

Covenant Applied Informatics and Communication - Africa Centre of Excellence (CApIC-ACE)



Environmental and Social Management Plan (ESMP) for the Re-Organization of Laboratories and offices Allocated to CApIC-ACE

FINAL REPORT

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ABBREVIATIONS

ACE	Africa Higher Education Centres of Excellence
CU	Covenant University
CADIC-ACE	Covenant Applied Informatics-Africa Centre of Excellence
CUCRID	Covenant University Centre for Research, Innovation and Development
CRPSGBV	Centre for Response and Prevention of Sexual and Gender Based Violence
EIA	Environmental Impact Assessment
E&S	Environmental and Social
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan
ESO	Environmental & Safeguards Officer
FMENV	Federal Ministry of Environment
GBV	Gender Based Violence
GRC	Grievance Redress Committee
GRM	Grievance Redress Mechanism
HSE	Health Safety and Environment
LTI	Loss Time Injuries
MOU	Memorandum of Understanding
NESREA	National Environmental Standard Regulatory Agency
OHS	Occupational Health and Safety
PPD	Physical Planning and Development
PPE	Personal Protective Equipment
SH	Sexual Harassment
SEA	Sexual Exploitation & Abuse
STD	Sexually Transmitted Disease
STI	Sexually Transmitted Infections
TOR	Terms of Reference
WHO	World Health Organisation

EXECUTIVE SUMMARY

ES1 Background Information

Covenant Applied Informatics and Communication Africa Centre of Excellence (CApIC-ACE) will address the urgent need of building a critical mass of indigenous African scientists with the necessary bioinformatics, genomics, information and communication engineering knowledge and skills to drive and sustain impactful researches necessary to eradicate malaria and reduce the burden of breast and prostate cancer in West and Central African region.

The project proposes to re-organize the eight (8) new laboratories, one seminar room, one conference room, office spaces and pool offices allocated to the Centre by the management of Covenant University. The spaces are located at the new Centre for Research, Innovation and Development (CUCRID) building. The re-organization includes partitioning of the laboratory spaces, furnishing, electrical and plumbing installations amongst others.

While the proposed re-organization activity is aimed at achieving the project objectives of creating safe and accessible learning spaces and world-class laboratories, some minimal negative impacts are expected in relation to activities attributed to generation of wastes (metal, wood, paper, asbestos, plastics etc.), noise/air pollution, occupational health & safety risks, health & safety risks. Thus, this Environmental and Social Management Plan (ESMP) has been prepared to guide CAPIC-ACE to ensure that positive environmental and social impacts are enhanced, and negative environmental and social impacts are avoided, reduced or mitigated to acceptable levels.

The ESMP was prepared in line with the applicable national and state environmental and social regulations including the Environmental Impact Assessment (EIA) Act, Ogun State Environmental Protection Laws and the World Bank Operational Safeguards Policies (OP 4.01 Environmental Assessment and OP4.11 Cultural Physical Resources).

ES2 Project Description

Re-organization activities are proposed for the spaces allocated to CApIC-ACE in Covenant University. There is no immediate plan to build as the Centre is currently located at the research building for the University (Covenant University Centre for Research, Innovation and Discovery, CUCRID). Eight laboratory spaces, a conference room, a seminar room, 2 pool offices and faculty/staff offices have been allocated to the centre.

ES3 Description of Project Environment

Covenant University is one of the leading universities in Africa, located inside Canaanland, along Idiroko Road, an international highway in Ota. The University campus is an ultra-modern new generation campus. Her luscious lawns, beautifully planned gardens and architectural masterpiece buildings provide a unique, stimulating and empowering context for inspiring research and creative activities.

The CUCRID building where CApIC-ACE is situated was specially built to accommodate all the research groups at CU. There is a drive through at the building and it is fully equipped with all the necessary safety measures. Apart from a dedicated department that oversees the research

operations of the various research clusters, there is a facility manager who is responsible for the maintenance of the building. Specifically, the laboratories at the Centre are located at the 1stFloor and 3rd Floor of the building. In close proximity to the CUCRID building are the University Senate building, Cafeteria II, College of Management and Social Sciences and the University Stadium Complex.

In situ air quality and noise measurements was conducted at two sample locations around the building, using handheld BH gas detector and Extech sound meter respectively. Results were within permissible limits for air quality and noise levels, which is attributable to absence of industries, heavy machinery and minimal traffic movement and activities around the premise.

There is no surface water in the project area. Groundwater sample was taken from the borehole water from the tap which has been treated and certified OK for drinking by Federal Ministry of Environment for Covenant University.

ES4 Potential Environmental and Social Impacts

Positive impacts

The establishment of eight new laboratories and conducive learning/research environment will address the urgent need of building a critical mass of indigenous African scientists with the necessary bioinformatics, genomics, information and communication engineering knowledge and skills to drive and sustain impactful researches necessary to eradicate malaria and reduce the burden of breast and prostate cancers.

Negative impacts

In the re-organization project, minimal negative impacts are expected in relation to activities attributed to generation of wastes (metal, wood, paper, plastics etc.), noise/air pollution, occupational health & safety risks, health & safety risks.

Potential Negative Impact	Mitigation Measures	
1. Noise and air pollution from	Install suitable mufflers on engine exhausts and	
movement of contractors' delivery	compressors and ensure that all vehicles are serviced;	
vehicles and operations of	undergo vehicle emission testing (VET) and vehicle	
machineries/equipment can affect	exhaust screening (VES). Fuel switching from high- to	
ambient air quality and disturb	low-carbon content fuels (where available), vehicles can	
academic activities	be equipped with catalytic converters,	
	machines/equipment should be turned off when not in	
	use.	
2. Construction waste such as	Contractors should ensure proper waste management	
cement, wood, iron rods, plastics	practices on site and liaise with CU Physical Planning	
etc. could be generated and cause	and Development (PPD) unit as required	
environmental problems		
3. Wastes such as electrical wires,	Properly store and liaise with CU Waste To Wealth	
sockets, ICT gadgets etc. could lead	unit for material recycling & recovery facilities to collect	
to toxicity if poorly handled	e-waste from site.	

Table ES 1: Potential Negative Impacts and Mitigation Measures

4. Potential conflict between CApIC-ACE contractors and other stakeholders in CU	Contractors to be sensitized on the Code of Conduct and it must be endorsed by them against misconduct. All stakeholders should be sensitized on the Greivance redress mechanism (GRM) channels including phone number, complaint form on the website, office to lodge complaints etc.
5. Occupational health & safety risks from civil works and operation of machinery could lead to injuries, accidents for workers	 Contractors should provide appropriate personal protective equipment (PPEs) to all workers. Contractors to develop standard operating procedures (SOP) and equipment/material handling procedures and train workers on same. The contractor should have a Health & Safety Policy (to be submitted to the Environmental Officer), workers to be trained on OHS, daily HSE/ toolbox meetings. There should be a dedicated trained HSE Officer on site, who should also know how to administer first aid. HSE statistics should be maintained on site, records of Loss Time Injuries (LTIs) to be kept by the HSE Officer

ES5 Environmental and Social Management and Monitoring Plan

As part of this ESMP, a project specific E&S management and monitoring plan has been designed, identifying potential risks and impacts and outlining mitigation measures with welldefined desired outcomes and actions to address all potential negative impacts. The plan also highlights the roles and responsibilities of various actors involved in the ESMP implementation, training programmes to enhance capacity as well as budget estimates to ensure implementation. Most of the mitigation measures are the obligation of the Contractors. Consequently, the project team will provide the ESMP to the selected contractors to guide the preparation of their bids taking into account the mitigation measures and associated costs in this ESMP and other provisions and guidance as provided therein. While monitoring is the responsibility of the project team and relevant departments within Covenant University as stated in the ESMP.

The cost of implementing the ESMP has been estimated as two million, nine hundred and four thousand naira only (N2, 904,000) as shown in Table ES2 below:

S/N	Item	Responsibility	Estimated Cost (NGN)
1	Mitigation	Contractor	1,200,000
2	Mitigation	CApIC-ACE Project	500,000
		Team	
3	Monitoring	CApIC-ACE Project	200,000
		Team, Relevant	
		Institutions	

Table ES2: ESMP Budget

Item	Responsibility	Estimated Cost (NGN)
Capacity Building	CApIC-ACE Project	500,000
	Team, Relevant	
	Institutions	
Disclosure Costs	CApIC-ACE Project	240,000
	Team	
	Sub Total	2,640,000
Contingency Cost		264,000
(10%)		
	Total Budget	2,904,000.00
	Item Capacity Building Disclosure Costs Contingency Cost (10%)	ItemResponsibilityCapacity BuildingCApIC-ACE ProjectTeam, RelevantInstitutionsDisclosure CostsCApIC-ACE ProjectTeamTeamContingency CostSub Total(10%)Total Budget

*some of the costs will be embedded in the contractors BoQ.

ES6 Grievance Redress Mechanism (GRM)

The project is in an established institution which already has mechanisms in place for grievance redress and will be built on by the project, specifically, complaint form will be provided on the CApIC-ACE website <u>https://ace.covenantuniversity.edu.ng</u>. Designated phone number will also be provided by the project, Grievance Redress Committees at the project and management level. Ultimately, the project will ensure all grievances received are addressed timely and efficiently.

A stand-alone procedure for responding to allegations of GBV/sexual exploitation and abuse (SEA)/ sexual harassment (SH) has been established which adopts the Survivor-centered approach and confidentiality and relies on the existing CU's sexual harassment policy 2019 and a Centre for Response and Prevention of Sexual and Gender-Based Violence (CRPSGBV).

ES 7: Stakeholder Consultation

Stakeholder consultation process took place between 20th – 26th August, 2022 within the project area of influence. Continuous consultations should be held with project stakeholders throughout the lifecycle of the project to keep them informed and provide an avenue to receive suggestions and complaints.

ES 8: Recommendations

It is recommended that:

- CAPIC-ACE Team ensures timely implementation of actions stipulated in this ESMP
- Relevant permission is obtained before making any alterations to the existing structures in the allocated wings of the CUCRID complex
- Adequate training should be provided to stakeholders as listed in section 5.2 for effective implementation of this ESMP
- The ESMP should be provided to the contractors to enable adequate planning and budget for mitigation measures
- Furniture, counters, equipment, power sockets, and plugs should be placed at suitable heights reachable by everyone.

CHAPTER ONE: INTRODUCTION

The introduction provides a background to the CApIC-ACE Project, the project component, the objective and rationale for the ESMP is also stated.

1.1 Background

It is crucial to study the vast genetic diversity found in Africa to understand the genetic basis of pathogenhost interactions for malaria parasites, prostate and breast cancers and the observed interplay between malaria and aggressive cancers. There is urgent need to build a critical mass of indigenous African scientists with the necessary bioinformatics, molecular biology, and information and communications engineering knowledge and skills to drive and sustain impactful researches. Covenant Applied Informatics and Communication Africa Centre of Excellence (CApIC-ACE) domiciled at Covenant University is one of the centres selected to be funded by the World Bank for 2019–2024 ACE-IMPACT with an extension to 2025. CApIC-ACE was established in collaboration with academic, clinical and industrial institutions in Nigeria, West and C/Africa, Germany, US and UK. Our collaborators have a track record of successful research, training and capacity building. CApIC-ACE is built on the existing infrastructure and personnel as well as externally-funded research projects for malaria (H3ABioNet) and cancer (CaPTC) at Covenant University.

Project Development Objectives (PDO)

The PDO of the project is to improve the quality, quantity and development impact of postgraduate education in selected universities through regional specialization and collaboration.

Project Components

Component 1: Establishing new Africa Centers of Excellence and scaling up well-performing existing Africa Centers of Excellence (ACE) for development impact. This component aims to build and strengthen the capacity of competitively selected ACE Impact centers based in higher education institutions across West and Central Africa.

- Sub-component 1.1: Establishing new centers of excellence for skills and knowledge for development challenges. About 30 centers were competitively selected based on preestablished selection criteria to receive funding from ACE Impact Project.
- Sub-component 1.2: Scaling up well-performing ACEs that will provide additional funding and support to approximately 12 existing ACEs (currently supported through ACE I) to enable them to scale-up their activities.
- Sub-component 1.3: Additional support to the best Engineering and Technology ACE institutions. Institutions were selected to host Engineering and Technology focused ACE Impact Centers with capacity/potentials in other Engineering and Technology disciplines.

Component 2: Regional Partnerships and Scholarships. This will seek to expand the regional scope of impact of the ACEs funded under Component 1, by providing demand-side funding for partnering institutions and regional students to buy the training and services from the ACEs that are most relevant.

- Sub-component 2.1: Providing Support for regional institutional partnerships between Higher Education Institutions and the ACEs (under component 1 of the proposed project) to strengthen the capacity of the Higher Education Institutions.
- Sub-component 2.2: Financing two types of regional scholarships to support primarily the training of the next generation of Faculty for Higher Education Institutions in the region.

Component 3: Enhancing regional policy making, monitoring and facilitation. This will afford supporting regional policy making for higher education, regional project monitoring and facilitation. A regional IDA grant of USD10 million will be provided to the Association of African Universities (AAU), the facilitation of the ACE Impact project's regional activities and support to centers under the project.

In Nigeria, CApIC-ACE is one of the centres selected to be funded by the World Bank for 2019 – 2024 ACE-IMPACT – recently extended to 2025 - to address the urgent need of building a critical mass of indigenous African scientists with the necessary bioinformatics, genomics, information and communication engineering knowledge and skills to drive and sustain impactful researches necessary to eradicate malaria and reduce the burden of breast and prostate cancers in West and Central African region.

