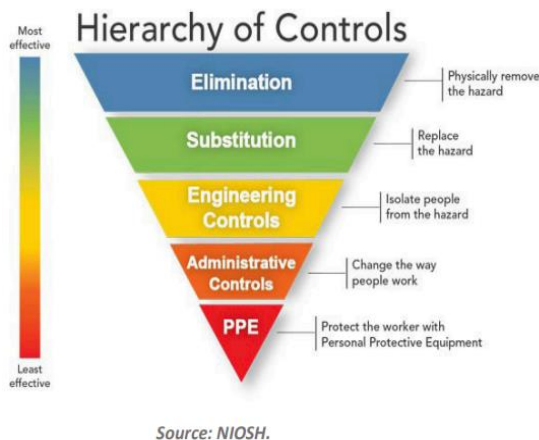
Woreda Focal Person of the Project: The Woreda Focal Person (WFP) is responsible for coordinating and facilitating various stakeholders involved in the planning and implementation of the RLLP-II activities at the grass root level. The WFP roles include supporting kebele Development Agents in identifying and screening subprojects, and planning and implementing measures taken in OHS. However, for subprojects with high and un-known risks, the woreda focal person should seek support from safeguards experts either at Zonal or regional levels. The WFP is also responsible for monitoring the implementation of mitigation (including OHS) measures outlined in the ESMP. Further, the Woreda Focal Person (WFP) plays a significant role in mobilizing the WTC members and/or implementing agencies (IAs) to fulfill their respective roles in addressing potential environmental and social risks and impacts and implementing mitigation measures. Finally, the WFP is responsible for preparing and submitting a consolidated report on the performance of the Environmental and Social Safeguard activities through the M&E system.

Kebele/micro-watershed level implementation: Identification and initial environmental and social screening of eligible subprojects starts at the community and kebele level. Kebele Watershed Team (KWT) and Community Watershed Team (CWT) at kebele and community level are responsible for following up and monitoring the implementation of the ESRM instruments and OHS measures including the timely performance of ESMP, respectively. Development Agents at kebele level will get trainings and awareness creation on all the OHS protocol.

4. Hazard Identification and Risk Assessment in RLLP-II

4.1. Overview: Hazard identification

A hazard² can be defined as something that has the potential to cause harm, injury or damage to people or property while risk is the likelihood that a worker may be harmed or suffer adverse health effects if exposed to a hazard. Risks associated with the hazards shall be assessed in terms of the likelihood and severity. Hazard management is a fundamental element of an effective workplace health and safety management system. Identifying, assessing and controlling workplace hazards and risks will eliminate or reduce the likelihood of their causing harm to employees who could become exposed to them.



Workplace hazards arise because of the activities performed, equipment used and the physical and environmental conditions of the workplace. The factors that create hazards can best be controlled by coordinators/managers and employees onsite; therefore, the MoA/NPCU shall ensure training is provided to all employees to ensure they have adequate skills and knowledge in hazard identification and control which are key issues in managing and maintaining a health and safe work environment. Thus, OHS hazard identification and control process must be implemented, monitored,

and maintained throughout the RLLP-II implementation.

The hierarchy of controls is a method of identifying and ranking safeguards to protect workers from hazards. They are arranged from the most to least effective and include elimination, substitution, engineering controls, administrative controls and personal protective equipment. Often, there may be a need to combine control methods to best protect workers. Elimination makes sure the hazard no longer exists. Examples include a) Ending the use of a hazardous material; b)

² Hazards are classified into (a) **Biological hazards**- includes viruses, bacteria, insects, animals, etc., which can cause adverse health impacts; (b) **Chemical hazards**- hazardous substances that can cause harm and can result in both health and physical impacts, such as skin irritation, respiratory system irritation, blindness, corrosion and explosions; (c) **Physical hazards**- environmental factors that can harm a worker without necessarily touching them, including heights, noise, radiation pressure, heat, cold and vibration; (d) **Ergonomic hazards**-physical factors that can result in musculoskeletal injuries; (e) **Psychosocial hazards**- those that can have an adverse effect on an employee’s mental health or wellbeing. For example, sexual harassment, victimization, stress and workplace violence.

Doing work at ground level rather than at heights; c) Stopping the use of noisy processes; etc. as needed. Substitution means changing out a material or process to reduce the hazard. Examples include a) Switching to a less hazardous material; b) Switching to a process that uses less force/speed, etc. Administrative controls change the way work is done or give workers more information by providing workers with relevant procedures, training, or warnings. They're often used together with higher-level controls. Personal protective equipment (PPE) includes clothing and devices to protect workers. PPE needs constant effort and attention (including proper use and training) from workers. Higher-level controls aren't always feasible, and PPE might be needed in conjunction with other control measures. (For details, please refer to https://www.osha.gov/sites/default/files/Hierarchy_of_Controls_02.01.23_form_508_2.pdf).

Overall, all workers of RLLP-II have the right to work in a safe and healthy work environment, via measures which are taken to control and minimize their health and safety hazards and risks. To this effect, the workers have the right to: (a) know about hazards in their workplace and to get information, supervision and instruction to protect their health and safety on the job; (b) participate in identifying and solving workplace health and safety problems either through a health and safety representative or a worker member of a joint health and safety committee; and (c) refuse work that they believe is dangerous to their health and safety or that of any other worker in the workplace.

RLLP-II is, therefore required to identify, assess and control workplace hazards and risks to eliminate or reduce the likelihood of causing harm to the workers, including community workers, who may be exposed to these hazards and risks.

4.2. Steps of hazard identification in RLLP-II

Generally, hazards are identified during different periods of the project life including before the start of the project (the subproject has not been done before), i.e., during design and implementation periods, when the hazard has been identified, before the start of the interventions, at implementation time, and after implementation time, and after the incidents occurred. It is often more effective and easier to eliminate hazards if risk management approaches used at the planning and design stages.

There are five major internationally accepted steps which are significantly apply for RLLP-II for hazard identification and risk assessment.

These include:

Step 1: Look for Hazards/Identify hazards/risk factors

- Supervise the workplace and look for what could reasonably be expected to cause harm, just concentrating on significant hazards. RLLP-II will collect the types of hazards that will occur as a result of the type of subprojects to be implemented at micro-watershed level. Checklists for subproject risk identification (screening checklists) in the ESMF will be used by

Development Agents (DAs). Previous accidents and near-miss reports will be reviewed while undertaking hazard identification.

Step 2: Decide who might be harmed, and how

- This can include office workers, visitors, cleaners, community workers, and other workers who share the workplace with. The PCU at all levels will identify how, where, how much, and which group of workers are subjected to or exposed to hazards and risks. Since the civil works are implemented at micro-watershed level, communities are more subjected for the hazards unless they perform properly.

Step 3: Evaluate the risks and decide if current precautions are adequate or need improvement

- When considering whether current precautions are adequate also consider if the remaining risk is tolerable or intolerable. If it's intolerable than you need to re-evaluate the precautions and improve until the remaining risk is minimized. After the type of hazards and risks are identified at kebele and offices, precautionary measures planned will be implemented by the PCU accordingly.

Step 4: Record the findings

- Record the findings of the assessment, this means writing down the significant hazards and conclusions. Project workers at all levels must also be informed of these findings. The PCU will assess and record the hazard and risk types in the workplace that affected the lives, causes injuries, types of injuries occurred and any records relevant to the OHS.

Step 5: Review your assessment and revise it if necessary

- When a significant change has been made, update the Risk Assessment as necessary. Do not do this for every trivial change. It's recommended that an annual Risk Assessment is conducted as a minimum to ensure that the project is as up-to-date as possible.

4.3. Risk assessment

On the other hand, risk assessment is a systematic process performed by a competent person which involves identifying, analyzing, and controlling hazards and risks present in a situation or a place. This decision-making tool aims to determine which measures should be put in place in order to eliminate or control those risks, as well as specify which of them should be prioritized according to the level of likeliness and impact they have on the overall project implementation. This is an ongoing process that gets updated when necessary. The aim is to ensure that no one gets hurt or becomes ill, as accidents and/or injuries can ruin lives and affects the overall business of MoA in general and that of the project in particular. This is manifested as if output is lost, transport logistics are damaged, cost of medical treatment in the health stations increase, insurance costs increase or result in going to court.

Workplace hazard identification, assessment and control is not a onetime process, i.e., it is an on-going process. The civil works under RLLP-II are small in scale and the hazards expected to occur as a result of these civil works have to be identified and implemented according to the mitigation measures prepared. However, at this time of OHS protocol preparation, the specific sites and types of activities to be implemented are not known and will be difficult to put the type of hazards that will occur.

4.4. Key Potential Occupational Health and Safety Risks of RLLP-II

The project activities identified by communities are guided by Community Based Participatory Watershed Development Guideline (CBPWDGs) and other guidelines developed by the project coordination units. These activities may include: physical and biological soil and water conservation structures in communal and farmlands; treatment of degraded areas (hillsides, gullies); treatment of pasture and grazing lands; construction of moisture harvesting structures (trenches, eyebrow basins, fanyaju, etc.); community access road and pond construction (labor based); planting materials production; establishment of green corridors; buffer zone development; bee keeping, poultry production; forage development and potable water supply etc. These activities may have risks to the health and safety of all the project workers depending on the types, scale, place and causes of the risks and impacts.

According to LMP for RLLP-II, some of the major risks identified for each worker types are described in detail below:-

Labor risks associated with direct workers: The type of work to be carried out by direct workers does not entail vulnerability to abuse of labor rights or Occupational Health and Safety (OHS) risks. Some of the risks that direct workers may face, especially workers hired by the project, and their mitigation measures include,

- a) **Employment risks:** risks that are not compliant with either labor law or ESS2. These may include not providing written documents of assignments, discrimination towards women and labor with disability, unlawful termination and withholding of benefit, etc. These risks can be mitigated by putting all the necessary terms and conditions on their contracts and providing awareness on their rights and responsibilities;
- b) **Car/motorcycle accidents:** As project sites are in nine national regional states and 47 woredas and micro-watersheds, this risk can happen at the time of movement during technical support and monitoring; and transporting materials to regions, woredas and micro-watersheds. The possible mitigation measures include drive between 6:00 am and 6:00 pm (avoid night driving); use belts whenever driving, check the safety of the car/motorcycle, train and aware mechanical concepts of the cars, undertake technical monitoring of the field vehicles, etc.
- c) **Child labor:** According to the Ethiopian labor proclamation no. 1156/2019, minimum age for employment is 15 years (15 to 18 years). The law prohibits the employment of young workers for hazardous work that threatens their life or health, night work after 10:00 p.m.,

overtime work, keeping them on duty for more than seven hours per day, keeping them on duty during weekly rest days and public holidays. The risk of child labor shall be mitigated through Certification of employee's age done by using the legally recognized documents such as birth certificates or school report cards; avoiding working during off-hours and weekends, identifying type of works and/or disallow young workers on hazardous works,

- d) **Gender based violence:** due to nature of the project activities, risks associated with gender-based violence, is not envisaged for the direct workers.

