A. PROGRAM AND ACTIVITY DATA

PROJECT NAME: Advancing Kosovo Together (AKT), including G2G awards

ASSISTANCE OBJECTIVE: AO 3: Empowering Kosovo’s Citizens to Consolidate a Functioning Democracy  
IR 3.4: Increased Integration and Participation of Minorities

PROGRAM AREA: PA 1.6 Conflict Mitigation and Reconciliation

COUNTRY: KOSOVO

ORIGINATING OFFICE: Democracy and Governance Office (DGO)  
USAID/Kosovo

DATE: June 18, 2013

IEE AMENDMENT: Yes ☐ No ☒

DCN OF ORIGINAL IEE: N/A

PURPOSE OF AMENDMENT: N/A

IMPLEMENTATION START: February 2014

IMPLEMENTATION END: December 2017

LOP AMOUNT: $ 16,600,000

AMENDMENT FUNDING AMOUNT: N/A

CONTRACT/AWARD # IF KNOWN: N/A

Environmental Media and/or Human Health Potentially Impacted (check all that apply):  
None ☐ Air ☒ Water ☒ Land ☐ Biodiversity ☐ Human health ☒ Other ☐

Environmental Action Recommended:  
Categorical Exclusion: ☒ Positive Determination: ☐
Negative Determination: ☐ Deferral: ☐
Neg. Deter. with Conditions: ☒ Exemption: ☐
B. Background

Kosovo has a number of non-majority groups, including Ashkali, Bosniaks, Egyptians, Gorani, Roma, Serbs and Turks. Many of these populations, including Kosovo Serbs living south of the Ibar River, have generally accepted the presence of Kosovo institutions within their communities and have shown their willingness to participate in them. Despite this integration, challenges remain, which need to be addressed in order to consolidate the progress made thus far. These include the lack of economic opportunities, inconsistent use of the language policy, lack of employment in the public sector, and financial and psychological reliance on Serb parallel structures. Of these minority groups, Kosovo Serbs are the least integrated into Kosovo’s society and institutions. Kosovo Serb cooperation and social and economic connection in Kosovo is critical, as inter-ethnic relations cannot be maintained or improved without it. Thus, the main challenge of this new program is remove barriers that prevent the creation of avenues for cooperation and connection between the GoK and Kosovo Serb communities.

Research indicates that to advance inter-ethnic integration and the momentum of the decentralization process, targeted assistance to Serb majority municipalities (the majority of which were created within the last 3-4 years) as well as Serb enclaves in Kosovo Albanian majority municipalities is warranted.

Extensive consultation with a wide variety of relevant stakeholders on the successes and challenges of non-majority integration in Kosovo indicated that while the process of decentralization is moving forward in the south, need exists for the GoK to build bridges between itself and non-majority communities both south and north of Ibar River.

Currently the level of mutual trust is low, and it needs enhancing in order to improve inter-ethnic relations and cooperation. Currently, there is a lack of confidence in the other between all sides—the GoK, Kosovo Serbs and Kosovo Albanians. This has resulted in isolated enclaves of Kosovo Serb communities, and a lack of interaction between Serbs and Albanians. Opportunities that foster inter-ethnic interaction do not exist or are not maximized. For example, in many of the target areas, no spaces for community gatherings exist—spaces that could foster inter-ethnic interaction if events are continuously planned to achieve this goal.

In many Kosovo Serb majority municipalities, a large proportion of the population remains reliant on employment through a bloated public sector, financed through the Government of Serbia (GoS), while the private sector remains critically underdeveloped. Thus, there is a need to encourage economic growth and job creation in the private sector.

The relative youth of Serb majority municipalities means that good governance structures are still being set in place. Much more work is needed to ensure that they become independent, efficient and effectively functioning organizations. Currently, many of them have low capacity for ensuring adequate provision of basic services and a weak Municipal Assembly, weak civil society and only one Serb political party translates into little oversight and low accountability to the citizens they serve.

Since the declaration of Kosovo’s independence in February 2008, the occurrence of several incidents have increased inter-ethnic tension between the GoK and Kosovo Serbs, and between the Kosovo Albanian majority and Kosovo Serb minority populations. One such incident occurred in July 2011, when the GoK attempted to reestablish customs border controls at two border crossings in north Kosovo. Kosovo Serbs in the north, supported by Serbia-backed parallel municipal structures, responded by setting up roadside barricades to limit GoK presence in the north and limit freedom of travel.
movement between north and south Kosovo as well as between Kosovo and Serbia. While tensions have somewhat subsided, inter-ethnic relations is still an issue, in both south and north Kosovo.

To lower tensions and maintain peace in the north, the Governments of Kosovo and Serbia entered into normalization negotiations led by High Representative Catherine Ashton, the EU’s Foreign Policy Chief. After ten rounds of mediated talks, the two sides reached an agreement on the Principles Governing the Normalization of Relations (subsequently referred to as the Agreement) on Friday, April 19, 2013. Both countries’ parliaments have ratified the Agreement, which outlines 15 points on the principles governing the normalization of relations between the two countries. The points cover administration of local governance, including the police, the judiciary, municipal elections and energy and telecommunications. To implement the agreement, the two sides will establish an implementation committee, facilitated by the EU.

1. Program Goal and Objectives

The goal of this program is to increase constructive inter-ethnic cooperation and interaction—particularly between the Kosovo Albanian majority and Kosovo Serb non-majority population, which is vital to the security and stability of the Balkans. In particular, it is essential that Kosovo Serbs engage with and participate in Kosovo’s institutions and society constructively, particularly the Serb-majority municipalities, as mandated by the Constitution of the Republic of Kosovo and the Ahtisaari Plan, or Comprehensive Status Proposal (CSP). To foster this goal, it is necessary to create conditions that enable Kosovo Serbs and other minorities to preserve, protect, and develop their identities, including language, religious and cultural heritage; to be actively engaged in the workforce and to increase their interaction with Government of Kosovo (GoK) institutions at the local level.

The theory of change behind this program is that increased integration and participation of Serbs in Kosovo’s institutions and society is best achieved through the creation and expansion of avenues that simply open doors for positive, inter-ethnic communication, understanding and appreciation of the other.

Accordingly, the goal of this program is to foster positive and constructive inter-ethnic communication that can reach a broad mass of people who have never engaged with the other, centered on common problems and needs. The Advancing Kosovo Together (AKT) program will focus on opportunities to get people thinking, talking and engaging with members of the other community. These include grassroots community exchanges, opportunities to better integrate non-majority and majority markets, including improved overall value chains to encourage long-term economic viability of businesses and increased responsiveness of local administrations to the service needs of minority communities.

An integral part of this program is empowerment of youth and women. Purposeful engagement of youth in all program areas is vital to the overall success of this program. In the same manner, gender-specific activities should be incorporated into the three program objectives in order to ensure that gender issues, particularly women’s needs, are addressed. This includes women and youth participation in grassroots community and local economic development activities, including female and youth employment, as well as enhancing their engagement with local authorities.

Part of this program is provision of direct grants to the targeted municipalities through Government to Government mechanism. This initiative will be supporting mission’s effort to implement USAID Forward Mechanism. The mission will ensure that all the monitoring and mitigation measures are set in place before these grants are made.
Objectives:

This program is targeted at Kosovo Serbs and other minorities living in targeted communities both north and south of the Ibar River. However, unlike Kosovo Serbs in northern Kosovo, those living south of the Ibar River have generally accepted the presence of Kosovo institutions and have shown more willingness to engage with and participate in them.

The Mission envisions program implementation to start in the south. Depending on the pace of the EU-led implementation of the Agreement, as well as other sociopolitical factors, the program (in part or in whole) will then be expanded north of the Ibar River. Thus, the Contractor’s implementation of program objectives in the north is tentative. The Mission will determine if and when it will require the Contractor to move forward with program implementation in the north.

The target beneficiaries include communities across 16 of Kosovo’s municipalities. They include communities in six (6) Serb majority municipalities in the south: Gračanica/Graçanicë, Klokot/Klokot, Novo Brdo/Novobërdë, Parteš/Partesh, Ranilug/Ranillug, and Štrpce/Shtërpcë; and six (6) Albanian majority municipalities: Gnjilane/Gjilan, Istok/Istog, Klina/Klinë, Obiliq/Obiliq, Peć/Pejë and Vučitrn/Vushtrri. If and when political circumstances permit, the program will also be implemented in the following four municipalities in the north: North Mitrovica/Mitrovicë, Leposaviq/Zubin Potok and Zveçan. The estimated number of minorities living in the 16 target areas is around 146,000. Kosovo Albanian communities living in the targeted municipalities will also benefit from project activities. This population is estimated at 457,000.

The program will take a holistic approach towards the integration of non-majority populations into Kosovo’s institutions and society: social, economic, and political engagement, corresponding to the first three program objectives. The fourth objective seeks to increase the capacity of local partners:

**Objective 1:** Improve autonomous, horizontal communication between: (a) Kosovo Albanian and non-majority communities; and (b) the GoK and non-majority communities;

**Objective 2:** Improve economic opportunities in target municipalities;

**Objective 3:** Increase the efficiency and capacity of target municipal administrations to respond to the needs of all their citizens;

**Objective 4:** Build the capacity of host country organizations by leveraging local, cross-ethnic leadership to implement program objectives 1, 2 and 3.

The Contractor will implement all four objectives of the program.

---

5 The first name is Serbian; the second is Albanian. The selection criteria for the six Albanian majority municipalities includes the size of the local Serb population, the political will of the Mayor and other municipal leaders, the level of influence the municipality has among other Kosovo Serb populations, the proportionality of other minorities living within the municipality and how well returnees have been integrated back into the local community.

6 This number is based on joint estimates by the Municipal Community Affairs Offices, UNHCR Kosovo and OSCE Community Profiles. Note: Serbs largely boycotted the 2011 population census that was organized by the GoK and supported by the European Commission Liaison Office (ECLO) in Kosovo.
OBJECTIVE 1: Improve autonomous, horizontal communication between: (a) Kosovo Albanian and non-majority communities; and (b) the GoK and non-majority communities

The aim for this objective is to create opportunities that can help break down the invisible barriers that have communities in separate silos. A sustainable partnership approach is key—with local authorities, community based organizations (CBOs) and local residents working together to address priority needs. This objective will help the predominantly ethnic Albanian GoK build bridges between itself and non-majority communities by providing avenues for constructive and results-oriented engagement—aimed at improving the quality of life within non-majority communities and increasing communities’ overall sense of satisfaction.

In line with the CSP, Kosovo has been under an internationally supervised period of independence since February 2008. Following the call of the 25-nation International Steering Group (ISG) to end supervised independence by December 2012, and the legislative adoption of a resolution to this effect by the Kosovo Assembly, USAID intends to assist the GoK to complete priority tasks that the GoK had to commit to as part of its prerequisites for declaring independence, including but not limited to the GoK demonstrating its commitment to making Kosovo a home for its entire diverse people.

It is important to create conditions that enable Kosovo non-majority communities to preserve, protect, and develop their identities, particularly their religious and cultural heritage and other rights guaranteed by the Constitution, including non-majority employment in the public sector. Creative solutions will be essential, such as activities that cut across ethnic and community boundaries.

Furthermore, a very low number of Kosovo Serbs work in public institutions, numbers far below the 10 percent minority set-aside by the law.

The different languages of communication pose a barrier to inter-ethnic interaction and cooperation. While the older generation often speaks both Serbian and Albanian, younger generation rarely speaks both languages. This makes inter-ethnic communication a challenge; within the public and private sector, as well as day-to-day interaction at the grassroots level. Outside of Serb majority municipalities, written material is often not available in Serbian language. There is a Law on the Use of Languages (protection of minority language rights); however, it needs secondary legislation for its implementation. The GoK has an ongoing effort to fully operationalize the Language Commission, which would address the current lack of implementation of the bilingual language law.7

The activities under this objective will be implemented in the north of Kosovo, when and if the circumstances allow.

Expected Outcomes:

1. Increased satisfaction of targeted communities with GoK efforts in meeting the applicable non-majority requirements stated under the Constitution and adopted legislation.

2. Implementation of small infrastructure projects (including the construction of new and rehabilitation of old facilities) aimed at improving overall community well-being as identified by the communities, in conjunction with respective local authorities.

3. Increased capacity of civic groups to advocate for and stage activities that protect the cultural and historic rights of non-majority communities.

7 The Constitution of Kosovo states that Kosovo has two official languages: Albanian and Serbian. One of the tasks of the language commission is to address the facilitation and quality of Serb language in Kosovo.
4. Increased capacity of the Language Commissioner’s Office to coordinate implementation of the Law on Use of Languages.

5. Increased perception of non-majority communities on the responsiveness of their local authorities to their needs.

6. Increased capacity of minorities, including women, to obtain public sector positions.

7. Increased number of constituent groups joining grassroots initiatives to work on a common issue-based agenda.

8. Increased participation of minorities in local government activities.

9. Increased number of community stakeholders in local development efforts.

10. Increased interaction between non-majority and majority communities.

11. Capacity of local leadership to support activities that display inter-ethnic cooperation strengthened, including dissemination of successes to various interested audiences and stakeholders.

Performance Standards:

- Change in percentage of people who believe they share common interests with members of other communities.
- Percentage of community projects rated as a priority.
- Increase in the number of quality, well-founded advocacy initiatives.
- Capacity of the Office of language Commissioner to implement the Law on use of languages strengthened.
- Percentage of citizens in target areas that believe that target government institutions address their priorities.
- Percentage of youth and women participating in workforce development activities.
- Number of inter-ethnic citizen involvement in local development efforts.
- Number of autonomous inter-ethnic activities designed to foster inter-ethnic engagement/communication.

OBJECTIVE 2: Improve economic opportunities for non-majority communities in target municipalities through job creation and support to entrepreneurs

This objective will focus on encouraging economic growth and job creation in the private sector, including the provision of technical and other tangible support to non-majority-owned businesses. Since the economic advantage of each community is different, the types of economic initiatives across the 16 target municipalities will vary. This program will serve as a platform to increase women’s employment and overall skills development within the three program components. Program activities will help improve gender parity and support skills improvement, employability and women's participation and leadership within the community, both in the public and private sector.

A priority area for Kosovo Serb communities and other minority groups is assistance with creating and expanding economic opportunities. With overall high unemployment (over 40 percent), a large youth population (50 percent under the age of 25) and a high poverty rate (45 percent), Kosovo needs long-term, sustainable economic opportunities that are best provided by the private sector. Currently, Kosovo’s economy largely depends on remittances and foreign aid. This is not a model for sustainable growth and in sufficient to create jobs for the high number of unemployed persons.
Addressing unemployment is critical, as it is a key predictor of political instability and protest, which could disrupt the fragile stability of Kosovo.

Non-majority (particularly Kosovo Serb) businesses are typically confined within non-majority areas, unable to increase their incomes or expand to provide new job opportunities. Thus, there is a need to seek avenues to create and expand multi-ethnic production and markets. Consultations have identified business associations and community groups as optimal conduits for achieving such goals, in addition to serving as avenues for disseminating economic assistance, as they foster a collective sense of ownership and accountability.

The employability of youth must increase. Youth are a priority population, with the highest tendency to migrate out of Kosovo; are the least employed by the Serb parallel structures; tend to engage in more aggressive behavior, potentially leading to regional instability; and have proven most likely to embrace the entrepreneurial spirit essential for stimulating a vibrant economy.

Special attention should be devoted to creating gender-specific activities. Economic activities should also be designed to foster income-generating projects for the most vulnerable returnees and members of displaced communities, particularly those living in the rural areas.

The activities under this objective will be implemented in the north of Kosovo, when and if the circumstances allow.

**Expected Outcomes:**

1. Increase in local economic progress, such as rise in sales and household income.
2. Increased availability of medium-term employment and income generating opportunities, including opportunities for returnees and members of displaced communities.
3. Increased youth and women’s participation in the private sector.
4. Increased linkages between producers and markets in non-majority and majority areas.
5. Increased competitiveness of non-majority-owned businesses.
6. Increased availability of loans and business development services to small and medium sized enterprises (SMEs) to allow greater SME capital investment in Kosovo.
7. Increased private-sector-led advocacy initiatives that focus on creating short- or medium-term economic and employment opportunities in sectors that have a visible impact on the vast majority of the population in target communities.
8. Increased income-generating activities for returnees and members of displaced communities to promote re-integration.

**Performance Standards:**

- Number of businesses registering with the GoK as a result of program activities.
- Percentage change in profit by minority agricultural producers.
- Number of partnerships between minority and majority businesses.
- Percentage change in profit by participating businesses (increased sales of minority products in majority markets).
- Number of full-time and full-time equivalent (FTE) jobs created as a result of USAID assistance in targeted areas.
- Number of minority returnees benefiting from income generation assistance.
• Number of micro-enterprises linked to larger-scale firms as a result of USG assistance to the value chain.

• Number of minority youth and women owned businesses assisted by the program.

**OBJECTIVE 3: Increase the efficiency and capacity of target municipal administrations to respond to the needs of all their citizens**

This objective will build upon prior USAID assistance to local municipalities to provide services in the most efficient manner, using transparent processes, which resulted in the setting of many standards across all municipalities, such as the creation of annual work plans, Service Improvement Action Plans (SIAPs) and citizen engagement plans. Such assistance was particularly helpful for the newly created municipalities, which did not typically have experienced leadership. This assistance will help target municipalities to continue instituting practical and concrete initiatives that will strengthen the legitimacy of Kosovo’s local government system and improve service delivery in the targeted municipalities.