The actual investment for the project's activities, are under the global, regional and National supervision of the World Bank, the Association of African Universities (AAU) and National Universities Commission (NUC) respectively, and is worth \$6,000,000.

1.2 Scope of the Project

The proposed activities associated with the project will involve re-organization and partitioning of the laboratory spaces and allocated sections in the building and associated structures and works such as plumbing, electrical fittings, furniture, etc. to accommodate CApIC-ACE centre. The works will be implemented within the CUCRID building of Covenant University, as such there will be no involuntary resettlement, acquisition of land, relocation, compensation, loss of physical and economic assets, and/or loss of livelihoods particularly as the project by design cannot finance concerns of involuntary resettlement or land acquisition or compensation.

1.3 Rationale for development of ESMP

The Project intends to re-organise the laboratory and office spaces at the CApIC-ACE. This will have potential minimal environmental and social impacts and to ensure all impacts are identified and mitigation measures as well as responsibilities for implementing these measures are in place an Environmental and Social Management Plan (ESMP) is required. The ESMP will also include recommendations on good work practices considering the COVID-19 situation which, requires physical/social distancing, good hygiene practices and consultations where required. It will ensure that CAPIC-ACE is in compliance with the World Bank Safeguard Policies particularly OP 4.01 Environmental Assessment.

1.4 Objective of the ESMP

The ESMP is required to guide CApIC-ACE in ensuring that project implementation is in line with the Nigerian Environmental Protection laws and the World Bank Operational Safeguard Policies, enhance the positive environmental and social impacts of the project, and avoid negative environmental and social impacts, reduce or mitigate them to acceptable levels. The ESMP includes a detailed plan with identified impacts and implementable actions, including responsibilities and costs, as well as a defined monitoring plan with monitoring responsibilities and costs.

1.5 Description of Methodology and Approach

The preparation of the ESMP was guided by the Nigeria Environmental Impact Assessment Act (EIA Act), ACE Environmental and Social Management Framework (ESMF) and the World Bank Operational Safeguards Policy. Site assessment was conducted between 20th and 24th August 2019 to:

- Identify the baseline conditions of the re-organisation of the allocated area,
- Identify the environmental and social risks and impacts associated with the project through observation, consultations with relevant stakeholders and survey

- Hold consultations with various stakeholders identified
- Obtain Noise levels in the project site
- Identify potential impacts along with appropriate enhancement or mitigation measures for positive and negative impacts respectively
- Develop relevant Environmental & Social -Management Strategies and Implementation Plans (ES-MSIPs) as contained in the annexes.

Potential Impacts identification was done using predefined impact checklists and Leopold matrix as presented in section 4.1. Analysis and discussions are as presented in Chapter 3.



Fig. 1.1 Aerial View of Covenant University Campus, the Site of CApIC-ACE Project

1.6 Applicable International, Federal, and State Laws and Regulations

The national and state level legal framework relevant to the project is presented in the table 3 below.

Regulatory Framework	Description	Project Compliance
POLICIES		
National Policy on the Environment, 1989. Revised 2016	The policy identifies key sectors requiring integration of environmental concerns and sustainability with development and presents their specific guidelines	CApIC-ACE will abide by the provisions and processes of the National Environmental Policy which ensures environmental protection and sustainability of projects
National Policy on Occupational Safety and Health, revised 2020	This policy was approved by the Federal Executive Council (FEC) in September 2020. It provides a guide for voluntary compliance and serves as a basis for occupational health and safety programs for workers even under such development projects	An OHS Plan has been provided in the ESMP. In addition, the contractor will submit an HSE plan to the PIU as part of contract documents.
National Gender Policy (2006)	Provides a framework for ensuring gender inclusion and sensitivity in developmental plans and programs at the national and sub-national levels.	CApIC-ACE through the environmental and safeguard officer will ensure that there is gender consideration in every phase of the project
Sexual Harassment (SH) Policy	The policy is dedicated to enlightening its public on the evils of sexual harassment and other associated anti - social conduct Sexual harassment has very grave effects on the overall productivity of staff and students in the university	The CApIC-ACE project will adopt this policy in prevention of SEA/SH/GBV on the project
ACTS		
Environmental Impact Assessment (EIA) Act CAP E12 LFN 2004	The Environmental Impact Assessment (EIA) Act CAP E12 LFN 2004 provides guidelines for activities of development projects for which EIA is mandatory in Nigeria. EIA/EMP requirements have been met by Covenant University, before CUCRID which houses CAPIC-ACE was built.	An ESMF was prepared for ACE to provide a framework to address environmental and social concerns under the project in compliance with the World Bank's OP 4.01 Environmental Assessment.
		This ESMP has been prepared in compliance with the World Bank's Operational Policies and the Nigerian EIA law, as a site- specific management and

Table 1.1: National and State level legal framework relevant for the Assignment

Regulatory Framework	Description	Project Compliance
		mitigation plan to address potential negative impacts.
Workers Compensation Act (2010)	The Workmen's Compensation Act makes provisions for the payment of compensation to workmen for injuries suffered in the course of their employment	The PIU will ensure that labour management is in line with the requirements of this law. As will be monitored by the environmental & safeguards officer
The Violence Against Persons Prohibition (VAPP) ACT 2015)	This act prohibits all forms of violence against private and public life and provides maximum protection and effective remedies for victims and punishment of offenders. Nigeria's national government has taken steps to penalize and address GBV and SEA .	CApIC-ACE will adopt the CU's Sexual Harassment (SH) Policy to conform with this requirement
REGULATIONS		
National Environmental (Sanitation and Wastes Control) Regulations (2009)	The purpose of the Regulation is the adoption of sustainable and environment friendly practices in environmental sanitation and waste management to minimize pollution. The Instrument amongst others makes provisions for the control of solid wastes and hazardous wastes.	A waste management plan including categories of the project waste, management plan including costs and responsibilities is included in the ESMP.
National Environmental (Noise Standards and Control) Regulations, 2009	The objective of the Regulations is to ensure maintenance of a healthy environment for all people in Nigeria, the tranquillity of their surroundings and their psychological wellbeing by regulating noise levels. The Instrument prescribes maximum permissible noise levels for construction as 60dB (A) and 40dB(A) for day and night respectively	Measures to avoid/minimise noise pollution are contained in the ESMP including retrofitting of heavy equipment, provision of ear plugs to workers and limiting of project activities to work hours to avoid disturbing rest periods
National Environmental (Construction Sector) Regulations (S.I No. 19), 2011	The purpose of these regulations is to prevent and minimize pollution from construction, decommissioning and demolition activities in the Nigerian environment. It stipulates that new projects in the construction sector shall apply cost-effective, up-to-date, efficient, best available technology, to minimize pollution to the barest degree practicable. In addition, every operator or facility	The preparation of this ESMP is in compliance to this National regulation. Furthermore, pollution risks have been identified and mitigation measures duly factored

Regulatory Framework	Description	Project Compliance
	shall carry out an EIA and submit an EMP for new projects or modification including expansion of existing ones before commencement of activity.	

1.7 Applicable World Bank Operational Safeguards Policies

Two of the World Bank Operational Safeguards Policies are triggered under this Project as described in table 4 below

Triggered	Reason for Application of Standard to the Project	How it will be addressed by the
Policy		project
OP/BP4.01	Proposed construction works will result in	This ESMP contains measures to
Environmental	environmental and social impacts attributed to	address the identified risks and
Assessment	generation of waste, noise/air pollution,	includes other MSIPs like waste
	occupational, health & safety risks, risks associated	management plan, OHS plan,
	with labour influx, community health & safety risks	community health & safety plan
	amongst others. However, these impacts are	amongst others.
	limited, site specific and can be mitigated.	

 Table 1.2: Applicable ESS and Applicability to CApIC-ACE Project

CHAPTER 2: PROJECT DESCRIPTION

2.1 Description of the Proposed Project

The project is the re-organization of eight new Laboratories, conference/seminar rooms, and office spaces at the centre that is located inside CUCRID complex (a 6-storey research centre built by the University housing 12 laboratories offices, restrooms, waiting areas, parking lot amongst other ancillaries). The CApIC-ACE would re-organise 2 General Open office spaces that could be partitioned and convertible to cubicles (ICT and Accountant office), eight Laboratories of 25 students holding capacity which are Virtual lab, Artificial intelligence lab, Basic computer lab, Multi-media teaching and recording (4Nos) and IT essentials and networking lab, molecular biology lab, in-vitro cell culture lab, chemistry drug development lab and an insectary.



Fig. 2.1: Proposed Design of In-Vitro Laboratory



Fig. 2.2: Proposed Design of the Insectary

2.2 Project Scope of Works

The scope of works of the proposed project would involve the following project activities:

Table 2.1: Design	for proposed	re-organization	works
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No	Project	Activities	Labour/Staffing Support Facilities				
•	Phase						
1.	Pre- Constructio n	 Mobilization of equipment and workers to site Establishing of staging area Material Sourcing 	 Skilled labour (estimate of 2 nos) Unskilled Labour (estimate of 4nos) 	 Staging Area for contractor equipment Portable water and Sanitary Facilities including male and female toilets alrea Personal Protective Equipment (PPEs) First Aid kits 			
2.	Constructio n	Re-organisation of facilitiesDemobilisation from site	• Skilled labour (estimate of 3nos)	 Staging area First aid kits (1 kit would serve 10 staff) 			

		 ✓ Removal of construction equipment ✓ Disposal of construction waste & other waste ✓ Dismantling of staging area 	•	Unskilled labour (estimate of 10 nos)	•	Sanitary Facilities (male and female toilets) PPEs Portable water for workers, food and security
3.	Operation and Maintenanc e	 Academic and school activities Building maintenance Maintenance of WASH facilities and sewage management 	•	This will be handled by CU PPD Works Department	•	Water for WASH facilities Maintenance Workshop Maintenance equipment

- Site Mobilization of personnel, materials and equipment
- Creation of staging area for, materials and equipment
- Material Sourcing & Sourcing of Labour
- Construction of Laboratories
- Operations of equipment and machineries
- Installation of plumbing pipes and electrical fittings
- Demobilization/de-commissioning

2.2.1 Project Design

The design of the proposed Laboratories includes the following:

- Eight Laboratories with a holding capacity of a total of 25 students.
- Furniture installation for the offices (Centre Leader`s office, Deputy Centre Leaders, Admin, faculty offices, student's pool offices etc.)

2.2.2 Project Development Phases

The developmental phase of the project which also represents the project schedule will be in 3 phases: pre-construction (lasts for 1-2months), construction (lasts for 1-3 months) and operation phases. This is explained in table 2.1 below including the aspects that will relate to environmental and social sensitivities.

2.2.3 Recommendations for Inclusion of Environmental and Social Considerations in the Design

- The re-organisation designs should consider using solar panels as a renewable energy source, which will comply with climate smart infrastructure
- The re-organisation of the different laboratories should allow for effective safety planning especially the chemistry lab due to special considerations for safety, chemicals, drain water from

the zinc etc. and should be located on the ground floor, open space, well lit, emergency exit. In addition, all labs should be fitted with smoke detectors, fire extinguishers, fire resistant ceiling etc.

- Though access ramps are provided for entry into the building, however, this was not considered for the top floor. The additional stairway for emergency can be built as a ramp which will serve as emergency exit and also create access for People with Disabilities. Ramps should have a slope of about 5° and width of 0.9-1.2mm with handrails for additional support. Pathways should be of limited slope and include sufficient turning radius
- Doors should be light in weight and easy to turn, and entrances should be sufficiently wide, and Furniture, counters, equipment, power sockets, and plugs should be placed at suitable heights reachable by persons who use wheelchairs

The Contractor will ensure that all necessary facilities shall be provided for workers including:

- Toilet facilities for workers
- Portable water with well-placed overhead tanks and Wash basins
- First aid kits, PPEs

2.2.4 Material Sourcing and Sourcing of Labour

Materials such as cement, sand, stone, gravels, roofing sheets, wood, iron rods, aggregates shall be purchased by the contractors from existing materials markets in the state, these materials will be supplied only when needed to avoid damage/weathering, overcrowding the site.

It was indicated that the contractor that will execute this proposed project will make use of staff who are accustomed to working with construction company (both skilled and unskilled) and facilitate their transportation to and fro site from their various residences, as such no camp site will be established.

2.2.5 Construction/Civil Works

This phase of the project activity involves plumbing, electrification, fittings, cladding/coating and and shall be carried out by qualified engineers/technicians using best available technology.

2.2.6 Facility Operations

The operational phase of the facility shall render services such as technological trainings, skill acquisition, offices, rest rooms and Laboratory for analysis. The targeted beneficiaries are CApIC-ACE post-graduate (Masters and PhD) students, lecturers, researchers amongst others.

CHAPTER 3: DESCRIPTION OF THE PROJECT ENVIRONMENT: ENVIRONMENTAL AND SOCIAL CHARACTERISTICS

3.1 Proposed Project Location

Covenant University is one of the leading Universities in Africa, located in Ota, along Idiroko Road, an international highway. The University campus is an ultra-modern new generation campus. Her luscious lawns, beautifully planned gardens and architectural masterpiece buildings provide a unique, stimulating and empowering context for inspiring research and creative activities.





Fig. 3.1: Location of Covenant University on the map of Ogun-State, Nigeria



Fig. 3.2: Aerial View of Covenant University

The CUCRID building was specially built to accommodate all the research groups at CU. There is a drive through at the building and it is fully equipped with all the necessary safety measures. Apart from a dedicated department that oversees the research operations of the various research clusters, there is a facility manager who is responsible for the maintenance of the building. Specifically, the laboratories at the Centre are located at the rare wings of the building.