Labor risks associated with community workers include, but not limited to

- a) **Discrimination and exclusion of vulnerable/disadvantaged groups:** Vulnerable/disadvantaged groups of people may include female-headed households, landless households, jobless youth, and historically disadvantaged groups. They will be given priority during the employment of paid community workers for the implementation of activities on communal lands and construction of community assets, also will get priority during income generating activities, mobilize the community to support them, provide them with high yielding crop varieties, etc.
- b) **Child and forced labor:** Children under the age of 15 years are not eligible to participate in the project activities, mainly infrastructure works. And the risk of child labor will be mitigated through regular awareness creation sessions for communities on prohibition and negative impacts of child and forced labor. The risk of forced labor is expected to be small as subproject activities will be identified and prioritized by local communities themselves,
- c) **Accident and injuries at workplaces:** Awareness will be given to community members who will participate in the different sustainable land and water management works of RLLP-II. It's about the safety precautions that the community workers shall implement before starting the project activities. To avoid the risk of injuries at workplaces, first-aid kits and other protective materials will be made available at every project site,
- d) **Workplace Safety:** Beneficiaries participating in project activities will be organized in workgroups that may include both male and female community members. This will help them to share tasks according to their physical ability. During this arrangement light work will be allocated to females and relatively heavy work will be given to male farmers. Moreover, this arrangement helps to ensure cooperation among the community members, monitoring each other's attendance and ensuring each other arrive at work on time,
- e) **Payment and working hours:** For community workers, payment is considered as an incentive for engagement in natural resource restoration activities. The payment and working hours depend or will be based on agreed norm of CBPWDG; and the appropriateness of the agreements and their proper implementation will be checked and supervised by the Kebele Watershed Team/Community Watershed Team, and others.
- f) **Gender-based violence (GBV):** The likelihood of occurrence of gender-based violence (GBV) risk for community workers is low because there is an established traditional protection mechanism in each community.

Labor risks associated with contracted workers: Labor influx and associated gender-based violence (GBV), and child labor are considered low as most of the small civil works will use community workers. The contractor will sign in the contract to commit to using local community members as much as possible. However, when skilled laborers are not available in the community, the civil work will be partially or fully outsourced to local service providers and contractors, who may hire skilled laborers from nearby villages and towns. Although these civil works are of short duration, there might arise Gender Based Violence (GBV) and competition for work with local community. The contractor will be required in the contract to commit against the use of child and forced labor, introduce mitigation measures against GBV. The PCU staff will monitor and report the absence of child labor in the contracted works, and OHS risks were identified, where all contractors will be required to develop and implement written labor management procedures, including procedures to establish and maintain a safe working environment as per requirements of ESS2.

Labor risks associated with primary suppliers: Primary supply will sign in their contracts to include legal provisions on use of child/forced labor explicit prohibition and compliance with OHS and GBV regulations. RLLP-II will identify potential risks of child labor, forced labor and serious safety issues which may arise in relation to primary suppliers during project implementation.

5. RLLP-II Activities, Hazards & Risks, and Safety Precautions & Mitigation Measures.

The environmental and social impact of the project is largely positive, especially given that activities play a pivotal role in rehabilitating degraded landscapes and conservation of valuable ecosystems through biological and physical soil and water conservation practices on agricultural and communal lands and other ecologically critical ecosystems. The project is generally designed to create resilient landscapes and livelihoods for vulnerable rural populations, to improve climate resilience, land productivity and carbon storage, as well as improve access to diversified sources of income in selected vulnerable rural major watersheds found in the nine regional states of Ethiopia: Amhara, Benishangul Gumuz, Central Ethiopia, Gambella, Oromia, Sidama, South Ethiopia, South West Ethiopia and Tigray regions.

Component one of RLLP-II focuses on the adoption of Sustainable Land and Water Management (SLWM) practices by rural smallholders and communities and scale-up proven interventions in 47 watersheds that are vulnerable to climate variability and change, recurrent drought and floods and land degradation. Activities include (a) to finance SLWM interventions on communal and individual lands, (b) to support green corridors linking fragmented forests, and (c) to construct infrastructures such as community roads and water harvesting structures. Implementation at micro-watershed level will be facilitated by DAs at the local level, who will mobilize and support communities, providing them with continuous training and supported by concerned experts at woreda and regional level.

Building on lessons learnt through implementation of the SLMP-2 and RLLP, the RLLP II will scale up investments in biophysical watershed restoration as well as associated activities

supporting sustainable livelihoods in restored landscapes, through support for CSA, diversified Income Generating Activities (IGAs) and connections to value chains.

The project activities are diverse in nature and for the sake of this OHS protocol, it's been tried to organize the project similar activities into the same category. This categorization depends on the likely occurrence of health and safety risks associated with each activities of the project components. Generally, the RLLP-II activities are categorized into (a) physical and biological soil and water conservation practices; (b) climate smart agriculture technologies; (c) Income Generating Activities; and (d) construction of infrastructures including access roads, ponds, and Woreda Information Centres (WICs); and the hazards and risks associated with each of these activities are elaborated in detail below.

5.1. Physical and biological Soil and Water Conservation (SWC) practices

Subcomponent 1.1 (under Component 1) of RLLP-II focuses on the implementation of land rehabilitation measures and establishment of green infrastructure required for the rehabilitation mainly of communally owned degraded forest, pasture and woodlands, privately cultivated lands, through biophysical land and water conservation measures. One key objective of this sub-component is to create benefit to the communities in the targeted micro watersheds from increased ecological services and land productivity, mainly through productive use and management of landscapes resources.

Proven physical soil and water conservation practices include terraces, soil bunds, fanyaju, stone bunds, check dams, water harvesting trenches, gully treatments, improved pits, eyebrow basin, percolation ponds, small reservoirs, enclosures plus livestock land use rationalization, establishment of green corridors (which will enhance watershed restoration and ecological connectivity), watering points and wells construction, nursery establishments, and silvo-pastoral management strategies, and others.

These practices should be appropriately planned to align with the overall development and conservation goals and strategies and achieve objectives of multi-functionality on climate adaptation, livelihood and environmental protection and should ensure reduced surface run-off and soil erosion, as well as improved land productivity, resulting in enhanced crop and livestock production.

Selection and integration of RLLP-II's SWC practices should be supported with detailed spatial information such as topographic, soil and climatic information as well as connectivity of upstream and downstream uses. Development Agents (DAs) will mobilize and support communities and receive continuous training to ensure high-quality advice and extension services.

The physical and biological SWC practices of the project are labor intensive and communities are involved in plantations of seedlings produced in the central nursery sites of the project. This plantation includes every year's mass plantations undertaken during the early two weeks of the month of June. At the time of plantation, communities and other groups may dispose of polythene bags of the seedlings both at communal and farmlands. These bags are not degradable and may

pollute the environment unless collected and burned, and livestock may consume it and cause health impact on them.

In other cases, safety issues due to labor works during implementation of these development activities, and increased use of livestock pesticides, drugs, vaccines and other chemicals, for example disposal of animal drugs, pesticides, fertilizers and their packing materials may do have environmental impact. In addition, mobilization of these SWC activities may necessitates large number of workforce, including those from communities, which requires to check their health status whether they are free from any communicable diseases.

The construction of these SWC practices at micro-watershed level might cause physical, chemical, biological and psychosocial hazards to the local population/community and the environment. Categorization of the anticipated RLLP-II's hazards helps in the proper identification of the safety precautions required for each subproject. The physical hazards include eye hazard from solid particles, damage from falling objects, foot hazards from penetration of sharp objects, hazards from hand tools, etc. The chemical hazards include absorption and inhalation hazards from chemicals. The biological hazards include health hazards on livestock from consuming plastics around the plantation and nursery sites, etc. The psychosocial hazards include stress associated with increased risk of mental health conditions.

The list of major activities in relation to their identified risks and hazards and safety precaution measures are described in the Table 2 below.

Table 2. Activities, hazards and safety precaution/mitigation measures

Category of hazards	Kind of hazards	Safety precautions and mitigation measures
Physical	Eye, head and respiratory hazard from solid/dust particles,	<ul style="list-style-type: none"> - Use recommended eye glasses - Train and aware on community health and safety hazards; - Provide first aid kits and other safeguard materials, - Implement dust suppression techniques
	Damage on foot from falling objects,	<ul style="list-style-type: none"> - Ensure the availability of First aid supplies in the workplace - Wear safety shoes/boots,
	Damage on hand from gabions/wire mesh,	<ul style="list-style-type: none"> - Use gloves and other protective materials - Aware on proper handling of gabions,
	Hazards on body parts from tree fallings (to collect seeds for nursery)	<ul style="list-style-type: none"> - Avoid climbing large trees - Use waist belts and ropes while climbing trees, - Use cutters hanged on a large woody stick, - Use helmets and protective clothes,
Biological	Health hazards from contamination of hand tools,	<ul style="list-style-type: none"> - Use individually given hand tools (disallow participants from sharing work tools and equipment) - Thoroughly clean and disinfect the materials used during implementing SWC, - Clean hands thoroughly before doing any other works at home after performing SWC practices, - Clean hands using sanitizers before exchange of hand tools,
	Contact with contaminated or disease carrying materials such as soil, water, insects (mosquitoes, ticks) and infectious or poisonous animals/snakes, as well as hand tools. GBV/SEA, STD.	<ul style="list-style-type: none"> - - Use temporary waste disposal bins, proper disposal of contaminated or disease carrying materials/wastes - Avail and ensure the use appropriate PPE, gloves and gloves - Awareness/training of project workers at different levels on biological hazard management, including SEA/SH, and waste management - Monitor regularly GBV risks implementation status, Signing of Codes of Conduct by all workers - Look for the nearest health stations for any health hazards,
Chemical	Absorption/ingestion/ inhalation hazards from dusts, chemicals and other particles etc.	<ul style="list-style-type: none"> - Aware/train workers including those from communities on chemical hazards management & monitor regularly - Keep labelled containers of chemicals in a separate and secure store - Work in the open air; & use PPE, & wash before you eat/drink - Ensure the availability of First aid supplies in the workplace, - Take the affected person to the nearest health stations for any health hazards, and others.
Psychosocial	Stress associated with increased risk of mental health conditions	<ul style="list-style-type: none"> - Identify and assess risks associated with psycho-social hazards associated with each subproject; Implement interventions to reduce or eliminate the identified psychosocial hazards/risks; and - Promote supportive work environment that prioritizes employee well-being.

