MALAWI

MALAWI GOVERNMENT
MINISTRY OF EDUCATION

SKILLS FOR A VIBRANT ECONOMY(SAVE) PROJECT

P172627

ENVIRONMENTAL AND SOCIAL MANAGEMENT PLAN FOR CONSTRUCTION AND OPERATION OF A GIRLS HOSTEL AT SALIMA TECHNICAL COLLEGE IN SALIMA DISTRICT, MALAWI.

April , 2025

Executive Summary

This is an Environmental and Social Management Plan (ESMP) for the construction and operation of a girl's hostel at Salima Technical College in Salima District, Malawi. The Project's risk rating is **moderate**,. The Government of Malawi is implementing the SAVE project through the Ministry of Education and the Ministry of Labour and Vocational Training, with funding from the World Bank. 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 & strengthening systems and institutional capacity for skills development.

The proposed site is within the campus of Salima Technical College, located about 25 kilometres from Salima town and accessible through the S112 road. The college is in the area of group village headman Dalamkwanda of Senior Chief Maganga. The proposed site for the girl's hostel is 500 meters from Lake Malawi in the western direction and about 25 meters south of the existing classrooms. Deep ravines encircle the site in the southern part of the area.

The proposed project is a construction of a single-storey 40-bed girl's hostel, the layout plan for the proposed girl's hostel building, is designed to accommodate 40 female students with all supporting accessories including 7 shower rooms 6 Waterborne toilet, 10 Wash hand basins 1 Laundry room with 6 washing bays. The project costs are estimated to be MK 2,626,500,000.00, and the expected construction duration is 12 months. The construction works will require a workforce of not less than 80 people. 80 % of the workers will be local. For those coming from outside, the contractor will rent accommodations outside of the project site. employers and project developers will ensure that housing meets the World Bank Group's Environmental, Health, and Safety (EHS) Guidelines and IFC Performance Standards on Labor and Working Conditions. These guidelines protect worker health, safety, and dignity in rented accommodations. The project will have a site office.

The construction and operation of the girl's hostel are expected to lead to a number of environmental and social risks and impacts as identified during the screening of the project. Preparation of an ESMP was therefore recommended to describe the anticipated risks and impacts and propose measures to avoid, minimize and mitigate the negative risks and impacts; and to propose a monitoring plan for the implementation of the same.

The ESMP preparation involved desk studies, site inspections, stakeholder consultations, and documentation. Desk studies reviewed project documents, various national legislations and Environmental, Health, and Safety (EHS) Guidelines for solar panel projects. A site visit on 27-30 March 2023 assessed environmental, social, health, and economic factors, focusing on identifying potential impacts and ensuring compliance with national and international standards. This report provides a management and monitoring plan with an implementation budget of

MK24,075,000. The anticipated impacts from the project have been summarised in the subsections below.

Positive Impacts:

- *Improved Safety & Security for Girls:*
- *Better Academic Performance for girls:*
- *Women's Empowerment & Gender Inclusion:*
- *Improved Educational Facilities:*
- *Infrastructure ImprovementHow*
- *Creation of Job Opportunities*:

Negative Impacts:

- *Disruption of the provision of education services.*
- *Increased risks of GBV, SEA, and defilement*
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- *Increased incidences of child labour*
- *Temporary air quality deterioration*
- *Elevated noise levels from machinery and construction activities*
- *Potential for accidents and injuries on-site affecting workers*
- *Discriminatory working conditions*
- *Infectious disease impact*
- *Generation of solid wastes, spills, and effluent: that may contaminate soil and water*
- *Increase in electricity consumption*
- *Increase in water consumption in the college's already challenged water supply.*
- *Increased soil erosion and sedimentation: excavation of the project site makes the land susceptible to erosion*
- *Degradation of vegetation and habitat loss impacting local flora and fauna*
- *Risk of soil and water contamination due to improper handling and disposal of construction materials*
- *Increased dust emission*
- *Increased risk of traffic disruption*
- *Increased risk of community health and safety*
- *Water pollution risks of Lake Malawi and Lifidzi River*
- *Increased risk of stormwater runoff*
- *Battery disposal and hazardous material*
- *Risk of fires or accidents electrical faults,*

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List of Acronyms and Abbreviations

AIDS	Acquired immunodeficiency syndrome.
CoC	Codes of conduct
CMC	College Management Committee
CPMP	Child Protection Management Plan
COVID-19	Coronavirus Disease 2019
dB	Decibel
DESC	District Environment Sub-Committee
EMA	Environmental Management Act.
ESCP	Environmental and Social Commitment Plan
ESCOM	Electricity Supply Corporation of Malawi
ESF	Environmental and social framework.
ESMF	Environmental and Social Management Framework
ESIA	Environmental and Social Impact Assessment
ESMP	Environmental and Social Management Plan
ESS	Environmental and Social Standards
FGD	Focus Group Discussion
GBV	Gender-based violence
GBVMP	Gender Violence Management Plan
GRM	Grievance Redress Committee
GVH	Group Village Headman
HIV	Human immunodeficiency virus
HSA	Health Surveillance Assistants
IFC	International Finance Corporation
ITCZ	Inter-Tropical Convergence Zone
KII	Key Informant Interview
LMP	Labour Management Plan
LMP	Labour Management Procedures
MBS	Malawi Breau of Standards
MEPA	Malawi Environment Protection Authority
MoE	Ministry of Education
NCIC	National Construction Industry Council
STC	Salima Technical College
TNM	Telecom Network Malawi Limited
OSH	Occupational Safety and Health
OHSMP	Occupational Health and Safety Management Plan
PDO	Project Development Objective
PIU	Project Implementation Unit
PPE	Personal Protective Equipment
SAVE	Skills for a Vibrant Economy Project
SC	Supervising Consultant

SEA	Sexual Exploitation Abuse
SEP	Stakeholder Engagement Plan
SH	Sexual Harassment
STI	Sexually Transmitted Infection
TA	Traditional Authority
TEVETA	Technical, Entrepreneurial and Vocational Education and Training Authority
TMP	Traffic Management Plan
WGRM	Workers Grievance Redress Mechanism
WMP	Waste Management Plan

Chapter One: Introduction

This Environmental and Social Management Plan (ESMP) provides environmental and social risks and proposed mitigation measures that will support safe construction of girls hostels at Salima technical college under the SAVE project. The project environmental and social risk is rated moderate. SAVE 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. This project focuses on technical, entrepreneurial, and vocational education and training and higher education reforms, student loans, industrial links, digital technology and safeguards, capacity building, and technical assistance among other systemic issues. The proposed project is construction of a single-storey girls' hostel with 40 beds The construction of female hostels will reduce the challenge of female accommodation which hinders their participation in academic programs, because of the safety and security of accommodation. Providing a safe, secure, and accessible accommodation, will help to promote higher enrolment, retention, and academic performance among female students. The proposed project will address the skills gap and enhance youth employability after obtaining market-relevant practical skills. This project will also support the construction industry by supplying skilled plumbers and electricians who have had access to modern tools and techniques. The Ministry of Education and the Ministry of Labour and Vocational Training will implement the Project activities

This ESMP follows the World Bank Environmental and Social Framework (ESF) 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 consistent with the Environmental and Social Standards (ESSs 1,2,3,4, 6 and 10) of the World Bank ESF and national requirements. More specifically, the ESMP aims to (a) assess the potential environmental and social risks and impacts of the proposed Project and propose mitigation measures; (b) establish procedures for the environmental and social screening, review, approval, and implementation of activities; (c) specify appropriate roles and responsibilities, and outline the necessary reporting procedures, for managing and monitoring environmental and social issues related to the activities; (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 implementation of the ESMP. This report provides a management and monitoring plan with an implementation budget of MK24, 075,000 and (g) promotes sustainable practices for longer-term benefits.

The ESMP preparation involved desk studies, site inspections, stakeholder consultations, and documentation. Desk studies reviewed project documents, the World Bank Environmental Health and Safety Guidelines and various national legislations. The study team conducted field surveys in the project sites between 01-04 April 2025. It assessed environmental, social, health, economic, and legal factors, focusing on identifying potential impacts and ensuring compliance with national

and international standards. Focus Group Discussions (FGDs) were held with various groups within the Salima Technical College community, including academic and support staff, male and female learners and residents from Dalamkwanda village.

This ESMP should be read together with other plans prepared for the project, including the Environment and Social Management Framework (ESMF), Stakeholder Engagement Plan (SEP), Labour Management Procedures (LMP) and the Environmental and Social Commitment Plan (ESCP). Furthermore, the contractor's ESMP and specific tools will enhance the implementation of this ESMP. Specific tools include the Labour Management Plan (LMP), 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)

Chapter Two: Project Description

2.1 Project Description

The Government of Malawi, through the Ministry of Education and Ministry of Labour and Vocational Training, with World Bank funding, is implementing the SAVE Project. The project aims to improve access to market-relevant skills programs, ensure equitable skills training, and empower women, girls, and vulnerable youth. It focuses on creating a supportive policy environment, strengthening systems and institutional capacity for skills development, and includes components such as TEVET and Higher Education Reforms, student loans, industrial links, digital technology, safeguards, capacity building, and technical assistance. The program scope consists of four components that contribute to the project development objectives and these are:

- Component 1: Supporting Increased Access to Skills Development Programs in Higher Education.
- Component 2: Supporting an Increase in Access to TEVET Skills Development.
- Component 3: Tertiary Education System Strengthening, Project Management, M&E and Communications.
- Component 4: Contingent Emergency Response

The project will support Salima Technical College in constructing and operating a girl's hostel, under component 1.

2.2 Project Location

The proposed sites are within the campus of Salima Technical College, located about 25 kilometres from Salima town and accessible through the S112 road. The college is in the area of the group village headman Dalamkwanda of Senior Chief Maganga (see map in Annex 1, A1.1). The proposed site for the girls' hostel is 500 meters from Lake Malawi in the western direction and about 25 meters south of existing classrooms (see map in Annex 1, A1.2). The site is surrounded by deep ravines on the southern part of the site.

2.3 Nature of The Project

The proposed project is constructing and operating of a single storey 40-bed girl's hostel with designs provided in Annex 2. The layout plan for the proposed girl's hostel building is designed to accommodate for all female students including the disabled with an efficient use of the area. The structure includes 6 toilets of which 2 toilets are wheelchair accessible, 7 showers of which 2 showers are wheelchair accessible and 6 washing basins of which 1 will be disability friendly. Other structures to support the disabled will be ramps will be provided to enable the disabled to gain access to the building. Such ramps will be min. 1200mm wide and min. 1:12 in grade with an approved non-slip surface. Furthermore, Doors accessing from such ramps will be min. 800mm wide with lever handles maximum of 1200mm above floor level above. In addition, one 3500mm wide parking layout of 20 to be provided for disabled persons. Standard symbols will be used to indicate facilities for disabled persons. All washrooms will be equipped with 600 x 600 mm porcelain floor tiles, ceramic wall tiles extending up to 2.1 meters, and suspended modular ceilings. Additionally, the corridor and lobby areas are designed to be spacious, measuring 126 m^2 and 24

m², respectively, and will feature the same porcelain floor tiles, with walls finished in acrylic PVA paint for durability and aesthetic appeal.

The proposed girls hostel building features a roofing system that will be constructed with steel trusses and 26-gauge IBR (Inverted Box Rib) sheets, designed with a 5-degree slope to facilitate water runoff. The roof's design aligns with engineering specifications to ensure structural integrity and durability. The building section reveals that the height from the floor to the ceiling is 3 metres, with an additional 0.470 metres allocated for the roof structure, resulting in a total building height of approximately 3.47 metres.

2.4 Project Cost, Duration and Estimated Number of Employees

The project costs are estimated to be MK 2,626,500,000.00, of which MK 24,075,000 is for ESMP implementation, and the expected construction duration is 12 months. The construction works will require not less than 80 people, of whom 40% will be female. This is a moderate project, hence there will be no campsite, and there will be just a site office. 80 % of the workers will be local, for workers coming from outside the project site, the contractor will rent accommodations outside of the project site. Employers and project developers will ensure that housing meets the World Bank Group's Environmental, Health, and Safety (EHS) Guidelines, International Labour Standards and IFC Performance Standards on Labour and Working Conditions. These guidelines protect workers' health, safety, and dignity in rented accommodations. These workers are both skilled and unskilled, and the roles of the workers are depicted in Table 2-1.

Table 2-1: Estimated construction workforce

Role	Number of People	Responsibility
Project Management	5 - 6	Includes Project Manager, Site Engineer, Site Supervisors, and Health and Safety Officer. Responsible for overall project coordination, technical oversight, daily supervision, and ensuring safety protocols.
Skilled Labour	33-51	Includes Masons, Carpenters, Electricians, Plumbers, Painters, Tilers, and Roofers. Responsible for building walls, woodwork, electrical and plumbing installations, painting, tile laying, and roofing tasks.
Semi-Skilled Labour	33-51	Includes Assistant Masons, Assistant Carpenters, Assistant Electricians, Assistant Plumbers, Assistant Painters, Assistant Tilers, and Assistant Roofers. Responsible for assisting skilled workers in their tasks.
Unskilled Labour	22-28	Includes General Labourers and Cleaners. Responsible for various unskilled tasks such as carrying materials, cleaning, and assisting skilled workers.
Specialised Personnel	3 - 5	Includes Surveyors, Geotechnical Engineers, and Quality Control Inspectors. Responsible for land and building surveys, soil testing, geotechnical analysis, and ensuring quality standards are met.
Support Staff	6 - 12	Includes Security Personnel, Administrative Staff, and Drivers/Operators. Responsible for site security, administrative tasks, documentation, and operating construction vehicles and machinery.

2.5 Construction Material

Table 2-2 provides estimates based on standard practices and the assumed size and scope of the project. Considering local material availability and specific project requirements, the estimated materials and quantities are not final and can change.

Table 2-2: Estimated construction material and its usage

Material	Estimated Qty	Usage	Source of Material	Mode of Transportation
Cement	2500 bags	Used for concrete foundations, mortar for brickwork, plastering, and screed flooring	Supplier from Salima District	Truck
Sand	150 cubic meters	Used in concrete mix, mortar mix, and plastering	Local Supplier	Truck
Gravel	100 cubic meters	Used in concrete mix for foundations and floor slabs	Local supplier	Truck
Concrete Blocks	8000 blocks	Used for constructing walls and partitions	Local supplier	Truck
Steel Reinforcement	10 tonnes	Used for reinforcing concrete foundations, columns, and slabs	Local supplier	Truck
Roofing Sheets (IBR)	1500 square meters	Used for roofing the entire building	Local supplier	Truck
Steel Trusses	50 trusses	Used for supporting the roofing sheets	Local supplier	
Tiles (600 x 600 mm)	2000 square meters	Used for flooring in offices, corridors, and specific rooms	Local suppliers and imported ensure compliance with Malawian standards and regulations	Truck
Ceramic Wall Tiles	500 square meters	Used for walls in wet areas such as toilets and HR room	Local suppliers and imported ensure compliance with Malawian standards and regulations	Truck
Paint (Acrylic PVA)	2000 litres	Used for painting internal and external walls	Local supplier	Road truck
Electrical Cables	5 km	Used for wiring the building for electrical installations	Local supplier	Road truck
Plumbing Pipes (PVC)	2 km	Used for plumbing installations including water supply and drainage	Local supplier	Road truck
Doors (Wooden/Metal)	50 units	Used for providing access to various rooms	Local suppliers and imported ensure compliance with Malawian standards and regulations	Road truck
Windows (Aluminium)	80 units	Used for natural lighting and ventilation in various rooms	Local suppliers and imported ensure compliance with Malawian standards and regulations	Road truck
Glass Panes	500 square meters	Used for windows and certain partitions	Local suppliers and imported ensure compliance with Malawian standards and regulations	Road truck

Material	Estimated Qty	Usage	Source of Material	Mode of Transportation
Suspended Ceiling Panels	1500 square meters	Used for ceiling finishes throughout the building	Local suppliers and imported ensure compliance with Malawian standards and regulations	Road truck
Termite Treatment	100 litres	Used for foundation treatment to prevent termite infestation	Local supplier	Road truck
Concrete for Foundation	200 cubic meters	Used for constructing the strip foundation	Local supplier	Road truck
PVC Flooring	200 square meters	Used for specific areas requiring resilient flooring	Local supplier and imported ensuring compliance with Malawian standards and regulations	Road truck
Waterproofing Material	300 square meters	Used for waterproofing foundations and wet areas	Local supplier	Road truck
Miscellaneous Fixtures	Various	Includes screws, nails, hinges, and other small materials used in construction	Local supplier	Road truck
Water	50000 litres	Used for concrete mixing, curing, and general construction needs	Nearest river	Water bowser
Energy (Electricity)	10000 kWh	Used for powering construction equipment, lighting, and other electrical needs	ESCOM	Connect from existing lines

2.6 Construction Waste Generation and Management

The project is expected to produce different types of waste. Table 2-3 shows the expected type of waste and proposed management measures.

Table 2-3: Estimated waste types and quantities

Type of Waste	Description	Estimated Qty
Concrete Waste	Excess concrete from mixing and spillage	5 cubic meters
Brick/Block Waste	Broken or unused bricks and concrete blocks	50 blocks
Wood Waste	Offcuts from carpentry work, including formwork	2 cubic meters
Metal Scrap	Offcuts from steel reinforcement and other metal works	1 tonne
Roofing Material Waste	Offcuts and damaged roofing sheets	25 square meters
Tile Waste	Broken or unused floor and wall tiles	25 square meters
Paint Waste	Leftover paint and empty paint cans	10 litres
Electrical Waste	Offcuts from electrical cables and wiring	5 meters
Plumbing Waste	Offcuts from PVC pipes and fittings	5 meters
Packaging Waste	Packaging materials from construction supplies (plastic, cardboard)	50 kg
General Construction Debris	Mixed waste including small offcuts, nails, and miscellaneous materials	5 cubic meters
Soil and Excavation Waste	Excess soil and rubble from excavation works	10 cubic meters
Hazardous Waste	Used chemical containers, including termite treatment and waterproofing materials	5 litres

Type of Waste	Description	Estimated Qty
Wastewater	wastewater and slurry	176 to 352 cubic metres

Chapter Three: Legal and Policy Framework

This chapter gives a review of the legal framework of the proposed project and indicates its implications for the project. Reference has been made to relevant Malawian legislation but also to the World Bank Environmental and Social Framework. Furthermore, the chapter provides an account of all regulatory licenses and approvals that must be obtained for the proposed project to ensure that they are in line with sound environmental management practices and follow relevant existing legislation.

3.1 Relevant Malawian Policies and MalawiLegislative Framework

Table 3-1 provides a brief description of the key legislative policy and requirements that the project will have to abide by during construction and operational phases.

