

MALAWI
MINISTRY OF EDUCATION



SKILLS FOR A VIBRANT ECONOMY (SAVE) PROJECT
PROJECT CODE: P172627

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN
FOR
THE PROPOSED CONSTRUCTION OF A 60-BED GIRLS
HOSTEL

APRIL 2024

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Abbreviations and Acronyms

AIDS	Acquired Immune Deficiency Syndrome
ARV	Antiretroviral
BOQ	Bill of Quantities
CoC	Code of Conduct
CPMP	Child Protection Management Plan
COVID-19	Coronavirus Disease 2019
CSC	Construction Supervision Consultant
DESC	District Environment Sub-Committee
dB	Decibel
DHO	District Health Office
EHS	Environmental Health and safety
EIA	Environmental Impact Assessment
EMA	Environment Management Act
ESCP	Environmental and Social Commitment Plan
ESF	Environmental and Social Framework
ESIA	Environment and Social Impact Assessment
ESMP	Environmental and Social Management Plan
ESMF	Environmental and Social Management Framework
ESS	Environmental and Social Standards
FGD	Focus Group Discussion
GBV	Gender Based Violence
GBVMP	Gender Based Violence Management Plan
GRM	Grievance Redress Mechanism
GVH	Group Village Headman
HIV	Human Immunodeficiency Virus
HSA	Health Surveillance Assistants
ITCZ	Inter-Tropical Convergence Zone
LMP	Labour Management Procedures
MEPA	Malawi Environment Protection Authority
MoE	Ministry of Education
NCIC	National Construction Industry Council
NATECO	Nasawa Technical College
NCHE	National Council for Higher Education
NCIC	National Construction Industry Council
OSHWA	Occupational Safety, Health and Welfare Act
PDO	Project Development Objectives
PIT	Project Implementation Team
PIU	Project Implementation Unit
PPE	Personal Protective Equipment

PWD	Persons with Disability
SAVE	Skills for A Vibrant Economy
SC	Supervising Consultant
SEA	Sexual Exploitation and Abuse
SEP	Stakeholder Engagement Plan
SH	Sexual harassment
STI	Sexually Transmitted Infections
TA	Traditional Authority
TEVETA	Technical, Entrepreneurial, and Vocational Education and Training Authority
TMP	Traffic Management Plan
WGRC	Workers Grievance Redress Committee
WMP	Waste Management Plan

Executive Summary

1. INTRODUCTION

The Government of Malawi, through the Ministry of Education (MoE) and the Ministry of Labour and Vocational Training, with funding from the World Bank, is undertaking the Skills for A Vibrant Economy (SAVE) Project. The Project is for 5 years (2022-2026). The project supports higher education institutions, National Technical Colleges and Community Technical Colleges to increase access, particularly for females, to labour market-relevant skills development programs, targeting priority areas of the economy and is categorized as low risk. Nasawa Technical College (NATECO) is one of the participating institutions that is implementing the project. The project has four components; however, at the institution, the project focuses on 2 components, component 1, the project is supporting increased access to skills development programs in higher education through the construction of a multipurpose building and component 2 supports an increase in access to TEVET skills development. At NATECO, the project will be constructing a girls' hostel on 1 hectare land which belongs to the institution. The construction of female hostels will reduce the challenge of female accommodation, which hinders their participation in academic programs, due to the safety and security of accommodation. The objective of the project is to increase access, particularly for females, to labour market-relevant skills development programs in participating institutions, targeting priority areas of the economy. The project will achieve this by ensuring equity in skills training and empowering women, girls, and vulnerable youth. The project will construct a 2-storey girls' hostel building, the design capacity for the hostel building is 60 people. The Construction works for the proposed project are expected to commence in June 2025, following the completion of preparatory activities, and will be completed within 12 months. The project will be implemented with a budget of about MK 1,064,676,000.00. (US\$ 614,000.00) of which MK30,345,000.00 (US\$17,500) will be used to implement this ESMP. The project is expected to employ approximately 60 people, including technical staff, unskilled labourers and drivers. It is estimated that a minimum of 24 workers will be women, accounting for 40% of the total workforce, to ensure the recommended gender balance in all categories throughout the project.

The construction activities in this project are expected to impact the environment and the social fabric. This ESMP has been developed to identify the specific potential environmental and social risks and impacts of proposed project activities and propose suitable mitigation measures to manage these impacts. This ESMP follows an Environmental and Social Framework (ESF) and its Environmental and Social Standards (ESSs) 1,2,3,4, 6,8 and 10, the Environmental and Social Management Framework (ESMF), as well as the Environment Management Act (2017) and its associated regulations of Malawi. The objective of the ESMP is to assess and mitigate potential negative environmental and social risks and impacts of the Project. Specifically the ESMP aims at (a) assessing environmental and social risks associated with the project, (b) implementing measures to minimize or prevent adverse environmental and social impacts, (c) promoting sustainable benefits for local communities and the environment, (d) adhering to national regulations, international standards, and project-specific environmental and social policies, (e) establishing mechanisms to track environmental and social performance throughout the project lifecycle, (f) facilitating communication and participation among affected communities and relevant stakeholders, (g) strengthening institutional and workforce capabilities to manage environmental and social responsibilities effectively consistent with the ESF and national requirements.

This ESMP should be read together with other plans including the Stakeholder Engagement Plan (SEP), the Labour Management Plan (LMP) and the Environmental and Social Commitment Plan (ESCP) developed for the SAVE project, Gender Violence Management Plan (GBVMP), Child Protection Management Plan (CPMP), and Traffic Management Plan (TMP). Workers Grievance Redress Mechanism (WGRM), Code of Conduct (CoC), COVID19 Construction Sites Prevention Guidelines, Community Grievance Redress Mechanism (GRM), Waste Management Plan (WMP), and Occupational Health and Safety Management Plan (OHSMP). The SEP document and others can be found on the following link: <https://documents1.worldbank.org/curated/en/314131616158364147/pdf/Stakeholder-Engagement-Plan-SEP-Skills-for-A-Vibrant-Economy-Project-P172627.pdf>

2. OBJECTIVE OF THE PROJECT

The SAVE Project Development Objective (PDO) aims to increase access to labour market-relevant skills development programmes in participating institutions, targeting priority areas of the economy, particularly for females. Specifically, for the Nasawa Technical College (NATECO) the project aims to construct a 2-storey girl's hostel improve access to market-relevant skills programs and ensure equity in skills training, with empowerment of women and girls, and vulnerable youth.

3. NATURE AND SCOPE OF THE PROJECT

The project will construct a 2-storey girls' hostel at Nasawa Technical College in Zomba District. One girls' hostel building with a design capacity of 60 people and 30 beds in each storey will be constructed. The scope of the project includes planning and designing, construction, operational and demobilization activities. The main planning and designing activities include the identification of the land where the project will be carried out.

4. METHODOLOGY FOR PREPARATION OF THE ESMP

The process of developing the ESMP included Environmental and Social Screening, desk research, field investigations and stakeholder consultations to assess the current biophysical and socioeconomic conditions in the project area. Then the collected data was processed and used to identify and assess the positive and negative impacts of the project on the environmental and social aspects of the project area. The process also recognised suitable mitigation and enhancement measures for the anticipated impacts, along with the development of management and monitoring plans to address environmental and social effects.

5. SUMMARY OF ENVIRONMENTAL AND SOCIAL IMPACTS OF THE PROJECT

The potential environmental and social risks for the project activities were identified, and the corresponding mitigation measures are presented below.

a. Key potential positive impacts

- Increased employment opportunities

- Increase in girl child enrolment
- Enhanced Skills Development:
- Improved Safety & Security for Girls:
- Better Academic Performance for girls:
- Women's Empowerment & Gender Inclusion:
- Improved Educational Facilities:
- Infrastructure Improvement:

b. Key potential negative impacts

- Loss of trees and vegetative cover
- Loss of habitat and fauna
- Increased dust generation
- Increased noise and vibration disturbances
- Increased safety and health risks of the workers and the public
- Increased risk of spread of communicable diseases including Cholera and COVID-19
- Increased risk of spread of HIV and AIDS and STIs
- Increased risk of sexual harassment, exploitation and abuse and gender-based violence
- Increased solid waste generation
- Increased risk of occupational safety and health hazard
- Traffic congestion and safety risks
- Increased demand for water and energy
- Increased risk of soil erosion and sedimentation
- Risk of soil and water contamination
- Increased fire risk

6. SUMMARY OF ENVIRONMENTAL AND SOCIAL MANAGEMENT AND MONITORING PLANS

The NATECO, Zomba District Council and PIU are the main institutions that will be responsible for capacity building and monitoring the implementation of the ESMP. Monitoring will be conducted monthly through site visits, a Geo-Enabling initiative for Monitoring and Supervision (GEMS), and a review of records. Reporting will be quarterly, however, there are special reports including incidence reports which will be submitted within 24 hours of the incident occurrence.

Stakeholders including NATECO, Zomba District Council and contractors will be trained in environmental and social requirements through: Workshop Meetings, Mentorship Programs, On-site Training, In-house Training Programs and Toolbox Talks.

1 Introduction

1.1 Background

The Government of Malawi through the Ministry of Education and Ministry of Labour and Vocational Training, with funding from the World Bank is implementing the Skills for a Vibrant Economy Project (SAVE). The project aims to improve access to market-relevant skills programs in priority areas of the economy, ensuring equity in skills training with the empowerment of women and girls and vulnerable youth through targeted skills in priority areas of the economy and creating a conducive policy environment and strengthening systems and institutional capacity for skills development. The project has four components which focus on Technical, Entrepreneurial, and Vocational Education and Training (TEVET), Higher Education Reforms, Student loans, Industrial links, Digital technology and Safeguards, Capacity Building, and Technical Assistance among other systemic issues.

Nasawa Technical College is one of the participating institutions. The project will support construction of a 60 bed girls' hostel at Nasawa Technical College in Zomba District. Construction and furnishing of a 60 bed girls' hostel to increase boarding facility access for girls to 188, thereby significantly reducing the challenge of female accommodation (reducing number of female students on self-boarding) which hinders their participation in academic programs, because of the safety and security of accommodation. The construction of female hostels will have impacts on the environment and the communities around the project. Environmental and Social Management Framework (ESMF) has been prepared under the project to guide the project on how to manage environmental and social impacts. The ESMF guided the preparation of this Environmental and Social Management Plan (ESMP) which has been prepared to identify and evaluate the potential environmental and social risks and impacts of specific proposed Project activities.

The ESMP should be applied together with other plans prepared for the project, including:

- Stakeholder Engagement Plan (SEP);
- Environmental and Social Management Framework (ESMF);
- Labour Management Procedures (LMP);
- Environmental and Social Commitment Plan (ESCP);
- Chance Find Procedure;
- COVID-19 Guidelines for Schools in Malawi on Prevention and Management; and
- Project Implementation Manual.

The documents are accessible through this link: <https://www.education.gov.mw/index.php/edu-resources/documents-and-publications/category/3-save-project>

1.2 Objective of the Project

The SAVE Project Development Objective (PDO) aims to increase access to labour market-relevant skills development programmes in participating institutions, targeting priority areas of the economy, particularly for females. Specifically, for the Nasawa Technical College (NATECO) the project aims to construct a 2-storey girl's hostel to improve access to market-relevant skills programs and ensure equity in skills training, with empowerment of women and girls, and vulnerable youth.

1.3 Nature and Scope of the Project

The project will construct a 2-storey girl's hostel at Nasawa Technical College in Zomba District. One girls' hostel building with a design capacity of 60 girls. The project will be implemented with a budget of about MK1,064,676,000.00. (US\$ 614,000.00) of which MK30,345,000.00 (US\$17,500) will be used to implement this ESMP. The project is expected to employ approximately 60 people which include technical staff, unskilled labourers and drivers. It is estimated that a minimum of at least 24 workers, which accounting for 40% of the total workforce will be women to ensure the recommended gender balance in all categories throughout the project. The scope of the project includes planning and designing, construction, operational and demobilisation activities. The main planning and designing activities include the identification of the land where the project will be carried out. Currently, the land for the sub-project has been secured and is owned by NATECO. Other planning activities include the preparation of technical drawings, whose key activities include:

- a) Recruitment of Design Consultant;
- b) Obtaining required approvals and licences;
- c) Recruitment of Supervision Consultant;
- d) Recruitment of Contractor;
- e) Sourcing and purchasing of construction materials;
- f) Setting out the buildings using approved plans and standards;
- g) Construction of sub-structure of the buildings;
- h) Construction of the super-structure of the buildings;
- i) Solid and liquid waste management during the construction of the building and associated structures;
- j) Maintenance works during the operation phase as may be required; and
- k) Solid and liquid waste management during the operation phase.

Construction activities for the project are expected to commence in June 2025. However, the project is expected to be completed by May 2026.

1.4 Spatial Location and size of land

Nasawa Technical College (NATECO) is situated in Zomba District, Traditional Authority Mbiza, Group Village Tholowa, Nasawa Village in the Southern Region of Malawi. The College is geographically located at 15.598557°S and 35.259872°E, on an altitude of about 900m above sea level. The site for the proposed project is presented in Figure 2.1.

The proposed project is 1 hectare of land that belongs to Nasawa Technical College and is scheduled for infrastructure development. Therefore, the project will not require additional land outside the campus. As such, there will be no issues of land conflicts, resettlement and compensation



Figure 1.1: Location Map for the proposed 60-bed hostel site



Figure 1.2The land where girls' hostels will be constructed

1.5 Objective of the ESMP

This Environmental and Social Management Plan (ESMP) is developed to support the environmental and social safeguards provisions for the construction of a 2-storey girls' hostel at Nasawa Technical College in Zomba District.

The objective of the ESMP is to assess and mitigate potential negative environmental and social risks and impacts of the project, consistent with the Environmental and Social Standards (ESSs) of the World Bank ESF and national requirements.

More specifically, the ESMP aims to

- a. Identify and assess key potential environmental and social impacts, including those on gender, which may be caused by the proposed construction works;
- b. Propose measures that would enhance the positive effects of the proposed constructions and operation activities on both the environment and social components, including gender issues in specific sites;
- c. Propose measures that will avoid, minimise, mitigate and compensate for the anticipated negative impacts of the proposed constructions and operation activities on both the environment and social components, including gender concerns in specific sites;
- d. Identify the staffing requirements, as well as the training and capacity building needed to successfully implement the provisions of the ESMP;
- e. Address mechanisms for public consultation and disclosure of project documents, as well as redress of possible grievances;
- f. Establish the budget requirements for the implementation of the ESMP; and
- g. Promoting good practices that enhance the project's long-term environmental and social benefits.

1.6 Approach and Methodology for Preparing the ESMP

The development of this ESMP has been undertaken in accordance with Part V of the Environment Management Act, 2017 and in line with the Guidelines of Environmental Impact Assessment (1997) and the requirements of the World Bank Environmental and Social Standards (ESS). Key tasks of the ESMP development are described in the following sections.

1.6.1 Environmental and Social Screening

The first screening of the proposed project was conducted by the Environmental District Officer (EDO) for Zomba on 30th August 2022 and the second screening was conducted on 25th February 2025 due to time lapse, where the proposed project was categorised under list 'B'. This was followed by feasibility studies where a project brief was prepared and submitted to MEPA, from which a conclusion was drawn that the proposed project requires an ESMP, not an ESIA.

1.6.2 Literature Review

This involved the review of existing literature related to the project. The literature that was reviewed included: The Constitution of the Republic of Malawi (1995), Environment Management Act (2017); National Construction Industry Act (1996); Physical Planning Act (2016); Water Resources Act (2013); Water Works Act (1995); Public Health Act (1948); Occupational Safety, Health and Welfare Act (1997); Employment Act (2000); National Water Policy (2005); National Environment Policy (2004); Malawi National Land Policy (2002); Malawi 2063; among other

pieces of relevant legislation and policies. In addition, a review of other Environmental and Social Impact Assessment reports related to infrastructure development projects in higher learning institutions were reviewed. These documents have been included in the reference section.

The Consultant reviewed documents with socio-economic and ecological information and data for the project included: the Zomba District Social Economic Profile; Soil Atlas, Species Fact sheet, and Maps and Satellite Images for the project area. The reviewed documents have been included in the reference section.

The Consultant also reviewed project documents which included: the SAVE Project Environmental and Social Management Framework (ESMF), the Project Environmental and Social Screening Report, the Stakeholder Engagement Plan, Labour Management Procedures, the Environmental and Social Commitment Plan (ESCP), and the World Bank Environmental and Social Framework (ESF). A full list of documents that were reviewed during the preparation of this ESMP is included in the Bibliography section.

1.6.3 Field Investigations

Field investigations were conducted in December 2023 to collect environmental and social data that would provide basic information in the ESMP. The investigations enabled data collection through observations, visual distance measurements, flora quantification, and consultations with representatives of the Developer, Zomba District Council, and local communities. Field investigations of the project site and its surrounding areas were conducted to assess biophysical aspects, including vegetation, fauna, and biodiversity. This information would assist the developers to identify and assess the potential impact. To collect social data, the interviews were conducted on 14th and 15th April 2025 with local community leaders and members who possessed knowledge of the area to understand land use and important environmental and social features. These included Community (faith-based organisations, Nasawa Health Centre, Chimwalira Primary School, Nasawa Secondary School and community members from Chimwalira, Khumunye, Makaluka, Ntholowa, Mpawa villages), students, the staff members and District Environmental Subcommittee members

1.6.4 Stakeholder Consultations

The SAVE Project Stakeholder Engagement Plan (SEP) was developed to help guide stakeholder consultation. During the development of this ESMP, different meetings (interviews and/or focus groups) which took place from 25th February to 15th April 2025 with stakeholders, were conducted to incorporate their input. The information provided was documented and will be taken into consideration when making project decisions.

The purpose of the stakeholder consultation was to inform the community, district and national level stakeholders about project plans, obtain the views of different people on the proposed project, to determine how the project will affect them and how best it can be implemented to minimize adverse environmental and social impacts. Stakeholder consultations were undertaken to elicit concerns and views on the potential impacts of the project and to inform mitigation and enhancement measures.

Each consultative meeting began with a briefing the stakeholders at the various levels about the project information, about the proposed construction and operation of the 2-storey building. Afterwards, stakeholders including Nasawa Technical College, faith-based organisations, Nasawa Health Centre, Chimwalira Primary School, Nasawa Secondary School and Traditional leaders and community members from Chimwalira , Khumunye, Makaluka, Ntholowa, Mpawa villages, were asked to provide their views and concerns regarding the potential positive and negative impacts of the project on the community's socioeconomics and biophysical environment. The stakeholder consultation summaries and register of people consulted are presented in Appendices 3 and 4, respectively.

2 Project Description

The proposed project is being implemented by the Ministry of Education and Ministry of Labour and Vocational Training. NATECO will be responsible for coordination, supervision, and overall management of NATECO sub-project activities. This chapter presents the description of the proposed building facilities and their components. It also outlines the main project activities and an estimate of the project cost.

2.1 Project Activities

This is an infrastructure development project, and thus the main activities that have relevant environmental and social risks and impacts are divided into the following phases: planning and designing, construction, demobilisation, operation and maintenance, and decommissioning. NATECO will coordinate project activities, including day-to-day implementation, coordination, supervision, and overall management of project activities. The main project activities spread through the mentioned project phases include:

- i. Feasibility studies including topography and geotechnical studies;
- ii. Site survey and layout design;
- iii. Architectural and engineering design;
- iv. Construction of temporary storage facility and accommodation;
- v. Site preparation, surveys and layout of structures;
- vi. Construction of the main buildings and auxiliary structures;
- vii. Construction of waste management structures and plumbing works;
- viii. Connection of services (telephone, electricity and water);
- ix. Furnishing, fittings and installations of equipment;
- x. Removal of temporary structures after construction works; and
- xi. Maintenance works during the operation phase.

The construction project will require a minimum of 60 workers, with 40% being female. As this is a moderate-scale project, no campsite will be established; only a site office will be provided. Local workers will make up 80% of the workforce, while those from outside the project area will be accommodated in rented housing off-site. The contractor, along with project developers, will ensure that all rented accommodations comply with the World Bank Group's Environmental, Health, and Safety (EHS) Guidelines, which safeguard workers' health, safety, and dignity.

2.2 Sub-project components

The design ensures that the new structure will seamlessly blend into the college environment, providing a conducive living space for the students. Central to the plan are two teaching blocks, is strategically positioned towards the northwest and north east of the site. Both structures are positioned to maximise space utilisation and provide easy access to campus amenities.

Vertical circulation is facilitated by a well-placed staircase and ramp. The staircase measures approximately 2.80 meters by 5.00 meters, while the ramp, designed for accessibility, measures approximately 4.85 meters in length. These features ensure that all areas of the hostel are easily accessible to all students, including those with mobility issues. Common areas, including corridors and entry points, are designed to facilitate smooth movement throughout the hostel. The corridors are typically around 2.00 meters wide, providing ample space for students to pass each other comfortably.

The hostel's rooms are designed to ensure privacy and personal space, crucial for a conducive study and rest environment. The communal toilets and shower areas, each measuring approximately 4.10 meters by 2.40 meters, are centrally located within the hostels. The building will have a total of 8 toilets and 9 shower room, the first floor will have 4 toilets and 4 shower rooms the rest will be on the second floor and on each floor there will be 1 disability friendly toilet. These facilities are strategically placed to be easily accessible from all rooms, ensuring convenience for all residents. Accessibility is a key consideration in the design, with assisted facilities such as an assisted bath and toilet near the housekeeper's room. The assisted bath measures approximately 2.80 meters by 2.30 meters, while the assisted toilet measures approximately 2.80 meters by 1.80 meters. These facilities ensure that students with disabilities access necessary amenities, promoting an inclusive living environment. The building will have 2 rooms self contained for disability students.

2.3 Project Activities

The description of the main project activities has adopted a lifecycle approach to project planning, construction and operation. Hence, the activities are divided into the following phases: planning and designing, construction, demobilisation, operation and maintenance and decommissioning.

2.3.1 Planning and Design Phase

A Project Design Consultant carried out topographic and geotechnical studies, prepared site plans and technical drawings and prepared budgets and timelines. The Design Consultant will supervise the recruitment of the Contractor and supervise construction activities to ensure that they are in line with the designs.

2.3.2 Construction Phase

The construction phase will commence with the engagement of the Construction Works Contractor. The Contractor will proceed with the following activities: recruitment of construction workers, mobilisation of construction equipment and supplies, site clearance, and finally, construction of the 2-storey building and associated structures. Liquid and solid waste management activities are also expected to be carried out.

2.2.3 Demobilization Phase

Demobilization will come after the completion of construction activities in order to vacate the site. Activities are expected to include scaling down of workforce; removal of temporary structures such as perimeter construction fence, removal of construction machinery and surplus construction materials, cleaning the site and disposal of wastes at a place authorised by the Zomba District Council.

2.3.4 Operation and Maintenance Phase

In this phase, the Sub-project Proponent is expected to conduct maintenance activities including cleaning common areas, repairing items that are broken, painting walls as well as waste management activities. Both liquid and solid waste are expected to be generated from day-to-day operations of the 2-storey building.

2.3.5 Decommissioning Phase

Currently, there is no anticipation that the structure will be decommissioned. However, if decommissioning is to be carried out, a decommissioning plan including an Environmental and Social Management (ESMP) will have to be prepared and approved by the authorities before the commencement of decommissioning activities.

2.4 Material and Equipment Requirements for Project Activities

Construction of substructures and superstructures of the 2-storey building will require machinery such as crawler dozers for clearing the project sites and excavators for digging foundations. Concrete mixers and vibrator pokers will be required for the concrete works. Tippers will be used for movement of materials such as quarry stones, gravel and sand.