5.1.1. Category and types of hazards and Personal Protective Equipment

The most important point to consider in occupational health and safety management is to avoid any hazards and/or risks associated with the project activities and if avoidance is not possible, minimize or mitigate the risks and hazards to the minimum level. Hence, PPEs are the most effective control measures to eliminate the hazard and associated risks. This can be achieved through removing the hazard or selecting alternate products or equipment to eliminate the risk. If a hazard cannot be eliminated then risks can be minimised by lower control measures.

The table below displays the personal protective equipment required to minimize the hazards for each identified and classified hazard in RLLP-II.

Table 3. List of hazards and PPE required for each category

Category	Type of hazard	PPE required for each hazard category
Physical	Eye hazard from solid/dust particles,	- Safety glasses
	Hazards on head/body parts falling from trees to collect seeds for nursery	- Safety helmets
	Cuts and lacerations on hand from gabions/wire mesh,	- Gloves made of rubber or synthetic materials, etc., safety clothes
	Damage on foot from falling objects,	- Safety shoes,
Biological	Contact with contaminated or disease carrying materials such as soil, water, insects (mosquitoes, ticks) and infectious or poisonous animals/snakes, as well as hand tools.	- Face masks, hand gloves, & safety shoes
Chemical	Absorption/inhalation/ingestion hazards from dusts, chemicals and other particles etc.	- Use PPE including nose/face masks, goggles

5.2. Climate Smart Agriculture (CSA) technologies

Climate-smart watershed development interventions aimed at reducing the impact of weather-related hazards on communities' high value resources and/or increasing the quality or availability of resources to render them less sensitive to climate impacts. The CSA technologies aim to enhance the livelihood resilience of RLLP-II beneficiary households in eligible micro watersheds, where biophysical landscape restoration treatment has been achieved through the SLWM practices under the previous two phases of SLMP and RLLP. The major CSA activity packages/interventions RLLP-II includes:

- i. **Farm water and soil moisture management:** this will include in situ soil moisture management practices such as improved tillage, mulching/permanent soil cover, and water harvesting including construction of cut-off drains and road water harvesting. Provision of improved farm tools/machineries for moisture conservation tillage will be considered under this activity;
- ii. **Integrated soil fertility and soil heath management:** Practices such as improved compost making like bio-slurry, vermi-compost and manure management (including bio-digesters); lime and gypsum application for acidic and alkaline soils; promotion of tree-crop-livestock systems (agro-forestry practices); and crop rotation and legume intercropping will be integrated as a package and promoted based on local conditions and farmers indigenous knowledge and commitment;
- iii. **Crop development and management:** Access to better performing crops (drought and disease resistant) will be supported based on local-level adaptive research by farmers over a wide range of crop varieties (both local and improved cultivars). The project will promote

the use of integrated pest and disease management to minimize crop yield losses due to weeds and pests. Productive use of increased soil moisture through production and management of high value crops, vegetables and fruits, will also be part of this package. Improved farm tools and machinery such as line planters, tillage and harvesting equipment will also be tested to improve the efficiency and effectiveness of the cropping system; and

- iv. **Environmentally-friendly livestock production, through feed development and integrated agro-silvo-pastoral practices:** High quality and quantity forage in pasture and along farm boundaries, gullies and back yards will be a priority to minimize dependence on crop residue as livestock feed, and to ensure increased use of biomass for soil fertility improvement. Efficient use of livestock feed resources through feed treatment and improvement of feeding troughs will also be implemented to reduce losses. Appropriate integration of agro-sylvo-animal husbandry practices will be introduced at homestead level based on the needs of local farmers and the suitability of local conditions. Practicing an integration of multi-purpose food and tree cropping with livestock rearing at the homestead can improve the fertility and organic matter content (including carbon) of soils, and increase crop yields and household food security.

Technical and other supports will be provided to stabilize soils and increase fertility; improve water retention, harvesting and infiltration; increase biomass (and carbon) accumulation; and promote the adoption of climate-smart tillage and production practices in farm plots and home gardens.

The implementation of these CSA technologies at farmland and homestead level might cause physical, chemical, psycho-social and biological hazards to the beneficiaries. The physical hazards include foot hazards from thorny bushes, cuttings or lacerations from farm tools, health hazards on physical body from harvesting equipment, etc. The chemical hazards include absorption and inhalation hazards from dusts, gases, smokes and chemicals. The biological hazards include health hazards from biological agents, hazards while using recommended agro-chemicals for high yielding varieties.

Psychosocial hazards are elements of the work environment and organizational practices that can potentially cause psychological or social harm to employees. These hazards can arise from various factors, including workload, job insecurity, poor organizational justice, role ambiguity, Harassment including SEA/SH, discrimination, workplace violence, and bullying, lack of work-life balance, etc. They may likely lead to stress and are associated with an increased risk of mental health conditions such as anxiety, depression, and burnout, as well as physical health problems like cardiovascular diseases.

Table 4. Activities, hazards and safety precaution/mitigation measures

Category of hazards	Potential hazards and risks	Safety precautions and mitigation measures
Physical	Accident related to falling from trees to collect seeds from large fruit trees,	<ul style="list-style-type: none"> - Avoid climbing large trees - Use waist belts and ropes while climbing - Train on proper use of ladders, use both hands while using ladders, - Don't climb ladder with objects at hand; - Use cutters hanged on a large woody stick
	Hazards from line planters and harvesting equipment	<ul style="list-style-type: none"> - Train and aware on proper use of harvesting equipment, - Wear reflexive cloths during line planting, - Proper handling of equipment
	Foot hazards from thorny bushes, sharp materials	<ul style="list-style-type: none"> - Use safety shoes, - Wear protective clothes,
	Cuts or lacerations from farm tools, etc.,	<ul style="list-style-type: none"> - Use gloves made of synthetic materials, - Use farm tools properly,
Biological	Contact with contaminated or disease carrying materials such as soil, water, insects (mosquitoes, ticks) and infectious or poisonous animals/snakes, as well as hand tools. GBV/SEA, STD.	<ul style="list-style-type: none"> - Use temporary waste disposal bins, proper disposal of contaminated or disease carrying materials/wastes - Avail and ensure the use appropriate PPE, gloves and gloves; practice hand washing - Awareness/training of project workers at different levels on biological hazard management, including SEA/SH, and waste management - Monitor regularly GBV risks implementation status, Signing of Codes of Conduct by all workers - Look for the nearest health stations for any health hazards,
Psychosocial	Stress associated with increased risk of mental health conditions	<ul style="list-style-type: none"> - Identify and assess risks associated with physco-social hazards associated with each subproject, - Implement interventions to reduce or eliminate these risks, and - Promote supportive work environment that prioritizes employee well-being
Chemical	Absorption and inhalation hazards from dusts, gases, smokes, chemicals and others.	<ul style="list-style-type: none"> - Avoid the use of un-recommended chemicals, - Train and aware seed collectors. - Face masks with appropriate filters for dust removal and air purifications, - Use Personal Protective Equipment, - Possible protection measures for project staffs and implementers at all levels and for the communities.

5.2.1. Category and types of hazards and Personal Protective Equipment

The most important point to consider in occupational health and safety management is to avoid any hazards and/or risks associated with the project activities and if avoidance is not possible, minimize or mitigate the risks and hazards to the minimum level. Hence, PPEs are the most effective control measures to eliminate the hazard and associated risks. This can be achieved through removing the hazard or selecting alternate products or equipment to eliminate the risk. If a hazard cannot be eliminated then risks can be minimised by lower control measures. The table below displays the personal protective equipment required to minimize the hazards for each identified and classified hazard in RLLP-II.

Table 5. Lists of hazard types and PPE required for each category of hazards

Category	Type of hazard	PPE required for each hazard category
Physical	Accident of falling from trees,	- Waist belts and ropes, - Wear helmets
	Hazards from line planters and harvesting machineries	- Reflexive vests, helmets
	Cuts or lacerations	- Gloves made of synthetic materials, - First aid supplies in the workplace
	Damage on foot from thorny bushes and sharp materials	- Safety shoes and clothes
Biological	Contact with contaminated or disease carrying materials such as soil, water, insects (mosquitoes, ticks) and infectious or poisonous animals/snakes, as well as hand tools.	- Face masks, gloves and safety shoes
Chemical	Hazards from dusts, gases, smokes and agro-chemicals (absorption, inhalation/ingestion).	- Glove, safety clothes, safety shoes, and nose masks

5.3. Income Generating Activities

The project will, also support efforts to strengthen value chains in the project area through the provision of technical assistance and inputs to individual producers and producer groups. Emphasis will be given on apiculture, poultry rearing, shoat fattening, vegetable and fruit farming. Inputs may include tools and equipment as well. The objectives of sub-component 1.3 of RLLP-II are to (i) increase resilience by diversifying livelihoods, and (ii) help ensure livelihood sustainability by better connecting products with value chains.

The subcomponent will help strengthen value chain connections through: (i) business plan development; (ii) the provision of storage facilities and small equipment for grading and processing; (iii) collaboration with other value chain programs to facilitate market linkages; and (iv) development of contracts with cooperatives, cooperative unions and other private sector partners. The implementation of the on and off-farm IGAs at farmland and homestead level might cause physical, chemical and psycho-social hazards to the community. While the physical hazards include health hazards from processing and grading equipment, the chemical hazards include absorption and inhalation hazards from indoor pollution, and the psychosocial hazards include stress and risks of multiple of mental health conditions.

Table 6. Activities, hazards and safety precaution/mitigation measures

Category of hazards	Potential hazards and risks	Safety precautions and mitigation measures
Physical	Hazards from grading and processing equipment,	- Wear protective cloths, - Use gloves,
	Health hazards on physical body including hands	- Avoid the use of sharp materials or use properly such materials, - Train and aware on the use of processing and grading materials
Psycho-social	Stress associated with increased risk of mental health conditions	- Identify and assess risks associated with psycho-social hazards, - Implement interventions to reduce or eliminate these risks, and - Promote supportive work environment that prioritizes employee well-being
Biological	Contact with contaminated or disease carrying materials such as soil, water, insects (mosquitoes, ticks) and infectious or poisonous animals/snakes, as well as hand tools. GBV/SEA, STD.	- Use temporary waste disposal bins, proper disposal of contaminated or disease carrying materials/wastes - Avail and ensure the use appropriate PPE, gloves and gloves - Awareness/training of project workers at different levels on biological hazard management, including SEA/SH, and waste management - Monitor regularly GBV risks implementation status, Signing of Codes of Conduct by all workers - Look for the nearest health stations for any health hazards,
Chemical	hazards from contamination of hand tools, agrochemicals (absorption, inhalation, ingestion)	- Practice all the time hand-washing - Use PPE including gloves, face masks and goggles - Dissemination of health guidelines & brochures.