After the creation of new Serb majority municipalities as envisioned under the Ahtisaari Plan, the GoK provided them with special support funds. The new municipalities have since made significant progress but much work remains to be done. Many of the new municipalities are just now developing the competencies to drive small, local community development efforts on their own but often, still rely on donor support for technical and financial assistance. Municipalities often lack appropriate human, technical and managerial capacity to fulfill their mandate as local service providers.

Consequently, gaining access to quality services remains an issue for many households and service provision falls short of citizen expectations in many areas; particularly in several Serb communities located within Albanian majority municipalities. For Serb communities located within Albanian majority municipalities, these issues are further compounded by the unavailability of up-to-date information—including signage, municipal webpages, documents and other text—in the Serbian language. Thus, minority communities often experience weak outreach. Furthermore, several non-majority communities do not perceive their local administrations as working to meet their needs or investing in their future.

Accordingly, the frequency, quality, and regularity of Kosovo Serb interaction with Kosovo municipal authorities needs to increase. Serbs returning to pocket communities of Serbs in Albanian-majority communities should be well integrated and serviced by their municipal administration. While each municipality has an Office of Communities and Returns to address returnee and other community issues, these offices often have very little capacity to assist or address applicable cases.

The activities under this objective will be implemented in the north of Kosovo, when and if the circumstances allow.

**Expected Outcomes:**

1. Increased quality and quantity of service delivery mechanisms in targeted municipalities.
2. Improved municipal ability to set development priorities (e.g. through the development of feasible plans, taking into account non-majority community needs, and empowering municipal staff to perform better).
3. Increased role of youth and women in local decision-making processes.
4. Increased municipal Own Source Revenues, resulting in enhanced municipal budgets.
5. Increased involvement of target municipalities’ Offices for Communities and Returns in influencing local decision-making regarding the choice of policies and programs targeted at local minorities and returnees.

6. Increased transparency of municipal service provision processes (including e-procurement), thereby reducing opportunities for fraud and corruption.

7. Enhanced community engagement with local authorities.

8. Increased collaboration between municipal governments, municipal associations, and local civil society organizations (CSOs) to improve municipal service delivery.

**Performance Standards:**

- Increase in the percentage of revenue collection in targeted municipalities.
- Percentage increase in citizens’ satisfaction with selected municipal services (disaggregated by service).
- Number or percentage increase in Kosovo Serb majority municipal officials with increased technical capacity.
- INDEX measure of extent to which municipal hearings are open and transparent.
- Number of municipal local development initiatives benefiting women.
- Number of municipal local development initiatives benefiting Serb minority communities.
- INDEX measure of extent to which the municipalities are compliant with the language policy.

**OBJECTIVE 4: Build the capacity of host country organizations by leveraging local, cross-ethnic leadership to implement USAID Kosovo funded activities**

This objective is designed to contribute specifically to the USAID Forward objective to strengthen host country capacity to improve aid effectiveness and sustainability by increasing the use of reliable partner country systems and institutions to provide support to partner countries. As such, USAID/Kosovo will implement this program in parallel with an award to one local civil society consortium. This consortium will include at least one Kosovo Albanian-led and one Kosovo Serb-led civil society organization (CSO).

Kosovo's civil society sector, especially its minority organizations, is underdeveloped. With the exception of a few more established organizations based in larger urban centers, the sector mainly consists of small non-governmental organization (NGOs) that work around the margins of social reality, largely on issues and matters considered “non-political.” Thus, many NGOs are not well versed in carrying out programs with goals similar to this conflict management and mitigation program.

According to the Kosovo NGO Registration Office, over 5,000 NGOs are registered in Kosovo and approximately 400 are Kosovo Serb NGOs. Of these, it is believed that less than 20 percent are active or partially active. Many of these NGOs are not well equipped to fulfill the increasing strict criteria of the donor community.

The Contractor under this award will be accountable for assisting USAID/Kosovo to build the capacity of this local consortium, to facilitate the local consortium improving its internal operational systems and processes, and its technical capacity, managerial, and financial management capabilities for managing USAID awards. The Mission will fund the operations of this local consortium through
a second, separate award. The local consortium will work jointly with the Contractor under this award to achieve program objectives.

The mission expects the Contractor under this award to work with the local consortium to ensure the local consortium develops:

1. Enhanced technical capacity to deliver technical assistance to local beneficiaries in the objective areas under this award.
2. Enhanced operational and management capacity to solely administer a multi-million dollar funding pool for grant sub-awards—from solicitation through award selection and management, including monitoring of activities—to achieve outcomes under Objectives 1 through 3.
3. Increased ability to create a forum whereby grant sub-awardees can network with each to share information and highlight integration successes to wider audiences.
4. Increased ability to handle USAID reporting requirements and procedures, including environmental reviews, developing and monitoring of program indicators, developing weekly, quarterly and annual reports.
5. Increased financial management capacity to support the development of transparent financial documents, including pipeline analyses and invoices.
6. Increased ability to establish professional linkages with a variety of stakeholders.

2. Program Overview

Component A: Technical Assistance and Training under Objectives 1, 2, 3 and 4
Estimated Level of Effort (LOE): 50%

Under Component A, this program will involve mostly technical assistance and training with elaborated below:

Objective 1: Create tangible and sustainable avenues for constructive partnership between (1) non-majority and majority communities and (2) the GoK and non-majority communities, to enable long-term interethnic interaction and ensure that the key needs of non-majority communities are met

Possible capacity-building activities that can be undertaken in support of this component include:

- Support other initiatives and campaigns that would promote non-majority cultural and historic heritage, such as theater festivals, Week of Non-majority Cultures, etc.
- Support the GoK with implementation of the Law on Use of Language (protection of language rights), most especially for Kosovo Serbs, to demonstrate that the government communicates in their language. Thus, support the establishment of bilingual signs for example, and the to-be-established Office of the Language Commission
- Support the GoK with implementing the policy on non-majority employment
- Provide trainings, career opportunities and skill building for employees of under-represented communities; such as workshops to increase their representation in Kosovo’s public sector (to assist the GoK to meet its quota of reserving a certain number of jobs in the public sector for minorities), with a view towards increasing non-majority employment. Women’s participation will be highly encouraged
- Provide sensitivity/ethnic tolerance training to local authorities, youth, and other relevant groups, regardless of ethnicity
• Provide support for inter-ethnic initiatives such as joint youth initiatives, language trainings, etc.
• Provide support for a Kosovo based daily newspaper in Serbian language

**Objective 2: Job Creation and Support to Entrepreneurs**

Possible activities that can be undertaken in support of this objective include:

• Explore and implement avenues for expanding the market and increasing the sales of non-majority-owned businesses, particularly in majority markets
• Conduct “value chain events” to link producers to marketers
• Partner with KCC, AmCham and AKB to devise and implement innovative avenues for expanding the market base of non-majority businesses

**Objective 3: Increase the efficiency and capacity of target municipal administrations to respond to the needs of all their citizens**

• Assist municipal administrations to increase the quality of their services and ease access to these services through appropriate use of the language policy, with a view towards reducing the relevance of Serb parallel structures within applicable communities
• Bolster the capacity of municipalities to govern effectively, with the capacity to attend to the needs of their communities, including the female population
• Support reintegration of returnees by assisting the Government’s Municipal Office for Communities and Returns with activities such as trainings, case management, database management, small projects, income generating and employment projects, needs assessments and so forth
• Increase municipalities’ self-reliance by improving the collection of revenue in order to increase municipal Own-Source Revenue (OSR)
• Support anti-corruption initiatives that would increase transparency and accountability (such as in the procurement arena) and e-government (in more sophisticated municipalities)

**Objective 4: Build the capacity of host country organizations by leveraging local, cross-ethnic leadership to implement USAID Kosovo funded activities**

• Deliver technical assistance to local beneficiaries in the three objective areas under this award,
• Manage multi-million dollar funding pool for sub-awards under first three objectives of the program
• Handle USAID reporting requirements and procedures, including environmental reviews, develop and monitor program indicators, develop weekly, quarterly, and annual reports, and
• Develop the necessary financial management skills to support development of financial documents, including pipeline analyses and invoices.

**Component B: Infrastructure and micro-enterprise assistance under Objectives 1 and 2**

**Estimated Level of Effort (LOE): 50%**

Under Component B, in addition to technical assistance and training, the project will support pilot programs through small grants based on community priorities and tangible small-scale infrastructure improvements. Under this component, the implementer will employ qualified engineers to provide oversight from design through implementation for all community infrastructure grants.
A number of local engineers have been trained in USAID environmental compliance procedures and are applying these during the implementation of USAID projects as part of the implementer technical staff. All projects with negative determination have designated key staff that conduct environmental reviews.

**Objective 1: Create tangible and sustainable avenues for constructive partnership between (1) non-majority and majority communities and (2) the GoK and non-majority communities, to enable long-term interethnic interaction and ensure that the key needs of non-majority communities are met**

Possible activities that can be undertaken in support of this objective include:

- Foster community engagement and interaction with local authorities through the implementation of community/returnee initiatives co-funded by local authorities
- Support community/youth/civil society organizations (CSO) initiatives to enrich the quality of life in targeted municipalities (for example, through the creation of sports and community cultural centers and activities)
- Provide short-term employment opportunities that engage community members in the construction, rehabilitation or renovation of community infrastructure that will leave tangible outcomes such as short-term employment and long-term community revitalization.

**Objective 2: Improve economic opportunities for non-majority communities in target municipalities**

- Provide technical and tangible support to businesses to expand their production and increase job opportunities, capitalizing on communities’ comparative advantages
- Promote loan and business development services to Small and Medium Sized Enterprises (SMEs) to allow greater SME capital investment in Kosovo
- Support youth entrepreneurial start-ups and foster youth employability, including female youth
- Support women-owned enterprises (existing and start-ups) to increase female employment and productivity
- Support local private-sector-led advocacy and initiatives that focus on creating short- or medium-term economic and employment opportunities in sectors that have a visible impact on the vast majority of the community

This component will provide funding support to address economic security and unemployment among minorities, by engaging small businesses to support effective and sustainable income generation activities in their communities through specific income generation and a small grants community-based incentives program and workforce development programs. Support to Micro-enterprises and agriculture may be areas of assistance under Objectives 1 and 2 will require assurances that the activities to be implemented are environmentally sound.

**Objective 3: Support to local governance Government to Government (G2G) Awards**

- Provide direct grants to targeted municipalities, through USAID Forward, in support of municipal services and performance improvement initiatives

This component envisages providing direct grants to the targeted municipalities in implementing priority community projects. In addition to the financial support to the targeted municipalities, mission will be able to provide continues technical support, if needed, through its implementing partner/s program experts and utilize internal mission’s expertise in supporting municipalities to
finalize their community projects according to the Kosovo laws and procurement procedures and according to the best practices. This assistance will help targeted municipality to continue instituting practical and concrete initiatives that will strengthen the legitimacy of Kosovo’s local government system.

**Conditions and Mitigation Measures:** Implementing partner environmental expert will work with the environmental officers of the targeted municipalities, to identify potential environmental impacts and to subsequently draft a set of suitable mitigation measures. The resulting environmental mitigation and monitoring plan (EMMP) (see attached – Annex 1) shall be incorporated into the construction permit, which will be administered by the Municipality. Having the EMMP thus incorporated will ensure that elimination and/or reduction of project environmental impacts becomes part of the solicitation process and a factor in making the award. Compliance with the EMMP shall be monitored regularly, at least quarterly, on the construction site by the municipal environmental officer and USAID implementer Environmental expert. Municipalities shall report findings during the monitoring visits using the Record of Compliance with activity-specific environmental mitigation and monitoring plans form (see ERC Annex 1).

Municipalities will certify, at least quarterly, to USAID/Kosovo that its process for complying with its environmental legal requirements, including permitting, is adequate and effective, and grant USAID/Kosovo the right to verify the certification. Also USAID/Kosovo will be notified if situations arise that do not allow the certification in b. above, and pursue arrangements with USAID undergo training and capacity building, which is intended to address the identified deficiencies. All adequate requirements for environmental, health, and safety compliance and best management practices in tender documents used to procure activity related goods and services will be included.

**C. COUNTRY AND ENVIRONMENTAL INFORMATION (BASELINE INFORMATION)**

**a. Country Information**

The Republic of Kosovo is a new country, established as a state on February 17, 2008. It lies in Southeast Europe in the central part of the Balkan Peninsula, bordered on the southwest with Albania, on the northwest with Montenegro, on the north and northeast with Serbia, and on the southeast with Macedonia. Its population is young (65% is under 30 years) and has the highest birthrate (2.5%) in Western Europe (Balkan Insight, 2009). It also has a literacy rate that exceeds 90% and an unemployment that is greater than 40%. Major industries are agriculture, energy, and mining. There is a low level of economic development, very slow development of privatization processes of government-owned enterprises, and an unclear vision for economic development. Industrial production and mining from the former socially-owned sectors has dropped and the increase of privately owned production enterprises is slow. There is a scarcity of qualified professionals in all sectors of the economy and within government institutions.

**b. Baseline Environmental Information**

- **Environmental Context Related to the Project**

The environment—including environmental issues, problems, and threats to the environment—in Kosovo receives very little attention and is a low priority in the government’s agenda. To its credit, Kosovo is adopting new environmental laws and policies, and government institutions are struggling to plan and implement programs. There are some success stories, but overall, environmental awareness is low and the implementation of programs to address threats and issues is small.
Water resources in Kosovo, their protection, their use, and their treatment have a key role in the nation’s environmental picture. The country is a virtual water tower in the central Balkan region. Elevations in the central part of the country range from 400 to 700 meters, while mountains on the borders, especially the west and south, range upwards of 2,500 meters. This also means that all surface water flows out of Kosovo; no water flows into the country from outside of its borders.

This has significant implications for Kosovo as it strives for membership in the EU. Trans boundary agreements, treaties, and policies that reflect the protection of water resources (including aquatic ecosystems and species), the treatment of pollutants flowing into surface waters and being absorbed into groundwater, and access to water by citizens are key environmental issues that will need to be addressed.

Water, clean water, can be the common focal point for Kosovo’s environmental causes. Adequate supplies, especially for economic development and high current use by the energy sector, are recognized as weak and shortages already occur in the drier summer months, especially in urban areas. Protection of watersheds by vegetative (tree) cover is poor, resulting in erosion into surface (storage) reservoirs and streams. Lack of forested cover on watershed areas needed for drinking and industrial uses also means that infiltration into underground aquifers is being impaired. And, finally, the complete lack of wastewater treatment facilities throughout the country means that all surface waters in the country function as disposal conduits for all manner of sewerage and pollutants from residential, municipal, and industrial sources.

**Sustainability Analysis:** It is anticipated that many project activities will not have any effect on the environment and human health in Kosovo. However, sustainability from an environmental perspective is a fundamental concern for the project, aiming to contribute for better inclusive sustainable efforts. Implementers will consider the sustainability of all activities, but in particular: all small scale rehabilitation of village roads, infrastructure, village bridges, village-based water supply systems, small scale production equipment, production/processing equipment for agriculture associations, and oversight through the environmental mitigation monitoring plans (EMMPs).

**Climate Change Vulnerability Analysis:** The climate change vulnerability analysis has not been completed, but considerations throughout the project will be given to whether and how the project will affect or be affected by medium, long-term climate change (CC) impacts (changes in rainfall, temperature, length of growing season, land conversion, etc.) and how the project should be adjusted in consideration of climate change vulnerabilities.

- **Description of Relevant Environmental and Natural Resources Policy, Law and Regulation**

Kosovo is adopting laws that are harmonized with EU environmental standards. However, these laws do not have the needed sub-laws, regulations, and policies needed for implementation. Key environmental policy documents include the Kosovo Environmental Strategy 2005-2015, adopted by Government of Kosovo in July 2004, and the Kosovo Environmental Action Plan 2006-2010 (KEAP), the midterm roadmap for implementation of the Environmental Strategy. Many of the 52 priority projects listed Strategy’s annex are being implemented.

The Ministry of Environment and Spatial Planning (MESP) is the lead environmental institution responsible for the preparation and implementation of environmental laws. They are supported by the 30 municipalities. A municipality may exercise responsibility for those environmental matters originating, or likely to originate, within their municipality, if programs can be handled, controlled, prevented, financed, or managed. Municipal responsibilities include establishing standards and
ensuring compliance with standards, protection of the environment within the municipality, and establishing measures consistent with sustainable economic development.

The Kosovo Assembly has adopted several laws related to the environment, all of which include use of different economic instruments. The State of Environment Report in Kosovo is published every two years by Kosovo Environmental Protection Agency (KEPA). KEPA collects the environmental data from monitoring institutions, companies, operators and different establishments, publications, reports and other sources. The Report establishes a firm foundation for cooperation and coordination with the European Environmental Agency (EEA) and EIONET2. The European Partnership priorities provide the basic framework for harmonization with EU environmental legislation. Kosovo has made advances in legislation concerning air quality and water quality and the new environmental laws are an important step.