Table 3-1: Review of key legislative requirements

Legislation	Description	Relevance to project Activities
The Constitution of Malawi (1994)	The Constitution of the Republic of Malawi (1995) is the supreme law of the land. Section 13 of the policy sets out a broad framework for sustainable environmental and social management at various levels in Malawi. Section 13 (d) of the Constitution provides that the state shall actively promote the welfare and development of the people of Malawi by progressively adopting and implementing policies and legislation aimed at managing the environment responsibly.	The Constitution of Malawi (1994) The project has a responsibility to ensure that all project activities are undertaken in an environmentally and socially responsible manner in conformity with the Constitutional provisions and enabling legislation.
National Environmental Policy (2004)	The policy provides strategies for environmental and social planning, environmental and social impact assessment, environmental and social audits, and environmental and social monitoring, among others. On ESIAs, the objective is to regularly review and administer the guidelines for ESIAs, audits, monitoring, and evaluation so that adverse environmental and social impacts can be eliminated or mitigated and environmental and social benefits enhanced	Project activities will integrate environmental and social management and protection during project planning and implementation.
Environment Management Act (2017)	The Act enacted outlines the ESIA process to be followed in Malawi and requires that all project developers in both the public and private sectors comply with the process. The proposed sub-projects are small and do not fall under the list of prescribed projects as such ESMP was developing to mitigate potential impacts	The proposed construction project at Salima Technical College has prepared this Environmental and Social Management Plan which identifies project risks and impacts and has put in place avoidance and mitigation measures as per the requirements of the Act.
Forestry Act (1997)	The objectives of the Forestry Act include the protection of trees and resources in forest reserves, the conservation and enhancement of biodiversity, and the protection and management of trees on customary	The Forestry Act addresses the management of indigenous forests on customary land, private land, forest

Legislation	Description	Relevance to project Activities
	land. Additionally, the Act aims to promote the sustainable utilization of timber and other forest products while safeguarding fragile areas such as riverbanks and water catchment areas. This legislation is crucial for maintaining the ecological balance and ensuring the sustainable use of forest resources.	The proposed construction project at Salima Technical College is largely modified as it is an existing school campus. The actual sites for the facilities are being used for the cultivation of crops. There is no land take required from forest reserves, protected forest areas, or plantations. Any removal of trees, however, will be conducted in line with the Forestry Act.
The Water Resources Act (2013)	The Act governs the management and conservation of water resources in Malawi, regulating the control, conservation, apportionment, and use of water. It prohibits diverting, damming, storing, extracting, or using public water without compliance. The Act defines water pollution as any activity that changes the water's properties, making it less fit for use or hazardous to public health, safety, animals, or plant	The activities of the construction project at Salima Technical College will require water and have the potential to pollute the water resources surrounding the Project Area. All water extraction and discharges will be conducted by the Water Resources Act and its implementing regulations.
National Water Policy (2005)	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 user's 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	The project activities have the potential to negatively affect the water resources of the rivers in the project area. It is therefore recommended that the implementation of the project's activities should minimize pollution of the public water, promoting public health and hygiene and environmental sustainability.
Land Act (2016)	The Land Act (2016) makes provisions for various matters relating to customary, private, and public land, and enumerates the power of the Minister in respect to such land. The act vests all land in the Republic in perpetuity. The act defines public land as "all land which is occupied, used, or acquired by the Government, customary land, and any other land, not being private land. Private land is defined as "all land which is owned, held or occupied under a freehold title, or a leasehold title, or a Certificate of Claim or which is registered as private land under the Registered Land Act.	Salima Technical College is on private land that belong to the catholic church who own the college. In addition, the proposed construction activities will be developed on this private land.
Physical Planning Act (2016)	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 development	The implication of this Act is that the proposed project will have to ensure that the plans are approved by the Salima District Council before commencing construction activities.

Legislation	Description	Relevance to project Activities
	permission applications can be made to a local government authority or the Commissioner, depending on the jurisdiction.	
The Occupation Safety Health and Welfare Act (1997)	The Act regulates employment conditions for safety, health, and welfare in workplaces in Malawi. It mandates workplace registration, inspection of plant and machinery, and accident prevention. Part II requires workplaces to be registered with the director maintaining a register. Part III outlines employer duties, including providing safe work systems, risk-free handling of substances, and adequate employee training and supervision.	In accordance this act, the proposed construction project at Salima Technical College will ensure that the contractor develops and enforces a Health and Safety Plan, and that workers are provided with appropriate PPE to ensure the workers are comfortable and safe from occupational health and safety hazards. Working conditions on site will be monitored to ensure compliance.
The Employment Act (2000)	The Employment Act (2000) prohibits forced labour and discrimination based on race, colour, sex, language, religion, political or other opinion, nationality, ethnic or social origin, disability, property, birth, marital or other status or family responsibilities. It requires equal pay and establishes remedies for infringement of fundamental rights. It also sets limits on child labour and regulates contracts, working hours, weekly rest and leave, wages, and discipline and dismissal.	For the proposed construction project at Salima Technical College employment will be in compliance with the Employment Act.
National Equalization of Opportunities for Persons with Disabilities Policy (2006)	The Policy promotes the rights of people with disabilities and integrates them to enable them to play a full and participatory role in society. Section 2, subsections 2.3 and 2.4.8 of the policy state that people with disabilities are most affected by poor infrastructure, such as buildings not designed to accommodate or meet their special needs. Similarly, Subsection 2.45 of the policy states that people with disabilities have restricted employment opportunities, mainly due to discrimination, inadequate education, job experience, and confidence.	The policy on the proposed project implies that the contractor will be required to provide job opportunities to people with disabilities to ensure their economic empowerment.
Disability Act (2013)	This act is a significant step towards ensuring equal opportunities and rights for persons with disabilities. Promoting policies and legislation that aim to equalise opportunities, protect rights, and fully integrate persons with disabilities into all aspects of life recognises their inherent dignity and well-being. Sections 9 and 13 of the acts are particularly commendable, as they prohibit discrimination in accessing premises, provision of services, and employment opportunities based on disability.	The project will not tolerate any form of discrimination against persons with disabilities and will promote equal employment opportunities for persons with disabilities.
Malawi Bureau of Standards Act of 2012	The act establishes Malawi Bureau of Standards (MBS) is responsible for developing and enforcing national standards through Technical Committees that	All Project-related activities will be conducted in compliance with the above-highlighted standards. Key

Legislation	Description	Relevance to project Activities
	represent various sectors, including environmental protection and pollution control. The Bureau is also working on its own emissions standards. Key standards relevant to the project include 13.020.10, which pertains to environmental management and adopts the ISO14000 series; MS 173:2005, which sets tolerance limits for noise pollution; and MS 214:2013, which specifies standards for drinking water	standards relevant to the project include 13.020.10, which pertains to environmental management and adopts the ISO14000 series; MS 173:2005, which sets tolerance limits for noise pollution; and MS 214:2013, which specifies standards for drinking water
Gender Equality Act, 2013	The Act in Chapter 25:06 promotes gender equality and equal integration, influences empowerment, dignity, and opportunities for men and women in all functions of society, prohibits and provides redress for sex discrimination, harmful practices, and sexual harassment, provides for public awareness on the promotion of gender equality and connected matters. Section 6(1) of the Act states that a person who commits an act of harassment if he or she engages in any form of unwanted verbal, non-verbal, or physical conduct of a sexual nature in the circumstances would have anticipated that the other person would be offended, humiliated or intimidated, and (2) a person who sexually harasses another in terms of the preceding subsection is liable to a fine and imprisonment specified under subsection (2).	The proposed construction project at Salima Technical College will ensure the principles set in this Act are included in all its activities and has developed a GBV & Sexual Harassment Prevention Plan. This plan will promote equal employment opportunities and provide a conducive environment without sexual harassment and any other types of gender discrimination.
HIV and AIDS (Prevention and Management) Act, 2018	The act aims to prevent HIV infections, reduce vulnerability, improve treatment and support for those living with HIV/AIDS, and mitigate its socio-economic impact. Chapter 7 addresses HIV/AIDS in the workplace, highlighting issues like absenteeism, low productivity, and discrimination.	The SAVE project has put in place mitigation measures that are in line with the Act. The local artisans to be engaged in the construction works and the communities around the schools will constantly be sensitised on HIV and AIDS during the construction period.
Child Care, Protection and Justice Act (2010)	The Act in Part II, division 6 emphasizes the protection of children from undesirable practices. The undesirable practices are outlined in sections 79 and 80. Section 79 of the Act protects any child from child trafficking. Section 80 protects a child from harmful cultural practices.	The SAVE project has put in place mitigation measures that prevent child labour and has developed a Child Safety Management Plan that is in line with the Act.
Education Act (2013)	The Act makes provisions for the establishment, organisation, governance, control, regulation and financing of schools and colleges. Part II, Section 5 talks about the promotion of education where the goals of education in Malawi are stipulated. Among the goals is to promote equality of education opportunities for all Malawians by identifying and removing barriers to achievements. The development of learners' knowledge, understanding and skills needed for Malawians to compete successfully in the modern and ever-changing world is also being emphasised.	The proposed construction project at Salima Technical College will assist in removing the barriers by increasing intake and providing a better learning experience at the college.

Legislation	Description	Relevance to project Activities
Public Health Corona Virus Disease of 2019 (COVID-19) (Prevention, Containment and Management) Rules (2020)	Public Health rules mandate both employers and employees to implement general preventive measures, such as self-quarantine for at-risk individuals, covering mouth and nose when coughing or sneezing, avoiding touching the face, eating thoroughly cooked food, and avoiding handshakes and close contact. Employers must form a team to implement these guidelines and disseminate them to all employees. Employees must cooperate and report non-compliance.	The Ministry of Labour will inspect workplaces for adherence. The developer of the two proposed projects must ensure COVID-19 guidelines are implemented and followed by both employers and employees.
Marriage, Divorce and Family Relations Act (2015)	An Act to make provision for marriage, divorce, and family relations between spouses and between unmarried couples, their welfare and maintenance, and that of their children, and for connected matters. The Act recognises a child to be those aged 18 and below, and section 14 states that two persons of the opposite sex who are both not below the age of eighteen years and are of sound mind may enter marriage with each other.	The proposed construction project at Salima Technical College will, as practicable, implement measures to ensure community dynamics are not impacted and that issues regarding gender-based violence are not exacerbated as a result of Project activities.
Penal Code, Chapter 7:01	Section 138 (1) of the Penal Code punishes the defilement of girls under sixteen years of age (punishable with life imprisonment). Sexual abuse and exploitation of children is a common practice in construction in sites	The ESMP has articulated how the project will guard against the perpetuation of the crime by project workers.

3.2 World Bank Environmental and Social Framework

The World Bank Environmental and Social Framework sets out the World Bank's commitment to sustainable development through a Bank Policy and a set of Environmental and Social Standards designed to support Borrowers' projects to end extreme poverty and promote shared prosperity. The Environmental and Social Standards set out the requirements for Borrowers relating to the identification and assessment of environmental and social risks and impacts associated with projects supported by the Bank through Investment Project Financing. The Bank believes that the application of these standards, by focusing on the identification and management of environmental and social risks, will support Borrowers in their goal to reduce poverty and sustainably increase prosperity for the benefit of the environment and their citizens. The implementation of this project will be guided by General EHS Guidelines (2007), EHS Guidelines for Construction and Decommissioning (2007), EHS Guidelines for Water and Sanitation (2007), EHS Guidelines for Waste Management Facilities (2007) and EHS Guidelines for Community Health and Safety (CHS). The Environmental and Social Standards that apply to the project are given in Table 3-2.

Table 3-2: Relevance of WB Environmental and Social Standards to the project

Environmental & Social Standards	Main requirements and conducted activities to meet them
ESS 1 - Assessment and Management of	ESS1 sets out the Client's responsibilities for assessing, managing, and monitoring environmental and social risks and impacts associated with each stage of a project supported by the Bank through Investment Project Financing, to achieve environmental and social

Environmental & Social Standards	Main requirements and conducted activities to meet them
Environmental and Social Risks and Impacts	outcomes consistent with the Environmental and Social Standards (ESSs). The objective of the standard is to identify, assess, evaluate, and manage environmental and social risks and impacts in a manner consistent with the ESF. Adopt differentiated measures so that adverse impacts do not fall disproportionately on the disadvantaged or vulnerable, and they are not disadvantaged in sharing development benefits and opportunities. *The proposed construction project at Salima Technical College has identified E&S risks and impacts based on consultations with primary stakeholders including communities. 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 Labour Management Plan, Waste Management Plan, 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.
ESS 2 – Labour and Working Conditions	ESS2 recognizes the importance of employment creation and income generation in the pursuit of poverty reduction and inclusive economic growth. Borrowers can promote sound worker-management relationships and enhance the development benefits of a project by treating workers in the project fairly and providing safe and healthy working conditions. ESS2 applies to project workers, including fulltime, part-time, temporary, seasonal, and migrant workers. *The construction project at Salima Technical College 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 prepared LMP and GRM which are essential tools for safeguarding labour rights, improving working conditions, and ensuring the overall success of this project through a fair and responsible approach to workforce management
ESS 3 – Recourse and Efficiency, Pollution Prevention and Management	ESS3 Promote the sustainable use of resources, including energy, water, and raw materials. Avoid or minimise adverse impacts on human health and the environment caused by pollution from project activities. Avoid or minimise project-related emissions of short and long-lived climate pollutants. Avoid or minimise generation of hazardous and non-hazardous waste. Minimise and manage the risks and impacts associated with pesticide use. Requires technically and financially feasible measures to improve efficient consumption of energy, water, and raw materials, and introduces specific requirements for water efficiency where a project has high water demand. *The construction project at Salima Technical College will ensure green-designs for the project that will enforce 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, scheduling noisy operations during daytime to control noise pollution.*
ESS 4 – Community Health and Safety	ESS4 addresses the health, safety, and security risks and impacts on project-affected communities and the corresponding responsibility of Borrowers to avoid or minimize such risks and impacts, with particular attention to people who, because of their circumstances, may be vulnerable. *The construction works under the SAVE project will take place in institutions where there will be learners and hence the need for special protection from possible accidents. The project has ensured that the ESMP documents has provided mitigation measures to ensure community safety. This ESMP has prepared a Traffic*

Environmental & Social Standards	Main requirements and conducted activities to meet them
	Management Plan and Emergency Preparedness and Response Plan to protect the safety of the community and risks to human life, property and the environment.
ESS6: Biodiversity Conservation and Sustainable Management of Living Natural Resources	Relevant because some vegetation and its fauna at the project site 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 negatively at the Salima Technical College project site because the project site is covered by vegetation, hence some vegetation will be removed. Under this standard, guides the selection of the site including voiding the constructing of the hostel in areas with high ecological value (forests, wetlands, protected areas), reserving existing trees and vegetation as much as possible, and restoring vegetation where there is degradation.*
ESS 10 – Stakeholder Engagement and Information Disclosure	This ESS recognizes the importance of open and transparent engagement between the borrower and project stakeholders as an essential element of good international practice. 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. *The College Management Committee (CMC) will play a major role in linking the construction sub-projects with the community. This ESMP also has a Grievance Redress Mechanism that is to be used during execution of the project and this GRM is in line with provisions of the SAVE project Stakeholder Engagement Plan (SEP).*

Chapter Four: Environmental and Social Setting

The purpose of this Chapter is to provide a concise description of the main existing physical, biological, socio-economical and service structure conditions and characteristics of the proposed project area and within the project area of impact.

4.1 Physical Environment

4.1.1 Topography of the project Area

Salima district is divided into several physiographic units namely the Eastern plateau, Rift Scarp Zone, and Lake shore plain. Salima Technical College area lies within the western side of the Lake shore plain topographic unit. Which is characterized by sporadic hills of altitude of less than 1100m. The Lake shore plain is mainly composed of lacustrine deposits which include sand-forming beaches and alluvium with altitude varying between 470m to 610m (Dawson et al, 1976).

4.1.2 Geological

Salima Technical College area is underlain by rocks belonging to the Unango terrane of the c.a 1Ga Mesoproterozoic south Irumide belt which stretches from Northeast Mozambique through central and southern Malawi (Fullgraff et. al, 2017). It comprises a complex of orthogneisses and supracrustal units which have undergone overprinting during the c.a 500Ma Pan-African thermo-tectonic event (Karamaker and Schenk, 2015). Karroo vulcanicity during the late Mesozoic (Triassic-cretaceous) led to the intrusion of dolerite dykes in the area. Rift faulting, commencing during the late Cretaceous, has resulted in the formation of the present-day Shire graben (Carter and Bennet, 1973). The existing geological literature indicates that the college area is underlain by rocks that can be divided into two main groups namely, supracrustal and intrusive rocks. The supracrustal rocks comprise Marble, Calcsilicate, garnet hornblende biotite gneiss ± Sillimanite and the intrusive rocks comprise dolerite, pegmatite and microgranites.

4.1.3 Soils

The proposed project sites have soils that are mostly red clay loam and sandy clay soils, and these soils predominate much of the district. The soil is of the low altitude ferruginous variety and the subsoil to a depth of 60cm, the soils are clay or sandy clay, which has low permeability that impedes drainage (Salima SEP, 2017-2022). The soil type is important when considering building foundations as they need to be on stable and strong soils. Clay textures are often more stable than sand textures because they have better structure, and this makes them suitable for strong and stable building foundations. However, the project site has some gullies and the project will rehabilitate the site before and after construction

4.1.4 Weather and Climate Conditions

Weather measurements are taken daily by the Department of Climate Change and Meteorological Services. The proposed project site experiences a warm tropical climate with an average temperature of 24.5 °C. November is the warmest month with an average temperature of 27.7 °C, while July has the lowest average temperature of the year averaging at 20.7°.The lowest

temperatures are experienced in June and July while the highest temperatures are registered between the months of October and November (Salima District SEP,2017).

The project site experiences tropical climate with rainfall averaging around 1333mm per year. November is the warmest month with and average temperature of 27.7 °C, while July has the lowest average temperature of the year averaging at 20.7 °C. The driest month is August with an average of 2 mm of precipitation. With an average of 381 mm the most precipitation falls in January. The month with the highest number of rainy days is January (26.80 days). The month with the lowest number of rainy days is September (0.43 days). Rainfall fluctuates with the movements of the Inter-Tropical Convergence Zone (ITCZ) which can vary slightly between years. Another factor that affects the wet season rainfall is the Indian Ocean Sea Surface Temperature (SST) which is dictated mainly due to the El Niño Southern Oscillation and La Nina phenomena. With above average rainfall in El Niño conditions, and below-average during La Nina (Vincent et al, 2014).

4.1.5 Water Resource

The nearest flowing water body to Salima Technical College is the Lifidzi Riverlocated approximately 500 meters west of the college. This proximity to the water bodies is significant for considerations related to water management, potential flood risk, erosion the project's overall environmental impact. Furthermore, the Female hostels will be done at the old campus site just close to Lake Malawi. High water levels during heavy rains can lead to flooding and flash floods damaging structures. In addition, Erosion of riverbanks can weaken the foundations of the project over time. This project follows proper planning, risk assessment, and mitigation strategies, without ignoring environmental, structural, and legal factors that can lead to major disasters like flooding, erosion, and financial losses.

4.1.6 Flora and Fauna

The proposed site is within the college campus but has not yet been developed. Around the project site are a number of tree species, grass and shrubs. Some of the species including Acacia Ataxacantha (Acacia), Strychnos Spinosa (mateme), Cocos Nucifera (palm tree), Acacia Polycantha (acacia), Tamarindus Indica (bwemba) Ziziphus Mauritiana (Masawu), Morus Nigra (Mabulosi), Mangifera Indica (Mango), Pirsea Americana (Avocado), Psidium Guajava (Guavas), *Jacaranda mimosifolia* (Jacaranda)and Citrus Sinensis (Oranges). These trees are sparsely found around the proposed site. Some trees may be removed, however, the project will make sure that no or few trees on the building site will be removed, since on the specific site, there are no trees. Cumulatively, all these activities will cause minimal loss of trees. It is very unlikely that wildlife will be affected. The team observed various insects and rodents which may be affected due to the loss of vegetative cover.