5.3.1. Category and types of hazards and Personal Protective Equipment

The most important point to consider in occupational health and safety management is to avoid any hazards and/or risks associated with the project activities and if avoidance is not possible, minimize or mitigate the risks and hazards to the minimum level. Hence, PPEs are the most effective control measures to eliminate the hazard and associated risks. This can be achieved through removing the hazard or selecting alternate products or equipment to eliminate the risk. If a hazard cannot be eliminated then risks can be minimized by lower control measures. The table below displays the personal protective equipment required to minimize the hazards for each identified and classified hazard in RLLP-II.

Table 7. List of hazard category and PPE required for each hazard type

Category	Type of hazard	PPE required for each hazard category
Physical	Hazards on body parts from grading and processing equipment,	- Gloves, safety clothes
Chemical	Absorption and inhalation hazards from indoor pollution, and smokes	- Glove, masks with respiratory
	Absorption hazards from indoor pollution and smokes	- Safety clothes, - Safety shoes, and - Nose masks
Biological	Contact with contaminated or disease carrying materials such as soil, water, insects (mosquitoes, ticks) and infectious or poisonous animals/snakes, as well as hand tools	- Face masks, gloves and safety shoes

5.4. Construction of infrastructures including woreda information centers

Cognizant of the huge demand for livelihood improvement in the selected 47 major watersheds and/or woredas and to amass the multiple benefits (such as ensuring household level food security, improving the living standard of the beneficiaries, ensuring food accessibility through the market mechanism that development of small holder farming possess beyond meeting this demand), RLLP-II gives due attention to promote household and community ponds, hand dug-wells, potable water supply, and access road construction, and others.

5.4.1. Construction of community roads including culverts and bridges

The Project will also support community efforts to build simple rural roads/footpaths/community roads (road, fords, culverts, small bridges) with the intent to improve the livelihoods of the rural farming families and facilitate access to different activity sites, village to village, village to market centres, village to main roads, nursery sites to main roads, movement of inputs to woreda stores, etc. and to community forests of the project destinations.

The construction of culverts, small bridges and culverts involve a number of activities such as excavation works, digging and levelling, compacting and require the execution of huge labor force and farm tools. In addition, such activities require human force to lift, carry, push and pull of loads and heavy materials including stones. In such cases, the project coordination units need to identify, assess and control risks and hazards associated with the handling of manually implementing subprojects.

The construction of these infrastructures at kebele level might cause physical, biological and chemical hazards to the community. The physical hazards include traffic accidents, fall hazards, slip hazards, foot hazards from thorny and sharp materials, eye hazards from dust and cement particles, hazards from farm tools, hazards on body parts (especially back pains), and others; the biological hazards include waste disposal, labor influx, SEA/GBV; the psychosocial hazards include stress and risks of multiple mental health conditions, and the chemical hazards include hazards on health from inhalation of chemicals and smoke. Detail activities in relation to their health and safety risks are described in the table below.

Table 8. RLLP-II major activities potential hazards and safety precautions

Category of hazards	Potential hazards and risks	Safety Precautions and mitigation measures
Physical	Hazards from farm tools,	<ul style="list-style-type: none"> - Train and aware on proper use of hand tools, - Fix the hand tools appropriately before use,
	Hazards on waists and body parts	<ul style="list-style-type: none"> - Train/aware workers and follow up/monitor sites regularly - Lifting loads that can be handled easily, - Avoid lifting heavy materials
	Fall and slip hazards,	<ul style="list-style-type: none"> - Train/aware workers and follow up/monitor sites regularly - Use Personal Protective Equipment, including rubber shoes, wear helmets - Wear boots and protective clothes
	Foot hazards from thorny and sharp materials	<ul style="list-style-type: none"> - Train/aware workers and follow up/monitor sites regularly - Use boots shoes, - Aware on use of safety precautions to use hand gloves,
	Eye hazards from dust and other particles	<ul style="list-style-type: none"> - Train/aware workers and follow up/monitor sites regularly - Use recommended eye glasses, - Use protective clothes,
	Hazard on back pains	<ul style="list-style-type: none"> - Identify and control risks involved in manual handling by assessing the actions and movements, - Train/aware workers and follow up/monitor sites regularly
Biological	Contact with contaminated or disease carrying wastes or materials such as soil, water, insects (mosquitoes, ticks) and infectious or poisonous animals/snakes, as well as hand tools, labor influx, SEA/GBV	<ul style="list-style-type: none"> - Use temporary waste disposal bins, - Proper disposal of contaminated or disease carrying materials/wastes - Avail and ensure the use appropriate PPE, - Train/aware project workers at different levels on biological hazard management, including SEA/SH, and waste management - Monitor regularly GBV risks implementation status, - Signing of Codes of Conduct by all workers
Psychosocial	Stress associated with increased risk of mental health conditions	<ul style="list-style-type: none"> - Identify and assess risks associated with psycho-social hazards, - Implement interventions to reduce or eliminate these risks, and - Promote supportive work environment that prioritizes employee well-being
Chemical	Hazards on health from inhalation of dust particles, and smoke	<ul style="list-style-type: none"> - Use PPE, - Use respiratory masks, - Aware and train on safety precautions,

5.4.1.1. Category and types of hazards and Personal Protective Equipment

The most important point to consider in occupational health and safety management is to avoid any hazards and/or risks associated with the project activities. If avoidance is not possible, minimize or mitigate the risks and hazards to the minimum level. Hence, PPEs are options to minimize the hazards and risks. It is a control mechanism for an identified hazard; it only protects the user, and it does not remove the hazard from the workplace nor protect other workers in that workplace. The table below displays the personal protective equipment required to minimize the hazards for each identified and classified hazard.

Table 9. Category of hazards and PPE required for each hazard type

Category	Type of hazard	PPE required for each hazard category
Physical	Eye hazard from solid/dust particles,	- Eye glasses
	Foot hazards from thorny and sharp materials,	- Availability of First aid supplies in the workplace
	Fall and slip hazards	- Helmets, safety clothes
Chemical	Absorption and inhalation hazards from dusts, and other particles etc.	- Glove, safety clothes, safety shoes, and nose masks
Biological	Contact with contaminated or disease carrying materials such as soil, water, insects (mosquitoes, ticks) and infectious or poisonous animals/snakes, as well as hand tools	- Face masks, gloves and safety shoes

5.4.2. Construction of Woreda Information Center (WIC)

The construction of Woreda Information Center at woreda level are primarily meant to serve Woreda and kebele level experts/offices and other stakeholders that are working closely with the SLMP/RLLP-II. The information centres, however, avail services and information to other users as a secondary target; these include regional partners/partners' offices, technical and vocational education training (TVET) colleges in the woreda, communities in the woreda or nearby kebele and other sector offices in the woreda or kebele that have linkage with the NRM sector and are affiliated to provide support for the project. The WICs are constructed and shall be constructed in the compound of woreda agriculture office, should be constructed using cement mortar cube and plastering of walls should be with cement, the floor need to be, at least, cemented and the roof should be covered with steel sheets, the room need to be well ventilated and must have a standard sized door and window, also requires electric installations.

The construction of the WICs at woreda level might cause physical, biological and chemical hazards to the community. The physical hazards include fall from heights, foot hazards from sharp materials, and eye hazards from dust and cement particles, and others, the biological hazards include waste disposal; and the chemical hazards include hazards on health from inhalation of dusts, cements, and smoke.

Table 10. Types of hazards and safety precautions for WIC

Category of hazards	Potential hazards and risks	Safety Precautions and mitigation measures
Physical	Fall Hazards (person falling from heights)	<ul style="list-style-type: none"> - Train/aware workers and follow up/monitor regularly - Use ladders properly, - Use Personal Protective Equipment
	Head Hazards from falling objects	<ul style="list-style-type: none"> - Train and aware workers on head hazard management, & monitor regularly - Use helmets - Manage and supervise visitors
	Foot hazards from sharp materials	<ul style="list-style-type: none"> - Train/aware workers and follow up/monitor site regularly - Wear safety shoes, - Collect sharp materials and keep clean the area,
	Falling from slippery and untidy work area	<ul style="list-style-type: none"> - Aware/train workers on use of safety precautions to use hand gloves; follow up/monitor site regularly - keeping workplace and amenities clean and tidy, - Use bins and not leave rubbish on the ground.
	Fire & electrical hazards	<ul style="list-style-type: none"> - Let electrical works to the competent electricians, monitor regularly - Regularly check and maintain electrical equipment - Train/aware workers on fire & electrical hazard management including the precautions to prevent a fire and the action to be taken if fire does break out - Provide/equip fire extinguisher in the WICs - Insulate all electrical wires
Biological	Contact with contaminated or disease carrying materials such as soil, water, insects (mosquitoes, ticks) and infectious or poisonous animals/snakes, as well as hand tools GBV/STD	<ul style="list-style-type: none"> - Use temporary waste disposal bins, - Ensure proper disposal of contaminated or disease carrying materials/wastes - Avail and ensure the use appropriate PPE, gloves and gloves - Awareness/train workers at different levels on biological hazard management, including SEA/SH, and waste management - Ensure signing of Codes of Conduct by all workers - Monitor regularly GBV risks implementation status,
Chemical	Hazards on health from inhalation of dusts, cements, and smoke	<ul style="list-style-type: none"> - Use safety clothes and protective materials, - Train and aware on safety precautions during construction; monitor site regularly
Psychosocial	Stress associated with increased risk of mental health conditions	<ul style="list-style-type: none"> - Identify and assess risks associated with psycho-social hazards, - Implement interventions to reduce or eliminate these risks, and - Promote supportive work environment that prioritizes employee well-being

5.4.2.1. Category and types of hazards and Personal Protective Equipment

The most important point to consider in occupational health and safety management is to avoid any hazards and/or risks associated with the project activities. If avoidance is not possible, minimize or mitigate the risks and hazards to the minimum level. Hence, PPEs are options to minimize the hazards and risks. It is a control mechanism for an identified hazard; it only protects the user, and it does not remove the hazard from the workplace nor protect other workers in that workplace. The table below displays the personal protective equipment required to minimize the hazards for each identified and classified hazard.