The Fund for Environmental Protection was established in Article 77 of the Law for Environmental Protection. The draft Eco Fund requirement was drafted in 2005 to support financial investments financed by the Kosovo Assembly through revenues from environmental taxes and be used for waste collection and disposal, utilization of biomass, energy efficiency and reduction of CO2 emissions, wastewater treatment plants, monitoring systems and equipment for inspectors, and more.


Apart from the Law on Environmental Protection (2003), the Law on Air Protection (2004) was drafted in accordance with certain EU Directives. The Law categorizes main pollution sources, sets basic air pollution indicators and obligations, and recommends adoption of limits for air discharge according to EU and World Health Organization (WHO) standards. In its harmonization efforts EU directives, Kosovo is working through the Frame Directive for Environmental Air Quality (2006/62/EC), Directive for Value Limits of SO2, NOx, particulate matter) and lead in Environmental Air (99/30/EC), Directive for Benzene and Carbon Monoxide (2000/3/EC), and Directive for Ozone (2002/3/EC) to reach harmonization with EU standards.

The Waste Law was approved by the Assembly on July 22, 2005. This Law was prepared according to relevant EU Directives and the experiences of neighboring countries. The most important document which will need to be approved and enforced is the National and Municipal Waste Management Strategy with Action Plan, where main directions for waste management will be defined and long-term needs in local and national level will be assessed. In trying to harmonize with EU standards, Kosovo is working through Directive for Waste (2006/12/EC), Directive for Hazardous Waste (91/689/EC), Directive for Waste Dumping Sites (99/31/EC), Directive for Waste Incineration (2000/76/EC), and Directive for Hazardous Substances (67/548/EEC).

Other relevant applicable laws and regulative:

**Law on Environmental Impact Assessment 2010/03-L-214**

Remark: Law is approved by Assembly, date 23.09.2010 and promulgated by the Decree of the President of the Republic of Kosovo No. DL-048-2010, Date 14.10.2010
Law on Noise Protection 2007/02-L102
Remark: Law is approved by Assembly of Kosovo, date 30 March 2007 and promulgated by UNMIK Regulation no. 2008/15 of date 17 March 2008.

Law on Hunting 2005/02-L53
Remark: This Law is applicable together with the UNMIK Regulation no. 2006/41 of 11.08.2006.

Law on Environmental Protection 2009/03-L-025
Remark: Law is approved by Assembly, date 26.02. 2009 and promulgated by the Decree of the President of the Republic of Kosovo No. DL-007-2009, date 19.03.2009.

Amendment on the Law No.2003/3 on the Forests of Kosovo 2004/29
Taking into consideration the necessity to change and amend Law No. 2003/3 on the Forests of Kosovo, for the purpose of having a fully applicable law, and given the changes in the Criminal Code of Kosova

Law on Animal Welfare 2005/02-L10
Remark: This Law is applicable together with the UNMIK Regulation no.2005/24 of 09.05.2005.

Law on Nature Conservation 2005/02-L18
Remark: This Law is applicable together with the UNMIK Regulation no. 2006/22 of 24.04.2006.

Law on Nature Protection 2010/03-L-233
Remark: Law is approved by Assembly, date 30.09.2010 and promulgated by the Decree of the President of the Republic of Kosovo No. DL-054-2010, Date 18.10.2010

Law on Water 2004/24
This Law regulates issues relating to the management, planning, protection and institutional responsibilities in regard to water and Water Resources.

Law on Construction 2004/15
This Law shall determine the main requirements for design, construction, and use of construction materials, professional supervision, as well as procedures for construction permits, use permits and building inspection.

Law on Construction Products 2005/02-L14
Remark: This Law is applicable together with the UNMIK Regulation no. 2005/28 of 17.05.2005.

Law on Air Protection 2004/30
The purpose of this Law is to regulate and guarantee the rights of citizens to live in a healthy and clean air environment, whilst protecting human health, fauna, flora and natural and cultural values of the Kosovo’s environment.

**Law on Air Protection from Pollution 2010/03-L-160**

Remark: Law is approved by Assembly, date 25.02.2010 and promulgated by the Decree of the President of the Republic of Kosovo No. DL-012-2010, date 12.03.2010.

**Law on Public Health 2007/02-L78**

Remark: Law is approved by Assembly of Kosovo, date 22 February 2007 and promulgated by UNMIK Regulation no. 2008/6 of date 08 February 2008.
D. EVALUATION OF ACTIVITY WITH RESPECT TO ENVIRONMENTAL IMPACT POTENTIAL AND IDENTIFICATION OF MITIGATION MEASURES

1. Component A – Technical Assistance and Training under Objectives 1, 2 and 3 (estimated at 50% of LOE)

<table>
<thead>
<tr>
<th>Illustrative Activities</th>
<th>Potential Impacts</th>
<th>22 CFR 216 Environmental Determination</th>
<th>Mitigation Measures/Conditions</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1. Support initiatives and campaigns that would promote non-majority cultural and historic heritage, such as theater festivals, Week of Non-majority Cultures, etc.</td>
<td>No adverse impact anticipated</td>
<td>Categorical Exclusion per 22 CFR 216.2(c)(2)(i)</td>
<td>None</td>
</tr>
<tr>
<td>1.2 Technical Assistance in planning processes</td>
<td>No adverse impact anticipated</td>
<td>Categorical Exclusion per 22 CFR 216.2(c)(2)(i)</td>
<td>None</td>
</tr>
<tr>
<td>1.3 Support the GoK with implementation of the Law on Use of Language (protection of language rights), most especially for Kosovo Serbs, to demonstrate that the government communicates in their language. Thus, support the establishment of bilingual signs for example, and the to-be-established Office of the Language Commission</td>
<td>No adverse impact anticipated</td>
<td>Categorical Exclusion per 22 CFR 216.2(c)(2)(i)</td>
<td>None</td>
</tr>
<tr>
<td>1.4 Support the GoK with implementing the policy on</td>
<td>No adverse impact anticipated</td>
<td>Categorical Exclusion per 22 CFR 216.2(c)(2)(i)</td>
<td>None</td>
</tr>
</tbody>
</table>
Table 1 Illustrative activities under Program Component A—[Technical Assistance and Training under Objectives 1, 2 and 3] Potential Environmental Impacts, and Recommended Environmental Determination and Mitigation Measures/Conditions

<table>
<thead>
<tr>
<th>Illustrative Activities</th>
<th>Potential Impacts</th>
<th>22 CFR 216 Environmental Determination</th>
<th>Mitigation Measures/Conditions</th>
</tr>
</thead>
<tbody>
<tr>
<td>non-majority employment</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.5 Provide trainings, career opportunities and skill building for employees of under-represented communities; such as workshops to increase their representation in Kosovo’s public sector (to assist the GoK to meet its quota of reserving a certain number of jobs in the public sector for minorities), with a view towards increasing non-majority employment. Women’s participation will be highly encouraged</td>
<td>No adverse impact anticipated</td>
<td>Categorical Exclusion per 22 CFR 216.2(c)(2)(i)</td>
<td>None</td>
</tr>
<tr>
<td>1.6 Provide sensitivity/ethnic tolerance training to local authorities, youth, and other relevant groups, regardless of ethnicity</td>
<td>No adverse impact anticipated</td>
<td>Categorical Exclusion per 22 CFR 216.2(c)(2)(i)</td>
<td>None</td>
</tr>
<tr>
<td>1.7 Provide support for inter-ethnic initiatives such as joint youth initiatives, language trainings, etc.</td>
<td>No adverse impact anticipated</td>
<td>Categorical Exclusion per 22 CFR 216.2(c)(2)(i)</td>
<td>None</td>
</tr>
<tr>
<td>1.8 Provide support for a Kosovo based daily newspaper in Serbian</td>
<td>No adverse impact anticipated</td>
<td>Categorical Exclusion per 22 CFR 216.2(c)(2)(iii)</td>
<td>None</td>
</tr>
<tr>
<td>Illustrative Activities</td>
<td>Potential Impacts</td>
<td>22 CFR 216 Environmental Determination</td>
<td>Mitigation Measures/Conditions</td>
</tr>
<tr>
<td>----------------------------------------------------------------------------------------</td>
<td>-------------------------------------------------------</td>
<td>--------------------------------------------------------</td>
<td>-------------------------------</td>
</tr>
<tr>
<td>language</td>
<td></td>
<td>Categorical Exclusion per 22 CFR 216.2(c)(2)(iii)</td>
<td>None</td>
</tr>
<tr>
<td>1.9 Explore and implement avenues for expanding the market and increasing the sales of non-majority-owned businesses, particularly in majority markets</td>
<td>No adverse impact anticipated</td>
<td>Categorical Exclusion per 22 CFR 216.2(c)(2)(iii)</td>
<td>None</td>
</tr>
<tr>
<td>1.10 Conduct “value chain events” to link producers to marketers</td>
<td>No adverse impact anticipated</td>
<td>Categorical Exclusion per 22 CFR 216.2(c)(2)(iii)</td>
<td>None</td>
</tr>
<tr>
<td>1.11 Partner with KCC, AmCham and AKB to devise and implement innovative avenues for expanding the market base of non-majority businesses</td>
<td>No adverse impact anticipated</td>
<td>Categorical Exclusion per 22 CFR 216.2(c)(2)(iii)</td>
<td>None</td>
</tr>
<tr>
<td>1.12 Assist municipal administrations to increase the quality of their services and ease access to these services through appropriate use of the language policy, with a view towards reducing the relevance of Serb parallel structures within applicable communities</td>
<td>No adverse impact anticipated</td>
<td>Categorical Exclusion per 22 CFR 216.2(c)(2)(iii)</td>
<td>None</td>
</tr>
<tr>
<td>1.13 Bolster the capacity of municipalities to govern effectively, with the</td>
<td>No adverse impact anticipated</td>
<td>Categorical Exclusion per 22 CFR 216.2(c)(2)(iii)</td>
<td>None</td>
</tr>
<tr>
<td>Illustrative Activities</td>
<td>Potential Impacts</td>
<td>22 CFR 216 Environmental Determination</td>
<td>Mitigation Measures/Conditions</td>
</tr>
<tr>
<td>----------------------------------------------------------------------------------------</td>
<td>-------------------------------------------</td>
<td>------------------------------------------------------------</td>
<td>-------------------------------</td>
</tr>
<tr>
<td>capacity to attend to the needs of their communities, including the female population</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.14 Increase municipalities’ self-reliance by improving the collection of revenue in order to increase municipal Own-Source Revenue (OSR)</td>
<td>No adverse impact anticipated</td>
<td>Categorical Exclusion per 22 CFR 216.2(c)(2)(iii)</td>
<td>None</td>
</tr>
<tr>
<td>1.15 Support anti-corruption initiatives that would increase transparency and accountability (such as in the procurement arena) and e-government (in more sophisticated municipalities)</td>
<td>No adverse impact anticipated</td>
<td>Categorical Exclusion per 22 CFR 216.2(c)(2)(iii)</td>
<td>None</td>
</tr>
<tr>
<td>1.16 Deliver technical assistance to local beneficiaries in the three objective areas under this award,</td>
<td>No adverse impact anticipated</td>
<td>Categorical Exclusion per 22 CFR 216.2(c)(2)(iii)</td>
<td>None</td>
</tr>
<tr>
<td>1.17 Provide training to the local partner to be able to manage multi-million dollar funding pool for sub-awards under first three objectives of the program</td>
<td>No adverse impact anticipated</td>
<td>Categorical Exclusion per 22 CFR 216.2(c)(2)(iii)</td>
<td>None</td>
</tr>
<tr>
<td>1.18 Provide training to the</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Table 1 Illustrative activities under Program Component A—[Technical Assistance and Training under Objectives 1, 2 and 3]

<table>
<thead>
<tr>
<th>Illustrative Activities</th>
<th>Potential Impacts</th>
<th>22 CFR 216 Environmental Determination</th>
<th>Mitigation Measures/Conditions</th>
</tr>
</thead>
<tbody>
<tr>
<td>local partner to be able to handle USAID reporting requirements and procedures, including environmental reviews, develop and monitor program indicators, develop weekly, quarterly, and annual reports.</td>
<td>anticipated</td>
<td>216.2(c)(2)(iii)</td>
<td></td>
</tr>
</tbody>
</table>
3. **Component B—Infrastructure and micro-enterprise assistance under Objective 1, 2 and 3 (estimated at 50% of LOE)**

This component will provide services and funding support to address economic security and unemployment among minorities, by engaging civil society and small businesses to support effective and sustainable income generation activities in their communities through specific income generation and a small grants community-based incentives program and workforce development programs. Infrastructure, support to Micro-enterprises, and agriculture may be three areas of assistance under Objective 3 and will require assurances that the activities to be implemented are environmentally sound. The program will include a fund for grants and sub-contracts to support local partners, including youth and community groups and civil society organizations, in implementing initiatives that contribute to the program’s objectives. The implementing partner will conduct and environmental impact assessment in parallel with the public scoping meetings convened to select the projects. This environmental review will provide a basic examination at the sectorial and sub-sectorial level to examine expected environmental impacts of proposed activities, alternatives to the proposed projects, and mitigation measures to address each of the proposed projects. If any of the proposed projects result in any of the classes of actions that normally have a significant effect on the environment as described in 22 CFR 216.2(d)(1) including: i) programs of river basin development; ii) irrigation or water management; iii) agricultural land leveling; (iv) drainage projects; (v) large scale agricultural mechanization; (vi) new lands development; (vii) resettlement projects; (viii) penetration road building or road improvement projects greater than 1 km; (ix) power plants; (x) industrial plants; and, (xi) medium and large scale potable water and sewerage projects, then an environmental scoping statement must be prepared and approved by the Bureau Environmental Officer prior to initiating an environmental assessment. An environmental assessment is required to be approved by the Bureau Environmental Officer prior to initiating any of the activities which the assessment addresses.

<table>
<thead>
<tr>
<th>Illustrative Activities</th>
<th>Potential Impacts</th>
<th>22 CFR 216 Environmental Determination</th>
<th>Mitigation Measures</th>
</tr>
</thead>
</table>
| 2.1 Small scale rehabilitation of village roads             | Air, Water, Land, Human Health    | Negative Determination with conditions recommended per 22 CFR 216.3(a)(2)(iii) for small scale infrastructure rehabilitation | • Limited to road repairs for up to 3 km.  
• Environmental Mitigation and Monitoring Plans (EMMPs) tailored to site-specific activities will be effectively implemented (See Conditions in Section E.)  
• If these repairs are in ecologically sensitive areas (national forest, adjacent to endangered species habitat), the BEO will need to approve the environmental report.  
• If the environmental review identifies a positive |
<table>
<thead>
<tr>
<th>Illustrative Activities</th>
<th>Potential Impacts</th>
<th>22 CFR 216 Environmental Determination</th>
<th>Mitigation Measures</th>
</tr>
</thead>
</table>
| 2.2 Small scale infrastructure rehabilitation of existing facilities (i.e. community centers, schools, health clinics) | Air, Water, Land, Human Health           | Negative Determination with conditions recommended per 22 CFR 216.3(a)(2)(iii) for small scale infrastructure rehabilitation | • Limited to small scale activities.  
• Environmental Mitigation and Monitoring Plans (EMMPs) tailored to site-specific activities will be effectively implemented (See Conditions in Section E.)  
• If the environmental review identifies a positive determination, the IEE will be amended to reflect this and to require an environmental assessment. The contractor shall ensure:  
  • Proper health and safety is followed by all subcontractors; no use of: ACM, lead pipes, or lead-based paint; materials containing formaldehyde must be in accordance with the European E0; proper disposal of construction debris; and proper site drainage.  
  • If ACM must be removed, contractors must follow internal norms for abatement and disposal and provided workers with PPE.  
  • An appropriate Onsite Waste Treatment System shall be installed for locations not connected to municipal...
Table 2 Illustrative activities under Program Component B — Infrastructure and micro-enterprise assistance under Objectives, 1, 2 and 3