4.2 Socio-Economic Environment

4.2.1 Water supply

Central Region Water Board supplies portable water to the campus and the water supply from the Board was said to be very reliable. There will be an agreement between the contractor and the institution on how the contractor will cover for the added water bill during construction. The proposed project will utilise water from Lake Malawi for construction, however, during the operation phase, the girls' hostel will be connected to the central region water board. As such, it is anticipated that proposed construction activities will have implication on the quality and quantity of water sources in the surrounding communities. The project will follow all procedures to abstract water including obtaining water abstraction rights. The

4.2.2 Health

Health service delivery in Salima is at primary, secondary and tertiary levels. The three major health facilities that the project site can access are Baptist Medical Clinic, Ponthawira Private Medical Clinic, Lifuwu Health Centre and Salima District Hospital. areas. There is a linkage between the different levels through an elaborate referral system that has been established within the health system. At the primary level, delivery of services is through community initiatives, health posts, dispensaries, maternities and health centres. At the community level, community-based cadres such as Health Surveillance Assistants (HSAs) provide health services. Health Centres act as a public secondary health care provider together with Salima District Hospital. The hospital also services the local population offering both in-patient and out-patient services. The Salima District Hospital is a tertiary level healthcare facility receiving referral cases from secondary facilities.

The proposed project site falls under SengaBay Bapist hospital catchment area which serves a population of 19,600 households. The common communicable diseases at this facility include Malaria, Pneumonia, and Diarrhoea (Dysentery, and Cholera), Sexually Transmitted Infections (STIs), Tuberculosis (TB), skin conditions and Human Immunodeficiency Virus Acquired Immune Deficiency Syndrome (HIV-AIDS). The proposed project poses several health risks to the workers, nearby residents, students, staff and the surrounding community. The main potential health impacts include physical injuries and accidents, and respiratory diseases from dust inhalation. All the illnesses and accidents at the construction site will be treated at this facility; and all serious cases will be referred to Salima District Hospital which is 22 km from SengaBay Baptist Hospital.

4.2.3 Waste Management

The majority of the households have refuse pits, and a few households have open dumps or heaps at a designated site in their compounds. The waste at the college is disposed of in a rubbish pit that has been dug on campus, and the main types of waste disposed of here include food waste, papers, plastics and glass materials. Liquid waste is managed through septic tanks, which have been built strategically in areas around the campus. Wood chips and cuttings generated from girls' hostels are

other major solid wastes, and these are burned, and sometimes they are sold to the local people from surrounding communities.

The proposed construction activities are expected to generate the following additional wastes: construction rubble, spoil from land clearing, packaging materials, vehicles and machine maintenance wastes, remains from form works, general mixed wastes (glass, wooden pallets, plastic, paper, metal scraps and cut-offs, fillings, food items, etc.), material residues, hazardous wastes (used oils, discarded fuels and paints, termite proofing material residues, discarded thinners and cleaning agents, etc.), and others. Effluents may include concrete spills, kitchen and bath wastewater, cleaning wastewater, and others. The project will ensure that all non-hazardous wastes generated during construction activities will be disposed of at the Council's designated dumpsite located at Ng'ombe village along M5 road about 5 km from Kamuzu road Trading Centre. Hazardous wastes will be specially stored and handled in liaison with MEPA and the council and will be disposed of in designated and certified sites for the disposal of hazardous waste, furthermore, the disposal of the hazardous waste will follow ESH guidelines, including proper handling, safe storage, sustainable disposal, and secured transportation

4.2.4 Air Quality

No air quality measurements were taken on-site to determine specific ambient air characteristics. However, based on observation of key socioeconomic activities taking place in the project impact area, it can be inferred that the air may contain some air pollutants mostly from vehicular emissions from traffic along the main road. Such pollutants often include carbon, carbon dioxide and carbon monoxide. The pollutants are likely to dissipate quickly to insignificant levels owing to the high dilution factor in the absence of other pollutant sources. Apart from vehicular emissions, other pollution sources include wind gusts and dust, especially during the dry season.

4.2.5 Noise

Ambient noise conditions were deduced from socio-economic activities taking place in and surrounding the project site. It has been inferred that the noise levels in the area may be low to moderate, occurring mostly during the day when there are high socio-economic activities. It is anticipated that with the nature of the project, the noise levels are likely not going to change during the project activities. Hence, there is no need to set in place a monitoring program for noise pollution.

4.2.6 Security

Security in Salima is both provided by public and private institutions. Crime at Salima Technical College and its impact area is rated as low with petty theft being the common type of crime. The nearest Police unit is the Chipoka Police Unit which is 2 km from the project site.

4.2.7 Communication

Telecom Network Malawi Limited (TNM), Airtel, Access and Malawi Telecom Limited (MTL) are the main providers of telephone services in the area.

4.2.8 Power Supply

Electricity Supply Corporation of Malawi (ESCOM) supplies electricity to the project area. According to a brief survey conducted during public consultations, households, and institutions in the project impact area use electricity for lighting. Firewood and charcoal are still the dominant sources of energy for cooking within these institutions and surrounding villages. Salima Technical College uses electricity for lighting and to power devices and appliances in the offices, classrooms and hostels. The main challenge associated with power supply is the lack of power supply backup like solar power or a genset which means that during power outage some activities are affected.

4.2.9 Disaster management

Recently facilities at the college were damaged by Tropical Freddy which resulted in blowing off of roofs in the area of impact. Salima has a history of flush floods which have occurred in the recent years and these affected all the proposed project sites. Apart from these floods, it was noted during community consultations that the other types of disasters to have happened in the project sites were cholera outbreaks, dry spells, droughts, intense rainfall, strong winds and temperature variability.

4.2.10 Population

Salima Technical College has a campus with an anticipated population of approximately 1,000 people, including both staff and students, with males comprising around 60% of the total . The age range of the student is between 16 years and 48 years. The college is found in Dalamkwanda village and is expected to have interactions with the local people who may come to the project sites for employment or to sell their items to construction workers. According to the GVH Dalamkwanda the project impact area has an estimated population of over 5,000 people and has about 1,000 households. The population in Dalamkwanda village is said to be increasing because of early marriages and lack of adherence to family planning interventions.

Chapter Five: Assessment of Environmental and Social Impacts

The project implementation cycle includes the phases of mobilisation, construction, finishing, and demobilisation. During mobilisation, the contractor will develop project documents, set up temporary structures, recruit a workforce, obtain permits, and procure materials. The construction phase involves foundation work, structural framework, walls, partitions, roofing, and solar girls hostel installations. The finishing phase includes painting, tiling, and installing fixtures and equipment. Demobilisation involves removing temporary facilities and construction debris.

5.1 Impact Identification

Identifying impacts involves considering positive and negative effects resulting from the interaction between project-related activities and valued environmental components. These valued environmental components encompass physical, biological, social, economic, or cultural aspects. A screening form provided in Annex 3 was used to identify the impacts. Table 5-1 illustrates the potential interactions between the project-related activities and the valued environmental components identified through the screening form for each project implementation phase.

Table 5-1: Potential Interactions of the Project with VECs.

Valued Environmental Components	Project Phase			
	Construction Sub - structure	***Construction of super-structure***	***Finishing***	***Operation***
Air Quality	x	x	x	x
Noise & Vibration	x	x	x	x
Water Resources	x	x	x	-
Aquatic Ecosystem	x	x-	-	-
Wetlands	-	-	-	-
Terrestrial Biodiversity	x	-	-	-
Public Health & Safety	x	x	x	X
Labour & Economic Conditions	x	x	x	X
Service Infrastructure & Utilities	x	x	x	X
Transportation & Access	x	x	x	X
Land Use & Resources	x	x	x	-
Soil and Land Capability	x	x	x	-
Visual Impact	x	x	x	-
Waste Management	x	x	x	X
Social Dynamics and Community Well-being	x	x	x	-
Climate Change and Greenhouse Gas Emissions	x	x	x	X
Hazardous Materials and Contamination Risks	x	x	x	X
Cultural & Historical Heritage	-	-	-	-
Incidence of flood	x	x	x	x
Key				
No Significant Interaction	-			
Possible Interaction	X			

5.2 Significance Ranking of the Impacts

The key objective of implementing this methodology was to identify any potential environmental issues and associated impacts likely to arise from the proposed project, and to

propose a significance ranking. Issues or aspects were reviewed and ranked against a series of significance criteria to identify and record interactions between activities and aspects, and resources and receptors to provide a detailed discussion of impacts. A standard risk assessment methodology was used for the ranking of the identified environmental impacts pre-and post-mitigation (i.e. residual impact). The significance of environmental aspects is determined and ranked by considering the criteria presented in **Error! Reference source not found.**.

Table 5-2: Impact Assessment Criteria and Scoring System

CRITERIA	SCORE 1	SCORE 2	SCORE 3	SCORE 4	SCORE 5
Impact Magnitude (M) The degree of alteration of the affected environmental receptor	Very low: No impact on processes	Low: Slight impact on processes	Medium: Processes continue but in a modified way	High: Processes temporarily cease	Very High: Permanent cessation of processes
Impact Extent (E) The geographical extent of the impact on a given environmental receptor	Site: Site only	Local: Inside activity area	Regional: Outside activity area	National: National scope or level	International: Across borders or boundaries
Impact Reversibility (R) The ability of the environmental receptor to rehabilitate or restore after the activity has caused environmental change	Reversible: Recovery without rehabilitation		Recoverable: Recovery with rehabilitation		Irreversible: Not possible despite action
Impact Duration (D) The length of permanence of the impact on the environmental receptor	Immediate: On impact	Short term: 0-5 years	Medium term: 5-15 years	Long term: Project life	Permanent: Indefinite
Probability of Occurrence (P) The likelihood of an impact occurring in the absence of pertinent environmental management measures or mitigation	Improbable	Low Probability	Probable	Highly Probability	Definite
Significance (S) is determined by combining the above criteria in the following formula:	$[S = (E + D + R + M) \times P]$ $Significance = (Extent + Duration + Reversibility + Magnitude) \times Probability$				
IMPACT SIGNIFICANCE RATING					
Total Score	**4 to 15**	**16 to 30**	**31 to 60**	**61 to 80**	**81 to 100**
Environmental Significance Rating (Negative (-))	**Very low**	**Low**	**Moderate**	**High**	**Very High**
Environmental Significance Rating (Positive (+))	**Very low**	**Low**	**Moderate**	**High**	**Very High**

5.3 Impact Significance Rating for the Identified Impacts

Error! Reference source not found. present the assessed potential environmental and social impacts and their significance rankings. The impact significance without mitigation measures is assessed with the design controls in place. The residual impact is what remains following the application of mitigation and management measures and is thus the final level of impact associated with the development. Residual impacts also serve as the focus of management and monitoring activities during project implementation to verify that actual impacts are the same as those predicted in this Report.

Table 5-3: Environmental Impacts and their ratings

Aspect	Impact	Nature	Significance (Before Mitigation)	Significance (After Mitigation)
Planning and Design Phase impacts and their ratings				
Social	Creation of employment opportunities (architects, engineers, and other experts)	Positive	**Moderate**	**High (+)**
	Improved project compliance to national environmental and social legislations	Positive	**High (+)**	**High (+)**
Construction phase impacts and their ratings				
Air Quality	Dust and particulate emissions	Negative	**Moderate**	**Very Low**
	Increase in combustion emissions	Negative	**Moderate**	**Very Low**
Noise	Increase in construction noise levels	Negative	**Moderate**	**Low**
Surface Water	Increased risk of water contamination	Negative	**Moderate**	**Low**
Groundwater	Decrease in groundwater quantity due to borehole water use	Negative	**Low**	**Very Low**
	Decrease in groundwater quality due to leachate/spills from fuel storage areas.	Negative	**Low**	**Very Low**
Waste	Poor waste disposal practices	Negative	**Moderate**	**Low**
Soils and Land Capability	Soil erosion	Negative	**Moderate**	**Low**
	Soil contamination	Negative	**Low**	**Very Low**
Terrestrial /Aquatic Biodiversity	Direct loss and disturbance of natural habitat and associated flora SCC	Negative	**Low**	**Very Low**
	Loss and fragmentation of faunal habitat	Negative	**Moderate**	**Very Low**
Traffic	Traffic Disruptions due to construction vehicles leading to traffic congestion	Negative	**Moderate**	**Very Low**
	Deterioration of the surrounding road network due to an increase of traffic around the site	Negative	**Low**	**Very Low**
	Impact on school children due to proximity of the site to the primary school	Negative	**High**	**Moderate**
Social	Availability of market for construction materials and services, and other trades	Positive	**Moderate**	**High (+)**

Aspect	Impact	Nature	Significance (Before Mitigation)	Significance (After Mitigation)
	Creation of employment opportunities	Positive	**Moderate**	**High (+)**
	Artisanal skill development	Positive	**Moderate**	**High (+)**
	Disruption on provision of education services	Negative	**Moderate**	**Low**
	Community, health and safety risk	Negative	**Moderate**	**Low**
	Increased risk to diseases, STIs and HIV and AIDS	Negative	**High**	**Moderate**
	Conflicts over use of local water resources	Negative	**Moderate**	**Low**
	Health and safety of site personnel	Negative	**High**	**Low**
	Learners at risk of pregnancies, sexual harassment, & SEA	Negative	**Moderate**	**Low**
	GBV and sexual exploitation and abuse	Negative	**Moderate**	**Low**
	Increased Incidences of child labour	Negative	**High**	**Low**
Demobilisation phase and their impacts				
Waste	Poor waste disposal practices	Negative	**Moderate**	**Low**
Noise Pollution	Increased noise and air pollution	Negative	**Moderate**	**Low**
Social	Reduced job opportunities and livelihood	Negative	**Moderate**	**Low**
	Decreased scenic beauty	Negative	**Moderate**	**Low**
Operation phase impacts and their ratings				
Waste	Poor waste disposal practices	Negative	**Moderate**	**Low**
Visual	Improved outlook of the institutions	Positive	**High**	**Very High (+)**
Social	Promotion of teaching and training of labour market relevant skills	Positive	**High**	**Very High (+)**
	Increase in number of students enrolled especially females	Positive	**High**	**Very High (+)**
	Increased risk to diseases, STIs and HIV and AIDS	Negative	**Moderate**	**Low**
	Occupational health and safety of learners and staff	Negative	**Moderate**	**Low**
	Increased energy and water use	Negative	**Moderate**	**Very Low**

5.4 Description of Identified Impacts

This section outlines the project's construction phase's potential positive and negative environmental and social impacts. The construction phase is divided into specific activities to track their impacts: mobilisation, demolition, construction, finishing, and demobilisation. The impacts are organised according to the stages of the project life cycle.

5.4.1 Planning and Design Phase Positive Impacts

The activities in this phase will include planning and designing of the project works and activities. This will involve land surveying, preparation of technical drawings (architectural and structural), environmental and social assessment study, processing of applicable authorization and approvals from relevant authorities, and tendering of the works.

5.4.1.1 Creation of employment opportunities (architects, engineers, and other experts)

During the planning phase, the developer will employ people to undertake various studies for the planning of the project, develop detailed project designs and carry out an environmental and social assessment of the proposed site. The impact is short-term as it will last for less than 180 days during the planning phase but will also involve at least twenty people. Hence the impact is of low significance.

5.4.1.2 Improved project compliance to national environmental and social legislation

The phase will involve preparing related environmental and social instruments that will be used for the project's lifespan. These documents include this ESMP and will also include architectural and engineering designs. The impact is expected to be of high significance as it will be used for the entirety of the project.

5.4.2 Construction phase positive impacts

5.4.2.1 Creation of local employment opportunities

The construction phase will provide employment to people in the Project including men, women, youth and the vulnerable from the surrounding communities. By employing the vulnerable during construction, this Project will be of vital importance not only to mitigate the adverse impacts related to the Project but also enhance employment inequalities. Some of the skill categories that will be required by the Project will include surveying, plumbing, carpentry, bricklaying, steel fixing, plant operation, civil engineering and driving.

5.4.2.2 Availability of market for construction materials and services, and other trades

The construction phase of the Project will be executed by a building contractor registered by the National Construction Industry Council (NCIC). The Project will also be buying construction materials from the local market and will provide business for the local businesses. Despite this positive impact, the impact is going to be short-term as the construction phase will last six months.

5.4.2.3 Skill transfer

Employment of local people from within the Project's area of impact will facilitate capacity enhancement and the acquisition of specific skill sets through on-the-job and formal training.

These skill sets may then be readily replicated after employment termination in other construction-related projects.

5.4.3 Anticipated Positive Impacts during Operation Phase

5.4.3.1 Women's Empowerment & Gender Inclusion:
A well-structured accommodation at the college will play a crucial role in fostering effective skills development among students. The girl's hostel project will increase the enrolment of women in various skills development. This will provide opportunities and access to compete in the job market. Furthermore, those who may choose to employ themselves will have equal chances with their male counterparts .

5.4.3.2 Improved Safety & Security for Girls
The construction of female hostels will reduce the challenge of female accommodation which hinders their participation in academic programs, because of the safety and security of accommodation. Furthermore, vulnerable female students may fall into the wrong hands, as they may want to get support or accommodation. Providing a safe, secure, and accessible accommodation, will help to promote higher enrolment, retention, and academic performance among female students

5.4.3.3 Infrastructure Improvement
The girls hostel's construction will include improvements to existing infrastructure, such as access roads and utilities, which will benefit the wider community. Enhanced infrastructure will provide long-term benefits and support other development initiatives in the area.

5.4.3.4 Local Economic Development
The construction and operation of the hostel will generate employment opportunities for local communities, from construction workers to hostel staff. This boosts the local economy and provides skills development opportunities, contributing to sustainable economic growth.

5.4.4 Anticipated Negative Impacts during Construction Phase

5.4.4.1 Disruption and disturbance of the Provision of Education Services
Using classrooms for storage and the associated noise and dust from construction activities could significantly hinder the educational environment, affecting students' learning experiences and outcomes. The construction of these facilities will require space for storing materials at the college, potentially leading contractors to use classrooms or other rooms for storage. This would disrupt learners' ability to continue their daily lessons. Additionally, construction activities could disturb education services through noise and dust.

5.4.4.2 Increased Risks of GBV, SEA, and Defilement
The mobilisation of predominantly male workers could heighten the risk of GBV, SEA, and exploitation of female learners, particularly those from vulnerable backgrounds. Malawi has a high proportion of girls married by the age of 18. During construction, the contractor will mobilise several workers, most of whom will likely be male, due to the dominance of men in

the construction industry in Malawi. The presence of these male workers could present challenges for female learners, especially those from nearby schools, as they come from vulnerable households facing poverty and food insecurity. These conditions make them prone to exploitation, including SEA, defilement, and child marriages, as marriage is often perceived as a quick escape from poverty. In addition, female workers on the construction site may face sexual harassment, discrimination, or exploitation from their colleagues or supervisors. A hostile work environment can lead to mental health issues, reduced job satisfaction, and decreased productivity among female workers.

5.4.4.3 Potential traffic Accidents to the Community

Given that the construction works will be done at an existing college, the construction activities are expected to exacerbate traffic congestion. Increased vehicular traffic from the construction materials and equipment transportation will further congest the construction site's access road. This congestion poses a higher risk of road accidents involving vehicles and pedestrians, including vulnerable primary school children.

5.4.4.4 Increased incidences of child labour

Poverty is the main reason children are forced to work. Child labour supply is directly linked to the need for children to provide supplemental income for their families or to support themselves. The college has villages surrounding it (see maps in Annex 1; A1.2 & A1.3), with households living below the poverty line. The children from these villages may be at risk of being used as cheap sources of construction labour. Strict enforcement of labour laws, regular monitoring, and community engagement will ensure this impact is low in significance.