Table 11. Hazard types and PPE required for each hazard types

Category	Type of hazard	PPE required for each hazard category
Physical	Eye hazard from welding doors and windows	- Eye glasses - Availability of First aid supplies in the workplace
	Head hazards from falling objects	- Helmets
	Hazards on foot	- Safety shoes - Availability of First aid supplies in the workplace
	Damage on hands,	- Gloves made of synthetic materials - Availability of First aid supplies in the workplace
Chemical	Absorption and inhalation hazards from dusts, cement and other particles etc.	- Glove, safety clothes, safety shoes, and nose masks
Biological	Contact with contaminated or disease carrying materials such as soil, water, insects (mosquitoes, ticks) and infectious or poisonous animals/snakes, as well as hand tools	- Face masks, gloves and safety shoes

5.4.3. Construction of Water Harvesting Structures (WHS)

The construction of these community infrastructures involves clearance, soil excavation, and levelling. The construction of water harvesting structures (household and community ponds), potable water supply schemes (hand-dug-wells), and water lifting technologies (rope and washer, motor pumps, treadle pumps) for crop production, domestic and livestock purposes are targeted subprojects in RLLP-II. The project supports the construction of spring developments and hand-dug-wells for domestic and livestock water use which could be linked with cattle trough and washing basins. The construction of these infrastructure at micro-watershed level might cause physical, biological and chemical hazards to the community. The physical hazards include foot hazards from thorny bushes, and eye hazards from dust particles, and others, the biological hazards include waste disposal, labor influx, SEA/GBV; and the chemical hazards include hazards on health from inhalation of chemicals and smoke.

Table 12. List of category of hazards and safety precaution measures

Category of hazards	Potential hazards and risks	Safety Precautions and mitigation measures
Physical	Head hazards from falling objects	<ul style="list-style-type: none"> - Train and aware workers on head hazard management, & monitor regularly - Use helmets - Manage and supervise visitors
	Hazards from farm tools, etc.;	<ul style="list-style-type: none"> - Fix the hand tools appropriately before use, - Train and aware on usage of hand tools and safety precautions,
	Eye hazards from soil dust particles,	<ul style="list-style-type: none"> - Use of face and eye protection devices, such as safety glasses with goggles, etc. - Use Personal Protective Equipment,
	Hazards on foot from sharp objects	<ul style="list-style-type: none"> - Use boots shoes, gloves made of synthetic
	Falling hazards from wells constructed,	<ul style="list-style-type: none"> - Aware on use of safety precautions, - Use ladder, - Construct fence.
Biological	Possible drowning of children or animals	<ul style="list-style-type: none"> - Fencing, - Aware the community to keep children away from the ponds,
	Hazards from contaminated wastes d, hand tools	<ul style="list-style-type: none"> - Aware on sorting disposed wastes and management of hand tools, and - Use bins for collecting the waste materials accordingly,
	Health hazards from vector borne and other communicable diseases (such as malaria),	<ul style="list-style-type: none"> - Cooperate and work with local health authorities, - Plant mosquito repellent tree and shrub species around water ponds, - Use temporary waste disposal bins, proper disposal of contaminated or disease carrying materials/wastes - Avail and ensure the use appropriate PPE, gloves and gloves - Awareness/training of project workers at different levels on biological hazard management, including SEA/SH, and waste management - Monitor regularly GBV risks implementation status, - Signing of Codes of Conduct by all workers - Develop and implement a Health, Safety and Environmental Plan as part of site specific environmental and social instruments (such as ESIA/ESMPs as required) for the subprojects
	Labor influx, SEA/GBV	<ul style="list-style-type: none"> - Training of project workers at different levels on SEA/SH, - Monitor regularly GBV risks implementation status, - Signing of Codes of Conduct by all workers
Psychosocial	Stress associated with increased risk of mental health conditions	<ul style="list-style-type: none"> - Identify and assess risks associated with psycho-social hazards, - Implement interventions to reduce or eliminate these risks, and - Promote supportive work environment that prioritizes employee well-being
Chemical	Ingestion/inhalation of smokes/soil dust particles/particulates	<ul style="list-style-type: none"> - Training and awareness for all workers - Use masks, gloves, & safety clothes - Wash hands after the use of farm tools,

5.4.3.1. Category and types of hazards and Personal Protective Equipment

The most important point to consider in occupational health and safety management is to avoid any hazards and/or risks associated with the project activities and if avoidance is not possible, minimize or mitigate the risks and hazards to the minimum level. Hence, PPEs are the most

effective control measures to eliminate the hazard and associated risks. This can be achieved through removing the hazard or selecting alternate products or equipment to eliminate the risk. If a hazard cannot be eliminated then risks can be minimized by lower control measures.

The table below displays the personal protective equipment required to minimize the hazards for each identified and classified hazard in RLLP-II.

Table 13. List of hazard category and PPE required for each hazard category

Category	Type of hazard	PPE required for each hazard category
Physical	Eye hazard from soil dust particles,	- Eyeglasses/goggles
	hazards on foot from thorny bushes and sharp objects	- First aid supplies in the workplace
	Damage on body parts from farm tools	- Use gloves and safety shoes
	Falling hazards from wells, including head hazards from falling objects	- Safety harness and safety belt, safety foot wear, helmets,
Biological	Health hazards from vector borne diseases	- PPE in the form of “ <i>Agober</i> ”
	Contacts with contaminated or disease carrying materials/substances	- Safety shoes, face masks and gloves
Chemical	Inhalation/ingestion/absorption hazards from dusts, smokes and other particles etc.	- Nose/face masks, safety shoes, safety clothes

Inspection of Defective/Damaged PPE

RLLP-II’s workers must inspect PPE prior to use to verify it is fit for use. Defective or damaged PPE must be immediately removed from use. All PPEs removed from service will be tagged as out of service and shall be disposed in its proper place. PPE will be selected based on the following information:

- Hazard assessments.
- Material safety data sheet (MSDS);
- Customer/client requirements; and
- Legislative jurisdictional requirements

6. Emergency Preparedness and Response (EPR)

As part of the RLLP-II OHS Protocol, Emergency Preparedness and Response (EPR) is one of the key issues which is relevant to ensure that the safety and health of project workers and others are protected from unexpected emergency event(s), including unanticipated incidents or accidents arising from both natural and man-made hazards, such as injuries, illness/outbreak of a disease, severe weather or flooding, disease infestations, and others. It's known that natural hazards are naturally occurring physical phenomena caused either by rapid- or slow-onset of events that can be geophysical, hydrological (floods), climatological, biological (disease epidemics), and others.

Flooding in some parts of the project watersheds is becoming a challenge on the environment and the lives and livelihoods of the community, especially in Gambella, South Ethiopia and other project implementing regions. Data entails that during rainy season of the country (especially the months from July to September), there is high intensity of rain in the neighboring regions and surrounding woredas of Gambella region, and caused risks and impacts both on the environment and the community, where the different types of SWC practices affected and displaced the project beneficiaries. In addition, during the last few years, conflicts, unrest and war in the northern and western parts of the country disrupts the overall project implementations in some woredas of Amhara, B/Gumuz and Oromia regions. The impact, as a result of the war and conflict, is beyond the scope of the project and needs integration and commitment of the GoE to settle the issues.

Therefore, RLLP-II proposes measures which are designed to address an emergency event in a coordinated and expeditious manner, to prevent it from adversely affecting the health and safety of project workers and the local populations/communities linked with subprojects/project activities, and to minimize, mitigate and compensate for any impacts that may occur. MoA-RLLP-II will prepare a site specific Emergency Response Plan (ERP) as part of Environmental and Social Management Plan (ESMP) for each project based on the OHS Protocol in coordination with the regional PCUs and other relevant local authorities and the affected community and will consider the emergency prevention, preparedness and response arrangements put into place with project workers under ESS2. Further, MoA/RLLP-II regularly monitors the implementation of ESMPs, and will update them as required, specifically after the occurrence of accidents, incidents, or emergency situations. The platforms below woreda including KWT, CWT and others will play a significant role in the identification of the emergencies and means of addressing them.

6.1. RLLP-II's Emergency Preparedness Procedures

Depending on the types of emergencies occurred in the workplace, MoA with the regional stakeholders will follow procedures that will help eliminate and/or minimize the emergencies associated with RLLP-II injuries and illnesses at workplaces, or environmental impacts, or that could cause health and safety risks or environmental impacts.

It should be noted that all project workers including those from community need to know what to do in an emergency.

Table 14. Emergency contact details: names of responsible employees/contact persons for managing emergencies

No	Name	Telephone
1	RLLP-II Woreda Coordinator/focal Person	
2	Kebele Watershed Team (KWT) focal person	
3	Community Watershed Team (CWT) focal person	
4	Kebele Development Agent	
5	First Aider	
6	Health Care Center/Clinic	
7	Police station	
8	Early preparedness	
9	Woreda council	

Induction training will be given to employees/focal persons/KWT/CWT of RLLP-II on OHS. These trained participants, their names and location, and responsibility shall be displayed in a visible work area and/or nearest kebele site so that they can be contacted in the case of an emergency in the workplace.

6.1.1. Medical Emergencies

The following steps will be followed during medical emergencies

- a. Do not move victim unless absolutely necessary.
- b. Call medical emergency phone number including first aider (see the above emergency contact details); and first aid supplies must be placed in the workplace.
- c. Provide the following information:
 - Nature of medical emergency
 - Location of the emergency site
 - Your name and phone number from which you are calling.
- d. First aider:
 - Attempt first aid ONLY if trained and qualified,
 - If personnel trained in first aid are not available, as a minimum, attempt to provide the following assistance: Stop the bleeding with firm pressure on the wounds (*Note*: avoid contact with blood or other bodily fluids).

6.1.2. Severe Weather/flood Emergencies³

- a) Early warning
 - Closely follow up and monitor current flood warnings

³ As this OHS Protocol is only for RLLP-II project workers, local population/communities which may be affected by floods are required to follow orders/guidance to be given by woreda/kebele emergency offices.

- Inform project workers (at site, woreda, or region level), including those from the community, and relevant government offices about current flood warnings

b) Flood

- Project workers must stop work immediately,
- Avoid entering floodwater unless it is necessary, and never underestimate the strength of floodwater,
- Notify immediately emergency focal person(s), woreda/regional/national PCU Coordinator
- Stay calm and wait for guidance from emergency focal person

c) Emergency Evacuation

- Follow all instructions from an emergency focal person and office at kebele/woreda/region level,
- Once evacuation of the site is complete assemble at the designated site
- Responsibilities of workforce during emergency evacuation:
 - Inform project workers who are still working.
 - Promptly leave /evacuate the site using the nearest emergency exit route.
 - Gather and report to the officer in charge at the evacuation area/site. Ensure that your name is called during a headcount.
 - When evacuating building, DO NOT:
 - Return to the office /site,
 - Overtake or push other evacuees, and
 - Be make light of the evacuation.
 - If there are workers who are sick, hurt or disabled, assist them to evacuate from the office/site,
 - Workers may re-enter the office/site in an orderly way only after the room/site is declared safe.