Table 2.1 presents some of the major plant, equipment and materials that will be required for the construction works of the 2-storey building. The table also gives the project inputs and output/ by-products that are to be expected from the use of the equipment and material.

Table 2.1: Summary of main inputs and outputs from the proposed project

S/N	Input/ Equipment/ material	Use of the equipment or material	Source of the material	Output or product/ by-product
A.	EQUIPMENT			
1.	Crawler Dozer	Clearing the construction site	To be provided by the Contractor	Cleared and levelled construction site/ dust, noise pollution
2.	Excavator	Excavation of foundation trenches	To be provided by the Contractor	Excavated foundation trenches/ dust and noise pollution
3.	Compactor	Compaction of the foundation at the construction site	To be provided by the Contractor	Compacted foundation/ noise pollution
4.	Concrete mixer	Mixing concrete	To be provided by the Contractor	Well mixed concrete/ noise, air pollution
5.	Tippers and trucks	Transportation of construction materials such as fine/coarse	To be provided by the Contractor	Various construction materials/ dust and noise pollution

S/N	Input/ Equipment/ material	Use of the equipment or material	Source of the material	Output or product/ by-product
		aggregate, sand and cement.		
6.	Vibrating pokers	Concrete compaction	To be provided by the Contractor	Well compacted concrete/ noise
7.	Carpentry tools	For carpentry works during construction	To be provided by the Contractor	Complete constructed formworks for concrete work
8.	Plumbing and brick laying tools	For plumbing and brick laying works during construction	To be provided by the Contractor	Laid brick/ masonry structures
B.	MATERIALS			
9.	Fine and coarse aggregate	For concrete formulation	To be sourced locally. Coarse aggregate could be sourced from nearby quarries in Zomba/ Njuli	Completed structures
10.	Sand and gravel	For concrete formulation and other construction works	To be procured from suppliers	Completed structures
11.	Cement	For concrete formulation and other construction works	To be sourced locally or outside the country depending on quantity, quality and cost factors.	Completed concrete/block work structures
12.	Water	For concrete formulation and other construction works	To be sourced from approved suppliers	Polluted water
13.	Reinforcement metal bars	For concrete reinforcement	To be sourced locally or outside the country depending on quantity, quality and cost factors	Reinforced concrete structures
14.	Cement blocks	For various construction structures	To be made or sourced locally	Block structures

2.5 Employment Opportunities

The project is expected to employ approximately 60 people and will include technical staff, unskilled labourers and drivers. It is estimated that at least 24 workers (40% of the people to be employed) will be women to attain the recommended gender balance in every category at any point of the project. Out of the project workers to be employed during the construction phase, approximately 65% are expected to be employed as unskilled labourers from the surrounding communities. There will also be employment opportunities during the operation and maintenance phase as the new infrastructure will require for daily operations.

Both the Contractor and the NATECO will be required to provide a safe working environment to employees. In addition, employees will be trained on the safe use of equipment and potential hazards, and the precautionary measures to be followed. Further to this, they will be provided with protective wear for safety, as required by the Occupational Safety, Health and Welfare Act.

2.6 Waste Management and Sanitation

2.6.1 Solid Waste and Sanitation

During the construction phase, construction waste will be reused; for example, soils from the excavation will be used for levelling the landscape while empty packaging materials e.g., cartons, buckets/tins of paint and cement bags will be shared with community members for use. Wastes, which cannot be reused, will be disposed of at an approved site designated by Zomba District Council, in a manner that they cannot degrade or harm the environment.

For domestic waste, the Contractor will provide bins at the construction site. When full, a pickup truck will be used to carry the bins and dispose of the waste at the designated dumping site. It is estimated that 0.5 kg of solid waste is generated per capita per day (World Bank Group, 2018). It is therefore expected that about 30 kg of solid waste will be generated per day with 60 construction workers on site. A skip will have to be provided on-site for temporary storage of solid waste.

For sanitation, the contractor will provide mobile latrines or construct two toilets separate for men and women. The ratio of toilets to workers shall be 1:20 as required by the National Sanitation Policy.. If the contractor will construct the latrines, the building will be of good standard that will remain and used by the institution after the construction phase

During the operation and maintenance phase, The girl's Hostel will have separate solid waste collection bins for food waste, paper waste, plastic waste, general waste and e-waste from the buildings and the surroundings. Temporary storage and collection will be provided for bins. The wastes will be collected and disposed of by a private waste collection company to be engaged by the Proponent.

2.6.2 Liquid Waste and Sanitation

During construction activities, liquid waste will be generated from human use as well as from construction-related activities. It is expected that about 70m³ of liquid waste from humans will be generated per day during this phase. During this phase the standard latrines will be used made of tile floor with a vent pipe for controlling flies thereby making them more sanitary and safer. The construction of latrines in this project will be in line with the Occupation Safety, Health and Welfare Act (1997) which requires the provision of separate toilets, washing facilities and change rooms to be provided in workplaces having both male and female employees.

During the operation and maintenance phase, structures in the 2-storey building will have 16 Shower rooms, 14 Flush toilets, 22 Washing hand basins and 1 Laundry room with 6 washing bays on the ground floor. The new building will have a stand-alone septic tank because the capacity of the existing septic tank is not known. The institution will manage the septic tank against the system failure. This will help to avoid neighbouring environmental contamination.

It is expected that two room will be self-contained with disability friendly facilities. The toilets will be designed to allow access by wheelchair and handrails will be available as support for those with walking difficulties.. The construction materials required for these structures will include hollow core blocks (cement masonry units), reinforced concrete, timber trusses, and corrugated metal roof sheets.

It is estimated that 40L of liquid waste is generated per capita per day in an institutional setting (Turpie *et al.*, 2019). It is therefore expected that the projected 60 construction workers will

generate about 2.4m³ of liquid waste per day during the construction phase and 2.4m³ of liquid waste will be generated per day during the operation and maintenance phase, with 60 students that will occupy the building.

2.7 Water Supply

NATECO relies on a groundwater source, with two boreholes pumping water into a storage tank. However, since the institution shares this water with the surrounding community, the supply is insufficient. Additionally, the capacity of both the pumps and storage tanks is inadequate, as the pumps operate only in the morning and afternoon, worsening the water shortage at the institution. When water supply is insufficient, students rely on alternative sources around the school, including the community supply and Nasawa Health Centre. For construction purposes, the contractor will draw water from the Namadzi River, located 2 km from the project site. A separate storage tank will be designated for domestic use by the contractor.

2.8 Energy

The Institution is connected to the Electricity Supply Corporation of Malawi (ESCOM) power grid. The institution is one of the few places connected to the grid, in the area the majority of households are not connected as they are unable to pay for the electricity connection fee. Most of the households use firewood and maize husks for cooking and solar energy for lighting and charging phones. During the construction the contractor will tap the energy from the institution and it is expected that the 2-storey building will be connected to the power grid for electricity since NATECO management is already in the process of engaging with ESCOM on the same

3 Policy and Legal framework

This chapter provides background information on Malawi Government policy and legal framework applicable in this project. It outlines the relevant sectorial policies and legislations that are relevant in providing technical and legal framework that will ensure the sustainable construction and operation of the girls’ hostel at NATECO in Zomba district. In addition, it summarises applicable World Bank environmental and social standards.

3.1 Malawi Policy Framework

Table 3.1 below presents the Malawi policy framework relevant to the development project at Nasawa Technical College.

Table 3.1: Malawi Policy Frameworks

S/N	Law	Description and Relevance to Project Activities
3.1.1	The National Environmental Policy (2004)	<p>The overall policy goal is to promote sustainable social and economic development through sound management of the environment (section 2.1). Section 1.3 of the policy calls for integrating environmental concerns into national, district, and community-level planning processes to ensure that economic growth is balanced with social and environmental concerns, and also focuses on the sustainable management of natural resources, including land, water, forests, and biodiversity.</p> <p><i>Project activities, such as construction, site clearing, waste generation, and community engagement, have the potential to impact key areas addressed by the policy. Specifically, improper waste management could lead to soil and water contamination, vegetation clearance may threaten the local ecosystem, and failure to engage affected communities undermines participatory planning. This project will ensure that activities do not compromise ecological integrity or human well-being. Furthermore, project implementation will integrate safeguards into planning and execution, including</i></p> <ul style="list-style-type: none"> <i>i. conducting Environmental and Social Impact Assessments (ESIAs) and implementing ESMPs in line with national guidelines.</i> <i>ii. Incorporating waste management plans to minimise, segregate, and safely dispose of construction and hazardous waste.</i> <i>iii. Implementing biodiversity protection measures, such as replanting trees, restoring disturbed areas, and avoiding sensitive habitats.</i> <i>iv. Engaging local communities and stakeholders through consultations and disclosure, ensuring their input shapes mitigation actions.</i> <i>v. Aligning monitoring and reporting mechanisms with the Malawi Environmental Protection Authority.</i>

S/N	Law	Description and Relevance to Project Activities
3.1.2	HIV & AIDS Policy (2012)	<p>The policy highlights that HIV and AIDS impact on the country is quite significant and affects a range of socio-economic activities. The goal of the policy is to accelerate efforts to end AIDS as a public health threat by 2030 (section 2.1).</p> <p><i>Construction of a hostels brings together many people, including students, workers, and travelers, which can increase risky sexual behavior. Furthermore, if the workplace is not managed it may become hotspots for sexual abuse, which is a key concern in the HIV & AIDS Policy. In addition, economic hardships may push some hostel residents (especially students and young women) into transactional sex, increasing HIV risk. The NATECO and the Contractor should implement HIV and AIDS workplace policy to guide the interventions and AIDS Information, Education and Communication materials.</i></p>
3.1.3	National Gender Policy (2013)	<p>The broad policy goal is to reduce gender inequalities and enhance the participation of women, men, girls and boys in socioeconomic development processes (Section 2.1). Section 1.2 of the policy recognises Gender Based Violence (GBV), especially violence against women, girls and vulnerable groups as a severe impediment to social well-being and poverty reduction.</p> <p><i>The project, without deliberate measures, may exclude women, youth, and vulnerable groups from project benefits or decision-making. The Project will ensure women's participation in consultations and employment opportunities, including adopting gender-sensitive recruitment practices, such as at least 60% of the workforce is female and 40% is male, and vice versa. It will also incorporate gender-disaggregated indicators in monitoring. Additionally, measures should be taken to prevent gender-based violence within the project team</i></p>
3.1.4	National Water Policy (2004)	<p>Section 1.3 of the National Water Policy explains that the policy provides an enabling framework for integrated water resources management in Malawi. Section 3.4.9 stresses that Pollution control of water resources shall adopt the 'Polluter-Pays' principle to ensure water users' responsibility. Section 5 points out that environmental degradation has negatively affected surface and groundwater quality, among other factors. Section 5.2.2 - Ensuring and promoting proper management and disposal of wastes.</p> <p><i>Project construction and operational activities may cause water contamination, over-abstraction, or disruption of local water sources., it is recommended that the implementation of the project's activities prevent the discharge of untreated effluent into rivers or streams like Namadzi River. Provide sanitary facilities for workers to avoid pollution, use water-efficient technologies and minimise abstraction and monitor implementation of activities regularly</i></p>
3.1.5	National Sanitation Policy (2008)	<p>The overall goal of the National Sanitation Policy is to promote improved sanitation and safe hygiene practices for improved health</p>

S/N	Law	Description and Relevance to Project Activities
		<p>and socioeconomic development for the people of Malawi (section 2.4).</p> <p><i>NATECO and the Contractor must ensure that liquid and solid management encourages reduction, recycling and reuse of waste, before final disposal and that appropriate waste management facilities are provided and used. In line with this policy, the Contractor shall ensure provision of toilets (sanitation facilities) for the employees separate for men and women.</i></p>
3.1.6	National Forestry Policy (2016)	<p>The goal of the Policy is for the conservation, establishment, protection and management of trees and forests for the sustainable development of Malawi (Section 2.1). The National Forestry Policy provides a framework for the conservation and management of forest resources and ecosystem services</p> <p><i>Vegetation clearing and sourcing of timber during construction at NATECO may lead to deforestation and loss of ecosystem services. In this regard, the Contractor, in liaison with NATECO will avoid unnecessary tree cutting by making sure to optimally utilise the space where there are no tree; where necessary, obtain permits for tree removal, and replant trees at a ratio agreed with the Forestry Department, source timber only from licensed suppliers and support community tree planting initiatives.</i></p>
3.1.7	Malawi National Land Policy (2002)	<p>In Section, 9.8.1 (b) the policy states that environmental impact assessment studies shall be undertaken before any major land development project is conducted.</p> <p><i>A hostel project can impact the Malawi National Land Policy (2002) in several ways, especially in areas related to land ownership, land use planning, customary land rights, and environmental management. In line with the Policy this ESMP has been developed as part of the environmental assessment. NATECO and the Contractor will implement this ESMP to ensure minimal adverse environmental and social impacts.</i></p>
3.1.8	National Construction Industry Policy (2015)	<p>Section 3.7 (a) of the policy recognizes that the Construction Industry greatly contributes to deforestation, noise, dust and chemical pollution, soil erosion and physical disruption. The priority areas of the policy are:</p> <ul style="list-style-type: none"> • Regulation of the Construction Industry – promoting classification and registration of all persons engaged in the construction industry. • Enhancing Standards and Quality in procurement, design and implementation of projects. <p><i>NATECO must only work with contractors certified with NCIC. To maintain the quality and standards of infrastructure to ensure Social and Environmental sustainability.</i></p>

S/N	Law	Description and Relevance to Project Activities
3.1.9	National Energy Policy (2018)	<p>The goal of the policy is to increase access to affordable, reliable, sustainable, efficient and modern energy for every person in the country (section 2.1)</p> <p><i>A hostel project will trigger Malawi's National Energy Policy (2018), particularly energy efficiency, sustainable energy use, and environmental impact. In line with the policy, the NATECO and contractor will make sure to implement and integrate energy efficiency in building design, operation and energy source considerations, and reduced environmental impact technology. Energy-efficient hostels contribute to lower greenhouse gas emissions, supporting environmental conservation efforts. Since the project site is connected to the grid, the project will efficiently use energy from ESCOM</i></p>
3.1.10	National Education Policy (2016)	<p>The policy aims to promote equitable access to education and improve the relevance, quality governance and management of the education sector (section 2.2).</p> <p><i>The SAVE project at NATECO will expand equitable access to higher education, particularly for female students. This will increase the number of women pursuing higher education.</i></p>

3.2 Malawi Legal Framework

Table 3.2 below presents legal frameworks relevant to the project.

Table 3.2: Legal Framework

S/N	Law	Description and Relevance to Project Activities
3.2.1	The Constitution of the Republic of Malawi (1995)	<p>The Constitution of the Republic of Malawi of 1995 is supreme over any legal policy or Act in Malawi. Section 13, part d, accords for managing the environment and sustainable development of natural resources to prevent degradation; provide a healthy living and working environment for the people of Malawi; accord full recognition to the rights of future generations; and to conserve and enhance the biological diversity of Malawi. Under Section 13 (e), it is the responsibility of the state to achieve gender equality for women.</p> <p><i>The Constitution of the Republic of Malawi binds all executive, legislative and judicial organs in Malawi and it is of paramount importance that the project complies with the constitution. To comply to the constitution, the project will implement fair treatment and non-discrimination, freedom of expression and participation, complying with EMA 2017 and other regulations, fair wages and decent working conditions and conflict resolution and grievance handling.</i></p>
3.2.2	Environment Management Act (EMA), 2017	The act provides a legal basis for the protection and management of the environment and the conservation and

S/N	Law	Description and Relevance to Project Activities
		<p>sustainable utilization of natural resources in any activities including the project. Section 31 (2) of the Act recognises the need for the preparation of an Environmental and Social Impact Assessment before project implementation for all proposed projects which may significantly affect the environment or use of natural resources.</p> <p><i>In line with this provision, this ESMP will be submitted to MEPA for review and approval. Overall, NATECO and its Contractor must ensure that risks identified in this report should be avoided, if it cannot be voided, the risks should be reduced and mitigated, if it cannot mitigated, should be compensated to protect and manage the environment are implemented; and must conserve and sustainably utilize natural resource. For positive impacts enhancement measures should be implemented to s The proposed construction project at Nasawa Technical College has prepared this Environmental and Social Management Plan which</i></p>
3.2.3	Occupational Safety, Health and Welfare Act (1997)	<p>Section 13(1), which places a duty on every employer to ensure the safety, health, and welfare of all employees at work, encompassing aspects like building maintenance, fire safety, and general hygiene within the hostel premises, Section 16 General duties of persons in control of workplaces in relation to harmful emissions, section 23 on overcrowding, section 27 on sanitary conveniences, 66 of the Act outlines procedures to follow in case of accidents resulting in death or incapacitation. Section 55 prescribes measures to ensure safety when working in confined spaces – a high-risk environment, while section 56 specifies measures for preventing and managing fires.</p> <p><i>The design, construction, operation and maintenance of the proposed building facilities will integrate safety considerations to prevent accidents, loss of life or injuries. Further, Contractors are mandated to develop Health and Safety Plans and provide appropriate Personal Protective Equipment (PPE) as required by the Act. NATECO management will oversee contractors' infrastructures to ensure they are built in compliance with safety standards. This supervision aims to prevent compromises to worker safety arising from inadequate infrastructure.</i></p>
3.2.4	Water Resources Act (2013)	<p>Section 40 (1) of the Act stipulates that any person wishing to abstract and use water shall apply to the Authority in the prescribed form for a licence.</p>

S/N	Law	Description and Relevance to Project Activities
		<i>NATECO will be required to obtain a water abstraction license from the National Water Resources Authority prior to the abstraction of water for use during construction and/or dust suppression.</i>
3.2.5	Land Act (2016)	<p>Part II section 4 (1) of the Act states that “Land shall not be acquired by or on behalf of anybody corporate, unless such body corporate is authorized by a license issued by the President to hold lands in Malawi.</p> <p><i>The proposed project site is located on the college owned land within NATECO campus. In line with the policy, it follows that there shall be no land acquisition issues of concern, nor will there be any kind compensation required.</i></p>
3.2.6	Land (Amendment Act) (2022)	<p>The act defines “Public land” as land held in trust for the people of Malawi and managed by Government, a Local Government Authority or a Traditional Authority. This includes land acquired and privately owned by Government or a Local Government Authority used for dedicated purposes such as government buildings, schools, hospitals and public infrastructure.</p> <p><i>In line with this definition, it follows that NATECO was built on public land. This implies that the proposed girls’ hostel will be appropriately built on public land which is land set aside for schools and other public infrastructure.</i></p>
3.2.7	Water Resources Act (2013)	<p>Section 40 (1) of the Act stipulates that any person wishing to abstract and use water shall apply to the Authority.</p> <p><i>In this regard, the Contractor will be required to obtain a water abstraction license from the National Water Resources Authority prior to abstraction of water for construction purposes.</i></p>
3.2.8	The Forestry Act (2017)	<p>Section 46 provides that unless under a license, no person shall cut, take, ferry, destroy, uproot, collect, and remove forest produce from a forest reserve, customary land, public land, or protected areas.</p> <p><i>NATECO and the Contractor must get a permit before cutting of trees at the proposed site. Further, the Contractor is compelled to replant all the trees cut in line with the relevant provisions of the law.</i></p>
3.2.9	The Public Health Act (1948)	<p>Part X of the Act requires developers to provide adequate sanitary and health facilities to avoid the harmful effects of waste on public waters.</p> <p><i>NATECO and the contractor must comply with environmental regulations by providing adequate sanitary and waste management facilities. This will help prevent pollution of public waters.</i></p>

S/N	Law	Description and Relevance to Project Activities
3.2.10	The Gender Equality Act (2013)	<p>Section 11 (1) of the Act stipulates that an appointing or recruiting authority in the public service shall appoint no less than forty percent (40%) and no more than sixty percent (60%) of either sex in the public service.</p> <p><i>The project will ensure that both sexes are given equal opportunities and where possible (the 40:60 rule will be applied in this project.</i></p>
3.2.11	National Construction Industry Act (1996)	<p>The Act in Part VI– Registration – Section 20 (1) prohibits unregistered Contractors from conducting business in the construction industry in Malawi. Section 20 (2) restricts registered Contractors to conduct business of a category in respect of which the entity is not registered.</p> <p><i>NATECO will comply with NCIC regulation, including cement-stabilized soil blocks (CSSB), interlocking bricks, and concrete blocks as alternatives and work with contractors certified with NCIC, to maintain the quality and standards of infrastructure to ensure Social and Environmental sustainability.</i></p>
3.2.12	HIV and AIDS Prevention and Management Act (2018)	<p>Section 6 (1) prohibit discrimination on a basis related to HIV or AIDS. Further, Section 7 stipulates that a person who is living with HIV / AIDS has the right to access medication necessary for anti-retroviral therapy or treatment of an HIV related disease.</p> <p><i>NATECO and the Contractor should implement HIV/AIDS-positive policies. This includes providing access to medication and conducting awareness campaigns.</i></p>
3.2.13	Employment Act (2000)	<p>Section 54 (1) of the Act reinforces and regulates minimum standards of employment with the purpose of ensuring equity necessary for enhancing industrial peace, accelerated economic growth and social justice. The Act further prohibits discrimination based on ethnicity, sex, political, language and religious differences; surety must also be made that all employees are subject to equal pay based on normal working hours.</p> <p><i>NATECO and the Contractor must adhere to labour standards. This includes paying at least the minimum wage, ensuring fair labour practices, and prohibiting child labour</i></p>
3.2.14	Physical Planning Act (2016)	<p>This Act provides for physical planning and orderly land development in urban and rural areas, aiming to preserve and improve amenities. It grants district councils the authority to oversee physical planning developments and mandates developers to obtain development permissions as specified in Sections 44 and 45. Section 46 (1) (a) outlines that</p>

S/N	Law	Description and Relevance to Project Activities
		development permission applications can be made to a local government authority or the Commissioner, depending on the jurisdiction. <i>The implication of this Act is that the proposed project will have to ensure that the plans are approved by Zomba district Council before commencing construction activities.</i>
3.2.15	Environment Management (Waste Management and Sanitation) Regulations, 2008	Section 7 of the Regulations requires any person who generates or collects solid waste to separate hazardous waste from the general or municipal solid waste. Section 8 further says that every generator of waste shall be responsible for the safe and sanitary storage of all general or municipal solid waste accumulated on his or her property. <i>NATECO and the Contractor must properly manage and dispose of waste generated by the project. This includes separating general and hazardous waste and obtaining necessary permits.</i>

3.3 National Environmental and Social Assessment and Permitting

The Malawi Environment Protection Authority (MEPA) is a government institution established through the Environment Management Act (EMA) No. 19 of 2017, as a principal agency for the protection and sustainable management and utilisation of the environment and natural resources. One of the core functions of MEPA is to review and approve ESMPs and other relevant environmental assessments in accordance with EMA.

According to the Guidelines for EIA in Malawi, the ESIA process begins with the screening stage, where MEPA determines whether the proposed project is prescribed under List A (EIA is mandatory) or List B (EIA may be required).

Screening of the proposed project was conducted by the Environmental District Officer (EDO) for Zomba District Council on 29 August 2022, where the proposed project was categorised under List 'B'. This was followed by feasibility studies where a project brief was prepared and submitted to MEPA, from which a conclusion was drawn that the proposed project requires an ESMP not an ESIA.