<table>
<thead>
<tr>
<th>Illustrative Activities</th>
<th>Potential Impacts</th>
<th>22 CFR 216 Environmental Determination</th>
<th>Mitigation Measures</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.3 Small scale rehabilitation of village bridges</td>
<td>Air, Water, Land, Human Health</td>
<td>Negative Determination with conditions recommended per 22 CFR 216.3(a)(2)(iii) for small scale infrastructure rehabilitation</td>
<td>- Limited to small scale repairs. No new bridges may be constructed.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>- Environmental Mitigation and Monitoring Plans (EMMPs) tailored to site-specific activities will be effectively implemented (See Conditions in Section E.)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>- If the environmental review identifies a positive determination, the IEE will be amended to reflect this and to require an environmental assessment.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>- All appropriate local laws, regulations and standards to protect health and safety measures to protect worker health will be incorporated into the EMMP.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>- All appropriate mitigation measures from the following guidance shall be incorporated into the EMMP: <a href="http://www.encapafrica.org/sectors/roads.htm">http://www.encapafrica.org/sectors/roads.htm</a></td>
</tr>
<tr>
<td>2.4 Small scale rehabilitation of village-</td>
<td>Air, Water, Land, Human Health</td>
<td>Negative determination with</td>
<td>Small scale water supply system projects consists of the following: hand-dug wells, small-diameter boreholes, wells</td>
</tr>
<tr>
<td>rehabilitation of village-wells</td>
<td></td>
<td>conditions accepted per 22 CFR 216</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>216.3(a)(2)(iii) for small scale</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>infrastructure rehabilitation</td>
<td></td>
</tr>
<tr>
<td>Illustrative Activities</td>
<td>Potential Impacts</td>
<td>22 CFR 216 Environmental Determination</td>
<td>Mitigation Measures</td>
</tr>
<tr>
<td>-------------------------</td>
<td>-------------------</td>
<td>----------------------------------------</td>
<td>--------------------</td>
</tr>
</tbody>
</table>
| based water supply systems | conditions pursuant to 22 CFR 216.3(a)(2)(iii) | with hand pumps, roof rainwater catchments, simple spring-fed gravity feed water distribution systems, Well or surface water source pump with a simple small storage tank and piped distribution to standposts or individual yard taps or connections, Extensions of existing urban water lines into unserved or under-served peri-urban zones, showers, clothes-washing basins, hand washing taps. | • For each sub-project an Environmental Report will be completed for each type of activity.  
• An environmental mitigation and monitoring plan will be developed for each type of activity.  
• The EMMP will adopt all relevant mitigation measures from the following guidance: [link](http://www.encapafrica.org/sectors/watsan.htm). |

| 2.5 Donation of production and processing equipment for SME’s | Air, Water, Land, Human Health | Negative Determination with conditions recommended per 22 CFR 216.3(a)(2)(iii) for small scale production and processing | Prior to the initiation of each donation activity, the implementing partner must prepare an Environmental Review Checklist for Identifying Potential Environmental Impacts of Project Activities and Processes (see Annex 4) and then follow instructions in Sections G. through J. of the completed checklist. |

The equipment is limited to small scale production and processing equipment for small and medium enterprises most of which are anticipated to be family-operated businesses serving a limited market. It is anticipated that no more than one equipment set or
### Table 2 Illustrative activities under Program Component B — [Infrastructure and micro-enterprise assistance under Objectives, 1, 2 and 3]

<table>
<thead>
<tr>
<th>Illustrative Activities</th>
<th>Potential Impacts</th>
<th>22 CFR 216 Environmental Determination</th>
<th>Mitigation Measures</th>
</tr>
</thead>
<tbody>
<tr>
<td>production line will be donated per business.</td>
<td></td>
<td></td>
<td><strong>2.6 Donation of production and processing equipment for Agriculture Associations. The types of equipment that small farmers and processors desperately need include: lacto freezers, tractors, refrigeration, packaging machinery, feed mixers, quality control/testing equipment etc. It is anticipated that the equipment will be limited in numbers, meant for both collective and individual usage only to serve a limited number of farmers/producers.</strong></td>
</tr>
<tr>
<td>2.6 Donation of production and processing equipment for Agriculture Associations. The types of equipment that small farmers and processors desperately need include: lacto freezers, tractors, refrigeration, packaging machinery, feed mixers, quality control/testing equipment etc. It is anticipated that the equipment will be limited in numbers, meant for both collective and individual usage only to serve a limited number of farmers/producers.</td>
<td>Air, Water, Land, Human Health</td>
<td>Negative Determination with conditions recommended per 22 CFR 216.3(a)(2)(iii)</td>
<td></td>
</tr>
<tr>
<td>2.7 Provision of engineering support and oversight from design through implementation of infrastructure activities</td>
<td>No adverse impact anticipated. The activities are environmentally beneficial and ensure environmental compliance and engineering integrity</td>
<td>Categorical Exclusion per 22 CFR 216.2(c)(2)(i)</td>
<td>None</td>
</tr>
</tbody>
</table>
E. RECOMMENDED ENVIRONMENTAL ACTION

1. Recommended Environmental Threshold Determinations:

Categorical Exclusions:
A categorical exclusion is recommended for the following activities:

- A categorical exclusion pursuant to 22 CFR 216.2(c)(2)(i) for education, technical assistance, or training programs except to the extent such programs include activities directly affecting the environment (such as construction of facilities, etc.) is recommended for activities 1.1, 1.2, 1.3, 1.5, 1.6, 1.7, 1.8, 1.12, 1.13, 1.14, 1.15, 1.6, 1.17, 1.18, 2.7. These activities related to training and capacity building, establishment of a community organizations, development of guidance tools, organization of farmers organizations and other groups, facilitation of public private partnerships, public outreach and awareness activities.
- A categorical exclusion is recommended pursuant to 216.2(c) (2) (iii) for analyses, studies, academic or research workshops and meetings is recommended for activities 1.4, 1.9, 1.10 and 1.11. These activities are related to surveys and analyses, meetings and events that may be conducted during the course of the project.

Per 22 CFR 216.2(c)(1), neither an IEE nor an EA is required for activities which are determined to fall within one or more of the classes of activities listed in 22 CFR 216.2(c)(2).

Negative Determination with Conditions:
From Table 2 in Section D, small scale road, bridge, water supply, and facility infrastructure rehabilitation activities 2.1, 2.2, 2.3, and 2.4 and donation of equipment for SMEs and agricultural association activities 2.5 and 2.6 have the potential to adversely affect the environment. Consequently, conditions need to be incorporated into project planning to ensure that such effects are appropriately identified and that actions with the potential for significant effects on the environment are subject to appropriate environmental mitigation and monitoring plans (EMMP). Thus, given the potential for the above referenced activities to pose significant effects on the environment, the originator of the action proposes a negative determination with conditions pursuant to 22 CFR 216.3(a)(2)(iii).

Conditions for small scale road, bridge, water supply, and facility infrastructure rehabilitation activities 2.1, 2.2, 2.3, and 2.4:

- Only small scale road rehabilitation activities shall be conducted
- Small scale water supply systems shall be limited to the following: hand-dug wells; small-diameter boreholes; wells with hand pumps; roof rainwater catchments; simple spring-fed gravity feed water distribution systems; well or surface water source pump with a simple, small storage tank and piped distribution to standposts or individual yard taps or connections; extensions of existing urban water lines into unserved or under-served peri-urban zones, showers, clothes-washing basins, hand washing taps.
Generally appropriate EMMPs have been developed and are attached (see Annex 1). Prior to any new activities at a specific site, the attached EMMPs shall be reviewed by the implementer for suitability, adequacy, and comprehensive inclusion of necessary environmental, health and safety safeguards. If not already done, all applicable local laws, regulations and standards and Standard Required Mitigation Measures for all project sites (see below) shall be incorporated into the EMMPs. When necessary, a revised EMMP shall be sent to the Contract Officer’s Representative (COR)/Assistance Officer’s Representative (AOR), prior to the start of work. For each site-specific activity, the EMMP attached to this IEE, or (the revised version, if appropriate) shall be attached to the signed Certification of No Adverse or Significant Effects on the Environment (See Annex 2) and sent by the implementer to the COR/AOR for his or her records and copied to the Mission Environmental Officer (MEO) and Europe and Eurasia Bureau Environmental Officer (BEO). After the implementer has finalized its activities at a specific site, he or she shall sign a Record of Compliance with the EMMP (see Annex 3) certifying that the organization met all applicable EMMP conditions and submit it to the COR/AOR. The COR/AOR shall keep the original for the project files and provide a copy to the MEO and BEO.

If small scale activities are to be undertaken that were not anticipated at this IEE approval stage then prior to initiating activities that have the potential to result in significant adverse environmental, health, and safety impact, the implementing partner shall prepare EMMP(s) in the format provided in the generally appropriate EMMPs in Annex 1. The COR/AOR, MEO, and BEO shall approve these EMMP(s) prior to implementation. For each site-specific activity, the newly prepared EMMP shall be attached to the signed Certification of No Adverse or Significant Effects on the Environment (See Annex 2) and sent by the implementer to the COR/AOR for his or her records and copied to the MEO and BEO. After the implementer has finalized its activities at a specific site, he or she shall sign a Record of Compliance with the EMMP (see Annex 3) certifying that the organization met all applicable EMMP conditions and submit it to the COR/AOR.

The implementer shall ensure proper health and safety is followed by all contractors and ensure: a) no Lead-based paint is used; b) material selection should be based on durability and to the maximum extent possible be low or no VOC containing materials; c) proper removal and handling and disposal of asbestos containing materials; d) proper site drainage and storm water management; e) best engineering practices shall be applied to maintain/ensure structural integrity.

EMMPs shall be captured in annual work plans, and therefore budgeted for and reviewed for adequacy at least annually.

Changes in activities, and their associated EMMPs shall necessitate amending the IEE

**Conditions for donation of equipment for SMEs and agricultural associations activities 2.5 and 2.6:**

- Only activities involving small scale industries and small scale agricultural mechanization shall be conducted
- Prior to the initiation of each donation activity, the implementing partner shall prepare an Environmental Review Checklist for Identifying Potential Environmental Impacts of Project Activities and Processes (see Annex 4) and then follow instructions in Sections G. through J. of the completed checklist.

**Standard Required Mitigation Measures for all project sites:**

Advancing Kosovo Together
Earth Resources
- Where significant environmental impacts may occur, document and photograph pre-construction and post-construction conditions.
- Avoid subsidence and building stabilization problems through proper foundation excavation, fill placement and borrow pit management.
- Fill should avoid pockets of segregated materials, it should use well-graded materials, and it should be compacted to recognized standards.
- Avoid pollution of waterways with stockpiled construction materials.
- Cover stockpiled construction materials, as practicable.
- Minimize the use of solvent-based paints, or replace with water-based materials.
- Segregate waste which can be salvaged, re-used or recycled.
- Employ sensitive strategies with regard to trees, watercourses, plant or animal species or habitats, and important historical and archaeological features.
- As practicable, landscape construction sites in a way that is appropriate to local conditions.

Air Quality
- Coordinate truck and other construction activity to minimize noise, traffic disruption and dust.
- Post construction timetables and traffic diversion schedules at the project site.
- Avoid the use of cement; paper; board; sealant and glazing formulations; piping; roofing material; or other materials containing asbestos.
- Avoid the use of materials known to cause indoor air quality issues such as:
  - Materials high in VOCs (volatile organic compounds) such as certain paints, adhesives, cleaning agents.
- Minimize burning of waste materials.

Waste Materials
- Where significant environmental impacts may occur, document and photograph pre-construction and post-construction conditions.
- Take waste materials to appropriate, designated local disposal areas.
- Minimize the use of solvent-based paints, or replace with water-based materials.
- Minimize burning of waste materials.
- Segregate waste which can be salvaged, re-used or recycled.
- Introduce measures to control and minimize the volume of waste on site.

Noise and vibration
- Establish and adhere to construction timetables that minimize disruption to the normal activities of the construction area.
- Coordinate truck and other construction activity to minimize noise, traffic disruption and dust.
- Post construction timetables and traffic diversion schedules at the project site.

Human health
- Develop and implement appropriate human health and worker safety measures during construction.
• Coordinate truck and other construction activity to minimize noise, traffic disruption and dust.
• Provide temporary sanitation at the construction site.
• Handle, store, use and process branded materials in accordance with manufacturer’s instructions and recommendations.
• Minimize the use of solvent-based paints, or replace with water-based materials.
• Avoid the use of materials known to cause indoor air quality issues such as:
  • Materials high in VOCs (volatile organic compounds) such as certain paints, adhesives, cleaning agents.
• Minimize burning of waste materials.

**Monitoring and Reporting**

• The AOR/COR, with the support of the MEO, is responsible for monitoring compliance of activities by means of desktop reviews and field inspections.
• If an individual activity is found to pose significant adverse environmental effects that have not been identified and addressed in the attached EMMP(s), or EMMPs that were subsequently approved for the project, new EMMPs shall be developed to include environmental safeguards for such effects.
• If at any time the project is found to be out of compliance with the IEE, the AOR/COR or MEO shall immediately notify the BEO.
• Implementing partners shall report on environmental compliance requirements as part of their routine project reporting to USAID.
• A summary report of Mission’s compliance relative to this IEE shall be sent to the BEO on an annual basis, normally in connection with preparation of the Mission’s annual environmental compliance report required under ADS 203.3.8.5 and 204.3.3.
• The BEO or his/her designated representative may conduct site visits or request additional information for compliance monitoring purposes to ensure compliance with this IEE, as necessary.

**F. MANDATORY INCLUSION OF ENVIRONMENTAL COMPLIANCE REQUIREMENTS IN SOLICITATIONS, AWARDS, BUDGETS AND WORKPLANS**

• Appropriate environmental compliance language, including limitations defined in Section G, shall be incorporated into solicitations and awards for this activity and projects budgets shall provide for adequate funding and human resources to comply with requirements of this IEE.
• Solicitations shall include Statements of Work with task(s) for meeting environmental compliance requirements and appropriate evaluation criteria.
• Environmental mitigation and monitoring requirements, when available, shall also be included in solicitations and awards.
• The implementing partner shall incorporate conditions set forth in this IEE into their annual work plans.
• The implementing partner shall ensure annual work plans do not prescribe activities that are defined as limitations, as defined in Section G.
G. LIMITATIONS OF THE IEE:
This IEE does not cover activities involving:

- Medium and Large Scale industries and agro processing facilities are not included. Such activities would be considered a positive determination pursuant to 216.2(d)(1)(x) industrial plants.
- Medium and large scale water and sanitation activities having the potential for significant effects on the environment as outlined in 22 CFR 216.2(d)(1)(xi).
- Programs of river basin management, irrigation or water management, agricultural land leveling, drainage projects, large scale mechanization, new lands development, resettlement projects, penetration road building or road improvements greater than 1 km, and power plants.
- Support to extractive industries (e.g. mining and quarrying).
- Support for activities that promote timber harvesting;
- Assistance for the procurement (including payment in kind, donations, guarantees of credit) or use (including handling, transport, fuel for transport, storage, mixing, loading, application, cleanup of spray equipment, and disposal) of pesticides or activities involving procurement, transport, use, storage, or disposal of toxic materials. Pesticides cover all insecticides, fungicides, rodenticides, etc. covered under FIFRA – ‘Federal Insecticide, Fungicide, and Rodenticide Act’.
- Potential activity components dealing with privatization of industrial facilities or infrastructure with heavily polluted property. In such cases, an amendment to the IEE shall be required to conduct Environmental Liability Assessment (ELA) as part of the privatization process.
- Procurement or use of genetically modified organisms (GMOs).
- Project preparation, project feasibility studies, and infrastructure investments for projects that may have a potentially significant impact on the environment. New construction
Any of the above actions would require an amendment to the IEE approved by the BEO.

H. REVISIONS:
Pursuant to 22 CFR 216.3(a) (9), if new information becomes available that indicates that activities covered by the IEE might be considered “major” and their effect “significant,” or if additional activities are proposed that might be considered “major” and their effect “significant,” this recommendation for a Categorical Exclusion/Negative Determination with conditions will be reviewed and, if necessary, revised by the MEO with concurrence by the BEO. It is the responsibility of the USAID AOR/ COR to keep the MEO and BEO informed of any new information or changes in the activity that might require revision of the IEE.
USAID Approval of Recommended Environmental Threshold Decision:

Approval:

Maureen A. Shauket, Mission Director

Date: 6/21/12

Clearance:

Perihan Ymeri-Ustaibo, Mission Environmental Officer

Date: 6/19/2013

Clearance:

Tanya Urquieta, DGO Director

Date: 6/20/2013

Concurrence:

William Gibson

Acting E&E Bureau Environmental Officer

Date: Aug 19, 2013

Distribution:

IEE File
Mission Environmental Officer (to also provide a copy to AOR/COR)

Attachments:

Annex 1: Applicable Environmental Mitigation and Monitoring Plans (EMMPs) for Small Scale Road, Bridge, Facility Infrastructure Rehabilitation, Water Supply, and Support to Agribusinesses
Annex 2: Certification of No Adverse or Significant Effects on the Environment
Annex 3: Record of Compliance with the EMMP
Annex 4: Environmental Review Checklist for Identifying Potential Environmental Impacts of Project Activities and Processes
ANNEX 1
APPLICABLE ENVIRONMENTAL MITIGATION AND MONITORING PLANS (EMMPS)
For Small Scale Road, Bridge, Water Supply, Facility Infrastructure Rehabilitation, and
Support to Agribusinesses Activities
## Environmental Mitigation and Monitoring Plan for Road and Bridge Rehabilitation