Covenant University Centre for Research, Innovation and Discovery (CUCRID) Building is a new generation research complex functioning as a hub of the University's research efforts.



Fig 3.3: CUCRID Building housing CApIC-ACE

3.2 Environmental and Social Characteristics of the Project Environment

As shown in fig 3 above, the project site is in a built-up environment within the proximity of the University Senate, College of Management and Social Sciences, all inside the University. Cafeteria II and CU Stadium. The Sango/Ota and Iju communities are also within 5 km radius of CU, collectively they create a huge economic cluster around CU campus.

3.2.1 Biophysical Environment of the Site

Biophysical baseline conditions of the area were established mainly through observation, consultations, and analysis of site maps and site plans.

3.2.1.1 Climate

The study area is Located at an elevation of 430.05 feet above sea level, with a Tropical wet and dry climate. The yearly temperature is 29.34°C (84.81°F) and it is -0.12% lower than Nigeria's averages. Ogun typically receives about 141.58 millimeters (5.57 inches) of precipitation and has about 224.18 rainy days (61.42% of the time) annually. The heaviest rain falls from April to July and the weaker rainy season with low rains between October and November, a relatively dry spell in August and September and a longer dry season from December to March. On the average, the hottest month is March with a mean temperature of 29°C while July is the coldest month. Specific information is presented in the following sub-sections:

Climate and Meteorology Maximum and Minimum Temperature

The study area falls within the semi-hot equatorial zone of the tropical climate area of Nigeria. Since it is situated in a tropical region, its climate is characterized with two well-marked distinctive seasons; dry and wet seasons. The dry season is accompanied by harmattan winds from the Sahara Desert, which occurs between December and February and can be quite strong.

The average temperature in January is about 26°C (76°F). Monthly rainfall between May and July averages above 300mm (12 inches); while in August and September it is down to 75mm (3 inches) and January as low as 35 mm (1.5 inches).

Wind Patterns

The wind pattern also follows the migratory ITCZ. Wind blows mainly southwesterly during the rainy season and northeasterly during the dry season. In general, the southwesterly swell is prevalent. The wind speed varies between 3 and 8 knots around the coast for most of the year with an average speed of 6 knots. Incidences of severe storms are relatively frequent and wind can reach speeds of 55–60 knots. These are often associated with thunder and lightning especially during changing season.

Topography

The CU/CUCRID site is relatively flat with average elevation of about 6 meters above the sea level.

The nearest watercourse is the primary drainage located approximately 800m to the North of the site. This canal drains into Iju river and eventually Ogun River Basin. There is no issue of flooding within the proposed site due to the fact that the site is well drained and water utility pipes connected underground

3.2.1.2 Air Quality

Observable stationary sources of air pollutants are not prominent as there are no bush burning or dump sites in close proximity. Mobile sources include vehicles within the campus. Dust is likely to occur both as a result of the wind conditions.

3.2.1.3 Noise

The site is mainly quiet and void of any significant noise as it is besides an administrative building, only a few vehicles pass along the major route periodically. Measures against noise disturbance have been stated in this **ESMP** including fitting of heavy machinery with noise mufflers and avoid work at night, to ensure compliance with the national standard of 60Db (A) by day and 40Db (A) by night respectively.

3.2.1.4 Water Quality

There is no surface water in the project area.

3.2.1.5 Biological Environment

Ecosystem

Due to Deforestation, land reclamation and expansion of built environment, the natural ecology of the project area has been altered greatly. These have produced a nascent sub-urban ecological landscape with more of built environment. Based on literature review as well as field interviews conducted, it can be asserted that the area was initially occupied by a green vegetation of tropical rain forest and wetlands, trees, shrubs, and herbaceous plants. Cash crops trees like palm trees, almonds, oranges, Kolanut, Plantain, banana, shea butter trees were retained in CU community. Hence, the observed plant life in form of regrowth of grasses, shrubs and trees. Similarly, the then existing wildlife and microfauna communities have been reduced due to the built environment. Animals such as bats, cats, giant rats, snakes, lizards, carmelions, and birds such as owls, doves, crowls, eagrets, hawks are common in Covenant University.

3.2.2 Socioeconomics of the Study Area

Sections of Ota town are dominated by industries along the Lagos-Abeokuta road and Idi-iroko road. Many businesses and factories are located in Ota partly because it was less congested than the industrial estates in Lagos

The main occupation of Ota residents is trading and farming. The town's proximity to Lagos and proximity to the border town of Idiroko have led to the creation of two large markets: Kayero Market in Sango and Oba T.T. Dada Market along Idiroko Road. These markets are each so large that they blend together and are more commonly just referred to as Sango-Ota Market. As of 1999, Ota has the third largest concentration of industries in Nigeria

Ota, semi-urban settlement is the Headquarters of Ado/Odo local Government Area. According to the 2006 National Population and Housing Census conducted by the National Population Commission, it has a population of about 2,000,000 on a land area of about 250 km² giving The area is populated traditionally by the Aworis of the Yoruba ethnic stock, Egbas, Yewa and other Yorubas of southwestern Nigeria and few Igbo, Hausa and other Migrants. Other tribes that are identifiable include the Hausas/Fulanis, Igbos, Itshekiris, Urhobos, Ijaws, Tivs, amongst several others. In addition, foreign nationals have also migrated to the area to establish industries. These communities are governed by elected king known as "Olota", whom all grievances are channeled to for resolution. In these communities there are inter-dependence in terms of historical and socio-cultural composition; families make up sections/quarters which in turn make up a village and villages grouped together make up a community. Average household size is between 4-18-persons. The major occupations of the people include trading, civil servants, farming, business and artisans (carpentry, welding, painting, plumbing etc.) with many people engaged in more than one of the skills. Typically, the project communities are adherents of Islam,

Christianity and their own traditional religions. There are special days set aside for festive periods. The area has congested houses, presence of refuse dumps and open gutters with polluted waters, several canals which are used as waste dumps. The major socio-economic indices are presented below:

On gender statistics, women are involved in decision making, education and any form of job/artisanship as they may wish to participate in, without any form of discrimination.

The student population in Covenant University is about 8,000 including postgraduate students, out of which about 55% are males and 45% are females. The staff population is about 500. The situation of vulnerability is low because they will not interface with the workers at the re-organisation sites. Postgraduate students will be trained on the CAPIC-ACE project. The laboratories and pool offices will be utilised for training and research activities by students and staff.

Lift and ramp would be made available for students/staff with mobility challenges.

Housing facilities are provided majorly by individuals in Ado Odo/Ota local government area. In Covenant University community, housing facility is provided by the Proprietor's base and all the students are fully resident on campus. Government housing schemes and housing facilities provided by industrial, financial and other academic institutions are also available.

Basic infrastructures available include a state hospital, Covenant University Medical Center and many privately owned hospitals, supermarkets, fast food outlets and two private Universities which are Covenant and The Bell Tech University.

3.3 E&S Sensitivities

There are no critical environmental and social sensitivities close to the CUCRID building site because the location is a built environment.

CHAPTER 4: ENVIRONMENTAL AND SOCIAL IMPACTS IDENTIFICATION

The proposed project is expected to be largely beneficial to the immediate communities, students and staff of Covenant, and Nation at large. The proposed re-organisation activities will take place within the CUCRID building. However, the nature of civil work activities entailing the use of equipment for cladding, fittings, installations, and labour influx will inevitably predispose the bio-physical and social components of the environment to minimal degrees of negative impacts. The following sections highlights the potential environmental and social impacts, positive and negative, of the proposed re-organisation works.

4.1 Methodology and Techniques for Impact Identification and Analysis

Identification of potential environmental and social impacts of the proposed re-organization project was conducted through the use of impact checklists, impact rating matrix and Leopold matrix for potential environmental and social impacts (Annexes 5 and 6).

4.2 Identified Positive Impacts

The positive impacts of the proposed re-organisation works are highlighted below according to the phases of the project.

Pre-Construction Phase

This will promote collaboration with the World Bank on development in Covenant University and ACE project at large. The proposed CApIC-ACE re-organisation of eight new laboratories and conducive learning/research environment is expected to be of huge benefit to Covenant University, Ogun-State and the country at large as it aims to strengthen research capacity in West and Central Africa to combat disease scourge in the region. Some of the positive impacts and enhancement measures are listed in table below:

Construction Phase

- It is envisaged that the project will create short term employment for skilled and unskilled workers during the construction phase.
- The project's GBV activities, including Code of Conducts etc. will support the overall drive for the Covenant University in prevention of GBV related issues and provision of a response mechanism for survivors.

Operation/Maintenance Phase

- Increased enrolment of students for technology and IT courses such as cybersecurity, computer sciences and information technology, etc.
- New infrastructures including specialised in-vitro cell culture, Genomics and FEDGEN laboratories will enable enhanced learning and promote raising a critical mass of scientists for genomic studies and disease control in Africa.
- The project will promote human capital development which will support economic growth and poverty reduction.
- The project supports achievement of some of the Sustainable Development Goals (SDGs) including SDG 1: No Poverty, SDG 4: Quality Education, and SDG 9: Industry, Innovation & Infrastructure

- The project GBV activities, including Code of Conducts etc. will support the overall drive for the University in prevention of GBV related issues and provision of a response mechanism for survivors.
- Improve quality of education and education delivery in Nigeria.

4.3 Potential Negative Impacts

In the re-organization project, minimal negative impacts are expected in relation to activities attributed to generation of wastes (metal, wood, paper, plastics etc.), noise/air pollution, occupational health & safety risks, health & safety risks.

PRE-CONSTUCTION PHASE	
Potential Negative Environmental	Mitigation Measures
Impacts	
1. Noise and air pollution from movement of contractors' delivery vehicles and operations of machineries/equipment can affect ambient air quality and disturb academic activities	Install suitable mufflers on engine exhausts and compressors and ensure that all vehicles are serviced; undergo vehicle emission testing (VET) and vehicle exhaust screening (VES). Fuel switching from high- to low-carbon content fuels (where available), vehicles can be equipped with catalytic converters, machines/equipment should be turned off when not in use.
Potential Negative Social Impacts	Mitigation Measures
Risk of heavy traffic build up and delay in travel time between Lagos and Ota	Limit movement to off-peak hours (Off-peak hours are: 10:00AM-12:00 noon; and 3:00PM - 4:30PM on Mondays - Fridays
Labour influx may induce SEA/SH/GBV risks, risk of STIs/STDs for community members, students and staff of the CU.	Contractors to be sensitized on the Code of Conduct and it must be endorsed by them against misconduct, GBV/SEA/SH etc. The Gender desk officer will support in prevention and response mechanisms
Conflict may arise between contractor workers and other stakeholders within the school	All stakeholders should be sensitized on the GRM channels including phone number, complaint form on the website, office to lodge complaints etc.
Potential Negative OHS Impacts	Mitigation Measures
Occupational health & safety risks from civil works and operation of machinery could lead to injuries, accidents for workers.	 In addition to all measures to reduce noise and air pollution stated above, Contractor should provide all workers with PPEs Contractor to develop standard operating procedures and equipment/material handling procedures and train workers on same. The contractor should have a Health & Safety Policy (to be submitted to the Environmental Officer), workers to be trained on OHS, monthly refreshers, daily HSE/ toolbox meetings. There should be a dedicated trained HSE Officer on site, who should also know how to administer first aid. HSE statistics should be maintained on site, records of Loss Time Injuries (LTIs) to be kept by the HSE Officer
Poor labour and working conditions could lead to ill-health, grievances, discrimination etc.	• Contractor to ensure transparent and fair procedures in hiring, compensating, welfare and firing labor, which should be

Table 4.3: Potential Negative Impacts and Mitigation and Measures

	monitored by the Environment and Safeguard Officer for CApIC-ACE
CONSTRUCTION PHASE	
Potential Negative Environmental Impacts	Mitigation Measures
Noise and air pollution from operations of machineries/equipment can affect ambient air quality	machines/equipment should be turned off when not in use
Waste generated from construction activities such as cement, wood, iron rods etc. could lead to environmental pollution if poorly managed.	Contractors should ensure proper waste management practices on site and liaise with the Physical Planning and Development (PPD) unit as required
Electrical and electronic wastes such as electrical wires, sockets etc. could lead to toxicity if poorly managed	Properly store and liaise with material recycling & recovery facilities to collect e-waste from site to waste Management/Waste to wealth Unit of the University.
Potential Negative Social Impacts	Mitigation Measures
Disturbance at the building and environs the due to construction activities such as movement of vehicles/materials/equipment to site and civil works/operation of machinery on- site.	 Install suitable mufflers on engine exhausts and compressors and ensure that all vehicles are serviced to avoid breakdown on the route. Avoid movement of construction vehicles before 8am and beyond 5pm which are peak periods for movement of people All stakeholders should be sensitized on the GRM channels including phone number complaint form on the website office
	to lodge complaints etc.
Conflict may arise between Contractor's workers and the staff of CU who are responsible for waste management .	Contractors should ensure proper waste management practices on site and liaise with the PPD as required
Labour influx may induce SEA/SH/GBV risks, risk of STIs/STDs for community members, students and staff of the CU.	Contractors to be sensitized on and sign Code of Conduct against misconduct, GBV/SEA/SH etc. The Gender officer will support in prevention and response mechanisms
Sourcing for unskilled labour may lead to risks of child labour during construction activities. This could further predispose children to health & safety risks, Violence Against Children (VAC) etc.	Contractors should be sensitized on zero tolerance for use of minors (under 18) for any form of labor or any activity that could predispose children to risks
Poor labour and working conditions especially wages for community workers could lead to grievances	Contractor to ensure transparent and fair procedures in hiring, compensating, welfare and firing labor, which should be monitored by the Environment and Safeguard Officer for CAPIC-ACE
Potential Negative OHS Impacts	Mitigation Measures
Occupational health & safety risks from civil works and operation of machinery could lead to injuries, accidents for workers.	 In addition to all measures to reduce noise and air pollution stated above, Contractor should provide all workers with PPEs Contractor to develop standard operating procedures and equipment/material handling procedures and train workers on same. The contractor should have a Health & Safety Policy (to be submitted to the Environmental Officer), workers to be trained on OHS, monthly refreshers, daily HSE/ toolbox meetings. There should be a dedicated trained HSE Officer on site, who should also know how to administer first aid HSE statistics should
Poor labour and working conditions could	be maintained on site, records of Loss Time Injuries (LTIs) to be kept by the HSE Officer Contractor to ensure transparent and fair procedures in hiring,
lead to ill-health, grievances, discrimination etc.	compensating, welfare and firing labor, which should be monitored by the Environment and Safeguard Officer for CApIC-ACE
OPERATION PHASE	