There will be a number of permits which the project should acquire as per requirement by the national legislation and The World Bank. Table 3.3 summarises all the regulatory licenses, approvals and standards that have to be obtained or met for the proposed project to ensure that the project activities are in line with sound and environmental management practices and comply with relevant legislation.

Table 3.3: Regulatory licenses and approvals relevant for the project

No	Regulations/ Standards/ Approvals	Description	Reference	Issuing Institution
1	ESMP approval	The ESMP approval	EMA, 2017 and EIA Guidelines 1997	MEPA
2	Workplace Registration Certificate	During construction the sites will have to be registered and the contractors must commit to abide by the occupational safety and health requirements of the OSHWA	Occupation Safety Health and Welfare Act (1997)	Ministry of Labour
3	Development Permission	It is a requirement to obtain a development permission issued by the local council's planning committee	Physical Planning Act, (2016)	Zomba District Council
4	Water abstraction Permit	This is a permit issued by National Water Resources Authority prior to abstraction of water for construction purposes. It allows individuals or companies to abstract water from ground water and surface sources	Water Resources Act (2013)	National Water Resources Authority
5	Power Connection Contract	This is a contract agreement between the developer and ESCOM for connection of the project to the electricity mains.	Electricity (Amendment) Act (2016)	ESCOM

3.4 World Bank Environmental and Social Standards and World Bank Group Environmental, Health and Safety Guidelines

3.4.1 World Bank Environmental and Social Standards

The World Bank's environmental and social standards applicable to project activities are summarized in Table 3.3 below.

Table 3.4: Relevant World Bank ESS

S/N	E&S Standard	Description and Relevance to Project Activities
1.	ESS 1: Assessment and Management of Environmental and Social Risks and Impacts	ESS1 guides the production, implementation and monitoring of ESMP, ESIA and other related instruments to avoid, reduce, mitigate and compensate the impacts of the project. It presents a typical categorization system that consists of three or four risk categories, which correspond to high, substantial, moderate, or low risk. ESS1 implies that Borrowers need to identify any potential environmental and social risks and impacts that could arise during the project and propose mitigation measures.

S/N	E&S Standard	Description and Relevance to Project Activities
		<p><i>The proposed construction at NATECO will trigger environmental and social risks and impacts. Through consultations with primary stakeholders including communities, impacts were identified and mitigation measures proposed. This ESMP has also been prepared in line with the standard and taken into consideration key requirements provided in the Environmental and Social Management Framework for the SAVE Project. This ESMP also contains plans including, Labour Management Plan, Waste Management Plan which include electronic waste, Health and Safety Plan, Traffic Management Plan and others which provide structured approaches to addressing specific environmental and social issues during the proposed project implementation.</i></p>
2.	ESS 2: Labour & Working Conditions	<p>ESS2 recognises the importance of employment creation and income generation in the pursuit of poverty reduction and inclusive economic growth. The implication of ESS2 is that Borrower has to establish a Grievance Redress Mechanism, promote OHS measures develop and implement written labour management procedures that promote equal employment opportunities, and safeguard against forced and child labour.</p> <p><i>The construction project at NATECO shall use the Labour Management Plan for the SAVE Project that guides implementation of its activities, and this will apply to this sub-project. This ESMP has also identified impacts related to labour and working conditions, and their mitigation measures are also provided. In addition, this ESMP has included LMP, OHS and GRM, which are essential tools for safeguarding labour rights, improving working conditions, and ensuring the cross-cutting issues, including gender, are covered. Some specific interventions include deliberate efforts of women to comprise of at least 40% of the labour force, and using National IDs to avoid child labour. The project will promote fairness, equity and responsible approach to workforce management</i></p>
3.	ESS 3: Resource Efficiency and Pollution Prevention & Management	<p>This ESS3 recognises that economic activity and urbanisation often generate pollution of air, water, and land, and consume finite resources that may threaten people, ecosystem services and the environment at the local, regional, and global levels. ESS3 implies that the Borrower has to implement resource-efficient designs; implement technically and financially feasible measures for improving efficient consumption of resources (energy, water, and raw materials); avoid the release of pollutants; assess the volume of water use; and segregate different types of waste for appropriate/ sound disposal and management</p> <p><i>The project will potentially generate air, water, and land pollution and consume natural resources through the acquisition and/or use of water sand, cement, quarry, machinery and wood resources, that may threaten people, ecosystem services, and the environment at the local level. This project will ensure green</i></p>

S/N	E&S Standard	Description and Relevance to Project Activities
		<p><i>designs for the project that will enforce the use of environmentally friendly construction methods that will use cement blocks, but also promote efficient energy and water usage and management during construction. The proposed project will promote waste segregation at source to enable recycling and reuse, and proper and safe disposal of non-recyclable and hazardous waste. Monitor and minimise water and energy usage through regular audits, implement dust suppression measures, and schedule noisy operations during daytime to control noise pollution.</i></p>
4.	ESS 4: Community Health & Safety	<p>The ESS4 addresses the health, safety, and security risks and impacts on project-affected communities and recognises that project activities, equipment, and infrastructure can increase community exposure to risks and impacts. ESS4 implies that the Borrower has to evaluate the risks and impacts of the project on the health and safety of the affected communities during the project life cycle</p> <p><i>The project activities will be implemented closes to lecture theatre, workshops and offices. These activities may have a direct impact on students, staff members and communities around. The project has put in place measures to protect the community from possible accidents and diseases. The project has ensured that the ESMP documents have provided mitigation measures to ensure community safety including Traffic Management Plan and Emergency Preparedness and Response Plan to protect the safety of the community and risks to human life, property and the environment.</i></p>
5.	SS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources	<p>ESS 6 recognizes that protecting and conserving biodiversity, maintaining ecosystem services, and sustainably managing living natural resources are fundamental to sustainable development. The requirements set out in this Standard have been guided by the Convention on Biological Diversity, which defines biodiversity as “the variability among living organisms from all sources including, inter alia, terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are a part; this includes diversity within species, between species, and of ecosystems.</p> <p><i>In the context of the proposed project site, impacts on all levels of biodiversity have been assessed as an integral part of the Environmental and Social Assessment study to avoid or minimize adverse. The project site has over 75 planted trees and 28 regenerating shoots of planted trees which may be affected. Almost 90% of the project site is covered by glass while about 10% of the land is covered by acacia trees. The project will first concentrate the project activities on bare or glass land to avoid, and reduce impacts throughout the project's implementation. If the trees will be cut, the contractor will replace 1 tree by 10 trees.</i></p>

S/N	E&S Standard	Description and Relevance to Project Activities
6.	ESS8: Cultural Heritage	<p>Environmental and Social Standard 8 (ESS8) acknowledges that cultural heritage serves as a bridge connecting the past, present, and future through its tangible and intangible aspects. Communities view cultural heritage as a dynamic representation of their evolving values, beliefs, knowledge.</p> <p><i>This ESS sets out general provisions on risks and impacts to cultural heritage from project activities including the impacts of the project on cemetery. If implementation of project will result in the discovery of previously unknown tangible and intangible cultural heritage, chance find procedure will be implemented.</i></p>
7.	ESS 10: Stakeholder Engagement & Information Disclosure	<p>ESS10 recognises the importance of open and transparent engagement between the Borrower and project stakeholders as an essential element of good international practice. It stipulates that effective stakeholder engagement can improve the environmental and social sustainability of projects, enhance project acceptance, and make a significant contribution to successful project design and implementation. ESS10 implies that the Borrower has to develop a stakeholder engagement plan, foster inclusive and participatory decision-making, establish a Grievance Redress Mechanism and disclose project information.</p> <p><i>There are many stakeholders in the NATECO Project with different interest, which may Fasttrack or derail the progress of the project. The project College Management Committees (CMC) will play a major role in linking the construction sub-projects with the community. This ESMP also has a Grievance Redress Mechanism that will be used during execution of the project and the GRM is in line with provisions of the SAVE project Stakeholder Engagement Plan (SEP).The project will make sure project-affected parties and stakeholders have timely, accessible, and understandable information about risks, impacts, and mitigation measures.</i></p>

3.4.2 World Bank Environmental, Health and Safety (EHS) Guidelines (General EHS Guidelines)

The World Bank Group (WBG), and Environmental, Health and Safety Guidelines (General EHS Guidelines) are implementation tools for WB's performance standards. The EHS Guidelines contain the performance levels and measures that are normally acceptable to the World Bank Group and they are generally considered to be achievable in new facilities at reasonable costs by existing technology.

Of special interest are the EHS guidelines for (i) Construction and Decommissioning, (ii) Occupation Health and Safety, (iii) Community Health and Safety; and (iv) Water and Sanitation. The Construction and Decommissioning guidelines provide specific guidance on prevention and control of community health and safety impacts that may occur during new project development, at the end of the project life cycle, or due to expansion or modification of existing facilities. On the other hand, Occupational Health and Safety guidelines provide guidance and examples of

reasonable precautions to implement in managing principal risks to occupational health and safety. The Community Health and Safety guidelines address some aspects of project activities taking place outside of the traditional project boundaries but related to the project operations, as may be applicable on a project basis.

The WB EHS guidelines are directly applicable to projects funded by the World Bank Group as such, they are directly applicable to the NATECO project. The EHS Guidelines have therefore been used as guides for environmental and social impact mitigation management.

3.5 Gaps between the Malawi Legal Framework and the World Bank Environmental and Social Framework

The underlying principle in this ESMP is that project implementation should be based on the requirements that are most stringent- Malawi legislation or World Bank Environmental and Social Standards.

Table 3.4 below provides details on the gaps that exist between national legal instruments and the World Bank ESS.

Table 3.5: Relevant World Bank ESS and Key Gaps with the National Framework

World Bank ESS provisions	Malawi Legislation	Gaps Identified	How the gaps have been or will be addressed (if applicable)
ESS 1: Assessment and Management of Environmental & Social Risks and Impacts	Environmental Management Act (2017) EIA Guidelines (1997)	Environmental Management Act (2017) and EIA Guidelines (1997) do not indicate the need to prepare ESMF for projects. Only the ESIA process is discussed.	To address this gap, an ESMF has been incorporated into the SAVE project. This standard is pertinent due to the project's potential environmental and social risks, such as pollution, increased waste, heightened water and energy demands, and possible disruptions.
ESS 2: Labor and Working Conditions	The Labor Relations Act (1996) Occupational Safety, Health and Welfare Act, (1997) Employment Act (2000)	The national legislation does not mention the need to develop Labor Management Procedures, including the requirement for a grievance redress mechanism to be established as early as possible in the project development phase.	To address this gap, LMP has been developed for the project to promote safe and healthy working conditions throughout project implementation.
ESS 3: Pollution Prevention and Resource Efficiency	Environment Management Act (2017); Environmental	The national legislation mostly focuses on pollution prevention and less on aspects of resource	To address this gap, the project has developed a Waste Management Plan and incorporated

World Bank ESS provisions	Malawi Legislation	Gaps Identified	How the gaps have been or will be addressed (if applicable)
	Management (Waste Management and Sanitation) Regulations, (2008)	efficiency.	provisions of ESS3 on resource efficiency including encouraging reducing recycling, re-using waste
ESS 4: Community Health and Safety	Public Health Act (1948); Occupational Safety, Health and Welfare Act (OSHWA), 1997	Issues of public health are highlighted in the public health acts, and issues of safety and health are also highlighted in the OSHWA. However, none of these clearly tackle issues of community safety.	Implementation of ESS4 as well as the World Bank Environmental, Health and Safety Guidelines addresses potential risks and impacts on project affected communities. this ESS is Implicated because potential risks and impacts on communities are anticipated. The construction of the plant will attract an influx of people into the project area as project workers and vendors interact with each other including students and staff of the college
ESS6: Biodiversity Conservation And Sustainable Management of Living Natural Resources	The Forestry Act (2017), EMA 2017	Issues of biodiversity are stipulated in Forestry Act and EMA 2017, however they lack in clarity	Relevant because some vegetation and its fauna at the hostel will be removed. The standard recognizes that protecting and conserving biodiversity and sustainably managing living natural resources are fundamental to sustainable development. This conforms to the national requirements. This ESS is implicated in a small negative way in that some vegetation will be cleared at the project site.
ESS8: Cultural Heritage	Monuments and Relics Act	This ESS outlines provisions for the conservation, preservation, and study of cultural heritage, including sites, buildings, and objects of	To address this gap, a chance find procedure will be implemented.

World Bank ESS provisions	Malawi Legislation	Gaps Identified	How the gaps have been or will be addressed (if applicable)
		historical, archaeological, and anthropological significance, allowing the government to acquire rights and trusteeship over these heritage elements and regulate their exportation and importation; essentially requiring any development project to consider and protect cultural heritage during planning and implementation which is not present in the act.	
ESS 10: Stakeholder Engagement & Information Disclosure	EIA guidelines (1997); Local Government Act (1998)	The national legislation addresses issues of stakeholder engagement but presents no provision for development of the GRM	The SAVE project has developed a stakeholder engagement plan including a GRM for the project

4 Potential Environmental and Social Risks, Impacts, Standard Mitigation Measures and Impact Analysis

4.1 Impact Evaluation

Project impacts are assessed to:

- Determine their overall significance
- Decide whether they are acceptable / require mitigation measures or whether they are completely unacceptable.

Each of the five factors considered under the stated criteria in Table 4.1 was graduated into 5 stage scales and assigned a value ranging from the smallest to the highest impact, which is 0 to 3. Then each impact is assigned one of the values under the five factors under consideration. The values can be positive or negative depending on whether they are beneficial or detrimental to the biophysical and socioeconomic environment. For example, a score of -3 means a negative impact of the highest degree of adversity while a score of +3 means a positive impact with the highest degree of potential benefit. If the impact is believed to be negligible or has no effect at all on a biological and social environment, it was then assigned a value of “0”.

Table 4.1: Scoring Matrix

Extent or Magnitude of impact		Score
Site	Impact confined to a small area within the project area	1
Local	Impact is limited within the radius of 3-5 km of the project area	2
Regional	The impact extends beyond the borders of the project area to influence other areas as a whole	3

Significance of the impact		
Low	Where the impact has a relatively small effect on the biophysical and socioeconomic environment and is very difficult to detect it	1
Moderate	Where the impact is or can be measured but does not necessarily alter biophysical and socioeconomic environmental processes	2
High	The impact is very likely to alter biophysical and socioeconomic processes and hence needs mitigation measures	3
Probability of occurrence of the impact		
Possible	The impact may occur but at a probability of less than 35%	1
Probable	The impact is very likely to occur at a probability of between 35% and 65%	2
Definite	The impact will occur (unavoidable) at a probability of greater than 65%	3
Duration of impact		
Short	Impact lasts for a period of less than 5 years	1
Long	Impact continues at any point for a period between five to ten years	2
Permanent	Impact never lasts once it occurs	3
Reversibility		
Reversible	Environment can repair itself naturally as a result of the impact	1
Reversible	Environment will require human input to repair	2
Irreversible	Impact will cause the environment never to repair	3

The values are then added to make a composite score (impact severity) for each impact using all five factors. The composite score is a proxy value that provides decision and, policymakers a basis for comparing the severity of impacts across different biophysical and socio-economic environments. For this project, severity is defined as shown in Table 4.2 below.

Table 4.2: Definition of Severity of Impacts

Positive Impact		Negative Impacts	
Score	Definition	Score	Definition
+1 ≤ +5	Low	-1 ≤ -5	Low
+6 ≤ +10	Medium	-6 ≤ -10	Medium
+11 ≤ +15	High	-11 ≤ -15	High

Table 4.3 shows the scoring of the anticipated impacts of the project on the biophysical and socioeconomic environment. On overall, a greater part of the negative impacts is of medium level while the positive impacts are medium to high.

Table 4.3: Evaluation of Potential Project Impacts

ID	Potential Impact	Assessment							Severity before enhancement/mitigation measure	Severity after enhancement/mitigation measure
		Extent	Significance	Probability	Duration	Reversibility	TOTAL SCORE			
1.	ASSESSMENT OF POSITIVE IMPACTS									
1.1.	Positive Impacts During Planning and Design Phase									

ID	Potential Impact	Assessment							Severity before enhancement/mitigation measure	Severity after enhancement/mitigation measure
		Extent	Significance	Probability	Duration	Reversibility	TOTAL SCORE			
1.1.1.	Increased employment opportunities	+3	+1	+2	+1	+2	+9	Medium	High	
1.2.	Positive Impacts During Construction Phase									
1.2.1.	Increased employment opportunities	+3	+1	+3	+1	+2	+10	Medium	High	
1.2.2.	Increased trade opportunities	+2	+2	+2	+1	+2	+9	Medium	Medium	
1.2.3.	Promotion of skills transfer in construction related activities	+2	+1	+2	+1	+2	+8	Medium	High	
1.3.	Positive Impacts During Demobilisation Phase									
1.3.1.	Improved visual appearance	+1	+1	+2	+1	+2	+7	Medium	High	
1.3.2.	Reduced occupational health and safety risk	+1	+2	+3	+1	+2	+9	Medium	High	
1.3.3.	Reduced public health and safety risks	+2	+2	+3	+1	+2	+10	Medium	High	
1.4.	Positive Impacts During Operation and Maintenance Phase									
1.4.1.	Increased annual enrolment of students	+3	+2	+1	+3	+1	+10	Medium	High	
1.4.2.	Increased employment opportunities	+3	+2	+2	+1	+1	+9	Medium	High	
1.4.3.	Increased business opportunities	+2	+2	+1	+2	+1	+8	Medium	High	
1.4.4.	Increased generation of revenue for the NATECO	+1	+1	+2	+3	+2	+9	Medium	High	
1.4.5.	Increased tax revenues for the government	+1	+1	+1	+3	+2	+8	Medium	High	
1.4.6.	Improved national education standards	+3	+1	+2	+2	+2	+10	Medium	High	
1.4.7.	Enhanced infrastructure development	+1	+1	+2	+3	+2	+9	Medium	High	
1.4.8.	Increased security for girls	+1	+1	+3	+3	+2	+10	Medium	High	
2.	ASSESSMENT OF NEGATIVE IMPACTS									
2.1.	Negative Impact During Planning and Design Phase									
2.1.1.	Risk of poor / inadequate building designs	-1	-2	-1	-3	-2	-9	Medium	Low	
2.1.2.	Loss of farm land and livelihood	-1	-2	-2	-3	-2	-10	Medium	Low	
2.1.3.	Lack of integration of climate resilient designs	-1	-2	-2	-3	-2	-10	Medium	Low	
2.2.	Negative Impacts During Construction Phase									
2.2.1.	Loss of vegetation	-1	-2	-3	-1	-2	-9	Medium	Low	

ID	Potential Impact	Extent	Significance	Probability	Duration	Reversibility	TOTAL SCORE	Severity before enhancement/mitigation measure	Severity after enhancement/mitigation measure
	Assessment								
2.2.2.	Increased air pollution from dust generation and particulate matter emissions	-2	-2	-3	-1	-2	-10	Medium	Low
2.2.3.	Increased noise and vibrations disturbances	-1	-2	-2	-1	-2	-8	Medium	Low
2.2.4.	Increased risk of soil contamination	-1	-1	-2	-1	-2	-7	Medium	Low
2.2.5.	Increased risk of soil erosion and sedimentation	-1	-2	-2	-1	-2	-8	Medium	Low
2.2.6.	Risk of Water Resources Depletion	-2	-2	-2	-1	-2	-9	Medium	Low
2.2.7.	Improper disposal of construction, hazardous and general wastes	-1	-3	-3	-1	-2	-10	Medium	Low
2.2.8.	Increased occupational health and safety risks	-1	-2	-2	-1	-2	-8	Medium	Low
2.2.9.	Increased community health and safety risks	-2	-2	-2	-1	-2	-9	Medium	Low
2.2.10.	Risk of social conflicts between construction workers and communities	-1	-1	-1	-1	-1	-5	Low	Low
2.2.11.	Risk of theft of construction materials	-1	-1	-1	-1	-2	-6	Medium	Low
2.2.12.	Increased risk of spread of communicable diseases including Cholera and COVID-19	-2	-2	-1	-1	-2	-8	Medium	Low
2.2.13.	Increased risk of spread of HIV and AIDS and STIs	-3	-3	-1	-1	-2	-10	Medium	Low
2.2.14.	Increased risk of Gender-Based Violence, Sexual Exploitation and Abuse, and Sexual Harassment	-2	-3	-1	-1	-2	-9	Medium	Low
2.2.15.	Disturbance of traffic along the access roads leading to the construction site	-2	-2	-2	-1	-2	-9	Medium	Low
2.2.16.	Increased risk of child labour and abuse	-2	-2	-1	-1	-2	-8	Medium	Low
2.3.	Negative Impacts During Demobilisation Phase								
2.3.1.	Loss of income source	-3	-2	-3	-1	-2	-11	Medium	Low

ID	Potential Impact	Extent	Significance	Probability	Duration	Reversibility	TOTAL SCORE	Severity before enhancement/mitigation measure	Severity after enhancement/mitigation measure
	Assessment								
2.3.2.	Risk of inadequate restoration of the project site post-construction	-2	-2	-1	-1	-2	-8	Medium	Low
2.3.3.	Improper disposal of remaining construction waste and materials	-2	-2	-2	-1	-2	-9	Medium	Low
2.4.	Negative Impacts During Operation and Maintenance Phase								
2.4.1.	Increased generation of waste	-1	-2	-2	-2	-2	-9	Medium	Low
2.4.2.	Disturbance of the ecosystem	-1	-1	-2	-3	-2	-9	Medium	Low
2.4.3.	Increased demand for water and energy	-1	-1	-2	-3	-2	-9	Medium	Low
2.4.4.	Increased risk of water pollution	-1	-3	-1	-2	-2	-9	Medium	Low
2.4.5.	Increased risk of occupational safety and health hazard	-1	-2	-1	-2	-2	-8	Medium	Low
2.4.6.	Risk of fire	-1	-3	-1	-3	-2	-10	Medium	Low
2.4.7.	Risk of Sexual Exploitation and Abuse/ Sexual Harassment	-1	-1	-2	-3	-2	-9	Medium	Low
2.4.8.	Risk of social conflicts between the NATECO community and surrounding villages	-2	-2	-1	-2	-2	-9	Medium	Low
2.4.9.	Noise pollution	-2	-2	-1	-3	-2	-10	Medium	Low
2.4.10.	Increased risks of climate change and human-induced disasters	-2	-1	-1	-3	-2	-9	Medium	Low

4.2 Environmental and Social Risks and Mitigation Measures

The proposed construction activities at NATECO under the SAVE project will generate both positive and negative environmental and social impacts. This section provides a description of the potential impacts and their proposed mitigation measures to ensure that all project activities are conducted in an environmentally and socially acceptable and sustainable manner. Table 4.1 below presents environmental and social risks, mitigation measures; and roles and responsibilities for entities responsible for implementation and monitoring implementation of mitigation measures.