6.1.3. Chemical Spill/Related Emergencies

The project doesn't finance procurement and use of chemicals including pesticides, but there may be use of small amount of integrated pesticides and chemicals associated with the project activities comprising small scale civil works, Thus, when a small chemical spill/related emergency has occurred, the following steps apply:

- a) Notify relevant emergency focal person(s),
- b) If toxic fumes are present, secure the area (with caution tapes or barriers);
- c) Deal with the spill including pesticides in accordance with the guidance described in the ESMF and the project implementation manual, and
- d) Small spills must be handled in a safe manner, while wearing the proper PPE.

6.1.4. Fire Emergencies

This is an issue mainly at woreda/PCU office level. Generally, when fire is discovered, the following steps apply:

- a) Notify the site focal person/PCU Coordinator personnel about the fire emergency by the following means:
 - In-person communication, or
 - Phone call/SMS
- b) Notify the relevant government agency (including fire brigade if any).
- c) Fight the fire only if:
 - The relevant government agency has been notified.
 - If the fire is small and is not spreading to other areas.
 - Escaping the area is possible by backing up to the nearest exit.
 - The fire extinguisher is in working condition and personnel are trained to use it.
- d) Upon being notified about the fire emergency, workers must:
 - Leave the office/building using the designated escape routes.
 - Assemble in the designated area.
 - Remain outside until the competent authority announces that it is safe to re-enter.

The responsible focal person must:

- Disconnect utilities and equipment unless doing so jeopardizes his/her safety.
- Coordinate an orderly evacuation of personnel.
- Perform an accurate head count of personnel reported to the designated area.
- Determine a rescue method to locate missing personnel.
- Provide the relevant government agency personnel with the necessary information about the facility.
- Assist all physically challenged employees in emergency evacuation.

Incident/accident reporting: All workplace related accidents/incidents where a worker, contractor or visitor is affected/injured must be notified immediately to the relevant RLLP-II focal person/coordinator and an accident/incident report form must be completed and notified within 48 hours of the accident/incident (See Annex 1 for details). Detailed incident investigation report must be submitted in 15 days using the template presented in Annex 3 to the focal point/coordinator.

7. OHS related incident/accident investigation and reporting

Incident reporting: The following incident/accident types are to be reported by the project unit using the environmental and social incident response process. Incident report form is presented in Annex 1.

- | | | |
|----------------------|----------------------------|-------------------------|
| - Fatality, | - Child Labor, | - Forced Labor, |
| - Lost Time Injury, | - Displacement without due | - Unexpected impacts on |
| - Disease outbreaks, | process, | heritage resources, |

- SEA/SH or other forms of GBV.

Ministry of Agriculture (MoA) along with regional and woreda levels implementing entities identify risks and prevent incidents from occurring during the preparation and implementation of RLLP-II subprojects/activities. However, incidents⁴ that have negative consequences can still occur, either as result of unforeseen circumstances or failure of system or duty. The MoA/NPCU needs to inform and report to the World Bank any incident or accident related with the project and measures/actions taken to address it and to prevent any recurrence, in accordance with national law and the ESSs of the World Bank. The MoA/NPCU informs the Bank within 48 hours after first learning of the incident or accident.

To establish the relationship of an incident/accident with the project and identify the actions required to prevent recurrence, an investigation of the incident is needed to establish the immediate, underlying and root causes of the incident and ultimately determine corrective actions developed to address OHS issues with the reported incident, and prevent a recurrence of the same/other similar incident(s). The detailed incident investigation report with a corrective action plan (see Annex 3 for details) will be submitted within fifteen days as per the ESCP for RLLP-II.

8. Health and safety promotion, Capacity Building/Training and Consultations in RLLP-II

8.1. Health and safety promotion

Health and safety promotion in the workplace is vital to the functioning and overall satisfaction of staff. It is a process applied by PCU staffs, communities, and others to develop and sustain health and safety. Job-related injuries on employees cause production losses, an increase in workers' compensation, possible damage to equipment or product, and a potential increase in cost for hiring and training new employees for employers. Employees can promote health and safety in the workplace by always wearing proper protective equipment, by knowing their rights as workers and their rights for compensation and refusal to work. Promoting health and safety in the workplace makes it a safer and more pleasant place to work.

One of the major issues to promote health and safety in RLLP-II is to establish a committee who do have a big role in the promotion and follow up of the implementation modality of OHS in the workplace and at micro-watershed level. MoA/RLLP-II shall establish a Health and Safety Committee in its PCU, both at national and in the nine RPCUs, depending on the size of the project staff. MoA shall facilitate and prepare an induction training to this health and safety committee, where the training for the committee need to (i) identify and investigate potential hazards and examine the causes of accidents; (ii) investigate complaints by an employee relating to the health,

⁴ Incident refers to any incident or accident related to the Project which has, or is likely to have, a significant adverse effect on the environment, the affected communities, the public or workers, including, inter alia, cases of sexual exploitation and abuse (SEA), sexual harassment (SH), and accidents that result in death, serious or multiple injury, security breach, among others.

safety or welfare at work; and (iii) make representations to the employer on general matters affecting the health, safety or welfare of the employees at the workplace. The committee will cascade the training to other staffs and stakeholders of the project.

The committee will work closely with the concerned regional PCUs (where the incident happened) and will identify the incident/accident types at the ground level. The committee will mobilize the RPCUs to collect the required information as per the incident reporting format within the shortest possible period of time. Supportive data collection and reporting formats will be prepared and distributed to all the regions for incident/accident reporting.

The committee will be led by the PCU coordinators at national and regional level. Members of the committee include:

- Social development specialists (at national and regional level),
- Environmental safeguard specialists (at national and regional level)
- Watershed development specialists (at national and regional level)
- M&E specialists at national and regional level,
- Communication manager at national level,

When required, the HSC of the project shall liaise with RLLP-II's Grievance Redress Committee (GRC) which is established under the Grievance Redress Mechanisms at woreda and kebele level. And this will help to ensure that any issue (including complaints) impacting on the safety and health of the workers is addressed on a timely basis and that adequate information is provided to the concerned stakeholders. RLLP-II shall plan and implement health and safety awareness programs on the various health and safety topics based on the annual work and budget plan of the project.

MoA also ensure that adequate and appropriate health and safety facilities are provided at the work place, mainly in the office, at central nursery sites, and at times of watershed development implementation. One of the health and safety facility is construction of toilets at the central nursery sites which should have a clear and proper signage indicating separate toilets for male and females. In addition, resting area where workers shall retreat during breaks from work, and also first aid room/first aid box with trained persons at all sub project implementation time will be made available.

As it is mentioned earlier, the environmental and social risks and hazards will be identified using the procedures and checklists found in the ESMF. Accordingly, the identified OHS risks and hazards are part of the ESMP and make available for public review at a place accessible to local people and in a form, manner and language the community can understand. The general public should also participate and be consulted at all levels of environmental and social assessments including eligibility checks, screening, scoping, impact identification and rating. Along with the other ESRM instruments of RLLP-II, this OHS protocol will be printed and available at Woreda Information Centers, at regional libraries, at the relevant institutions offices at all levels, hard and

soft copies will be distributed, and be publicly disclosed in the MoA websites both in country and at the World Bank's Info Shop.

8.2. Capacity building Training

One of the anticipated concerns of RLLP-II is occupational health and safety issues during implementation of the different sustainable land and water management practices mentioned earlier. Workplace hazards arise as a result of the project activities performed, equipment used and the physical and environmental conditions of the workplace (as different landscapes including hill sides are part of watershed management).

The factors that create hazards can best be controlled by management bodies- project managers including employees' onsite, therefore the PCU at national and regional level shall ensure training is provided to all staffs and other project workers that they have adequate skills and knowledge in hazard and risk identification and mitigation of potential hazards either in the office or during the various watershed development interventions.

Health and safety risks of RLLP-II's activities will be managed, among others, through addressing capacity building/training needs at all levels to all workers of the project and other stakeholders. The training helps to reduce the likelihood of accidents and injuries, which not only protects the well-being of employees but also minimizes disruptions to productivity, and also it demonstrates the commitment of the implementing entities to prioritize the well-being of its workforce. The training topics will include hazard identification and control, emergency procedures, safe work practices and/or proper use of personal protective equipment, and the importance of reporting incidents and near misses.

These training topics including targeted trainees will be executed based on the PCU's annual work plan and budget.

Overall, investing in health and safety training in the workplace do have lots of benefits, including:

- Not only safeguards the project workers including community workers but also contributes to the overall success and growth of the MoA in general and RLLP-II in particular;
- Helps reduce the risk of injuries and accidents and increase efficiency of the new employee, and other stakeholders who have a pivotal role for the project sustainability;
- Employers can create a safer work environment, improve employee morale, safeguard the community and increase productivity;
- Furthermore, employers who prioritize health and safety training demonstrate their commitment to the well-being of their workforce.

The estimated cost required for the training and other costs is found in Table 16.

8.3. OHS Consultations and Communications

The PCU will undertake consultations and communicate regularly with project staffs and other relevant stakeholders of the project with regard to hazards in the workplace. As it is described above, depending on the number of the PCU staff at national and regional level, the Health and

Safety Committee to be established will communicate on a regular bases and update the status of the implementation of this OHS protocol. During consultations and communication, areas of discussions will give emphasis on

- the existing and updated OHS policies and guidelines developed internationally and enacted by the government of Ethiopia,
- the defined and given roles of employer and workers in a workplace,
- updating the employees on the status of OHS implementation,
- strengths and ways of proposed actions in addressing any emerging issues,
- discussions on the importance of regularly communicating the project workers: highlight the value of regular OHS meetings or toolbox talks to discuss safety topics, share best practices, and
- channels of employees to provide feedback or raise their concerns including their suggestions, or feedback regarding the OHS matters,

This helps to foster participation, involvement and ownership with an aim to promote OHS aspects of the RLLP-II. MoA will consult with all the project workers' health and safety issues on an ongoing basis:

- Informally during the planning of activities of RLLP-II;
- Through meetings where anyone can raise issues for discussion;
- When changes to workplace arrangements could affect the health and safety of worker; and
- During investigations of any incident to establish details of the incident or to formulate corrective action to prevent the incident re-occurring.