Potential Negative Environmental	Mitigation Measures			
Impacts				
Electrical and electronic wastes such as	CApIC-ACE/CU to properly store and liaise with material recycling			
electrical wires, sockets etc. could lead to	& recovery facilities to collect e-waste from site such as waste to			
toxicity if poorly managed	wealth unit			
Increased e-waste generation from spoilt	Properly store and liaise with material recycling & recovery facilities			
computers, waste inverter batteries,	to collect e-waste from site			
broken solar panels, wires, etc.				
Burning of e-waste and debris as a	Properly store and liaise with material recycling & recovery facilities			
disposal/management procedure may	to collect e-waste from site (CU waste to wealth unit)			
increase the risk of global warming and				
climate change	Test II sector have seen have been a first sector set and have been the			
Risk of electrical fire which may lead to	Install water noses, sand buckets and fire extinguishers in the			
nre outbreak.	aboratories, use of the resistant materials for ceiling such as metal			
Poor management of healthcare waste	Provide treatment of wastewater before discharge			
from the clinic and exposure to humans	Termination of handwash and floor drain of mini clinic to sewage			
could lead to environmental pollution	remination of handwash and hoor drain of mini enne to sewage			
from injection of harmful substances into				
soil and water and affect soil and water				
organisms				
Potential Negative Social Impacts	Mitigation Measures			
Poor management of healthcare waste	Provide treatment of wastewater before discharge.			
from the clinic and exposure to humans	Termination of handwash and floor drain of mini clinic to sewage			
could lead to environmental pollution				
from injection of harmful substances into				
soil and water and affect soil and water				
organisms				
Persons with Disability (PWD) may	Ensure the lifts and ramps as stipulated in the designs are included			
further be disenfranchised during	in the buildings for access to all floors and also WASH facilities			
operations if considerations such as ramps				
are not provided in the project design for				
classes / WASH facilities.				

CHAPTER 5: ENVIRONMENTAL AND SOCIAL MONITORING PLAN

5.1 MONITORING AND REPORTING

Monitoring and evaluation of activities of the **CApIC**-ACE will involve:

- (i) Monitoring the activities of staff and students at the Departmental level, and submitting the reports to the respective Heads of Departments.
- (ii) Monitoring, evaluation and reporting to the **CAPIC-ACE** Management through the Centre Leader.
- (iii) Monitoring and evaluation by the Quality Assurance Committee of the University and reporting to the Directorate of Research and Postgraduate Studies and to the University Senate. The ACE Centre Leader will report to the World Bank as required.

For a successful implementation of the ESMP, commitment and capacity of the CApIC-ACE E&S unit, PPD, FMU and other third parties/institutions is required for effective program implementation. The specific roles and responsibilities of those that will be involved in the implementation and monitoring of this ESMP are highlighted in Table 5.1.

5.2 Roles and Responsibilities for ESMP Implementation

The specific roles and responsibilities of those that will be involved in the implementation and monitoring of this ESMP are highlighted in Table 12 below

l	Category	Roles & Responsibilities
1.	CApIC-ACE Project Management Team	 Under the leadership of the Centre Leader, the team shall ensure: Overall responsibility for the implementation and monitoring of the ESMP. Monitoring of project/contractor performance and taking appropriate action to ensure ESMP provisions are met. Inclusion of relevant provisions in the bidding document for contractors. Review of ESMP performance and implementation of corrective actions Grievance redress implementation at the project level Liaise with other relevant State bodies/units as required such as Environmental unit, Facility Management Unit, Health Services, School of Transport, amongst others for effective implementation of the ESMP Ensure public disclosure of the ESMP
2.	Environmenta l and Safeguards Officer	 Identify potential environmental risks and impacts. Ensure that the project design and specifications adequately reflect the recommendations of the ESMP Ensure that project activities are implemented in accordance with the provisions of the ESMP

Table 5.1: Institutional Responsibility for Implementing the ESMP

		Prepare monthly safeguards report for the attention of the World Bank
		• Ensure major incidents are reported to the Bank through the Centre Leader within 24hrs
		Lead the process of disclosure
3.	Centre for	Plan and implement all GBV related activities for the project
Resp Prev	Response and Prevention of	Maintain a GBV Grievance Redress Mechanism
	Sexual and Gender Based Violence	• Support the project management team in the identification, mitigation and management of the sexual exploitation and abuse (SEA)and other forms of GBV related risks identified in the projects.
	(CRPSGBV)	Liaise with appropriate/accredited GBV management institutions to refer GBV/SEA/SH cases to for action/resolution
4.	Contractors	Compliance to BOQ specification in procurement of material and construction
		• Prepare Contractors - ESMP (C-ESMP) in line with the project ESMP for approval of CApIC-ACE prior to mobilization to site
		• Ensure all contractors and workers sign the Code of Conduct (CoC) and are routinely trained on the contents of the CoC
		Implement C-ESMP during project implementation
		• Ensure that all construction personnel and subcontractors are trained on the content of the CESMP and are made aware of the required measures for environmental and social compliance and performance
		Prepare and implement Staging Area management Plan
		• Prepare OHS manual and abide by labor laws as set out in the agreement
		• Provide adequate basic amenities and PPEs to workers and ensure that the PPEs are worn by workers during work.
		• Prepare and maintain records and all required reporting data as stipulated by the ESMP
5.	PPD, CU	 Oversight function and periodic monitoring of project activities to ensure compliance with environmental best practices including proper waste management, sanitation and housekeeping practices
6.	CU	 Provision of oversight function across project within its jurisdiction for ESMP
	Management and	compliance.
	Governing Council	 Ensure grievance redress associated with the project at the management level
7.	World Bank /	Overall supervision and provision of technical support and guidance.
	AFD	Recommend additional measures for strengthening E&S and implementation performance

5.3 ESMP Capacity Building Plan

The various actors involved in the ESMP implementation will need capacity enhancement to ensure adequate understanding of ESMP/OHS/Waste Management/Code of Conduct requirements amongst other areas identified.

	Training Content	Participants	Delivery	Cost (N)
1.	Specific training on Environmental & Social Management	Environmental & Social Safeguard Officer	E&S Firm/ World Bank	300,000
2.	Training on ESMP Implementation: mitigation, roles & responsibilities	CApIC-ACE Project Team	E&S Consultant	200,000
3.	Training for contractors on ESMP mitigation measures, Code of Conduct, OHS requirements	Contractors' management and workers	E&S Consultant	100,000
5.	WorldBankGBV/SEA/SH PreventionandResponseMechanisms	Environmental & Safeguard Officer, CRPSGBV	E&S Consultant/ World Bank	100,000
6.	Grievance Redress Mechanism	Grievance Redress Committees: project level and management level GRCs	E&S Consultant	100,000
			Total	N800,000

Table 5.2: ESMP Capacity Building Plan

The contractor should keep records providing evidence of ongoing mitigation activities These documents should be made available upon request. The Safeguard Unit should keep records to provide evidence of monitoring activities and effectiveness of the monitoring plan to include monitoring Plan, identified problems/corrective actions and monitoring Reports.

5.3 ESMP Implementation Schedule

The project has an estimated completion period of 12-18months. Activities related to the ESMP Matrix as seen above should to be integrated into the overall construction schedule.

Table 5.3: ESMP Implementation Schedule

		3.6	.1									
		MONTINS										
Activity	Responsibility	1	2	3	4	5	6	7	8	9	10	1
1. ESMP Disclosure	Project Team											
2. Develop Environmental/Social Requirements in Bid Documents	Project Team											
3. Finalization and Approval of partitioning Designs	Design Consultant/ Project Team											
4. Allocate budget for ESMP Monitoring	Project Team											
5. Appoint Support Staff for ESMP	Project Team											
6. Review and Approval of Contractor's HSE, WMP, TMP etc	ESO/SSO											
3. 7. Capacity building	Project Team											
 8. Implementation of Environmental and Social Mitigation Measures 	Contractor											
10. 9. Supervision of pre- Construction and Construction activities	Project Team											
11. 10. Supervision of ESMP Implementation	ESO/SSO and Engineering Consultant											
2. Reporting on ESMP Implementation	ESO/SSO											

5.5 ESMP Disclosure

After the ESMP clearance by the World Bank, the ESMP shall be disclosed in line with the Nigerian EIA laws. This will include a formal registration of the ESMP with the FMEnv and receipt of guidelines for the disclosure from them. The Environmental & Safeguard Officer in the project team is required to coordinate the disclosure process. At a minimum, this will include the following:

S/No	Action	Remarks	Cost
1.	Registration of the ESMP at the FMEnv	This will be coordinated by the Environmental & Safeguard Officer. The fee will be paid to the FMEnv usually through Remitta. At least 5 copies of the ESMP will be submitted	N 50,000.00
2.	Fees for Panel Review	FMEnv will constitute a panel to review the ESMP	N/A
3.	Disclosure on 2 national newspapers	This entails advert in 2 newspapers: one national and one local (state) newspaper (at least quarter page)	N/A
4.	Disclosure at the Ogun State Ministry of Environment	The state Ministry of Environment will be one of the ESMP disclosure centers	N/A
5.	Radio announcement of the ESMP at the state	The project team will conduct radio announcement that has state coverage for the ESMP, to air for 5 days and 2 slots per day	N/A
6.	Disclosure at CApIC-ACE Office	This will be one of the ESMP disclosure centers	N/A
7.	Disclosure at the World Bank External Website	The ESMP will be disclosed according to the World Bank Safeguard Policy OP 17.50 on Access to Information and Public Disclosure	N/A
8.	Monitoring of disclosure process	Fee for monitoring of the disclosure process by FMEnv/SMEnv	N?A
		Total	N50,000

Table 5.4: ESMP Disclosure

5.6 ACTIVITY PARAMETER, GOOD PRACTICES MITIGATION MEASURE CHECKLIST

A: General conditions notification and workers' safety

(a) The University's Physical Planning and Development (PPD) unit has been notified of upcoming activities

(b) All legally required permits from the University management have been acquired for construction and/or rehabilitation

(c) All work will be carried out in a safe and disciplined manner designed to minimize impacts on users of CUCRID building and environment.

(d) Workers' PPE will comply with international good practice (always hardhats, as needed masks and safety glasses, harnesses and safety boots)

(e) Appropriate signposting of the sites will inform workers of key rules and regulations to follow.

5.7 ESMP Management and Monitoring Plan

Table 5.5: ESMP Matrix Table

Activities	Potential Impact	Mitigation Measures	Responsibili ty	Mitigation Cost (N)	Parameters to be	Method of measurement	Performance indicator
Α	PRE-CONST	TRUCTION PHASE	(Ivilugauoii		measureu		
Environmental	Impacts						
Movement of materials, vehicles, and equipment to site	Exhaust fumes of vehicles, equipment could cause air pollution and noise pollution	 Install suitable mufflers on engine exhausts and compressors and ensure that all vehicles are serviced; undergo vehicle emission testing (VET) and vehicle exhaust screening (VES). Fuel switching from high- to low-carbon content fuels (where available) 	Contractor	50,000 for noise muffler 50,000 for emission reduction	SO2, NO _x , CO, VOC, PM25, PM10	In-situ measurement Site inspection	Air Quality Parameters are within permissible limits as documented by NESREA ¹ , Evidence of VET and VES, Evidence of compliance
Social Impacts							
Mobilisation of vehicles, materials and equipment to site Establish staging area	Increase in noise level above permissible noise level, (60dB and 40dB for day and night respectivel y) can disturb academic activities	 Ensure proper consultation with affected stakeholders to intimate them on planned project activities Retrofit machines with sound proofing devices Avoid work at night (beyond 6pm) 	Contractor/ ESO- CApIC- ACE Team	Captured under environme ntal impact above	Number and frequency of complaints in project area	Consultations Complaint reports	Absence/low complaints