Table 4.4: Environmental and Social Risks and Mitigation Measures

S/N	Activity	Risks and Impacts	Enhancement / Mitigation Measures	Responsible Entity		Frequency of monitoring	Management Cost/year (USD)* ¹	Monitoring Cost/year (USD)* ¹
				Enhancement/ Mitigation	Monitoring			
1	PLANNING AND DESIGN PHASE							
1.1	Positive Impact during the Planning and Design Phase							
1.1.1	<ul style="list-style-type: none"> Procurement of Consultancy services Surveys (Topographical, Geotechnical etc) Procurement of Contractors 	Increased employment opportunities	<ul style="list-style-type: none"> Advertise employment opportunities through many outlets Adverts should include statements encouraging women and youth to apply Provide equal employment opportunities to women and men who qualify (60:40 ratio of men to women). Provide contracts to employees with a clear scope of work, schedule and breakdown of payments. Adhere to the labour laws for Malawi throughout recruitment.	NATECO	PIU	Throughout the Planning Phase	N/A	N/A
1.2.1	Stakeholder consultation	Improved project compliance to national environmental and social legislations	<ul style="list-style-type: none"> Solicit views of the public and stakeholders through consultations to ensure that their concerns are considered in the Project's documents. Undertake community liaison meetings to notify the community of commencement date as well as inform them of the grievance mechanism and labour policy; and 	NATECO	PIU	Throughout Planning Phase	N/A	N/A

¹ USD is equivalent to MWK 1,734¹ as of 11th July 2024

			<ul style="list-style-type: none"> • Before commencing construction works, obtain approvals and certificates from relevant authorities that will include the Malawi Environment Protection Authority, National Water and Zomba District Council. 					
1.3.1	Resource use planning	Efficient use of resources and sustainable resources management	Develop strategies <ul style="list-style-type: none"> • for sustainable water management • Energy efficiency and renewable energy • Sustainable material use and sourcing • Land and soil conservation • Workforce and human resource optimisation • Policy, monitoring and compliance 	NATECO	PIU	Throughout Planning Phase	N/A	N/A
1.2	Negative Impact during the Planning and Design Phase							
1.2.1	<ul style="list-style-type: none"> • Feasibility studies and multicriteria analysis for the project. (e.g. topographic and geotechnical surveys; and ESMP) for the 2-storey building • Architectural and engineering designing 	Risk of poor/inadequate building designs and reports	<ul style="list-style-type: none"> • Engage registered and experienced design professionals (i.e. Architects, Engineers and Surveyors) to avoid or minimise the risk; • Design to following relevant building standards i.e. National Construction Industry Council (NCIC) and National Council for Higher Education (NCHE) specifications; • Integrate climate-resilient components in the designs; • Integrate disability friendly components in the designs; 	NATECO	PIU	Throughout Planning Phase	N/A	N/A

			<ul style="list-style-type: none"> • The developer should consider including a “lactating bay/room” for nursing employees • Conduct thorough design reviews; and • Seek input from stakeholders including users of the 2-storey building. 					
2		CONSTRUCTION PHASE						
2.1		Positive Impacts during Construction Phase						
2.1.1	Construction of the girls’ hostel	Increased employment opportunities	<ul style="list-style-type: none"> • Advertise employment opportunities through many outlets • Provide contracts to employees with clear scope of works, schedule and breakdown of payments • Provide equal employment opportunities to women and men that qualify in line with the National Gender Policy • Treat and pay workers fairly for the services rendered • Adhere to the labour laws for Malawi throughout recruitment 	Contractor,	PIU DLO	Quarterly	650 for advertising opportunities	N/A
2.2.1	Procurement of construction materials	Availability of market for construction materials and services, and other trades	<ul style="list-style-type: none"> • Promote the procurement of construction materials and supplies from approved small-scale businessmen and entrepreneurs within the project area, while not compromising the quality; • Purchase construction materials and supplies at competitive prices to ensure local businesses and entrepreneurs are making profits. 					

2.3.1	Hiring of workers for contractor	Skill transfer	<ul style="list-style-type: none"> • Maximise employment of local people particularly for the unskilled labour force; • Make deliberate effort to pair skilled and unskilled workers during various construction assignments; and • Formalise on-the-job trainings for local unskilled labour that also includes learning targets and performance monitoring. 					
2.2	Negative Impacts during Construction Phase							
2.2.1	<ul style="list-style-type: none"> • Site preparation (site clearing, excavations) • Establishment of access roads • Land Surveys and mapping 	Loss of trees and vegetative cover	<ul style="list-style-type: none"> • Limit vegetation clearing to the space required for construction • Engage Zomba District Council for assessment of affected vegetation • Rehabilitate cleared areas by planting trees, grass, flowers and shrubs • Offset the cut trees by planting trees or supporting tree-planting activities in consultation with DFO • Implement post-planting care for planted trees. 	Contractor NATECO	PIU CSC DFO	Quarterly	250 for procurement and transportation of seedlings and allowances for DFO staff	N/A
2.2.2	<ul style="list-style-type: none"> • Ferrying aggregate from Njuli to the construction site at NATECO. (14 Km from the M3 junction to NATECO) • Excavation, backfilling and 	Increased dust generation	<ul style="list-style-type: none"> • Dust suppression by water spraying on unpaved access roads. • Erect barriers around work sites to break or reduce wind and dust movement. • Handle sand and cement properly to limit dust generation. • Use efficient and serviced machineries • Cover all transported materials with 	Contractor	PIU CSC EDO	Quarterly	To be included in Contractors' BOQ	N/A

	cement mixing at the construction site.	Increased risk of uncovering archaeological, cultural, or historical artifacts.	<p>tarpaulins to prevent fugitive dust;</p> <ul style="list-style-type: none"> • Observing speed limits (20Km/hr) when moving on unpaved roads; • Dust suppression by water spraying on unpaved access roads; • Implement chance find procedure 					
2.2.3	<ul style="list-style-type: none"> • Movement of construction vehicles to and from the construction site. • Operation of noisy construction machinery (pokers, jackhammers and drills) 	Increased noise and vibration disturbances	<ul style="list-style-type: none"> • Provide ear protection materials for the workers in noisy areas • Use appropriate and well-maintained noise mufflers on vehicles and machinery. • Ensure that equipment is regularly serviced and maintained. • Provide ear protection materials for the workers in noisy areas and ensure their correct usage • Limit the number of days of noise activities. • Designate specific routes for construction vehicles, avoiding residential or sensitive areas 	Contractor	PIU CSC EDO	Quarterly	To be included in Contactors' BOQ	N/A
2.2.4	<ul style="list-style-type: none"> • Movement of construction vehicles to and from 	Increased occupational health and safety risks	<ul style="list-style-type: none"> • Provide a first aid kit and train workers on its application; • Conduct daily toolbox talks before the commencement of work; 	Contractor	PIU CSC DHS DLO	Quarterly	7,000 for PPE, first aid kit and accessories.	900

	<p>construction site</p> <ul style="list-style-type: none"> • Operation of construction machinery on site • Handling of hazardous chemicals 		<ul style="list-style-type: none"> • Train workers on prevention and managing incidents; • Install warning and safety signage in all high-risk areas of the project; • Workers must wear protective gear; • Store and handle hazardous materials as prescribed by the manufacturer; • Implement a continuous hazard identification and risk assessment process throughout the project stages to identify and mitigate risks; • Establish an Emergency Response Plan (ERP) for accidents, fire, and chemical spills, and conduct regular emergency drills; and • Develop a system for monitoring OHS performance, including incident reporting and corrective actions to ensure continuous improvement. 					
2.2.5	<ul style="list-style-type: none"> • Interaction between Contactor workers and community members / NATECO staff and students 	Increased risk of spread of communicable diseases including Cholera and COVID-19	<ul style="list-style-type: none"> • Conduct sensitizations on COVID-19 and other communicable diseases including Cholera to workers, NATECO Staff, students and communities • Provide hand-washing and proper waste disposal facilities 	Contractor DHS	Ministry of Labour PIU	Quarterly	1100 for hand washing buckets, soap and masks	350
2.2.6	Interaction between Contactor workers and	Increased risk of spread of HIV and	<ul style="list-style-type: none"> • Conduct sensitization on HIV/AIDS and STIs to workers, NATECO 	Contractor, NATECO	Ministry of Health PIU,	Quarterly	500 for condoms ²	700

² The cost for condoms has been subsidised based on the assumption that condoms can be obtained from Public Health Facilities: Clinics and hospitals, NGOs, Community Health Workers and Local Government Offices.

	community members / NATECO staff and students	AIDS and Sexually Transmitted Infection (STIs)	<p>staff, students and communities</p> <ul style="list-style-type: none"> • Provide condoms (both male and female) and encouraging their use • Provide voluntary counselling and testing services 		Zomba DHS			
2.2.7	Interaction between Contactor workers and community members / NATECO staff and students	Increased risk of sexual harassment (SH), exploitation and abuse (SEA) and gender-based violence (GBV).	<ul style="list-style-type: none"> • Conduct awareness campaigns on GBV, SH and SEA risks to workers, NATECO staff, students and surrounding communities • Institute and implement a GBV/SEA/SH sensitive GRM for reporting and management of cases • Ensure that Code of Conduct are signed and understood by all workers in line with issues of GBV, SH and SEA • Provide separate restrooms and change room facilities for men and women, • Provide signage/information on GBV/SH/SEA in local language 	Contractor	Ministry of Gender PIU, ZDC	Quarterly	550 for awareness campaigns	550
2.2.8	<ul style="list-style-type: none"> • Operation of construction machinery and vehicles on-site • Maintenance of construction machinery and vehicles • Use of pesticides to control termites and other pests 	Increased risk of soil contamination	<ul style="list-style-type: none"> • Surface all vehicle servicing and fuel /oil storage areas with concrete or some appropriate impervious material; • Line surfaces where painting is to take place; • Spray pesticides only in required areas; • Use well-trained and experienced staff on activities requiring the use of paint, solvents, oils, pesticides and other contaminants; • Separate waste oil containers, put 	Contractor	EDO MEPA PIU Supervising Engineer	Throughout construction phase	Part of Contractor's operations budget	N/A

		<p>machine failure, which may result in Workplace injuries. Production delays and financial losses.</p> <p>incompetence of operator,</p> <p>poor housekeeping</p>	<p>them in a leak-proof container or bag and properly dispose of them;</p> <ul style="list-style-type: none"> • Discard waste oil containers in approved disposal sites, as recommended by the council; and • Use environmentally friendly chemicals as much as possible. <ul style="list-style-type: none"> • Regular inspection, servicing, and timely replacement of machine parts. • Use sensors, alarms, and diagnostic tools to detect issues early. • Ensure operators are trained on machine handling, emergency stops, and troubleshooting. <ul style="list-style-type: none"> • Provide certification-based training before allowing operators to handle machinery. • Conduct periodic practical tests and refresher courses. • Assign experienced supervisors to monitor new or less experienced operators. • Ensure compliance with industry-specific competency standards. <ul style="list-style-type: none"> • Assign responsibilities for cleaning workspaces. 					
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		g and administrative systems	<ul style="list-style-type: none"> • Proper Waste Management by implementing color-coded bins and scheduled waste disposal. • Ensure tools, materials, and hazardous substances are stored properly. • Display clear instructions for handling spills, fire hazards, and emergency exits. • Conduct regular workplace inspections to enforce cleanliness standards. • Assess employee and system performance to identify gaps and provide training • Ensure adherence to ISO, OSHA, and local regulatory frameworks. 					
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2.2.9	Excavations leading to; loose soils that are prone to erosion and sedimentation, and working in trenches exposing workers and communities to dangers of accidents	Increased risk of soil erosion and sedimentation	<ul style="list-style-type: none"> • Excavation activities must be limited to construction areas; • Backfill excavated areas immediately after excavation to limit exposure of loose soils; • Use excavated soil to fill eroded sites around the university campus and communities; and • Dispose of the excavated soil at sites recommended by the District Council. • Install silt fences, mulching, and grass replanting to reduce soil loss. • Construct sediment traps, retention ponds, and proper drainage channels. 	Contractor	EDO MEPA PIU Supervising Engineer	Throughout construction phase	Part of Contractor's operations budget	N/A
		Increased risks of dust & air pollution	<ul style="list-style-type: none"> • Excavate in phases, avoiding unnecessary soil disturbance. • Spray water on exposed soil, use windbreaks to reduce dust. 					
		Habitat Destruction & Biodiversity Loss	<ul style="list-style-type: none"> • Conduct assessments before excavation. • replant trees to restore ecosystems 					
		can pose dangers to	<ul style="list-style-type: none"> • Install barriers, warning signs, and proper lighting around open 					

		workers and the public, including falls, cave-ins, or exposure to hazardous substances.	<p>trenches to protect workers and the public</p> <ul style="list-style-type: none"> • Inform nearby residents about the work schedule, expected disruptions, and safety measures. • Use signage, temporary roads, or detours to maintain access and minimize congestion. • Limit work to daytime hours, use noise barriers, and maintain equipment to reduce sound levels. • Coordinate with utility providers and have a response plan for accidental service interruptions. • Train workers in trench safety (e.g., shoring, trench boxes) and use of PPE. 					
		Utility disruptions (water, and electricity,)	<ul style="list-style-type: none"> • Use the site map to locate the pipes and cables • Avoid trenching near water bodies without proper containment. Use bunds or barriers to prevent contamination. 					
2.2.10	Excessive use of water for construction purposes, affecting local water availability	Risk of Water Resources Depletion	<ul style="list-style-type: none"> • Use alternative water sources including surface water bodies (lakes, reservoirs) instead of depleting groundwater. • Install systems to collect and store rainwater, which can be used for non-potable purposes on site, reducing dependence on other water sources; • Implement systems to recycle water 	Contractor	EDO MEPA PIU Supervising Engineer	Throughout construction phase	Part of Contractor's operations budget	N/A

			<p>used in construction processes, such as for concrete mixing or dust suppression;</p> <ul style="list-style-type: none"> Engage with all stakeholders to come up with schedules of water use by the contractors, especially portable water 					
2.2.11	Generation of construction, hazardous waste	Increased risk of exposure to hazardous waste which can lead to diseases, and Contamination of soil and water	<ul style="list-style-type: none"> Use efficient production techniques to minimise hazardous waste generation. Substitute toxic materials with environmentally friendly alternatives. Reuse solvents, oils, and chemicals where possible. Implement closed-loop systems to recover and recycle hazardous materials. Replace hazardous substances with biodegradable, non-toxic, or recyclable materials. The Contractor should implement a Waste Management Plan. Clearly label hazardous waste containers with contents, hazards, and handling instructions. Store hazardous waste in designated areas with proper containment. Use authorised hazardous waste handlers following regulatory guidelines. 	Contractor	EDO MEPA PIU Supervising Engineer	Throughout the construction phase	Part of the Contractor's operations budget	N/A

			<ul style="list-style-type: none"> • Provide appropriate containers across the work areas for waste disposal and easy collection to the disposal site; • Properly landscape and rehabilitate the site after completing construction works 					
2.2.12	Generation of general waste	Increased risk of odour and vermins	<ul style="list-style-type: none"> • Train workers on waste management • Provide appropriate containers across the work areas for waste disposal and easy collection to the disposal site; • Properly segregate and separate wastes to encourage the reuse of some of the wastes e.g., cartons and paint containers; • Remove waste bins as soon as they are full and dispose the wastes appropriately at a designated disposal site; • Dispose of waste in the designated place by Zomba district Council 					
2.2.13	<ul style="list-style-type: none"> • Movement of construction vehicles to and from the construction site through the villages (Chimwalira Khumunye, Makaluka, 	Increased community health and safety risks	<ul style="list-style-type: none"> • Conduct safety awareness and sensitisation meetings with community members, to keep them informed about project activities, potential hazards, and safety measures; • In addition to warning signs and hoarding fences, implement security personnel or monitoring systems to 	Contractor	EDO MEPA PIU Supervising Engineer	Throughout construction phase	200	N/A

	<p>Ntholowa, Mpawa)</p>		<p>ensure unauthorized access to the construction site is strictly controlled;</p> <ul style="list-style-type: none"> • Implement comprehensive traffic management plans that include marked detour routes and signage to redirect traffic safely around construction sites; • Restrict the public from going to the construction site by putting warning signs and erecting a site-hoarding fence. • Visitors to the site must wear protective gear. • Ensure that all visitors to the site are informed about safety protocols and required to undergo a safety briefing before entering the construction area; • Implement traffic and speed control measures including limiting vehicle speeds to 10 km/ hr at the university campus. • Trenches and pits over 1 m deep or wherever soil conditions dictate should be shored and secured against accidental entry by public. • Check and control levels of noise, dust, fumes and smoke at the sites and maintain records of compliance with local environmental standards and EHS guidelines; • Establish a transparent incident reporting system for community members to report accidents or near 					
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			<p>misses and ensure prompt responses to any concerns raised;</p> <ul style="list-style-type: none"> • Notify and report to the PIU and the regional OSH Department of any incident or accident that occurs involving the community members, related to the construction works. 					
2.2.14	<ul style="list-style-type: none"> • Social interaction between Contractor workers and community members from Chimwalira Khumunye, Makaluka, Ntholowa, Mpawa villages. 	<p>Risk of social conflicts concerning water resources, Utilisation of water, energy and other resources</p>	<ul style="list-style-type: none"> • Contractor should have a clear contract with the institution and the community on water use • Recruiting people from surrounding areas to reduce tension; • Set up a Grievance Redress Mechanism (GRM) to handle complaints fairly and promptly and provide multiple channels for complaints, such as hotlines, suggestion boxes, and online platforms. • Train security personnel on human rights and conflict-sensitive approaches. • Organize activities that build trust among different social groups. • Provide cultural sensitivity training for contractor workers to respect local customs and values. Establish a clear conflict resolution mechanism for immediate addressing of issues 	Contractor	DLO PIU Supervising Engineer	Throughout construction phase	Part of Contractor's operations budget	N/A
	<ul style="list-style-type: none"> • 	<p>Illicit sexual relationships and marriage breakages</p>	<ul style="list-style-type: none"> • Contractor Workers' Code of Conduct should be included and signed in individual employee contracts; in the language they 					

			<ul style="list-style-type: none"> • Sensitize workers on the risks of indulging in extra-marital affairs; and • The GRM should be flexible enough to accommodate uptake of grievances from local communities. • Facilitate regular community meetings to discuss project activities and address concerns. • Implement a system for monitoring social dynamics and gathering feedback from workers and residents. 					
		Sexual abuse and exploitation	<ul style="list-style-type: none"> • Contractor Workers' Code of Conduct should be included and signed in individual employee contracts; in the language they understand. • Implement a strict zero-tolerance policy on sexual exploitation, abuse, and harassment (SEAH). • Ensure compliance with national laws, and World Bank's SEA/SH guidelines. • Train all project staff, contractor workers and stakeholders on sexual exploitation prevention, gender sensitivity, and workplace ethics. 					
2.2.16	• Presence of Contractor	Risk of theft of	• Employ more security guards to enhance security capacity at the	Contractor	PIU Supervising Engineer	Throughout construction phase	Part of Contractor's	N/A

	workers and members from the surrounding communities on the construction site	construction materials	<p>construction site;</p> <ul style="list-style-type: none"> • Provide access control to the construction site with 24hr surveillance; • Provide support to local/community policing efforts i.e., providing whistles and airtime; • Report and prosecute all cases of theft; and • Include Community Policing Officers in Grievance Redress Committees. 				operations budget	
2.2.17	<ul style="list-style-type: none"> • Movement of construction vehicles to and from the construction site and Traffic Diversions 	Disturbance of traffic along the access roads leading to the construction site.	<ul style="list-style-type: none"> • Schedule movement of construction vehicles to avoid peak traffic hours; • Develop and implement a traffic management plan; • Where feasible, designate specific routes for construction traffic and ensure that they are clearly marked and separated from public traffic; and • Inform the public about the construction and potential traffic disruptions. 	Contractor	EDO MEPA PIU Supervising Engineer	Throughout construction phase	Part of Contractor's operations budget	N/A
2.2.18	Execution of works during construction of the 2-storey building and associated structures	Increased risk of child labour and abuse	<ul style="list-style-type: none"> • Include a clause against employing children in the construction works contract and enforce it; • Use of identity cards (IDs) to verify ages during recruitment especially for unskilled labour; • Sensitize the community on the dangers of child labour; • Encourage the community to report 	Contractor	Ministry of Gender MEPA PIU Supervising Engineer	Throughout construction phase	Part of Contractor's operations budget	N/A

			<p>to the authorities in cases of child labour;</p> <ul style="list-style-type: none"> • Encourage children to be in school; • Include child safeguarding policy in the contracts with contractors; and • Inspect the construction site regularly to check for child labour. 					
3	DEMobilISATION PHASE							
3.1	Positive Impacts during Demobilisation Phase							
3.1.1	<ul style="list-style-type: none"> • Removal of construction equipment, materials and rubble. • Landscaping 	Improved visual appearance	<ul style="list-style-type: none"> • Provide workers with appropriate and adequate PPE when conducting cleaning activities; • Remove any remaining construction debris on site; • Dispose construction wastes in approved areas in a safe manner; • Landscape unpaved areas with grass and flowers as appropriate; and • Reuse construction material (earth) for backfilling and landscaping 	Contractor	EDO PIU Community Leaders	Twice during demobilisation phase	500 for PPE	900
3.1.2	<ul style="list-style-type: none"> • Cessation/ discontinuation of construction works • Demobilisation of construction equipment, machinery and temporary structures • Efflux/ outflow of construction workers community 	Reduced occupational health and safety risks	<ul style="list-style-type: none"> • Provide workers with appropriate and adequate PPE when conducting cleaning activities • Community awareness on health and safety risks; and • Adhering to health and safety guidelines 	Contractor	DLO PIU Community Leaders	Once during demobilisation phase	200 for community awareness	Included in 3.1.1

3.1.3	<ul style="list-style-type: none"> • Cessation/ discontinuation of construction works • Demobilisation of construction vehicles and machinery • Site clearance and rehabilitation 	Reduced public health and safety risks	<ul style="list-style-type: none"> • Remove any remaining construction machinery and vehicles on site; • Dispose construction wastes in approved areas in a safe manner; • Restrict the public from going to the construction site by putting warning signs and erecting a site-boarding fence; • Developing a demobilisation plan that considers OHS issues • Rehabilitating all trenches and borrow pits created by the project 	Contractor	DLO PIU Community Leaders	Once during demobilisation phase	Part of Contractor's operations budget	Included in 3.1.1
Negative Impacts during Demobilisation Phase								
3.2.1	Laying off of workers	Loss of income source	<ul style="list-style-type: none"> • Sensitize workers on the duration of the project during orientation before they commence work; • Providing training on preparation for demobilization and promotion of the employees with agencies and future employers; and • Training of local employees in skills that enable them to take up new employment readily. 	Contractor	DLO PIU Community Leaders	Once during demobilisation phase	Part of Contractor's operations budget	Included in 3.1.1
3.2.2	Inadequate rehabilitation and abandonment of borrow pits affecting local aesthetics and environmental conditions.	Risk of inadequate restoration of the project site post-construction	<ul style="list-style-type: none"> • Fill up and close pits after the construction works; • Rehabilitate all work sites; • Source construction materials (e.g., sand and quarry) from licensed suppliers; and • Avoid making deep pits during the construction period 	Contractor	MEPA EDO PIU Community Leaders	Once during demobilisation phase	Part of Contractor's operations budget	Included in 3.1.1
3.2.3	Poor/ improper disposal of remaining	Improper disposal of remaining	<ul style="list-style-type: none"> • Develop a comprehensive waste management plan. • Train workers on proper waste 	Contractor	EDO MEPA PIU	Once during demobilisation phase	Part of Contractor's operations budget	Included in 3.1.1

	construction waste	construction waste and materials	<p>disposal practices.</p> <ul style="list-style-type: none"> Establish designated areas for waste storage on-site, clearly marked for different types of waste. Engage a licensed waste disposal company for the removal and disposal of hazardous and non-hazardous waste Dispose wastes at sites designated by the District or City Council 		Community Leaders		operations budget	
4	OPERATION AND MAINTENANCE PHASE							
4.1	Positive Impacts during Operation and Maintenance Phase							
4.1.1	Operation of the proposed 60-bed girls' hostel, which is 340m away from the teaching and learning area.	Increase in girl child enrolment, due to the availability of additional boarding space.	<ul style="list-style-type: none"> putting in place strategies to encourage girls to enrol. Mainstreaming issues of GBV prevention in all programs. 	NATECO	Ministry of Education (MoE)	Bi-annually	To be included in NATECO's operational budget	To be included in institutional budgets
		Improved Safety & Security for Girls	The hostel should be constructed within the campus to shorten the distance					
		Better Academic Performance for girls:	The Hostel should be equipped with					
		Improved Educational Facilities	The contractor should follow the designs and all the guidelines of building better					
		Women's Empowerme	Conduct promotions for the women to enrol at the school					

		nt & Gender Inclusion						
4.2	Negative Impacts during Operation and Maintenance Phase							
4.2.1	<ul style="list-style-type: none"> Repairing of infrastructure E-waste from offices 	Increased solid waste generation	<ul style="list-style-type: none"> Provide appropriate containers across the work areas for waste disposal and easy collection Implement sensitization campaigns on the consequences of indiscriminate waste disposal Sell or recycle waste materials from the various activities to students at NATECO and surrounding communities 	NATECO	MEPA, Zomba District Agricultural Development Office.	Quarterly	850 for purchasing containers, and community sensitisation campaigns.	To be included in institutional budgets
4.2.2	<ul style="list-style-type: none"> Occupation of the girls' hostels 	Increased risk of occupational safety and health hazard	<ul style="list-style-type: none"> Health and safety procedures must be written and posted on the girl's hostel A health and safety policy must be designed and enforced Placing fire-fighting equipment / mechanisms in strategic positions of the proposed girl's hostel The building must be inspected for electrical installations and possible spots for accident All stairs must have handrails to protect against accidents 	NATECO	Ministry of Labour, MoE, Zomba District Council	Quarterly	300 for procurement and installation of posters	To be included in institutional budgets