5.4.4.5 Temporary Air Quality Deterioration

Significant dust and particulate matter emissions are anticipated during construction. Construction activities, including cement and aggregates, will elevate dust levels. Additionally, machinery and vehicles used during construction will emit gases and particulate matter, such as carbon dioxide, sulfur dioxide, nitrogen oxides, and other hydrocarbons. While it is unlikely that ambient air quality standards will be exceeded, these emissions can still adversely affect the students and the community.

5.4.4.6 Elevated Noise Levels and vibration from Machinery and Construction Activities

Construction machinery and equipment produce elevated noise levels and vibrations, impairing workers' hearing and disturbing the community. Noise generated by these activities can be heard over long distances, albeit typically for short durations. If noise levels exceed 65 dBA at a receptor or significantly surpass the ambient sound level by more than 15 dBA, they can increase annoyance levels and result in noise complaints.

5.4.4..7 Potential for Accidents and Injuries On-site Affecting Workers (workers health and safety)

Construction workers will face various occupational hazards during the project. These hazards include operating large machinery and equipment, working at heights, using electrical tools, and handling hazardous and flammable chemicals. The construction site itself poses risks, such as slips, trips, and falls, which can lead to injuries.

5.4.4.8 Discriminatory Working Conditions

There is a significant risk of discriminatory working conditions. Unfair hiring practices may favour certain groups based on gender, age, or ethnicity. Workers might face unequal pay and benefits, with temporary labourers receiving lower compensation than permanent staff. On-site harassment and discrimination, particularly against female workers, can affect mental and physical well-being. Inclusivity issues may arise, such as a lack of support for diversity and accommodations for disabilities. Health and safety measures might also be inconsistently applied, putting certain workers at greater risk. Implementing fair hiring, equal pay, anti-harassment policies, inclusivity programs, and comprehensive safety training can mitigate these risks.

5.4.4.9 Infectious Disease Impact

Interactions between workers and the communities and even amongst themselves can increase the likelihood of spreading STIs, HIV and AIDS, cholera and COVID-19. Therefore, it is important for the project to put measures in place to control the spread of disease in the workplace. Cholera is an acute enteric infection caused by ingesting the bacteria Vibrio cholera present in contaminated water or food. It is mainly linked to insufficient access to safe drinking water and inadequate sanitation. It is an extremely virulent disease that can cause severe acute watery diarrhoea, resulting in high morbidity and mortality. It can spread rapidly, depending on the frequency of exposure, the exposed population, and the setting.

5.4.4.10 Generation of Solid Wastes, Spills, and Effluent

Various construction activities are expected to generate many types and varying quantities of wastes that will include construction rubble, spoil from land clearing, packaging materials, vehicles and machine maintenance wastes, remains from form works, general mixed wastes (glass, wooden pallets, plastic, paper, metal scraps and cut-offs, fillings, food items, etc.), material residues, hazardous wastes (used oils, discarded fuels and paints, termite proofing material residues, discarded thinners and cleaning agents, etc.), and others. Spillages of chemicals, oils, paints, thinners, fuel, and other hazardous fluids, pastes or powders together with affected soils or surfaces should be regarded as hazardous waste. Effluents may include concrete spills, kitchen and bath wastewater, cleaning wastewater, and others.

5.4.4.11 Increase in Electricity Consumption

Electricity Supply Corporation of Malawi supplies electricity to the project area. Salima Technical College uses electricity for lighting, power devices, and appliances in offices, classrooms and hostels. Key activities contributing to this include electricity for lighting and power tools, further elevating energy demands. This increased demand for electricity will lead to high electricity bills that the college cannot maintain.

5.4.4.12 Increase in Water Consumption

The main water source at the college is portable water supplied by the Central Region Water Board. The construction works will result in a significant increase in water consumption. This increase is necessary for various construction activities, including concrete mixing, which requires large amounts of water for the foundation, walls, and other structures. This heightened

water demand will lead to high water bills that the college cannot maintain. The increased bills during construction will be covered by the Contractor. However the project will put strategies to reduce portable water consumption, e.g. during construction, the contractor will abstract water from the lake, hence, the water bill will slightly increase. Bills during the operation phase will be covered by the institution.

5.4.4.13 Soil Erosion and Sedimentation due to earthworks and site clearing
The surroundings of the construction site are prone to erosion since there are sandy soils and gullies, and the construction will exacerbate the erosion rate. The construction activities are expected to disturb the soil through excavation, grading, and levelling, making the topsoil more susceptible to erosion. Additionally, the project will introduce impermeable surfaces such as sidewalks and pavements, which will reduce water infiltration into the ground. This will result in increased surface runoff, further accelerating the erosion of loose soil. The soil erosion may cause siltation and sedimentation in lake Malawi and Lifidzi River which may destroy aquatic habitats and reduce water quality. Before construction, the contractor will install check dams and gabions to manage soil erosion.

5.4.4.14 Degradation of Vegetation and Habitat Loss impacting local flora and fauna
During project site clearing, shrubs and trees specifically the indigenous ones will be destroyed. The vegetation including trees, shrubs and grass , will be removed to pave way for construction activities. These trees play a crucial ecological role by supporting both other flora and fauna. They provide conducive environment through which grasses and shrubs thrive and they also help to stabilise the soils preventing erosion. The trees are also a habitat and source of food for fauna like birds and insects and also support pollinators like bees and butterflies through their flowers. Removal of these trees will make the fauna vulnerable to predators and environmental stress. Loss of shrubs and grasses will affect habitats for small animals and hence leading to their population decline. The degradation of vegetation on the site will disrupt the ecosystem through soil erosion, habitat loss, water cycle disruption and biodiversity reduction which negatively affects flora and fauna that depend on them for survival.

5.4.4.15 Risk of Soil and Water Contamination due to improper handling and disposal of construction materials, such as oils, fuels, and solvents, could lead to soil and groundwater contamination.
The construction activities may lead to soil contamination through the release of hazardous substances or improper waste disposal practices. Leakage or spills associated with storage and handling of construction materials, particularly hazardous substances like oils, fuels, paints, and solvents, can seep into the soil reducing soil heath through increased toxicity. Improper disposal or accidental spills of construction-related materials can result in

- ***Water Quality Risks Near Lake Malawi*****,** the project site is close to Lake Malawi (only 500 meters from Lake Malawi), increasing the risk of contamination from construction runoff, spills, and sedimentation, which could impact lake water quality and harm aquatic ecosystems if proper measures aren't in place.
- ***The Contamination of Surface and Ground Water*****,** including nearby water bodies e.g. Lifidzi River through runoff during the rainy season and infiltration into the ground. Contaminants can potentially compromise water quality for both surface and

groundwater hence posing risks to human health and aquatic ecosystems dependent on these water sources.

5.4.4.16 Traffic Disruptions due to the movement of construction vehicles could lead to traffic congestion

During construction, we should envisage traffic disruptions caused by increased vehicle movement within the vicinity of the site, road closures, and improper scheduling conflicts of delivery trucks that may block traffic. Traffic disruptions can lead to an increase in accidents because construction vehicles pose a higher risk to cyclists and pedestrians due to their size and limited manoeuvrability.

5.4.4.17 The risk of conflicts between the students, communities and contractor

Conflicts are inevitable in a project and can arise due to a variety of reasons, including miscommunication, resource constraints, differing priorities, or interpersonal issues. Understanding the types, causes, and strategies to manage these conflicts is crucial for maintaining project progress and achieving objectives, hence the grievance redress mechanisms is vital in the project to handle such conflicts

5.4.5 Demobilisation after completion of construction negative impacts

5.4.5.1 Waste generation

Improper disposal of leftover construction materials, packaging, or hazardous waste can pollute land and water, hence causing damage to terrestrial and aquatic habitat.

5.4.5.2 Noise and air pollution

Equipment removal can cause temporary spikes in noise and dust, affecting nearby ecosystems and communities.

5.4.5.3 Reduced job opportunities

Local workers or service providers may lose income once the project ends, especially if there's no transition or support plan.

5.4.5.4 Decreased scenic beauty

Construction waste materials & temporary sanitary facilities may change the beauty of the can pose safety hazards to nearby communities.

5.4.6 Operation phase Negative Impacts

5.4.6.1 Health and safety risks due to fire hazards

Buildings are very prone to fire hazards because of different types of combustible materials and machines, which are used and installed, respectively. Electrical faults are by large the major culprit in fire accidents. The components of a fire are fuel (combustible substance), heat and oxygen. Unless all three are present fire will not occur. Fire can cause the effects that include loss of lives, serious injuries, and loss of properties etc.

5.4.6.2 Increased generation of solid waste

Operation and maintenance phase activities will generate waste comprising mainly food waste, plastic, and wastepaper. Waste requiring treatment or disposal could include organic waste, domestic wastes that contain chemicals or other solid wastes which cannot be reused.

5.4.6.3 Increased risk to STIs, HIV and AIDS

It is anticipated that the increased intake at the college will attract more learners, staff and other businesspeople to the area. Interactions between these different groups within and between them would result in sexual encounters that can increase the likelihood of spreading HIV and AIDS.

5.4.6.4 Increased demand for power

There will be higher power consumption in the area than the current consumption level especially during occupation phase. The developments will connect to the existing power line, and this might strain the resource. However, the students will be encouraged to conserve as much energy as possible and also use energy conserving appliances. Energy conservation involves proper use of electrical appliances, lighting systems and other electrical gadgets used for different purposes.

5.4.6.5 Increased demand for water

Traditionally modern buildings have high demands and usage o
f resources mainly electricity and water. Water consumption is related to personal use and facility requirements for housekeeping, laundry, cooking, and grounds maintenance.

5.4.6.6 Battery Disposal and Hazardous Material Risks

Since the girl's hostel will include backup power from solar. The management of the panels, batteries management and its waste is critical. Improper handling or disposal of batteries (e.g., lead-acid batteries) poses risks of soil and water contamination from hazardous substances, which require specialized disposal protocols. The client will ensure that solar panels and batteries used in this project are managed efficiently, safely, and environmentally responsibly. Furthermore, all the procedures should follow the ESH guidelines of the World Bank. The management procedure include their procurement, installation, operation, maintenance, and disposal, should align with Environmental and Social Framework (ESF) guidelines, particularly ESS3 and ESS6.

5.4.6.7 Stormwater Runoff Risks

The addition of impervious surfaces (e.g girls hostel roofs and paved areas) may alter local drainage patterns and lead to increased stormwater runoff. This can exacerbate erosion and sedimentation, particularly in the surrounding ravines, and potentially impact nearby Lake Malawi.

5.4.6.8 Risk of Fires or Accidents Electrical faults

Especially from the girl’s hostel system, could pose a fire risk if not properly managed and maintained. Accidental fires could lead to damage to local flora, fauna, and infrastructure, requiring robust emergency response planning.

5.5 Environmental and Social Management and Monitoring Plan

An Environmental and Social Management and Monitoring Plan has been developed to assist in mitigating and managing environmental impacts associated with the construction works. It is noteworthy that key factors and processes may change during the construction works, and considerable provisions have been made for the dynamism and flexibility of the ESMP. As such, the ESMP will be subject to a regular periodic review regime during project implementation. Monitoring plan forms the core of this ESMP for the construction phase of the proposed project respectively. In general, the table outlines the potential environmental and social risks associated with the project and details all the necessary mitigation measures, their financial costs, and the institutions responsible for their implementation

Table 5-4: Environmental and Social Management and Monitoring Plan

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
5.4.1		**Planning and Design Phase Positive Impacts**						
5.4.1.1	Creation of employment opportunities (architects, engineers, and other experts)	Maximise employment of professionals registered with relevant Malawian institutions and authorities.	Throughout the planning and design phase	500,000	Percent of Malawian professionals hired	Once after recruitment of consultants	Salima Technical College (STC); SAVE PIU	Ministry of Education (MoE)
		Give equal employment opportunities to both men and women; and			Percent of females hired			
		Provision of terms and conditions which are in line with the employment Act of 2000.						
5.4.1.2	Improved project compliance to national environmental and social legislations	Solicit views of the public and stakeholders through meaningful consultations to ensure compliance with ESS10. Ensure that grievance redress mechanisms are operational before project commencement, aligning with ESS10.	Throughout the planning and design phase	500,000	Number of consultation meetings conducted	Once before acceptance of design reports from consultants	Salima Technical College (STC); SAVE PIU	MoE
		Undertake community liaison meetings to notify the community of commencement date as well as inform them of the grievance mechanism and labour policy; and						
		Before commencing of construction works, obtain approvals and certificates from relevant authorities that will include the			Availability of approvals			

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
		Malawi Environment Protection Authority, and Lilongwe District Council.						
5.4.2	**Construction phase positive impacts**							
5.4.2.1	Creation of local employment opportunities	Prioritise the employment of people (including the youth) from respective project areas;	Throughout the construction phase	200,000	Percentage of youth and women in workforce	Quarterly during the construction phase	Contractor	STC; SAVE PIU (Social Experts)
		Ensure qualified women, youths and vulnerable people are given equal opportunities as men in terms of leadership positions and remuneration; and						
		Ensure salaries and wages to be paid to the local employees are above the minimum stipulated Government wages			Percentage of workers paid above minimum wages			
5.4.2.2	Availability of market for construction materials and services, and other trades	Promote the procurement of construction materials and supplies from approved small-scale businessmen and entrepreneurs within the projects area, while not compromising the quality;	Through construction phase	150,000		Quarterly during the construction phase	Contractor	
		Where practically possible ensure that locally produced materials are given						

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
		priority over imported materials; and						
		Purchase construction materials and supplies at competitive prices to ensure local businesses and entrepreneurs are making profits.						
5.4.2.3	Skill transfer	Maximise employment of local people particularly for the unskilled labour force;	Throughout the construction phase	100,000	Percentage of locals in workforce	Quarterly during the construction phase	Contractor	STC; SAVE PIU (Environmental and Social Experts)
		Make deliberate effort to pair skilled and unskilled workers during various construction assignments; and			Percentage of unskilled workers being trained			
		Formalise on-the-job trainings for local unskilled labour that also includes learning targets and performance monitoring.						
5.4.3	**Operation Phase Positive Impacts**							
5.4.3.1	Women's Empowerment & Gender Inclusion	Implement targeted recruitment strategies to ensure the participation of women and disadvantaged groups.	Continuously during operation phase	Included in operational budget	Number of women and disadvantaged students enrolled	Semi-annually	Salima Technical College Management	TEVETA
		Develop gender-sensitive training modules and curricula that address the			Satisfaction levels from student surveys			

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
		specific needs and challenges faced by women in the skills development sectors.			on training environment			
		Ensure that the girls hostel environment is safe and welcoming for all students, with appropriate facilities such as toilets, washing rooms including facilities for disabled	During design phase	Included in design budget	Availability of facilities in designs	Before construction phase	Design Consultant	Salima Technical College Management; SAVE PIU
		Develop partnerships with local businesses and industries to offer internships, apprenticeships, and job placement services for graduates.	Continuously during operation phase	Included in operational budget	Number of partnerships with local businesses and number of students placed in internships/jobs	Semi-annually	Salima Technical College Management	TEVETA
5.4.3.2	Improved Safety & Security for Girls	Ensure the girl's hostel is equipped with enough security to avoid theft and vandalism. Regularly maintain the hostel so that it is in good condition and habitable	Continuously during operation phase	Included in operational budget	Number and condition of new equipment installed	Annually	Salima Technical College Management	TEVETA
5.4.3.3	Infrastructure Improvement	Use environmentally friendly construction materials and methods in compliance with ESS3 to minimise the ecological footprint of the project in compliance with ESS3	Construction Phase	Included in Construction Material Procurement Budget	Percentage of environmentally friendly materials used and energy savings achieved	Before construction	Design consultant	Salima Technical College Management; SAVE PIU

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
		on Resource Efficiency and Pollution Prevention. Ensure safe access and use of facilities by persons with disabilities, aligning with ESS4 and ESS10.						
		Implement energy-efficient designs, such as solar panels and natural lighting, to reduce long-term operational costs and environmental impact.	Design Phase	Included in design budget				
		Upgrade existing utilities, such as water supply, sanitation, and electrical systems, to support the new facilities and benefit the wider community in line with ESS3 on sustainable resource management.	Design Phase		Improvements in water supply, sanitation, and electrical systems			
		Ensure provision for safe access and utilisation of facility by people with disabilities, aligning with ESS10 on Stakeholder Engagement and ESS4 on Community Health and Safety.	Design Phase		Inclusion in facility designs			
5.4.3.4	Creation of Job Opportunities	Inform local communities of employment	Before construction phase starts	MK100,000	Number of local workers employed	Before construction begins	Contractor	Supervising Consultant;

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
		opportunities and prioritize their employment.						PIU E&S Expert
		Treat employees in compliance with Malawi Labour Regulations and labour and working conditions as per the project's Labour Management Plan.	Ongoing during construction phase	MK0	Compliance with labour regulations	Monthly		
		Pay the same rates for workers working on similar tasks regardless of gender and origin.	Ongoing during construction phase	MK0	Pay equity records	Monthly		
		Have workers sign a code of conduct. The code of guide is provided in Annex 5.	Before employment starts	MK0	Number of signed codes of conduct	Before employment starts		
		Sensitize workers to a full range of risks related to occupational health and safety, labour rights, public health, community safety, sexual harassment, and GBV.	During induction and ongoing	MK50,000	Number of sensitization sessions; worker awareness levels	Monthly		
		Ensure that 30% of the workforce are women.	Ongoing during construction phase	MK0	Workforce gender ratio	Monthly		
5.4.3.5	Environmental Sustainability Benefits	Develop a contractors ESMP that will include relevant sub-plans.	Before construction phase starts	MK300,000	Approved C-ESMP	Before construction begins	Contractor	Supervising Consultant; PIU E&S Expert
		Solicit views of the public and stakeholders through	Before construction phase starts	MK75,000	Number of consultations held;	Before construction begins	Project Management Team	

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
		consultations to ensure that their concerns are considered in the project documents.			stakeholder feedback incorporated			
		Undertake community liaison meetings to notify the community of the commencement date, inform them of the grievance mechanism, and labour policy.	Before construction phase starts	MK50,000	Number of liaison meetings; community awareness level	Before construction begins	Project Management Team	
		Obtain relevant approvals and certificates from authorities, including the Malawi Environment Protection Authority and Lilongwe District Council.	Before construction phase starts	MK200,000	Number of approvals and certificates obtained	Before construction begins	Project Management Team	
5.4.4	**Construction Phase Negative Impacts**							
5.4.4.1	Disruption of the Provision of Education Services	Allocate specific areas away from classrooms for storing construction materials, ensuring these areas do not interfere with educational activities.	Before the construction phase starts	MK200,000	Number of designated storage areas	Monthly	Contractor	Supervising Consultant
		Use temporary structures or secure outdoor spaces for storage to avoid using indoor educational facilities.	Before the construction phase starts	MK100,000	Number of temporary structures used			
		Schedule the most disruptive construction activities	During the construction phase	MK50,000	Compliance with the schedule			

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
		during school holidays, weekends, or after school hours to minimise impact on lessons.						
		Implement a phased construction approach to limit the extent of disruption at any given time.	During the construction phase	MK100,000	Progress of phased construction			
		Use noise barriers or acoustic enclosures around high-noise activities to reduce the impact on nearby classrooms.	During the construction phase	MK300,000	Noise levels in decibels			
		Implement dust suppression measures such as water spraying and covering materials to minimise dust generation.	During construction phase	MK200,000	Air quality measurements			
		Establish regular communication channels between the construction team and the college administration to coordinate activities and address concerns promptly.	Ongoing	MK50,000	Number of meetings held			College Administration
		Inform the college community about the construction schedule, potential disruptions, and mitigation measures in place.	Before the construction phase starts	MK50,000	Information dissemination frequency			

