



IsDB ESS Standards: Illustrative sample of KPIs

1. ESN1 (Assessment and Management of Environmental Risks and Impacts)

A. Process and Compliance Indicators

These track whether ESN1-required processes are being followed.

- % of projects with completed Environmental and Social Assessments (ESAs) before approval
- % of projects with approved ESMPs
- Timeliness of ESA and ESMP preparation and disclosure
- % of projects with stakeholder engagement activities conducted as per ESN10
- Number of capacity-building activities for client institutions
- Frequency and quality of monitoring reports submitted

B. Risk and Impact Management Indicators

These measure how well risks and impacts are being managed:

- Number and severity of identified environmental and social risks per project
- % of identified risks with mitigation measures in place
- % of mitigation actions implemented on schedule
- Number of incidents or non-compliance events reported and resolved
- Number of grievances received and resolved through project grievance mechanisms

C. Outcome and Effectiveness Indicators

These focus on the actual results and improvements:

- Reduction in negative environmental or social impacts (e.g., pollution, displacement)
- Improvement in community health and safety metrics
- Biodiversity or ecosystem health indicators (where relevant)
- Inclusion of vulnerable groups in project benefits
- Stakeholder satisfaction scores from engagement activities

D. Institutional and System Strengthening Indicators

- Number of projects utilizing national systems for E&S management
- Improvements in client capacity (measured via pre/post assessments)

- Adoption of ESN1-aligned policies by client institutions

2. ESN2 (Labour and Working Conditions)

1. Worker Protection and Rights

- % of project workers covered by written contracts
- Number of grievances raised and resolved through the project's mechanism
- % of workers aware of their rights and grievance channels (via training/induction)
- Incidents of discrimination, harassment, or violence reported and addressed
- % of project workers with access to freedom of association and collective bargaining

2. Occupational Health and Safety (OHS)

- Number and rate of workplace accidents, injuries, and fatalities
- Frequency of OHS training sessions and % of workers trained
- Availability and use of personal protective equipment (PPE)
- Number of OHS audits conducted and compliance rate
- % of corrective actions implemented after OHS incidents

3. Fair Treatment and Non-Discrimination

- % of women, persons with disabilities, and migrant workers employed
- Gender pay gap among project workers
- Number of cases of non-compliance with non-discrimination policies
- % of workers receiving equal opportunity in recruitment, promotion, and training

4. Child and Forced Labour Prevention

- Number of child labor or forced labor cases identified and remediated
- % of suppliers screened for child and forced labor risks
- Frequency of supply chain audits for labor standards

5. Working Conditions

- % of workers receiving timely payment and statutory benefits
- Average hours worked per week and compliance with legal limits
- % of workers provided with adequate rest, leave, and accommodation (if applicable)
- Number of retrenchment cases managed with a plan and consultation

6. Stakeholder Engagement and Reporting

- Number of consultations held with workers and their representatives
- Timeliness of reporting material adverse events to the Bank
- % of project workers who participated in feedback surveys

3. ESN3 (Resource Efficiency and Pollution Prevention and Management)

A. Resource Efficiency

- **Energy Use**
 - Energy consumption per unit of output (kWh/unit)
 - Percentage reduction in energy use year-on-year
 - Share of renewable energy in total energy consumption
- **Water Use**
 - Water consumption per unit of output (m³/unit)
 - Percentage of water recycled/reused
 - Compliance with water use efficiency benchmarks
- **Raw Material Use**
 - Raw material input per unit of output (tons/unit)
 - Percentage of recycled or sustainably sourced materials used
- **Soil Conservation**
 - Area of soil protected or restored (hectares)
 - Percentage reduction in soil erosion rates

B. Pollution Prevention and Management

- **Air Emissions**
 - Total greenhouse gas (GHG) emissions (CO₂e/year)
 - GHG emissions intensity (CO₂e/unit output)
 - Reduction in short- and long-lived climate pollutants (e.g., black carbon)
- **Water Pollution**
 - Pollutant load discharged to water bodies (mg/L or tons/year)
 - Compliance rate with effluent standards
- **Waste Management**
 - Total hazardous and non-hazardous waste generated (tons/year)
 - Percentage of waste recycled, reused, or recovered
 - Number of incidents of improper waste disposal
- **Chemical and Hazardous Materials**
 - Number of chemical spills or incidents
 - Percentage of hazardous materials managed according to best practice