<table>
<thead>
<tr>
<th>Identified Environmental Impacts</th>
<th>Mitigation Measure(s)</th>
<th>Monitoring Indicator(s)</th>
<th>Monitoring and Reporting Frequency</th>
<th>Responsible Party(ies)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Small Scale Road and Bridge Rehabilitation</td>
<td>Use biologist experienced with TES and their habitat. Conduct survey of amphibian crossings. Conduct surveys of plant species along roads. Conduct additional survey of sites where protected birds, bats, amphibians and reptiles may use habitats along roads. Develop TES program to protect TES and habitats. Implement TES protection programs including worker training to identify and protect TES and habitats.</td>
<td>Conformance with TES Program Surveys by TES biologist. Inspections by TES biologist. Number of TES identified Number of TES habitats protected Number of employees trained.</td>
<td>Survey reports for TES/habitat identification and protection Inspection at the start of the activity and at least monthly thereafter during construction TES protection report at end of construction, including mitigation measures for road operation &amp; maintenance (O&amp;M) period.</td>
<td>Requirements specified in contracts Periodic inspections by implementer</td>
</tr>
<tr>
<td>Impacts to wetlands and other natural resources; disturbance or threat to important ecological habitats.</td>
<td>Use biologist experienced with wetlands and ecological habitats. Conduct assessment of riparian habitats. Develop program to protect habitats. Implement habitat protection programs including worker training to identify and protect habitats.</td>
<td>Surveys and inspections by biologist. Number of habitats protected Number of employees trained Photo logs</td>
<td>Survey reports for protecting habitat. Inspections monthly during construction. Habitat protection report at end of construction, including mitigation measures for road O&amp;M</td>
<td>Requirements specified in contracts Periodic inspections by implementer</td>
</tr>
<tr>
<td>Identified Environmental Impacts</td>
<td>Mitigation Measure(s)</td>
<td>Monitoring Indicator(s)</td>
<td>Monitoring and Reporting Frequency</td>
<td>Responsible Party(ies)</td>
</tr>
<tr>
<td>---------------------------------</td>
<td>----------------------</td>
<td>-------------------------</td>
<td>-----------------------------------</td>
<td>-----------------------</td>
</tr>
<tr>
<td>Impacts to wetlands and riparian habitats along roads</td>
<td>Implement mitigations habitat protection report at end of construction period.</td>
<td>Number of wetlands and habitats protected. Number of habitat inspections.</td>
<td>Quarterly in first year and annually after first year.</td>
<td>Requirements specified in contracts Periodic inspections by implementer</td>
</tr>
<tr>
<td>Impacts to Cultural and Historic Resources including Cultural or Historic Chance Finds.</td>
<td>Establish and maintain a documented chance finds procedure and provide regular worker training to identify and protect cultural or historic chance finds.. Remove &amp; dispose of old road materials to offsite disposal site that protects cultural and historic resource sites. Revegetate to protect cultural/historic site. Prevent erosion and changes to existing waterways.</td>
<td>Complaints by residents or members of cultural or historic site. Photo logs</td>
<td>Inspection at the start of the activity and at least monthly thereafter during construction</td>
<td>Requirements specified in contracts Periodic inspections by implementer</td>
</tr>
<tr>
<td>Construction camp damage to local habitats and depletion of local fauna/flora.</td>
<td>Choose or develop design standards for construction camps Analyze area for possible habitat or fauna/flora damage, select proper site for construction camp Keep camp size to minimum Explore off-site accommodation for crews Provide adequate quantity of food and cooking fuels Train workers to protect local habitat and local fauna/flora, create defined footpaths</td>
<td>Conformance with design standards Complaints from nearby residents. Photo logs</td>
<td>Inspection at the start of the activity and at least monthly thereafter during construction phase; once during demobilization</td>
<td>Requirements specified in contracts Inspections by implementer</td>
</tr>
<tr>
<td>Impacts from lack of environmentally sound facilities or poor sanitation at construction camp facilities (Soil and Water Contamination)</td>
<td>Choose or develop design standards for construction camps Provide sound temporary sanitation facilities (e.g., dry toilets or pit latrines, cleanup of food services, trash/waste</td>
<td>Conformance with design standards Complaints from nearby residents. Photo logs</td>
<td>Inspection at the start of the activity and at least monthly thereafter during construction phase;</td>
<td>Requirements specified in contracts Inspections by</td>
</tr>
<tr>
<td>Identified Environmental Impacts</td>
<td>Mitigation Measure(s)</td>
<td>Monitoring Indicator(s)</td>
<td>Monitoring and Reporting Frequency</td>
<td>Responsible Party(ies)</td>
</tr>
<tr>
<td>---------------------------------</td>
<td>-----------------------</td>
<td>-------------------------</td>
<td>-----------------------------------</td>
<td>-----------------------</td>
</tr>
</tbody>
</table>
| **Impacts from lack of management of construction areas, equipment and materials storage areas (Soil and Water Contamination)** | collection bins  
Provide off-site housing for workers  
Use minimum camp size  
Remove and restore site after construction is completed |  | once during demobilization | implementer |
| | Develop mobilization and demobilization plans  
Install fence and signs  
Set protocols for storage of materials and wastes  
Set protocols for equipment storage and maintenance  
Limit onsite equipment maintenance, require most maintenance offsite  
Store fuels and lubricants in safe place, provide spill protection, emergency response procedures  
Prevent dumping of hazardous materials  
Prevent dumping of other non-construction waste  
Remove and restore site after construction is completed | Conformance with mobilization and demobilization plans, fuels and lubricant storage, and waste management protocols. Inspection of shipping manifests, landfill receipts, and photo logs Complaints from nearby residents  
Photo logs | Inspection at the start of the activity and at least monthly thereafter during construction | Requirements specified in contracts  
Inspections by implementer |
| **Community impacts from introduction of alcohol and other socially destructive substances via construction crews.** | Prohibit alcohol and socially destructive substances in construction camps  
Use local or regional labor if possible  
Install signs and reminders that alcohol/substances are prohibited | Camp inspections  
Complaints from nearby residents | Monthly during construction | Requirements specified in contracts  
Inspections by implementer |
| **Impacts from lack of control of stormwater runoff during road and bridge rehabilitation** | Choose or develop design standards for road surface drainage, bridge opening, culvert installation, erosion control, revegetation, stream crossing, sensitive areas, steep slopes, etc. | Conformance with design standards and stormwater and erosion control plans  
Complaints from nearby | Monthly during construction | Requirements specified in contracts  
Inspections by implementer |
<table>
<thead>
<tr>
<th>Identified Environmental Impacts</th>
<th>Mitigation Measure(s)</th>
<th>Monitoring Indicator(s)</th>
<th>Monitoring and Reporting Frequency</th>
<th>Responsible Party(ies)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Impacts on roads from transporting new road and bridge materials, concrete and asphalt, drainage collectors/pipes and transporting waste materials for disposal.</td>
<td>Develop a storm water and erosion control plans  Install stormwater control barriers (hay bales, filters) to prevent erosion  Restore site through replanting, reseeding and soil erosion measures (especially after old road materials removed)</td>
<td>residents  Photo logs</td>
<td></td>
<td>implementer</td>
</tr>
<tr>
<td>Impacts from removal and disposal of old/damaged asphalt, road subsurface materials, sidewalks, drainage collectors/pipes (Soil and Water Contamination)</td>
<td>Choose or develop design standards for material transport and storage  Select transportation routes (change routes) to minimize impacts on roads and local residents.  Inspect roads along transportation routes.  Restore damaged roads to original condition.</td>
<td>Conformance with design standards including road and transportation routes.  Complaints from nearby residents.</td>
<td>Monthly during construction</td>
<td>Requirements specified in contracts  Inspections by implementer</td>
</tr>
<tr>
<td>Impacts from improper extraction of road and bridge materials (quarry and gravel pits and barrow pits)</td>
<td>Protect area next to channel berm.  Use construction lines to mark construction zone.  Provide dust control during extraction and disposal of spoil and sediment.  Train workers to protect surrounding environment  Materials stored onsite, protected from stormwater runoff or wind until transport for disposal.  Prevent soil erosion</td>
<td>Monitor waste quantity (kg (m3))  Inspection of roads  Complaints from nearby residents  Percentage of workers and supervisors with up-to-date training records  Photo logs</td>
<td>Monthly during construction</td>
<td>Requirements specified in contracts  Inspections by implementer</td>
</tr>
</tbody>
</table>

Advancing Kosovo Together 38
<table>
<thead>
<tr>
<th>Identified Environmental Impacts</th>
<th>Mitigation Measure(s)</th>
<th>Monitoring Indicator(s)</th>
<th>Monitoring and Reporting Frequency</th>
<th>Responsible Party(ies)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Impacts from road and bridge rehabilitation (Add compaction of roadbed and addition of materials for subsurface layers and pavement)</td>
<td>environmental regulations Quarries, gravel pit and/or barrow pit operators have permits and stormwater management programs Protect area next to road and bridge. Use construction lines to mark construction zone. Train workers to protect surrounding environment Minimize use of heavy machinery Restore site through replanting, reseeding and soil erosion measures Adhere to road design and engineering specs and follow best practices Use BMPs for maintenance and storage of equipment</td>
<td>Conformance with plans and BMPs Complaints from nearby residents. Percentage of workers and supervisors with up-to-date training records Photo logs</td>
<td>Monthly during construction</td>
<td>Requirements specified in contracts Periodic inspections by implementer</td>
</tr>
<tr>
<td>Impacts from rehabilitation of sidewalks and drainage collectors/pipes (Soil and Water Contamination)</td>
<td>Protect area next to area being improved Train workers to protect surrounding environment Prevent erosion and changes to existing waterways Minimize use of heavy machinery</td>
<td>Camp inspections Complaints from nearby residents Percentage of workers and supervisors with up-to-date training records Photo logs</td>
<td>Monthly during construction</td>
<td>Requirements specified in contracts Periodic inspections by implementer</td>
</tr>
<tr>
<td>Noise, Odor and Visual Quality Impacts</td>
<td>Schedule trucks carrying waste/construction materials to minimize local impacts. Minimize use of heavy equipment during early morning and nights</td>
<td>Visual inspections Complaints from users and nearby residents.</td>
<td>Monthly during construction</td>
<td>Requirements specified in contracts Periodic inspections by implementer</td>
</tr>
<tr>
<td>SocioEconomic Impacts</td>
<td>Hire local workers. Community public meetings to share mitigation information.</td>
<td>Number of local workers Number of public meetings.</td>
<td>One time during construction phase</td>
<td>Requirements specified in contracts Periodic inspections by implementer</td>
</tr>
<tr>
<td>Identified Environmental Impacts</td>
<td>Mitigation Measure(s)</td>
<td>Monitoring Indicator(s)</td>
<td>Monitoring and Reporting Frequency</td>
<td>Responsible Party(ies)</td>
</tr>
<tr>
<td>---------------------------------</td>
<td>-----------------------</td>
<td>-------------------------</td>
<td>------------------------------------</td>
<td>------------------------</td>
</tr>
<tr>
<td>Public Health and Safety Impacts</td>
<td>Documented safety procedures. Maintain regular worker safety training Provide workers with protective equipment (e.g., gloves, boots, eyewear). Manage construction traffic to protect children and the community. Signs clearly displayed Protect public from stored waste/construction materials or abandoned structures Document underground and surface utilities/structures</td>
<td>Conformance with safety procedures Percentage of workers and supervisors with up-to-date training records Number of accidents and injuries. Complaints from nearby residents</td>
<td>Inspection at the start of the activity and at least monthly thereafter during construction</td>
<td>Requirements specified in contracts Periodic inspections by implementer</td>
</tr>
<tr>
<td>Impacts from road ruts, potholes, mud-holes, wash boarding (Soil and water contamination)</td>
<td>Better routine maintenance of roads using high quality gravel and asphalt material Remove materials blocking roads Inspect roads for early identification of problems Provide worker training for improved maintenance and early identification of problems</td>
<td>Number of maintenance measures implemented Number of road inspections</td>
<td>Quarterly in first year and annually after first year.</td>
<td>Requirements specified in contracts Periodic inspections by implementer</td>
</tr>
<tr>
<td>Impacts from clogged drainage collectors/pipes, standing water and water pools (potential disease vectors)</td>
<td>Better routine maintenance of culverts, drainage collectors/pipes, side channels/runoff (runoff ditches) Remove materials blocking drainage collectors/pipes/culverts Inspect drainage systems for early identification of problems Provide worker training for improved maintenance and early identification of problems</td>
<td>Number of maintenance measures implemented Number of drainage inspections</td>
<td>Quarterly in first year and annually after first year.</td>
<td>Requirements specified in contracts Periodic inspections by implementer</td>
</tr>
<tr>
<td>Identified Environmental Impacts</td>
<td>Mitigation Measure(s)</td>
<td>Monitoring Indicator(s)</td>
<td>Monitoring and Reporting Frequency</td>
<td>Responsible Party(ies)</td>
</tr>
<tr>
<td>---------------------------------</td>
<td>-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>---------------------------------------------------------------------------------------------------------------</td>
<td>------------------------------------------------------------------</td>
<td>-------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Road improvements increase traffic and vehicle speed, higher accident rates (Socioeconomic Impact)</td>
<td>Plan for, procure and equip rehabilitated roads with adequate traffic control signs and equipment Integrate safety features into engineering design (speed control signs, streetlights, pedestrian crossings, proper road markings)</td>
<td>Number of accidents Complaints from nearby residents</td>
<td>Quarterly in first year and annually after first year.</td>
<td>Requirements specified in contracts Periodic inspections by implementer</td>
</tr>
<tr>
<td>Soil, Water and other Environmental Impacts due to weak Road and Bridge Maintenance Programs</td>
<td>Strengthen road and bridge maintenance programs (organize data collection, identify O&amp;M problems throughout the roads network and design solutions including better road operating guidance, preventive maintenance, program schedules and activities, training for stronger management systems for maintenance workers including use of “how-to” guides and information on best practices.</td>
<td>Number of municipalities participating in municipal maintenance strengthening Number of requests for assistance to improve road maintenance Number of inspections Number of complaints from nearby residents</td>
<td>Quarterly in first year and annually after first year.</td>
<td>Leadership and periodic inspections by implementer with initial start-up support from implementer</td>
</tr>
</tbody>
</table>
### Environmental Mitigation and Monitoring Plan for Facility Rehabilitation with No Asbestos

<table>
<thead>
<tr>
<th>Activity</th>
<th>Identified Environmental Impacts</th>
<th>Mitigation Measure(s)</th>
<th>Monitoring Indicator(s)</th>
<th>Monitoring &amp; Reporting Frequency</th>
<th>Responsible Party</th>
</tr>
</thead>
</table>
| 1) Building rehabilitation  
2) Delivery of water & wastewater services | Unsafe Water Provided Surface & Groundwater Contamination (Soil Contamination) | • Provide clean water for drinking, hand washing & other building needs by:  
  **A)** Doing initial surface/groundwater quality and quantity testing  
  **B)** Using proper groundwater drilling methods (if applicable)  
  **C)** Doing ongoing periodic water quality testing  
  **D)** Employing signs & training to conserve clean water  
• Install wastewater treatment where needed, e.g.:  
  **A)** Septic Tanks: Use for domestic sewage; include maintenance/cleaning requirements & install drain fields  
  **B)** Protect drain fields, keep children out  
• Minimize local impacts from construction materials | • Quantity of water (m³), quality of clean water (pathogens, other biologic & chemical parameters)  
• Water use/discharge permit obtained (if applicable)  
• Complaints from users & nearby residents | At project initiation & then monthly or quarterly | Implementer, Requirements shall be specified in contract/grant/loan agreements |
| Solid waste management (Soil & Groundwater Contamination) | • Collect/segregate solid waste, reuse or dispose according to local regulations (in suitable landfills, if available)  
• Solid waste management plan developed prior to starting activity/operation to include as appropriate proper management of hazardous materials (especially asbestos-See EMMP for Asbestos Remediation) & previously stored hazardous items), used or excess supplies or consumables, used batteries, used oils, used fluorescent tubes, hazardous material containers, etc.)  
• Plan should include adequate employee training on waste management | • Types of solid waste & waste quantity (kg (m³))  
• Record review & site inspections  
• Complaints from nearby residents  
• Records of required waste permits | At project initiation & then monthly or quarterly | Implementer |
<table>
<thead>
<tr>
<th>Activity</th>
<th>Identified Environmental Impacts</th>
<th>Mitigation Measure(s)</th>
<th>Monitoring Indicator(s)</th>
<th>Monitoring &amp; Reporting Frequency</th>
<th>Responsible Party</th>
</tr>
</thead>
</table>
| Air Pollution Impacts                      | • Use low emissions & energy efficient windows & building materials, high efficiency lighting, low emission burners in boilers  
• Use environmentally acceptable fuels for heating equipment  
• Replace high greenhouse gas emissions fuels (e.g., coal) with cleaner fuels like natural gas, if possible  
• Use best available technology for minimizing use/release of ozone depleting substances (ODS) | • Concentration of relevant pollutants (mg/m³)  
• Complaints from nearby residents  
• Amounts & dates of ODS recovery  
• Up-to-date certification of ODS handlers |                                                                                                         | At project initiation & then monthly or quarterly                                    | Implementer |
| Noise, Traffic Congestion, Odor, & Visual Quality Impacts | • Schedule trucks bringing building materials to minimize local impacts  
• Provide workers with protective equipment | • Visual  
• Complaints from users & nearby residents |                                                                                                         | Quarterly                                                                     | Implementer |
| Socioeconomic Impacts                      | • Avoid discharges to sensitive ecosystems  
• Minimize visible smoke & boiler air emissions  
• Hire local workers  
• Community public meetings to share mitigation information  
• Obtain required building alteration permits | • Visual  
• Number of trained workers  
• Number of public meetings  
• Records of required permits |                                                                                                         | At project initiation & then quarterly                                                | Implementer |
| Occupational & Public Health & Safety Impacts | • Establish documented occupation safety procedures & provide regular safety training  
• Provide workers with protective equipment (e.g., gloves, boots, eyeware)  
• Adopt fire precautions (e.g., working fire protection equipment, ban on smoking)  
• Manage construction traffic to protect children & the community  
• Signs clearly displayed | • Inspection of fire protection equipment  
• Number of accidents & injuries  
• Audits safety procedure/training conformance |                                                                                                         | At project initiation & then quarterly                                                | Implementer |
<table>
<thead>
<tr>
<th>Activity</th>
<th>Identified Environmental Impacts</th>
<th>Mitigation Measure(s)</th>
<th>Monitoring Indicator(s)</th>
<th>Monitoring &amp; Reporting Frequency</th>
<th>Responsible Party</th>
</tr>
</thead>
</table>
|          | Resource depletion & indirect impacts from energy & water use | • Use high efficiency heating, cooling, & lighting systems & perform regular maintenance to optimize performance  
• Implement water conservation & re-use measures whenever appropriate  
• Use environmentally preferable building materials | • Plans & specifications that address resource depletion reduction for retrofits | At project initiation & then quarterly | Implementer |
# Environmental Mitigation and Monitoring Plan for Support for Rehabilitation of Existing Facilities with Asbestos Remediation