¹ National Environmental (Air Quality Control) Regulations, 2014

Activities	Potential Impact	Mitigation Measures	Responsibili ty (Mitigation	Mitigation Cost (N)	Parameters to be measured	Method of measurement	Performance indicator
Α	PRE-CONS	TRUCTION PHASE	(minigeneon		measured		
	Conflict between the contractor workers and student /staff/ visitors/oth er contractors within the school etc.	 Construction site to be cordoned off with restricted access All stakeholders should be informed of the GRM channels including dedicated phone number, complaint form on capicace.covenantu niversity. <u>http://capic- ace.org.ng</u>, lodge directly at the CApIC-ACE office (Applied Research Coordinator/ ESO) 	Contractor CApIC- ACE Project Team	N/A 50,000 (for GRM)	Site restriction No of complaints/ incidents in the project area	Site inspection Complaints from stakeholders	Compliance to stipulated mitigation measures Effective GRM process
Hiring of Labor	Recruitme nt process could be unfair, discriminat ory, and ambiguous	 Engagement of workers should be fair and indiscriminatory Contracts/agreement should be well documented and communicated to workers List of workers to be maintained onsite daily 	Contractor	N/A	Recruitment process Documented agreement Workers perception	Visual inspection Consultation with workers	Agreement sighted Workers have good perception
OHS Impacts				7 0,000,0		<u>.</u>	
Mobilisation activities	 Risk of accident s and injuries to contract or workers Noise Pollutio n Worker s could face harassm ent on site 	 Submit company HSE Manual/ Implement site specific Occupational Health and Safety Management Plan (OHSMP) see annex 5 for sample The OHSMP will entail: - Provision of Hazard Communication Procedures (HAZCOM); Job Hazard Analysis (JHA); OHS Training program Provision of adequate first aid, PPE, safety signages Ensure that a qualified HSE officer isonsite daily Workers should get a daily induction/toolbox before work commences Report major incidents immediately to the ESO/ and World Bank within 24hrs 	Contractor	50,000 for training of workers on OHS 50,000 for PPEs for pre- constructio n phase	 ✓ Complian ce with OHSMP ✓ No of workers Trained on HSE/OH S ✓ No of accidents, incidents or injuries ✓ Availabilit y and use of appropria te PPEs ✓ First Aid Kits ✓ On-site security ✓ Funigatio n activity 	Site inspection Consultation Incident reports HSE Statistics Board	HSE/OHS Training reports and list of attendees Evidence of Compliance to OHSMP Evidence of use of PPES, caution signs onsite, well-stocked first aid kits

	Activities	Potential Impact	Mitigation	Measures	Res ty (Mi	ponsibili tigation	Mitigation Cost (N)	Parameters to be measured	Method of measurement]	Performan	ce indicator	
Ī	Α	PRE-CONS'	FRUCTIO	N PHASE		<u> </u>							
	Mobilisation to site, , establish staging area	Workers may be exposed to poor welfare	 Contract require- staff on Ensure on site Sign M Covena Health enable to medition 	ctor to provide d facilities for -site first aid kit is OU with the mt University Center to workers access ical care when	Cor	ntractor	100,000 (health services)	Availability of facilities on site	Visual inspection Consultation with workers		Evidence o	of facilities on site 1 health services	
			Tequite	a	Tot	al	350,000						
		Maintenan	ce Phase	. .		Б	0						
$\frac{5}{N}$ $\overline{1}$ $\overline{2}$	Waste w the labor	vater dispos oratories	monitor al from osal	Centre's Malaria a Cancer laboratories Centre's Malaria a Cancer labs	nd s	Freque Means verifica Weekl Physica inspect	ncy & of tion y d ion d ion	Reason(s)To ensurefrom the lareconnectedprovidedUniversity.To make sno leakagewater.To ensurwastes collelabs are	waste water aboratories properly to the one by the ure there is of the waste re general ected in the effectively	An NA NA	iount	Monitoring responsibility Deputy Centre Leader, Applied Research Coordinator, ESO, Facility Manager Lab Manager, Facility Manager, ESO	
3.	Health	and safety s	ervices	Centre's Malaria a Cancer labs	ind 3	Quarte Physica medica inspect	rly d & l ion	disposed of Also, to en that can a and other a not left ove To ensure state of he staff and excellent. To ensur safety purchased installed ar working co	t each day. sure wastes ttract pests animals are <u>r in the labs</u> e that the alth of the students is e all the equipment and e in perfect nditions.	NA		ESO. Centre Leader, Deputy Centre Leader, Applied Research Coordinator, ESO, Facility Manager	

Table 5.6: ESMP Implementation Budget

S/N	Item	Responsibility	Estimated Cost (NGN)
1	Mitigation	Contractor	1,200,000
2	Mitigation	CApIC-ACE Project Team	500,000
3	Monitoring	CApIC-ACE Project Team, Relevant Institutions	200,000
4	Capacity Building	CApIC-ACE Project Team, Relevant Institutions	500,000
5	Disclosure Costs	CApIC-ACE Project Team	240,000
6		Sub Total	2,640,000
7	Contingency Cost (10%)		264,000
8	Total Budget		2, 904,000.00

*some of the costs will be embedded in the contractors BoQ.

Chapter 6: Grievance Redress Mechanism

6.1 Introduction

A Grievance redress mechanism (GRM) creates avenues for adequate engagement between the project, its implementers, beneficiaries and the World Bank. Grievance redress mechanisms (GRMs) can be an effective tool for early identification, assessment, and resolution of complaints on projects. Understanding when and how a GRM may improve project outcomes can help both project teams and beneficiaries improve result.

Grievance mechanisms can be broken down into the following primary components:

• Receiving and registering a complaint: Assign a specific email id, phone number, set up an easy to access "Suggestion/Grievance box" and designate a complaints handling officer to receive, log, monitor or track grievances; grievances can be registered into grievance log books manually.

- A GR Committee would be set up at the center to develop structure and Protocols for reporting and managing grievances

Protocol for reporting and managing grievance for this project:

- Screening and assessing the complaint: Suggest timeframes and procedures to receive, log, monitor or track complaints and respond to complainants.
- Assign complaint resolution responsibilities to existing staff.

6.2 Expectation When Grievances Arise

The following process should be followed when a grievance arises:

- Select a resolution approach
- Implement the approach
- Announce the result
- Track and evaluate the results
- Learn from the experience and communicate back to all parties involved
- Prepare a timely report to management on the nature and resolution of grievances

6.3 Grievance Handling Process for the CApIC-ACE Project

CAPIC-ACE will embed the existing grievance redress channels into the project Grievance Redress Mechanism (GRM) design. This mechanism is developed as a three-level design (project level, management level, and University governance level) and will address diverse complaints, and involve activities like logging, tracking, and resolving grievances promptly during and after project implementation. Seven simple steps in the process of grievance handling is shown in Figure 6.1 below:



Figure 6.1: Grievance Handling Process

The Project will utilize various channels provided below to receive complaints/grievances:

- Complaint register /Complaints Boxes located at strategic places in the project environment.
- Dedicated Toll-free Lines which will be manned by the GR focal persons.
- Meetings/consultations/Focus Group Discussions (FGDs)/Oral reports to GRC.
- Online/Digital complaint forms on CApIC-ACE website with anonymous response.
- Grievance Redress Committees (GRCs), which will be formed at the Project, Management, and Governance levels.

Table 6.1:	Grievance	Redress	Committee	Members
T GOIC OIL!	Oncounce	I COULODD	Commune	THOMOUTO

Committee	Members	Function
Level		
1 st Level –	1. CApIC-ACE Centre Coordinator -	✓ Receive, investigate and resolve complaints
Project Level	Chairperson	related to the project.
GRC	2. CApIC-ACE E&S Officer	\checkmark Unresolved complaints at this level will be
	3. Director, PPD	channeled to the Management level GRC
	4. Counsellor & Gender Officer, CApIC-	
	ACE	
	5. CApIC-ACE M&E Officer	
	Ad-hoc members may be called in to serve	
	on the committee depending on the case:	
	✓ Risk Mitigation Officer (RMO)	
	✓ Student Representative – CApIC-ACE	
2 nd Level-	1. Vice-Chancellor, CU (Chairperson)	✓ Receive, investigate and resolve
Management	2. Deputy Vice-Chancellor	outstanding complaints from the project
Level GRC	3. Centre Coordinator, CApIC-ACE	level GRC
	4. Management Team Directors	\checkmark Directly receive, investigate and resolve
	5. Technical Professionals	complaints related to the project
		\checkmark Unresolved complaints at this level will be
		channeled to the Governing Council

3^{rd} Level –	In line with existing protocol	\checkmark The highest level of grievance redress
Governing		related to the project, within CU
Council		\checkmark Where grievances remain unresolved, the
		complainant is advised of their right to seek
		judicial redress.
		\checkmark In this instance, the Centre coordinator wil
		inform the World Bank officially including
		all steps taken to resolve the issue
Judiciary	State Judiciary	Act on the case

6.3.1 Processing and Resolution of Grievances

The grievances from the stakeholders or their representatives may be communicated through the designated channels (complaints boxes, designated phone numbers, online complaint forms, direct complaints lodged with any member, complaints raised at progress review meetings/FGDs/public consultations etc., anonymous complaints amongst others). All grievances communicated in any of these mediums will be recognized and recorded by the GRCs as and when it is expressed.

Grievance Logbook/Database

All project related grievances will be logged in the grievance logbook/database.

- The grievance logbook will be maintained by the GRCs at the project level
- This will be used to record grievances and how they are resolved
- The project will provide the logbook for the project GRC
- The logbook will be kept by the GRC secretary/GRM officer at each level
- A separate GRM log would be available for recording GBV related issues. The log will contain minimum information and be manned by the Guidance Counsellor at the project level and kept in a confidential manner.

The format for the logbook is presented below:

Ν	Date	Grievance	Name of	Department/	Name of	Medium of	Details of	Action	Status*	Remarks*
	&	No.	Complainant	Designation	Recording	Communication	Grievance	Taken		
	Time				Officer			and		
								Date		
1.										
2.										
3.										

* Status – Open/Closed/Referred

****Remarks** – provide a summary feedback and any strategy the project has put in place to prevent reoccurrence of such complaint.

The principal steps in grievance processing and resolution are stated in table 22 below **Table 6.2: Steps in Handling Grievances**

Ν	Steps	Responsibility	Timeline
1	Receipt of the grievance and acknowledgement to the complainant	Environmental and Safeguard Officer (ESO)	1 day
2	Entry of the complaint into the grievance database/ logbook	ESO	1 day

3	Preliminary assessment of grievance to ascertain whether it is project related. Where it is not project-related, the complainant should be duly informed and advised on the appropriate authority to report to. This is updated in the logbook and closed	ESO	2 days
4	Convene project level committee meeting to investigate the grievance	Centre Coordinator/ ESO	2 days
5	Agree on a resolution strategy, timeline, costs in conjunction with all parties involved	Complainant/ GRC/Accused	2 – 5 days
6	Response letter and register in the database/logbook if the solution is accepted, resolution (including any payments) and close the case. Monitor implementation of resolution	ESO	1 - 2 weeks
7	If the resolution is not accepted by any/both parties, it is referred to the Higher-Level Committee for resolution	CentreCoordinator/ViceChancellor/Governing Council	2-4 weeks after registration of grievance
8	Resort to judicial measures	State Judiciary	At any stage in the process though complainant would be persuaded to exercise patience until thorough utilization of this mediation path

- Where grievances remain unresolved, the complainant is advised of their right to seek judicial redress.
- In this instance, the Centre coordinator will inform the World Bank officially including all steps taken to resolve the issue

6.4 GBV GRM Protocol

Procedures for responding to allegations of GBV/sexual exploitation and abuse (SEA)/ sexual harassment (SH) that are made against a project actor will not follow the typical GRM process due to the sensitive nature of complaints and level of confidentiality required.

The GBV/SEA/SH Grievance remit is to:

- a) provide survivor centred approach
- b) provide confidential and accessible channels for reporting cases
- c) enable linkages between survivors to the GBV service providers such as legal system, health, security, psycho-social, livelihood, identified by the project

To mitigate possible project-related SEA/SH grievances, the project will adhere to prevention measures as stipulated in section 4.4.1 Measures to prevent GBV/SEA/SH.

6.5 CApIC-ACE GBV Prevention and Response Strategy

CApIC-ACE will adopt a strategy which builds on the existing structure in addition to the following critical ploints:

- i. The Counselling Unit & Centre Counsellor (Gender Officer) will support the CApIC-ACE project in sensitization of contractor workers on Code of Conduct against GBV/SEA/SH, unwanted relations and other forms of misconduct.
- ii. Survivors can utilize any available channel to lodge complaints including through the centre numbers or at the Counselling Unit & Centre Counsellor, CApIC-ACE, CUCRID building, CU, Ota. Promotional materials containing the information for channelling GBV/SEA/SH cases should be made available to stakeholders through consultations, sensitisation and pasting at the project office and project site.
- iii. When receiving a grievance/during the intake process, the person receiving the complaint shall respect the wishes, choices, rights and dignity of the complainant. The survivor/complainant needs to be provided with clear and simple information on the functioning of the system, on the possible outcomes, likely timelines, and the types of support that can be provided, in order for she/he to make informed decisions about whether to seek services and whether to file a complaint with the project
- iv. The survivor/complainant must also give their consent for the sharing of basic, anonymous, nonidentifiable monitoring data about the incident with the CApIC-ACE Project and with the World Bank. If a complainant chooses not to be referred to GBV service providers or have the project take further action, then the case will be closed.
- v. The officer or volunteer must seek the survivor/complainant's consent to share basic monitoring data, and if no consent is given, no data will be recorded. For GBV cases, it is important to ensure that access to the complaints processes is as easy and as safe as possible for the complainant/survivor and that they clearly understand the referral process.
- vi. Complaints received through any means will be channelled to the Counselling Unit & Centre Counsellor, who will document it in a SEA/SH/GBV stand-alone logbook, and referred to the appropriate service provider to handle the case

6.5.1 Documentation of GBV GRM Cases

Given the highly stigmatized nature of the topic, caution would be taken when communicating about reported SEA/SH incidents. GBV-related complaints would provide information only on the nature of the complaint (what the complainant says in her/his own words)

In recording the incident, the identity of the survivor should be protected, keeping survivor information confidential and anonymous (no names in the record book). This information is limited to (a) the nature of the allegation or incident; (b) whether the incident is likely to be project related; (c) the age/sex of the survivor (if known); and (d) whether the survivor was referred for services.