4.2.3	Operation of the 2-storey building	Increased demand for water and energy	<ul style="list-style-type: none"> • Consideration of designs that minimize and optimize energy use such as security lights that are equipped with photocell sensors • Usage of alternative sources of energy such as solar and wind energy • Enforcing energy-saving practices • Consideration of designs that maximize rainwater harvesting • Enforcing water-saving practices 	NATECO	Ministry of Energy	Monthly	To be included in institution's operational budgets	To be included in institution's operational budgets
4.2.4	Use of septic tanks for wastewater management at the NATECO	Increased risk of water pollution and odour	<ul style="list-style-type: none"> • Regularly empty the septic tanks when necessary; and • Inspect and repair any leakages to prevent contact between sewage waste and water sources/ land. 	NATECO	MEPA EDO	Monthly	To be included in the institution's operational budgets	To be included in the institution's operational budgets

4.2.5	Use of materials/equipment from laboratories and engineering workshops Utilization of existing building electrical installations	Increased risk of occupational health and safety hazards	<ul style="list-style-type: none"> • Health and safety procedures must be written and posted in sections of the 2-storey building; • Placing fire-fighting equipment/mechanisms in strategic positions of the 2-storey building; • Carrying out regular inspections and maintenance of electrical installations and possible accident spots; and • All stairs must have handrails to protect against accidents. 	NATECO	MBS DoB MoL- OSH Department	Monthly	To be included in the institution's operational budgets	To be included in the institution's operational budgets
4.2.6	Utilization of existing building electrical installations	Risk of fire	<ul style="list-style-type: none"> • Install fire alarm system • Install smoke detectors • Install fire-fighting equipment • Ensure regular maintenance of fire-fighting equipment • Appliances to be used in the building must be authorised by the NATECO Management 	NATECO	MBS DoB MoL- OSH Department	Monthly	To be included in institution's operational budgets	To be included in institution's operational budgets

4.2.7	Construction of substructure, super structure, drainage system and paved surfaces	Increased risks of climate change and human-induced disasters	<ul style="list-style-type: none"> • Construct structural strong building with a strong foundation as well. • Install a gutter to collect rainwater; the water should be directed to soak-away pit. • Construct an appropriate drainage system for the university. • Implement wind engineering measures and techniques that includes installing extra nails, using reinforced joints, using more binding wires for the roof frame, etc. • Plant trees and other vegetation around the university to act as barriers against severe winds and to reduce movement of flooding water. • Regularly inspect and conduct maintenance of the buildings. • Develop a disaster emergency preparedness and recovery plan for the university. • Conduct awareness and sensitizations on disaster management and mitigation. 	NATECO	MBS DoB MoL- OSH Department	Monthly	To be included in institution's operational budgets	To be included in institution's operational budgets
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4.2.8	Presence of students and staff causing long-term operational noise affecting the surrounding communities	Noise pollution	<ul style="list-style-type: none"> • Design buildings with noise-reducing features like double-glazed windows and sound proof material; • Position noisy facilities (away from quiet zone); • Limit the use of loudspeakers and sound amplification systems outside of designated times; • Implement traffic calming measures in and around the campus to reduce speed and noise from vehicles; • Communicate with local residents about planned activities and noise levels; • Regularly monitor noise levels on campus and in surrounding areas to identify problem spots; • Promote awareness among students and staff about noise levels and respectful behaviours in shared spaces. 	NATECO	MBS DoB MoL- OSH Department	Monthly	To be included in institution's operational budgets	To be included in institution's operational budgets
TOTAL ESTIMATED COST						US\$ 9,500	US\$ 2,500	

5 Implementation Arrangements, Proposed Training and Capacity Building

5.1 Implementation Arrangements

Implementation of the ESMP and the Monitoring Plan requires shared responsibilities among various stakeholders. The key stakeholders include the Project Implementation Unit (PIU), the NATECO as the Project Proponent and its Contractors, the Malawi Environment Protection Authority and the Zomba District Council.

Table 5.1 below summarizes the roles and responsibilities regarding the implementation arrangements for environmental and social management.

Table 5.1: Implementation Arrangements

Responsible Party	Roles and Responsibilities
Nasawa Technical College	<ul style="list-style-type: none"> • Ensure that Project complies with Government of Malawi environmental laws and regulations; • Coordinate/undertake environmental and social management capacity building activities and orientation, and awareness for NATECO staff • Establish a Grievance Redress Mechanism, as described in the SEP, to receive and facilitate resolution of affected people's concerns, complaints, and grievances about the Project's environmental and social performance • Ensure that the ESMP approval and all required approvals and permits have been obtained before commencement of construction activities on the site; • Ensure that MEPA has been notified of the date on which construction activities will commence before commencement of any activity; • Ensure that the recommendations of the ESMP are included in the construction works contract; and • Ensure that operation of the project is undertaken in line with the requirements of the operational phase ESMP.
Contractor	<ul style="list-style-type: none"> • Ensure implementation of all applicable environmental mitigation measures during all works on site; • Ensure that all employees, suppliers, agents etc. are fully aware of the environmental requirements detailed in the ESMP; • Conducting capacity building for the construction workers about the implementation of the ESMPs; • Ensure that the works on the site are conducted in an environmentally controlled manner; • Inform the Project Proponent and MEPA that environmentally conditions on the site deteriorate, e.g. dumping, pollution, littering and damage to vegetation etc.. • Conduct instructions issued by Inspectors from various institutions including MEPA, required to comply with the ESMP; and
Zomba District Council	<ul style="list-style-type: none"> • Monitor the integration of environmental and social management into the project implementation. • Issuing environmental certificates where necessary, e.g. sand mining • Provide advice on environmental and social matters on the project, including Environment, Labour, Gender and Youth .

Responsible Party	Roles and Responsibilities
Ministry of Education (MoE) – SAVE - PIU	<ul style="list-style-type: none"> • Provide support, oversight, and quality control to field staff working on environmental and social risk management. • Planning and implementation of ESMP. • Ensuring that the social and environmental protection and mitigation measures in the ESMP are incorporated into the site-specific Environmental and Social Action Plans. • Supervise and monitor the progress of contractors' activities. • Guide construction teams in conducting subsequent monitoring and reporting and in undertaking corrective options. • Ensure the submission of periodic environmental and social management and monitoring reports to the World Bank. • External communications with other implementing partners, government ministries and agencies, and non-government organisations on matters of mutual interest related to environmental management under the project development
MEPA	<ul style="list-style-type: none"> • Reviewing this ESMP and issuing an approval to proceed with the development • Conduct inspections and monitor compliance with the implementation of the ESMP during the construction and operation phase of the project. • MEPA will use the legal mandate to enforce national and international laws and regulations.
Supervising Engineer / Consultant	<ul style="list-style-type: none"> • Development of a monitoring tool or checklist based on the ESMP and guided by the project's physical layout. • Develop a monitoring program for the works, targeting specific project working sites, material sites, sensitive environments, social areas, etc. • Prepare monthly site meetings to involve the Contractor, Client and Stakeholders. • Prepare monthly reports in addition to continuous communications to the Contractor, Client, Authorities and Stakeholders as situations require. The Consulting Engineer will convene monthly meetings for progress reporting by the Contractor and the supervision team
Community Leaders	<ul style="list-style-type: none"> • Taking part in the management and monitoring of specific enhancement/mitigation measures.

5.2 Proposed Training and Capacity Building

The capacity building programs will enable the stakeholders to effectively monitor construction and related activities on compliance with national and international laws, regulations, and guidelines. The capacity building programs will target the NATECO management and staff members, the Contractor, as well as community leaders that will be responsible for the implementation of mitigation measures identified in this ESMP.

Table 5.2 outlines a list of the required trainings, the target audience, including the responsible institution and the required phase for implementation of the trainings.

Table 5.2: Proposed Training and Capacity Building Approach

Level	Responsible Party	Training Method	Audience	Proposed Themes	Estimated Cost (USD)
Local/Site Level	SAVE PIU	<ul style="list-style-type: none"> Workshop Meeting 	<ul style="list-style-type: none"> Project Staff Construction Supervision Engineer / Consultant NATECO PIT Contractor(s) 	<ul style="list-style-type: none"> ESF Requirements Roles and responsibilities for environmental and social issues Occupational health and safety Labour requirements Emergency prevention and preparedness and response arrangements to emergency situations Managing GBV/SEA risks Training for education establishment employees, students and local communities, particularly women: The function of the GRM and Grievance Redress Committees GBV/SEA provisions and referral pathways Road safety and community health and safety 	2,000
	NATECO PIT	<ul style="list-style-type: none"> Seminar/ Mentorship Meeting 	GRM Committee	<ul style="list-style-type: none"> Environmental and Social Framework requirements ESMP implementation Grievance Redress Mechanism (GRM) Code of Conduct 	1,000

Level	Responsible Party	Training Method	Audience	Proposed Themes	Estimated Cost (USD)
				<ul style="list-style-type: none"> Roles and responsibilities for environmental and social issues Emergency prevention, preparedness, and response arrangements to emergencies GBV/SEA provisions and referral pathways Road safety and community health and safety 	
	Contractor	On-site Training	Contractor Workers GRMC, and all workers, including Engineers, Foreman, Brick Layers, Plumbers, Labourers and security guards	<ul style="list-style-type: none"> Environmental and Social Framework requirements ESMP implementation Grievance Redress Mechanism (GRM) Code of Conduct 	680
Community Level	NATECO PIT	Community Training	Community Leaders Community GRM Committee Members	<ul style="list-style-type: none"> Grievance Redress Mechanism (GRM) GBV, SHEA and Child Labour 	520
TOTAL ESTIMATED COST					4,200

5.3 Estimated ESMP Implementation Budget

Table 5.3 lists estimated cost items for the implementation for the ESMP, which have been included in the overall project budget. The majority of the costs associated with the implementation of mitigation and enhancement measures cannot be directly specified at this stage of the study.

Table 5.3: Summary ESMP Implementation Budget

S/N	Activity/Cost Item	Potential Cost/ Year (USD)
1.	Implementation of site-specific ESMPs and other site-specific plans	9500
2.	Capacity building training (Meals, travel, refreshments etc.)	4,200

3.	Software for data collection / supervision / monitoring / grievance redress	200
4.	Printing of awareness raising materials / grievance redress materials	800
5.	Cost of obtaining clearances or permits (EIA scrutiny and workplace registration)	300
6.	Travel budget for environmental and social staff monitoring visits	2500
	TOTAL	17,500

6 Stakeholder Engagement, Grievance Redress Mechanism, Disclosure and Consultations

6.1 Stakeholder Engagement

The SAVE Project Stakeholder Engagement Plan (SEP) was developed based on the World Bank's Environmental and Social Standard 10 on Stakeholder Engagement (<https://documents1.worldbank.org/curated/en/314131616158364147/pdf/Stakeholder-Engagement-Plan-SEP-Skills-for-A-Vibrant-Economy-Project-P172627.pdf>).

Guided by ESS10 and SAVE Project Environmental and Social Commitment Plan (ESCP, a wide range of stakeholders were consulted during the development of this ESMP. The consultations were conducted through Key Informant Interviews (KII) and Focus Group Discussions (FGD) to incorporate the input of different stakeholders at national, district, and community levels. In addition, NATECO students and members of staff were also consulted during stakeholder consultations. A detailed account of the issues raised during stakeholder consultations is presented in Appendix 2 and registers in Appendix 3. The ESCP can be accessed on the following website. <https://documents.worldbank.org/en/publication/documents-reports/documentdetail/845931626738176878/revised-environmental-and-social-commitment-plan-escp-skills-for-a-vibrant-economy-project-p172627>

The Grievance Redress Mechanism (GRM) for the SAVE Project is established at two levels. These include the Institutional and Community Level and the PIU Level. The Institutional & Community Level is the entry level at the project level. The role of the committee is to record, vet and hear cases submitted by project-affected persons. The case will be closed if the aggrieved party is satisfied with the resolution, if not, the grievance will be referred to PIU(PIUGRMC). The contractor workers will have their GRMC to deal with employment issues. There are five main steps to follow when handling grievances. These steps include grievance uptake, complaint handling and assessment, case resolution and closure, registry update and GRM monitoring and evaluation. The grievance redressal committee will have to make available multiple ways for grievance reporting. Complaints of grievances may be reported in different ways including but not limited to the following: face-to-face, grievance box and GRM Focal Person's Phone. For detailed information refer to annex 9

APPENDICES

Appendix 1: Proof of Land Ownership

(4) LANDS DEPARTMENT FORM



MALAWI GOVERNMENT
DEPARTMENT OF LANDS AND VALUATION.

**CUSTOMARY LAND
CONSULTATION WITH CHIEF**

Name of Applicant NASAWA TECHNICAL COLLEGE of NASAWA Village (HIKOWI) T. A. ZOMBA District

Name of Chief MITHOLOWA District ZOMBA Region SOUTH
(hereinafter called "the Chief")

Name of Village Headman NASAWA

Property: Customary land comprising 11.9 hectares situate or near ADMARC

The Chief and the Village Headman state as follows:

ACQUISITION

(1) There is no objection to the proposed acquisition;
(2) No compensation is payable;

or

(3) Compensation amounting to K..... as proposed in the attached Schedule should be paid;

or

LEASE for years or /Permit to occupy:

(1) There is no objection to the grant of this application;
(2) No compensation is payable;

or

(3) Compensation amounting to K..... or as proposed in the attached Schedule should be paid;

or

TEMPORARY USE for months/years:

(1) There is no objection to the proposed temporary use;
(2) No compensation is payable;

or

(3) Compensation amounting to K..... as proposed in the attached Schedule should be paid.

NOTE: IF THE CHIEF OR THE VILLAGE HEADMAN HAS AN OBJECTION, THE OBJECTION SHOULD BE SET OUT IN AN ATTACHED MEMORANDUM.

.....20.....
29-12-2010

The above statement has been read over and explained to the Chief and Village Headman
03-02-2011, 2011
L. & V.

Chief
CHILUMPHA

Village Headman
ST. MITHOLOWA

District Commissioner
2011-02-2-

P.O. BOX 23, ZOMBA

(S)

Ref.No. LD/2/763/6

07th February, 2011

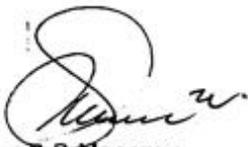
FROM: THE DISTRICT COMMISSIONER BOX 23 ZOMBA
TO: THE REGIONAL COMMISSIONER FOR LANDS (s) P/BAG 568
P/BAG 568 BLANTYRE (Ref SR/ZA/L 40728)
Cc: The Principal, Nasawa Technical College, Box 1 Magomero

APPLICATION FOR LAND TO EXTEND NASAWA TECHNICAL COLLEGE

Enclosed herein find two application by Ministry/Department forms for land, on which to extend Nasawa Technical College under Ministry of Education, Science and Technology.

You May wish to know that this is part of the land that was under Malawi Young Pioneers. The villagers who are currently using the land have been informed through their Traditional leaders and they have agreed.

As District Council, we have no objection in fact this office was in forefront during the negotiations with the local leaders.



B.B. Masemu

For: **DIASTRICK cOMMISSIONER**

Appendix 2: Key Issues Raised During Stakeholder Consultations

SN	Stakeholder	Issue Raised	Recommendation
01	Female Students FGD (Nasawa Technical College)	<p>Positive Impacts</p> <ul style="list-style-type: none"> - New academic programs will be introduced. - Students studying construction can get hands-on experience. - More employment opportunities for locals. - Community businesses will benefit from increased demand. - More space for learning and student accommodation. 	<ul style="list-style-type: none"> - Students should help promote the new courses in high schools. - Let students join the construction team to learn practically. - Ensure fair hiring between community members and students. - Encourage businesses to offer quality services and goods.
		<p>Negative Impacts</p> <ul style="list-style-type: none"> - Trees may be cut down during construction. - Some families may experience tension due to workers influx. - Dust from the site may affect the health of the surrounding community. - Heavy machinery might harm the environment. - Conflict could arise between students and workers. 	<ul style="list-style-type: none"> - Plant trees once the project is done. - Talk to the community about relationships and STIs before work starts. - Provide masks to workers. - Use environmentally friendly practices. - Everyone involved should follow a clear code of conduct.
02	Male Students FGD (Nasawa Technical College)	<p>Positive Impacts</p> <ul style="list-style-type: none"> - The project can provide jobs for recent graduates. - Students can gain practical experience during construction. - Hostel congestion will be reduced. - College performance may improve. 	<ul style="list-style-type: none"> - Hire skilled graduates to support their career growth. - Include student practicals in construction tasks. - Use the project for teaching, especially for practical courses like bricklaying. - Provide more on-campus housing options.
		<p>Negative Impacts</p> <ul style="list-style-type: none"> - Increased risk of STIs from relationships between workers and students. 	<ul style="list-style-type: none"> - Raise awareness about STIs and offer condoms. - Carry out noisy work outside class hours; use quieter equipment.

		<ul style="list-style-type: none"> - Noise pollution could disturb classes. - Dust from the site may cause air pollution. - Conflicts may develop between students and workers. 	<ul style="list-style-type: none"> - Spray water to control dust and fence off the area. - Encourage open communication and mediation to prevent conflicts.
3	<p>District-Level Stakeholders•</p> <p>Zomba District Council•</p> <p>Environmental District Officer•</p> <p>District Planning, Social Welfare, Gender, Education Officers•</p> <p>Zomba City Council</p>	<p>Positive Impacts</p> <ul style="list-style-type: none"> - Job opportunities will open for local residents. - The project will improve public infrastructure and service delivery in the area. - Youth, if included, can gain technical experience and be kept engaged in productive activities. <p>Negative Impacts</p> <ul style="list-style-type: none"> -Contractors have historically worked without involving district councils leading to poor oversight. - Uncertainty over how women, youth, and vulnerable groups will benefit from the project. - Inadequate waste management plans may lead to pollution. - Construction activities may disrupt learning at nearby institutions. 	<ul style="list-style-type: none"> - Contractors must coordinate with the District Environmental Subcommittee to ensure transparency and collaboration. - Create clear benefits for marginalised groups; ensure inclusive participation during planning and implementation. - Mandate that the project comply with Zomba District bylaws and NCIC construction standards. - Require all contractors to obtain environmental permits and waste disposal licenses. - Use hoardings to isolate the construction site; schedule noisy operations outside class hours. - Include both the District Council and City Council in liquid and solid waste management planning.
4	<p>NATECO Staff</p>	<p>Positive Impacts</p> <ul style="list-style-type: none"> - The college will receive new infrastructure, boosting capacity and appeal. - Skilled and unskilled locals will be employed. 	<ul style="list-style-type: none"> - Contractors must comply with national and international environmental and social safeguards. - Every payment phase should be tied to successful implementation of safeguard measures.

		<p>- Academic programs can integrate practical construction learning opportunities.</p> <p>Negative Impacts</p> <p>- The project may strain water and energy resources already under pressure.</p> <p>- If safeguards are not followed, the institution may face environmental fines or public backlash.</p> <p>- Lack of proper communication with stakeholders could lead to misunderstandings and accidents.</p>	<p>- Explore alternative energy solutions such as solar to reduce pressure on college resources.</p> <p>- Investigate borehole or rainwater harvesting solutions to supplement the water supply.</p> <p>- Establish communication protocols between the contractor, staff, and students to minimise disruptions and increase transparency.</p>
5	<p>NATECO</p> <p>Community•</p> <p>Surrounding Community and Institutions (Health Centre, Police, Schools, Churches)</p>	<p>Positive Impacts</p> <p>- Job opportunities for residents and graduates will improve livelihoods.</p> <p>- The hostel will increase access to accommodation, encouraging more students, especially girls, to enrol.</p> <p>- Local businesses will gain new customers, boosting the community economy</p> <p>- Students will benefit from hands-on training in construction-related courses.</p> <p>Negative Impacts</p> <p>- Trees like Neem within the site will be cut down.</p> <p>- Construction dust and equipment may cause respiratory health issues.</p>	<p>- Replant trees after construction and avoid unnecessary vegetation loss.</p> <p>- Conduct regular water spraying to suppress dust; use machines that emit fewer pollutants.</p> <p>- Workers must be provided with PPE and trained on health and safety practices.</p> <p>- Temporary toilets should be mounted and maintained during construction.</p> <p>- Implement a strict worker code of conduct that protects student privacy and ensures respectful behavior.</p> <p>- Promote gender equity in employment (e.g., 50/50 ratio) and enforce labour laws.</p> <p>- Prioritize hiring unskilled labor from the local community.</p>

		<ul style="list-style-type: none"> - Increased interaction between students and workers may raise risks of STIs and social conflicts. - Lack of protective equipment or awareness may result in construction-related injuries. 	<ul style="list-style-type: none"> - Raise awareness about STIs and respectful relationships; provide condoms and health materials. - Involve students in construction roles to gain practical experience and reduce unemployment. <p>Replant trees</p>
6	NATECO Clinic	<p>Positive Impacts</p> <ul style="list-style-type: none"> - The clinic can reach a wider audience through construction-linked health outreach. - Opportunities exist to educate students, workers, and the community on disease prevention. <p>Negative Impacts</p> <ul style="list-style-type: none"> - The influx of workers may increase the spread of communicable diseases such as COVID-19, Mpox, STIs, and cholera. - Poor sanitation on site may contribute to health outbreaks. - Malaria remains a concern in the area. 	<ul style="list-style-type: none"> - The contractor should partner with the clinic for community health sensitisation efforts. - Establish regular health education sessions targeting both students and workers. - Set up "condom corners" and distribute STI prevention materials. - Implement on-site sanitation stations, including handwashing and waste management. - Conduct regular health screenings in collaboration with local health authorities.