9. OHS protocol implementation, monitoring and reporting in RLLP-II

To safeguard the health and lives of the community workers and other project workers at the workplace, the occupational health and safety management performance will be monitored by the concerned experts national and regional level and DAs and platforms at kebele and community level. The subprojects anticipated hazards and risks will be an integral part of the environmental and social screening processes, where the risks will be identified and possible mitigation measures will be implemented accordingly. Similar to the other subproject implementation modality (as per the ESMF of RLLP-II), DAs are responsible for the effective implementation of the OHS mitigation measures at any stage of the project operation (before construction, during construction or after construction) as specified in the ESMP. The recommended OHS mitigation measures will be implemented with the support of the regional Agriculture Bureau/RPCUs. The regional environmental safeguard and social development specialists will monitor the overall OHS and other ESRM instruments implementation jointly with the woreda level experts.

During monitoring the expert will verify that the proper procedures are being followed while screening and identification of hazards and risks of RLLP-II activities. Where the mitigation measures were not implemented as it was planned in the ESMP, experts of the Woreda

environmental regulatory body will provide advice on further actions and this will be communicated to the safeguard specialist at the RLLP-II-PCU.

The implementation, monitoring and supervision of the ESRM instruments and that of OHS measures is a joint task of the SLMP-PCU (through the safeguard specialist), the BoA and the Regional EFCC Bureaus. Detailed monitoring status including performance monitoring of the project has been described in the RLLP-II Environmental and Social Management Framework (ESMF).

Quarter and annual reports on the implementation of OHS prepared by the woreda should be an integral part of the normal M&E system of RLLP-II. The Regional and Federal PCU Environmental safeguard and Social Development Specialists are required to report the quarter and annual reports on the performance of the ESRM instruments including the OHS measures during the preceding quarter and year, respectively.

In conclusion, a system for regular review and reporting of OHS performance will be established using the existing RLLP-II institutional implementation arrangement. This system will include identification of safety and health hazards and risks identified by subprojects, implementation status of prioritized measures/actions for responding to identified hazards and risks. The results of these actions will be evaluated periodically in line with the RLLP-II ESRM instruments including Environmental and Social Commitment Plan (ESCP), LMP, and ESMF along with the OHS Protocol.

Hence, OHS hazard identification and control process must be implemented, monitored, and reported throughout the RLLP-II implementation. In this regard, the OHS performance report will be submitted as part of the project's ESHS performance monitoring report quarterly and annually as per the ESCP.

At the federal level, a standalone report in the overall implementation of the ESRM and OHS measure will be collected from the RPCU concerned experts and submit a consolidated report with the necessary narration to the M&E team and Development Partners, respectively. Additional reporting system of incidents on OHS of RLLP-II is found in Annex 3.

Table 15. OHS measures implementation indicators in RLLP-II

OHS Activities	Implementation period	Monitoring indicator	Responsibility
Regular assessment of potential hazardous and risks in the workplace	Throughout project implementation	- Assessment report; # of site specific ESMPs/ESIAs which incorporated OHS aspects; updated ESMPs	NPCU/RPCU
Ensure provision of relevant PPE (including safety shoes, etc.) to the project workers whenever needed and its use	Throughout the project implementation	- Type and number of PPEs given for the project workers, - number of workers benefited	WoA/RPCU/NPCU
Train NPCU & RPCU staffs on OHS measures	Annually	- # of Trained staffs,	NPCU

OHS Activities	Implementation period	Monitoring indicator	Responsibility
Train WTC/WSC on OHS measures	Annually	- Trained WSC/WTC,	NPCU/PCU
Awareness creation to KWT/CWT/CF/DAs	Biannually	- Trained Platform members	RPCU/NPCU/ WoA
Technical support and monitoring of OHS implementation	Every quarter	- Number of regions and woredas technically supported, monitoring report submitted.	NPCU/PCU/ WoA/ KWT
Incident reporting - Notify accident/incident within 48 hours of the accident - Submit detail incident investigation report within fifteen days	Throughout the project implementation	- Number of incidents/accidents notified and reported	NPCU/PCU/ WoA
First aid: Ensure the availability of first aid supplies in the workplace	Throughout the project implementation	- Workplaces/sites supplied with first aid	NPCU/PCU/ WoA
Compile and submit report	Quarterly	- # of reports prepared and submitted	NPCU/PCU/ WoA

10. OHS audit in RLLP-II

Environmental and social auditing has been universally accepted as one of the components of Environmental and Social Management Plan (ESMP) and should be undertaken in the entire life of the project. It is a process that enables an organization to assess and demonstrate its social, economic and environmental benefits and application of appropriate mitigation measures including OHS protocols. The objectives of environmental and social auditing in general and that of OHS are to assess the compliance of implementation to project ESRM instruments along with the OHS measures and to assess the occurrence of cumulative impacts due to project-funded development activities. This enables to improve decision making and ensure that hazards and risks in the project implementations are eliminated.

Annual reviews of RLLP-II's occupational health and safety measures implementation will be conducted at the end of each year. MoA/NPCU will carry out internal audit to validate the implementation performance of the OHS aspects of the project through visiting representative sample subproject sites, interviews, consultations, and review of documents/reports, among others. Similarly, the audit should be conducted by an independent entity (local consultant). The audit report should be delivered to PCU and to the World Bank as well.

11. Anticipated cost required

The project shall manage all construction sites that the workers and the community are properly protected against possible OHS risks. As it is mentioned above, workers especially at RLLP-II central nursery sites and communities engaged in the different SWC practices may face unexpected health hazards during operation phase. To minimize the health hazard on the workers and the

environment in the office, at nursery sites and micro watershed level, mitigation measures planned in the management plan will be implemented accordingly.

To achieve the objectives set in this OHS protocol, RLLP-II strives to implement: (i) identify hazards and risks of the subprojects; (ii) provide Personal Protective Equipment, (iii) strengthen the capacity building works, and (iv) strengthen technical support and monitoring of the implementation of OHS protocol in the targeted regions and woredas.

The budget for planned for this OHS implementation will depend on the annual work and budget plan submitted from RPCUs. However, during planning for infrastructure constructions- access roads, water harvesting structures, etc. mitigation costs shall be indicated proportionally. The budget includes capacity building in the form of trainings and awareness creations; logistics arrangement costs, provision of safety materials, technical support and backstopping, OHS auditing, monitoring and evaluation activities and others.

Hence, the following physical and financial budget is planned for the coming project executing periods. The cost required for the accomplishment of the aforementioned activities is estimated at about 424,700 USD and listed in the table 15 below.

Table 16. Cost required for OHS implementation of RLLP-II (USD)

Occupational Health and Safety Management	Budget year				
	2023	2024	2025	2026	Total
Goods and materials	40,200	23,000	47,000	23,500	133,700
Goods (Protective materials including first aid kits, etc.)	17,000	13,000	13,000	10,000	53,000
Safety shoes and boots for project staffs	15,000		23,000	-	38,000
Printing of this OHS protocol and distribute to regions	700	-	-	-	700
Transport cost for evacuating the flood affected persons	5,000	5,000	7,000	7,000	24,000
Provide safety materials for the evacuated persons	2,500	2,500	4,000	4,000	13,000
Goods (brochures, pamphlets, etc.)	-	2,500	-	2,500	5,000
Capacity Building: Trainings and Awareness	14,000	12,500	12,500	12,000	51,000
Training and awareness creation on OHS for all actors	8,000	10,000	10,000	10,000	38,000
Awareness creation to community on OHS	6,000	2,500	2,500	2,000	13,000
Monitoring, technical support, and supervision on OHS in RLLP-II regions and woredas	55,000	61,000	61,000	63,000	240,000
Logistics (Air ticket, Fuel, maintenance and others) at all level	30,000	30,000	30,000	30,000	120,000
Stationery (Lump-sum) at federal level	2,000	2,000	2,000	2,000	8,000
DSA for technical support and monitoring & internal auditing	18,000	24,000	24,000	26,000	92,000
Total	109,200	96,500	120,500	98,500	424,700

12. Documentation and Records Management

All workplace related accidents where project worker is injured must be reported immediately to the respective project managers at national and regional project coordination units. Both the regional and national environmental safeguard and social development specialists shall use the incident/accident report form and any injury must be reported within 24 hours of its occurrence.

Incident Report Form with the safeguard corrective action plan format should be made available to the focal persons and the later shall make avail these formats at kebele level as well. Staffs are required to report ‘near misses’ when an incident occurs.

As per the World Bank Environmental and Social Incident Response Toolkit (ESIRT), incident management and reporting has six steps: - initial communication, classification, notification, investigation, response, and follow-up. Once the incident is initially known and communicated, it will be classified based on the type of incident as indicative, serious and severe. It should be classified within 24 and/or 48 hours depending on the means of communicating the incident.

As RLLP-II’s watershed management works are limited in scale and scope, the envisaged environmental and social hazards and risks are minimal and the incident type are more of indicative. Indicative incidents are relatively minor, small-scale, and localized that negatively impacts a small geographical area or a small number of people and doesn’t result significant or irreparable harm to people or the environment, or failure to implement the required E&S measures will limited immediate impacts. These types of incidents or impacts can be addressed through the proper designing and implementation of ESMP/OHS plan which will be prepared after the types of hazards and risks are identified.

However, incidents that are classified in serious and severe are beyond the scope of RLLP-II. Nevertheless, accidents that occur during transportation for meetings, misuse of waist belts, driving motor-bikes, etc. may cause fatality and/or disablement and leads to either serious and/or severe incidents. Such incidents are complex in nature and are costly to reverse the injury and may result in some level of lasting damage or injury.

Serious incidents may include injuries to workers that require off-site medical attention, exploitation or abuse of vulnerable groups, etc., and large-scale deforestation, etc., severe incidents are likely irreversible, cause fatality, major environmental contamination, forced or child labor, abuses of community members by project security forces or other project workers (including GBV), and others. Based on these notifications, RLLP-II will identify, report and undertake any corrective actions with regard to the incident/accident types occurred in the workplaces of the project implementing areas.

The PCU will develop a Safeguard Corrective Action Plan (SCAP) for any types of risks and hazards while implementing the watershed management interventions, mainly at community level.

13. References

1. Dawit Seblework, May 15-17, 2023, Trainings on Fundamentals of Occupational Health and Safety Training Course, Addis Ababa, Ethiopia.
2. MoA, 2019. RLLP-II's Labor Management Procedures, Addis Ababa, Ethiopia.
3. MoA, 2019. Environmental and Social Management Framework of RLLP-II, Addis Ababa, Ethiopia.
4. MoA, 2019. Social Assessment Report, Addis Ababa, Ethiopia.
5. MoA, 2021. Environmental and Social Commitment Plan of RLLP-II, Addis Ababa, Ethiopia.
6. MoA, 2022. Project Implementation Manual of RLLP and RLLP-II, Addis Ababa, Ethiopia.
7. The World Bank group, 2023. Training on the ESF in practice (ESF modules training), Addis Ababa, Ethiopia.
8. The World Bank, 2018. Environment and Social Incident Response Toolkit For World Bank Staff
9. The World Bank, 2021. Project Appraisal Document for RLLP-II.