<table>
<thead>
<tr>
<th>Activity</th>
<th>Identified Environmental Impacts</th>
<th>Mitigation Measure(s)</th>
<th>Monitoring Indicator(s)</th>
<th>Monitoring &amp; Reporting Frequency</th>
<th>Responsible Party</th>
</tr>
</thead>
</table>
| 1) Asbestos Containing Material 2) Asbestos-tiled Roofs 3) Asbestos with Corrugated Sheetmetal Plates 4) Asbestos Insulation | Preparing for Asbestos Removal Asbestos Contamination | • Determined during the design phase that there is no alternative but to proceed in a way that causes an AC pipe to become *crumbled, pulverized, or reduced to powder* during the excavation, disconnection, replacement or other activities  
• Preparing for asbestos removal. Considerations:  
  **A)** Spray amended water (1:200 soap-to-water) to keep asbestos containing material (ACM) damp, but not saturated 
  **B)** Place ACM in disposal bags, do not allow to accumulate on floor  
  **C)** Use HEPA vacuums & damp cloth wiping to stop fiber migration or fibers becoming airborne, do not use dry sweeping  
  **D)** Use 6 mil polyethylene sheeting as barriers for doors, windows, vents, ACM breakage/cutting  
  **E)** Avoid certain activities such as sawing, sanding and drilling asbestos contain material | • Inspections  
• Amounts of ACM (kg)  
• ACM removal permit (if applicable)  
• Complaints from nearby residents | Daily or Weekly | Implementer, Requirements shall be specified in contract/grant/loan agreements |
| Asbestos Contamination During Removal | | • All persons working with or near asbestos cement pipe that can potentially be disturbed must be qualified and should employ specific safe work practices and engineering controls at all times  
• Asbestos removal procedures.  
  **A)** Removal of ACM panels intact, if possible and place in disposal bags  
  **B)** Removal of ACM screwed-in panels after wetting screw heads. Clean holes with damp (amended water) cloth | • Inspections  
• Amount of ACM (kg)  
• Inspections  
• Complaints from nearby residents  
• **Respiratory illnesses incidents in the neighborhood** | Daily or Weekly | Implementer |
<table>
<thead>
<tr>
<th>Activity</th>
<th>Identified Environmental Impacts</th>
<th>Mitigation Measure(s)</th>
<th>Monitoring Indicator(s)</th>
<th>Monitoring &amp; Reporting Frequency</th>
<th>Responsible Party</th>
</tr>
</thead>
</table>
| ACM Disposal | • Transport waste ACM & bags of contaminated clothing to disposal site in a covered truck marked with plaque and shipped to the designated disposal site (adm. Order #07/2009).  
• Excavate special place in landfill, build wooded encasement structure, and bury 1 meter underground  
• Mark site with permanent warning sign | C) Removal of ACM riveted panels. (Describe expected rivet removal steps). Minimize breakage, use amended water to minimize the dust creation and airborne release  
• Place ACM & disposable overalls in 6-mil poly bags. Then label and tightly seal bag; wipe outside bag with cloth (amended water); and remove bags for storage in a designated location | • Shipping manifest  
• Transport and Disposal permits  
• Amount of ACM (kg)  
• Complaints from nearby residents  
• Final ACM removal & disposal report (details of what was done, any problems or unexpected exposures, lessons learned) | Daily/ Weekly | Implementer |
| Socioeconomic Impacts | • Protect ecosystems in/ near facilities with asbestos  
• Public meetings with community to share information on asbestos removal, handling & disposal  
• Avoid asbestos disposal near sensitive ecosystems  
• Hire local workers  
• Community public meetings to share mitigation | | • Inspections.  
• Number of public meetings  
• Number of complaints  
• Respiratory illnesses incidents | Weekly | Implementer |
<table>
<thead>
<tr>
<th>Activity</th>
<th>Identified Environmental Impacts</th>
<th>Mitigation Measure(s)</th>
<th>Monitoring Indicator(s)</th>
<th>Monitoring &amp; Reporting Frequency</th>
<th>Responsible Party</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public Health &amp; Safety</td>
<td></td>
<td>• Limit access to facility during demolition, asbestos removal &amp; transportation for disposal&lt;br&gt;• Written asbestos safety TSD procedures for workers &amp; the public (Kosovo Administrative order #07/2009)&lt;br&gt;• Provide workers with protective equipment&lt;br&gt;• (e.g., Respirators (negative pressure, P100 equivalent particulate filter, half-face or full-face), gloves, disposable overalls)&lt;br&gt;• Decontamination washing facility to wash workers from head to toe&lt;br&gt;• Signs clearly displayed</td>
<td>• Inspection to insure safety equipment is used by credible manufacturer specifications&lt;br&gt;• Number of accidents &amp; injuries</td>
<td>Daily or Weekly</td>
<td>Implementer</td>
</tr>
</tbody>
</table>
Environmental Mitigation and Monitoring Plan for Water Supply Rehabilitation and Development Activities

<table>
<thead>
<tr>
<th>Activity</th>
<th>Identified Environmental Aspects or Impacts</th>
<th>Mitigation measure(s)</th>
<th>Monitoring indicator(s)</th>
<th>Monitoring and Reporting Frequency</th>
<th>Party(ies) responsible</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Planning and Design</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| Identification and weighing of alternatives | • Over-extraction of ground water  
• Number of wells  
• Anticipated pumpage rate per well  
• Proximity to other groundwater users  
• Projected drawdown cone  
• Safe yield of aquifer  
• Identification of nearby pollution sources  
• Climate change  
• Impact of irrigation on water supply | • Identify known and potential areas of ecological, archeological, paleontological, historic, religious or cultural significance and ecologically sensitive areas such as high quality forests, wetlands, and other areas of high biodiversity or threatened species along possible rehabilitation routes and potential well-fields  
• Conduct hydrogeological study which would include a description of the nature and extent of the aquifer, aquifer testing, modeling to determine extent of drawdown and optimum pumping rates to reduce impact, development of a well field management plan, and development of well head protection program  
• Conduct a climate change vulnerability study | Natural resource inventory and maps  
Well and spring survey  
Groundwater quality  
Water levels  
Recharge and discharge areas | At the start of the activity | MEO/COTR and Implementer |
| Establishing design standards | • Damage valuable ecosystems and habitats  
• Damage valuable historic, religious, cultural, and paleontological resources  
• Change local culture and society  
• Cause soil erosion  
• Degrade water quality and/or alter hydrology | • Choose or develop design standards for each rehabilitation activity, e.g., installation of new water mains, erosion control, revegetation, sensitive areas, steep slopes, material extraction, transport and storage, construction camps, waste disposal, etc.  
• Provide plans to identify and protect sensitive habitats  
• Develop a storm water and erosion control plan for all projects  
• Develop mobilization and de-mobilization plans | Conformance with:  
• Documented design standards  
• Natural resource protection plan  
• Storm water and erosion control plan  
• Well head protection plan  
• Mobilization and de-mobilization plans | At the start of the activity | Implementer |
<table>
<thead>
<tr>
<th>Activity</th>
<th>Identified Environmental Aspects or Impacts</th>
<th>Mitigation measure(s)</th>
<th>Monitoring indicator(s)</th>
<th>Monitoring and Reporting Frequency</th>
<th>Party(ies) responsible</th>
</tr>
</thead>
<tbody>
<tr>
<td>Permitting</td>
<td>Construction permits, Water rights</td>
<td>• Obtain all required permits</td>
<td></td>
<td>At the start of the activity</td>
<td>Implementer</td>
</tr>
</tbody>
</table>
| Water extraction from a well field | • Surpass design extraction rates  
• Temporary depletion of the local aquifer.  
• Periodic shortfalls in water supply to the network, leading to service cuts to customers  
• Well field contamination  
• Provide water contaminated with nutrients and bacteria from animal waste  
• Lower the water table effecting nearby users of groundwater.  
• Affect environmental flow of nearby rivers | • Conduct hydrological study and establish sustainable withdrawal rates from test wells  
• Test water quality for contaminates and design to treat  
• Monitor water levels  
• Evaluated efficiency of well(s) and pump(s) every 5 years  
• The Municipality should review extraction rates every six months and adjust based on experience to avoid unsustainable extraction rates.  
• Establish adequate protective zone around well field  
• Fence well field  
• In coastal areas, keep withdrawals within safe yield limits to avoid over-drawing, possible salt water intrusion and contamination of the well  
• Put in place a system for regulating use, such as a local warden or appropriate pricing | • Certification of well driller  
• Certified water quality test  
• Treatment design  
• Completion of needed studies  
• Well log maintained  
• Photo documentation | At the start of the activity and at least monthly thereafter or as required by local code | Implementer and Sanitary Epidemiological Supervision Service |
| Mobilization | Site clearance waste, Dust emissions, Temporary drainage | • Implement mobilization plans that optimize avoidance of environmental impact  
• Use designated landfill site for material disposal | • Conformance with mobilization plan  
• Shipping manifests, | At the start of the activity and | Implementer |
<table>
<thead>
<tr>
<th>Activity</th>
<th>Identified Environmental Aspects or Impacts</th>
<th>Mitigation measure(s)</th>
<th>Monitoring indicator(s)</th>
<th>Monitoring and Reporting Frequency</th>
<th>Party(ies) responsible</th>
</tr>
</thead>
</table>
| staging areas | impairment • Noise and traffic nuisance • Soil compaction and contamination • Vegetation loss            | • Implement measures to minimize drainage impacts  
  • Clearly delineate boundaries and minimize staging area footprints  
  • Minimize disturbance of native flora during construction. Minimize the amount of clearing. Clear small areas for active work one at a time  
  • Avoid use of herbicides.  
  • Where possible, remove large plants and turf without destroying them, and preserve them for replanting in temporary nurseries  
  • Move earth and remove vegetation only during dry periods. Store topsoil for respreading. If vegetation must be removed during wet periods, disturb ground only just before actual construction  
  • Install temporary erosion control features when permanent ones will be delayed. Use erosion control measures such as hay bales, berms, straw or fabric barriers  
  • Re-vegetate with recovered plants and other appropriate local flora immediately after equipment is removed from a section of the site | landfill receipts, photo logs  
  • Number of documented actions  
  • Placement of signs and perimeter markings  
  • Vegetation surveys | at least monthly thereafter | Implementer |

**Sourcing of Material (if applicable)**

| Materials extraction | • Damage aquatic ecosystems through erosion and siltation  
  • Harm terrestrial ecosystems via harvesting of timber or other natural products | • Develop plans for sourcing materials and identify the most environmentally sound source of materials within budget  
  • Site quarries and gravel pits so that they are not visible to travelers on the roads  
  • Decommission/restore area so it is suitable for sustainable use after extraction is completed  
  • Install drainage structures to direct water away | Conformance with sourcing plans Photo documentation | At the start of the activity and at least monthly thereafter | Implementer |
<table>
<thead>
<tr>
<th>Activity</th>
<th>Identified Environmental Aspects or Impacts</th>
<th>Mitigation measure(s)</th>
<th>Monitoring indicator(s)</th>
<th>Monitoring and Reporting Frequency</th>
<th>Party(ies) responsible</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Spread vector-borne diseases when stagnant water accumulates in active or abandoned quarries or borrow pits and breeds insect vectors</td>
<td>From pit</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Take land out of other useful production</td>
<td>• Implement safety protocols to minimize risks from falling rock or debris, collapsing quarry walls, or accidental falls from cliffs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• The quarry may become a safety hazard</td>
<td>• Discuss with local community the option of retaining quarry pits as water collection ponds for watering cattle, irrigating crops or similar uses. Highlight issues of accidental drowning, disease transmission, and the need to prohibit its use for drinking, bathing, and clothes washing</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Water Supply System Rehabilitation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Transport and storage of source materials Distribution construction, rehabilitation Placing/rehabilitating pipes, including trenching</td>
<td>• Odor and particular matter emissions</td>
<td>• Implement construction plans and schedule work during appropriate times and weather conditions</td>
<td>• Conformance with construction, traffic management, and storm water BMP plans</td>
<td>After significant rain events, or at least monthly</td>
<td>Implementer</td>
</tr>
<tr>
<td></td>
<td>• Soil and water contamination from spills</td>
<td>• Provide worker safety and PPE use training</td>
<td>• Percentage of workers and supervisors with up-to-date training records</td>
<td>Visually spot-check for drainage problems</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Siltation and scouring from storm water discharge</td>
<td>• Use water sprinklers when necessary to reduce dust</td>
<td>• Photo logs</td>
<td>Requirements specified in contracts</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Occupational safety mishaps</td>
<td>• Control access to work zones</td>
<td>• Number of spills, accidents, safety incidents</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Public safety risks</td>
<td>• Plan and implement proper storm water BMPs, including worker training</td>
<td>• Conformance with drainage design</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Alternation of drainage leading to soil erosion, water quality degradation, altered hydrology, and damage to valuable ecosystems</td>
<td>• Use BMPs for maintenance and storage of equipment</td>
<td>• Monitor waste quantity (kg (m3))</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Install drainage structures during construction</td>
<td>• Monitor amounts of waste (tons)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Clearly define the type of re-construction, rehabilitation method to be used for each section of the distribution network</td>
<td>• Site inspections</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• DO NOT disturb old asbestos pipes, lay new pipes parallel to existing pipes. See additional guidance below for dealing with ACM</td>
<td>• Complaints from nearby</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Advancing Kosovo Together
<table>
<thead>
<tr>
<th>Activity</th>
<th>Identified Environmental Aspects or Impacts</th>
<th>Mitigation measure(s)</th>
<th>Monitoring indicator(s)</th>
<th>Monitoring and Reporting Frequency</th>
<th>Party(ies) responsible</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>and habitats</td>
<td>• Protect area next to trenching activities. Use construction lines to mark construction zone</td>
<td>Hectares of wetland impacts avoided</td>
<td>At the start of the activity and at least quarterly thereafter</td>
<td>Implementer</td>
</tr>
<tr>
<td></td>
<td>• Impacts from removal and disposal of irrigation channel spoil, sediment bushes/trees</td>
<td>• Minimize removal of brush/brush cutting</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Impacts from removal old asbestos pipes</td>
<td>• Provide dust control during extraction and disposal of spoil and sediment</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Traffic Congestion</td>
<td>• Train workers to protect surrounding environment</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Remove sediment under bridges by hand</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Materials stored onsite, protected from storm water runoff or wind until transport for spreading or beneficial use/disposal</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Minimize use of heavy machinery</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Dispose in landfill if no alternate use available</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>farmers or residents</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Encountering wetlands</td>
<td>• Take special precautions to prevent release or dumping of debris, oil, fuel, sand cement and similar harmful materials</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Degrade wetland, damaging the valuable ecosystems and habitats</td>
<td>• Maintain natural flow patterns of groundwater and near-surface water</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Alter hydrology</td>
<td>• Maintain at least a 500 meter separation from identified wetlands.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Hectares of wetland impacts avoided</td>
<td>At the start of the activity and at least quarterly thereafter</td>
<td>Implementer</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Photo documentation</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Encountering asbestos pipes</td>
<td>• Accurately demarcate location of asbestos pipes and excavate cautiously long the marked area to avoid contact with existing pipes.</td>
<td>• Construction logs</td>
<td>Throughout construction</td>
<td>Implementer</td>
</tr>
<tr>
<td></td>
<td>Earthwork taking place in sites with asbestos pipes currently in operation</td>
<td>• In case of unintended unearthing of asbestos pipes, immediately backfill the dug-out area, compact soil, and place warning signs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Establishing and maintaining construction camp and crew</td>
<td>• Damage local habitat, compact soil and create erosion via building and occupation of construction camp</td>
<td>Number incidents of ecological or social impact</td>
<td>At least monthly</td>
<td>Implementer</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Contaminate surface</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Explore off-site accommodation for crew. Avoid wet, muddy sites</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Keep camp size to a minimum. Require that crew preserve as much vegetation as possible, e.g., by creating defined foot paths. Define areas of use (with rocks or fencing)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Provide potable water for crew</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Activity</td>
<td>Identified Environmental Aspects or Impacts</td>
<td>Mitigation measure(s)</td>
<td>Monitoring indicator(s)</td>
<td>Monitoring and Reporting Frequency</td>
<td>Party(ies) responsible</td>
</tr>
<tr>
<td>----------</td>
<td>--------------------------------------------</td>
<td>-----------------------</td>
<td>-------------------------</td>
<td>-----------------------------------</td>
<td>-----------------------</td>
</tr>
<tr>
<td>water and spread disease via solid waste and feces generated by camp</td>
<td>• Spread communicable diseases including tuberculosis, and STDs via construction crew members who come from outside the region • Introduce alcohol or other socially destructive substances via construction crew • Generate trash due to lack of solid waste management • Adversely affect local fauna and flora (especially game and fuel wood) via poaching and collection by construction crews</td>
<td>• Provide temporary sanitation on site, • Use local or regional labor, if possible. Provide hygiene and public health training to road crews, including information about transmission of STDs • Collect all solid waste (metal, glass, and burnable materials) from all work and living areas. Dispose of waste in local dump or landfill. • Set guidelines prohibiting the poaching and collection of plants/wood, with meaningful consequences for violation, such as termination of employment. Provide enough food and cooking fuel • Restore site through re-vegetation using native species</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Activity</td>
<td>Identified Environmental Aspects or Impacts</td>
<td>Mitigation measure(s)</td>
<td>Monitoring indicator(s)</td>
<td>Monitoring and Reporting Frequency</td>
<td>Party(ies) responsible</td>
</tr>
<tr>
<td>----------</td>
<td>---------------------------------------------</td>
<td>------------------------</td>
<td>-------------------------</td>
<td>-----------------------------------</td>
<td>-----------------------</td>
</tr>
<tr>
<td><strong>Construction Demobilization</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| Demobilization cleanup |  | • Generation of solid and hazardous waste  
• Loss of habitat or other environmental degradation | • Implement plans for returning the site to the original/or otherwise acceptable condition  
• Use designated landfill sites for material disposal | • Conformance with demobilization plans  
• Shipping manifests, landfill receipts, photo logs | At project completion | MEO/COTR and Implementer |
| **Testing, Operation, and Maintenance of Water Supply Systems** |  |  |  |  |  |
| Water Quality Monitoring |  | • Safety hazards from chlorination processes | • Flush pipes upon completion of works, notifying public  
• Continuous control of chlorination stations  
• Training of operators  
• Installation on chlorine leak detectors  
• Require protection and emergency response equipment for operators | • Public notice  
• Training log  
• Maintenance log  
• Visual inspection  
• Water quality testing | At the handover by implementer and monthly (operator) | Implementer and operator  
Sanitary Epidemiological Supervision Service |
|  |  | • Pollution of water sources due to domestic animals, septic fields, industrial operations | • Ensure water source protection zones  
• Emergency spill plan in place | • Visual inspection | At the handover by implementer and monthly (operator) | Implementer and operator |
| Water pump maintenance |  | • Ground and water pollution  
• Periodic shortfalls in water supply to the network, leading to service cuts to customers | • Proper handling, storage and disposal of fuels and lubricants  
• Proper disposal of pumps  
• Promote sustainability through cost recovery | • Visual inspection  
• Maintenance logs | At the handover by implementer and monthly (operator) | Implementer and operator |
<table>
<thead>
<tr>
<th>Activity</th>
<th>Identified Environmental Aspects or Impacts</th>
<th>Mitigation measure(s)</th>
<th>Monitoring indicator(s)</th>
</tr>
</thead>
</table>
| Water extraction from a well field          | - Surpass design extraction rates  
- Temporary depletion of the local aquifer. Periodic shortfalls in water supply to the network, leading to service cuts to customers  
- Well field contamination  
- Provide water contaminated with nutrients and bacteria from animal waste  
- Create pools of stagnant water  
- Change groundwater flow  
- Create saltwater intrusion  
- Deplete aquifer (groundwater)  
- Cause land subsidence (impact from many wells)                                                                                                                                     | - Conduct hydrological study and establish sustainable withdrawal rates from test wells  
- The Municipality should review extraction rates every six months and adjust based on experience to avoid unsustainable extraction rates.  
- Establish adequate protective zone around well field  
- Maintain fenced well field  
- Don’t let animals graze or be watered up-gradient from wellhead  
- Monitor and repair leaks from cracked containment structures, broken pipes, faulty valves and similar structures  
- Include a focus on proper use and maintenance of the improvement as part of the behavior change and education program  
- Monitor water levels and water quality  
- Determine potential impacts to nearby groundwater users and be able to replace wells if necessary  
- Manage irrigation to reduce consumption.  
- Apply a fair water pricing system that not only promotes the conservation of water but also pays for maintenance of pumps, reticulation systems, and water treatment. | - Certified water quality test  
- Treatment design  
- Completion of needed studies  
- Well log maintained  
- Photo documentation                                                                                                                                                                                                                                                  | At the start of the activity and at least monthly thereafter or as required by local code                                                                                                                                                                                                                     | Implementer and operator |