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
5.4.4.3	Increased Risks of GBV, SEA, and Defilement	Develop an induction program including a code of conduct for all workers which they will be required to sign prior to starting their work.	Before construction phase starts	MK50,000	Existence of induction program; number of signed codes of conduct	Before construction begins	Contractor	Supervising Consultant
		Ensure a copy of the code of conduct is presented to all construction workers and signed by each of them.	Before construction phase starts	MK50,000	Number of signed codes of conduct	Before construction begins		
		Implement a GBV management plan as presented in Annex 5.	During construction phase	MK250,000	Existence and implementation of GBV management plan	Before construction begins		
		Provide clear, trusted, and responsive channels for filing GBV/SEA/SH cases to the police or other relevant government authorities.	Ongoing during construction phase	MK150,000	Number of reported cases; resolution time	Monthly		
		Set up a confidential and accessible grievance mechanism for reporting GBV, SEA, and other concerns, ensuring it is well-publicised within the community and schools.	Ongoing during construction phase	MK50,000	Existence and accessibility of GRM; number of grievances addressed	Weekly		
		Provide regular training on gender sensitivity, GBV, and	Ongoing	MK100,000	Number of training sessions conducted;	Monthly		

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
		SEA prevention to all construction workers.			participant feedback			
		Ensure prompt investigation and resolution of reported incidents, with appropriate disciplinary actions for perpetrators.	Ongoing	MK150,000	Number of incidents investigated; resolution time	Monthly		
		Encourage the recruitment of female workers and ensure equal employment opportunities in the construction project.	Ongoing	MK100,000	Number of female workers recruited	Monthly		
		Provide a safe and supportive work environment for female employees.	Ongoing	MK100,000	Employee satisfaction surveys; number of reported incidents	Monthly		
5.4.4.4	Community Health and Safety Risks	Develop and implement a Traffic Management Plan using guidance provided in Annex 8, in alignment with EHS guidelines.	Before construction starts	MK300,000	Traffic Management Plan in place	Weekly	Contractor	Supervising Consultant; PIU E&S Expert
		Employ flaggers and traffic wardens to direct traffic during critical periods of construction.	During construction phases	MK200,000/month	Flaggers and wardens deployed during peak times	Weekly		
		Ensure safe pedestrian movement by installing well-marked crossings and signage near the site.	Before construction starts	MK250,000	Crossings and signage installed	Weekly		

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
		Adhere to ESS4 by erecting safety barriers and providing pedestrian pathways near sensitive areas.						
		Schedule delivery of materials and heavy equipment movement during off-peak hours. Develop and implement an Occupational Health and Safety Plan that aims to avoid, minimize, and mitigate the site-specific risk of workplace accidents.	Throughout construction	MK0 (Operational cost)	Reduced traffic disruption during peak hours	Weekly		
		Erect safety barriers around the construction site to prevent unauthorized access.	Before construction starts	MK200,000	Safety barriers installed	Weekly		
		Hire transporters with valid CoF and appropriately licensed drivers.	Throughout construction	MK200,000/month	Transporters comply with CoF and licensing	Monthly		
		Ensure construction vehicles observe a 20 km/hr speed limit on the hospital campus.	Throughout construction	MK150,000	Speed limit signs installed and observed	Monthly		
5.4.4.5	Increased incidences of child labour	During the recruitments of the construction workers, use national identification cards to ascertain the age of the prospective workers.	Ongoing during construction phase	MK0	Compliance with labour regulations	As needed	Contractor	Supervising Consultant; PIU E&S Expert

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
		Ensure that all contractors and subcontractors adhere to local and international labour laws prohibiting child labour.	Ongoing during construction phase	MK0	Compliance with labour regulations	As needed		
		Strategically, erect signage, which are three metres high, with prevention of child labour messages at construction sites	Ongoing during construction phase	MK500,000	Number of erected signposts	Weekly		
		Set up an anonymous reporting system where incidents of child labour can be reported without fear of retribution.	Before commencement of construction	K200,000	Number for uptake systems in place	Weekly		
5.4.4.6	Temporary Air Quality Deterioration	Plan construction works to minimize dust, avoid windy periods	Before demolition start	MK0 (Operational cost)	Reduced dust levels during demolition	Weekly	Contractor	Supervising Consultant; PIU E&S Expert
		Wet down entire construction area periodically, wherever possible.	Throughout excavation and construction works	MK0 (Operational cost)	Regular wetting schedule maintained	Daily		
		Transport particulate materials with adequate load cover	During material transport	MK150,000	Properly covered loads observed	Weekly		
		Unload powdery materials using drop-height regulation equipment to minimize air contamination in line with ESS3 guidelines.	During material unloading	MK150,000	Minimal dust observed during unloading	Weekly		

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
		Regular maintenance of vehicles, avoid old vehicles emitting black smoke	Throughout construction	MK150,000	Emission levels within acceptable limits	Monthly		
5.4.4.7	Elevated noise levels from machinery and construction activities	Limit noisy construction activities only to daytime hours.	Ongoing during construction phase	MK0 (Operational cost)	Compliance with work hours; noise level readings	Daily	Contractor	Supervising Consultant; PIU E&S Expert
		Notify college community at least twenty-four hours in advance if particularly noisy activities are anticipated.Sensitize construction workers on COVID-19 prevention including hand washing with soap, use of hand sanitisers, proper use of face masks, and workspace disinfection among others.	As needed during construction phase	MK0 (Operational cost)	Number of notifications sent; community feedback	As needed		
		Ensure that noise levels at the hospital do not exceed 55 dB (A) and keep noise levels for workers below 80 dB (A) in alignment with ESS3 on Pollution Prevention and Control.	Ongoing during construction phase	100,000	Noise level readings; compliance with standards	Monthly		
		Place stationary noise sources (e.g., the generator) away from	During equipment setup	100,000	Placement compliance;	As needed		

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
		sensitive receptors such as wards and staff houses.			noise level readings			
		Regular maintenance of machinery to minimize noise	Ongoing during construction phase	100,000	Noise level readings; compliance with standards	Monthly		
5.4.4.8	Occupational Health Risks On-site Affecting Workers	Develop and implement an Occupational Health and Safety Plan to avoid, minimize, and mitigate the site-specific risk of workplace accidents, in line with ESS2 on Labor and Working Conditions.	Before construction phase starts	250,000.00	Existence of OH&S plan; compliance with safety protocols	Quarterly	Contractor	Supervising Consultant; PIU E&S Expert
		Provide OSH orientation training and hazard-specific training.	During induction and ongoing	50,000.00	Number of training sessions; worker awareness levels	Monthly		
		Conduct a thorough risk assessment before excavation to identify potential hazards and implement necessary safety measures.	Before excavation starts	50,000.00	Risk assessment report; implementation of safety measures			
		Promote good housekeeping and sanitation practices at each site including putting inplace the sanitary facilities for both mallInstall barriers and warning	During excavation	150,000	Number of barriers and signs; compliance with safety protocols			

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
		signs around the excavation area to prevent unauthorized access and to alert workers to potential hazards.						
		Use secure and stable ladders or scaffolding that meet safety standards for working at height.	During construction	100,000	Equipment inspection logs; compliance with safety standards			
		Provide personal protective equipment (PPE), including safety harnesses, helmets, and non-slip footwear to all workers working at height.	Before work at height begins	4,000,000	PPE availability and usage; compliance with safety standards			
5.4.4.9	Discriminatory Working Conditions	Treat employees in compliance with the Malawi Labour Regulations and labour and working conditions as per World Banks ESS 2.	Ongoing during construction phase	200,000	Number of compliance audits; employee feedback	Monthly	Contractor	Supervising Consultant; PIU E&S Expert
		Implement the project as required by the projects Labour Management Plan.			Existence of Labour Management Plan; compliance audits			
		Pay the same rates for the workers working on similar tasks regardless of gender and origin.			Payroll records; employee feedback			
		Report regularly on workforce profile,			Number of reports			

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
		labour grievances, labour incidents and workforce management activities and results using World Bank templates, government requirements, and international good practice.			submitted; compliance with reporting standards			
		Have workers sign a code of conduct.Implement water-saving measures.			Number of signed codes of conduct			
		Sensitise workers to a full range of risks related to occupational health and safety, labour rights risks, public health, community safety, sexual harassment, GBV, and other risks.			Number of sensitisation sessions; worker participation			
5.4.4.10	Infectious Disease Impact (spread of STIs, HIV and AIDS, and Covid-19)	Carry out monthly health education for construction workers in liaison with health personnel using the toolbox talks.	Ongoing; monthly	150,000	Number of health education sessions; worker participation	Monthly	Contractor	SC; PIU E&S Expert
		Free condoms are to be made available to all (100%) workers by placing them in the workers' toilets to ensure access and confidentiality.	Ongoing	100,000	Availability and usage of condoms	Monthly		SC; PIU E&S Expert

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
		Sensitize construction workers on Covid-19 prevention including hand washing with soap, use of hand sanitizers, proper use of face masks, and workspace disinfection among others.	Ongoing	50,000	Number of sensitization sessions; worker compliance	Before employment starts		SC; PIU E&S Expert
		Distribute information, education, and communication (IEC) materials on Covid-19, HIV and AIDS prevention, and cholera.	Ongoing	250,000	Number of IEC materials distributed; worker awareness	Monthly		SC; PIU E&S Expert
		Provide necessary PPE and other materials (e.g. cloth masks, hand sanitizers, hand-washing facilities) to help prevent construction workers from contracting and spreading Covid-19 at the workplace.	Ongoing	150,000	Availability and usage of PPE; compliance with health protocols			SC; PIU E&S Expert
5.4.4.11	Generation of solid wastes, spills, and effluent	Provide adequate on-site waste receptors such as colour-coded bins or skips for temporary waste storage. The use of rubbish pits should be discouraged. Implement waste segregation at source	Before the construction phase starts	250,000	Number and type of waste receptors; compliance with waste management protocols	Weekly	Contractor	SC; PIU E&S Expert

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
		for recyclables, non-recyclables, and hazardous waste, and ensure that all waste is stored in designated containers to minimize contamination. Implement waste management procedures in compliance with ESS3 and EHS Guidelines.						
		Arrange with the District Council to identify a suitable site or sites (new or existing) for waste disposal at different project sites if possible, within 5 km radius. Ensure that waste disposal sites are licensed, and obtain permits to handle, store, transport, and dispose of hazardous waste from the Environmental Authority in advance of construction.	Before construction phase starts	50,000	Number of waste disposal sites identified; compliance with disposal protocols	Weekly		SC; PIU E&S Expert
		Obtain permits to handle, store, transport, and dispose of hazardous waste from the Environmental Authority in advance of construction.	Before the construction phase starts	50,000	Number of permits obtained; compliance with hazardous waste regulations	Weekly		SC; PIU E&S Expert

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
		Segregate and clearly label hazardous waste and store it in suitable drums or containers in secure facilities that have a banded impermeable layer.	During construction phase	100,000	Segregation and labelling compliance; condition of storage facilities	Weekly		SC; PIU E&S Expert
		Promote good housekeeping and sanitation practices at each site, including sanitary and hand-washing facilities for both males and females	Ongoing	50,000	Cleanliness and organization of the site; worker compliance	Monthly		SC; PIU E&S Expert
		Provide spill-control kits and materials (e.g. oil binding agents, sand, shovels, etc.) to drivers and workers, to clean up spills, if necessary. Ensure that spill containment and clean-up procedures are followed, with workers trained in the use of spill-response equipment.	During construction phase	100,000	Availability and usage of spill-control kits; number of spill incidents	Monthly		SC; PIU E&S Expert
5.4.4.12	Increased Electricity Consumption	Promote energy-efficient practices.	Ongoing during the construction phase	500,000	Percentage of energy from renewable energy sources	Monthly	Contractor	Supervising Consultant; PIU E&S Expert
		Utilize renewable energy sources such as solar panels for providing temporary power on-site,						

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
		reducing reliance on diesel generators.						
		Train workers on energy-saving practices and the importance of reducing energy consumption.		300,000	Number of workers trained			
		Use of fuel-efficient vehicles and machinery.		500,000	Amount of fuel used			
		Sharing energy bills between the client and the contractor			Contract in place			
		Optimise logistics to minimise transportation distances and fuel consumption.						
5.4.4.13	Increased Water Consumption	Implement water-saving measures.	Ongoing during the construction phase	300,000	Amount of water used	Monthly	Contractor	Supervising Consultant; PIU E&S Expert
		Source non-potable water from water bodies within a 2 km radius for construction purposes, ensuring it does not affect Salima Technical College water supplies.			Amount of non-potable water used			
		Reuse water where possible e.g. use greywater for dust suppression and sanitation purposes			Amount of water reused			
		Reuse water where feasible, such as			Water usage records			

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
		greywater for dust suppression and sanitation purposes. Monitor and minimize water wastage.						
5.4.4.14	Soil Erosion and storm water runoff causing sedimentation due to earthworks and site clearing	Restore all area which have gullies by installing check dams Protect all areas susceptible to erosion by construction of stormwater drains and redirecting stormwater to reduce runoff water on stripped soils;	Throughout the construction phase	1500,000		Throughout the construction phase	Contractor	SC; PIU E&S Expert
		Avoid deposits of loose spoils near waterways;						
		Segregate topsoil for reuse during restoration of exposed soil areas and reuse native soil to backfill trenches;						
		Compact all loose soils and surfaces within the work site; and						
		Protect soil mounds with tarps or banding around the mounds with a minimum height of 0.5 m from the ground.						
5.4.4.15	Degradation of Vegetation and Habitat Loss impacting local flora and fauna	Confining land clearing to worksite;	During construction phase	250,000	No. of trees replaced per site	Throughout the construction phase	Contractor	SC; PIU E&S Expert

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
		Planting of trees will be done with guidance from the District Forestry Office, which will educate learners and the community on tree planting and management, and choice of tree species						
		Direct replacement of trees and vegetation lost on site and other affected areas. A good principle would be to replace every tree lost with at least five trees. The trees should be planted in sites where there will not be any future extensions or construction; and						
5.4.4.16	Risk of Soil and Water Contamination to water bodies including Lifidzi River due to improper handling and disposal of construction materials, such as oils, fuels, and solvents, could lead to soil and groundwater contamination	Conduct soil testing before and after construction to monitor contamination levels.	Annually	1200,000		Annually	Contractor	SC; PIU E&S Expert
		Implement erosion control measures to						

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
		prevent soil runoff and contamination.						
		Train site workers on proper handling and disposal of hazardous materials to minimize soil pollution.						
		Establish a contingency plan for immediate response in case of soil contamination incidents.						
5.4.4.17	Traffic Disruptions due to the movement of construction vehicles could lead to traffic congestion	The proposed development must provide adequate onsite parking, loading facilities, and manoeuvring space for the construction vehicles	Throughout construction phase	200,000	Availability of parking space	Annually	Contractor	SC; PIU E&S Expert
5.4.4.18	Incidence of flooding	Schedule construction activities outside the rainy season or peak flood periods where possible.	During construction	Inclusive	No of flood management structures	Throughout the construction phase	Contractor	SC; PIU E&S Expert
		Raise the foundation level of structures above the anticipated flood level (e.g., using stilts or fill material).						
		Install effective site drainage systems						
		Construct temporary or permanent flood barriers (e.g., sandbags, berms, or						

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
		levees) to protect vulnerable areas						
5.4.4.19	The risk of conflicts between the community, students and contractor	Put in place grievance redress mechanisms	During construction	Inclusive	No of flood management structures	Throughout the construction phase	Contractor	SC; PIU E&S Expert
		Sensitize students, communities of the roles of GRM						
		The GRM should be flexible enough to accommodate uptake of grievances from local communities.						
		Contractor Workers' Code of Conduct should be included and signed in individual employee contracts, in the language they understand;						
		Facilitate regular community meetings to discuss project activities and address concerns.						
		Recruiting people from surrounding areas to reduce tension						
5.4.5	**Demobilzation Negative Impacts**							
5.4.5.1	Waste generation	All waste is managed and recycled where possible.	During mobilization	Included in the waste management	% of wastes managed	Throughout demobilzation stage	Contractor	MoE; TEVETA

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
		Prepare a Demobilisation Plan as part of the ESMP.						
5.4.5.2	Noise and air pollution	Engage with the community to communicate timelines, safety measures, and the post-project plan.	During mobilization	Included in the waste management	Engagement meetings	Throughout demobilzation stage	Contractor	MoE; TEVETA
5.4.5.3	Reduced job opportunities and livelihood	Support livelihood transition where applicable (e.g., referrals, training, or information sharing).	During mobilization	Included in the waste management	Number of trainings	Throughout demobilzation stage	Contractor	MoE; TEVETA
5.4.5.4	Decreased scenic beauty	Rehabilitate all areas affected	During mobilization	Included in the waste management	% of the land rehabilitated	Throughout the demobilzation stage	Contractor	MoE; TEVETA
5.4.6 Operation phase Negative Impacts								
5.4.6.1	Health and safety risks due to fire hazards	Adequate number of portable fire extinguishers shall be placed at strategic locations.	Biannually during operation phase	300,000	Percentage of operational extinguishers	Biannually during the operation phase	STC	MoE; TEVETA
		Good housekeeping shall be maintained at all sites to reduce the fire risk.			Number of incidents			
		The design of the facilities shall strictly adhere to the fire safety standards.						
		Fire detectors and a sprinkler system shall be installed in all the buildings.			Fire detectors and sprinkler system in place			

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
5.4.6.2	Increased generation of solid waste	Provide colour coded waste receptacles for each room for organic, plastic, and glass waste;	Annually during operation phase	2,000,000	Availability of waste receptacles	Annually	STC	MoE; TEVETA
		Conduct lesson plans for learners on solid waste management;			Training records			
		Excavate a 36 cubic metre compost pits for disposal of organic waste to make compost manure that can be used in the college flower beds; and			Amount of waste collected and properly disposed			
		In consultation with 2Lilongwe District Council, identify a waste disposal site for non-degradable waste.						
5.4.6.3	Increased risk to STIs, HIV and AIDS	Develop and implement an HIV and AIDS policy and a prevention, treatment, care and support programme;	Annually during operation phase	2500,000	Availability of prevention programme	Annually during the operation phase	STC	MoE; TEVETA
		Sensitise staff and students on HIV and AIDS prevention;			Percentage of people sensitised			
		Free condoms shall be made available to the members of staff; and			Number of toilets with condoms made available			
		Distribution of information, education and communication (IEC) materials on						

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
		STIs including HIV and AIDS.						
5.4.6.4	Increased demand for power	Reduce energy consumption associated with lighting by using of occupancy sensors, high-efficiency light bulbs where possible, daylight controls (e.g. to adjust interior lighting, based on incoming daylight, using a photoelectric sensor); and	Annually during operation phase	300,000	Amount of energy consumed	Annually during operation phase	STC	MoE; TEVETA
		Encourage utilisation of building design that uses passive solar design to take advantage of natural sunlight and airflow.						
5.4.6.5	Increased demand for water	Install Water-saving equipment, including ultra-low-flush toilets, spray nozzles, urinals, faucet aerators, and low-flow showerheads, and pressure-control valves; and	Annually during operation phase	1300,000	Volume of water used	Annually during operation phase	STC	MoE; TEVETA
		Post notices to encourage the sparing use of water.						
5.4.6.6	Battery Disposal and Hazardous Material Risks, Since the girls hostel includes a	Use licensed disposal firms for hazardous materials to comply with ESS3 and EHS	Annually during operation phase	Inclusive	Number of batteries disposed	Annually during operation phase	STC	MOE, TEVETA

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
	battery room, improper handling or disposal of batteries (e.g., lead-acid batteries) poses risks of soil and water contamination from hazardous substances, which require specialized disposal protocols.	hazardous waste guidelines. Train workers on safe handling protocols and provide PPE (gloves, goggles). Use spill-proof equipment and conduct regular inspections for leaks or damage. Designate a ventilated, temperature-controlled area with secondary containment. Separate batteries from reactive materials and clearly label storage zones. Partner with licensed hazardous waste disposal firms for recycling or disposal. Ensure proper documentation and compliance of disposal processes and adhere to local and international hazardous waste regulations. Use sealed containers, comply with hazardous material transport laws, and ensure trained personnel manage transportation.						