- Ensure that no identifiable information on the survivor is stored in the GRM
- Document the exact complaint (no detailed information of the incident is expected), date, action taken and close the report

6.6 Monitoring and Evaluation

The Environmental & Safeguard Officer will be responsible for:

- Providing the grievance Committee with a weekly report detailing the number and status of complaints any outstanding issues to be addressed
- Monthly/quarterly reports, including analysis of the type of complaints, levels of complaints, actions to reduce complaints and initiator of such action.

- Periodic monitoring of timely, mandatory and confidential reporting in case of incidents to the project level GBV-GRM
- Monitoring implementation of grievance resolution to ensure compliance with agreed actions

CHAPTER 7: STAKEHOLDERS' ENGAGEMENT PLAN (SEP)

7.1 Approach to Stakeholder Identification and Consultations

Consultations with stakeholders was conducted between 22nd – 25th August, 2022 with the CApIC-ACE Project team members, CU Management, Board of Regents Representative, Physical Planning and Development(PPD) team, and directorate of CUCRID. Summary of consultations held are presented in the table below.

 Table 4:Summary of stakeholder consultations

Consultation with CApIC-ACE and CU PPD Team

Date 20th August, 2021

Venue: CApIC-ACE Conference Room

Participants: Applied Research Coordinator, Project Architects, Project Manager, Social & Safeguard officer and Procurement officer

In attendance were the Applied Research Coordinator, Project Architects, Project Manager, Social & Safeguard officer and Procurement Officer. Following introductions, the representative of the CApIC-ACE project and the E&S Officer introduced the project and ESMP process and objectives to the stakeholders present. The potential environmental and social risks and impacts that may be caused by the project activities were highlighted and the roles of each stakeholder emphasised to ensure that the impacts are adequately mitigated.

No.	Agenda	Concerns/Questions	Consultant's Response/Remark
	Proposed	The team understudied the proposed	The Architect and the CApIC-ACE
	design of the	design and sought clarifications on	team clarified the question that were
	laboratories	critical issues identified, such as:	raised during the deliberations.
		- Design considerations	
		- Fire response design	
		- Plumbing design, electrical designs	
		etc.	

Chapter 8: Summary and Recommendations

8.1 Summary

The proposed re-organization of the CApIC-ACE in Covenant University will create knowledge, develop research capacity, build research infrastructure and empower African researchers in applied informatics research in order to reduce the scourge of malaria, prostate and breast cancer in Africa and world at large.

Based on the findings from the ESMP, the potential positive impacts can be enhanced by adherence to the slated measures in the report, while negative impacts can be mitigated/managed with strict adherence to the measures stated in this ESMP. The ESMP and the mitigation costs will need to be embedded in the contractors BOQ to ensure implementation costs are adequately budgeted for by the contractors. Additionally, the CApIC-ACE team will need to ensure the E&S staff of the contractors and institutions/units involved in the monitoring activities are adequately trained in line with the capacity building plan in the report.

8.2 Recommendations

In addition to implementing the enhancement/mitigation measures stated in the report, the following recommendations are provided:

- i. The locations of the different laboratories should be identified at the design stage to make provision for effective safety planning for disposal of reagents, bio-wastes, drain water from the zinc etc. and should be located on the ground floor, open space, well lit, emergency exit. In addition, all laboratories should be fitted with smoke detectors, fire extinguishers, fire resistant ceiling etc.
- ii. Though access ramps are provided for entry into the building, however, this was not considered for the top floor. The additional stairway for emergency can be built as a ramp which will serve as emergency exit and also create access for People with Disabilities.
- iii. Ensure timely implementation of actions stipulated in this ESMP

Annex 1: Terms of Reference

REFERENCE TO ENGAGE A CONSULTANT TO PREPARE TERMS OF AN AND SOCIAL **PLAN** (ESMP) FOR THE ENVIRONMENTAL MANAGEMENT OF **INFORMATICS** CONSTRUCTION THE COVENANT APPLIED AND COMMUNICATION AFRICA CENTRE OF EXCELLENCE (CADIC-ACE)

A. INTRODUCTION & BACKGROUND

The Africa Higher Education Centers of Excellence (ACE) Project is a World Bank initiative in collaboration with governments of participating countries to support Higher Education institutions in specializing in Science, Technology, Engineering and Mathematics (STEM), Environment, Agriculture, applied Social Science / Education and Health. It is the first World Bank project aimed at the capacity building of higher education institutions in Africa.

The first phase (ACE I) was launched in 2014 with 22 Centers of Excellence in nine (9) West and Central African countries; Benin, Burkina Faso, Cameroon, Côte d'Ivoire, Gambia, Ghana, Nigeria, Senegal and Togo. The Project aims to promote regional specialization among participating universities in areas that address specific common regional development challenges. It also aims to strengthen the capacities of these universities to deliver high quality training and applied research as well as meet the demand for skills required for Africa's development. The second phase (ACE II) was launched in East and Southern Africa with 24 centers across Ethiopia, Kenya, Malawi, Mozambique, Rwanda, Tanzania, Uganda and Zambia.

Based on the initial successes, the World Bank and the French Development Agency (AFD) in collaboration with the African governments, launched the ACE II Impact Project in 2018 to strengthen post-graduate training and applied research in existing fields and support new fields that are essential for Africa's economic growth. There are 43 ACEs (25 new ones and 18 from ACE I); 5 Emerging Centers;1 "top up" center in Social Risk Management; and 5 Colleges and Schools of Engineering. The new areas include sustainable cities; sustainable power and energy; social sciences and education; transport; population health and policy; herbal medicine development and regulatory sciences; public health; applied informatics and communication; and pastoral production.

In Nigeria, the Covenant Applied Informatics and Communication Africa Centre of Excellence (CApIC-ACE) domiciled at Covenant University is one of the centers selected to be funded under the ACE II Project. The Centre was established in collaboration with academic, clinical and industrial institutions in Nigeria, West and Central Africa, Germany, US and UK. Our collaborators have a track record of successful research, training and capacity building.

The Center's specific aims include development of new treatment and control for malaria; development of new diagnosis and treatment for prostate and breast cancers; evolving a genomic cloud infrastructure (with in-memory computation and cloud AI capabilities) customized to process and analyze indigenous genomic data to address African health issues including health education, medication efficiency and early disease diagnosis; development of research and teaching capacity in applied informatics by training young investigators and scientists from Africa; strengthening capacity of African Scientists in knowledge and use of applied informatics tools towards eradication of malaria, prostate and breast cancer; and empowering communities with public health information and education relevant to control of malaria, prostate and breast cancer.

The Project intends to reorganize the CApIC-ACE center. This will have minimal environmental and social impacts and to ensure all impacts are identified and mitigation measures as well as responsibilities for implementing these measures are in place an Environmental and Social Management Plan (ESMP) is required. The ESMP will also include recommendations on good work practices considering the COVID-19 situation which, requires physical/social distancing, good hygiene practices and consultations where

required. It will ensure the CApIC-ACE is in compliance with the World Bank Safeguard Policies particularly OP 4.01 Environmental Assessment and OP 4.11 Physical Cultural Resources both triggered for the ACE II Project. The ESMP will also ensure the project complies with the Nigeria EIA Act CAP. E12 L.F.N. 2004.

Thus, the CAPIC-ACE intends to engage a qualified consultant to carry out this ESMP.

B. PROJECT DVELOPMENT OBJECTIVES AND COMPONENTS

The **PDO** of the ACE II Project is to improve the quality, quantity and development impact of postgraduate education in selected universities through regional specialization and collaboration.

Project Components

The Project has 3 components

Component 1: Establishing new Africa Centers of Excellence and scaling up well-performing existing Africa Centers of Excellence (ACE) for development impact. This component aims to build and strengthen the capacity of competitively selected ACE Impact centers based in higher education institutions across West and Central Africa.

- <u>Sub-component 1.1</u> will establish new centers of excellence for skills and knowledge for development challenges. About 30 centers will be competitively selected based on pre-established selection criteria to receive funding from ACE Impact Project.
- <u>Sub-component 1.2</u>: Scaling up well-performing ACEs: This sub-component will provide additional funding and support to approximately 12 existing ACEs (currently supported through ACE I) to enable them to scale-up their activities.
- <u>Sub-component 1.3</u> Additional support to the best Engineering and Technology ACE institutions: Institutions will be selected to host an engineering and technology-focused ACE Impact center with capacity in other engineering and technology disciplines.

Component 2: Regional Partnerships and Scholarships. Component 2 seeks to expand the regional scope of impact of the ACEs funded under Component 1 by providing demand-side funding for partnering institutions and regional students to buy the training and services from the ACEs that are most relevant:

- <u>Sub-component 2.1</u> will support regional institutional partnerships between higher education institutions and the ACEs (under component 1 of the proposed project) to strengthen the capacity of the higher education institutions.
- <u>Sub-component 2.2</u> will finance two types of regional scholarships to support primarily the training of the next generation of faculty for higher education institutions in the region.

Component 3: Enhancing Regional Policymaking, Monitoring, and Facilitation. Component 3 will support regional policymaking for higher education and regional project monitoring and facilitation. Component 3 will fund, through a Regional IDA grant of US\$10 million to the Association of African Universities (AAU), the facilitation of the ACE Impact project's regional activities and support to centers under the project

C. RATIONALE FOR THE STUDY

The proposed project will involve re-organisation of the CApIC-ACE centre. Activities associated with the project such as, plumbing, electrical installations, carpentary, waste generation etc, will pose minimal negative environmental and social risks/impacts due to the nature of works. Some of the potential negative impacts that would arise during the construction works will include: generation of non-hazardous waste, noise/air pollution, accident from movement of equipment and materials to site, occupational health & safety risks, risks associated with labour influx (security threat, gender based violence (GBV) in particular Sexual Exploitation and Abuse due to labour influx, increase in STIs/STDs), grievance and disturbance

to physical and cultural resources among others. All these trigger the World Bank's operational policy (OP) on Environmental Assessment (OP 4.01). In addition, the Nigeria EIA Act mandates that any construction that would have significant impact on the environment must be subjected to an environmental assessment prior to commencement of the civil works.

Thus, the project, is proposing to engage an experienced consultant who would conduct an Environmental and Social Management Plan (ESMP) to identify the environmental and social impacts associated with this project as well as to proffer mitigation measures to address potential negative impacts.

D. OBJECTIVES OF THE CONSULTANCY

The ESMP will provide an overview of the environmental and social baseline conditions of the proposed sub-project, summarize the potential impacts associated with the proposed demolition/construction works, and set out the management measures required to mitigate any potential impacts in a series of sector specific Environmental Management Plans (ESMPs).

The ESMP will be utilized by the contractor(s) to be commissioned by ACE Impact Center (CApIC-ACE) in the preparation of the required Contractor's ESMP (C-ESMP) which will form the basis of the site-specific management plan prior to works commencing.

The ESMP will be used by the contractor to address all Occupational Health and Safety (OHS) issues and community health and safety issues associated with the proposed construction work.

As the proponent for the sub-projects, it is our objective to avoid, where practical, unacceptable adverse environmental, OHS, social and/or economic impacts.

The ESMP will achieve the following objectives:

- Potentially screen out environmentally unsound activities
- Proposes modified designs to reduce environmental and social impacts
- Identify feasible alternatives
- Predicts significant adverse impacts
- Identifies mitigation measures to reduce, offset, or eliminate adverse impacts
- Engage and inform potentially affected communities and individuals
- Influences decision-making and the development of terms and conditions

E. DESCRIPTION OF THE PROPOSED SUB-PROJECT ACTIVITIES

The proposed activities associated with the project will involve re-organization and partitioning of the laboratory spaces and allocated sections in the building and associated structures and works such as plumbing, electrical fittings, furniture, etc to accommodate CAPIC-ACE center. The works will be implemented within the CUCRID building of Covenant University, as such there will be no involuntary resettlement, acquisition of land, relocation, compensation, loss of physical and economic assets, and/or loss of livelihoods particularly as the project by design cannot finance concerns of involuntary resettlement or land acquisition or compensation.

Major activities of paramount importance:

The CAplC-ACE Center is designed to accommodate the following features

- Centre Leader's office with secretary and waiting area (en-suite)
- o Deputy Centre Leaders' offices with secretary (en-suite)
- En-suite office spaces for principal officers in the organogram attached, excluding the Vice Chancellor
- 2 Nos General Open office spaces that could be partitioned and convertible to cubicles (ICT and Accountant office)
- o A Central Library facility of 75 seating capacity
- Restrooms (Male, female and exclusive users)
- A theater for conference and events, minimum of 100 sitting capacity (preferably on the ground floor)

- Eight Laboratories of 25 students holding capacity one for each with Virtual lab, Artificial intelligence lab, Basic computer lab, Multi-media teaching and recording (4Nos) and IT essentials and networking lab, molecular biology lab, in-vitro cell culture lab, chemistry drug development lab and an insectary (on the ground floor).
- o Cafeteria/Kitchenette
- Coffee break room
- o Server rooms
- Inverter battery rooms
- Electrical power rooms duplicate at every level
- A mini first aid room (clinic)

F. SCOPE OF WORK

The Consultant will work in close collaboration with the engineering design consultants and the CApIC-ACE project team. The consultant will have to consider the technical variants of the proposed activities and in return, inform the technical design consultants of any major constraint or recommendation that may arise due to the social and environmental situation on ground.