Advancing Kosovo Together
The following guidelines will be used to govern contractor requirements to be incorporated into design and construction specifications to minimize and/or contain asbestos fibers when there is the potential to disturb ACM (Asbestos Containing Material):

**Asbestos Containing Material (ACM) Operation and Maintenance Procedures: Minimize/contain asbestos fibers when there is the potential to disturb**

1. Wet methods (such as applying water to ACM with a low pressure sprayer).
2. Use of mini-enclosures.
3. Use of portable power tools equipped with special local ventilation attachments.
4. Area isolation.
5. Avoidance of certain activities, such as sawing, sanding, and drilling ACM.

If in doubt about the possibility of disturbing ACM during maintenance activities, adequate precautions should be taken to minimize fiber release; these will protect workers as well as the building environment.

**Wet Cleaning**

Proper O&M cleaning will involve the use of wet cleaning or wet-wiping practices to pick up asbestos fibers. Dry sweeping or dusting can result in asbestos fibers being re-suspended into the building's air and therefore should not be used. Once wet cloths, rags, or mops have been used to pick up asbestos fibers, they should be properly discarded as asbestos waste while still wet. They should not be allowed to dry out, because the collected fibers might be released at some later time when disturbed.

**HEPA Vacuums**

The use of special vacuum cleaners, commonly referred to as HEPA (high efficiency particulate air) vacuums, may be preferable to wet cleaning in certain situations. These vacuums are equipped with filters designed to remove very small particles or fibers, such as asbestos, by filtering those particles from the air passing through the vacuum. Because the exhaust air from an ordinary vacuum cleaner is not filtered sufficiently, it is possible for tiny asbestos fibers to pass through the filter and back into the building air.

Special procedures are generally needed to minimize the spread of fibers in the building after asbestos fiber release occurs. It is important for O&M workers to use caution when emptying HEPA vacuums and changing the filters because exposures could result from such activities. Before emptying the HEPA vacuums, workers should move the HEPA vacuum to a physically isolated area of the facility and put on proper personal protective equipment before emptying the dust and debris into properly labeled, sealed, and leak-tight containers for disposal as asbestos-containing waste. When custodial workers are not trained to work with ACM, trained maintenance workers can be used to empty the HEPA vacuums and change their filters.

**Worker Personal Protective Equipment**

**Protective Clothing**

Most often, protective clothing is disposable and consists of coveralls, a head cover, and foot covers made of a synthetic fabric which does not allow asbestos fibers to pass through. This type of clothing can prevent workers' regular clothing from becoming contaminated with asbestos fibers. Contaminated clothing should not be taken home to avoid creating a possible risk to the worker's family members.

When in doubt about exposure during a certain work operation, building owners should provide respiratory protection to custodial and maintenance workers.

It is important that workers be properly trained in the use, removal, and disposal of protective clothing after use. Not all O&M activities require the use of protective clothing so it is important for the asbestos project manager (APM) to assess this need on a case-by-case basis. OSHA regulations require workers to wear protective clothing whenever they are exposed, or likely to be exposed, to fiber levels above permissible limits (US OSHA), which may...
be exceeded if ACM pipes are disturbed by workers.

**Respiratory Protection**

Some O&M tasks may require the use of respirators (reference above chart). The O&M respirator program can be administered by the facility safety and health manager or the asbestos program manager (APM), if properly qualified. As with protective clothing, OSHA regulations require the use of respirators whenever workers are exposed, or likely to be exposed, to fiber levels above OSHA’s permissible limits.

**Single use, disposable paper dust masks should NOT be used when dealing with asbestos.**

The options that should be used include:

- A half or full face-piece, negative pressure, air-purifying respirator with replaceable high-efficiency filters.
- A half or full face-piece powered air purifying respirator (PAPR) with replaceable high-efficiency filters. This has a battery powered pump which assists breathing and provides positive pressure in the face-piece.

**Procedures for Asbestos Fiber Release Episodes**

Special procedures are generally followed to minimize the spread of fibers in case of a fiber release episode. Depending on the severity of the episode, asbestos abatement consultants and contractors may be helpful in developing a strategy for conducting the cleanup operations. It is important to recognize that different levels of training may be needed for workers involved with fiber release episodes. For instance, the degree of training considered appropriate for dealing with the clean-up of a major release is quite different from the degree of training considered adequate for O&M workers.

**Isolate the Area and Alert Site Personnel**

In general, for major fiber releases, the area should be isolated by using tents, erecting temporary barriers, and deploying setbacks to restrict airflow as well as access to the site. Signs should be posted as necessary, immediately outside the fiber release site to prevent persons not involved in the cleanup operation from inadvertently entering the area.

**Thoroughly Clean and Inspect the Area**

The final step should be to employ thorough cleanup procedures to properly control the ACM. Conduct a careful visual inspection and final clearance air monitoring to verify satisfactory cleanup.

Similar procedures can be used for much smaller fiber release events where the amount of ACM is three square or linear feet or less. HEPA vacuuming, wet wiping, and worker protection procedures, as well as wetting ACM wastes and properly placing them in an appropriate leak-tight container (such as a properly labeled, 6 mm thick plastic bag), are examples of some of the procedures that could be used for both major and minor fiber releases.
### Environmental Mitigation and Monitoring Plan for Support to Agribusinesses (Existing Facilities Only, No New Construction)

<table>
<thead>
<tr>
<th>Activity</th>
<th>Identified Environmental Impacts</th>
<th>Mitigation Measure(s)</th>
<th>Monitoring Indicator(s)</th>
<th>Monitoring &amp; Reporting Frequency</th>
<th>Responsible Party</th>
</tr>
</thead>
<tbody>
<tr>
<td>1)</td>
<td>Pasteurization/ Sterilization Equipment, Cooling Chambers, Drying Kilns, Collection Centers, Milk Collection Points &amp; Lacto Freezers, Wood-Waste Briquette/Pellet Production</td>
<td>Install wastewater treatment where needed. Special considerations: A) Septic Tanks: Use for wastewaters with low BOD organic loading &amp; domestic sewage. Include maintenance/cleaning &amp; install drain fields B) Site systems to avoid surface &amp; groundwater contamination Reuse wastewater &amp; prevent pollution at the source. Considerations: A) Reuse wastewater from cleaning of plant matter (roots, berries, leaves, etc.) &amp; nuts B) Ensure protocols in place to properly store, use &amp; dispose of quality control/testing reagents C) Use dry cleanup methods/vacuums, use drain screening, use high pressure nozzles, minimize use of detergents, use spill prevention plans. D) Implementation of proper storage, containment, bulk delivery, etc. procedures to avoid accidents &amp; releases of toxic &amp; hazardous materials E) Adopt ISO 9001 or 14001 &amp; product quality testing to improve production &amp; reduce wastes/losses</td>
<td>Quantity of wastewater (m³) Quality of wastewater (Chemical &amp; biological parameters) Water meter installed Water use/discharge permit obtained (if locally applicable) Complaints from nearby residents</td>
<td>Monthly or Quarterly</td>
<td>Implementer (requirements shall be specified in contract/grant/loan agreements)</td>
</tr>
<tr>
<td>2)</td>
<td>Surface &amp; Groundwater Contamination (Soil Impacts)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7)</td>
<td>Small Greenhouse Heating Units</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8)</td>
<td>Feed Mixers/Blenders</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9)</td>
<td>Packaging Machinery</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10)</td>
<td>Collecting of Non Timber Forest Products &amp; Medicinal &amp; Aromatic Plants (MAP)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11)</td>
<td>Quality Control/Testing</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Solid waste management (Groundwater &amp; Soil Impacts)</td>
<td>Solid waste management plan developed prior to starting activity/operation (incl. used or excess supplies/consumables, excess products, by-products, oily wastes from oil separators, used batteries, used oils, used light bulbs, excess</td>
<td>Types of Waste &amp; solid waste quantity (kg/m³) Inspections Complaints from</td>
<td>Monthly or Quarterly</td>
<td>Implementer</td>
</tr>
</tbody>
</table>
Environmental Mitigation and Monitoring Plan for Support to Agribusinesses (Existing Facilities Only, No New Construction)

<table>
<thead>
<tr>
<th>Activity</th>
<th>Identified Environmental Impacts</th>
<th>Mitigation Measure(s)</th>
<th>Monitoring Indicator(s)</th>
<th>Monitoring &amp; Reporting Frequency</th>
<th>Responsible Party</th>
</tr>
</thead>
</table>
|                                       | chemical & chemical containers)                        | • Use in-plant waste reduction measures to minimize generation of solid wastes, including re-useable containers/packaging whenever appropriate  
• Collect agribusiness solid waste, segregate wastes, provide proper storage  
• Reuse wastes whenever possible. If not reused, dispose according to local regulations (in suitable landfills, if available).  
• Direct organic wastes suitable for animal feed to farmers. Compostable materials composted  
• Properly manage oils & lubricants from equipment & vehicle maintenance | nearby residents          |                                  |                                |
| Air Pollution Impacts                 | • Install air pollution filters or appropriate treatment where needed  
• Design ventilation systems to control emissions of smoke & vapors  
• Use environmentally acceptable fuels for kilns, dryers, heating equipment. Replace fuels with high greenhouse gas emissions (e.g., coal) with clean fuels like natural gas if possible  
• Use efficient low emission production equipment with high energy efficient ratings. Use low emission burners in boilers  
• Limit use of hot water, reduce energy demand of lighting & production  
• Limit idling of trucks & other equipment.  
• Use best available technology for minimizing use/release of ozone depleting substances | • Concentration of relevant pollutants (mg/m3)  
• Complaints from nearby residents | Monthly or Quarterly          | Implementer                     |
Environmental Mitigation and Monitoring Plan for Support to Agribusinesses (Existing Facilities Only, No New Construction)

<table>
<thead>
<tr>
<th>Activity</th>
<th>Identified Environmental Impacts</th>
<th>Mitigation Measure(s)</th>
<th>Monitoring Indicator(s)</th>
<th>Monitoring &amp; Reporting Frequency</th>
<th>Responsible Party</th>
</tr>
</thead>
</table>
| Socioeconomic Impacts, e.g., Over Extraction of Non-Timber Forest Products, Disturbance of Threatened/Endangered Species | • Socioeconomic Impacts, e.g., Over Extraction of Non-Timber Forest Products, Disturbance of Threatened/Endangered Species | • Protect sensitive ecosystems near facilities.  
• Training to protect endangered species, native plants & wildlife (during collection of MAPs, berries & mushrooms)  
• Seek organic certifications for MAPs  
• Hire local workers  
• Community public meetings to share mitigation information | • Inspection of collected materials.  
• Number of trained workers.  
• Organic MAP certifications.  
• Number of public meetings | Quarterly or Seasonally as needed | Implementer |
| Public Health & Safety | | • Adopt fire precautions (e.g., working fire protection equipment, ban on smoking)  
• Written safety procedures  
• Provide workers with protective equipment (e.g., gloves, boots, eyewear)  
• Manage traffic patterns to protect community (children, pedestrians)  
• Signs clearly displayed, control plant admittance | • Inspection of fire protection equipment  
• Monitor workers  
• Number of accidents & injuries  
• Complaints from nearby residents | Quarterly | Implementer |
| Resource depletion & indirect impacts from energy & water use | | • Use high efficiency heating, drying, & cooling systems & perform regular maintenance to optimize performance  
• Implement water conservation & re-use measures whenever appropriate | Amount of electricity, fuel, & water used monthly or quarterly | Monthly or Quarterly | Implementer |
| Impacts from pesticide (including fumigants, biocides, herbicides, etc.) use, storage, disposal, | | • Ensure that personnel involved in pesticide management are competent on the basis of training & experience & that training materials adequately address use of personal protective equipment, pesticide safety best practices & apply pesticides  
• Procure or subsidize recommended protective clothing & safety equipment (PPE) for | Existence of PERSUAP documentation, IPM Plan, training records, use of PPE | At project initiation & then at least quarterly | Implementer |
## Environmental Mitigation and Monitoring Plan for Support to Agribusinesses (Existing Facilities Only, No New Construction)

<table>
<thead>
<tr>
<th>Activity</th>
<th>Identified Environmental Impacts</th>
<th>Mitigation Measure(s)</th>
<th>Monitoring Indicator(s)</th>
<th>Monitoring &amp; Reporting Frequency</th>
<th>Responsible Party</th>
</tr>
</thead>
</table>
|          | transportation, etc.             | implementers & beneficiaries that use or procure pesticides with project assistance  
  • Pesticide use & application procedures must be IAW an up-to-date PERSUAP  
  • Ensure facilities maintain up-to-date copies of the Material Safety Data Sheets (MSDS) for each of the pesticide products being used  
  • Draft IPM plans for the relevant crops, e.g., as much as practical use target specific biological & plant-based pesticides, try “biological pesticides”, monitor resistance by noting reduction in efficacy of each pesticide product during field visits, & use pesticides with low ground water contamination potential  
  • Apply pesticides only during the appropriate times of day (early morning/late afternoon, low wind, no rain)  
  • Properly wash equipment after use in the field & appropriately mitigate impacts of pesticide-contaminated wash water  
  • Avoid using pesticides in or near the national parks, where animals are grazing & bees are cultivated, & where endangered species are known to exist  
  • Avoid damage to environment through training to avoid non-target (honeybees, aquatic, protected areas, biodiversity) ecosystem  
  • Keep neighbors & commune authorities informed of pesticide application plans | | | | | |
ANNEX 2
Certification of No Adverse or Significant Effects on the Environment
[Template]

The undersigned certifies that all foreseeable significant adverse effects on the environment have been adequately and effectively eliminated or mitigated by the attached Environmental Mitigation and Monitoring Plans (EMMPs) to be implemented at [specify site, activity number]. If new adverse effects or the need for new or improved mitigation measures is identified, I will immediately notify the USAID activity manager/COR/AOR.