Impact Code	Impact	Mitigation Measures	Implementation Period	Implementation Cost (MWK)	Performance Indicator	Monitoring Frequency	Implementation Responsibility	Monitoring Responsibility
		Store damaged or end-of-life batteries in fire-resistant containers with sand or vermiculite as a protective layer.	Throughout the project implementation period	Inclusive	No of batteries s contained	Annually during operation phase	STC	MOE, TEVETA
5.4.6.7	Risk of Risk of Fires or Accidents Electrical faults	Implement robust emergency response planning.	Throughout the project implementation period	Inclusive	No of plans implemented	Weekly during oration	STC	MOE, TEVETA
	TOTAL			**24,075,000**				

5.6 Implementation of ESMP

The ESMP shall be implemented to address all activities that have been identified to have potentially significant impacts on the environment during normal operations and upset conditions. The implementation of the project environment and social component will be overseen by different institutional arrangements. The players are indicated in Table 5-5. The contractor will report to the supervision consultant, who reports to the PIU and finally reports to the project's steering committee.

Table 5-5: ESMP Implementation Arrangement

Responsible Party	Roles and Responsibilities
SAVE PIU (Environmental and Social Safeguards Specialists) / Salima Technical College Project Team	• 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.
Supervising Consultant (engineer, architect, ESSS)	• 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. • 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.
The Contractor	• Customise the project ESMP and generate a Construction Environmental and Social Management Plan as a tool to guide the implementation and monitoring of indicators. File a copy with the Resident Engineer. • Procure necessary equipment for environment measurements or engage some appropriate expert personnel for the activity in specific environment quality aspects, including air quality, noise, water, and soil quality, • Monthly reporting throughout the project period.

5.7 Training and Capacity Building

The Training and Capacity Building Plan aims to equip the project implementation team with the knowledge, skills, and competencies to effectively implement and oversee the Environmental and Social Management Plan (ESMP). This plan covers the SAVE Project Implementation Unit (PIU), Supervision Consultant, and Contractor's teams. The objectives of the training and capacity-building approach are as follows:

i. Ensure all team members understand the ESMP and their roles in its implementation.

ii. Develop skills and competencies required to effectively monitor, report, and manage environmental and social impacts.
iii. Ensure all activities comply with the ESMP, World Bank guidelines, and local regulations.
iv. Foster a culture of continuous improvement in environmental and social performance.

Given the need to raise awareness among project workers and stakeholders at multiple levels, a cascading model will be implemented where information flows from the national level to the field level. The topics of training will include

- ESF Requirements
- Roles and responsibilities for environmental and social issues
- Occupational health and safety
- Labour requirements
- Emergency prevention and preparedness and response arrangements to emergencies
- 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

These topics are guided by ESCP. This approach ensures that training on environmental and social risk management is integrated into the project cycle and operational procedures.

Table 5-6: Proposed Training and Capacity Building Approach

Level	Responsibility Party	Audience	Topics / Themes	Estimated Cost (MK)
SAVE project management team and contractors	Internal Consultants(ESS and GSS)	PIU, Project Staff, Supervising Engineers, Contractors, and Contractor Workers:	• 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	MK4,000,000

Level	Responsibility Party	Audience	Topics / Themes	Estimated Cost (MK)
Salima Technical College and surrounding community	Environmental Specialist	Salima College Staff, Students, and Local Communities, Particularly Women:	• The function of the GRM and Grievance Redress Committees • ESF Requirements • Roles and responsibilities for environmental and social issues • Emergency prevention, preparedness, and response arrangements to emergency situations •	MK2,000,000

To ensure the effectiveness of the training and capacity-building plan, regular evaluations and monitoring will be conducted. This will involve:

i. Evaluate participants' knowledge before and after training sessions.
ii. Collect feedback from participants to improve future training sessions.
iii. Regularly review monitoring reports to ensure compliance and identify areas for improvement.
iv. Conduct quarterly review meetings with all stakeholders to assess progress and address any issues.

5.8 ESMP Estimated Budget

Table 5-7 lists estimated cost items for the implementation of the ESMP, which have been included in the overall project budget.

Table 5-7: Summary ESMP Implementation Budget

SN	Activity/Cost Item	Potential Cost (MK)
1	Training for PIU and Project Staff (venue, travel, refreshments etc.)	MK3,000,000
2	Trainings for supervising engineers (venue, travel, refreshments, etc.)	MK1,000,000
3	Training for contractors (venue, travel, refreshments, etc.)	MK1,000,000
4	Printing awareness-raising materials/grievance redress materials	MK1,000,000
5	Personal Protective Equipment	MK3,500,000
6	Cost of obtaining clearances or permits	MK1,500,000
7	Implementation of site-specific ESMP activities and other site-specific plans	MK10,000,000
8	Travel and accommodation budget for environmental and social staff site visits	MK3,075,000
	Total	**MK24075000**

5.9 Stakeholder Engagement, Grievance Redress Mechanism, Disclosure, and Consultations

A separate Stakeholder Engagement Plan (SEP) has been prepared for the Project, based on the World Bank's Environmental and Social Standard 10 on Stakeholder Engagement. The Grievance Redress Mechanism (GRM) for the SAVE Project is established at two levels. These include the:

A. Institutional & Community Level:

i. There shall be two committees at the Institutional & Community Level. Institutional & Community Grievance Redress Management Committees (ICGRMC) has been established by Salima Technical College to manage grievances at the Institutional & Community level. The ICGRMC comprises of community representatives (including one women's representative, and one representative from VDC) from group village headman Dalamkwanda of Senior Chief Maganga, Salima staff and students' representatives. The Group Village Head may attend, where necessary. The committee is the lowest and an entry point of grievances at the institutional and community level. The committee at this level shall record, vet and hear cases submitted by project-affected persons. The case will be closed if the aggrieved party is satisfied with the resolution. For an effective GRM, Salima Technical College shall ensure that the following five main steps are achieved whenever handling grievances. These steps include; grievance uptake, complaint handling and assessment, case resolution and closure, registry update and GRM monitoring and evaluation.

ii. Workers Grievance Redress Management Committee (WGRMC) will be established to manage work related grievances. Membership has to comprise of two workers' representatives, Salima Technical College representative, Contractor representative and a representative from the District Labor Office.

All unclosed cases from these Institutional & Community Level Grievance Redress Management Committees shall be referred to Project Implementation Unit Grievance Redress Management Committee (PIUGRMC).

B. PIU Level

Project Implementation Unit Grievance Redress Management Committee (PIUGRMC)
If the case was not closed at the Institutional & Community Level, the case will be referred to the PIUGRMC. The PIUGRMC shall hear the case and review the decisions made earlier by the two lower committees. If the aggrieved party shall accept the resolution made, the case shall therefore be closed at this level.

Referral grievances will be investigated in detail to determine the cause of the unsatisfactory outcome and to attempt to resolve and close the grievance. When a complainant is not satisfied with the resolution offered by the Project Grievances Redress Committee, the grievance can be referred to other institutions, for example, the District Labour Office in the case of employment grievances or the courts of law. Where the case was not closed at this level, the aggrieved party shall be advised to seek justice from other institutions (for example the District Labour Office in the case of employment grievances or the Court of Law. The decision made by the Court of Law shall be final.

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 but not limited to 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 the Salima Technical College Campus.
- A GRM Focal Person's Phone Number with WhatsApp and text facilities (+265999765718)
- A GRM Focal Person's Email Address. (bandaedward32@gmail.com)

For the detailed GRM Refer to Annex 9 .

This ESMP will be disclosed after approval and disclosures have already been done for the SEP and the Environmental and Social Commitment Plan (ESCP) that have been prepared for this project. Key feedback on this ESMP is provided in Annex 4. The SEP and ESCP can be accessed on the following websites:

SEP – https://documents.worldbank.org/en/publication/documents-reports/documentdetail/314131616158364147/stakeholder-engagement-plan-sep-skills-for-a-vibrant-economy-project-p172627

ESCP – https://documents.worldbank.org/en/publication/documents-reports/documentdetail/845931626738176878/revised-environmental-and-social-commitment-plan-escp-skills-for-a-vibrant-economy-project-p172627

During the ESMP development process, various stakeholders were consulted on the proposed project design, anticipated environmental and social risks and impacts, mitigation measures, and grievance redress mechanisms. Key Informant Interviews (KII) and Focus Group Discussions were used in data collection. Key informants were purposively selected based on their knowledge of participation and role in the project. At the district level, the respective sectoral departments were consulted through the District Environmental Sub-Committee (DESC), which among others included the Environmental District Office (EDO), District Forestry Office (DFO), District Labour Office, District Lands Office, and District Planning and Development Office (DPD). The community leaders, community members, college staff and students were also consulted during the process of development of the ESMP report. The issues that were raised from these interactions have been included in Annex 4. There will be continuous engagement with all these stakeholders through GRM and management, and monitoring of the ESMP during the implementation of the project.

Annex 1: Location Maps

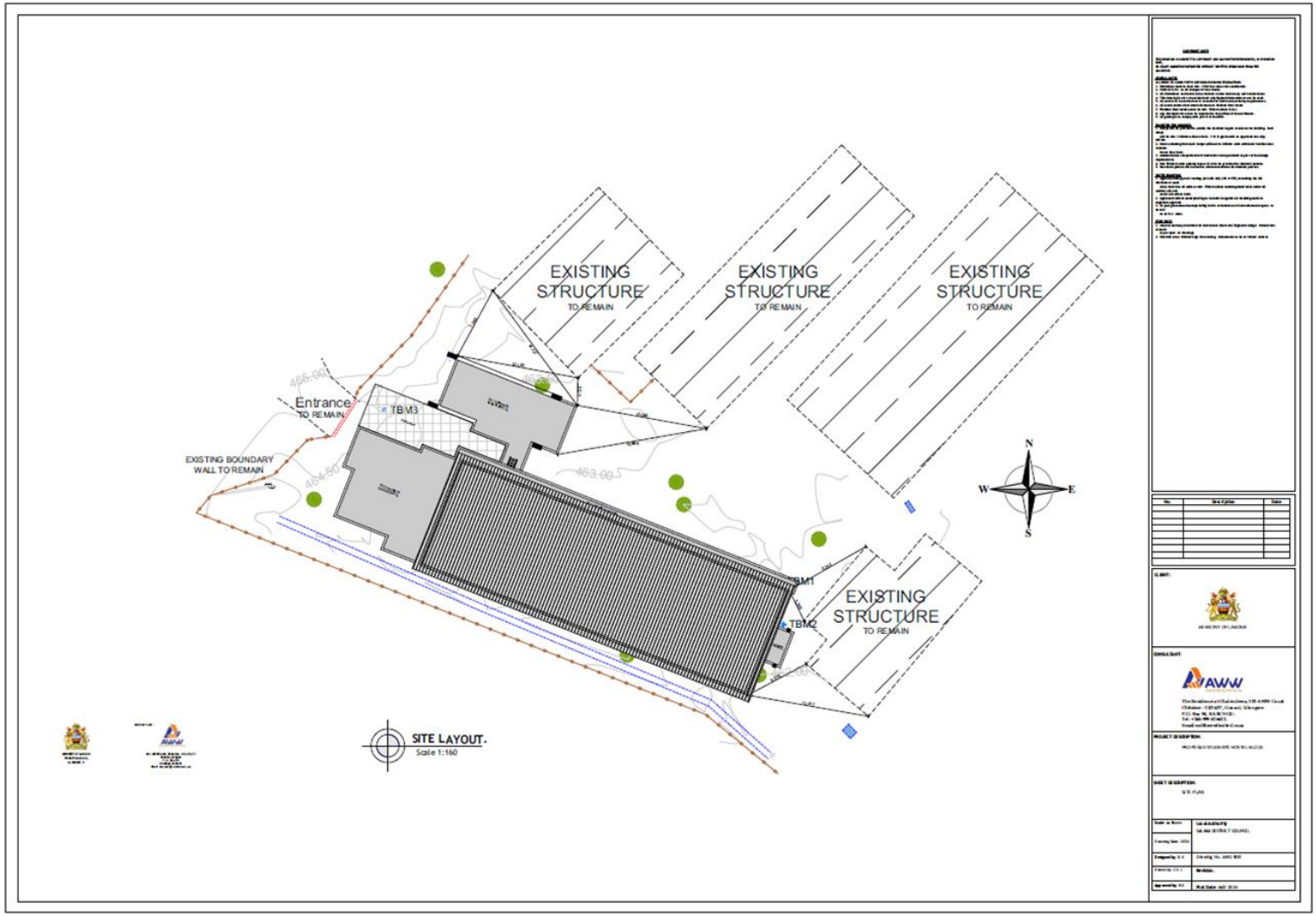
A1.1 Location Map project area in relation to other collage facilities

A1.2 Institutions and biophysical features within the project area of impact

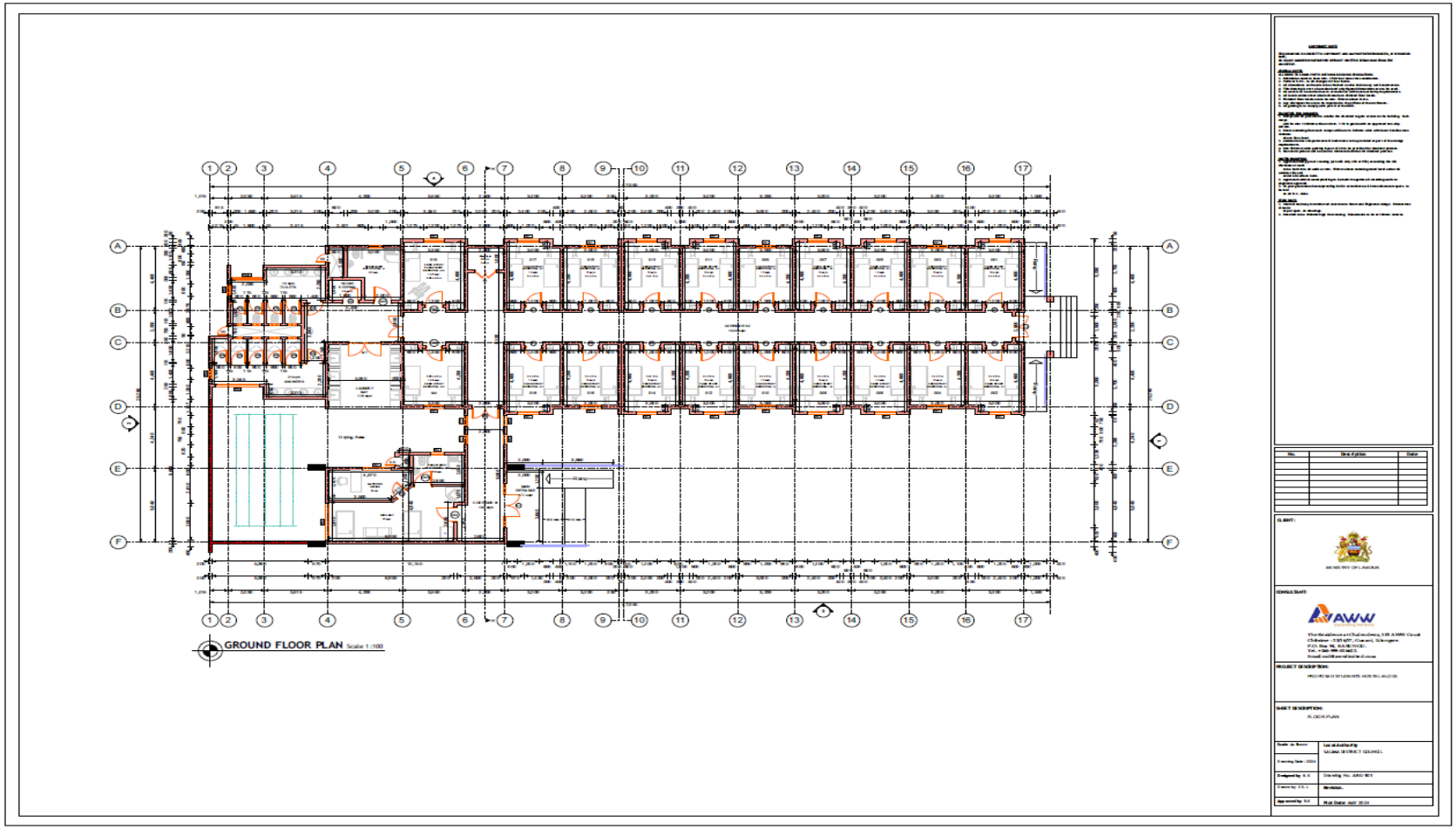
A1.3 Site Google Image

Annex 2: Design and Layout Plans for the girls hostel Building

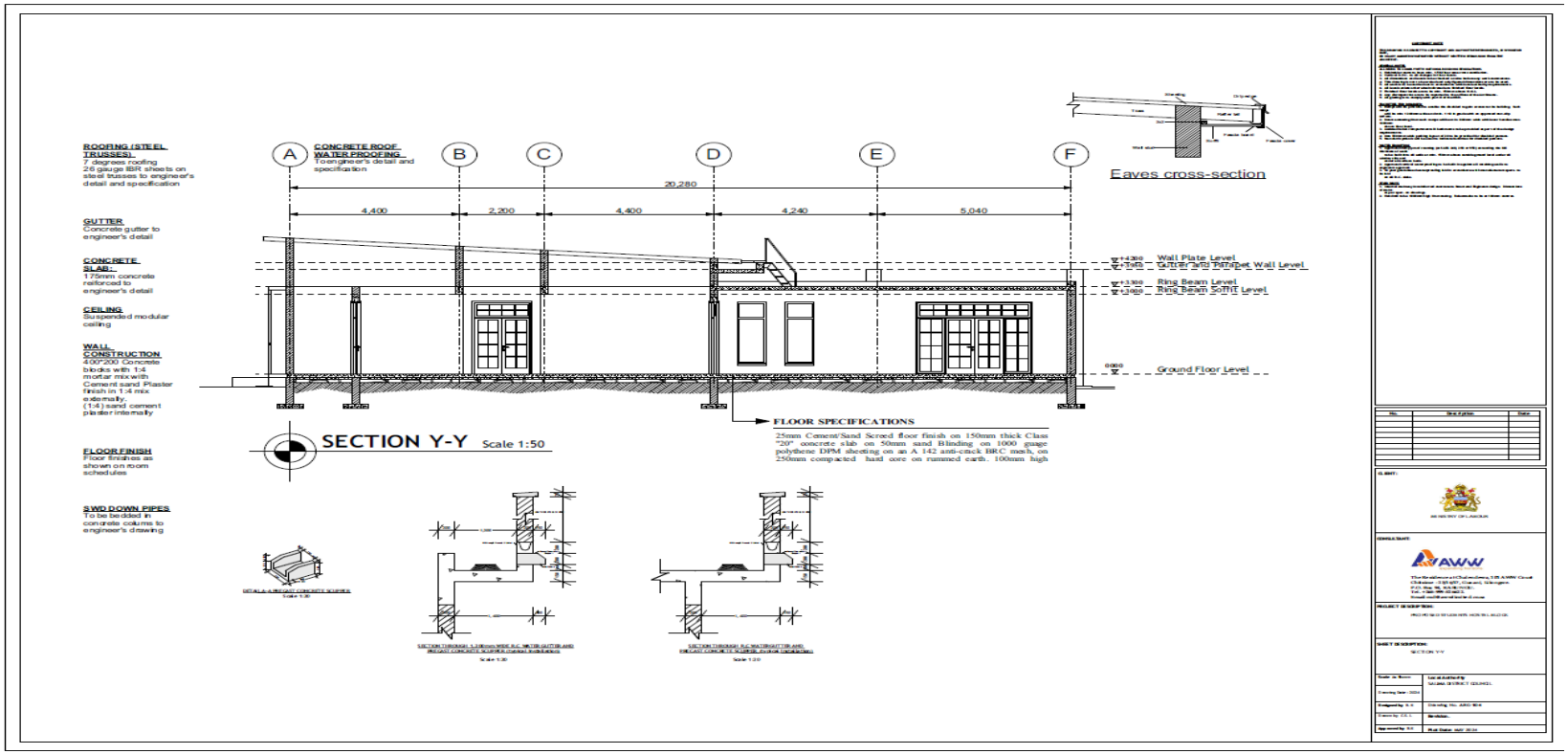
A2.1 Site Plan



A2.2 Floor Plan



A2.3 Sectional Design Details



Annex 3: Project Screening Form

Government of the Republic of Malawi

Ministry of Natural Resources, Energy and Mining

ENVIRONMENTAL AND SOCIAL SCREENING FORM

GUIDELINES FOR THE EVALUATION

1. The evaluator to undertake the assignment after adequate knowledge of baseline information of the area.
2. The evaluator to undertake the assignment after adequate knowledge of proposed project activities in the area.
3. The evaluator to undertake the assignment after prior briefing/training of the exercise.
4. The form to be completed by consensus of at least three people.