Appendix 3: Consultation Registers


SKILLS FOR A VIBRANT ECONOMY (SAVE) PROJECT.


NASAWA TECHNICAL COLLEGE

REGISTER
 MEETING NAME: *GIRLS HOSTEL STAKEHOLDERS MEETING: STAFF MEMBERS* VENUE: *NASAWA TECHNICAL* DATE:

NO.	NAME	DESIGNATION	INSTITUTION	CONTACT DETAILS (EMAIL)	SIGNATURE
1	<i>Francis Square Mbeve</i>	<i>ESS focal person</i>	<i>Nasawa</i>		
2	<i>SAULOS JIRANI</i>	<i>PROCUREMENT</i>	<i>NASAWA</i>		<i>[Signature]</i>
3	<i>MAXWELL MTUWA</i>	<i>RUBSAR</i>	<i>NASAWA</i>		<i>[Signature]</i>
4	<i>AUSTIN MPANDD</i>	<i>ICT</i>	<i>NASAWA</i>		<i>[Signature]</i>
5	<i>DINGISWAYO KHWALALA</i>	<i>ACCOUNTS</i>	<i>NASAWA</i>		<i>[Signature]</i>
6	<i>YUSUF JOSATA</i>	<i>TEAM LEADER</i>	<i>NASAWA</i>		<i>[Signature]</i>
7	<i>Drexon Gepheta</i>	<i>Instructor</i>	<i>Nasawa</i>		<i>[Signature]</i>
8	<i>Jackson Zuze</i>	<i>Instructor</i>	<i>Nasawa</i>		<i>[Signature]</i>
9	<i>Elizabeth Nunu</i>	<i>Instructor</i>	<i>Nasawa</i>		<i>[Signature]</i>
10	<i>FRAZEE KASAMBA</i>	<i>COMMERCIAL</i>	<i>NASAWA</i>		<i>[Signature]</i>
11	<i>Mary Moyo</i>	<i>AAS</i>	<i>NASAWA</i>		<i>[Signature]</i>
12	<i>Paul Phiri</i>	<i>Communications</i>	<i>Nasawa</i>		<i>[Signature]</i>



SKILLS FOR A VIBRANT ECONOMY (SAVE)
PROJECT.



NASAWA TECHNICAL COLLEGE

REGISTER

MEETING NAME: *GIRLS HOSTEL STAKEHOLDERS MEETING-STUDENTS* VENUE *NASAWA TECHNICAL COLLEGE* DATE

NO.	NAME	DESIGNATION	INSTITUTION	CONTACT DETAILS (EMAIL)	SIGNATURE
1	BEATRICE BANDAKI	CRT-STUDENT	CARPENTRY & JOINERY		<i>B-c</i>
2	BYRON STEPHEN SAOR	CRT	NASAWA		<i>Byron</i>
3	PANULA ELIAH	CRT	NASAWA		<i>Panula</i>
4	MYALOHN SCOTT	FBW	Nasawa		<i>Scotts</i>
5	Precious Kamwendo	AMM	Nasawa		<i>Precious</i>
6	ELIZA DUNCAN	MCM	NASAWA		<i>Eliza</i>
7	TAPIWA MANDALASI	AMM	NASAWA		<i>Tapwa</i>
8	MARGAET MALOLA	AMM	NASAWA		<i>Margaet</i>
9	ESTHER PASULA	AMM	NASAWA		<i>Esther</i>
10	HASSAN MWANYAMULE	AMM	NASAWA		<i>Hassan</i>
11	SAMANTHA SEMU	AMM	NASAWA		<i>Semua</i>
12	CHIFUNDO CHATULUKA	AMM	NASAWA		<i>Chifundo</i>
13	HARRISON MPINGA	AMM	NASAWA		<i>Harrison</i>
14					
15					



SKILLS FOR A VIBRANT ECONOMY (SAVE)
PROJECT.



THE WORLD BANK
IBRD - IDA | WORLD BANK GROUP

NASAWA TECHNICAL COLLEGE

REGISTER

MEETING NAME: *GIRLS HOSTEL STAKEHOLDERS MEETING - COMMUNITY MEMBERS* VENUE: *NASAWA TECHNICAL* DATE:

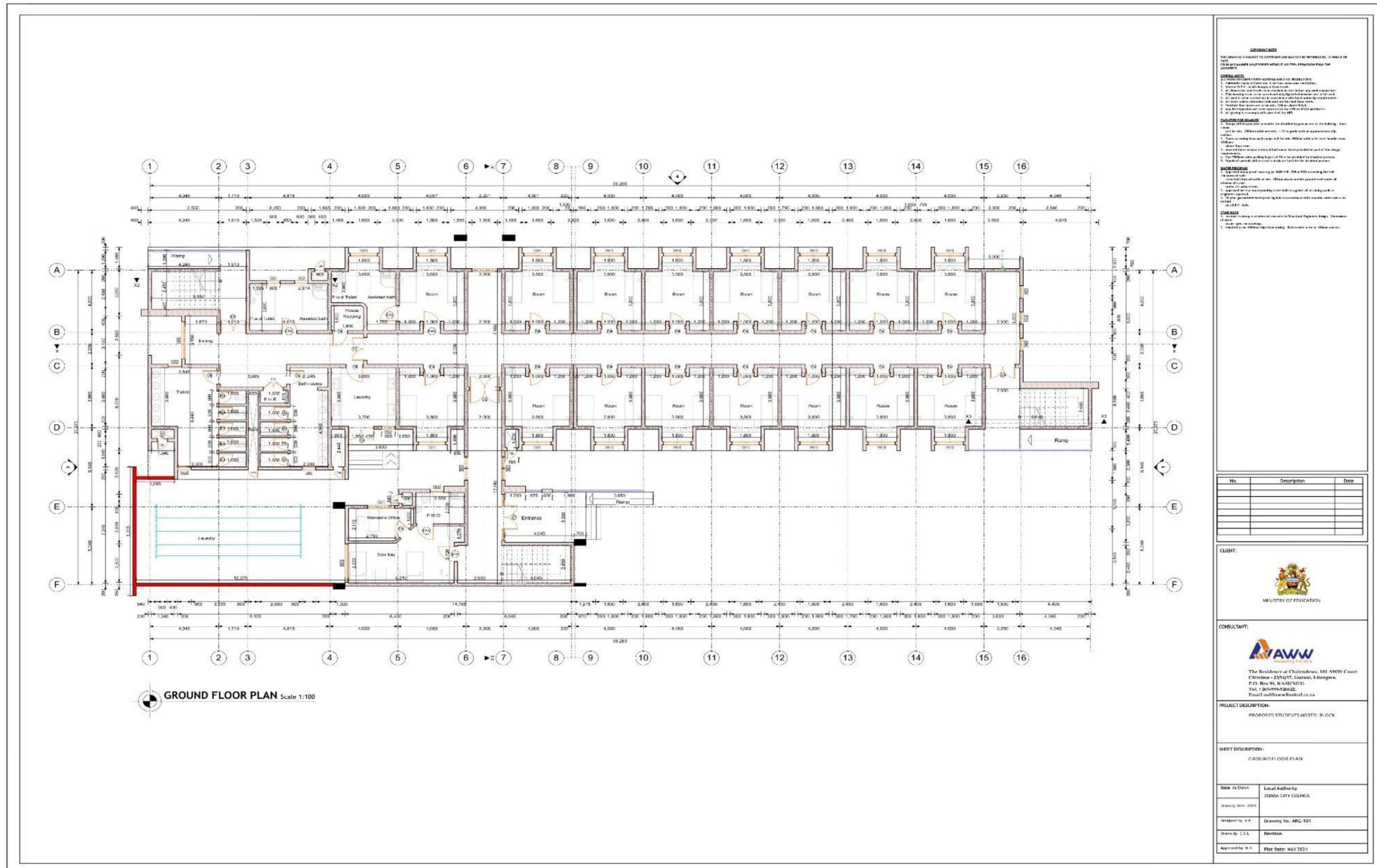
NO.	NAME	DESIGNATION	INSTITUTION	CONTACT DETAILS (EMAIL)	SIGNATURE
1	<i>Naomi Kachipumbi</i>	<i>EDO</i>	<i>Zomba</i>		<i>nke</i>
2	<i>Getrude Nyakuleha</i>	<i>Churician</i>	<i>Zomba</i>		<i>Q</i>
3	<i>Nickson Kamsanga</i>	<i>Lab/Tech</i>	<i>Zomba</i>		<i>N.Kamsanga</i>
4	<i>Gabriel Funsani</i>	<i>Deputy Head teacher</i>	<i>Chimwani S.S.</i>		<i>[Signature]</i>
5	<i>Edwin Beta</i>	<i>Church leader</i>	<i>Chimwani</i>		<i>[Signature]</i>
6	<i>Caroline Mpaye</i>	<i>Teacher</i>	<i>Chimwani</i>		<i>[Signature]</i>
7	<i>MERCY MASAUU</i>	<i>CHURCH ELDER</i>	<i>CHIMWANI</i>		<i>M.MASAUU</i>
8	<i>Freddy Jossau</i>	<i>Police</i>	<i>Chimwani</i>		<i>[Signature]</i>
9	<i>P. Chilumpha</i>	<i>CHIEF</i>	<i>Nasawa</i>		<i>P.Chilumpha</i>
10	<i>LONEX DICKSON</i>	<i>REVEREND</i>	<i>Chimwani</i>		<i>[Signature]</i>
11	<i>Ottilia Nayopa</i>	<i>Member VAC</i>	<i>Nasawa</i>		<i>O.T</i>
12					
13					
14					
15					

ZOMBA DISTRICT ENVIRONMENTAL SUBCOMMITTEE; CONSTRUCTION OF GIRLS' HOSTEL AT NASAWA TECHNICAL COLLEGE CONSULTATIONS

DATE: 14 April 2025

Name	Institution	Designation	Gender	Contact	Signature
FRANCO T. J. Emani	ZADC - CD	CDO	M		[Signature]
Andrew Chunguandu	ZDC Trade	DFO	M		[Signature]
Elliot Lungu	ZDC Fisheries	DFO	M		[Signature]
Violat Jimu	ZDC Disaster	DAMO	F		[Signature]
Rufelt Kambaro	ZDC Gender	Gender officer	M		[Signature]
Nasin Lamwi	ZDC Forestry	AFO	M		[Signature]
Chisomo Mvulo	ZDC - Water	ACHSSO	F		[Signature]
San Daniel Nkungs	WESM	Coordinator	M		[Signature]
Donel Bwambi	ZA-R Planning	ECOLOGIST	M		[Signature]
Paul Kalwamba	ZDC	EO	M		[Signature]
Lucy Ntawira	FEC	P.O	F		[Signature]
Raffick Pansen	ZDC-Youth	DYO	F		[Signature]
Iqra Sumaisi	ZDC-Environment	EDO-I	M		[Signature]
Ngomsi Kachifumbwa	ZDC-Environment	EDO	f		[Signature]
Telichus Kumfuka	ZA - Gender	DGO	F		[Signature]
Precious Mambata	ZA	DPD	M		[Signature]
Reinhard Chamita	ZA-DZ	DC	F		[Signature]

Ground floor plan



CONTRACT

DESIGNED BY: ARCHITECTS FOR CONSTRUCTION AND SURVEYING, 10 WALKER DRIVE, 10 WALKER DRIVE, KASUNGU, KASUNGU DISTRICT, MALAWI

CLIENT:

MINISTRY OF EDUCATION

CONSULTANT:

AWW
ARCHITECTS & ENGINEERS
The Residence of Chikwanda, 101 AWW Court
Christine - 23747, Kasungu, Malawi
P.O. Box 91, KASUNGU
Tel: +265 999 28622
Email: info@www.aaaw.com.mw

PROJECT DESCRIPTION:

PROPOSED STUDENTS HOSTEL B1-001

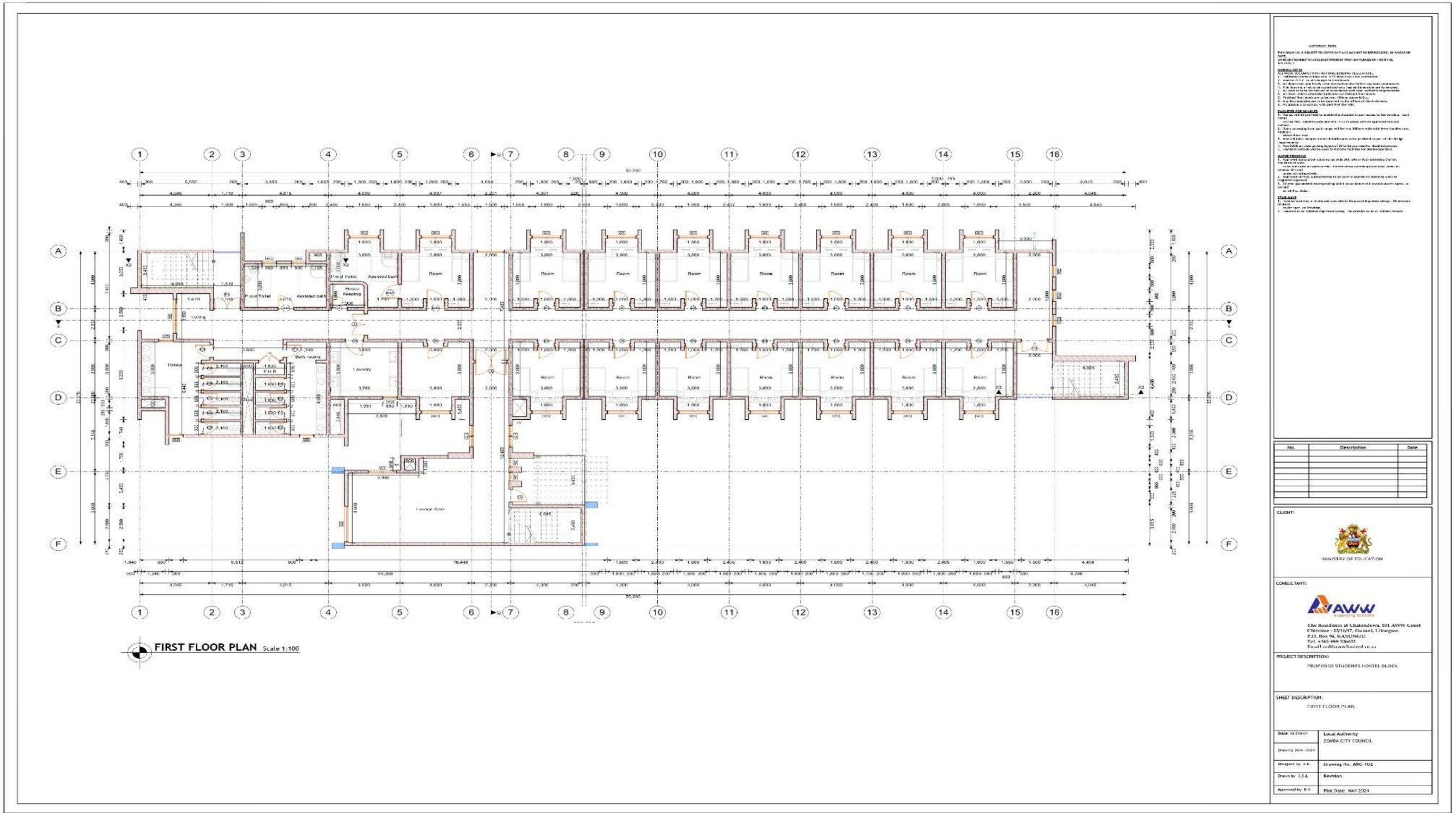
SHEET DESCRIPTION:

GROUND FLOOR PLAN

No.	Description	Date

Scale	Local Authority
As Drawn	ZENESA CITY COUNCIL
Working Date: 2024	
Designed by: M.K.	Drawing No: ARC-101
Drawn by: C.S.L.	Revision:
Approved by: M.K.	Plot Date: MAY 2024

First floor plan



CONTRACT NOTES

THIS DRAWING IS SUBJECT TO ANY AND ALL NOTICES OR CONDITIONS, BY WHICHEVER PARTY, IN CONNECTION WITH THE CONTRACT FOR THE SUPPLY OF SERVICES BY THE CONSULTANT.

GENERAL NOTES

1. ALL WORK SHALL BE IN ACCORDANCE WITH THE SUDANESE STANDARDS AND REGULATIONS.
2. THE CONTRACTOR SHALL BE RESPONSIBLE FOR OBTAINING ALL NECESSARY PERMITS AND APPROVALS FROM THE RELEVANT AUTHORITIES.
3. THE CONTRACTOR SHALL BE RESPONSIBLE FOR OBTAINING ALL NECESSARY PERMITS AND APPROVALS FROM THE RELEVANT AUTHORITIES.
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15. THE CONTRACTOR SHALL BE RESPONSIBLE FOR OBTAINING ALL NECESSARY PERMITS AND APPROVALS FROM THE RELEVANT AUTHORITIES.
16. THE CONTRACTOR SHALL BE RESPONSIBLE FOR OBTAINING ALL NECESSARY PERMITS AND APPROVALS FROM THE RELEVANT AUTHORITIES.

REVISIONS

No.	Description	Date

CLIENT:

 MINISTRY OF EDUCATION

CONSULTANT:

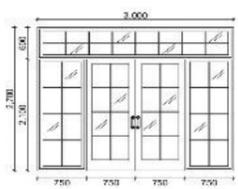
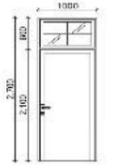
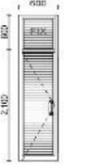
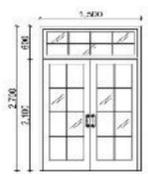
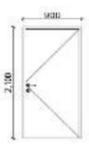
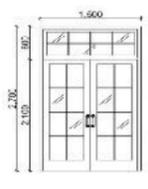
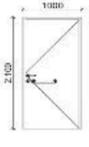
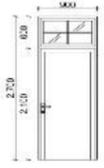
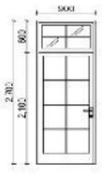
 AAWW
 The Residence of Chahandawa, 101 AAWW Court
 Chahandawa - 211617, Gezira, Khartoum
 P.O. Box No. KASUNGU
 Tel: +968 988 3360
 Email: info@www.aaww.com.sa

PROJECT DESCRIPTION:
 PROPOSED STUDENTS HOSTEL BLOCK

SHEET DESCRIPTION:
 FIRST FLOOR PLAN

Scale as shown	Local Authority
Drawing Date: 2024	ZOWEA CITY COUNCIL
Designed by: K.K.	Drawing No.: ARC-102
Drawn by: C.S.L.	Revision:
Approved by: K.K.	Plot Date: MAY 2024

Door schedule

D1		D4A		D-D	
<p>Height: 2,700mm Width: 3,000mm No. 01</p> <p>Frame: 1.8mm thick GMS pressed metal frame with double rebate complete with lugs and base ties.</p> <p>Panel: Framed glass double swing door, glass panel to have 6.5mm fire-rated and impact safety glass according SANS regulation or similar local specification.</p> <p>Location: Hotel Entry Door</p>	<p>Hinges: Fit three 100mm heavy duty polished stainless steel butt hinges per door leaf in accordance to BS 1227 part 1 A</p> <p>Lock: Indicator Lock, ADA Door Lock with Indicator in Polished Chrome</p> <p>Cylinder: Polished aluminium (Anodised Silver Finished) Euro profile cylinder Escutcheon rings with concealed fixing ref: "ALB730AS"</p> 	<p>Height: 2,700mm Width: 1,000mm No. 03</p> <p>Frame: 1.8mm thick GMS pressed metal frame with double rebate complete with lugs and base ties.</p> <p>Panel: Solid-core flush panel door leaf, 50mm thick with hardboard faces suitable for painting and hardwood edges to match</p> <p>Location: Wheel Chair Accessible Room</p>	<p>Hinges: Fit three 100mm heavy duty polished stainless steel butt hinges per door leaf in accordance to BS 1227 part 1 A</p> <p>Lock: 3 lever mortice lock complete with flanged strike plate and deadbolt pocket Ref: "L 2277-PL"</p> <p>Handle: Polished aluminium Lever handles on Rose Ref: "LHS RR-428 AS"</p> <p>Cylinder: Polished aluminium (Anodised Silver Finished) Euro profile cylinder Escutcheon rings with concealed fixing ref: "ALB730AS"</p> 	<p>Height: 2,700mm Width: 800mm No. 06</p> <p>Frame: Hardwood</p> <p>Panel: Hardwood vent door finished in wood varnish</p> <p>Location: All Service Duct</p>	<p>Hinges: 100 x 100mm Recessed stainless steel hinges fitted with hinge packers where necessary</p> <p>Cylinder and Lock: 3 star aluminium door lock with brass cylinder</p> <p>Handle: D Pull Aluminium Door Handle with Cam Lock</p> 
D2		D5		F-D	
<p>Height: 2,700mm Width: 1,500mm No. 02</p> <p>Frame: 1.8mm thick GMS pressed metal frame with double rebate complete with lugs and base ties.</p> <p>Panel: Framed glass double swing door, glass panel to have 6.5mm fire-rated and impact safety glass according SANS regulation or similar local specification.</p> <p>Location: Lobby Entrance</p>	<p>Hinges: Stainless steel stainless double action spring hinges</p> <p>Lock: Indicator Lock, ADA Door Lock with Indicator in Polished Chrome</p> <p>Cylinder: Polished aluminium (Anodised Silver Finished) Euro profile cylinder Escutcheon rings with concealed fixing ref: "ALB730AS"</p> 	<p>Height: 2,100mm Width: 900mm No. 18</p> <p>Frame: 1.8mm thick GMS pressed metal frame with double rebate complete with lugs and base ties.</p> <p>Panel: Solid-core flush panel door leaf, 50mm thick with hardboard faces suitable for painting and hardwood edges to match</p> <p>Location: Showers and Toilets</p>	<p>Hinges: Fit three 100mm heavy duty polished stainless steel butt hinges per door leaf in accordance to BS 1227 part 1 A</p> <p>Lock: Indicator Lock, ADA Door Lock with Indicator in Polished Chrome</p> <p>Handle: Polished aluminium Lever handles on Rose Ref: "LHS RR-428 AS"</p> <p>Cylinder: Polished aluminium (Anodised Silver Finished) Euro profile cylinder Escutcheon rings with concealed fixing ref: "ALB730AS"</p> 	<p>Height: 2,700mm Width: 1,200mm No. 02</p> <p>Frame: Hardwood</p> <p>Panel: Hardwood vent door finished in wood varnish</p> <p>Location: Fire hose reel</p>	<p>Hinges: 100 x 100mm Recessed stainless steel hinges fitted with hinge packers where necessary</p> <p>Cylinder and Lock: 3 star aluminium door lock with brass cylinder</p> <p>Handle: D Pull Aluminium Door Handle with Cam Lock</p> 
D3		D5A			
<p>Height: 2,700mm Width: 1,500mm No. 04</p> <p>Frame: 1.8mm thick GMS pressed metal frame with double rebate complete with lugs and base ties.</p> <p>Panel: Framed glass double swing door, glass panel to have 6.5mm fire-rated and impact safety glass according SANS regulation or similar local specification.</p> <p>Location: Emergency Exit, Laundry</p>	<p>Hinges: Fit three 100mm heavy duty polished stainless steel butt hinges per door leaf in accordance to BS 1227 part 1 A</p> <p>Lock: Indicator Lock, ADA Door Lock with Indicator in Polished Chrome</p> <p>Cylinder: Polished aluminium (Anodised Silver Finished) Euro profile cylinder Escutcheon rings with concealed fixing ref: "ALB730AS"</p> 	<p>Height: 2,100mm Width: 1,000mm No. 05</p> <p>Frame: 1.8mm thick GMS pressed metal frame with double rebate complete with lugs and base ties.</p> <p>Panel: Solid-core flush panel door leaf, 50mm thick with hardboard faces suitable for painting and hardwood edges to match</p> <p>Location: PWD Toilets and Showers</p>	<p>Hinges: Fit three 100mm heavy duty polished stainless steel butt hinges per door leaf in accordance to BS 1227 part 1 A</p> <p>Lock: Indicator Lock, ADA Door Lock with Indicator in Polished Chrome</p> <p>Handle: Polished aluminium Lever handles on Rose Ref: "LHS RR-428 AS"</p> <p>Disabled Pull Handles</p> <p>Cylinder: Polished aluminium (Anodised Silver Finished) Euro profile cylinder Escutcheon rings with concealed fixing ref: "ALB730AS"</p> 		
D4		D6			
<p>Height: 2,700mm Width: 900mm No. 03</p> <p>Frame: 1.8mm thick GMS pressed metal frame with double rebate complete with lugs and base ties.</p> <p>Panel: Solid-core flush panel door leaf, 50mm thick with hardboard faces suitable for painting and hardwood edges to match</p> <p>Location: Bedrooms, Storage, Slick bay and Matron's Office</p>	<p>Hinges: Fit three 100mm heavy duty polished stainless steel butt hinges per door leaf in accordance to BS 1227 part 1 A</p> <p>Lock: 3 lever mortice lock complete with flanged strike plate and deadbolt pocket Ref: "L 2277 PL"</p> <p>Handle: Polished aluminium Lever handles on Rose Ref: "LHS RR-428 AS"</p> <p>Cylinder: Polished aluminium (Anodised Silver Finished) Euro profile cylinder Escutcheon rings with concealed fixing ref: "ALB730AS"</p> 	<p>Height: 2,700mm Width: 900mm No. 02</p> <p>Frame: 1.8mm thick GMS pressed metal frame with double rebate complete with lugs and base ties.</p> <p>Panel: Framed glass door, glass panel to have 6.5mm fire-rated and impact safety glass according SANS regulation or similar local specification.</p> <p>Location: Bakery and Roof Top Access</p>	<p>Hinges: Fit three 100mm heavy duty polished stainless steel butt hinges per door leaf in accordance to BS 1227 part 1 A</p> <p>Lock: Indicator Lock, ADA Door Lock with Indicator in Polished Chrome</p> <p>Cylinder: Polished aluminium (Anodised Silver Finished) Euro profile cylinder Escutcheon rings with concealed fixing ref: "ALB730AS"</p> 		

 **DOOR SCHEDULE.** Scale 1:50

GENERAL NOTE:
THIS DRAWING IS SUBJECT TO SEVERAL AND NOTED AS REPRESENTED. IN SPECIAL CASES, THE CLIENT'S REQUIREMENTS SHALL TAKE PRECEDENCE OVER THE ABOVE.