4. ESN4 (Community Health and Safety)

- Community incident rate (number of incidents per 1,000 community members per year)
- Response time to emergencies
- % of hazardous materials incidents with effective containment
- Community satisfaction with health and safety measures
- Reduction in communicable disease incidence linked to project activities
- Number of public health campaigns or interventions delivered

- % of project sites with functioning early warning systems for emergencies
- Number of grievances related to community health and safety resolved within target timeframe
- % of project vehicles with up-to-date safety inspections
- Frequency of drills and training for emergency preparedness

5. ESN5 (Land Acquisition, Restrictions on Access to Land and Land Use, and Involuntary Resettlement)

KPI Category	Example Indicator
Land Acquisition	% of land parcels acquired on schedule
Compensation	% of affected persons compensated at full replacement cost before displacement
Resettlement	% of resettled households with restored or improved living standards
Grievance Redress	Number and % of grievances resolved within agreed timeframe
Vulnerable Groups	% of vulnerable persons receiving targeted support
Monitoring	Frequency of field monitoring visits
Disclosure	% of affected persons receiving project information

6. ESN6 Implementation (Biodiversity Conservation and Sustainable Natural Resources Management)

1. Biodiversity Protection and Conservation

- Number and area (hectares) of habitats protected, restored, or enhanced as a result of project activities.
- Percentage of project sites with a completed biodiversity baseline assessment (including species lists and IUCN status).
- Number of projects with a Biodiversity Management Plan (BMP) in place and implemented.

2. Mitigation Hierarchy and Impact Management

- Percentage of projects applying the mitigation hierarchy (avoid, minimize, restore, offset) in project design and implementation.
- Number of biodiversity offsets established and monitored, and their effectiveness in achieving “no net loss” or “net gain” of biodiversity.
- Reduction in the number of significant adverse impacts on critical habitats due to project interventions.

3. Sustainable Management of Living Natural Resources

- Percentage of primary production/harvesting projects certified under recognized sustainability standards (e.g., FSC for forestry, MSC for fisheries).
- Number of small-scale producers adopting sustainable practices as a result of project support.
- Area of natural habitat converted or degraded vs. area restored or enhanced.

4. Ecosystem Services and Community Livelihoods

- Number of ecosystem services identified, maintained, or improved (e.g., water regulation, pollination, soil fertility).
- Percentage of affected communities reporting maintained or improved access to ecosystem services.
- Number of livelihood programs supporting sustainable use of biodiversity and natural resources.

7. ESN7 (Vulnerable Groups)

- % of projects with early identification of vulnerable groups: Measures how many projects conduct vulnerability screening at the earliest stage.
- Number of meaningful consultations held with vulnerable groups: Tracks engagement quality and frequency, including culturally appropriate methods and gender-responsive approaches.
- % of vulnerable group members participating in project design and implementation: Assesses inclusivity in decision-making and benefit-sharing.
- Number of capacity-building activities for vulnerable groups: Indicates support for adaptive capacity and empowerment.

8. ESN8 (Cultural Heritage)

- Number of cultural heritage sites/assets identified, mapped, and documented before project start.
- Percentage of identified cultural heritage sites/assets that remain undisturbed or protected during project implementation.
- Number of tangible and intangible heritage elements inventoried and monitored.

9. ESN9 (Financial Intermediaries)

- Existence and quality of ESMS: Whether the FI has a documented and operational ESMS.
- % of staff trained on E&S risk management: Measures capacity-building efforts within the FI.
- Frequency of ESMS reviews and updates: Ensures the ESMS remains current and effective.
- **% of subprojects with stakeholder engagement plans:** Measures compliance with stakeholder consultation requirements.
- **Number of E&S incidents reported and resolved:** Captures the effectiveness of incident management and resolution.

10. ESN10 (Disclosure and Reporting)

- **Timeliness of disclosure:** % of project documents (e.g., ESIA, SEP, ESMPs) disclosed to stakeholders within required timeframes.
- **Accessibility of information:** % of disclosed documents available in appropriate languages and formats (including for persons with disabilities).
- **Stakeholder awareness:** % of stakeholders who report being aware of key project information (measured via surveys or feedback forms).
- **Number of grievances received:** Total grievances or concerns submitted by stakeholders.
- **Grievance resolution rate:** % of grievances resolved within the agreed timeframe.
- **Average time to resolve grievances:** Mean number of days from grievance submission to resolution.
- **Stakeholder satisfaction with grievance process:** % of stakeholders satisfied with the handling and outcome of their grievances.