Project Name: Construction of a Girls Hostels at Salima Technical	Estimated Cost (MK)
District and Traditional Authority: SALIMA	Funding Agency
Project Objectives: – Provide Comfortable and modern lodging for female students	Proposed Main Project Activities: – Construction of a hostel –
Name, Signature & Designation of Evaluator(s): 1. Henry Chitsulo Senior Env. Officer, ESD 2 Chawa Mwenechanya Senior Environmental Officer 3.....	Date of Field Appraisal: 01/04/2025

	SCOPE AND FOCUS OF SCREENING	METHODOLOGY OF SCREENING					PROPOSED MITIGATION MEASURES
		Appraisal of Impacts		Significance of the Impacts			
		Yes	No	Low	Medium	High	
1.0	**SCREENING CRITERIA FOR PROPOSED SITE FOR THE PROJECT**						
	Is the project site within and/or will it affect the following environmentally sensitive areas?						
1.1	National parks and game reserves		✓				
1.2	Wetlands		✓				
1.3	Productive traditional agricultural/grazing lands		✓				
1.4	Areas with rare or endangered flora or fauna		✓				
1.5	Areas with outstanding scenery/tourist site		✓				
1.6	Within steep slopes/mountains		✓				
1.7	Dry tropical forests e.g Brachsystegia species		✓				
1.8	Along lakes, along beaches/riverines	✓		✓			– site management not to affect the lake
1.9	Within prime groundwater recharge area (characterised by high infiltration)		✓				
1.10	Within prime surface runoff water	✓		✓			– Land scaping – redirection of water by constructing drains
1.11	Near potable drinking water sources		✓				

The District Commissioner
Salima District Council
01 APR 2025
P.O. Box 15
Salima

	SCOPE AND FOCUS OF SCREENING	METHODOLOGY OF SCREENING					PROPOSED MITIGATION MEASURES
		Appraisal of Impacts		Significance of the Impacts			
		Yes	No	Low	Medium	High	
2.0	**SCREENING CRITERIA FOR ENVIRONMENTAL IMPACTS DURING IMPLEMENTATION AND OPERATION**						
	Will the implementation and operation of the project activities within the selected site generate the following impacts?						
2.1	Loss of trees/vegetation	✓		✓			-Replant new ones
2.2	Soil erosion	✓		✓			-Terrace cultivation + Retaining wall
2.3	Damage of wildlife species and habitat		✓				-Proper land fencing.
2.4	Increased exposure to agro-chemical pollutants		✓				
2.5	Chemical pollution	✓		✓			- Proper disposal of wastes
2.6	Nuisance – smell, dust or noise	✓		✓			- Medium machinery (Heavy)
2.7	Reduced water quality		✓				- Use of mate to suppress dust
2.8	Increase in costs of water treatment		✓				- Hoarding
2.9	Soil contamination		✓				
2.10	Risk of injuries to workers and communities	✓		✓			- Tool box talks - PPEs usage
2.11	Siltation of watercourses, dams		✓				
2.12	Loss of soil fertility		✓				
2.13	Increasing incidences of diseases	✓		✓			- Community awareness
2.14	Reduced flow and availability of water for users		✓				- Tool box talks on Health
2.15	Long term depletion of water resources		✓				
2.16	Increased incidence of flooding		✓				
2.17	Salinisation or alkalinisation of soils		✓				
2.18	Changes in migration patterns of animals		✓				
2.19	Introduce alien plants and animals in the area		✓				
2. 20	Increased incidences of plant and animal diseases		✓				
2.21	Poor waste disposal	✓		✓			- Collect all waste and dispose to designated site - Provision of bins
2.22	Increased cases of open defecation	✓		✓			- Provide site toilets.
2.23	Disturbalization of river banks and or drainage systems due to sand mining		✓				
2.24	Creation of borrow pits arising from extracting of construction materials	✓		✓			- Back filling all the pits using excavated soils.
3.0	**SCREENING CRITERIA FOR SOCIAL AND ECONOMIC IMPACTS**	Yes	No	Low	Medium	High	**PROPOSED MITIGATION MEASURES**
	Will the implementation and operation of the project activities within the selected site generate the following socio-economic costs/impacts?						
3.1	Loss of land for human settlement, farming, grazing		✓				
3.2	Loss of property – houses, agricultural produce, etc.		✓				
3.3	Loss of cultural sites – graveyards, monuments, etc.		✓				
3.4	Interference in marriages for local people	✓		✓			-Conduct community awareness
3.5	Loss of income generating capacity		✓				-administer code of conduct
3.6	Spread of HIV and AIDS, STDs	✓		✓			-community awareness
3.7	Changes in human settlement patterns of villages		✓				
3.8	Conflicts over use of natural resources such as water and forest resources		✓				
3.9	Population influx		✓				
3.10	Conflicts over land use and ownership		✓				
3.11	Disruption of important pathways, roads		✓				
3.12	Loss of access to public facilities e.g. classrooms, staff house. etc.		✓				
3.13	Increase in cases of theft and crime	✓	✗	✓			- Intensify security
3.14	Risk of child labour	✓		✓			- Use of IDs when recruiting
3.15	Increase in school drop out	✓		✓			

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3.16	Lack of access to public facility by persons with disability		✓				
3.17	Increase in cases of gender based violence	✓		✓			-Lighting of in [illegible] Lindi Bathing
3.18	Increased competition for public social services		✓				
3.19	Increased prices of local commodities		✓				
4.0	**SCREENING CRITERIA FOR POSITIVE SOCIAL AND ECONOMIC IMPACTS**	Yes	No	Low	Medium	High	**PROPOSED ENHANCEMENT MEASURES**
	Will the implementation and operation of the project activities within the selected site generate the following positive socio-economic impacts?						
4.1	Creation of job opportunities	✓				✓	-Employ local people.
4.2	Promotion of local skills and knowledge	✓				✓	-Allow on site training
4.3	Asset creation						
4.4	Improved transportation						
4.5	Improved standards of living/social status	✓				✓	-Language which to save and [illegible]
4.6	Improved food security						
4.7	Creation of business opportunities	✓				✓	-Allow. tools to sell items
4.8	Increased income at individual/household level	✓				✓	-Encourage miners to save and invest.

OVERALL EVALUATION OF THE SCREENING PROCESS ON THE SITE AND PROJECT ACTIVITY

The result of the screening process would be either the proposed project would be permitted to proceed on the site or the proposed project needs further compliance with EIA requirements. The basis of these options is listed in the table below:

The Proposed Project Activity Can Be Exempted from Further Compliance with EIA Requirements on the Following Observations:	**The Proposed Project Activity Needs Further Compliance with EIA Requirements on the Following Observations:**
• Field appraisals indicate that the site of the project will not be within environmentally sensitive areas, protected areas	• Field appraisals indicate that the project site is within environmentally sensitive areas, protected areas
• No families will be displaced from the site	• Cause adverse socio-economic impacts
• Identified impacts are minor, marginal and of little significance	• Significant number of people, families will be displaced from the site
• Mitigation measures for the identified impacts are understood and practiced in the area	• Some of the predicted impacts will be long term, complicated, extensive
• The stakeholders have adequate practical experiences in natural resource conservation and management	• Appropriate mitigation measures for some of the predicted impacts are not well known in the area

Completion by District Environmental Officer	
Is This Project Likely To Need An EIA?	YES /(NO)
Is this Project Likely to require a RAP/ARAP	YES /(NO)
List A/B Paragraph Numbers	
Date Exempted	
Date Forwarded to EAD Head Office	
Name & Signature of EDO Harry Gift Wizelay	[signature]

Completion by Director of Environmental Affairs	
Date Received from District Council	
Date Reviewed	
Date of Submission of Project Brief	
Date of Submission of EIA Reports	
Date of Approval /Rejection	

NOTES:

- Once the Environmental and Social Screening Form is completed, it is analysed by experts from the District Environmental Sub-Committee who will classify it into the appropriate category based on predetermined criteria and the information provided in the Form.
- All projects proponents exempted from further impact assessment must be informed to proceed with other necessary procedures.
- All projects recommended for further impact assessment will have to follow procedures outlined in Section 24 and 25 of the Environmental Management Act and the Malawi Government's Guidelines for Environmental Impact Assessment.

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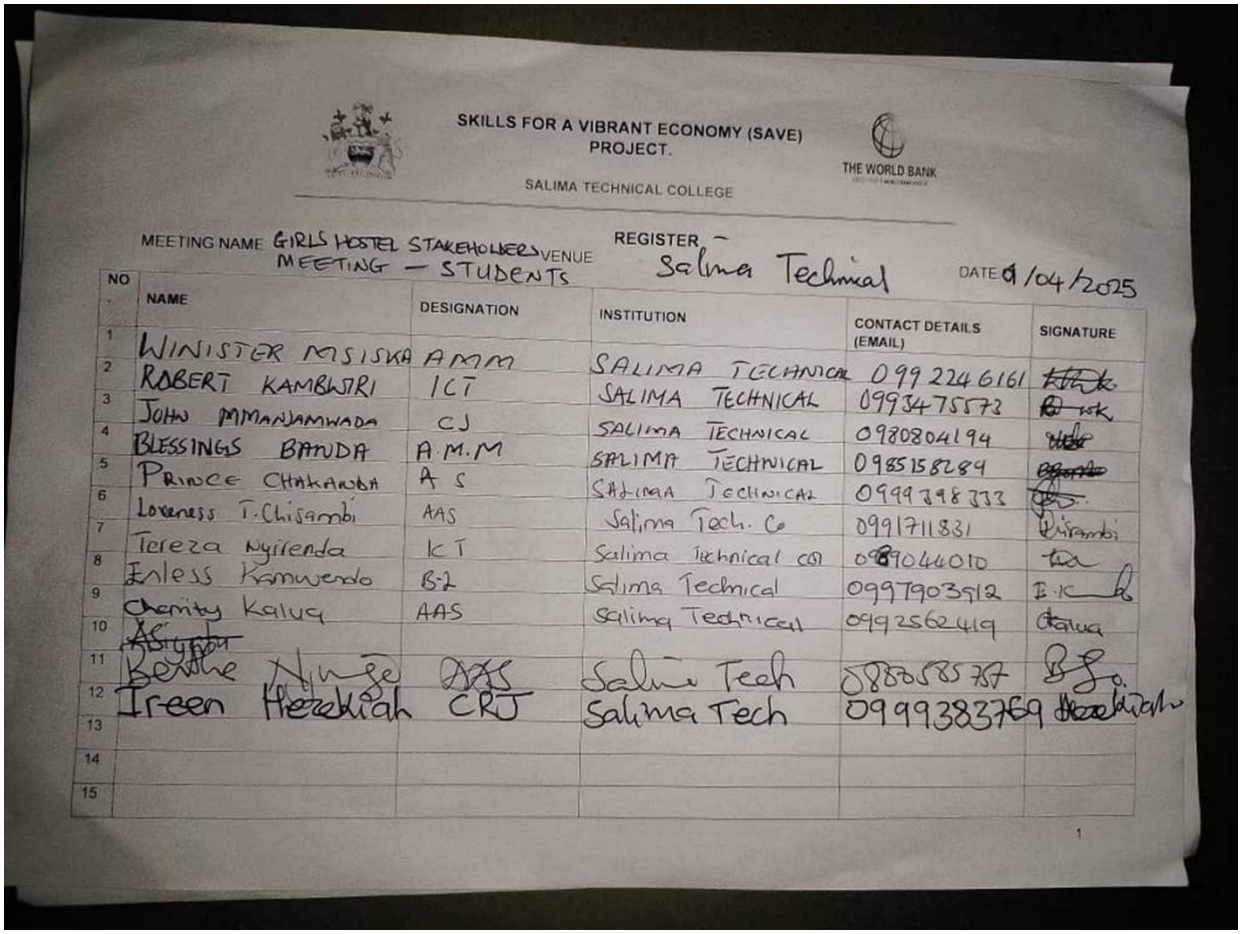
Annex 4: Stakeholder Consultations

A4.1 Stakeholder Consultation Checklist for the ESMP

1. What type of environmental and social positive impacts will result from this proposed project and how will these impacts be enhanced (State positive impacts for each phase of construction and operation)?
2. What type of environmental and social negative impacts should be expected during the construction of the proposed project and what are the proposed mitigation measures?
3. What type of environmental and social negative impacts should be expected during the operation and maintenance phase of the proposed project and what are the proposed mitigation measures?
4. Who else should be consulted regarding the environmental and social impacts of the proposed project?

A4.2 Stakeholder Signing Sheets

A4.2.1 Students FGD Participants



SKILLS FOR A VIBRANT ECONOMY (SAVE) PROJECT.

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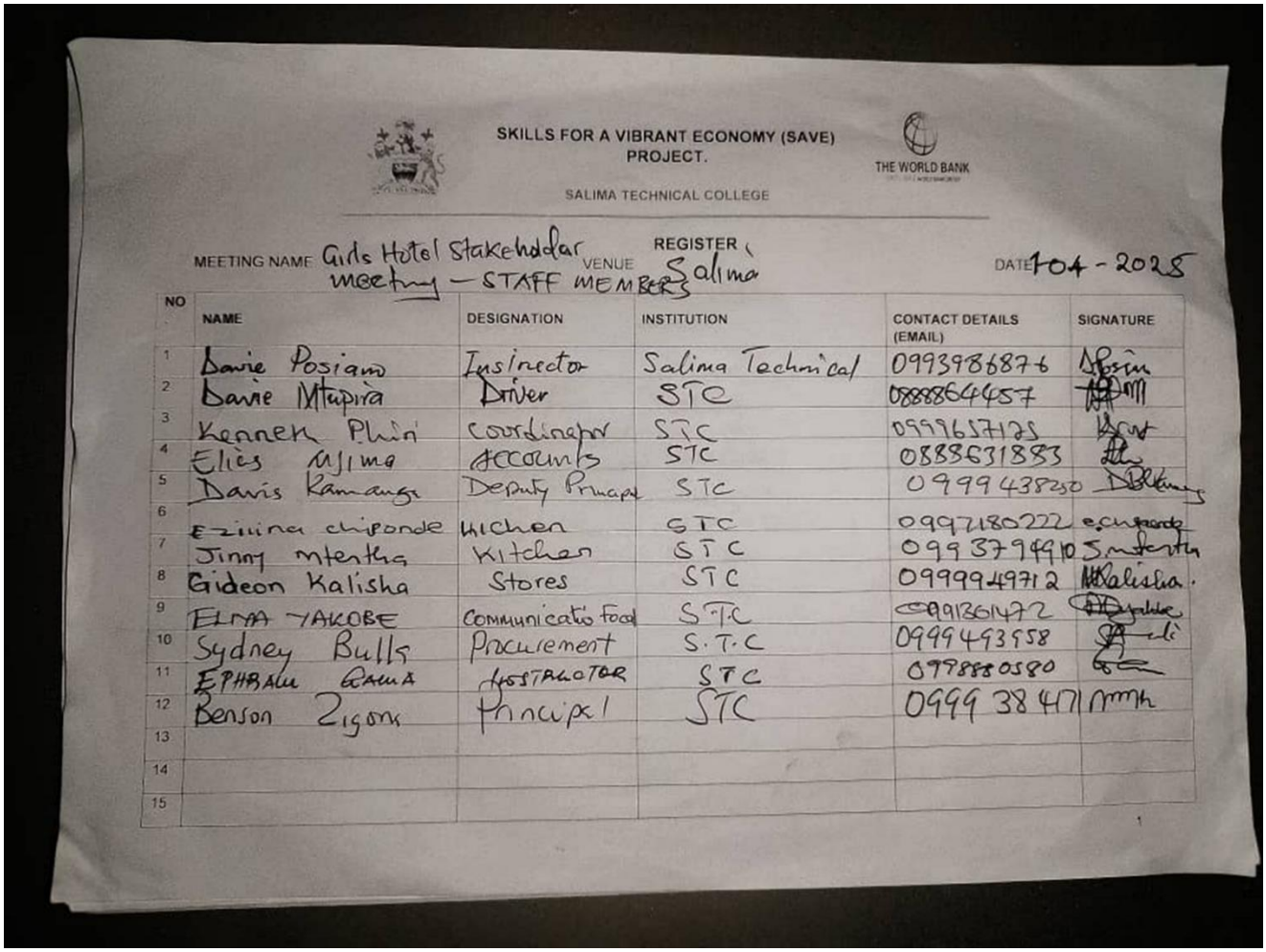
SALIMA TECHNICAL COLLEGE

MEETING NAME: GIRLS HOSTEL STAKEHOLDERS MEETING – STUDENTS VENUE: Salima Technical DATE: 9/04/2025

NO.	NAME	DESIGNATION	INSTITUTION	CONTACT DETAILS (EMAIL)	SIGNATURE
1	WINISTER MSISKA	AMM	SALIMA TECHNICAL	099 224 6161	
2	ROBERT KAMBWIRI	ICT	SALIMA TECHNICAL	099347573	
3	JOHN MMANJAMWADA	CJ	SALIMA TECHNICAL	0980804194	
4	BLESSINGS BANDA	A M.M	SALIMA TECHNICAL	0985158284	
5	PRINCE CHAKANDA	A S	SALIMA TECHNICAL	0999398333	
6	Loveness T. Chisambi	AAS	Salima Tech. Co	0991711831	Chisambi
7	Tereza Nyirenda	ICT	Salima Technical co	0890440010	
8	Enless Kamwendo	B-2	Salima Technical	0997903912	
9	Charity Kaluca	AAS	Salima Technical	0992562419	Kaluca
10					
11	Berthe Nyirenda	AAS	Salima Teah	0880585787	
12	Ireen Hezekiah	CRJ	Salima Tech	0999383769	Hezekiah
13					
14					
15					

A4.2.2 College Staff FGD Participants



SKILLS FOR A VIBRANT ECONOMY (SAVE) PROJECT.