The Consultant will consider the proposed civil works, electrical and engineering designs, remodeling, alternative power sources provision and other activities that would be carried out within the project location. The consultant will assess natural resources and infrastructure potentially affected during project implementation and operation and select the management strategies needed to ensure that environmental and social risks/impacts are appropriately mitigated.

Tasks of the Consultant include the following:

- Review the existing PAD, ESMF and other relevant documents, instruments and reports relevant to this project including Covid-19 Protocols and guidelines
- Review Environmental and Social Safeguards policies of the World Bank triggered on the Project;
- Describe the proposed sub-project by providing a description of the Project relevant component and presenting schematic diagrams, maps, figures and tables.
- Review the engineering designs, geotechnical designs etc prepared for this sub project
- Identify the policy, legal and administrative framework relevant to the sub-project activities.
- Define and justify the sub-project study area for the assessment of environmental and social impacts.
- Assess the potential environmental and social impacts including occupational health and Safety as well as community health and safety issues relating to the sub-project activities.
- Assess the occupational health and Safety issues and community health and safety issues related to the demolition/construction activities and recommend mitigation measures.
- Define appropriate mitigation/enhancement measures to prevent, minimise, mitigate, or compensate for adverse impacts or to enhance the sub-project environmental and social benefits, including responsibilities and associated costs.
- Review institutional assessment and framework for environmental and social management.
- Identify actors, roles and their responsibilities for implementing the proposed ESMP.
- Assess the capacity available to implement the proposed mitigation measures and suggest recommendation in terms of training and capacity building with corresponding estimated costs.
- The Consultant is expected to liaise with the CApIC-ACE team in order to understand the project coverage.
- Develop an Environmental and Social Management Plan (ESMP) for CApIC-ACE Center construction. The ESMP should underline:
 - (i) the potential environmental and social impacts resulting from proposed demolition and construction
 - (ii) the proposed mitigation measures;

- (iii) the institutional responsibilities for implementation;
- (iv) the monitoring indicators;
- (v) the institutional responsibilities for monitoring and implementation of mitigation measures;
- (vi) the estimated costs of activities; and
- (vii) calendar for implementation.
- Consultations: The Consultant should carry out consultations with identified primary and secondary stakeholders in order to obtain their views about the sub-project/project. These consultations shall occur during the preparation of the ESMP to identify key environmental and social issues and impacts, and after completion of the draft ESMP to obtain comments from stakeholders on the proposed mitigation/enhancement measures.

*Ethical requirements

• Before undertaking any activity, the expert will ensure that s/he understands all ethical considerations related to gender-based violence (GBV) (in particular Sexual Exploitation and Abuse [SEA]). The consultant should not collect any primary data and should NOT_conduct interviews or research using the SEA survivors and will only make use of secondary sources and data. The objective of this is to minimize harm to women and children.

G. ESMP Structure

The ESMP Report shall be presented in a concise format and should contain all studies, processes, analyses, tests and recommendations for the proposed intervention. The report shall focus on the findings, conclusions and any recommended actions, supported by summaries of the data collected and citations for any references used.

Annex 2: Attendance Sheets and Pictures of Consultations



Covenant Applied Informatics and Communication Africa Centre of Excellence (CApIC-ACE) Stakeholders' Meeting (CU Management with CApIC-ACE Team on 25/08/2022)

Present

1.	Prof. H.A. Adebayo	Vice-Chancellor
2.	Prof. Ezekiel Adebiyi	Center Leader (Virtually present)
3.	Prof. Emeka Iweala	Deputy Center Leader 1
4.	Prof. Emmanuel Adetiba	Deputy Center Leader 2
5.	Prof. Olubanke Ogunlana	M&E Officer
6.	Prof. Grace Olasehinde	E&S officer
7.	Engr Akinyeoluwa	Director, PPD
8.	Prof. Solomon Rotimi	Applied Research Coordinator
9.	Prof. Jelili Oyelade	Academic Programme Coordinator
10.	Mr. Jide Ayodele	Project Manager
11.	Ms. Helen Jevwegaga	Head Admin

Covenant Applied Informatics and Communication Africa Centre of Excellence (CApIC-ACE)

Stakeholders' Meeting (CU Management with CApIC-ACE Team)

02/02/2023

Vice-Chancellor

Present

- 1. Prof. H.A. Adebayo
- 2. Prof. Jide Adekeye
- 3. Prof. Kolawole Ajanaku
- 4. Prof. Emeka Iweala
- 5. Prof. Emmanuel Adetiba
- 6. Prof. Olubanke Ogunlana
- 7. Prof. Grace Olasehinde
- 8. Prof. Solomon Rotimi
- 9. Mr Jide Ayodele
- 10. Ms. Helen Jevwegaga

Absent with Apology

1. Prof. Ezekiel Adebiyi

Deputy Vice-Chancellor Director, CUCRID Deputy Center Leader 1 Deputy Center Leader 2 M&E Officer E&S Officer Applied Research Coordinator Project Manager Head Admin

Center Leader (Away from the country)

Annex 3: Project Occupational Health and Safety (OHS) Plan

This plan is developed to meet up with OHS standards and to achieve the objectives set for the project. The project team shall undertake to ensure high performance standards and conformity with contract requirements by managing the works in a systematic and thorough manner.

• Competency

All personnel required to operate or work with any equipment or machine must be competent, be tested for each equipment that he/she shall be operating. All personnel who as part of their profession require licensing or certification must obtain the necessary certification before he/she shall be allowed to work on the site.

• Fitness

All personnel working on site shall be required to be certified medically fit to do so by an approved medical facility or Medical Doctor (pre-employment medical examination)

• HSE TRAINING

• Induction/Orientation

Every new or rehired employee and Subcontractors employees must undergo mandatory OHS orientation / induction. The purpose of the Induction is to educate workers and make them aware of the major potential hazards he or she shall come into contact with while working on the site; also, it is one more opportunity to stress the importance of HSE being the first priority in the operations.

The content of the HSE orientation / induction shall cover the following subjects:

- Site safety rules.
- Personnel protective equipment requirements (PPE).
- Environmental sensitivity and protection.
- Preparation and planning of the job (Daily Pre-task talk).
- Emergency plan and muster points.
- SEA/SH and GBV prevention strategies
- COVID-19 prevention strategies
- •

• Project Specific HSE Training

In addition to the HSE orientation /induction, there shall be specific site HSE trainings which shall cover the following topics:

- Manual handling.
- Electrical Safety
- Emergency Prevention, Preparedness and Response
- Work at height training
- First Aid training (for site First Aiders)
- Lifting and Rigging
- Safe Driving techniques (for drivers)

• Emergency Preparedness and Response

Emergency procedures and evacuation plan shall be developed by the HSE Department and displayed on the notice board. These procedures shall be communicated to all staff. Also there shall be at least a trained first aider at all times.

HSE IMPLEMENTATION AND PERFORMANCE MONITORING • HSE Meetings

HSE management meetings shall be held once a month. The meeting is to help identify safety problems, develop solutions, review incident reports, provide training and evaluate the effectiveness of our safety program. Some of the meetings shall be:

- Project/Site Management HSE Meeting for management and supervision (Monthly).
- Tool box talk meetings for all workforce (Weekly).

- Pre-task briefing for all workforces (Daily).
- Special situation meeting (As required).

HSE Reporting

All incidents and illnesses must be reported to site supervisor after which investigation shall commence and recorded so that appropriate corrective actions shall be implemented to prevent any re-occurrence and report findings shall be forwarded to management for review. Reporting requirements shall include notification of incident, investigation report, and monthly report. Notification of Incident form shall be developed which shall be filled and submitted to HSE department for investigation.

HSE Inspection and Audits

For continual improvement of HSE management system, HSE inspection and audit shall be conducted. An inspection checklist shall be developed. This is to ensure that the HSE management system is being adhered to. The inspection shall be conducted by the HSE department together with site management.

Corrective and Preventive Actions and Non Conformities

During the cause of inspections, concerns raised shall be addressed and closed out. It is expected that in a period of two weeks, a close out inspection shall take place to verify that the corrective actions have been closed.

Project HSE Rules

The project HSE rules shall be developed and supervision shall develop specific rules and procedures when necessary.

The following site rules shall be implemented at all times. The Site Manager shall draw these rules to the attention of their own workmen or staff. All sub-contractors must ensure that these rules are drawn to the attention of their workmen and staff.

The Principal Contractor may implement additional site rules during the contract programme. Any such additional rules shall be notified to all personnel engaged on the project prior to their implementation. The HSE rules shall include but not limited to:

- 1. Personal Protective Equipment must be worn at all times.
- 2. All instructions issued by the Site Manager regarding the storage, handling or cleaning of materials, plant and equipment must be followed.
- 3. All vehicles must be parked in the designated areas.
- 4. Any workman suffering from a medical condition that might affect his work and/or that could require specific Medical treatment must inform the supervisor before commencing work.
- 5. All site tools shall either be battery operated or 110 volts.
- 6. No one shall be permitted on site if it is believed that they are under the influence of alcohol or drugs.
- 7. Vehicles must not reverse without a banksman in attendance.
- 8. All visitors to site must undergo a site-specific induction and operative Identity badges must be worn at all times.
- 9. All excavations must be secured.
- 10. Smoking and eating shall only be permitted in the designated area. This area shall be identified during induction.
- 11. No hot works operations are permitted without a hot work permit in place.
- 12. There shall be no radios or other music playing devices on site.
- 13. Good housekeeping practices to be adopted.
- 14. Compliance with all Ethical Power Permit to Work systems
- 15. The site keyed access procedure must be strictly adhered to.
- 16. All Contractors must comply with Site Health & Safety Guidelines / Site Safety Method Statement
- 17. No untrained worker shall be permitted to operate heavy machineries.
- 18. COVID-19 protocols to be adhered to including frequent handwashing, use of nose masks when in crowded spaces, timely reporting of any symptoms to HSE officer and immediate isolation

Safe Work Practices/Personal Protective Equipment (PPE)

- The basic PPE required for the project shall be Safety Glasses, Safety Boots, Hand Gloves, Hard Hat, ear plugs and Coverall. Any other PPE shall be used as applicable. Management is responsible for the provision of PPE and usage shall be enforced at all time.
- PPE shall be provided in circumstances where exposure to hazards cannot be avoided by other means or to supplement existing control measures identified by a risk assessment. An assessment shall be made to ensure that the PPE is suitable for purpose and is appropriate to the risk involved.
- Information, instruction & training shall be given to all employees on safe use, maintenance and storage of PPE. Employees shall, in accordance with instructions given, make full use of all PPE provided and maintain it in a serviceable condition and report its loss or defect immediately to the maintenance department where it shall be replaced.
- PPE shall be replaced when it is no longer serviceable and returned on a new for old basis. Employees shall sign to state that they have received PPE when issued.

Welfare Facilities

The provision of welfare facilities on the site shall be communicated to all operatives at site induction. A cleaning regime shall be implemented and maintained for the duration of the construction phase to ensure the site welfare facilities remain in a clean and tidy condition.

Provisions for food and portable drinking water shall be made for all site workers

Signage

Adequate provision for warning and directional signs shall be made.

Annex 4 Code of Conduct

Contractor's Company Code of Conduct

- 1. The company is obliged to create and maintain an environment which prevents Gender Based Violence (GBV) and Sexual Exploitation & Abuse (SEA) issues. The company is also required to maintain an environment where the unacceptability of GBV and actions against children are clearly communicated to all those involved in the project. In order to prevent GBV and SEA, the following core principles and minimum standards of behaviour will apply to all employees without exception:
- 2. GBV/SEA constitutes acts of gross misconduct and are therefore grounds for sanctions, penalties and/or termination of employment. All forms of GBV/SEA including grooming are unacceptable, be it on the work site, the work site surroundings, project neighbourhoods or on site. Prosecution of those who commit GBV or SEA will be followed.
- 3. Treat women, children (persons under the age of 18), and men with respect regardless of race, colour, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.
- 4. Do not use inappropriate language or behaviour towards women, children and men. This includes harassing, abusive, sexually provocative, derogatory, demeaning or culturally inappropriate words, gestures or actions.
- 5. Sexual activity with children under 18—including through digital media—is prohibited. Mistaken belief regarding the age of a child and consent from the child is not a defence.
- 6. Sexual favours or other forms of humiliating, degrading or exploitative behaviour are prohibited.
- 7. Sexual interactions between contractor's and consultant's employees at any level and member of the communities surrounding the work place that are not agreed to with full consent by all parties involved in the sexual act are prohibited. This includes relationships involving the withholding/promise of actual provision of benefit (monetary or non-monetary) to community members in exchange for sex such sexual activity is considered "non-consensual" within the scope of this Code.
- 8. All employees are required to attend an induction training course prior to commencing work on site to ensure they are familiar with the GBV/SEA Code of Conduct.
- 9. All employees must attend a mandatory training course once a month for the duration of the contract starting from the first induction training prior to commencement of work to reinforce the understanding of the institutional GBV and SEA Code of Conduct.
- 10. All employees will be required to sign an individual Code of Conduct confirming their agreement to support GBV and SEA activities.

I do hereby acknowledge that I have read the foregoing Code of Conduct, do agree to comply with the standards contained therein and understand my roles and responsibilities to prevent and respond to GBV and SEA. I understand that any action inconsistent with this Code of Conduct or failure to take action mandated by this Code of Conduct may result in disciplinary action.