GENERAL NOTES:
1. ALL WORK TO BE DONE IN ACCORDANCE WITH THE SANS REGULATIONS.
2. THE CLIENT SHALL BE RESPONSIBLE FOR THE SUPPLY OF ALL MATERIALS.
3. ALL WORK SHALL BE DONE IN ACCORDANCE WITH THE SANS REGULATIONS.
4. ALL WORK SHALL BE DONE IN ACCORDANCE WITH THE SANS REGULATIONS.
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8. ALL WORK SHALL BE DONE IN ACCORDANCE WITH THE SANS REGULATIONS.
9. ALL WORK SHALL BE DONE IN ACCORDANCE WITH THE SANS REGULATIONS.

STANDARD:
1. Approved by the client.
2. Approved by the client.
3. Approved by the client.

No.	Description	Date



CONSULTANT:

The Residence of Chelmsford, 101 AWW Court
Chelmsford, Essex, Essex, Essex, Essex
T: 020 499 3363
E: info@aww.co.uk

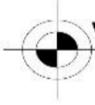
PROJECT DESCRIPTION:
PROPOSED STUDENTS HOSTEL BLOCK

SHEET DESCRIPTION:
DOOR SCHEDULE

Scale: As shown	Local Authority: ZOMBA CITY COUNCIL
Drawing Date: 2024	Drawing No: ARC-108
Designed by: H. S.	Revised:
Drawn by: L.S.I.	Plot Date: MAY 2024

Window schedule

<p>W1</p> <p>Height: 1500mm Width: 1600mm No. 35 Material: Aluminum and Glass Description: Side hung window with fixed top transoms, having 6.5mm thick glazed laminated glass in all sashes, complete with burglar proofing Location: Bedrooms, storage, P.W.D and Matron's office</p>		<p>W3</p> <p>Height: 1600mm Width: 800mm No. 13 Material: Aluminum and Glass Description: Top hung window having 6.5mm thick glazed frosted glass in all sashes Location: Bathrooms and Toilets</p>		<p>W6</p> <p>Height: 700mm Width: 2400mm No. 2 Material: Steel and Glass Description: Top hung window having 6.5mm thick glazed laminated glass in all sashes Location: Ironing Bay</p>	
<p>W2</p> <p>Height: 5400mm Width: 800mm No. 3 Material: Aluminum and Glass Description: Top hung aluminium window with two openable top hung sashes having 6.5mm thick glazed laminated glass in all sashes Location: Emergency staircase lobby</p>		<p>W4</p> <p>Height: 2300mm Width: 1500mm No. 4 Material: Aluminum and Glass Description: Top hung window having 6.5mm thick glazed laminated glass in all sashes Location: Lobby</p>		<p>W7</p> <p>Height: 2300mm Width: 600mm No. 2 Material: Aluminum and Glass Description: Top hung window having 6.5mm thick glazed laminated glass in all sashes Location: Lounge Area</p>	
		<p>W5</p> <p>Height: 1500mm Width: 2400mm No. 2 Material: Aluminum and Glass Description: Top hung window having 6.5mm thick glazed laminated glass in all sashes Location: Sick Bay and Lounge Area</p>			

 **WINDOW SCHEDULE.** Scale 1:40

CONTRACT NOTE

THIS DRAWING IS THE PROPERTY OF THE ARCHITECT AND NOT TO BE REPRODUCED, COPIED OR USED IN ANY MANNER WITHOUT THE WRITTEN PERMISSION OF THE ARCHITECT.

GENERAL NOTES

1. All dimensions are in millimeters unless otherwise stated.
2. The drawing is not to be used for any other purpose than that for which it is intended.
3. All work shall be done in accordance with the latest specifications.
4. The contractor shall be responsible for the procurement of all materials and labor.
5. The contractor shall be responsible for the safety of all workers and the public.
6. The contractor shall be responsible for the protection of all existing structures and services.
7. The contractor shall be responsible for the disposal of all waste.
8. The contractor shall be responsible for the completion of all work within the specified time.
9. The contractor shall be responsible for the maintenance of all work until it is accepted.
10. The contractor shall be responsible for the payment of all bills.

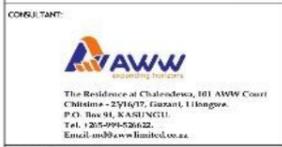
NOTES FOR CONTRACTOR

1. The contractor shall be responsible for the procurement of all materials and labor.
2. The contractor shall be responsible for the safety of all workers and the public.
3. The contractor shall be responsible for the protection of all existing structures and services.
4. The contractor shall be responsible for the disposal of all waste.
5. The contractor shall be responsible for the completion of all work within the specified time.
6. The contractor shall be responsible for the maintenance of all work until it is accepted.
7. The contractor shall be responsible for the payment of all bills.

REVISIONS

No.	Description	Date

No.	Description	Date



PROJECT DESCRIPTION:
PROPOSED STUDENTS HOSTEL BLOCK

SHEET DESCRIPTION:
WINDOW SCHEDULE

Scale: As Shown	Local Authority
Drawing Date: 2024	ZOMBA CITY COUNCIL
Designed by: S.K.	Drawing No. ARC-109
Checked by: S.K.	Reviewed:
Approved by: S.K.	Plot Date: MAY 2024

The Girls hostel in 3D



Annex 5: GBV Management Plan

Prevention of GBV is a multifaceted effort which should deal with or focus on:

1. women empowerment or agent of change
2. women participation and capacity to influence decision making
3. women economic empowerment
4. increased access to sexual and reproductive health and rights
5. incorporate men and boys in efforts (as perpetrators, victims and agents of change)
6. social gender norms and behaviour transformation (challenging gender stereotyping)

The specific prevention measures have been included in a GBV Management plan to ensure the implementation of actions in this regard and to allow for close monitoring of the contractor.

Activities	Action party	Responsibilities
Stakeholder engagement	NATECO PIU; District Social Welfare Office (DSWO)	<ul style="list-style-type: none"> • Identify GBV service providers in the area. • Identify vulnerable groups within the community. • Inform community members about the details of the project and the GBV risks associated with the project. • GBV training, including what to do in case of a grievance.
GBV training for GRC, contractors and staff, consultants and adjoining community members	NATECO PIU; Contractor; DSWO	<ul style="list-style-type: none"> • Training and sensitisation of all workers associated with the project on GBV and how the project can contribute to GBV risks. • Training and sensitisation of adjoining communities on GBV risks, channels to report GBV incidents and services available for GBV survivors.
Codes of conduct signed and understood	NATECO PIU; Contractor	<ul style="list-style-type: none"> • Ensure requirements in the CoCs are clearly understood by those signing. • Have the CoCs signed by all those with physical presence in the site. • Train construction workers on the behaviour obligation under the CoCs.
Handling GBV complaints (including support of survivors)	GRM	<ul style="list-style-type: none"> • Grievance Redress Committees to ensure confidential complaint uptake mechanisms are in place. • The GBV cases should be immediately reported to the Police (Victim Support Unit), District Social Welfare Office, psychosocial support institutions working in the project area or district.
Provision of separate, safe and easily accessible facilities for women and men working on the site	NATECO PIU; Contractor	<ul style="list-style-type: none"> • Ensure construction sites have separate facilities like toilets and/or bathrooms for men and women.
Monitoring and reporting	NATECO PIU; Contractor; DSWO	<ul style="list-style-type: none"> • Selection of monitoring indicators (such as: No. of reported cases of GBV; Resolved cases and time it took to address the complaints, No. of workers that have attained GBV training courses; No./percentage of workers that have signed CoC and No. of GBV cases that were referred to the GBV service provider). • Ensure new risks are uncovered and mitigated.

Annex 6: Code of Conduct for Contractor

Contractors under the SAVE project will be required to prepare a code of conduct that they shall follow when undertaking construction works. These rules shall be part of the assessment criteria when selecting the contractor. A satisfactory code of conduct will contain obligations on all project staff (including sub-contractors and day workers) that are suitable to address the following issues, as a minimum. Additional obligations may be added to respond to concerns of the region, location, project sector, or specific project requirements. The issues to be addressed include:

1. Compliance with applicable laws, rules, and regulations of the jurisdiction.
2. Protection of children (including prohibitions against abuse, defilement, or otherwise unacceptable behaviour with children, limiting interactions with children, and ensuring their safety in project areas).
3. Sexual harassment (for example to prohibit use of language or behaviour, in particular towards women or children, that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate).
4. Violence or exploitation (for example the prohibition of the exchange of money, employment, goods, or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour).
5. Compliance with applicable health and safety requirements (including wearing prescribed personal protective equipment, preventing avoidable accidents and a duty to report conditions or practices that pose a safety hazard or threaten the environment).
6. The use of illegal substances.
7. Non-Discrimination (for example based on family status, ethnicity, race, gender, religion, language, marital status, birth, age, disability, or political conviction).
8. Interactions with community members (for example to convey an attitude of respect and non-discrimination).
9. Sanitation requirements (for example, to ensure workers use specified sanitary facilities provided by their employer and not open areas).
10. Avoidance of conflicts of interest (such that benefits, contracts, or employment, or any sort of preferential treatment or favours, are not provided to any person with whom there is a financial, family, or personal connection).
11. Respecting reasonable work instructions (including regarding environmental and social norms).
12. Protection and proper use of property (for example, to prohibit theft, carelessness or waste).
13. Duty to report violations of this Code; and
14. Non-retaliation against workers who report violations of the Code, if that report is made in good faith.

The Code of Conduct should be written in local and plain language and signed by each worker to indicate that they have:

- Received a copy of the code and that it was explained to them.
- Acknowledged that adherence to this Code of Conduct is a condition of employment; and

- It is understood that violations of the Code can result in serious consequences, up to and including dismissal or referral to legal authorities.

Annex 7: Child Safety Management Plan

In School Communities, there will be many instances that might expose children and young people to construction workers, which may lead to child safety risks. These forms of child risks could be in the form of SAE, accidental harm, physical abuse, Psychological/emotional Abuse and online abuse.

Type of Risk	Management of Risk	Action Party
Recruitment of inappropriate personnel	<ul style="list-style-type: none"> • Child safety training • Reference checking • Pre-screening interviews • Criminal history checks • Working with children checks • Probation period 	Contractor
Grooming	<ul style="list-style-type: none"> • Code of conducted • Training for all staff, volunteers, leaders etc. 	Contractor, District Social Welfare Office
Use of images or video of children and young people without parental consent	<ul style="list-style-type: none"> • Code of Conduct. • Training for all staff, volunteers, leaders etc. • Photo and video policies. 	Contractor
Misconduct unreported and failure to address behaviour surrounding misconduct	<ul style="list-style-type: none"> • Training for all staff, volunteers, leaders etc. • Code of conduct and child protection policies. • Procedures and protocols responding to misconduct. 	Contractor
Unsafe environment leading to occurrence of accidents	<ul style="list-style-type: none"> • First aid kit must be readily available on site. • Appoint first aid officers. • Conduct risk assessment of all construction activities and identify risks management options. 	Contractor

Annex 8: Traffic Management Plan

The following section guides contractor when developing a Traffic Management Plan, which aims to minimise traffic congestion, enhance road safety, and ensure smooth transportation operations.

A8.1 Assessment and Planning

- **Traffic Impact Assessment (TIA):** Conduct a thorough TIA to understand the potential impact of construction activities on local traffic patterns. This should include peak traffic times, road capacities, and key congestion points.
- **Stakeholder Consultation:** Engage with local authorities, community leaders, and stakeholders to discuss the proposed traffic management measures and obtain necessary approvals.

A8.2 Traffic Control Measures

- **Temporary Traffic Signals and Signs:** Install temporary traffic signals and signs around the construction site to guide drivers and pedestrians. Clearly mark detour routes and alternative pathways.
- **Road Closures and Diversions:** Plan and schedule road closures and diversions during off-peak hours to minimize disruption. Provide advance notice to the public about these changes.
- **Dedicated Construction Routes:** Designate specific routes for construction vehicles to minimize their impact on general traffic. Ensure these routes avoid high pedestrian areas and critical hospital access points.

A8.3 Construction Logistics

- **Staging Areas:** Establish staging areas for construction materials and equipment to reduce on-site congestion. These areas should be located away from main traffic routes.
- **Scheduled Deliveries:** Coordinate the timing of deliveries to avoid peak traffic hours. Use smaller, more frequent deliveries if necessary to reduce the impact on traffic flow.

A8.4 Pedestrian Safety

- **Pedestrian Pathways:** Create safe and clearly marked pedestrian pathways around the construction site. Use barriers to separate pedestrians from construction activities.
- **Crossing Guards:** Deploy crossing guards at critical points to assist pedestrians, especially during peak hospital visiting hours.

A8.5 Public Communication

- **Information Dissemination:** Use multiple channels including local leaders to keep the public informed about construction schedules and road closures.
- **Signage and Maps:** Provide clear signage and maps around the hospital to help drivers and pedestrians navigate the area during construction.

A8.6 Emergency Access

- **Uninterrupted Emergency Routes:** Ensure that access routes for emergency vehicles to the hospital are always clear and unobstructed. Coordinate with hospital security and local emergency services to develop contingency plans.
- **Regular Coordination:** Hold regular coordination meetings with emergency services to review and adjust access routes as needed.

A8.7 Monitoring and Adjustments

- **Traffic Monitors:** Deploy traffic monitors to observe and report on traffic conditions in real-time. Use their feedback to make immediate adjustments to traffic control measures.
- **Regular Reviews:** Conduct weekly reviews of traffic management measures and make necessary adjustments based on feedback from stakeholders and observed traffic patterns.

A8.8 Post-Construction

- **Site Restoration:** Repair any road surfaces or pedestrian pathways damaged during construction.
- **Feedback and Evaluation:** Collect feedback from the community and stakeholders on the effectiveness of the traffic management plan. Use this feedback to improve future projects.

Annex 9: Grievance Redress Mechanism

A9.1 Introduction

A Grievance Redress Mechanism (GRM) refers to a system that is set up to address concerns, queries, and complaints about a project. It ensures continuous stakeholder engagement and feedback, resolving issues at the project and local levels before escalation. The GRM serves as the first line of response to stakeholder concerns, complementing other grievance management channels. It must be accessible, collaborative, responsive, and effective in resolving concerns through dialogue and problem-solving, helping to maintain strong relations between the project and the local community. The contractor to develop a GRM management plan which will have measures of management of the grievances.

A9.2 Categories and Types of Grievances

All types of grievances related to the project will be received at SAVE project. In addition, grievances can be received through the project-dedicated phone line, which will be active throughout the project. The main grievance categories on the project include health safety, labour or contractor issues, gender and social inclusion, environmental and other general issues.

A9.3 Objectives of GRM

The specific objectives of this GRM are as follow:

- To create accessible, responsive and demonstrably fair channels to resolve beneficiaries', communities' and workers' grievances and complaints in a mutually acceptable process;
- To establish a system of investigation, response and quick grievance resolution;
- To create an extra channel for receiving information about community, beneficiaries and worker grievances and complaints with the project;
- To prevent grievances and complaints from accumulating and escalating to conflicts such as protests, sabotage or strikes that can be very costly to the project in terms of its reputation and in terms of work time, land access or additional demands;
- To increase stakeholder involvement in the project;

A9.4 Principles of the GRM

The proposed project is designed on principles related to universal principles of human rights, gender equality and the respect for rule of law. The key principles governing this GRM are: Human dignity, equity and justice, gender equality, accessibility, fairness, transparency, accountability, capability, responsiveness, rule of law, confidentiality, participation and engagement, predictability, systematic, and right to appeal.

A9.5 Implementation of the GRM

The GRM will be implemented at three levels namely: Site Level Grievance Redress Committees, District level grievance redress committee and at Traditional Authority / community level. At site level there will be Workers' Grievance Redress Committee for the employees. At the districts level, the committee is referred to as the District Grievance Redress Committee (DGRC) and at community level, there will be the community level GRM committee set up at the group village head level. The committee members in all GRCs will be working on

voluntary basis³. At district level, the project will adopt already existing GRM committees which serve for various other projects apart from the compact project. The GRM committee will also include representative of community sensitization consultant, RLRP Consultant. The table below presents the composition of the various GRM Committees at Community, site level and district level.

GRM committees Compositions

Contractor (Workers GRM)	Community Level	District Level
<p>A total of 6 to 10 workers with a representation of not less than 40% of either sex.</p> <ul style="list-style-type: none"> • Workers Representatives • Contractor Representative ESP/GSI Personnel • Consultants Representative • Service providers (Including GBV SP) • DC Representative 	<p>The composition of GRC with a representation of at least 40% of either sex</p> <ul style="list-style-type: none"> • PAP representatives • Youth Representative • Women Representative • Local NGO/CBO representative • Community member • Member from community policing • Community Development assistant • Community case worker 	<ul style="list-style-type: none"> • District Environmental Officer • Director of Public Works, • District Gender Officer • Social Welfare Coordinator/Officer, • District Lands Officer, • District Labour Officers, • HIV and AIDS Officer • NGO Representative and • Police Officer (from Victim Support Unit) • Police Officer (From Community policing department) • Magistrate • District Education Officer • LEA associates safeguards personnel.

The roles and responsibilities

District level GRM committee: the committee will be responsible for resolving and addressing grievances which have been referred from CGRC and WGRC and referring to Project level GRC unresolved grievances at community and District level.

Contractor/Workers Level Grievance Redress Committee: The committee will be responsible for the following:

- Recording all grievances as submitted to them by complainants;
- Vetting all received grievances and consider their appropriateness for resolution under this GRM. If the grievance is not within jurisdiction of the committee, it will be referred to the appropriate authority;

³ To ensure independence and impartiality, Chiefs or politicians should not be members of CGRCs. However, it is important that the committee should update the local leaders of the grievances they are handling to ensure support

- Summoning all concerned parties for hearing;
- Considering and investigate the issue, facilitate and mediate resolution of grievance;
- Documenting status of the complaint and its resolution;
- Referring the grievance to the District Level GRM for resolution with appropriate documentation and justification for reference if the case is unresolved;
- Providing feedback to the complaining party and ensure reporting; and
- Sensitizing workers on GRM.

(c) Community Level Grievance Redress Committee: The committee will be responsible for the following;

- Conduct community sensitization meetings on the project and associated grievances in liaison with other community structures
- Receive, record, review and screen all grievances as submitted to them by the PAPs;
- Investigate and facilitate grievance resolution process in liaison with relevant respondents
- Refer complex grievances to the Supervising Engineer and DGRM for action
- Document the status of the complaint and its resolution;
- Refer GBV/SEA/SH/TIP and other serious cases to Supervising Engineer, Police and other relevant institutions for action.
- Provide feedback on grievance to PAPs

(d) Grievance Reporting and Grievance Recording

The grievance redressal committee will have to make available multiple ways for grievance reporting. Complaints of grievances may be reported in different ways including the following:

- Face-to-face: this includes verbal or written submissions through face-to-face interactions with members of grievance redressal committees.
- Grievance box: these will have to be placed in strategic places around NCE campus.
- A **GRM Focal Person's Phone Number** phone number with WhatsApp and text facilities. (Mr Chilipaine Jana: [+265 999311543](tel:+265999311543))
- A GRM Chilipaine Jana's: **Email Address**. (chilipainejana@gmail.com)

(e) Responding to and Resolving Complaints

Complainants should be attended to and responded to with a maximum period of two weeks after receipt of the complaint regardless of whether or not a decision has been reached. The Safeguards Specialist at NCE is the designated officer responsible for providing the response.

The complainant should be informed that their complaint has been received, and that:

- i. If the complaint is upheld, advice the complainant what action will be taken.
- ii. If a complaint is not upheld, the complainant must be informed of this, the reason why, their right to recourse and where to take the complaint to.
- iii. If a decision has not been reached by the committed timeframe, the complainant will be provided with a progress report and an indication of a likely date of conclusion

(f) Assessment of Complaints / Grievances Received

When a complaint is received, an assessment shall be done to determine whether the complaint or grievance is related to the Skills Centre project implementation or not. If the complaint is not related to the project the complainant shall be advised to channel their complaint to the relevant institution. If the complaint or grievance is related to the project, the GRM committee shall hear the case and make the necessary follow ups to establish the truth of the matter. The outcome of the analysis shall be communicated to the complainant within 14 days.

(g) Resolution and Closure

Where a resolution has been made and the complainant accepts the resolution, the complainant shall be required to sign the resolution and closure section in the Grievance Resolution Agreement Form. A member of the GRM committee (preferably Chairperson or Secretary) shall also be required to countersign. This shall signify that the presented complaint or grievance has been fully discussed and closed. In case of a referral, the same members shall be required to sign that the case was not closed and has been referred to another entity.