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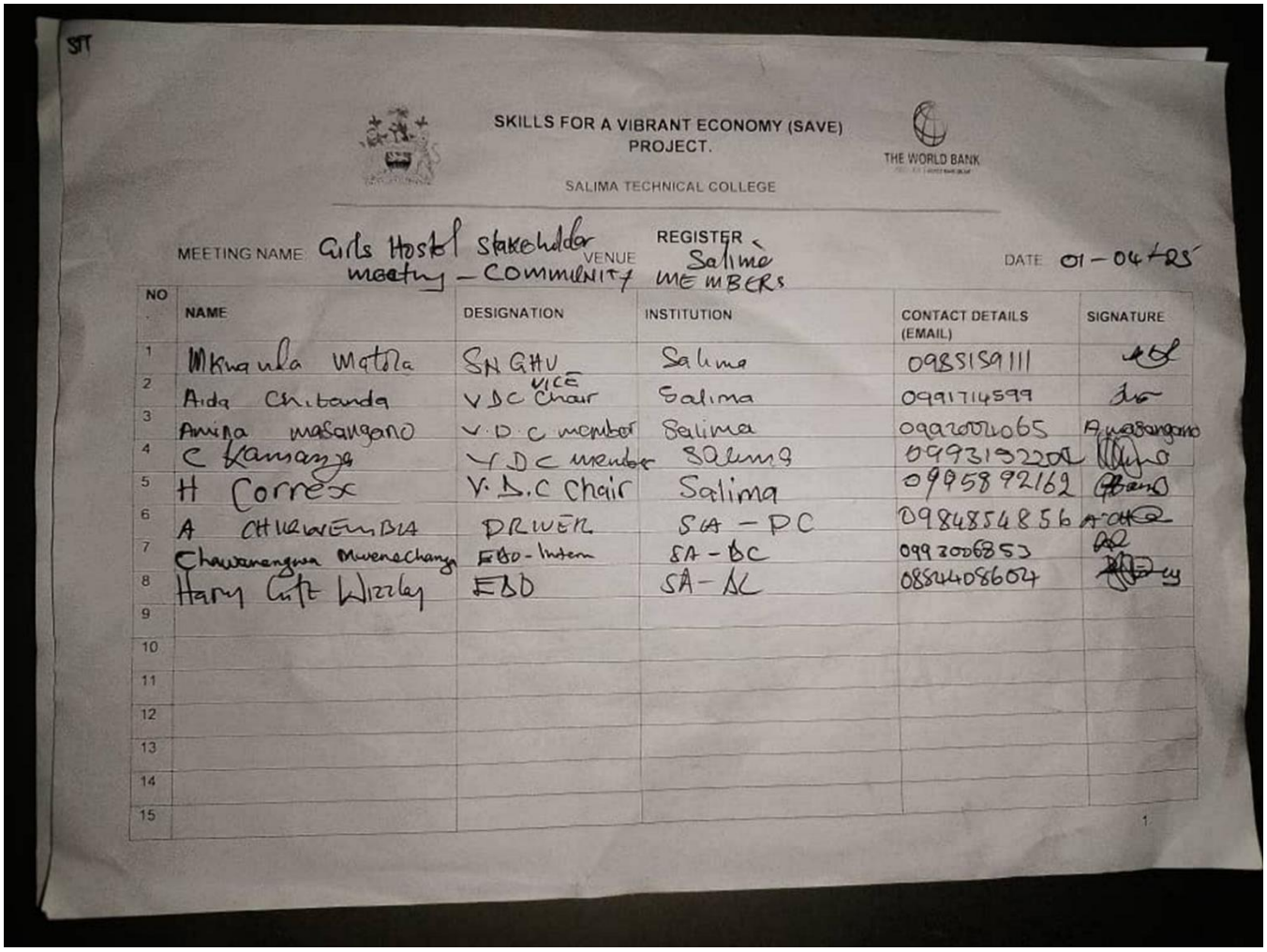
SALIMA TECHNICAL COLLEGE

MEETING NAME Girls Hotel Stakeholder meeting – STAFF MEMBERS VENUE Salima REGISTER DATE 04 - 2025

NO	NAME	DESIGNATION	INSTITUTION	CONTACT DETAILS (EMAIL)	SIGNATURE
1	Davie Posiano	Instructor	Salima Technical	0993986876	
2	Davie Mtupira	Driver	STC	0888864457	
3	Kenneth Phiri	coordinator	STC	0999637125	
4	Elias Ajima	Accounts	STC	0888631883	
5	Davis Kamanga	Deputy Principal	STC	0999438250	
6	Eziina chiponde	Kitchen	STC	0997180222	
7	Jinny mtetha	Kitchen	STC	0993794910	
8	Gideon Kalisha	Stores	STC	0999949712	
9	ELMA YAKOBE	Communicatio Food	S.T.C	0991361472	
10	Sydney Bulls	Procurement	S.T.C	0999493558	
11	EPHRAIM GAMA	HOSTALOTOR	STC	0998880580	
12	Benson Zigoni	Principal	STC	0999 38 471	
13					
14					
15					

A4.2.3 Community Leaders FGD Participants



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SKILLS FOR A VIBRANT ECONOMY (SAVE) PROJECT.

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SALIMA TECHNICAL COLLEGE

MEETING NAME: Girls Hostel stakeholder meeting – COMMUNITY VENUE: Salima REGISTER: MEMBERS DATE: 01-04-25

NO.	NAME	DESIGNATION	INSTITUTION	CONTACT DETAILS (EMAIL)	SIGNATURE
1	Mkwanda Matola	SN GHU	Salima	0985159111	
2	Aida Chibanda	VDC VICE Chair	Salima	0991714599	
3	Amina masangano	V.D.C member	Salima	0992001065	A masangano
4	C Kamanga	VDC member	Salima	0993192201	
5	H Correx	V.D.C Chair	Salima	0995892162	
6	A Chikwekwembia	DRIVER	SA – DC	0984854856	
7	Chawanangwa Mwenechanya	EDO - Intern	SA - DC	0992006853	
8	Harry Cliff Wizzley	EDO	SA - DC	0884408604	
9					
10					
11					
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1

A4.2.4 Salima District Council Officers

Consultations with the district council were conducted via phone calls, as the officers were in the field at the time. The officers interviewed were: the Environmental District Officer (EDO), District Social Welfare Officer (DSWO), District Gender Officer (GDO), Director of Education and Youth Services (DEYS) and District Land Officer (DLO), and Chief Environmental Officer (CEO)

A4.3 Stakeholders Comments 01-05 April 2025

NAME	ISSUES RAISED	SUGGESTED ENHANCEMENT /MITIGATION MEASURES
(Salima District Council – Lands Office)	**Positive impacts**	
	The project will provide employment opportunities for the local people	The project should set a percentage of local people who will be employed on the project, and this should be abided by the contractor
	The project will promote conservation of natural resources, especially trees, through the use of cement blocks over burnt bricks	Ensure that the project indeed makes use of cement blocks from licensed suppliers
	The project will boost small-scale businesses, resulting from increased demand for goods and services	Traders from the communities around the project site should benefit
	Negative Impacts	
	The project will result in the cutting down of trees	The project should make a deliberate policy to cut as few trees as possible
	Increased risk of STIS and unwanted pregnancies	The project should conduct awareness campaigns
		Set up clinics for testing and also provide health information to the workers as well as the community
	The project will bring about land conflicts between the institution and the neighbouring community members	The project should submit project plans for scrutiny to the District Lands Office
		When there are issues of land encroachment, there is a need to engage relevant stakeholders, including the land office
Salima District Council – Directorate of Education and Youth Services	**Positive impacts**	
	The project will improve access to vocational skills among the youth.	Need to look into exporting the skills obtained for maximum benefits.
	The project will improve the retention of female students because of the availability of new hostels.	The project should strive to accommodate all the female students on the campus.
	There will be a reduction in the spread of HIV/AIDS and other STIS because the students will be accommodated on the campus.	The institution management should conduct sensitisation meetings with students to enlighten them on the benefits of the new project.
	There will be increased employment opportunities for the local people.	There should be a deliberate policy to employ local people and gender balance should also be emphasised.
	The project will improve access to vocational skills among the youth.	Need to look into exporting the skills obtained for maximum benefits.

	Negative	
	The project may contribute to disruptions in existing marriages.	Organise awareness sessions with both workers and nearby community members to address and manage this potential impact.
	Construction activities are likely to generate excessive noise.	Erect fencing around the site to help reduce noise levels affecting nearby areas.
	Interactions between students and workers may increase the risk of spreading sexually transmitted infections, including HIV and AIDS.	Conduct targeted sensitisation campaigns for both students and construction workers to raise awareness and promote responsible behaviour.
	The construction phase may pose safety risks and increase the likelihood of workplace accidents.	Secure the site with appropriate fencing and implement strict access controls to prevent unauthorised entry.
	Borrow pits created for sourcing sand and soil could degrade the environment.	Ensure all borrow areas are properly rehabilitated and restored to their original condition post-construction.
	The college will be able to enrol a larger number of students due to the construction of new hostels.	
Salima District Council – Gender Office	**Positive**	
	The construction phase will generate employment opportunities for community members, positively impacting livelihoods in surrounding villages.	The recruitment of workers should comply with the gender ratios provided in section 11 of Gender equality act 2013
		the project should set a percentage of local people who will be employed on the project including , and this should be abided by the contractor
		Provide reporting mechanisms for sexual exploitation and abuse
	College interns will have opportunities for hands-on experience, particularly in trades such as bricklaying, carpentry, and welding.	Conduct awareness sessions for all stakeholders
(Salima District Council-Environmental Officer)	**Negative**	
	There will be dust emissions on the site that can affect the workers and also people on the campus negatively.	The developer should cover the construction site to avoid the dust and also make sure proper protective wear is given to the workers
		Water should be sprinkled on the site to avoid dust emissions.
	Trees will be cut down where the hostel will be constructed.	More trees should be planted to conserve the environment.

	Cultural differences can bring in conflicts amongst the people in the area.	People should be sensitized regarding new people coming into their area and how they can affect them for both parties to avoid conflicts, it can be religion or general cultural beliefs.
Salima Techical Students	**Negative**	
	Security risk to students' property especially clothes and electronic gadgets	Ensure that those employed during the construction as under surveillance of a security guard
		Those employed should sign a code of conduct that will refrain them from stealing
	Increase of spread of STI's and HIV & AIDS due to high sexual relationships between students and employed workers by the contractor	Sensitise students, communities and the construction workers about the associated effects of the project
		Encourage the use of condoms to those who cannot abstain
	Disruption of classes due noise pollution	Noisy activities should be done after classes and encourage use of less noisy machinery at the site.
	The project will cause air pollution through dust emissions	The project should ensure that the roads are supressed with water regularly
		the project area should be fenced by erecting a holding preferably made of iron sheets
Salima Technical College Staff	**Negative**	
	The institution will expand in terms of infrastructure, number of students and equipment available	Provide enough security on the site
	Risk of spread of diseases like respiratory, COVID-19, M-pox and STIS	Sensitise the community members, students and workers on the site
		Provide handwashing facilities and implement COVID-19 guidelines
Community	**Positive**	
	Increased employment due to the project	The project should employ more people from surrounding community
	More Students will be able to enrol at the college because of the new structure.	Youth from the project area should have the opportunity to benefit from the increased enrolment
	There will be more business opportunities in the community.	The community should benefit from the project by selling their goods to the workers
	Negative Impacts	
	Machines working and waste generated at the project can destroy Lake Malawi	Waste should be managed properly, and the machinery will have special routes away from the lake.
	Health and safety measures should be put into consideration, especially when harmful materials are in use, like cement.	Protective gear should be provided to the workers during the construction period.

	Health risks can also arise because of the workers and people in the community due to sexual relationships.	The community should be sensitised regarding the new project coming into the area and also about the health risks that can come with the project, especially sexually transmitted diseases.
	Salaries are sometimes not paid on time, or in other cases even paid after the project has finished.	The workers should be protected by the labour laws that have been put in place by the government.

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's participation and capacity to influence decision making
3. women's 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	STC PIU; District Social Welfare Office (DSWO)	• 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 grievance.
GBV training for GRC, contractor and staff, consultants and adjoining community members	STC PIU; Contractor; DSWO	• 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	STC PIU; Contractor	• 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	• 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	STC PIU; Contractor	• Ensure construction sites have separate facilities like toilets and/or bathrooms for men and women.
Monitoring and reporting	STC PIU; Contractor; DSWO	• 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	• Child safety training • Reference checking • Pre-screening interviews • Criminal history checks • Working with children checks • Probation period	Contractor
Grooming	• 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	• Code of Conduct. • Training for all staff, volunteers, leaders etc. • Photo and video policies.	Contractor
Misconduct unreported and failure to address behaviour surrounding misconduct	• 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	• 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 college 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 hours.

A8.5 Public Communication

- **Information Dissemination**: Use multiple channels (e.g., local radio, social media) to keep the public informed about construction schedules, road closures, and alternative routes.
- **Signage and Maps**: Provide clear signage and maps around the college to help drivers and pedestrians navigate the area during construction.

A8.6 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.

A8.7 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

Processes and Institutional Arrangements of the GRM

The Grievance Redress Mechanism (GRM) for the SAVE Project is established at two levels. These include the:

A. Institutional & Community Level:

There shall be two committees at the Institutional & Community Level.

- ✓ The Institutional & Community Grievance Redress Management Committees (ICGRMC) has been established by Salima Technical College to manage grievances at the Institutional & Community level. For this GRM, a community comprises the Group Village Headman area where Salima Technical College is located. The committee comprises Salima staff and students' representatives, affected community representatives, one women's representative, and one representative from VDC. The Group Village Head may attend, where necessary. The committee is the lowest and an entry point for grievances at the institutional and community level. The committee at this level shall record, vet and hear cases as submitted to them by project-affected persons. If the aggrieved party is satisfied with the resolution, the case will be closed. For an effective GRM, Salima Technical College shall ensure that the following five main steps are achieved whenever handling grievances. These steps include: grievance reporting, complaint handling and assessment, case resolution and closure, registry update and GRM monitoring and evaluation.

- ✓ The Workers Grievance Redress Management Committee (WGRMC) will be established to manage work-related grievances. Membership has to comprise of two workers' representatives, a Salima Technical College representative, a Contractor representative and a representative from the District Labour Office.

All unclosed cases from these Institutional & Community Level Grievance Redress Management Committees shall be referred to the Project Implementation Unit Grievance Redress Management Committee (PIUGRMC).

B. PIU Level

- ✓ Project Implementation Unit Grievance Redress Management Committee (PIUGRMC)

In the event that the case was not closed at Institutional & Community Level, the case will be referred to the PIUGRMC. The PIUGRMC shall hear the case and review the decisions made earlier by the two lower committees. If the aggrieved party shall accept the resolution made, the case shall therefore be closed at this level.

Referral grievances will be investigated in detail to determine the cause of the unsatisfactory outcome and to attempt to resolve and close the grievance. When a complainant is not satisfied with the resolution offered by the Project Grievances Redress Committee, the grievance can be referred to other institutions, for example the District Labour Office in the case of employment grievances or the courts of law. Where the case was not closed at this level, the aggrieved party shall be advised to seek justice from other institutions (for example the District Labour Office in the case of employment grievances or the Court of Law. The decision made by the Court of Law shall be final.

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 but not limited to 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 the Salima Technical College Campus.
- A GRM Focal Person's Phone Number with WhatsApp and text facilities (+265999765718)
- A GRM Focal Person's Email Address. (bandaedward32@gmail.com)

NB:

- Consider applying highly anonymous ways of reporting such cases (The above ways are not anonymous enough and anything can happen)
- The institution shall ensure that complaints involving sensitive health issues like HIV/AIDS will be handled with utmost confidentiality.
- Accessible formats (e.g., Braille, large print) and assistance (e.g., sign language interpreters) will be made available upon request so that people with disabilities can also be assisted.
- The institution shall provide support for SEA case management. Survivors shall be supported to access justice and services such as counselling, medical, psychological first aid and mental health.
- There shall be Awareness and Training: Conduct regular awareness campaigns and training for committee members on GBV, HIV/AIDS-related stigma, and disability rights.
- Monitoring and Evaluation including its tools shall be provided: these shall include specific metrics in the grievance registry to track cases involving GBV, HIV/AIDS, and disabilities for better policy adjustments.
- Community Engagement: Involve NGOs or specialists in gender, HIV/AIDS, and disability advocacy for external support and capacity building.

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: 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; and 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 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. eople 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;
- Gender Based Violence GBV (Sexual Harassment, Sexual Exploitation and Abuse, Rape and Discrimination)
- Risk of contracting COVID-19, HIV and AIDS and STIs;
- Risk of exposure to hazardous materials and wastes
- Risk of excess exposure to noise and vibrations
- 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 fueling 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 workstations 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 chiseling 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 Guidelines

Appropriate resources must be provided to respond to accidental and emergency situations for operations and activities during the 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.

A7.1 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).

A7.2 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 and Community unrest and worker protests.

A7.3 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.

A7.3.1 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.
- Ensure that the appointed Emergency Response team members undergo the correct training.
- Appoint an appropriate Emergency coordinator.

A7.3.2 First Aid Representatives: Ensure that the first aid box is properly stocked to meet all foreseeable incidents which may occur and ensure that there is always a first aider available at each shift.

A7.3.3 Fire Wardens: ensure that the firefighting equipment is regularly serviced, and attend the relevant firefighting training.

A7.3.4 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.

A7.4 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.

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 SAVE project, equipment and personnel will be deployed to the maximum extent necessary, so as to prevent/minimise potential risks.

A7.5 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.

A7.6 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, and Annual reporting on training.

Part B: To be completed by Borrower within 24 hours

B1: Incident Details			
Date of Incident:	**Time:**	**Date Reported to PIU:**	**Date Reported to WB:**
Reported to PIU by:	**Reported to WB by**:	**Notification Type**: Email/'phone call/media notice/other	
Full Name of Main Contractor:		**Full Name of Subcontractor**:	

B2: Type of incident (please check all that apply)[1]
Fatality ☐ Lost Time Injury ☐ Displacement Without Due Process ☐ Child Labor ☐ Acts of Violence/Protest ☐ Disease Outbreaks ☐ Forced Labor ☐ Unexpected Impacts on heritage resources ☐ Unexpected impacts on biodiversity resources ☐ Environmental pollution incident ☐ Dam failure ☐ Other ☐

[1]See Annex 1 for definitions

B3: Description/Narrative of Incident
Please replace text in italics with brief description, noting for example: *I. What is the incident?* *II. What were the conditions or circumstances under which the incident occurred (if known)?* *III. Are the basic facts of the incident clear and uncontested, or are there conflicting versions? What are those versions?* *IV. Is the incident still ongoing or is it contained?* *V. Have any relevant authorities been informed?*

B4: Actions taken to contain the incident			
Short Description of Action	**Responsible Party**	**Expected Date**	**Status**

For incidents involving a contractor:
Have the works been suspended (for example, under GCC8.9 of Works Contract)? Yes ☐; No ☐;
Trading name of Contractor (if different from B1):
Please attach a copy of the instruction suspending the works.

B5: What support has been provided to affected people

Annex 1: Incident Types

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

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

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

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

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

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

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

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

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

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

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

Dam failure: A sudden, rapid, and uncontrolled release of impounded water or material through overtopping or breakthrough of dam structures.

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