[Name], Implementer Project Director/COP: ____________________________ Date: __________________

Received by [Name], COR/AOR: ____________________________ Date: __________________
ANNEX 3
Record of Compliance with Environmental Mitigation and Monitoring Plans (EMMPs)
[Template]

<table>
<thead>
<tr>
<th>Subject:</th>
<th>[Site Name/Primary Project Name/IEE DCN Number]</th>
</tr>
</thead>
<tbody>
<tr>
<td>To:</td>
<td>[Name], COR/AOR</td>
</tr>
<tr>
<td>Copy:</td>
<td>[Name], Mission Environmental Office</td>
</tr>
<tr>
<td>Date:</td>
<td></td>
</tr>
</tbody>
</table>

The [name of the implementing organization] has finalized its activities at the [site name/activity number] to [describe activities that were undertaken]. This memorandum is to certify that our organization has met all conditions of the EMMP for this site activity. A summary of the how mitigation and monitoring requirements were met is provided below.

1. Mobilization and Site Preparation
2. Site Activity Implementation Phase
3. Site Closure Phase
4. Site Activity Handover

Sincerely,

____________________
[Name], Chief of Party
[Name of Implementing Partner Organization]

Approved:

____________________
[Name], AOR/COR       Date

____________________
[Name], Mission Environmental Officer       Date

Copy to:
Bureau Environmental Officer
Annex 4
ENVIRONMENTAL REVIEW CHECKLIST
FOR IDENTIFYING POTENTIAL
ENVIRONMENTAL IMPACTS
OF PROJECT ACTIVITIES AND
PROCESSES

for [Activity Name]

Implemented under: [Project Name]

DCN: [of Parent IEE]

Prepared by: [Implementer]
ENVIRONMENTAL REVIEW CHECKLIST FOR IDENTIFYING POTENTIAL ENVIRONMENTAL IMPACTS OF PROJECT ACTIVITIES AND PROCESSES

The Environmental Review Checklist for Identifying Potential Environmental Impacts of Project Activities and Processes (ERC) is intended for use mainly by implementing partners to: assess activity-specific baseline conditions, including applicable environmental requirements; identify potential adverse environmental effects associated with planned activity(s) and processes; and develop environmental mitigation and monitoring plans (EMMMPs) that can effectively avoid or adequately minimize the identified effects. This ERC can also be substituted for other ERC versions that may have been attached to project initial environmental examinations (IEE). If implementing partners are in doubt about whether a planned activity requires preparation of an ERC, they should contact their Contracting Officer’s Representative (COR)/Agreement Officer’s Representative (AOR) for clarification. (When preparing the checklist, please indicate “not applicable” for items that have no bearing on the activity.)

A. Activity and Site Information

| Project Name: (as stated in the triggering IEE) |
| Mission/Country: |
| DCN of Triggering IEE: |
| Activity/Site Name: |
| Type of Activity: |
| Name of Reviewer and Summary of Professional Qualifications: |
| Date of Review: |

B. Activity Description

1. Activity purpose and need
2. Location of activity
3. Beneficiaries, e.g., size of community, number of school children, etc.
4. Number of employees and annual revenue, if this is a business
5. Implementation timeframe and schedule
6. Detailed description of activity and site, e.g., size of the facility or hectares of land; steps that will be taken to accomplish the activity
7. Existing or planned certifications, e.g., ISO 14001 EMS, ISO 9000, HCCP, SA 8000, Global Gap, Environmental Product Declarations, Eco Flower, EcoLogo, Cradle to Cradle, UL Environment, GREENGUARD, Fair Trade, Green Seal, LEED, or various Forest Certifications
8. Site map, e.g., provide an image from Google Earth of the location
9. Photos of site (when available)

C. Activity-Specific Baseline Environmental Conditions

1. Population characteristics
2. Geography
3. Natural resources, e.g., nearby forest/protected areas, ground and surface water resources
4. Current land use
5. Proximity to public facilities, e.g. schools, hospitals, etc.
6. Other relevant description of current environmental conditions in proximity to the activity

D. Legal, Regulatory, and Permitting Requirements

1. National environmental impact assessment requirements for this activity
2. Applicable National or local permits for this activity, responsible party, and schedule for obtaining them:
### Permit Type | Responsible party | Schedule
--- | --- | ---
Zoning |  | 
Building/Construction |  | 
Source Material Extraction |  | 
Waste Disposal |  | 
Wastewater |  | 
Storm Water Management |  | 
Air Quality |  | 
Water Use |  | 
Historical or Cultural Preservation |  | 
Wetlands or Water bodies |  | 
Threatened or Endangered Species |  | 
Other |  | 

3. Additional National, European Union, or other international environmental laws, conventions, standards with which the activity might be required to comply  
   a. Air emission standards  
   b. Water discharge standards  
   c. Solid waste disposal or storage regulations  
   d. Hazardous waste storage and disposal  
   e. Historical or cultural preservation  
   f. Other

E. **Engineering Safety and Integrity** *(for Sections E. and F., provide a discussion for any of the listed issues that are likely to have bearing on this activity)*

1. Will the activity be required to adhere to formal engineering designs/plans? Have these been or will they be developed by a qualified engineer?
2. Do designs/plans effectively and comprehensively address:  
   a. Management of storm water runoff and its effects?  
   b. Reuse, recycling, and disposal of construction debris and by-products?  
   c. Energy efficiency and/or preference for renewable energy sources?  
   d. Pollution prevention and cleaner production measures?  
   e. Maximum reliance on green building or green land-use approaches?  
   f. Emergency response planning?  
   g. Mitigation or avoidance of occupational safety and health hazards?  
   h. Environmental management of mobilization and de-mobilization?  
   i. Capacity of the host country recipient organization to sustain the environmental management aspects of the activity after closure and handover?
3. Are there known geological hazards, e.g., faults, landslides, or unstable soil structure, which could affect the activity? If so, how will the project ensure structural integrity?
4. Will the site require grading, trenching, or excavation? Will the activity generate borrow pits? If so, how will these be managed during implementation and closure?
5. Will the activity cause interference with the current drainage systems or conditions? Will it increase the risk of flooding?
6. Will the activity interfere with above- or below-ground utility transmission lines, e.g., communications, water, sewer, or natural gas?
7. Will the activity potentially interfere with vehicle or pedestrian traffic?
8. Does the activity increase the risk of fire, explosion, or hazardous chemical releases?
9. Does the activity require disposal or retrofitting of polychlorinated biphenyl-containing equipment, e.g., transformers or fluorescent light ballasts?
F. Environment, Health, and Safety Consequences

1. Potential impacts to public health and well-being
   a. Will activities require temporary or permanent human resettlement?
   b. Will area residents and/or workers be exposed to pesticides, fertilizer, or other toxic substances, e.g., as a result of farming or manufacturing? If so, how will the project:
      i. Ensure that these chemicals do not contaminate ground or surface water?
      ii. Ensure that workers use protective clothing and equipment to prevent exposure?
      iii. Control releases of these substances to air, water, and land?
      iv. Restrict access to the site to reduce the potential for human exposure?
   c. Will the activity generate pesticide, chemical, or industrial wastes? Could these wastes potentially contaminate soil, groundwater or surface water?
   d. Will chemical containers be stored at the site?
   e. Does the activity remove asbestos-containing materials or use of building materials that may contain asbestos, formaldehyde, or other toxic materials? Can the project certify that building materials are non-toxic? If so, how will these wastes be disposed of?
   f. Will the activity generate other solid or hazardous wastes such as construction debris, dry or wet cell batteries, florescent tubes, aerosol cans, paint, solvents, etc.? If so, how will this waste be disposed of?
   g. Will the activity generate nontoxic, nonhazardous solid wastes (subsequently requiring land resources for disposal)?
   h. Will the activity pose the need to handle and dispose of medical wastes? If so, describe measures of ensuring occupational and public health and safety, both onsite and offsite.
   i. Does the activity provide a new source of drinking water for a community? If so, how will the project monitor water quality in accordance with health standards?
   j. Will the activity potentially disturb soil contaminated with toxic or hazardous materials?
   k. Will activities, e.g., construction, refurbishment, demolition, or blasting, result in increased noise or light pollution, which could adversely affect the natural or human environment?

2. Atmospheric and air quality impacts
   a. Will the activity result in increased emission of air pollutants from a vent or as fugitive releases, e.g., soot, sulfur dioxide, oxides of nitrogen, volatile organic compounds, methane.
   b. Will the activity involve burning of wood or biomass?
   c. Will the activity install, operate, maintain, or decommission systems containing ozone depleting substances, e.g., freon or other refrigerants?
   d. Will the activity generate an increase in carbon emissions?
   e. Will the activity increase odor and/or noise?

3. Water quality changes and impacts
   a. How far is the site located from the nearest river, stream, or lake?
   b. Will the activity disturb wetland, lacustrine, or riparian areas?
   c. What is the depth to groundwater at the site?
   d. Will the activity result in increased ground or surface water extraction? If so, what are the volumes? Permit requirements?
   e. Will the activity discharge domestic or industrial sewage to surface, ground water, or publicly-owned treatment facility?
   f. Does the activity result in increased volumes of storm water run-off and/or is there potential for discharges of potentially contaminated (including suspended solids) storm water?
   g. Will the activity result in the runoff of pesticides, fertilizers, or toxic chemicals into surface water or groundwater?
   h. Will the activity result in discharge of livestock wastes such as manure or blood into surface water?
i. Does the site require excavation, placing of fill, or substrate removal (e.g., gravel) from a river, stream or lake?

4. **Land use changes and impacts**
   a. Will the activity convert fallow land to agricultural land?
   b. Will the activity convert forest land to agricultural land?
   c. Will the activity convert agricultural land to commercial, industrial, or residential uses?
   d. Will the activity require onsite storage of liquid fuels or hazardous materials in bulk quantities?
   e. Will the activity result in natural resource extraction, e.g., granite, limestone, coal, lignite, oil, or gas?
   f. Will the activity alter the viewsheid of area residents or others?

5. **Impacts to forestry, biodiversity, protected areas and endangered species**
   a. Is the site located adjacent to a protected area, national park, nature preserve, or wildlife refuge?
   b. Is the site located in or near threatened or endangered (T&E) species habitat? Is there a plan for identifying T&E species during activity implementation? If T&E species are identified during implementation, is there a formal process for halting work, avoiding impacts, and notifying authorities?
   c. Is the site located in a migratory bird flight or other animal migratory pathway?
   d. Will the activity involve harvesting of non-timber forest products, e.g., mushrooms, medicinal and aromatic plants (MAPs), herbs, or woody debris?
   e. Will the activity involve tree removal or logging? If so, please describe.

6. **Historic or cultural resources**
   a. Are there cultural or historic sites located at or near the site? If so, what is the distance from these? What is the plan for avoiding disturbance or notifying authorities?
   b. Are there unique ethnic or traditional cultures or values present in the site? If so, what is the applicable preservation plan?

G. **Further Analysis of Recommended Actions** (if the applicable IEE requires the use of ERCs to perform further analysis of recommended actions, then check the appropriate box below. If this analysis is not required, then skip this and proceed with Section H. ERCs, when required by the IEE, will be copied to the Bureau Environmental Officer (BEO).)

- **1. Categorical Exclusion:** The activity is not likely to have an effect on the natural or physical environment. No further environmental review is required.*
- **2. Negative Determination with Conditions:** The activity does not have potentially significant adverse environmental, health, or safety effects, but may contribute to minor impacts that can be eliminated or adequately minimized by appropriate mitigation measures. EMMPs shall be developed, approved by the Mission Environmental Officer (MEO) and the BEO prior to beginning the activity, incorporated into workplans, and then implemented. See Sections H and I below.*
- **3. Positive Determination:** The activity has potentially significant adverse environmental effects and requires further analysis of alternatives, solicitation of stakeholder input, and incorporation of environmental considerations into activity design. A Scoping Statement must be prepared and be submitted to the BEO for approval. Following BEO approval an Environmental Assessment (EA) will be conducted. The activity may not be implemented until the BEO clears the final EA. For activities related to the procurement, use, or training related to pesticides, a PERUSAP will be prepared for BEO approval.
- **4. Activity Cancellation:** The activity poses significant and unmitigable adverse environmental effects. Adequate EMMPs cannot be developed to eliminate these effects and alternatives are not feasible. The project is not recommended for funding.
*Note regarding applicability related to Pesticides* (216.2(e): The exemptions of §216.2(b)(1) and the categorical exclusions of §216.2(c)(2) such as technical assistance, education, and training are not applicable to assistance for the procurement or use of pesticides.

H. EMMPs (Using the format provided below, or its equivalent, list the processes that comprise the activity, then for each, identify impacts requiring further consideration, and for each impact describe the mitigation and monitoring measures that will be implemented to avoid or adequately minimize the impacts. All environment, health, and safety impacts requiring further consideration, which were identified in Section F., should be addressed)\)

1. Activity-specific environmental mitigation plan (Upon request, the MEO may be able to provide your project with example EMMPs that are specific to your activity.)

<table>
<thead>
<tr>
<th>Processes</th>
<th>Identified Environmental Impacts</th>
<th>Do the Impacts Require Further Consideration?</th>
<th>Mitigation Measures</th>
<th>Monitoring Indicators</th>
</tr>
</thead>
<tbody>
<tr>
<td>List all the processes that comprise the activity(s) (e.g. asbestos roof removal, installation of toilets, remove and replace flooring) A line should be included for each process.</td>
<td>A single process may have several potential impacts—provide a separate line for each.</td>
<td>For each impact, indicate Yes or No; if No, provide justification, e.g.: (1) There are no applicable legal requirements including permits or reporting and (2) There is no relevant community concern and (3) Pollution prevention is not feasible or practical and (4) Does not pose a risk because of low severity, frequency, or duration</td>
<td>For each impact requiring further consideration, describe the mitigation measures that will avoid or adequately minimize the impact. (If mitigation measures are well-specified in the IEE, quote directly from IEE.)</td>
<td>Specify indicators to (1) determine if mitigation is in place and (2) successful. For example, visual inspections for seepage around pit latrine; sedimentation at stream crossings, etc.)</td>
</tr>
</tbody>
</table>

2. Activity-specific monitoring plan

<table>
<thead>
<tr>
<th>Monitoring Indicators</th>
<th>Monitoring and Reporting Frequency</th>
<th>Responsible Parties</th>
<th>Records Generated</th>
</tr>
</thead>
<tbody>
<tr>
<td>Specify indicators to (1) determine if mitigation is in place and (2) successful (for example, visual inspections for seepage around pit latrine; sedimentation at stream crossings, etc.)</td>
<td>For example: “Monitor weekly, and report in quarterly reports. If XXX occurs, immediately inform USAID COR/AOR.”</td>
<td>Separate parties responsible for mitigation from those responsible for reporting, whenever appropriate,</td>
<td>If appropriate, describe types of records generated by the mitigation, monitoring, and reporting process.</td>
</tr>
</tbody>
</table>
I. Certification of No Adverse or Significant Effects on the Environment

I, the undersigned, certify that activity-specific baseline conditions and applicable environmental requirements have been properly assessed; environment, health, and safety impacts requiring further consideration have been comprehensively identified; and that adverse impacts will be effectively avoided or sufficiently minimized by proper implementation of the EMMP(s) in Section G. If new impacts requiring further consideration are identified or new mitigation measures are needed, I will be responsible for notifying the USAID COR/AOR, as soon as practicable. Upon completion of activities, I will submit a *Record of Compliance with Activity-Specific EMMPs* using the format provided in Annex 1 or its equivalent.

Implementer Project Director/COP Name

Date

J. Approvals:

USAID COR/AOR Name

Date

Mission Environmental Officer Name

Date

Distribution:
- Project Files
- Bureau Environmental Officer