(h) Registry and Monitoring

All grievances received should be recorded in a publicly accessible register for grievances that can easily be tracked and monitored. The register will present a database showing the number of complaints:

- i. that have been received.
- ii. for which an agreement has been reached;
- iii. for which an agreement has not yet been reached;
- iv. that have been resolved; and
- v. that have gone to mediation.

The information provided in the database is expected to help the project team improve the grievance redress mechanism and to better understand how to address the adverse impacts of the project. Each complaint shall have an individual reference number that can be tracked and whose recorded actions are complete. The grievance registry should contain a record of the person responsible for the complaint and should have dates for the following events:

- i. The date the complaint was reported;
- ii. The date of and information on proposed corrective action sent to the complainant (if appropriate);
- iii. The date the complaint was closed out; and
- iv. The date the response was sent to the complainant.

Annex 10: Labour Management Plan

The construction phase of the project requires the employment of numerous skilled and unskilled workers. There are risks of unequal or unfair treatment in hiring and during implementation, of forced and child labour, health and safety at work, among other risks. To effectively implement the ESMP, the Contractor is to develop a Labour Management Plan (LMP) that will help define and manage all labour- related matters during the implementation of this Project.

It is expected that the project will engage the following categories of workers, as defined by ESS2: employees, contracted workers (consultants and contractors), community workers, migrant workers and primary supply workers.

Objectives

The purpose of the Labour Management Plan is:

- To promote safety, health, and welfare at work;
- To promote the fair treatment, non-discrimination, and equal opportunity of project workers;
- To protect project workers, including vulnerable workers such as women, persons with disabilities, children (of working age), migrant workers, contracted workers, and primary supply workers, as appropriate;
- To prevent the use of all forms of forced labour and child labour;
- To support the principles of freedom of association and collective bargaining of project workers in a manner consistent with national law;
- To provide project workers with accessible means to raise workplace concerns.

Measures Needed

The Contractor will address these risks by undertaking site specific risk assessments and incorporating mitigation measures for the identified risks into the program specific environmental, social, health, and safety management plans. See the table outlining potential mitigation measures at the end of this annex.

In addition, the Contractor shall establish and implement the following:

- i. Grievance Redress Mechanism especially the WGRM to ensure workers have ability and opportunity to lodge complaints or concerns (refer to Annex 9).
- ii. Workers Code of Conduct to manage the environmental and social risks related to the workers and the works including Trafficking in Persons, sexual exploitation, sexual abuse and sexual harassment (refer to Annex 6)

Monitoring & Guidance:

The LMP applies to all project workers, whether full-time, part-time, temporary, seasonal, or migrant. The LMP is applicable, as per World Bank Standards, to the Project in the following manner:

1. People employed or engaged directly by SAVE project to work specifically in relation to the project;

2. People employed or engaged by consultants and contractors to perform work related to the core function of the project, regardless of location;
3. People employed or engaged by the primary suppliers under this project.

This LMP identifies a number of risks, such as:

- Occupational Safety and Health risks during construction and operation;
- Risk of communicable diseases, including Malaria and Cholera, to the workforce, students, and staff
- Noncompliance with labour laws and regulations by the contractors;
- An influx of migrant workers;
- Gender Based Violence GBV (Sexual Harassment, Sexual Exploitation and Abuse, Rape and Discrimination)
- Violence against Children; (Child labour, Defilement, Child Marriage)
- Risk of contracting HIV and AIDS and STIs;
- Risk of Contracting COVID-19
- Risk of exposure to hazardous materials and wastes
- Risk of excess exposure to noise and vibrations
- Increased competition over resources due to the influx of labour
- Discrimination and exclusion of vulnerable groups;
- Labour conflicts and work conditions

Annex 11: Waste Management Plan

Introduction

The purpose of this Waste Management Plan (WMP) is to minimize the amount of waste produced due to activities resultant of the project as described in this document, for the benefit of the environment and to maximize cost savings. This plan also showcases the project's commitment to taking all necessary steps to ensure that the generation, collection, separation, storage, transportation and disposal of all wastes generated during all phases of project operations will be conducted in a safe, efficient and environmentally responsible manner.

Objectives of the WMP

The objectives of this include:

- Waste Minimization through waste avoidance, reduction, reuse, and recycling.
- Protect the health and safety of people
- Avoid or mitigate any potential negative impacts on all elements of the environment – including, but not limited to, people, flora, fauna, air, surface and groundwater resources.
- Ensure due diligence is followed by all project personnel
- Track waste generation, handling and disposal to assess whether waste management is being carried out as per the WMP and its associated directives
- Avoid costly clean-up through prevention
- Ensure a logical and efficient plan for waste collection, sorting and disposal that reduces the number of times the waste is handled
- Ensure that all contaminated material uncovered on a construction site are excavated and disposed of in an environmentally responsible manner

Types of Wastes on the project

There are various types of wastes that would be generated during construction and operation phases of the project and these include the following:

- i. Construction waste i.e. excavated materials like soil and rock, cement blocks, concrete, timber and others emanating directly from construction activities
- ii. Domestic waste i.e. paper, food, packaging, plastic bottles etc.
- iii. Hazardous waste i.e. waste oil, oil filters and batteries from machinery etc.
- iv. Sewage i.e. faeces, urine etc.
- v. Liquid waste i.e. waste oil, petroleum products, paint etc

Waste Handling and Disposal

The following handling procedures, developed based on IFC's guidelines for Waste Management Facilities (2007), will be adopted as part of the Project's waste management program. Waste collection, handling, and transport guidelines include, but are not necessarily limited to, the following:

- A routine schedule will be established for domestic waste collection and disposal;
- Waste generators will be provided with appropriate waste disposal containers;

- Wastes will be segregated at source in order to simplify the disposal process, using colour coded and labelled bins;
- Enclosed refuse vehicles or vehicles equipped with tarps will be used for the domestic waste collection;
- Waste handling will be minimized during operations; and
- Waste containment will be maximized during operations.

Annex 12: Health and Safety management Plan

The Contractor shall protect the health and safety of workers by providing the necessary and approved protective clothing and by instituting procedures and practices that protect the workers from dangerous operations. The contractor shall be guided by and shall adhere to the relevant national Labor Regulations for the protection of workers. Management of different key health and safety hazards relevant to the construction activities are presented below.

- Prepare a Traffic Management Plan to ensure safety of workers, road users and community members;
- Install enclosures and cover on material storage piles, and increase moisture content;
- Implement dust suppression techniques, such as applying water or non-toxic chemicals along RoW to reduce dust from moving vehicles;
- Avoid burning solid waste;
- Remove materials from the bottom of piles to minimize dust re-suspension;
- Cover transport vehicles.
- Hazardous materials storage and handling facilities should be constructed away from traffic zones and should include protective mechanisms (e.g., reinforced posts, concrete barriers, etc.) to protect storage areas from vehicle accidents.
- Covered and ventilated temporary storage areas should be designed to facilitate collection of potentially hazardous leaks and spills, including the use of sloped surfaces to direct spill flows, and the use of catch basins with valve systems to allow spills and releases to enter a dead-end sump from which spilled materials can be pumped/recovered.
- Where hydraulic equipment is used over or adjacent to water or other sensitive receptors, biodegradable hydraulic oils should be used.
- Include secondary containment for above ground liquid storage tanks and tanker truck loading and unloading areas.
- Fuelling areas should be equipped with containment basins in areas with a high risk of accidental releases of oil or hazardous materials (e.g., fuelling or fuel transfer locations). Fuel dispensing equipment should be equipped with “breakaway” hose connections that provide emergency shutdown of flow should the fuelling connection be broken by movement. Fuelling equipment should be inspected prior to fuelling activities to ensure all components are in satisfactory condition.
- Prepare a spill prevention, control, and countermeasure plan;
- Provide portable spill containment and cleanup equipment on site and provide training on how to use equipment.
- Train workers in lifting and material handling techniques, including the placement of
- weight limits above which mechanical assists or two-person lifts are necessary;
- Plan work site layout to reduce the need for manual transfer of heavy loads;
- Select tools and design work stations that reduce force requirements and holding times, and which promote improved posture, including, where applicable, user adjustable work stations;
- Implement administrative controls into work processes, such as job rotations, rest, or stretch breaks;
- Implement good housekeeping practices, such as sorting and placing loose construction materials or demolition debris in established areas away from foot paths;
- Clean up excessive waste debris and liquid spills regularly;
- Locate electrical cords and ropes in common areas and marked corridors;

- Use slip retardant footwear.
- Conduct sawing, cutting, grinding, sanding, chipping or chiselling with proper guards and anchoring as applicable;
- Maintain clear traffic ways to avoid driving of heavy equipment over loose materials;
- Wear appropriate PPE, such as safety glasses with side shields, face shields, hard hats, and safety shoes.
- Plan and segregate the location of vehicle traffic, machine operation, and walking areas, and control vehicle traffic through the use of one-way traffic routes, establishment of speed limits, and on-site trained flag-people wearing high-visibility vests or outer clothing coverings to direct traffic;
- Ensure the visibility of personnel through the use of high visibility vests when working in or walking through heavy equipment operating areas, and training workers to verify eye contact with equipment operators before approaching the operating vehicle;
- Ensure moving equipment is outfitted with audible back-up alarms;
- Use inspected and well-maintained lifting devices that are appropriate for the load, such as cranes, and securing loads when lifting them to higher job-site elevations;
- Minimize the risk of free fall of materials by installing telescoping arm loaders and conveyors; inspect all slings before use;
- Equip lifting appliances with means of emergency escape from the driver's cabin and a safe means for the removal of an injured or ill driver.
- Control site-specific factors which may contribute to excavation slope instability including, for example, the use of excavation dewatering, side-wall support, and slope gradient adjustments that eliminate or minimize the risk of collapse, entrapment, or drowning;
- Provide safe means of access and egress from excavations, such as graded slopes, graded access routes, or stairs and ladders;
- Avoid the operation of combustion equipment for prolonged periods inside excavation areas where other workers are required to enter unless the area is actively ventilated.

Annex 13: Emergency Preparedness and Response Plan

Appropriate resources must be provided to respond to accidental and emergency situations for operations and activities during construction phase. The contractor will produce the EPRP for addressing training, resources, responsibilities, communication, and all other aspects required to effectively respond to emergencies associated with their respective hazards.

This Emergency Preparedness and Response Plan (EPRP) is intended as a practical working document for the Project. The purpose of this document is to provide the basic guidelines on how to respond to potential emergency situations that may arise from the Project. These potential emergency situations include medical emergencies and fires. All activities associated with the Project will require a site-specific EPRP to mitigate impacts, which meet or exceed all applicable regulations.

The objectives of the EPRP are as follows:

- Protect the communities and the environment through the development of emergency response strategies and capabilities.
- Set out the framework for hazard identification to define procedures for response to the situations including the development of contingency measures.
- Structure a process for rapid and efficient response to and manage emergency situations during the Construction works.
- Assign responsibilities for responding to emergency situations.

Undertake the Risk Assessment

Regular risk assessments should be conducted to identify potential hazards related to the construction works. Update the risk assessment periodically and whenever there are significant changes to the project.

A13.1 Spill Prevention and Management Plan

Liquid waste spills that are not appropriately managed have the potential to harm the environment. By taking certain actions, the likelihood of spills can be reduced, and their effect minimized. To avoid spills and to help the clean-up process of any spills, the construction contractors, supervising engineer, and the management and staff of SAVE project should be aware of spill procedures. By formalizing these procedures in writing, staff members can refer to them when required thus avoiding undertaking incorrect spill procedures.

A detailed spill management plan will be prepared for the construction phase. These plans will contain the following:

- Identification of potential sources of spill and the characterization of spill material and associated hazards.
- Risk assessment (likely magnitude and consequences)
- Steps to be undertaken taken when a spill occurs (stop, contain, report, clean up and record).
- A map showing the locations of spill kits or other cleaning equipment. This should also be included in the C-ESMP.

A13.2 Other Emergencies

Response plans for other emergencies, including but not limited to the following, will also be developed:

- Extreme weather events such as extreme heat, heavy downpour and consequent flooding.
- Vehicle accident.
- Electrical and fire hazards.
- Power outages and equipment Failure.
- Community unrest and worker protests

A13.3 Roles and Responsibilities

With respect to this ERP, the construction contractor has the responsibility to:

- Provide emergency response services and to structure and coordinate emergency response procedures for the Project;
- Ensure that specific emergency responsibilities allocated to them are organised and undertaken; and
- Ensure that employees and contractor third parties are trained and aware of all required emergency procedures.

Roles, responsibility and authority will be defined, documented and communicated in order to facilitate effective emergency response through implementation of the EPRP. Management will provide resources essential to the implementation and control of the EPRP including: human resources, technology, and financial resources.

The construction contractor will appoint specific emergency response representative(s) who, irrespective of other responsibilities, will have defined roles, responsibility, and authority for emergency response of the facility. The sections below provide more specific responsibilities related to each position.

A13.3.1 Emergency Response Representatives

- Actively participate in the facilities planning, implementation and reviewing of the sites ERP.
- Ensure all staff members are aware of the procedures outlined in the ERP.
- Setting up practical training schedules (drills) annually to ensure that all staff are prepared in case of an emergency.
- Report any incidents that occur to senior management staff and/or the relevant authorities.
- Appoint an Emergency Response team which includes an appropriate first aid representative and a fire warden.
- Ensure that the appointed Emergency Response team members undergo the correct training.
- Appoint an appropriate Emergency coordinator.

A13.3.2 First Aid Representatives

- Ensure that the first aid box is properly stocked to meet all foreseeable incidents which may occur.
- Ensure that the boxes are properly safe guarded and that First Aiders name appears on the box.
- Should any activity involve hazardous chemical substances, or any other specific first aid emergencies, this must be brought to the attention of the emergency coordinator.
- Ensure the first aid certificate is current.

- Ensure that there is always a first aider available at each shift.

A13.3.3 Fire Wardens

- Ensure that the firefighting equipment is regularly serviced.
- Attend the relevant firefighting training.
- Report any unserviceable or damaged fire-fighting equipment to the Emergency Response Representatives.

A13.3.4 Emergency Co-Ordinator

- Ensure that an update of the EPRP is kept on file and is easily accessible in case of an emergency.
- Ensure that all staff have been issued with the correct PPE.
- Ensure that a list of emergency telephone numbers, including those of the Emergency Response team, are visible to all staff at several locations around the facility.
- In the case of an emergency, the emergency coordinator is responsible for undertaking roll call at the designated Assembly points.

A13.4 Emergency Communications and Coordination Plan

In an emergency where there is an immediate threat to communities, personnel or the environment, the Project Manager will be notified immediately. The Project Manager will dispatch the Emergency Response Coordinator who will determine the appropriate plan of action depending on the severity of the emergency, the people affected, and the need to evacuate.

If there is a developing emergency or an unusual situation, where an emergency is not imminent, but could occur if no action is taken, the Senior Operations Manager (or if the Senior Operations Manager is absent) the Environmental Manager) is to be informed immediately. Once the emergency or unusual situation has been managed, the correct incident/near miss must be reported to the AfDB.

If an emergency poses a direct threat to communities in the area, the Environmental Officer and/or Social Officer will advise persons in the vicinity of the emergency to evacuate due to the potential risk. The appropriate government authorities will immediately be notified of such an emergency evacuation. The Emergency Response Coordinator will be tasked with responding to the potential risk. Should the emergency be such that it can be managed by ESA, equipment and personnel will be deployed to the maximum extent necessary, so as to prevent/minimise potential risks.

A13.5 Response to Incidents

An incident is any occurrence that has caused, or has the potential to cause, a negative impact on people, the environment or property (or a combination thereof). It also includes any significant departure from standard operating procedures. The reporting and investigation of all potential and actual incidents that could have a detrimental impact on human health, the natural environment or property is required so that remedial and preventive steps must be taken to reduce the potential or actual impacts because of all such incidents.

Any incident must immediately be reported to the relevant authorities and all the necessary documentation must be completed and submitted to the relevant authorities within the prescribed timeframes.

A13.6 Verification

An environmental emergency response system will be developed for the execution of emergency drills that will include the following, inter alia:

- Fire Drills.
- Emergency Evacuation Drills.
- Medical and Environmental Drills.

Reporting and monitoring requirements for the plan will include:

- Monthly inspections and audits;
- Quarterly reporting of accidents/ incidents;
- Reporting at the time of the incident and monthly spill reporting;
- Bi-annual emergency response drills; and
- Annual reporting on training.

Annex 14: Screening Form

Environmental and Social Screening Form for Screening of Potential Environmental and Social Impacts of SAVE activities



Government of the Republic of Malawi
 Ministry of Education, Science and Technology
 Skills for a Vibrant Economy (SAVE) Project
 Environmental & Social Screening Form

Guidelines: Site inspection of project site. The evaluation results to be a consensus of at least three officials.

Project Name: <i>GIRLS HOSTEL</i>	District: <i>ZOMBA</i>
Project Location: <i>NASAWA TECHNICAL</i>	Nature/Size: <i>1 HA</i>
Name & Signature of Evaluator: <i>C. JANA, F.S. MBEWE</i> <i>INNOCENT GOCHI</i> <i>MB</i> <i>BILLY MADAYA</i> <i>MB</i> - <i>MEMORY KAMUYO</i> <i>MB</i>	Date of Field Evaluation: <i>25/02/25</i>

		Appraisal Yes / No	Stage of EHS potential impact/risk/issue		Significance Low, medium, high	Potential Measures	Mitigation
			Construction	Operation			
1.0	Environmental Screening						
	Will the project generate the following impacts						
1.1	Loss of trees/vegetation/biodiversity	<i>YES</i>	<i>✓</i>		<i>LDLW</i>		<i>FOCUS CONSTRUCTION ON BARE LAND REAFForestation</i>
1.2	Soil erosion/siltation in the area	<i>YES</i>					<i>EXCAVATE WHERE TO CONSTRUCT</i> <i>STOCK PILE THE SOIL ON ONE PLACE & COVER THE SOIL</i>

DISTRICT COMMISSIONER
 ZOMBA DISTRICT COUNCIL
 7 5 FEB 2025
 P.O. BOX 23, ZOMBA

1.3	Pollution to land-diesel ,oils	YES	✓		MODERATE	CREATE A SERVICE ^{BOX} FOR THE MACHINERY
1.4	Dust emissions and increased particulate matter	YES	✓		MODERATE	SUPPRESS DUST BY SPRAYING WATER
1.5	Solid waste generation	YES	✓	✓	LOW	• ^{GA} SEGRETE WASTE AT SOURCE • DISPOSE WASTE AT DIGNIFIED PLACE
1.6	Liquid wastes and waste water generation	YES	✓	✓	LOW	CONSTRUCT TOILETS FOR WORKERS CONSTRUCT SEPTIC TANK FOR THE HOSTEL
1.7	Introduction of hazardous chemicals and wastes	YES	✓		LOW	• DISPOSAL OF CHEMICALS APPROPRIATELY • USE PPE (FOR WORKERS)
1.8	Borrow pits and pools of stagnant water	YES	✓		MODERATE	REHABILITATION AFTER CONSTRUCTION
1.9	Rubble/heaps of excavated soils	YES	✓		MODERATE	• BARRICADE THE AREA • RE-USE THE SOIL
1.10	Invasive tree species	NO				
1.11	Long term depletion of water	NO				
1.12	Reduced flow of water sources	NO				
1.13	Nuisance from noise and vibrations	YES	✓		MODERATE	• SERVICE MACHINERY • REDUCE MACHINE USAGE
1.14	Loss of soil fertility	NO				
1.15	Incidence of flooding	NO				
1.16	Increased Energy use	YES	✓	✓	MODERATE	• USE ENERGY SAVING PRACTICES • SHARE THE BILLS WITH CONTRACTOR
1.17	Increased demand and/or portable water use	YES	✓		MODERATE	• USE ALTERNATIVE SOURCES E.G. RIVER WA

Environmental						
18	Increase emergence of man-made and natural disasters e.g. fires etc.	YES	✓		LOW	IMPLEMENTATION OF EMERGENCY RESPONSE PLANNING (ERP)
2.0	Cultural, Social and Economic Screening					
	Will the project generate the following negative social and economic impacts?					
2.1	Loss of land to households	NO				
2.2	Loss of properties – houses, structures	NO				
2.3	Loss trees, fruit trees by households	NO				
2.4	Loss of crops by people	NO				
2.5	Loss of access to river/forests/grazing area	NO				
2.6	Impact cultural site, graveyard land	NO				
2.7	Conflicts over use of local water resources	YES	✓	✓	MODERATE	CONTRACT ON WATER USE
2.8	Disruption of important pathways, roads	YES	✓		LOW	PROVIDE ALTERNATIVE PATH
2.9	Loss communal facilities – churches	NO				
2.10	Loss of livelihood system	NO				
2.11	Blockages to					

	footpath/roads					
2.12	Bring resettlement issues	YES	✓	✓	LOW	USE ALTERNATIVE PATH
		NO				
2.13	Spread of HIV/AIDS and other STIs	YES	✓		MODERATE	• SENSITIZATION • USE OF CONDOMS
2.14	Spread of Covid-19	YES	✓		MODERATE	FOLLOW GUIDELINES OF COVID-19
2.15	Occupational safety and health issues	YES	✓		MODERATE	IMPLEMENT OSH GUIDELINES
2.16	Increase exposure of Hazardous chemicals and wastes	YES	✓		MODERATE	• USE PPE
2.17	Safety issues with respect to poor building designs	YES	✓			FOLLOW BASED INTERNATIONAL STANDARDS ON SAFETY BUILDING DESIGNS
2.18	Exclude other users especially disabled and vulnerable with respect to poor building designs	YES	✓	✓	MODERATE	DISABILITY FRIENDLY FACILITY
2.19	Increased GBV and SEA	YES	✓	✓	MODERATE	IMPLEMENTATION OF PSEA • GBV PLAN
2.20	Increased violence against children	YES	✓		MODERATE	ENFORCEMENT OF LABOUR LAWS

Overall evaluation of Screening Exercises.

The results of the screening process would be either the proposed sub - projects would be exempted or subjected to further environmental and resettlement assessments. The basis of these options is listed in the table below:

Review of Environmental Screening	Tick	Review of Social and Economic Screening	Tick
1. The project is cleared. No serious impacts. (When all scores are "No" in form), though the bids/contracts still would have standard EHS clauses	✓	1. The project is cleared. No serious social and economic impacts, (Where scores are all "No", "few" in form) though the bids/contracts still would have standard clauses on addressing emerging social and economic issues	✓

There is need for further assessment - ESMP or ESIA (when some score are "Yes, High" in form), as determined by MEPA	2. There is need for resettlement/compensation. (When some score are "Yes, High" in form) including need for ESMP or ESIA as determined by MEPA
Approval by Environmental officer/	Approval by Director of Planning and Development
Name: INNOCENT GUCHI (EOI)	Name:
Signature  Date: 5/02/25	Signature _____ Date _____

NOTES:

1. The DPD shall ensure that a completed form is filed within project file immediately after endorsement. Environmental Officer may keep a duplicate.
2. Project Management Committee will maintain a copy of completed form
3. It is the duty of Director of Planning and Development and Environmental Officer to ensure mitigation measures outlined in form are implemented.
4. An Environmental Officer shall prepare a monthly monitoring report on implementation of mitigation measures.
5. The mitigation measures shall be sourced from expert knowledge, stakeholder consultations, EHS guidelines etc.
6. The bids/contracts still would have standard EHS clauses
7. The screening form will be updated prior to use, to reflect a more final set of EHS potential impacts/risks/issues