14. Annexes

Annex 1: Preliminary Incident Notification Form (to be completed within 48 hours)

1.1: Incident Details			
Date of Incident:	Time:	Date Reported to NPCU:	Date Reported to WB:
Reported to NPCU by:	Reported to WB by:	Notification Type: Email/'phone call/media notice/other	
Full Name of Contractor and/or subcontractor (if applicable):			

1.2: Type of incident (please check all that apply) ¹
Fatality <input type="checkbox"/> Lost Time Injury <input type="checkbox"/> Displacement Without Due Process <input type="checkbox"/> Child Labor <input type="checkbox"/> Acts of Violence/Protest <input type="checkbox"/> Disease Outbreaks <input type="checkbox"/> Forced Labor <input type="checkbox"/> Unexpected Impacts on heritage resources <input type="checkbox"/> Unexpected impacts on biodiversity resources <input type="checkbox"/> Environmental pollution incident <input type="checkbox"/> ; Other <input type="checkbox"/>

¹See below for definitions of (reportable) incidents

1.3: Description/Narrative of Incident
<p><i>Please replace text in italics with brief description, noting for example:</i></p> <p><i>I. What is the incident, including name(s) of injured/affected person(s)?</i></p> <p><i>II. What were the conditions or circumstances under which the incident occurred (if known)?</i></p> <p><i>III. Are the basic facts of the incident clear and uncontested, or are there conflicting versions? What are those versions?</i></p> <p><i>IV. Is the incident still ongoing or is it contained?</i></p> <p><i>V. Have any relevant authorities been informed?</i></p>

B4: Actions taken to contain the incident			
Short Description of Action	Responsible Party	Expected Date	Status
For incidents involving a contractor: Have the works been suspended? Yes <input type="checkbox"/> ; No <input type="checkbox"/> ; Trading name of Contractor (if different from 1.1): Please attach a copy of the instruction suspending the works.			

B5: What support has been provided to affected people

Annex 2. Incident Types-Definitions

The following are incident types to be notified and reported using the environmental and social incident response process:

Fatality: Death of a person(s) that occurs within one year of an accident/incident, including from occupational disease/illness (e.g., from exposure to chemicals/toxins).

Lost Time Injury: Injury or occupational disease/illness (e.g., from exposure to chemicals/toxins) that results in a worker requiring 3 or more days off work, or an injury or release of substance (e.g., chemicals/toxins) that results in a member of the community needing medical treatment.

Acts of Violence/Protest: Any intentional use of physical force, threatened or actual, against oneself, another person, or against a group or community, that either results in or has a high likelihood of resulting in injury, death, psychological harm, deprivation to workers or project beneficiaries, or negatively affects the safe operation of a project worksite.

Disease Outbreaks: The occurrence of a disease in excess of normal expectancy of number of cases. Disease may be communicable or may be the result of unknown etiology.

Displacement Without Due Process: The permanent or temporary displacement against the will of individuals, families, and/or communities from the homes and/or land which they occupy without the provision of, and access to, appropriate forms of legal and other protection and/or in a manner that does not comply with an approved resettlement action plan.

Child Labor: An incident of child labor occurs: (i) when a child under the age of 14 (or a higher age for employment specified by national law) is employed or engaged in connection with a project, and/or (ii) when a child over the minimum age specified in (i) and under the age of 18 is employed or engaged in connection with a project in a manner that is likely to be hazardous or interfere with the child's education or be harmful to the child's health or physical, mental, spiritual, moral or social development.

Forced Labor: An incident of forced labor occurs when any work or service not voluntarily performed is exacted from an individual under threat of force or penalty in connection with a project, including any kind of involuntary or compulsory labor, such as indentured labor, bonded labor, or similar labor-contracting arrangements. This also includes incidents when trafficked persons are employed in connection with a project.

Unexpected Impacts on heritage resources: An impact that occurs to a legally protected and/or internationally recognized area of cultural heritage or archaeological value, including world heritage sites or nationally protected areas not foreseen or predicted as part of project design or the environmental or social assessment.

Unexpected impacts on biodiversity resources: An impact that occurs to a legally protected and/or internationally recognized area of high biodiversity value, to a Critical Habitat, or to a Critically Endangered or Endangered species (as listed in IUCN Red List of threatened species or equivalent national approaches) that was not foreseen or predicted as part of the project design or

the environmental and social assessment. This includes poaching or trafficking of Critically Endangered or Endangered species.

Environmental pollution incident: Exceedances of emission standards to land, water, or air (e.g., from chemicals/toxins) that have persisted for more than 24 hrs. or have resulted in harm to the environment.

Other: Any other incident or accident that may have a significant adverse effect on the environment, the affected communities, the public, or the workers, irrespective of whether harm had occurred on that occasion. Any repeated non-compliance or recurrent minor incidents which suggest systematic failures that the task team deems needing the attention of Bank management.

Annex 3. Section- III: Accident/Incident Recording, Reporting, Response and Follow up

a. Accident/Incident Recording and Reporting

Regardless of whether personnel injuries occur, all reportable incidents and dangerous occurrences must be recorded and reported to the Bank and appropriate authorities in compliance with Ethiopian regulations by SLMP/RLLP Coordination Offices at each region and by the national SLMP/RLLP Coordination Office. Recording and reporting of accidents/incidents should be one of the responsibilities of the ES safeguards specialists/focal persons in each region. The National PCU should report the incidents to the Bank.

The **Incident Report** should include, at a minimum, the following information:

- Preliminary classification of the incident
- What was the incident? What happened? To what or to whom?
- Where and when did the incident occur?
- When and how did we find out about it?
- Are the basic facts of the incident clear and uncontested, or are there conflicting versions? What are those versions?
- What were the conditions or circumstances under which the incident occurred (if known at this stage)?
- Is the incident still ongoing or is it contained?
- Is loss of life or severe harm involved?
- Is the national PCU aware of the incident? What is their response to date?
- What measures have been or are being implemented by PCU?

Classification of the incident must be done as rapidly as possible, so that the Bank is able to respond to the incident within a reasonable time-frame. The incident should be classified within 48 hours of receipt of the information, within 24 hours will be preferable if possible. If it cannot be fully classified due to missing information, then a preliminary classification should be provided and confirmed as details become available.

b. Investigation of incidents

The Borrower (SLMP/RLLP Coordination Office) is responsible for carrying out investigations of incidents. It should also promptly provide information requested by the Bank and facilitate incident site visits. The SLMP Coordination Office should undertake root cause analysis (RCA) to understand and document the root cause(s) of the incident. The Borrower or SLMP/RLLP coordination office is responsible for funding the preparation of the RCA. The RCA should be completed as soon as possible, ideally within 10 days of the incident. The findings of the RCA should be used by SLMP/RLLP Coordination Office to develop measures to be included in a Safeguards Corrective Action Plan (SCAP). SLMP/RLLP coordination office should share the RCA with the Bank and provide complete information about the incident; facilitate additional site visit(s) if needed. However, RCA is not mandatory, especially in cases where information is clear

and readily available, it is essential that SLMP/RLLP coordination office and the Bank understand the underlying cause(s) of the incident to agree on measures to prevent recurrences.

c. Response

For **Indicative** incidents, documentation and remediation of the incident by SLMP/RLLP Coordination Office /the Borrower may be the only action required. For **serious and severe** incidents, where RCA or other investigation is conducted by SLMP/RLLP Coordination Office, the Bank and SLMP/RLLP Coordination Office on a set of measures as appropriate to address the root causes to help prevent any recurrence of the incident. The measures determined as appropriate by the Task Team should be captured in a **Safeguards Corrective Action Plan (SCAP)**.

The SCAP specifies the actions, responsibilities, and timelines to be implemented by SLMP/RLLP Coordination Office. SLMP/RLLP Coordination Office is responsible for implementation of the SCAP. The SCAP may include, for example, SLMP/RLLP Coordination Office actions such as the design or upgrading and implementation of Health and Safety management systems, processes and training to support consistent safe performance, compensation for injuries or a fatality. The SCAP also may include or request Bank actions such as provision of technical assistance by the Bank, and/or loan restructuring, including additional financing. The Bank will provide guidance on the preparation of the SCAP.

Example of a Safeguards/Standards Corrective Action Plan (SCAP) given in Table below. The contents of the SCAP are driven by the findings of the Root Cause Analysis (RCA), and are specific to the type of incident, severity, and SLMP/RLLP Coordination Office’s capacity to implement corrective and preventative measures. The SCAP will be implemented by the SLMP/RLLP Coordination Office for Serious and Severe incidents, with Bank supervision and support. As a general guide, the SCAP could contain the sections set out in the table below:

Table 1: Example SCAP Sections

No	Example SCAP Sections	Possible RLLP Coordination Office’s Actions
1	Immediate to near term actions	Provide medical care and counseling, pay compensation
2	Medium term/ ongoing actions	Review existing OHS monitoring and reporting tools, with a focus on increased monitoring of leading indicators to increase effectiveness. Address staffing gaps, if any. This may include adjustments in terms of number, competence, onsite presence, communication and reporting so that project activities could comply with the OHS requirements

Examples of **potential responses** by SLMP/RLLP Coordination Office to worker occupational health and safety incidents of varying severity are summarized below:

Potential SLMP/RLLP Coordination Office actions for **Severe Incidents** such as fatality, permanent disability, or outbreak of life-threatening project-related communicable disease could include:

- Improvement of work processes and procedures
- Addressing gaps in competence, expertise
- Ensuring that Health and Safety risk assessment has been conducted and appropriate management plans are put in place, implemented and enforced

Potential SLMP/RLLP Coordination Office actions for **Serious Incidents** such as major (non-fatal) accident or near-miss may among others include:

- Enforcing use of personal protective equipment
- Complementing SLMP/RLLP Coordination Office with adequate OHS competencies and expertise
- Reviewing relevant sections of health and safety risk assessment for adequacy
- Implementing (revised) OHS management plan, including training,
- Improving use of grievance redress mechanism

Potential SLMP/RLLP Coordination Office actions for **Indicative Incidents** such as repeated failure to respond to notification to remedy safeguards issues (e.g. safety kit incomplete or not present) may include:

- Training and messaging
- Remediating outstanding issues
- Improving work process or procedure

d. Follow up

SLMP/RLLP Coordination Office shall implement Safeguards Corrective Action Plan; monitor progress; report on implementation to the Bank.