FOR THE COMPANY
Signed by _____
Title: _____
Date: _____

Manager's Code of Conduct

Managers at all levels have particular responsibilities to create and maintain an environment that prevents GBV and SEA. They need to support and promote the implementation of the Company Codes of Conduct. To that end, Project Managers are required to sign up to Codes of Conduct applicable to their managerial duties within the context and also sign the Individual Codes of Conduct. This commits them to support and develop systems that facilitate the implementation of this action plan and maintain a GBV-free, child-safe and conflict-free work environment. These responsibilities include but are not limited to:

Mobilization

- 1. Establish a GBV/SEA Compliance Team from the contractor's and consultant's staff to write an Action Plan that will implement the GBV and SEA Codes of Conduct.
- 2. The Action Plan shall, as a minimum, include the
 - i. Standard Reporting Procedure to report GBV and SEA issues through the project Grievance Redress Mechanism (GRM);
 - ii. Accountability Measures to protect confidentiality of all involved; and,
 - iii. Response Protocol applicable to GBV survivors/survivors (including access to support coping and post-trauma management strategies) and perpetrators.
 - iv. Engagement of the services of social service providers (NGOs) with requisite skill in the prevention and management of GBV and SEA.
- 3. Coordinate and monitor the development of the Action Plan and submit for review to the RAMP-PIU safeguards teams, as well as the World Bank prior to mobilization.
- 4. Update the Action Plan to reflect feedback and ensure the Action Plan is carried out in its entirety.
- 5. Provide appropriate resources and training opportunities for capacity building so members of the compliance team will feel confident in performing their duties. Participation in the Compliance tame will be recognized in employee's scope of work and performance evaluations.
- 6. Ensure that contractor, consultant and client staff are familiar with the RAMP GRM and that they can use it to anonymously report concerns over GBV and SEA.
- 7. Hold quarterly update meetings with the compliance team to discuss ways to strengthen resources and GBV/SEA support for employees and community members.
- 8. In compliance with applicable laws and to the best of your abilities, prevent perpetrators of sexual exploitation and abuse from being hired, re-hired or deployed. Use background and criminal reference checks for all employees.
- 9. Ensure that when engaging in partnership, sub-grant or sub-recipient agreements, these agreements a) incorporate this Code of Conduct as an attachment;
 - b) include the appropriate language requiring such contracting entities and individuals, and their employees and volunteers to comply with this Code of Conduct; and

c) expressly state that the failure of those entities or individuals, as appropriate, to take preventive measures against GBV and SEA, to investigate allegations thereof, or to take corrective actions when GBV/SEA has occurred, shall constitute grounds for sanctions and penalties.

Training

- 1. All managers are required to attend an induction manager training course prior to commencing work on site to ensure that they are familiar with their roles and responsibilities in upholding the GBV/SEA Codes of Conduct.
- 2. Provide time during work hours to ensure that direct recruits attend the mandatory induction training which covers GBV/SEA training required of all employees prior to commencing work on site.
- 3. Managers are required to attend and assist with the NGO-facilitated monthly training courses for all employees. Managers will be required to introduce the trainings and announce results of consequential evaluations.
- 4. Collect satisfaction surveys to evaluate training experiences and provide advice on improving the effectiveness of training.
- 5. Prevention
- 6. All managers and employees shall receive a clear written statement of the company's requirements with regards to preventing GBV/SEA in addition to the training.

- 7. Managers must verbally and in writing explain the company and individual codes of conduct to all direct recruits.
- 8. All managers and employees must sign the individual 'Code of Conduct for GBV and SEA, including acknowledgment that they have read and agree with the code of conduct.
- 9. To ensure maximum effectiveness of the Codes of Conduct, managers are required to prominently display the Company and Individual Codes of Conduct in clear view in public areas of the workspace. Examples of areas include waiting, rest and lobby areas of sites, canteen areas, health clinics.
- 10. Managers will explain the GRM process to all employees and encourage them to report suspected or actual GBV/SEA
- 11. Mangers should also promote internal sensitization initiatives (e.g. workshops, campaigns, on-site demonstrations etc.) throughout the entire duration of their appointment in collaboration with the compliance team, service providers and in accordance to the Action Plan.
- 12. Managers must provide support and resources to the compliance tea and service provider NGOs to create and disseminate the internal sensitization initiatives through the Awareness-raising strategy under the Action Plan.

Response

- 1. Managers will be required to provide input, final decisions and sign off on the Standard Reporting Procedures and Response Protocol developed by the compliance team as part of the Action Plan.
- 2. Once signed off, managers will uphold the Accountability Measures set forth in the Action Plan to maintain the confidentiality of all employees who report or (allegedly) perpetrate incidences of GBV/SEA (unless a breach of confidentiality is required to protect persons or property from serious harm or where required by law).
- 3. Once a sanction has been determined, the relevant manager(s) is/are expected to be personally responsible for ensuring that the measure is effectively enforced, within a maximum timeframe of 14 days from the date on which the decision was made.
- 4. Managers failing to comply with such provision can be in turn subject to disciplinary measures, to be determined and enacted by the company's CEO, Managing Director or equivalent highest-ranking manager. Those measures may include:
 - i. Informal warning
 - ii. Formal warning
 - iii. Additional Training
 - iv. Loss of up to one week's salary.
 - v. Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months.
 - vi. Termination of employment.

I do hereby acknowledge that I have read the foregoing Code of Conduct, do agree to comply with the standards contained therein and understand my roles and responsibilities to prevent and respond to GBV and SEA. I understand that any action inconsistent with this Code of Conduct or failure to take action mandated by this Code of Conduct may result in disciplinary action.

FOR THE EMPLOYER
Signed by _____
Title: _____
Date:

Individual Code of Conduct

I, ______, acknowledge that preventing gender-based violence (GBV) and violence against children (VAC) is important. The company considers that GBV or VAC activities constitute acts of gross misconduct and are therefore grounds for sanctions, penalties or potential termination of employment. All forms of GBV or VAC are unacceptable be it on the work site, the work site surroundings. Prosecution of those who commit GBV or VAC may be pursued if appropriate. I agree that while working on the project I will:

• Consent to police background check.

- Treat women, children (persons under the age of 18), and men with respect regardless of race, colour, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.
- Not use language or behaviour towards women, children or men that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate.
- Not participate in sexual contact or activity with children—including grooming or contact through digital media. Mistaken belief regarding the age of a child is not a defence. Consent from the child is also not a defence or excuse.
- Not engage in sexual favours—for instance, making promises or favourable treatment dependent on sexual acts—or other forms of humiliating, degrading or exploitative behaviour.
- Unless there is the full consent² by all parties involved, I will not have sexual interactions with members of the surrounding communities. This includes relationships involving the withholding or promise of actual provision of benefit (monetary or non-monetary) to community members in exchange for sex—such sexual activity is considered "non-consensual" within the scope of this Code.
- Attend and actively partake in training courses related to HIV/AIDS, GBV and VAC as requested by my employer.
- Consider reporting through the GRM or to my manager any suspected or actual GBV or VAC by a fellow worker, whether employed by my company or not, or any breaches of this Code of Conduct.

With regard to children under the age of 18:

- Wherever possible, ensure that another adult is present when working in the proximity of children.
- Not invite unaccompanied children unrelated to my family into my home unless they are at immediate risk of injury or in physical danger.
- Not sleep close to unsupervised children unless absolutely necessary, in which case I must obtain my supervisor's permission, and ensure that another adult is present if possible.
- Use any computers, mobile phones, or video and digital cameras appropriately, and never to exploit or harass children or to access child pornography through any medium (see also "Use of children's images for work related purposes" below).
- Refrain from physical punishment or discipline of children.
- Refrain from hiring children for domestic or other labour which is inappropriate given their age or developmental stage, which interferes with their time available for education and recreational activities, or which places them at significant risk of injury.
- Comply with all relevant local legislation, including labour laws in relation to child labour.

Use of children's images for work related purposes

When photographing or filming a child for work related purposes, I must:

• Before photographing or filming a child, assess and endeavor to comply with local traditions or restrictions for reproducing personal images.

² **Consent** is defined as the informed choice underlying an individual's free and voluntary intention, acceptance or agreement to do something. No consent can be found when such acceptance or agreement is obtained through the use of threats, force or other forms of coercion, abduction, fraud, deception, or misrepresentation. In accordance with the United Nations Convention on the Rights of the Child, the World Bank considers that consent cannot be given by children under the age of 18, even in the event that national legislation of the country into which the Code of Conduct is introduced has a lower age. Mistaken belief regarding the age of the child and consent from the child is not a defense.

- Before photographing or filming a child, obtain informed consent from the child and a parent or guardian of the child. As part of this I must explain how the photograph or film will be used.
- Ensure photographs, films, videos and DVDs present children in a dignified and respectful manner and not in a vulnerable or submissive manner. Children should be adequately clothed and not in poses that could be seen as sexually suggestive.
- Ensure images are honest representations of the context and the facts.
- Ensure file labels do not reveal identifying information about a child when sending images electronically.

Sanctions

I understand that if I breach this Individual Code of Conduct, my employer will take disciplinary action which could include:

- Informal warning.
- Formal warning.
- Additional Training.
- Loss of up to one week's salary.
- Suspension of employment (without payment of salary), for a minimum period of 1 month up to a maximum of 6 months.
- Termination of employment.
- Report to the police if warranted.

I understand that it is my responsibility to avoid actions or behaviors that could be construed as GBV or VAC or breach this Individual Code of Conduct. I do hereby acknowledge that I have read the foregoing Individual Code of Conduct, do agree to comply with the standards contained therein and understand my roles and responsibilities to prevent and respond to GBV and VAC. I understand that any action inconsistent with this Individual Code of Conduct or failure to take action mandated by this Individual Code of Conduct and may affect my ongoing employment.

Signature:	
Printed Name:	
Title:	
Date:	

53. In cases where compensation for inconveniences, damage of crops etc. are claimed by the owner, the Client has to be informed by the Contractor through the SE. This compensation is in general settled under the responsibility of the Client before signing the Contract. In unforeseeable cases, the respective administrative entities of the Client will take care of compensation.

Contractor's Environment, Health and Safety Management Plan (EHS-MP)

54. Within 6 weeks of signing the Contract, the Contractor shall prepare an EHS-MP to ensure the adequate management of the health, safety, environmental and social aspects of the works, including implementation of the requirements of these general conditions and any specific requirements of an EMP for the works. The Contractor's EHS-MP will serve two main purposes:

- For the Contractor, for internal purposes, to ensure that all measures are in place for adequate EHS management, and as an operational manual for his staff.
- For the Client, supported where necessary by a SE, to ensure that the Contractor is fully prepared for the adequate management of the EHS aspects of the project, and as a basis for monitoring of the Contractor's EHS performance.

55. The Contractor's EHS-MP shall provide at least:

- a description of procedures and methods for complying with these general environmental management conditions, and any specific conditions specified in an EMP;
- a description of specific mitigation measures that will be implemented in order to minimize adverse impacts;
- a description of all planned monitoring activities (e.g. sediment discharges from borrow areas) and the reporting thereof; and
- the internal organizational, management and reporting mechanisms put in place for such.

56. The Contractor's EHS-MP will be reviewed and approved by the Client before start of the works. This review should demonstrate if the Contractor's EHS-MP covers all of the identified impacts and has defined appropriate measures to counteract any potential impacts.

EHS Reporting

57. The Contractor shall prepare bi-weekly progress reports to the SE on compliance with these general conditions, the project EMP if any, and his own EHS-MP. An example format for a Contractor EHS report is portrayed below. It is expected that the Contractor's reports will include information on:

- EHS management actions/measures taken, including approvals sought from local or national authorities;
- Problems encountered in relation to EHS aspects (incidents, including delays, cost consequences, etc. as a result thereof);
- Lack of compliance with contract requirements on the part of the Contractor;
- Changes of assumptions, conditions, measures, designs and actual works in relation to EHS aspects; and
- Observations, concerns raised and/or decisions taken with regard to EHS management during site meetings.

58. It is advisable that reporting of significant EHS incidents be done "as soon as practicable". Such incident reporting shall therefore be done individually. Also, it is advisable that the Contractor keep his own records on health, safety and welfare of persons, and damage to property. It is advisable to include such records, as well as copies of incident reports, as appendixes to the bi-weekly reports. A sample format for an incident notification is shown below. Details of EHS performance will be reported to the Client through the SE's reports to the Client.

Training of Contractor's Personnel

59. The Contractor shall provide sufficient training to his own personnel to ensure that they are all aware of the relevant aspects of these general conditions, any project EMP, and his own EHS-MP, and are able to fulfil their expected roles and functions. Specific training should be provided to those employees that

have particular responsibilities associated with the implementation of the EHS-MP. General topics should be:

- EHS in general (working procedures);
- emergency procedures; and
- social and cultural aspects (awareness raising on social issues).

Cost of Compliance

60. It is expected that compliance with these conditions is already part of standard good workmanship and state of art as generally required under this Contract. The item "Compliance with Environmental Management Conditions" in the Bill of Quantities covers this cost. No other payments will be made to the Contractor for compliance with any request to avoid and/or mitigate an avoidable EHS impact.

Annex 5

Impact Analysis

Impact analysis was conducted using the following steps as presented in the flow diagram:



Annex 6

Impact Assessment Matrix

	Potential consequences					
Likelihood	Positive	Negative				
		Hardly any	Little	Considerable	Great	Extreme
High		Moderate	Moderate	Maior	Maior	Maior
Medium high		Minor	Moderate	Moderate	Maior	Maior
Medium		Minor	Minor	Moderate	Moderate	Maior
Medium low		Negligible	Minor	Minor	Moderate	Moderate
Low		Negligible	Negligible	Minor	Minor	Moderate